

# **Proposed UUCB Bylaw Changes And Discussions**

At the May 17<sup>th</sup> Congregational Meeting, we will be voting on Bylaw Changes recommended by our district consultant on the Ministerial Search Process, Bob Miess.

Before the meeting, we will hold 5 different discussion meetings for members who would like to discuss these changes.

All are welcome to attend:

April 30: Thursday night supper 5:30  
May 3: Sunday, 12:00-12:30, Safir Room  
May 7: Thursday night supper 5:30  
May 10: Sunday, 12:00-12:30, Fireside Room  
May 14: Thursday night supper, 5:30

## **Summary and Rationale of Proposed Changes:**

The proposed changes address the calling of a minister.

The first recommended change is that a called minister shall be chosen by at least 90% of the Church present and voting at a congregational meeting, instead of by a two thirds vote. Currently ministers want to know they have the support of a united congregation, often wanting a call by 95%.

A second change creates a negotiating team appointed by the board to set terms with the new minister. The team usually consists of a Board member, a member of the Search Committee, and a member of the congregation who is hopefully a skilled, constructive, experienced negotiator.

Likewise, the last section calls for a 30% vote for dismissing a minister, instead of a majority. The UUA has found that if about a third of the congregation is disaffected and wanting a change, attempts to heal this split congregation are usually not successful, and unless a new search process begins, significant numbers of members leave the congregation.

**Here is the new bylaw with change *in italics*:**

8.1 Called Minister(s) shall be chosen by *at least a 90% vote* of members of the Church present and voting at a congregational meeting duly called for that purpose.

*Prior to the time of employment, a negotiating team appointed by the Board of Trustees will arrange and specify in writing the specific terms of employment.*

The relations between Minister(s) and the Church may cease by mutual agreement, or by the giving in writing of three (3) months notice by either party. The Board of Trustees shall not give such notice without prior approval by *at least a 30% vote of members* of the Church present and voting at a congregational meeting specially called for this purpose.

**Section 8.1 of the Bylaws Currently reads *(part to be changed in italics)*:**

38.1 Called Minister(s) shall be chosen by *a two-thirds vote* of the members of the Church present and voting at a meeting duly called for that purpose.

*The specific terms of employment shall be arranged by the Trustees at the time of employment and specified in writing.*

The relations between Minister(s) and the Church may cease by mutual agreement, or by the giving in writing of three (3) months notice by either party. The Board of Trustees shall not give such notice without prior approval *by a majority of the members* of the Church present and voting at a specially called Church meeting.

Please contact the Bylaws Committee if you have questions but can't come to the meetings: Lee Lawrence, chair: Stephanie Anne Blythe, Gabriel Escobar, Kathy Rai. We welcome your interest and perspectives. You can also speak with members of the Board.