

To: UUCGT Board members
From: Tom Darnton, board member
Date: October 1, 2020

Re: Amendments to bylaws needed

Colleagues,

Our bylaws need to be amended to remove references to "spiritual leader" and replace those with "minister". We also need to amend Article IX of the bylaws, both to change the name and accurately describe how we now operate. While we are at it, there are references in the bylaws to the Manual on Board, Staff and Committees. That has now been separated into two manuals, one on the Board and Committees and one on the Staff. The bylaws should be amended to reflect that change by changing "Manual on Board, Staff and Committees" to "Manual on the Board and Committees and a staff policy manual."

Therefore, at the next board meeting, I will make a motion to approve submitting proposed changes to the bylaws to the congregation at an appropriate time, with a recommendation from the board that the changes be adopted. Specifically, I will move to recommend that the bylaws reference a "Manual on the Board and Committees and a staff policy manual" wherever the phrase "Manual on Board, Staff and Committees" appears. I will also move to recommend replacing the current Article IX with the proposed Article IX shown below. Finally, I will move that we recommend replacing the phrase "Spiritual Leader" with the word "Minister" wherever the former occurs in the bylaws.

Changing the bylaws requires the approval by 67% of those attending a congregational meeting (annual or special) at which a quorum is present.

These changes have been long required but their urgency has been heightened as we prepare to negotiate an agreement with a potential minister.

Here is the current version of Article IX:

ARTICLE IX. THE SPIRITUAL LEADER

A. The Ministerial Search Committee shall recommend candidates for the position of Spiritual Leader to the Congregation. The Ministerial Search Committee shall consist of seven members, four elected by the Congregation and three appointed by the Board.

B. The Spiritual Leader shall be called upon recommendation of the Ministerial Search Committee by an 80% majority of the voting members of the Congregation present at any meeting legally called for the purpose as outlined in Article V, Section C. The quorum for such a meeting is 40% of the voting members.

C. The terms of employment shall be agreed upon by the Spiritual Leader and the Board of Trustees.

D. The Spiritual Leader may be dismissed by an eighty percent 80% majority vote of the qualified members of the Congregation present at any meeting legally called for the purpose as outlined in Article V, Section C. Quorum for such a meeting is 40% of the voting members.

E. The Spiritual Leader shall be responsible for nurturing, facilitating, and leading the Congregation's diverse intellectual and spiritual life, pastoral care and educational program. He/she shall serve as a consultant and professional resource for organizational matters and community outreach efforts of the Congregation. The Spiritual Leader shall have freedom of the pulpit as well as freedom to express his or her opinions outside the pulpit.

Here are my proposed revisions:

ARTICLE IX. THE SETTLED MINISTER

A. Where the word "Minister" appears in these bylaws, it means the Settled Minister, called as described below.

B. The Ministerial Search Committee shall recommend candidates for the position of Settled Minister to the Congregation. The Ministerial Search Committee shall consist of seven members, four elected by the Congregation and three appointed by the Board.

C. The Minister shall be called upon recommendation of the Ministerial Search Committee by an 80% majority of the voting members of the Congregation present at any meeting legally called for the purpose as outlined in Article V, Section C. The quorum for such a meeting is 40% of the voting members.

D. The Minister may be dismissed by an eighty percent 80% majority vote of the qualified members of the Congregation present at any meeting legally called for the purpose as outlined in Article V, Section C. Quorum for such a meeting is 40% of the voting members.

E. The Minister shall be in Fellowship with the Unitarian Universalist Association, and a member in good standing of the Unitarian Universalist Ministers Association.

F. The minister shall have responsibility for the conduct of worship services and shall serve as spiritual leader and advisor to church members. The minister shall have freedom of the pulpit. The minister shall also have the freedom to express her or his opinions outside the pulpit, but not to represent the church without authorization from the Board or the membership. The minister shall be an ex officio, non-voting member of the Church Board. Other specific duties shall be negotiated between the minister and the board in a Letter of Agreement.

G. The duties of the Minister shall be as prescribed by the Letter of Agreement, agreed to by the Minister and Board of Trustees. In general, the Minister shall provide overall religious leadership and guidance in accordance with the established purposes of the Church, and shall

be guaranteed freedom of the pulpit. The Minister is an ex officio and non-voting member of the governing board, nominating committee, and of all ministry teams.

Occurrences of "Spiritual Leader" can be found in

Article 4, Section B

Article 5, Section C

Article 6, Both Section A's [!]

Article 6, Section D

Article X