

WESTSIDE UNITARIAN UNIVERSALIST CHURCH BYLAWS

Draft December 2017

Article 1. Name

The name of this religious society shall be Westside Unitarian Universalist Church of Fort Worth (Church).

Article 2. Purpose

The purpose of this Church shall be to promote and practice religious freedom, ~~particularly religious freedom~~, in a climate that welcomes diversity. ~~Furthermore, we~~ We affirm and promote: the inherent worth and dignity of every person; justice, equity, and compassion in human relations; acceptance of one another and encouragement to spiritual growth in our congregation; a free and responsible search for truth and meaning; the right of conscience and the use of democratic process within our congregation and in society at large; the goal of world community with peace, liberty and justice for all; and respect for the interdependent web of all existence of which we are a part.

This corporation is organized exclusively for religious, charitable, educational, and scientific purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or other organizations that work to promote the welfare of living beings and their environment through non-political and primarily non-legislative-lobbying means.

Article 3. Membership

Section 3.1. ~~Method of Joining~~ Voting Members

Voting Membership is open to any person, aged 18 or older, regardless of race, color, ethnicity, gender, gender identity or expression, sexual orientation, or physical disability, who is in consonance with the purposes and programs of the Church, by signing the membership book in the presence of the Minister, or a member of the Board of Directors. ~~or a member of the Membership Committee.~~ Prospective members pledge to commit time, talent, and financial resources to the Church. No creedal test is required for membership. Voting Members may vote on any matter prescribed in these bylaws, or on any business or policy matter brought before the congregation by the Board of Directors. Effective date of membership is thirty days after signing the book.

~~Membership in this Church is open to any person aged fifteen (15) or older who is in sympathy with the purpose and program of the Church. A person desiring to become a member of this church shall do so by signing the membership book in the presence of the minister or a member of the Board. By signing the membership book, a prospective member offers to share his or her time, talents, and financial resources. It is specifically understood that membership is not, and~~

~~cannot be predicated upon race, color, ethnicity, gender, gender identity or expression, or sexual orientation. No creedal test is required for membership.~~

~~Section 3.2. Voting Members~~

~~Individuals eighteen (18) years of age or older become Voting Members thirty (30) days after having signed the membership book, having been acknowledged by the Board of Directors (Board), and having made a contribution or submitted a written pledge to the Church.~~

~~Section 3.23. Associate Members~~

~~Youth aged fifteen through seventeen, or who have completed the Coming of Age Religious Education Program, may become Associate Members by signing the membership book as in Section 3.1. Such Associate Members shall have limited voting privileges pursuant to age requirements specified under law. An Associate Member may not be elected as an Officer, as described in Section 6.1, but may be elected as a Director, as described in Section 6.2. An Associate Member will not be included in the official membership count, as reported to the UUA. Associate Members become Voting Members upon reaching their eighteenth birthday. Individuals aged fifteen (15) through seventeen (17) may become Associate Members upon fulfilling the requirements for Voting Members. Such Associate Members will have full voting privileges and may be elected as a Director as described in Section 6.2. An Associate Member may not be elected as an Officer as described in Section 6.1 and will not be included in the population count of the Church. Associate Members may not vote on any matter on which they may not legally do so. An Associate Member automatically becomes a Voting Member upon his or her eighteenth birthday.~~

~~Section 3.3. Members Emeritus~~

~~Members Emeritus are members whose past commitment to the Church is honored when they are no longer able to be actively involved or provide financial support. This designation may be requested by the individual, or by family members or close associates of the individual on their behalf, and is affirmed by the Board. Members Emeritus are not counted in the official membership as reported to the UUA.~~

Section 3.4. Friends

[Board approved version] Friends are those who are eighteen years of age or older and, while not having signed the membership book, are committed to active involvement in the Church, and have requested such designation. Friends will be encouraged to pledge if financially able to do so, but pledging will not be a requirement. A Friend may not serve as a board member nor chair a committee, and may not vote in official Church proceedings.

[Preferred by Membership Committee] Friends are those who are eighteen years of age or older and have not signed the membership book, but are committed to active involvement in the Church, respond to the annual pledge drive, and request such designation. A Friend may not serve as a board member, chair a committee, and may not vote in official Church meetings.

~~[Current version] A Friend is someone who is not a member, but who attends church services and other church activities, gives of their time, talent and treasures, and acknowledges the Unitarian Universalist Seven Principles. A Friend may not chair a committee nor serve as a church officer or board member, and may not vote in official church meetings.~~

Section 3.5. Resignation or Removal from Membership

~~A member may resign in writing from membership at any time.~~ The Board ~~of Directors~~ may remove an individual from membership who is voluntarily absent for one year from all participation in the life of the eChurch. The individual must be notified of this action by mail. ~~A member may resign in writing from membership at any time.~~ No member or friend shall be excluded for cause from the eChurch premises and ~~all eChurch~~ activities without due process. ~~The details of this process are as~~ outlined in the Disruptive Behavior Policy.

Article 4. Denominational Affiliation

This Church shall be a member of the Unitarian Universalist Association (UUA), the ~~Southwestern Unitarian Universalist Conference (SWUUC)~~ UUA Southern Region, and the North Texas Unitarian Universalist Congregations (NTUUC). The Church intends to make annual financial contributions equal to its fair share as determined by the UUA, ~~the SWUUC~~, and, when requested, ~~the~~ NTUUC.

Article 5. Congregational Meetings

Section 5.1 Annual Business Meeting

A regular annual business meeting shall ~~held~~ be held no later than June 30 of each year at a times and places fixed by the Board. At the annual business meeting, Voting and Associate Members shall:

- ~~(a) Adopt a budget~~ Elect Officers, Directors and members of the Nominating Committee;
- ~~(b) Elect Officers, Directors and members of the Nominating and Leadership Development Committee and the Endowment Committee~~ Adopt a budget;
- (c) Ratify the appointment by the Board of the Audit Committee; ~~and~~
- (d) Transact such other business as may properly come before them.

~~Section 5.2. Mid-Year Business Meeting~~

~~A mid-year Business Meeting will be held each year at a time and place fixed by the Board. At the Mid-Year Meeting current information regarding finances, committee activity and other matters important to the operation of the church will be reported.~~

Section 5.23. Special Business Meetings

Special business meetings may be called by the President, by a written request of twelve ~~(12)~~ Voting Members, or by a two-thirds ~~(2/3)~~ majority of the Board. Special business meetings shall consider only the issues described in the notice of the meeting.

Section 5.34. Notice of Meetings

The business to be transacted at all business meetings shall be set forth in the notice of the meeting that shall be sent to all members at least fourteen ~~(14)~~ days prior to the date of the meeting. Notice may be sent via electronic and/or standard mail, as appropriate. Business items may be added to the agenda of the annual meeting, or any special business meetings and Mid-year Business Meetings by the President, by a two-thirds ~~(2/3)~~ vote of the Board, or by a written request from twelve ~~(12)~~ Voting or Associate Members.

Section 5.45. Quorum

Twenty ~~(20)~~ percent of the Voting Members shall constitute a quorum at any business meeting, except as otherwise specified in these bylaws.

Section 5.56. Voting

Election of Officers, Directors, the Nominating & Leadership Development Committee, and the Audit Committee shall be by ballot if there are any contested positions. Voting for calling or dismissal of the ~~minister~~ Minister shall also be by ballot. Except as set out in these Bylaws ~~bylaws~~, all other voting at a business meeting shall be by ballot only if ~~it is~~ so determined by a majority of the Voting Members present at that business meeting.

Article 6. Election of Officers and Directors

Section 6.1. Election of Officers

The ~~Officers-officers~~ of the Church shall be a President, a Vice President, a Secretary, and a Treasurer who shall be elected by the membership at the annual business meeting and take office the following July 1. The President and the Vice President shall be elected annually for terms of one ~~(1)~~ year. The Secretary and Treasurer shall be elected for terms of two ~~(2)~~ years with the Secretary elected in even-numbered years, and the Treasurer in odd-numbered years. All officers shall be Voting Members of the Church. Officers may serve any number of terms.

If an elected Officer should vacate their position on resign from the Board before the end of their term, the President shall, from a list of nominees provided by the Nominating and Leadership Development Committee, and with a majority vote of the Board, appoint another Voting Member to that position for the remainder of the fiscal year. ~~may appoint another member to that position for the remaining part of the fiscal year from a list of nominees provided by the Nominating Committee. The Board will need to confirm the interim appointment with a majority vote.~~

Section 6.2. Election of Directors

Section 6.2.1 General Election Procedures

There shall be six Directors. Three Directors shall be elected each year by the membership at the annual business meeting, and shall take office the following July 1. Directors may be either Voting or Associate Members, and shall serve two year terms. ~~for terms of two (2) years each year by the membership at the annual business meeting and take office the following July 1. Directors may be either Voting or Associate Members.~~

Section 6.2.2 Associate Member as a Director

The Board may include one Associate Member, who has been put forward by the Nominating and Leadership Development Committee as part of a proposed slate of directors and who has been elected by a majority vote of the congregation as part of that slate. No floor nominations of an Associate Member shall be permitted. An Associate Member elected to the Board shall not have the same legal or fiduciary commitment as other Voting Members so elected. Associate Members may participate in debate and deliberations of the Board and may vote on any issue concerning the internal life of the congregation. An Associate Member shall not vote on any contractual issue.

If an elected Director should vacate their position on ~~resign from~~ the Board before the end of their term, the President shall, from a list of nominees provided by the Nominating and Leadership Development Committee, and with a majority vote of the Board, appoint another Voting or Associate member to that position for the remainder of the fiscal year. ~~may appoint another member to that position for the remaining part of the fiscal year from a list of nominees provided by the Nominating Committee. The Board will need to confirm the interim appointment with a majority vote.~~

Section 6.3. Board of Directors

The Officers and Directors together shall constitute the Board of Directors (Board) and ~~shall will~~ meet monthly on a date agreeable to members of the Board. The Immediate Past President shall serve as a non-voting ex officio member of the Board. The President may call a special meeting of the Board to take action on an item of business when the urgency of that business precludes waiting for the regular meeting. The Board may also take action on an urgent item of business electronically when there is insufficient time to hold ~~the requisite time of the action precludes holding~~ a regular or called meeting.

Article 7. Duties and Powers of Officers and Directors

Section 7.1. Duties and Responsibilities of Officers and Directors

The Officers and Directors, acting as the Board, shall have general charge of the property of the Church, the conduct of all of its business affairs, and the control of its administration. In consultation with the Minister ~~consent~~, the Board may delegate such administrative duties to the Minister as it may deem appropriate. It may fill Board vacancies in accordance with procedures set forth in Article 6 of these bylaws. ~~on the Board with Voting Members of the Church persons who shall serve until July 1 following the next election.~~ Any Board member who has been absent

at least one-half of six consecutive regular monthly meetings ~~shall~~ **must** be removed and the vacancy filled as above.

Section 7.2. Financial Limitations

The Board shall not sell Church real property, and shall not make major alterations to same, nor shall it purchase real property, without approval of three-fourths of the Voting Members attending an annual business meeting or a special business meeting of the congregation called for that purpose. No item or items of Church "personal property" having a total value in excess of two percent of the current year's budget may be disposed of in any way without the approval of two-thirds of the members present at an annual or special congregational business meeting.

Section 7.3. Executive Committee

The President, Minister, Vice President, Secretary and Treasurer, shall constitute an Executive Committee with the duty of providing the Church and the Board positive leadership and plans for direction and growth.

Section 7.42. Quorum of the Board

A quorum of the Board shall consist of a majority of the Officers and Directors. Actions of the Board shall be by majority vote of Board members present at any official meeting of the Board.

Section 7.53. Duties of the President

The President shall be the chief executive officer of the Church and of the Board and shall have all the powers necessary to carry out the duties usually associated with the office. ~~The President, or the congregation at a regular or special business meeting, shall exercise sole authority to authorize any non-budgeted financial expenditure, or related combination of expenditures, in excess of \$500, except that the President may delegate such authority in writing to a Church congregant for a specific purpose and with a stated monetary limit. This authority shall be deemed to include funds allocated in the budget to church committees. The President shall give the Church and the Board positive plans for direction and growth. The President shall be an ex-officio member of all standing committees. The President shall be an ex-officio member with voting privileges of all councils, committees, and task forces, with the exception of the Committee on Shared Ministry (COSM) and the Nominating and Leadership Development Committee. The President shall report in writing make written reports on the work of the Board and the State of the Church to the Annual Business Meeting. that will be submitted to the membership at the Annual and Mid-Year Business Meetings.~~ In meetings of the Board, the President shall vote only in the case of a tie.

Section 7.64. Duties of the Vice President

The Vice President shall perform the duties of the President when the President is unable to act for any reason, and shall perform any other duties determined by the President and Board, as well as other duties set out in these Bylaws. ~~The Vice President shall chair the Council of~~

~~Committees.~~ Unless unforeseen circumstances arise, the Vice President will be nominated to serve as President when ~~their~~ the term as Vice President ends.

Section 7.75. Duties of the Secretary

The Secretary shall be responsible for making and preserving all official records of the Church and the Board, for conducting, in consonance with office administrative staff, ~~the~~ official Church correspondence, and ~~for maintaining a current list of Voting and Associate Members, and~~ all other duties usually associated with that office. All records shall remain the property of the Church.

Section 7.86. Duties of the Treasurer

The Treasurer shall have custody and responsibility of all Church funds, except those assigned to the Endowment Committee, or assigned to others in writing as established in the standing policies by the Board, or by standing policies. The Treasurer shall keep accurate records of all matters pertaining to this office, and shall make monthly reports to the Board. The Treasurer shall make a report of the finances of the Church to the membership of the Church at the Annual ~~and Mid-Year~~ Business Meetings. The Treasurer may make disbursements of ~~budgeted~~ funds to the extent of the budgeted amount. The Treasurer shall not make disbursements of any non-budgeted item of more than the amount specified in Church policy \$500 without the approval of the Board ~~President~~ or vote of the Church at a regular or special business meeting. The Treasurer shall assist the Audit Committee, as requested, in the audit of the financial records of the Church. The Treasurer shall be a member of the Finance Committee.

Section 7.97. Duties of the Immediate Past President

The Immediate Past President shall serve as a non-voting, ex officio member of the Board and as such shall attend regular Board meetings. The Immediate Past President shall be available to the President as an advisor at the request of the President. The Immediate Past President may, at the discretion of the President, ~~;~~ act as a Board liaison to standing committees and/or preside over or participate in special ad hoc committees and task forces, or act as a spokesperson for the Church.

Section 7.108. Indemnification and Limitation of Liability

The Officers, Directors, and other elected or appointed representatives of the Church shall be indemnified and their liability shall be limited to the fullest extent authorized by the Texas Non-Profit Corporation Act, Article 1396-2.22a, Vernon's Annotated Civil Statutes, as it now exists or hereafter may be amended and by the Charitable Immunity and Liability Act, Chapter 84 of the Civil Practices and Remedies Code.

Article 8. The Minister

Section 8.1. Duties and Responsibilities

The ~~minister~~ Minister shall have charge of the pulpit and conduct the worship services of the Church. The ~~minister~~ Minister shall have freedom of the pulpit as well as freedom to express personal opinions outside the pulpit. The ~~minister~~ Minister shall be a non-voting, ex officio member of the Board and a member ~~with~~ without vote on each of the standing committees of the Church. The Minister may, with their consent and continuing at the pleasure of the Board, assume such administrative supervisory duties as may be conferred by the Board.

Section 8.2. Call of the Minister

The ~~minister~~ Minister may be called, upon recommendation for consideration by the Board or by the Ministerial Search Committee, by a ~~nine-tenths~~ ~~four-fifths~~ (4/5)-majority of the Voting Members present at any business meeting legally called for that purpose. ~~;~~ ~~†~~ The quorum for that vote shall be forty (40) percent of the Voting Members. The vote shall be by ballot.

Section 8.3. Dismissal of the Minister

The ~~minister~~ Minister shall be dismissed if ~~he or she does they do~~ not receive a three-fourths (3/4)-majority ~~favorable~~ vote of the Voting Members present at any meeting legally called for that purpose. ~~;~~ ~~†~~ The quorum for that vote ~~to~~ shall be forty (40) percent of the Voting Members. The vote shall be by ballot.

Article 9. Paid Professional Staff

Section 9.1 Authority

The Executive Committee of the Church, with majority approval of the Directors, shall have authority to employ such paid professional staff as they may deem appropriate to carry out the administrative and physical functions of the Church. ~~Positions will be filled without regard to race, color, ethnicity, gender, gender identity or expression, or sexual orientation. Physical and psychological limitations will be considered only insofar as they seriously affect the applicant's ability to perform required tasks or act to pose a hazard to the applicant, staff, or congregation.~~

Section 9.2 Employment Policies

All staff are hired subject to the at-will doctrine of the State of Texas and the policies established in the Personnel Policies Manual of the Church. Westside will endeavor to the best of its ability to conform to the employment practices set forth by the Unitarian Universalist Association.

Article 10.9. Councils, Committees and Task Forces

~~The chairpersons of the committees shall be appointed by the President, with nominations by the Nominating Committee if requested by the President, and ratified by a majority of the Board. Chairpersons shall be authorized to expend budgeted funds allocated for their committee's use.~~

~~up to a maximum of \$500 for a specific purpose within their committee's purview. Chairpersons or committee members may be removed from appointment by a majority of the Board. The duties of the committees not outlined in the Bylaws shall be established in the written policies of the Board. All committees shall be represented at regular meetings of the Council of Committees to collaborate and disseminate information regarding church programming.~~

Section 10.1.9.1. Board Prerogatives Standing Committees

The Board shall review Church committees, program councils, and task forces annually, at a minimum. With the exception of the Committee on Shared Ministry and those committees elected by the congregation, the Board may create and dissolve standing and temporary committees, program councils, and task forces as it deems necessary. Once established, each committee and program council shall, at the earliest practicable date, publish a document establishing its goals and its policies. The Board will provide a format for these documents. These policy documents become effective upon Board approval. Chairs or members of Board-established councils, committees and task forces may be removed by a majority vote of the Board.

Section 10.2. Council, Committee and Task Force Spending Limits

The chairpersons of councils, committees, and task forces shall be authorized to expend budgeted funds allocated for their committee's use, for a specific purpose within their committee's purview, up to a maximum specified in the appropriate policy.

~~The following Standing Committees are open to any member of the Congregation:~~

Adult Forum	Library
Adult Religious Education	Membership
Building and Grounds	Neighborhood Awareness
Caring Team	Social
Children's Religious Education	Social Justice
Digital Communications	Stewardship
Finance	Green Sanctuary

~~The following Standing Committees are appointed by the Board of Directors:~~

Aesthetics and Building Use

Section 10.3. Committee on Shared Ministry (COSM)

Operational procedures for the COSM shall be established through a written committee policy approved by the Board and the Minister.

~~**Committee on Ministry (COM)**—The purpose of the Committee on Ministry is to strengthen the quality of ministry within the congregation, to support the Minister, and to be the liaison for the Minister to the Board and Congregation. Throughout the year committee members shall be observant and cognizant of general member perceptions of the minister that might benefit from attention and deliberation with the minister. The COM will evaluate the Minister and report to the Board each January. The committee will make recommendations to the Board for the ministerial compensation as part of the budgetary process of the church.—~~

~~The COM is assigned the duty of investigating claims of member, friend, or visitor behaviors that represent a serious concern for or constitute a threat to the security or well-being of the congregation and/or church as an organization. The details of this process are outlined in the Disruptive Behavior Policy.—~~

After a Minister is called to settlement, through the process of a Ministerial Search Committee, the Ministerial Search Committee will become the Committee on Shared Ministry from the start of the mMinisterial contract, continuing for six months. At the end of six months, three members of the search committee will shall remain for a term of one year, and two new members-Voting Members of the Church shall ~~will~~ be appointed to serve a two-year term. Thereafter, new appointments are for two years.

In the event that a minister-Minister is hired upon Board recommendation, without use of a Ministerial Search Committee, a COSM Committee On Ministry will be elected by a majority of Voting Members present at a special business meeting legally called for that purpose. Five committee members shall be selected from ten ~~(10) persons~~ Voting Members of the Church nominated by the Board. Three ~~(3) will shall~~ serve a 2-year term, and two ~~(2) will shall~~ serve a one year-term. Thereafter, new appointments are for two years.

When a committee position opens, the Minister and Board will each submit the number of names of Voting Members of the Church equal to twice the number of positions to be filled. The Minister and the Board shall agree on the members to serve on the committee during an executive session of the Board. ~~Should a committee member resign, a new member will be appointed to serve the remainder of the term according to the guidelines set up in this paragraph. The committee shall select its own chair from among its members.—~~ No member of the COSM may also be a ~~voting member~~ Voting Member of the Board.

~~**Safe Congregation**—This committee is responsible for developing and applying policies concerning the safety and well-being of any person within the physical confines of the Church building and Church property, or any sponsored function of the Church. This committee will work closely with the Committee on Ministry, the Minister, the Director of Lifespan Religious Education, the Building and Grounds Committee, and the Board of Directors, and bring any safety concerns to these entities for investigation and appropriate remedial action.—~~

~~The following Standing Committees are elected by the Congregation:—~~

Section 10.4. Committees with Restricted Membership Elected/Ratified by the Congregation

Section 10.4.1. Audit Committee

Audit—An Audit Committee of three ~~(3) members~~ Voting Members of the Church, none of whom are members of the Board, shall be appointed by a majority of the Board and submitted for Church ratification at the annual business meeting. The committee shall audit the financial records of the Church not later than ninety ~~(90)~~ days after the end of the fiscal year and report its findings to the Board.

Section 10.4.2. Endowment Committee

Westside Unitarian Universalist Church shall have an Endowment Committee to manage the Church's separate Endowment Fund. Due to the special nature of this committee, it shall be governed by separate bylaws which shall be approved by a two-thirds vote of the congregation at a regular or special congregational business meeting. Members of this committee shall be Voting Members of the Church, and shall be elected by the congregation, at the regular congregational business meeting, in accordance with procedures set forth in the committee bylaws.

~~**Endowment**—Westside Unitarian Universalist Church shall have a separate Endowment to assist in assuring the long range financial future of the church and to help fund special projects that further the mission of the church. The Endowment shall be governed by an Endowment Committee, which shall serve as the custodian of the Endowment Investment and Distribution Policy passed by a vote of two-thirds of the members attending the congregational meeting. This policy shall provide for the protection of the corpus of the Endowment over the long term and shall require the Committee to respect the integrity of restrictions placed on any gift to the Endowment.~~

~~The Endowment Committee shall consist of six members of the congregation. Except in the initial election, when shortened terms will enable a staggered rotation of members, the term of each Committee member will be three years. The committee members will be proposed by the Nominating Committee and elected by the Congregation. No member may serve more than two consecutive 3-year terms. The length of the term of the initial members will be determined by a drawing. After a lapse of one year, former Committee members may be re-elected. No member may serve on the Endowment Committee while serving on the church governing Board. Committee members who resign will be replaced by the Board until the next Congregational Meeting.~~

~~A favorable vote of four committee members or more is required to pass any motion or resolution. The Committee shall elect its own chairperson. The Committee shall report to the Board on a quarterly basis and provide a written report to the congregation at the annual meeting.~~

~~The Endowment Committee is empowered, acting through a designated member, to hold, sell, exchange, rent, lease, transfer, convert, invest, reinvest, and in all other respects manage and control the assets of the Endowment pursuant to the Endowment Investment and Distribution Policy. The Committee shall act in its sole judgment and discretion as it deems wise and prudent, without further approvals.~~

~~Committee members shall not be liable for any losses incurred by the Endowment except to the extent that such losses arise out of acts or omissions of willful misconduct or gross negligence. Each member shall be liable for his/her own acts and omissions of willful misconduct or gross negligence and not for the acts or omissions of other members. No member of the Committee shall engage in any self-dealing or transactions with the Endowment in which the member has direct or indirect financial interest. Members shall refrain at all times from conduct in which his/her personal interests would conflict with the interest of the Endowment.~~

Section 10.4.3. Nominating and Leadership Development Committee

~~**Nominating and Leadership Development**—A Nominating and Leadership Development Committee of five Voting members Members of the Church, one of whom shall be a member of the Board, and at least three of whom are not members of the Board, shall be chosen at the annual business meeting. This committee shall publish its operational procedures in a policy document. This policy document shall become effective upon approval by the Board. The committee shall select its own chairperson at its first meeting.~~

~~Prior to the Annual Meeting, T the committee shall propose nominees for the Church Officers, Directors, and the next Nominating and Leadership Development Committee. Upon request of the President, the committee shall also recommend nominees for elected committee members and/or standing committee chairs.~~

~~Members of this committee may not nominate themselves or close relatives. Should a member of the committee or relation of a member be nominated by others, the vote within the committee must be by ballot.~~

~~The President, with the concurrence of the Board, shall fill any vacancy on the Nominating and Leadership Development Committee that occurs between Annual Meetings. The President shall call the Nominating Committee for a meeting before January, or sooner if the need arises.~~

~~The committee will work to identify potential congregational leaders, and promote and offer opportunities for leadership development. The committee will develop, offer, and promote opportunities to integrate new members into the life of the church.~~

Section 9.2. Special Committees

Section 10.4.4. Ministerial Search Committee

~~Ministerial Search Committee—When the Church requires a new Minister, In the event that a new minister is needed,~~ the search for such ~~minister~~ Minister may be performed by a Ministerial Search Committee. The committee shall consist of at least five ~~(5) members~~ Voting Members of the Church, ~~one of whom may be an Associate Member,~~ who shall be selected by a majority of the Voting Members present at a special business meeting legally called for that purpose. The members shall be elected from ten ~~(10) persons~~ Voting Members nominated by the Board, ~~one of whom may be an Associate Member.~~ The committee shall select and interview candidates for ~~minister~~ Minister and propose a candidate for selection as described in Section 8.2. The Ministerial Search Committee shall prepare an employment contract for the selected ~~minister~~ Minister.

~~Other Committees—The President may appoint and the Board may ratify such other committees as the President and Board agree are necessary for the conduct of the business of the Church.~~

Article ~~11.10.~~ Parliamentary Authority

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the ~~organization~~ Church in all cases to which they are applicable and in which they are not inconsistent with these Bylaws and any special rules of order the Church may adopt.

Article ~~12.11.~~ Delegates to Denominational Meetings

The President shall designate consenting members of the congregation to serve as delegates to denominational meetings. The selection shall be ratified by the Board.

Article ~~13.12.~~ Fiscal Year

The fiscal year shall be July 1 through the following June 30.

Article ~~14.13.~~ Dissolution of the Church

The Church may be dissolved by a two-thirds ~~(2/3)~~ majority of the Voting Members present at any meeting legally called for that purpose. In the event of dissolution of the Church, all of its property, real and personal, after paying all just claims upon it, shall be conveyed to and vested in the UUA or its legal successor. The Board, or in its absence any person designated by a majority of the Voting Members present at any business meeting, shall perform all actions necessary to effectuate such conveyance.

Article ~~15.14.~~ Amendments

These bylaws, so far as allowed by law, may be amended or revised at any business meeting of the Church by a two-thirds ~~(2/3)~~ majority of the ~~Voting~~ Members present. The congregation may

change both the wording and the intent of any proposed amendment. Notice of any proposed change shall be contained in the notice of the business meeting, which must be sent to the membership at least fourteen ~~(14)~~ days prior to the meeting.

Article ~~16.15~~. Non-Discrimination Inclusion

This congregation affirms and promotes the full participation of persons in all of our activities and endeavors, including membership, programming, hiring, and the calling of religious professionals without regard to race, color, ethnicity, gender, gender identity or expression, ~~or~~ sexual orientation, or physical limitations.

Adopted April 2, 1995
Amended May 17, 1998
Amended January 7, 2001
Amended January 21, 2002
Corrected July 7, 2002
Amended May 21, 2006
Amended May 20, 2007

Amended January 25, 2009
Amended May 31, 2009
Amended June 13, 2010
Amended January 31, 2011
Amended January 22, 2012
Amended June 10, 2012
Amended June 9, 2013
Amended June 8, 2014
Amended June 7, 2015
Amended January 31st, 2016