

Unitarian Universalist Fellowship of Montgomery Bylaws
UUFM Bylaws June 22, 2014 1/11 Last Edited 7/5/14

1 BY-LAWS
2
3 OF
4
5 THE UNITARIAN-UNIVERSALIST FELLOWSHIP
6
7 OF
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9 MONTGOMERY, ALABAMA, INC.,
10
11 A CORPORATION

12
13 PREAMBLE

14
15 This liberal religious association was organized with twenty-two (22) individual members on
16 September 18, 1966, and became affiliated with the ~~American~~ Unitarian Universalist Association as a
17 Fellowship at that time. Since then the society has grown and acquired ministerial leadership.
18 The bylaws which follow lay out an organizational structure to carry out the will of the group in
19 an effective manner. This structure has evolved over time to fit the needs of the Fellowship.
20

21 This document is intended as a guide to the Fellowship and the Fellowship is freely able to
22 amend this document as needs arise. Indeed, this document has been ~~revised amended~~ several times
in
23 the past as the society has grown.

24
25 ORIGINALLY ADOPTED: March 14, 1982¹
26 FIRST AMENDMENT: May 12, 1985
27 SECOND AMENDMENT: March 6, 1988
28 THIRD AMENDMENT: January 19, 1995
29 FOURTH AMENDMENT: December 6, 1998
30 MAJOR REVISION: November 14, 1999
31 SIXTH AMENDMENT: June 3, 2001
32 SEVENTH AMENDMENT: January 25, 2004
33 EIGHTH AMENDMENT: March 7, 2004
34 NINTH AMENDMENT: January 29, 2005
35 TENTH AMENDMENT: February 16, 2005
36 ELEVENTH AMENDMENT: June 21, 2006
37 MAJOR REVISION: February 22, 2009
38 GENDER-NEUTRAL CHANGES: January 27, 2013
39 MINISTERIAL SEARCH COMMITTEE CHANGES: June 9, 2013
40 OFFICER ROTATION CHANGES: January 26, 2014
41 ARTICLE X AND OTHER CHANGES: June 22, 2014
~~AGE OF MEMBERSHIP: June 2016~~

¹ replace "amendment" with "revision" throughout (there are no amendments!)
delete from preamble, add as appendix.

do previous editions exist for historical purposes? if not, all of this is pointless. (was there one in 1966?)

42 ARTICLE I: NAME

43

44 The name of this religious society shall be the Unitarian Universalist Fellowship of Montgomery.
45 It is the legal successor to the Unitarian Universalist Fellowship of Montgomery, Alabama, Inc.
46 and shall have all the rights and responsibilities of the antecedent organization.

47

48 ARTICLE II: DENOMINATIONAL AFFILIATION

49

50 This society shall be a member of the Unitarian -Universalist Association and of the regional
51 organizations in which it shall participate.

52

53 ARTICLE III: VISION AND PRINCIPLES

54

55 The Unitarian Universalist Fellowship of Montgomery is an intentionally diverse and tolerant
56 group, offering refuge to those searching for spiritual and intellectual growth, without regard to
57 past religious histories or personal background or status. We cherish reason, freedom of religion
58 and thought, and embrace democratic principles.

59

60 We dedicate our membership, facilities and staff to be a presence and influence in our
61 community, so as to make a difference socially, ethically and spiritually.

62

63 In addition, we covenant with the Unitarian-Universalist Association to promote the following
64 principles:

65

The inherent worth and dignity of every person;

66

Justice, equity and compassion in human relations;

67

Acceptance of one another and encouragement to spiritual growth in our Fellowship;

68

A free and responsible search for truth and meaning;

69

The right of conscience and the use of the democratic process within our Fellowship
and in society at large;

70

71

The goal of world community with peace, liberty and justice for all;

72

Respect for the interdependent web of all existence of which we are a part.

73

74 ARTICLE IV: INCLUSIVENESS

75

76 This Fellowship affirms and promotes the full participation of all persons in all our activities,
77 including membership, programming, hiring practices and the calling of religious professionals,
78 without regard to race, color, national origin, gender **identity**, affectional or sexual orientation, physical
79 **or intellectual** abilities, or age.

80 ARTICLE V: MEMBERSHIP

81

82 A. ~~Active Members~~: Any person may become an ~~active~~-member by:

83

1. Signing the membership book in the presence of the minister or an officer of the

84

Fellowship, as an indication of their understanding of and sympathy with the purposes and

85

principles of the UUA and this Fellowship; and

86 2. ~~Pledging and completing a yearly contribution~~ ~~Making a recorded yearly financial contribution~~
87 ~~to the Fellowship~~ according to their

87 means, and

88 3. Participating, according to interest and ability, in the religious services and functions of the
89 Fellowship.

90 ~~B. Voting Members: Only individuals 16 years or older, who have been active members for~~
91 ~~over 30 days, may vote on any question before the Congregation, or be elected as any officer~~
92 ~~of the Board of Directors, or be placed on the nominating committee.~~

93 ~~C. Inactive Members: Members shall be placed on an inactive list at their request, or if the~~
94 ~~financial contribution required of active members has not been made. Members placed on~~
95 ~~the inactive list other than at their own request shall be promptly so advised in writing and~~
96 ~~given the opportunity to regain active status. Inactive members who have not requested~~
97 ~~active membership within 6 months shall be dropped from the membership rolls.~~

98 ~~D. Supporting Non-Members, "Friends": A friend is a person who makes a financial~~
99 ~~contribution, or participates actively in the Fellowship, but who has not signed the~~
100 ~~membership book. Friends may change their status be(y) meeting the criteria of active member,~~
101 ~~as specified in paragraph A above.~~

102 ~~BE. Resignation: Any person may resign from membership at any time by a written notification~~
103 ~~to the Board. A member who resigned may regain membership by written notification to the~~
104 ~~Board and making a current financial contribution, without having to re-sign the membership~~
105 ~~book.~~

106

107 ARTICLE VI: FISCAL YEAR

108

109 The Fiscal Year of the Society shall begin July 1 and end June 30 of each calendar year. ~~An audit~~
110 ~~shall be made of the Treasurer's books by a disinterested party designated by the Board of~~
111 ~~Directors as set forth in ARTICLE IX, section 3, paragraph a., and Aa financial statement shall be~~
112 prepared and ~~presented~~ read to the members at the Annual Meeting.¹

113

114 ARTICLE VII: CONGREGATIONAL MEETINGS

116 A. Annual Meeting: The Annual Meeting shall be held each June. A notice of the annual
117 meeting shall be ~~delivered~~ mailed to all ~~active~~ members of the Fellowship at least fourteen (14)
118 calendar days prior to the date of the meeting. Only ~~voting~~ members ~~at least 14 years old and~~
119 ~~who have been members for at least 30 days~~ may vote at the annual meeting.

121 This meeting shall have five primary purposes:

- 122 1. Election of officers in accordance with these Bylaws,
- 123 2. The presentation of the President's report on the Fellowship's accomplishments,
- 124 3. Adoption of the upcoming fiscal year's budget,
- 125 4. The election of a nominating committee in accordance with these by-laws,²
- 126 5. The presentation of a Minister's report.

127 B. Special Meetings: Special Meetings of the Congregation may be called by the President, the
128 Minister, or upon written petition signed by 20 % of the ~~active~~ members and presented to the
129 President. Notice of a Special Meeting, specifying the issues to be discussed and voted on as

¹ reword for clarity: this implies annual, but IX.3.a says at change of treasurer or at request

² nominating comm is the biggest matter at issue, including terms of office and means and date of election.

130 necessary, shall be ~~delivered~~mailed to all ~~active~~members at least fourteen (14) days prior to the
131 date
132 of the meeting. ~~Only Eligibility for voting is the same for Special Meeting as for Annual members~~
~~may vote on issues requiring such action at a Special~~
133 Meeting.
134 C. Quorums: The presence of 30 percent of the ~~voting~~membership of the Fellowship at a ~~ff~~
~~meeting~~ shall constitute a quorum for the transaction of business. ~~Nonmembers~~ ~~Inactive members~~
~~and ff~~
135 ~~Friends~~ shall be welcome at all meetings and shall be given the courtesy of the floor but may
136 not vote.
137 D. Voting: Each ~~voting~~ member shall have one vote. No proxy voting shall be permitted. ~~The ff~~
~~Board at its discretion may permit absentee voting by members who are unavoidably absent ff~~
~~because of illness or other special circumstances. Rules for absentee voting shall be ff~~
~~announced in the notification of the meeting.~~ Unless otherwise specified in these Bylaws, a
141 majority of those present and voting shall decide any question presented.
142 E. Powers of the Congregation: The following matters are specifically reserved for decision by
143 the voting membership:
144 1. Election of Officers
145 2. Call and dismissal of the minister
146 3. Adoption and ~~revision~~amendment of these Bylaws
147 4. Adoption of annual budgets
148 5. Approval of expenditures for non-budgeted items exceeding \$51,000
149 6. Approval of any purchase, sale, mortgage, lease, or other dealing in real estate on behalf of
150 the Fellowship.
~~151 7. Other matters of importance referred by the Board of Directors. ff~~

152 153 ARTICLE VIII: BOARD OF TRUSTEES

155 A. Governance: The government of this Congregation is vested in its membership. The Board
156 of Trustees, hereinafter referred to as the Board, shall conduct the affairs of the Fellowship
157 and, subject to these Bylaws, shall carry out the Fellowship's policies and directives.
158 B. The Governing Body: The governing body of the Fellowship shall be a Board of Trustees,
159 consisting of the President, Vice President, Secretary, Treasurer and three Members-at-Large,
160 whose terms are explained in ARTICLE IX, section D. The Minister and ~~the staff member~~
~~responsible for religious education~~ ~~Director of ff~~
~~161 Religious Education~~ serve as ex-officio, non-voting members of the Board.
162 1. All members of the Board shall be ~~voting~~ members of the Fellowship. Officers and
163 Trustees shall be elected at the Annual Meeting by a majority of the votes cast by ~~voting~~
164 members present. Two members of a committed couple or of the same household, sharing
165 the same address, may not be members of the Board at the same time. No member may
166 be elected or appointed to serve on the Board who is a family member of any person
167 serving as an employee or called as Minister of the Fellowship. ~~The Nominating ff~~
~~168 Committee shall publish to all members post at the church and mail to active members a slate~~
~~of candidates for ff~~
~~169 officers and trustees at least 14 days prior to the Annual Meeting.~~
170 2. ~~Any trustee~~Officers may be removed by a 2/3 vote of voting members of the Fellowship present
171 at any
172 meeting of the Congregation. Notice of intent to discuss and question the status of said
173 ~~trustee~~officer(s) shall be ~~published~~mailed to all voting members at least 14 days prior to the
meeting. The
Board may, by a majority vote, suspend any ~~trustee~~officer(s) during this process.

- 174 C. Vacant Offices: Should a position become vacant on the Board, the Nominating Committee
175 will submit to the Congregation the name of at least one person to finish the existing term.
176 This appointment shall be confirmed by a majority of voting members present at any meeting
177 of the Congregation.
- ~~178~~
~~179~~ ~~Should a position become vacant as the result of a resignation, the resignee may be~~
~~180~~ ~~reinstated, at the Board's discretion, within a month of the resignation.~~
- 181 D. Meetings: The Board shall meet monthly. No notice shall be required for scheduled meetings
182 of the Board. Special meetings of the Board may be called at any time by the President or by
183 written request of any two Board members. Each trustee shall be notified of the time, place
184 and the purpose(s) for which the special meeting of the Board is called at least 2472 hours
185 before such meeting.
- 186 1. A majority of the trustees shall constitute a quorum for transaction of business at any
187 regular or special meeting of the Board. ~~The Board will follow Roberts Rules of Order.~~
 - 188 2. Members ~~and Friends~~ shall be welcome at all meetings ~~and shall be given the courtesy of~~
~~189~~ ~~the floor~~, but may not vote. The Board may go into closed, executive session to discuss
190 business related to employees or applicants, or to discuss pending litigation. ~~Ex-officio Board~~
~~members may be present during executive session only at the invitation of the President.~~
- 191 E. Duties of the Board: The Board, on behalf of the Fellowship, shall have general charge of the
192 property of the Fellowship, conduct all its business affairs and the control of administration.
193 The Board shall:
- 194 1. Appoint chairs of all committees and approve new groups and committees within the
195 Fellowship.
 - 196 2. Appoint all employees of the Fellowship and fix their compensation.
 - 197 3. **Review committee activities.**
 - 198 4. Formulate a yearly budget to be approved by the Congregation at the Annual Meeting.
 - 199 a. Any contract of \$20500 or greater must be selected from at least three quotes.
 - 200 b. Where a trustee is an interested party to a contract, they must disclose such interest to
201 the Board.
 - 202 5. Actively review the Fellowship's real estate, trust funds and other assets and liabilities.
203 ~~Set regulations and guidelines for the use of the building and/or other property. The~~
204 ~~Board may approve request for use of the building without charge from non-profit~~
205 ~~charitable, social, support or advocacy groups whose mission is consistent with the UU~~
206 ~~Principles.~~
 - 207 6. Set regulations and guidelines for the use of the building and/or other property. ~~The Board~~
208 ~~may approve request for use of the building without charge from non-profit charitable,~~
209 ~~social, support or advocacy groups whose mission is consistent with the UU Principles.~~
 - 210 7. **Maintain an accurate record of membership, as described in ARTICLE V.**
 - 211 8. **Maintain an up-to-date comprehensive Policy and Procedures Manual.**

212
213 ARTICLE IX: OFFICERS AND COMMITTEES

214

215 A. Job Descriptions of Officers:

- 216 1. The President serves as Chairperson of the Board, presides at all business meetings of the
217 Fellowship and of the Board, and is responsible for calling meetings of the Board and of

218 the Congregation. The President appoints, with the approval of the Board, the chairs of
219 any ad-hoc committees and removes or replaces the chairs with the approval of the
220 Board. The President votes at Board meetings only as needed to break a tie. The
221 President is responsible for calling for agenda items and preparing Board agendas in
222 cooperation with the Minister and others. The President is responsible for the direction
223 or delegation of the activities of the Fellowship in a reasonable and orderly fashion and
224 shall represent the Fellowship on all appropriate occasions.

225 2. The Vice President shall exercise all the duties and functions of the President during short
226 term special circumstances. If the office of President becomes vacant, the Vice President
227 shall serve as President until such vacancy is filled in accordance with Article VIII,
228 section C. The Vice President shall act as Coordinator of the Council of Committees and
229 serve as liaison between the various committees of the Fellowship and the Board.

230 3. The Treasurer shall receive and timely deposit all money of the Fellowship, and shall
231 disburse these assets per the yearly budget and under the direction of the Board. The
232 Treasurer shall keep a complete account of the property of the Fellowship, which shall be
233 open for inspection at all reasonable times by the Board. The Treasurer shall submit a
234 current statement at each regular meeting of the Board and an annual statement for the
235 fiscal year verifying that all accounts and books balance.

236 a. The accounts and books of the Fellowship shall be audited and certified by persons
237 designated by the Board: (1) before a new Treasurer takes office, (2) when requested
238 by a majority of the Board, or (3) upon written petition signed by 20 % of the active
239 members and presented to the President. The audit shall be done in accordance with
240 ARTICLE VI.

241 b. The Treasurer shall be responsible for all tax matters including payroll taxes and sales
242 taxes, filing required Federal and State forms, and preparing ~~pledge~~ statements for
243 members and ~~contributors. Friends of the Fellowship~~. The Treasurer shall be a member of the
244 Finance Committee.

245 4. The Secretary shall keep a record of the transactions of all business meetings of the
246 Fellowship and the Board and have such records available in the Fellowship office at all
247 times.

248 B. Committees of the Board:

249 1. Regular Committees: The Board may establish committees as needed for the
250 administration of the Fellowship. A Regular Committee has a mission that is ongoing or
251 repetitive. Committees will accept guidance from the Board, as expressed in Board
252 policy statements or in specific directives expressed by the Board.

253 a. At the first regular Board meeting following the Annual Meeting, the Chairs of the
254 Regular Committees will be appointed to one year terms by the Board from a slate
255 developed by the Nominating Committee. The Board may add names to the slate as it
256 deems appropriate. ~~Committee chairs may be appointed for not more than three~~
257 ~~successive terms as Chair of a particular committee.~~ A Committee Chair may not serve
258 concurrently on the Board. Successive service as Committee Chair and Board member
259 is permitted.

260 b. The Chairs of Regular Committees shall have primary responsibility for recruiting
261 members. ~~Committee members may be either members or Friends of the Fellowship~~

262 2. Ad Hoc Committees: The Board may also establish ad-hoc committees as required for a
263 limited goal or purpose, ~~and such committees shall cease to exist upon attaining the goal.~~
264 With the advice and consent of the Board, the President shall appoint the Chair and set
265 forth the purpose and goal of the committee. ~~The chair shall be responsible for recruiting~~
266 ~~members for the committee, setting forth procedures for the goal attainment, and~~
267 ~~presenting a written report to the President and the Board.~~

268 3. Committees Council: The chairs of all regular committees will form a Council of
269 Committees, which will be coordinated by the Vice President. The Council will meet at
270 least quarterly or as called by the Vice President and will record minutes of their
271 proceedings. The Council will be responsible for planning, scheduling and coordinating
272 the programs of the Fellowship. The Council will advise and assist the Board to help
273 promote the general welfare of the Fellowship. ~~The Council shall not establish policy nor~~
274 ~~act upon any matter reserved to the Board or to the Congregation.~~

275 C. Committees of Congregation:

276 1. A Nominating Committee of five ~~voting~~ members of the Fellowship shall be elected at the
277 Annual Meeting ~~from nominations by the voting members present and shall serve a term~~
278 ~~of one year. If a member serves on the Nominating Committee for two years in~~
279 ~~succession, that member shall wait a year before serving again.~~ The Nominating
280 Committee elects its own chairperson.

a. The Nominating Committee shall work to identify potential leaders and shall engage in continuous leadership development activities.

281 ~~ba.~~ The Nominating Committee will produce a slate of nominees that will contain at least,
282 ~~but not be limited to,~~ one nominee for each available office. ~~Nominating Committee members~~
~~whose terms are ending shall identify at least one candidate for their successor. At least 14 days prior to the~~
~~Annual Meeting, the Nominating Committee with publish this slate to all members. Additional nominations may~~
~~be made from the floor at the Annual Meeting. Two Members at Large~~
283 ~~will be nominated for two-year terms in odd-numbered years, one for a two-year term~~
284 ~~in even-numbered years. Prior to the time that the slate of nominees is voted upon,~~
285 ~~nominations may be made from the floor.~~

286 ~~b.~~ The Nominating Committee shall post at the church and mail to active members a slate
287 ~~of nominees for trustees at least 14 days prior to the Annual Meeting.~~

288 c. The Nominating Committee will also develop a list of nominees for Chairpersons of all
289 Regular Committees and present it to the new Board prior to the Board's next meeting.

290 d. In the event of a Chairperson vacancy, the Nominating Committee shall provide
291 nominees to the Board. In the event of a Board vacancy, the Nominating Committee
292 shall follow the procedure in ARTICLE VIII, section C.

293 2. A Committee on Shared Ministry shall consist of ~~five members serving three-year terms, and~~
~~shall select its own chair. The Committee shall make ongoing review and assessment of all the various~~
~~ministries of the congregation. It is an advisory, nonvoting body that facilitates communication among~~
~~congregation and minister.~~

a. ~~Committee members may not be Chair of any other committee and may not be a member of the Board.~~

b. ~~The committee will identify candidates to fill each existing or upcoming vacancy, and submit to the~~
~~Board for approval. five voting members. The Committee shall~~
294 ~~provide support for the minister, balanced by the needs and resources of the Fellowship,~~
295 ~~and help assure there is good communication among the Minister, Board and~~
296 ~~Congregation.~~

297 ca. The Committee on Shared Ministry will support the transition of new Interim or Settled
Ministers in understanding the history, traditions, and practices of the Fellowship. In the event of controversy
involving the minister, this committee may, at the request of the Board provide mediation between minister and
members of the congregation. ~~When an Interim or Settled Minister begins service, the Search Committee shall~~
~~serve~~

~~298 as the Committee on Ministry for a period of six months from the minister's~~
~~299 commencement of service. During the minister's fifth month of service the Board will~~
300 ~~appoint a permanent committee (effective the following month) from a list of six~~
301 ~~names proposed by the minister.~~

302 db. Terms of the committee members shall be for three years. ~~However, the initial~~
303 ~~appointments following the hiring of a minister as described above, shall be staggered,~~
304 ~~with one member serving a one year term, one member serving a two year term and~~

~~305 one member serving a three year term. Thereafter, each member shall serve a term of~~
~~306 three years.~~

307 c. The Committee shall elect a chair from its members.

~~308 d. At the expiration of a member's term, or in the event a member leaves the committee~~
~~309 for whatever reason, the Minister shall submit a slate of at least two names to the~~
~~310 Board for appointment. The selected candidate shall serve for three years, or in the~~
~~311 case of replacement of a member in mid-term, the unexpired term of the person being~~
~~312 replaced.~~

~~313 e. The previous Committee on Ministry shall be dissolved when a new interim or settled~~
~~314 minister assumes his/her position.~~

~~315 f. A committee member may not also be a member of the Board.~~

316 D. Term Limits of Board Trustees:

317 1. Cumulative Service on the Board: Except as further limited in D.2 through D.5 below, a
318 member of the Congregation may serve up to a total of six consecutive years on the
319 Board. Subsequently, that member must wait a year before being considered again for a
320 Board position.

321 2. President and Vice President: The President and Vice President shall serve two-year
322 terms on a staggered basis rather than concurrently or in a sequential manner. They are
323 eligible to stand for re-election for one additional term in those offices. Subsequently, a
324 year must pass before being considered again for a Board position.

~~325 For the Fiscal year beginning July 1, 2014 only, a President shall be elected to serve a one~~
~~326 year term and a Vice President to serve a two year term. The current sitting President will~~
~~327 serve a year as Past President. Subsequently, the office of Past President will be~~
~~328 discontinued.¹~~

329 3. Secretary: The Secretary serves for a term of one year and is eligible to stand for re
330 election to two additional terms in that office.

331 4. Treasurer: The Treasurer serves for a term of two years and is eligible to stand for re
332 election to an additional term of one year in that office.

333 5. Members-at-Large: The three Members-at-Large serve staggered two-year terms. A
334 Member-at-Large may not be considered for re-election to successive terms in that office.

335

336 ARTICLE X: MINISTER

337

338 A. A Free Pulpit: This Fellowship shall maintain the tradition of a free pulpit. Ministers are free
339 to express the truth as they understand it. Ministers shall also be free to express their
340 personal opinions outside the pulpit.

341 B. Ministerial Duties: The Minister shall be the spiritual leader of the Fellowship, leading
342 religious services and ceremonies. The Minister shall conduct or supervise pastoral and
343 personal counseling as needed by members of the Fellowship and shall represent the
344 Fellowship in the community as appropriate. The Minister shall be an ex-officio member of
345 the Board and all committees of the Fellowship, except the Nominating Committee or the
346 Ministerial Search Committee. The Minister shall not participate in executive sessions of the
347 Board, unless requested to do so.²

¹ Strike as obsolete

² maybe move this sentence to section on Board mtgs -- applies to all ex officio

- 348 C. Selection of Settled and Interim Ministers: These procedures apply when the Fellowship
349 seeks the services of a qualified person to serve as either interim minister or as a permanent
350 minister to serve without a fixed termination date. Section E applies to a settled minister and
351 Section F applies to the selection of an interim minister. ~~They do not apply to the selection
352 of an intern to serve as temporary minister or in any situation where denominational
353 requirements do not permit or contemplate a formal congregational search.~~¹
- 354 D. Budgeting for Searches and Employment: The Board shall, in coordination with the Finance
355 Committee and Treasurer, establish a budget and allocate funds needed for any search
356 process. They shall also determine the starting salary, ~~and benefits, and any other compensation,
such as housing
357 allowance, etc. to be paid to the settled minister or interim minister.~~²
- 358 E. Settled Minister:
- 359 1. Formation of a Ministerial Search Committee:
- 360 a. When a vacancy exists which is to be filled by a settled minister, the Nominating
361 Committee shall nominate a Ministerial Search Committee (MSC). The MSC shall be
362 composed of active members of the Fellowship who are appointed ~~as being
363 representative of to represent~~ the Congregation, considering differences in church experience,
age,
364 theological and program interests, gender, family composition and other matters as
365 appropriate. An MSC shall not be selected until the members ~~of the congregation~~ have been
notified and
366 given at least 21 calendar days to suggest names of individuals to serve. ~~The notification
367 shall include such criteria as the Board shall consider appropriate to encourage the
368 formation of a reasonably balanced committee that will pursue its charge with the
369 necessary diligence.~~
- 370 b. The Nominating Committee will ~~publish~~present a slate of at least 7 nominees for the MSC to
the congregation. ~~The~~
371 ~~Members of the Fellowship will elect vote for~~ 5 from this slate. The Board will meet as soon
as possible to
372 select another two MSC members ~~from the slate or from the larger Congregation.~~
373 ~~Board members Fellowship officers~~ may not simultaneously serve on a search committee.
- 374 c. ~~If practicable, every search committee shall include at least one member who has prior
375 experience on a Unitarian-Universalist ministerial search committee.~~
- 376 2. Ministerial Search Committee Responsibilities:
- 377 a. An MSC shall select its own chair. It ~~shall conduct its activities subject to any
378 requirements established by the Unitarian-Universalist Association and~~ shall be guided
379 by recommendations of the UUA. An MSC shall work to achieve consensus on the
380 candidate to be recommended and shall recommend no candidate if any member³ dissents
381 or abstains.
- 382 b. An MSC shall establish ~~a covenant standards~~ standards of participation for its members ~~and including,
but not
383 limited to, attendance at meetings, Sunday services and other events, and matters of
384 confidentiality. They may, by majority vote, require the resignation of any member who
385 fails to comply with those standards.~~
- 386 c. Any vacancy on an MSC shall be reported promptly to the Nominating Committee

¹ no such things as "denominational requirements." (if more is needed here, consider, "They may not apply in the event of a sudden or unexpected vacancy.")

² 'Housing allowance' is obsolete - language should be more open

³ This is a TALL order; are we sure? Maybe consider supermajority instead?

387 which will submit the name(s) to the Board and the Board may elect an individual to fill
388 the vacancy on the MSC.⁴
389 d. The MSC shall operate at a high level of confidentiality. The MSC shall periodically
390 inform the Congregation and Board of their progress ~~in general terms~~.

⁴ seems cumbersome as a response to emergency circumstance in small organization. Can we just say Board elects a replacement? Or is it important to keep NomComm in the process here?

- 391 e. The MSC may not discuss, or in any manner give any information concerning, when or
392 where they are pre-candidating applicants. ~~Members and Friends should respect the~~
393 ~~confidentiality of the process and refrain from any such inquiries.~~
- 394 3. ~~Unfulfilled~~successful Searches:¹
- 395 a. If an MSC ~~reports that it determines that no candidate is suitable or is unable to agree upon a~~
candidate, ~~or if the Board finds that~~
396 ~~an MSC is not making reasonable progress in conducting the search, the Board will~~
397 ~~dismiss the committee and~~ a new MSC shall be formed in the manner described
398 above.
- 399 b. If a candidate for a settled minister is ~~not approved~~ rejected by the members, or if a candidate
400 ~~withdraws after being chosen by the MSC or after selection but before a contract is~~
401 ~~concluded,~~ a new MSC shall be formed in the manner described above.
- 402 4. Ministerial Candidating: No person shall be selected as a settled minister who has not
403 presented at least one Sunday service in our church and engaged in such other activities
404 as may be agreed upon, to permit the members to become familiar with the candidate's
405 qualifications and to allow the candidate to evaluate the Fellowship.
- 406 5. Ministerial Selection: A vote to accept or reject a minister who has completed the
407 candidacy process shall be held at any meeting of the Congregation. The meeting shall
408 be conducted in accordance with the requirements otherwise applicable under these By
409 Laws, except that a quorum shall be 50 percent of the ~~active~~ members of the Fellowship.
410 The minister shall be called by an affirmative 85 percent vote of the active members
411 present and voting in person.
- 412 F. Interim Minister:
- 413 1. Preparation for Selection: The President shall notify UUA ~~and the Mid-South District~~
414 ~~when ever the need arises for the selection of an interim minister and will complete the~~
415 ~~on-line application, found at the UUA web site, for an interim minister.~~
- 416 2. Formation of an Interim Search Committee: The Nominating Committee shall submit a
417 slate of five names to the Board to serve on the Interim Search Committee (ISC). The
418 Board shall appoint three persons chosen from that slate
- 419 3. Interim Search Committee Responsibilities:
- 420 a. The ISC shall obtain names and resumes of candidates from the UUA website.
- 421 b. ISC shall interview each candidate by telephone ~~and, based upon the resumes and results~~
422 ~~of the interviews,~~ make a recommendation to the Board as to the selection of an interim
423 minister.
- 424 c. The President shall contact the candidate ~~and arrange,~~ requesting a meeting with the ~~candidate,~~
the ISC, and the
425 Board. During that meeting, the Board shall decide on the hiring, ~~and if approved, shall negotiate a~~
426 ~~contract. of the nominee. If the~~
427 ~~Board elects to hire the nominee, a contract shall be negotiated at that meeting. If the~~
428 Board rejects the hiring, the nominee shall be paid expenses incurred, including the
return trip home. ~~The Board may ask ISC to identify another candidate, or disband ISC and form a~~
new ISC ~~Either the ISC shall be asked by the Board to nominate another person,~~
429 ~~or a new ISC shall be appointed by the Board to begin a new search.~~
- 430 d. ~~An interim minister shall be hired for a two-year term., allowing ample time for the~~
431 ~~process of hiring a settled minister.~~
- 432 G. Negotiating a Contract: The Minister shall be employed under a contract negotiated by the
433 Board and/or their designee. The contract will specify compensation and benefits and the
434 duties of the Minister as mutually agreed upon by the Minister and the Board. The contract

¹ Fruitless search process is hard enough already without calling it 'failure.' Done well, it is a culling of inappropriate candidates, which can be regarded as great success.

435 will also specify the type and length of notice to be given, and the terms in event of
436 termination or resignation.

437 H. Terminating a Contract: A Minister shall serve at the pleasure of the Fellowship's ~~voting~~
438 membership.

439 1. Dismissing a Settled Minister: A settled minister may be dismissed by a two-thirds vote of
440 the voting members present and voting at any meeting of the Congregation at which a
441 majority of the ~~voting~~ members are present.

442
443 The meeting shall be held only upon the request of at least two-thirds of the ~~voting~~
444 members of the Board, or within four weeks after receipt by the Board of a petition duly
445 signed by at least 30 percent of the ~~active~~ members.

446 2. Minister Resignation: The Minister may resign by submitting a resignation at a meeting of
447 the Board

448 ARTICLE XI: AMENDMENTS¹

449

450 These ~~By-Laws~~ may be amended by an affirmative two-thirds vote of the members of
451 the Fellowship present at any meeting of the Congregation. Amendments may be proposed
452 by the Board, upon written petition signed by 20% of the ~~active~~ members and presented to
453 the President, ~~or by counsel~~². The proposed amendments shall be made available at the
454 ~~church, or by mail to members~~ Fellowship, and published electronically to all members, two weeks prior
to the meeting.

455

456 ARTICLE XII: DISSOLUTION

457

458 In the event of the dissolution or final liquidation of this Fellowship and vote of the
459 membership to disband, the Board shall pay or make provision for the payment of all lawful
460 debts and liabilities of the Fellowship. The Board shall then distribute all the remaining
461 assets of the Fellowship to the Unitarian ~~Universalist~~ Association, a nonprofit organization,
462 for their general use for religious, charitable, scientific, literary, or educational purposes, or
463 the promotion of social welfare; it having been deemed by this Fellowship that their aims and
464 objectives are similar to those of the Fellowship.

465

466 ARTICLE XIII: TERMS

467

468 The terms "society", "organization", "corporation", "church", "congregation", "association",
469 "group", and "Fellowship" shall be synonymous when their context indicates that they refer
470 to the Unitarian Universalist Fellowship of Montgomery.

471

472 The terms "Trustee" and "Director" shall be synonymous as between the Articles of
473 Incorporation and the ~~bylaws~~ ~~By-laws~~. The terms "Board of Trustees" and "Board of Directors"
474 shall be synonymous as between the Articles of Incorporation and the ~~bylaws~~ ~~By-laws~~.

475

¹ As on page 1, replace "amendment" with "revision" throughout

² Reference to counsel is odd and confusing to me here; whose counsel, for what?
I suspect it is copied from something, but there is a reason.