

Proposed Changes/Additions to WUU Bylaws 2021 Annual Meeting

Proposed Wording

Article 16. Diversity, Equity and Inclusion

There shall be no barriers to full participation of persons in all of our activities and endeavors, including membership, programming, hiring, and the calling of religious professionals based on gender, gender identity or expression, ethnicity, race, native or indigenous origin, age, generation, sexual orientation, culture, religion, belief system, marital status, parental status, socioeconomic status, language, accent, ability status, mental health, educational level or background, geography, nationality, work style, work experience, job role function, thinking style, personality type, physical appearance, political perspective or affiliation and/or any other characteristic that can be identified as recognizing or illustrating diversity.

Current wording

Article 16. Non-Discrimination

~~This congregation affirms and promotes the full participation of persons in all of our activities and endeavors, including membership, programming, hiring, and the calling of religious professionals without regard to race, color, ethnicity, gender, gender identity or expression, sexual orientation, or physical limitations.~~

Rationale: To be more inclusive.

Proposed Wording

Section 10.3. Committee on Shared Ministry (COSM)

The Committee on Shared Ministry (COSM) exists to support and strengthen the quality of the church's entire ministry. The committee's duties and responsibilities are defined by a separate mission statement.

After a Minister is called to settlement, through the process of a Ministerial Search Committee, the Ministerial Search Committee will become the Committee on Shared Ministry from the start of the Ministerial contract, continuing for six months. At the end of six months, three members of the committee shall remain for a term of one year, and two new Voting Members of the Church shall be appointed to serve a two-year term. Thereafter, new appointments are for two years. *The Committee will select its own Chair+.*

When a committee position opens, the Minister and Board will each submit the number of names of Voting Members of the Church equal to twice the number of positions to be filled. The Minister and the Board shall agree on the members to serve on the committee during an executive session of the Board. No member of the COSM may also be a Voting Member of the Board but they may be a member of the Transition Team.

Rationale: To comply with changes proposed by COSM August 11, 2020

New Section

Section 10.4 Transition Team

A Board appointed Transition Team shall serve as a search committee charged with finding a Contract Minister if the Congregation votes to hire one, and does not choose to hire a settled Minister through the UUA. The Board appointed Transition Team will consist of a Chair and

four members. The Chair and two members shall serve a 2- year term, and two shall serve a one year-term. Thereafter, new appointments are for two years. Vacancies will be filled with appointments by the Board.

The Transition Team will also serve as the liaison for the staff (including a contract minister) when a settled minister has not been called and the COSM will be temporarily disbanded. The board will serve as liaisons for the committees through individual assignments of a board member for each committee. Once a settled minister has been called the COSM, under the guidelines in Section 10.3 above and the COSM Mission Statement will be reinstated.

Rationale: To authorize a committee to search for and support a Contract Minister and temporarily disband the COSM until Westside calls a Settled Minister.

Section 6.1. Election of Officers

The officers of the Church shall be a President, a Vice President, a Secretary, and a Treasurer who shall be elected by the membership at the annual business meeting and take office the following July 1. The President and the Vice President shall be elected annually for terms of one year. The Secretary and Treasurer shall be elected for terms of two years with the Secretary elected in ~~even~~ odd-numbered years, and the Treasurer in ~~odd~~ even-numbered years. *Directors shall be elected to two year terms.* All officers shall be Voting Members of the Church. No more than one member of a family or pledge unit shall serve on the Board of Directors at any given time. ~~This restriction shall apply to the family of the Immediate Past President.~~ Families of the minister or DLRE are prohibited from service on the Board of Directors. Officers may serve any number of terms.

Rationale: 1. Omission for terms of Directors; 2. Redundant, past President is a member of the board; 3. To agree with current rotation.

Proposal

Section 10.4.2. Endowment Committee

Westside Unitarian Universalist Church shall have an Endowment Committee, *consisting of four to six members*, to manage the Church's separate Endowment Fund. Due to the special nature of this committee, it shall be governed by separate bylaws. *Any changes or amendments to said bylaws, which* shall be approved by a two-thirds vote of the congregation at a regular or special congregational business meeting. Members of this committee shall be Voting Members of the Church, and shall be elected by the congregation, at the regular congregational business meeting, in accordance with procedures set forth in the committee bylaws..

Rationale: 1. Establish elected committee membership number for purposes of election. 2. To To provide for changes to the bylaws as needed.