

Explanation of proposed changes to bylaws:

How do the proposed bylaw changes relate to a settled ministry vote?

- Bylaw changes approved in January 2014 included a new section: Article X – Minister. This section only explained the expectations related to a **non-called** minister. This allowed our Fellowship to move forward with the hiring of a Developmental Minister. At the recommendation of the Ministerial Task Force who did a search, the Board of Trustees voted to hire Rev. Katie as our Developmental Minister. Pending the Ministerial Transition Team’s report on the congregation’s readiness, we are planning a congregational vote to call Rev. Katie to settled ministry, which means a **called minister**. We need some bylaw changes to explain expectations and process for a **called minister**.
- In the proposed bylaw changes, #1 in Article X – Minister now defines the relationship and responsibility of a minister, #2 says the minister will be in fellowship with the UUA, #3 removes and changes some language about a non-called minister, #4 explains the process for a Ministerial Search Committee if we have a ministerial vacancy, #5 describes the process to call a minister, and #6 explains a dismissal and termination process for a called minister.
- This is our current situation – we have a minister. There is no vacancy, but our minister was hired as a Developmental Minister and we are considering a vote on calling Rev. Katie to a settled ministry with us. We would use the new bylaw #5 section B as our next step.

Part #5 B describes how to complete the process toward settled ministry: a positive vote of 80% majority of the quorum (40% of membership) present.

D. On Sunday, March 6, 2016, we will have a congregational meeting immediately after the Sunday service to vote on approval of the proposed bylaw changes. If the bylaws changes are approved, we will have an agreed upon process in place on how to call a minister to settled ministry.

(NOTE: Proposed additions appear in red, and existing bylaws text appear in black.)

Article X- Minister

1. Definition of Relationship and Responsibility of the Minister

The minister and the members of the Unitarian Universalist Fellowship of Durango share the responsibility for the fellowship and its spiritual interests and activities. The fellowship looks to its minister for spiritual leadership, for assistance in setting and articulating its vision, and for accomplishing its goals by providing professional administration for the fellowship. The minister has the decisive responsibility for all services of worship conducted for the fellowship. The minister shall have freedom of the pulpit and of speech. The minister shall provide pastoral care as needed. The minister shall participate in activities that enhance the

fellowship's presence in the community as a liberally religious, socially responsible organization and shall inform the fellowship of these activities. The minister shall supervise all staff and programs. The minister shall be a non-voting member of the board of trustees and all committees, except the ministerial search committee and the nominating committee. The minister shall inform the board of trustees of matters pertinent to the general welfare of the fellowship and shall advise the board with reference to policy. The final decisions, however, remain with the board as set forth in these bylaws and as directed by congregational meetings.

2. Qualifications of the Minister

The minister shall be in fellowship with the Unitarian Universalist Association or be an applicant for such accreditation.

3. Non-Called Minister

~~In the event that the Board of Trustees~~ **the congregation votes for the board of trustees to** hires a non-called minister (e.g., developmental, interim, consulting), ~~the duties of the Minister shall be as prescribed by the Board of Trustees and agreed to by the Minister in writing~~ minister's duties, priority goals, compensation and benefits, and conditions of employment will be clearly stipulated in a written contract. ~~In general the Minister shall provide overall spiritual leadership in partnership with, and in accordance with the established mission of the Unitarian Universalist Fellowship of Durango and shall have freedom of the pulpit and of speech. The Minister shall be an ex officio non-voting member of the Board of Trustees and all committees except the Nominating Committee and the Ministerial Search Committee if one is elected. The minister will be employed under written contract which clearly stipulates the duties, priority goals, compensation and benefits, and conditions of employment.~~

(NOTE: The above struck through words related to the minister's responsibilities are now covered in paragraph 1 of Article X of these proposed bylaws.)

4. Ministerial Search Committee

In the event of a vacancy in the position of minister, a search committee shall be established for the purpose of identifying, screening, and bringing to the fellowship for consideration candidate(s) for the position of minister. A slate of candidates for this search committee, consisting of five (5) to seven (7) voting members from the fellowship, shall be presented by the nominating committee for election at a congregational meeting. Normal quorum and plurality requirements for congregational meetings identified elsewhere in these bylaws shall apply in the election of members to the ministerial search committee.

5. Calling a Minister

A. The ministerial search committee shall search out a ministerial candidate and recommend that candidate to the voting members at a special meeting of the

congregation called for that purpose by the board of trustees in accordance with these bylaws.

B. The minister shall be called upon the recommendation of the ministerial search committee by an eighty percent (80%) majority of the voting members of the fellowship present at a congregational meeting called for that purpose; quorum for such a meeting shall be constituted by forty percent (40%) of the voting members. Notice of such meeting shall be given as specified in these bylaws.

C. A written covenantal agreement between the minister and the fellowship will define in detail the mutual relationship and responsibilities, the compensation and benefits, and leaves of absence of the minister.

5. Dismissal and Termination of Call

The minister is called to this fellowship on a continuing basis, subject to the right of the minister to give sixty (60) days notice of intent to resign or the fellowship's right to give the minister sixty days (60) notice of the termination of his/her services. The minister's services may be terminated by a majority vote of those voting members present at a special meeting of the congregation called in accordance with these bylaws by the board of trustees. Quorum and notice for such a meeting shall be the same as for that in calling a minister.

PROPOSED