

**East Shore Unitarian Church**  
**Board Policy Recommendation Proposal**

1. Is your proposal for a new policy or a revision of a current policy? (Policies can be found on the church website [esuc.org](http://esuc.org), About Us, Governance.) If for a new policy, please write a succinct draft of it and suggest a placement within the sections of the current policies. If for a revision, please list the current policy and the proposed language change(s).

This is a revision of Policy 2.3 Treatment of Members, Friends, Visitors, and Congregants.

The current policy would remain the same except for the addition of the word “Vision” to read as follows:

2.3.1 In interacting with congregants, the Staff Leadership Team (SLT) shall not cause or allow conditions, procedures, or decisions that are unsafe, disrespectful, unnecessarily intrusive, that fail to provide appropriate confidentiality or privacy, or that fail to apply the standards of the Church’s Mission, **Vision**, and Ends, and Unitarian Universalist Principles.

And a **new** section of Policy 2.3 is proposed to read as follows:

**2.3.2 The SLT shall work in a collegial and collaborative manner with Board committees, core teams, ministry teams, councils, task forces and other groups in their job related areas. The SLT shall work cooperatively and in partnership with these groups to achieve the church’s Mission, Vision and Ends and Unitarian Universalist Principles by providing opportunities for meaningful input, communicating in a timely manner, and empowering lay leadership.**

2. What evidence is there that ESUC needs the new or revised policy? Please be specific and use data as much as possible. Provide any additional context or sources used, as needed to clarify your proposal.

Current Board Policies address general treatment of individual members of the church by staff but not the more complex relationship between staff and the various groups with which they partner to accomplish our Mission and Vision. This policy would provide staff with some expected best practices to achieve these goals, and help them avoid actions that could be counterproductive to progress. For example, input from/timely communication with the Earth and Social Justice Council and the Personnel Committee would benefit the hiring and success of earth and social justice staff. Ongoing joint calendar discussions would enhance the relevance

and coordination of church offerings. And timely communications and requests would enhance effective functioning.

3. Does the proposed policy comply with state/federal laws and ESUC by-laws? Yes.
  
4. Are you submitting this proposal as an individual or as a member of a Board Committee, Core, or Ministry Team, or other group within the church? If as a member of any group, please confirm that the group has approved this proposal according to its charter by attaching a copy of the minutes where it was approved.

This policy was originally proposed by the Earth and Social Justice Council at a Board meeting in December, 2016. At that meeting the Board established a new Policy and Governance Committee (P & G Committee) to assist it with strengthening its governance structures and processes through policy review and revision. The P & G Committee created a process for this work and a work plan of requests from the Board, SLT, and other church groups. The P & G Committee made some revisions to update and format the Earth and Social Justice Council's original proposal and approved it at their November 3, 2017 meeting.

5. Your name and contact information: Ann Fletcher, fletcherann@msn.com
  
6. Group's name (if any): Policy and Governance Committee
  
7. Submitted to: Executive Council and Board of Trustees
  
8. Date: 11-3-17