



## Ministry Employment Readiness Policy

### 1.0 Purpose

The purpose of this policy is to support ministries to have a successful relationship with their next minister if they have been without a minister for more than two years, have a history of abbreviated tenures with a minister, or lost their last minister due to challenging circumstances. Ministry Employment Readiness will include and explore the reasons for the minister's departure, the activities pursued since the minister's absence, and the ministry's current situation.

### 2.0 Scope

An employment readiness process is required of any Unity ministry who:

- 2.1 Is without a minister for a period exceeding two (2) years.
- 2.2 Has had two (2) ministers depart within a five (5) year period.
- 2.3 Has released or lost their minister due to challenging circumstances, such as a death, a period of conflict, a forced resignation, or a termination.

### 3.0 Policy

- 3.1 Any ministry entering the Employment Process must meet all current requirements of their bylaws, to include making contact with UWM Ministry Development Team.
- 3.2 The Ministry Employment Readiness Case Team will assess the physical, emotional and professional preparedness of the ministry for hiring a minister and may offer suggestions and guidance that would support the ministry in having a successful experience with their next minister.
- 3.3 The Ministry Employment Readiness Case Team may create a Required Plan of Action for the ministry to complete prior to entering the employment process.

### 4.0 Definitions

- 4.1 A **minister** is one who is ordained or licensed by UWM, or who is serving under Special Dispensation from UWM.
- 4.2 The **Ministry Employment Readiness Team** is the group of trained individuals who review applications for Ministry Employment Readiness, interview the Board of Trustees or designated Leadership Team, and make a decision about the ministry's readiness to enter the UWM Employment process. The Case team is comprised of at least 2 individuals.