



## **Minister of Record (MOR) Policy (4-28-2022)**

### **1.0 Purpose:**

The Minister of Record (MOR) program was established to support and equip Unity ministries that are not able to hire a full or part-time Unity minister, at this time, with the guidance of an ordained Unity Minister serving as a Minister of Record (MOR). The MOR supports the ministry's Board of Trustees to:

- maintain foundational Unity teachings
- be aware of the services and resources available through UWM
- navigate the business of ministry
- comply with UWM's policies
- develop the capacity to fulfill the Ministry Employment Readiness Process and hire a Unity credentialed leader
- find resources needed to assist the ministry in closing or merging when necessary

### **2.0 Scope:**

This policy applies to:

2.1 Ordained Unity Ministers in good standing who would like to serve in MOR positions and:

- 2.1.1 Have a current background check on file with UWM.
- 2.1.2 Have current signed Code of Ethics and Sexual Conduct Policy on file with UWM.
- 2.1.3 Have been active in field ministry for a minimum of 5 years.
- 2.1.4 Have been current with Continuing Education requirements for previous 2 years.
- 2.1.5 Have completed the Employment Assessment Process, if applicable.

2.2 Unity ministries that:

- 2.2.1 Are striving to sustain themselves and are unable to hire a full or part-time Unity minister at this time.

**3.0 Policy:** Unity ministries who are striving to sustain themselves and are unable to hire a full or part-time Unity minister at this time, are eligible to apply to UWM for approval to contract with a Unity Minister who has been approved by UWM to serve as a Minister of Record (MOR). All MOR contracts will follow the UWM MOR Agreement structure, and will be reviewed annually by the UWM Ministry Development Team (MDT). Following this policy is a requirement for MOR ministers and ministries to remain in good standing.

#### 4.0 Definitions:

- 4.1 **Employment Assessment Process:** An assessment required in specific circumstances that determines if a minister is eligible for employment. (see Employment Assessment Policy)
- 4.2 **Good Standing:** Functioning within the policies and procedures of UWM and the Code of Ethics.
- 4.3 **Minister of Record (MOR):** An ordained Unity minister who meets the minimum requirements (as designated in the MOR Policy), and is approved by UWM's Ministry Development Team (MDT) to serve the board of an approved Unity ministry in the capacity defined by an MOR Agreement.
- 4.4 **Minister of Record (MOR) Agreement:** The UWM form that defines the minimum requirements for an MOR agreement between a minister and a ministry.
- 4.5 **Ministry Development Team (MDT):** UWM staff who oversee and support Unity ministries and Unity ministers in the employment process.
- 4.6 **Ministry Employment Readiness Process:** An assessment required in specific circumstances that determines if a Unity ministry is eligible to enter the hiring process. (see Ministry Employment Readiness Policy)