

Motions & Additional Information on the Articles – Article 4

Article 4: To act upon the recommendation of the Governance Committee and Parish Board to update the bylaw language he/him/his/her/hers/she made gender neutral using the language they/them/their/theirs.

I move the proposed bylaw amendment to Article IV, Section 4, Article V, Section 1, Section 2, Section 3b, Section 3e, Article VIII, Section 3, Article XII, Section 4 to replace he/him/his and she/her/hers with they/them/their/theirs

Explanation:

As our understanding of gender has evolved, it is necessary to modernize the language of the Bylaws to replace pronouns which limit gender with pronouns that allow for more inclusive interpretations of gender. The Board supports this alteration of the language of our bylaws for the use of gender-neutral pronouns.

Proposed Changes:

ARTICLE IV

Meetings

Section 4. Ten percent (10%) of the membership or 30 members, whichever is greater, shall constitute a quorum at most meetings of the Society. Twenty percent (20%) of the membership or 60 members, whichever is greater, shall constitute a quorum for the annual meeting, or for amending the Constitution and By-laws. Twenty percent (20%) of the membership or 60 members, whichever is greater, shall constitute a quorum for any other duly constituted meeting to conduct business regarding contracts with the minister or to approve expenditures of more than \$25,000. The quorum necessary to call a minister or terminate ~~his or her~~ their tenure shall be thirty-three (33%) of the membership. The quorum necessary to dissolve the Society shall be thirty three percent (33%) of the membership.

ARTICLE V

The Minister

Section 1. The Minister shall be responsible for the conduct of worship within the church and the membership's spiritual interests and affairs. The Minister shall provide leadership in the role of executive chief of staff. The Minister shall have freedom of the pulpit as well as freedom to express ~~his or her~~ their opinion outside the pulpit. The Minister shall have ~~his or her~~ their ministerial credentials with the Unitarian Universalist Association thus ensuring ~~his or her~~ their commitment to professional ethics as indicated by the Unitarian Universalist Ministers Association Code of Ethical Practices.

Section 2. The Minister shall be a nonvoting, ex-officio member of all boards and committees of the church; except for the Governance Committee of the Parish Board, on which ~~he or she~~ they shall not serve.

It shall be the duty of the Minister to bring to the attention of the Parish Board any matters which seem to ~~him to her~~ them pertinent to the present welfare of the

church, and to make such recommendations as seem to ~~him to her~~ them proper. However, the final decision in matters of policy shall remain with the Parish Board or a legal meeting of the Society.

Section 3. When a settled minister vacancy occurs, a Ministerial Search Committee shall be elected by the membership from a slate of candidates presented by the Parish Board after seeking input from the membership.

a. The Minister shall have indefinite tenure.

b. The quorum necessary to call a Minister or terminate ~~his or her~~ their tenure shall be thirty-three percent of the membership (as per ARTICLE IV, Section 4)

c. The church may choose a new Minister by a 90% vote of the members present at a special meeting called for that purpose.

d. The church may terminate the Minister's tenure by a three-fourths vote at a special meeting called for that purpose.

e. The Minister may resign at any time giving at least three months' notice to the Parish Board, or upon any period of notice mutually agreeable between the Minister and the Parish Board. In the event the Church terminates the Minister's tenure, ~~he or she~~ they will be given at least three months' notice.

ARTICLE VIII

Trustees of the Endowment

Section 3. The Treasurer shall have the authority to sign necessary documents for the Trustees of the Endowment and in ~~his or her~~ their absence, the Chairperson of the Trustees of the Endowment may sign for the Trustees.

ARTICLE XII

Leadership Council

Section 4. The Minister or ~~his or her~~ their designee shall serve as Chairperson of the Leadership Council.