



## Unitarian Universalist Fellowship of Durango

Minutes of the Special Congregational Meeting to consider bylaws changes to Article X-  
Ministry

March 6, 2016

Teresa Jordan, President, called the meeting to order at 11:22.

Jim Dahlberg, Associate Treasurer, lit the chalice.

Graham Smith, Treasurer, read the opening words celebrating our Fifth Unitarian Universalist  
Principal: The right of conscience and the use of the democratic process within our  
congregations and in society at large.

Donna Nelson, Secretary, verified the 30% quorum was established for the meeting with 71  
voting members present and 4 proxies.

Lois Carpenter provided a summary of the work of the Bylaws Task Force and Explanation  
of Proposed Bylaws.

Lois Carpenter made the motion to adopt the additions and changes to Bylaws Article X-  
Minister:

### **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 the congregation votes for the board of trustees to hire a non-called minister (e.g., developmental, interim, consulting), the minister's duties, priority goals, compensation and benefits, and conditions of employment will be clearly stipulated in a written contract.

#### **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 and 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-eligible 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.

Bonnie Miller seconded the motion.

The floor was opened for discussion.

A motion was made by Mary Ocken and seconded by Lisa Govreau with the change in paragraph 6: "The quorum, notice, and required majority for a meeting to terminate shall be the same as that for a meeting to call a minister."

After further discussion from members, Mary Ocken withdrew her motion.

Suzanne Arms made the motion to change the language in paragraph 6: "The minister's services may be terminated by an **80%** majority vote of those voting members..."

Marsha Porter-Norton seconded the motion.

There were 10 members supporting the motion, 54 opposing the motion, and 4 abstentions. The motion failed to pass.

The motion was made by Steve Ruddell to clarify the language regarding the termination by the following amendment (change in red): "The minister's services may be terminated

by a 51% majority vote of those voting members present at a special meeting of the congregation...." Motion seconded by John Redemske.

This language clarifies the word "majority" to mean 51%.

The President then called for the vote of the original motion with the single addition of 51% preceding the word "majority" regarding the vote necessary for termination of a minister.

The vote was noted, from the floor, from the four members tallying the votes, and from those on the chancel, to clearly be a supermajority vote to change the bylaws.

The meeting was adjourned at 12:23 pm.

Respectfully submitted,

Donna Nelson, Secretary  
UUFD Board of Trustees