

**COM COVENANTED MINISTRY
REPORT TO THE 2019 CONFERENCE ANNUAL GATHERING**

Purpose

The purpose of this covenanted ministry is to provide a forum for dialogue among the four Association Committees on Ministry (COM).

Membership

The COM Covenanted Ministry is composed of the chairperson and one additional member from each of the Association COMs, and three at-large members appointed by the Wider Church Committee of the Conference Council plus the Boundary Awareness Training Coordinator.

Term of Office

One at-large member is appointed each year to serve a three year term. At-large members may serve no more than two consecutive terms.

Responsibilities

- Provide opportunities for consultation, support, and sharing of best practices between the Association COMs.
- Plan and lead the annual Conference COM retreat.
- Provide oversight of the Boundary Awareness Training program.
- Submit recommendations for the Conference Clergy Compensation Guidelines.

Accountability

This covenanted ministry is accountable to the Missouri Mid-South Conference Council through the Wider Church Ministry Committee. In relation to the COMs of the Associations, it has no policy making authority, but rather functions as a forum for problem-solving, sharing best practices and making recommendations.

Staff Support

Primary staff support is provided by the Conference Minister.

2018-2019 Highlights

- Provided opportunities for consultation, support, and sharing of best practices between Association COMs via Zoom video meetings. Participants voiced support for continuing this practice rather than face to face meetings due to time schedules and expenses associated with face-to-face meetings.
- Held the annual COM Retreat at Columbia UCC, Columbia, Missouri. CrossRoads Anti-Racism Organizing and Training provided Racial Justice and Equity Training to all participants. Rev. Jane Fisler-Hoffman and Rev. Douglas Anders served as discussion leaders, since Rev. Ginny Brown Daniel was called away to attend the funeral service for her grandmother.
- Boundary Awareness Training events were held in each Association.
- Conference Clergy Compensation Guidelines were revised and submitted to the Conference Council for final approval and publication on the Conference website. The salary grid was increased by 2% to indicate a cost in living adjustment.
- The sub-committee on Racial Justice and Equity Training is currently in transition as it seeks new leadership.
- The COM Covenanted Ministry held numerous and lengthy meetings to gain clarification regarding its *oversight* of the Boundary Awareness Training program. The COM Covenanted Ministry reaffirmed its original purpose statement and restated the following lines of accountability:
 - The BAT Coordinator and fellow trainers shall be responsible for the overall development of the curriculum in consultation with the Conference Minister to make sure the program conforms to the best practice recommendations made by the MESA team of the United Church of Christ.
 - The Association COMs will need to determine whether or not the current training meets their own requirements. In addition, Association COMs are responsible for the recruitment of BAT trainers, the scheduling of BAT events in their Association, and the oversight of certificates of completion.
 - The BAT Coordinator shall prepare a yearly budget and submit periodic financial reports to the COM Covenanted Ministry.
- Conversations are ongoing regarding whether or not to charge retired ministers for BAT events. Some are suggesting a move to need based assistance, which could be granted on a case by case basis.
- COM Covenanted Ministry continues to affirm the use of three forms of authorization: ordained, licensed, and commissioned.
- COMs report that they are beginning to utilize sections of the revised Manual on Ministry.

Respectfully Submitted by Rev. David Poe, Chairperson