



UWM MEMBERSHIP MODEL POLICY

1. **Purpose.** The purpose of the Unity Worldwide Ministries (UWM) Membership Policy is to clarify the relationship between UWM and its members, as well as to establish a mutually beneficial working relationship.
2. **Scope.** This policy applies to licensed Unity ministers, ordained Unity ministers, licensed Unity teachers, and all Unity ministries. Furthermore, this version of the membership policy replaces all previous policies pertaining to membership.
3. **Policy.** UWM has two member types:
 - **Leader** - A licensed Unity minister, ordained Unity minister, or licensed Unity teacher; domestic or international; in ⁽¹⁾good standing.
 - **Ministry** - A UWM ⁽²⁾approved ministry; domestic or international; in good standing.

Member Leader requirements and expectations

- **Required to be:**
 - An ⁽³⁾active UWM licensed minister, ordained minister, or licensed Unity teacher in good standing.
 - Adhering to UWM Bylaws and policies.
- **Expected to be:**
 - ⁽⁴⁾Financially contributing to UWM.
 - ⁽⁶⁾Engaging with UWM on a regular and measurable level.
 - Using the ⁽⁵⁾Unity Ministry Pillars.

Member Leader benefits

- One (1) vote at any UWM business meeting.
- Access to the UWM 403(b) retirement plan.
- Employment and contract support.
- Continuing education and training through webinars, dialogue calls, and events.

Member Ministry requirements and expectations

- **Required to be:**
 - A UWM approved ministry in ⁽¹⁾good standing.
 - Adhering to UWM Bylaws and policies.
- **Expected to be:**
 - ⁽⁴⁾Financially contributing to UWM.
 - ⁽⁶⁾Engaging with UWM on a regular and measurable level.
 - Using UWM branding and adhering to branding guidelines.
 - Using the UWM tax umbrella where applicable.
 - Using the UWM 'Bylaws Template for a Unity Ministry' when creating and updating ministry bylaws.
 - Using the ⁽⁵⁾Unity Ministry Pillars.

Member Ministry benefits

- Four (4) ministry ⁽⁷⁾delegates to vote at any UWM business meeting.
- Inclusion in the 403(b) retirement plan for qualified ministry employees.
- Ministry listed on the UWM Website and “Find a Unity Community Page”.
- UWM protecting and maintaining the Unity brand on the ministry’s behalf.

4. Definitions.

⁽¹⁾ In Good Standing.

- **For a Leader.** To be in good standing, a Leader will be active (as defined below), have a UWM license or ordination that is not suspended or rescinded, properly submitting their yearly Credentialed Leaders Report (CLR), taking all required Continuing Education Units (CEU), living in accordance with the UWM Code of Ethics, Sexual Conduct Policy, Social Media Policy, and fulfilling all Member Leader agreements.
- **For a Ministry.** To be in good standing, ministries will be affiliated with UWM, properly submitting their Annual Ministry Report (AMR), living in accordance with the UWM Code of Ethics, Sexual Conduct Policy, Social Media Policy, and fulfilling all Member Ministry agreements.

⁽²⁾ **Approved Ministry.** A ministry that has been voted on and approved by the UWM Board of Trustees.

⁽³⁾ **Active.**

- A leader who is fulfilling the below agreements and properly submitting them on the Credentialed Leaders Report (CLR).
 - Completing their required Continuing Education Units (CEU) in the categories of Ethics/Boundaries, Diversity/Inclusivity, and General CEU credits. These can be completed outside of Unity.
 - Completing at least two of the following, each year, along with notating which of the following Unity organizations each was performed at or with - a Unity ministry, the UWM Central Office, Unity World Headquarters, Unity Urban Ministerial School, UWSI, one of the recognized Unity regions (domestic or international), or a recognized international Unity Association or School.
 - Taught a Unity class or led a Unity small group.
 - Gave two or more Sunday talks.
 - Provided counseling, Spiritual Direction, pastoral care, or similar.
 - Organized/led a Unity outreach project.
 - Organized/led a Unity workshop or retreat.
 - Organized/led a Unity youth event.
 - Organized/led a Unity fundraiser.
 - Performed two or more weddings, christenings, baptisms, or similar ceremonies.
 - Served as a Minister of Record.
 - Served on a Ministry Team.
 - Served on a Leadership Team.
 - Served in a recognized focus group or similar.
 - Worked as a staff member.
 - Served as an institutional (hospital, hospice, prison, etc.) chaplain.

- Once retired ⁽⁸⁾, a minister or licensed Unity teacher will no longer be required to fulfill the active requirements of UWM membership. Retired ministers and LUT's retain their voting rights as UWM members.

(4) Financial Contribution.

- **For a Leader.** Suggested donation amount is 3% of annual income.
 - Recurring monthly contributions preferred.
- **For a Ministry.** Suggested donation amount is 3% of undesignated funds.
 - Recurring monthly contributions preferred.

(5) Unity Ministry Pillars.

- The Unity Ministry Pillars are a tool to help our Unity leaders and ministries create congruence across everything they create in a ministry, as well as congruence across all the ministries in our movement. The intention of the Pillars is to increase the engagement, focus, comprehension, participation, and spiritual growth of our congregants and members, with a more unified message and direction. The Unity Ministry Pillars are:
 - The Fillmores
 - Integral Ministry
 - Experiential Growth
 - I.D.E.A. - Inclusivity, Diversity, Equity and Accessibility
 - Evolutionarily Thinking/Being

(6) Engaging with UWM.

- **For a Leader.** Participating in some of the following each year; UWM webinars, dialogue calls, surveys, trainings, and events, voting at UWM business meetings, subscribing to, and reading UWM communications and announcements, volunteering with UWM etc.
- **For a Ministry.** Participating in some of the following each year; UWM facilitated training and events, voting at UWM business meetings, subscribing to, and reading UWM communications and announcements, etc.

(7) Ministry Delegate.

- Delegates are chosen by the ministry's board of trustees, from the ministry's current membership, before the UWM annual business meeting.
- Delegates vote on behalf of the ministry.
- Ministry delegates must have completed the UWM designated delegate class to be eligible to vote.
 - In order to stay current delegates are highly encouraged for this class to be taken at least every three (3) years.

- (8) Retired.** Retired status is defined as having completed 10 years of documentable service in the capacity as a Unity Minister or Licensed Unity Teacher. Ministers and LUT's who consider themselves to be retired must inform the UWM Central office of that status. Retired Ministers and LUT's are encouraged, though not required, to continue to engage with UWM in any of the ways listed under the "Active" definition. Ministers and LUT's who return to active service after declaring themselves retired must inform the UWM Central office of their change of status and once again meet the above Active requirements.