

8/28/18

Dear Members –

Attached you will find changes to the By-Laws, which are being proposed after months of study by the Board. These By-Law changes will be voted upon at the Congregational Meeting on **September 30th**. This letter outlines the changes to the By-Laws, though in addition we will be having informational sessions after each service on September 9th and September 16th to answer any questions.

These By-Law changes include three primary concepts 1.) Creation of a Healthy Congregation Committee; 2.) The re-distribution of duties in the absence of a called senior minister; and 3.) minor changes to make them consistent with Policy Governance.

First, there are proposed By-Law changes that establish the Healthy Congregation Committee (“HCC”), an independent committee of the Church that will implement the Conflict and Disruptive Behavior Resolution Policy recently adopted by the Board. The creation of this committee has been in discussion for some time, and most UU churches our size have some form of this committee (sometimes referred to as Right Relations).

Second, there are proposed By-Law changes that relate to the re-distribution of duties in the absence of a called senior minister (i.e., in the absence of Rev. Steve Crump). To explain the need for these changes, in 2014 this Church voted to adopt the Policy-Governance Model as its governance structure. Under this model, the called Senior Minister is the Ministry Team Leader (MTL); the MTL serves as the Church’s spiritual, programmatic and administrative leader; all ministry functions are globally delegated to the MTL (see By-Laws Article IX, Sections 3 & 4), except for those maintained by the Congregation or withheld by the Board of Trustees.

As a result, Rev. Steve Crump’s retirement leaves not only a vacancy in the position of called Senior Minister, it also leaves the church without an MTL. The By-Law changes proposed by the Board will apply only in the absence of a Senior Minister/MTL:

- The globally delegated responsibilities of the MTL go to the Board for its administration or delegation (*see* proposed sub-paragraph F to Section 5, Article IX). During this period with no Senior Minister/MTL the Board will strive to maintain the church’s adopted policy governance structure while satisfying its fiduciary duties (*see* proposed sub-paragraph M to Article X, Section 8).
- The Board is given authority to hire an interim minister and specify his or her duties (*see* proposed changes to Article XIV, Sections 2 and 3).
- The responsibility for worship and other religious ceremonies placed on the Senior Minister is delegated to other UCBR ministers (*see* proposed change to Article XIV, Section 5).

Third, there are proposed By-Law changes that were discovered during this work by the Board that are proposed so that the By-Laws are consistent with Policy Governance.

Please make plans to attend the Congregation Meeting on September 30th and if you have questions please addend the informational sessions on the 9th and 16th. Note that proxy voting will be allowed for this congregational meeting and that form is on Page 7 of the September Newsletter. As always, if you have any questions don’t hesitate to reach out to a Board member. We appreciate your involvement in the governance of this Church.



David Hawley, Board President