

Greenville Unitarian Universalist Fellowship **Policy**

Title: Minister/GUUF Separation

Proposed: September 14, 2022

Replaces: n/a

Approved by Board Month: September 2022

It is generally held that the future well-being of a congregation is best assured by the fully effective departure from leadership of any minister whose service to that institution has ended. Departing ministers are called upon to exercise particular care to minimize their influence and presence within the congregation as well as their interactions with members and staff.

In the event a Minister leaves or has left the employment of GUUF due to misconduct/malfeasance/misbehavior or dereliction of duty, either through negotiated or voluntary resignation, or congregational vote, said Minister is not permitted to interact with GUUF congregants or staff in any way, including, but not limited to, the following:

- be physically on the GUUF campus including in any building or on the grounds,
- attend any event sponsored by GUUF and located off campus,
- initiate or seek social, or other kinds of contact with congregants or staff,
- provide pastoral care services for GUUF congregants,
- preside or participate in ceremonies or rites of passage for GUUF congregants.

The prohibitions as outlined in this policy will be in effect indefinitely and may only be temporarily waived by the Board upon successful appeal. Any appeal must be submitted in writing to the Board. The appeal must be specific in its request and allow at least thirty (30) days for the Board to review the appeal and reach a decision. Before rendering a decision regarding an appeal, the Board should consult with the serving minister and with any relevant staff. When the Board renders their decision, it will be communicated to the appellant.