

**UCCSM Worship Associates Team Charter Application
April 2018**

<i>Background</i>	UCCSM has had a loose association of ‘pulpit hosts’ who helped Rev. Rebecca Benefil-Bijur present worship. Those who served in this role were hand selected and all worked independently of one another. They never met with one another or worked collaboratively on anything beyond their own service. Developmental Minister, the Rev. Greg Ward, initiated this new structure that includes intentionality of specific goals within and beyond the production of quality worship
<i>Purpose and Relation to Mission</i>	The Worship Associates Program helps provide a Sunday morning experience whereby each participant, over the course of time, has an opportunity to work on their relationship with self, with others and with the world. A primary goal of Worship Associates is to transform the individual in ways that strengthen connections / commitments and cultivate leadership within the congregation as a whole
<i>Under the Authority of</i>	Developmental Minister
<i>Leadership</i>	<p>The Worship Associates program is approximately 9 people who all serve a 3 year term. Along with Rev. Kikanza Nuri-Robins (who works as a consultant to worship programming) there are 1st year, 2nd year and 3rd year Worship Associates.</p> <p>1st Year Worship Associates learn the basics of liturgy and the skills / tools employed in designing and producing worship.</p> <p>2nd Year Worship Associates, having learned the logistics of design, development and production of worship, also work on outreach to other programs in the church so that the energy produced in worship can be effectively channeled to other events and programmatic objectives.</p> <p>Worship Associates Exec Team are third year Worship Associates and work with the Minister to administrate and lead the program (establish / update calendar, offer training and mentoring to newer Worship Associates, create and update tools to carry out programs.</p> <p>Members on the Worship Associates program are selected in an application process carried out by the Minister under consultation with the Worship Associates Exec Team with a primary objective being to cultivate an intentionally diverse worship experience. Thus leadership, as much as possible, will reflect a diversity of ages, styles, cultures, ethnicities, genders, intellectual / emotional / spiritual intelligences and life experiences</p>
<i>Specific Responsibilities</i>	<p>Offer a safe, challenging and transformative Worship Experience</p> <p>Build Leadership by offering a positive experience of leading worship.</p> <p>Cultivate diversity in the congregation</p> <p>Channel energy in an interdependent way by teaming up with various programs and strengthening various expressions of the larger mission</p>

<i>Relationship to Staff</i>	The Worship Associates Program reports to the Developmental Minister and, through the minister, works closely with many who serve as staff members (Office Administrator, Office Asst., Music Director, Religious Education Director)
<i>Limitations / Constraints</i>	Worship Associates are given parameters and encouraged to exercise creative initiative in working toward producing reverent and transformative worship experience that are within the liturgical and time constraints as well as within the covenantal constraints
<i>Reporting Requirements</i>	Worship Associates report to the Developmental Minister who reports to the board.