

**ASUUC Bylaws**  
**All Souls Unitarian Universalist Church**

**Effective March 14, 1980**  
**Amended June 1, 2025**

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## ARTICLE 1 - Name

The name of this religious society shall be All Souls Unitarian Universalist Church of Colorado Springs, hereinafter known as "the Church."

## ARTICLE 2 - Affiliation

The Church is a member of the Unitarian Universalist Association of Congregations (UUA).

## ARTICLE 3 - Purpose

The purpose of the Church shall be to devote its resources and corporate powers to accomplishing its mission as a religious society. The Church acknowledges its debt to the traditions and principles of Unitarian, Universalist, and other liberal religious movements. In keeping with these traditions and principles, the Church affirms religion shall be construed broadly and undogmatically and affirms the belief that religion touches all facets of life.

## ARTICLE 4 - Non-Discrimination

The Church affirms and promotes the full participation of all persons in the Church worship, governance and other activities, including membership, programming, hiring practices, and the calling of religious professionals, without regard to genetic history, race, ethnicity, cultural identity, gender identity, sexual orientation, affectional preference, political preference, physical ability, age, family status, national origin or religious background, and without requiring adherence to any particular interpretation of religion or to any particular religious belief or creed.

## ARTICLE 5 - Governance

The Church is constituted in the congregational manner; that is, the members acting at a legally called meeting are the ultimate authority in all matters of governance, and "the Church" is the equivalent of "the Congregation." The Church shall be governed by its articles of incorporation, bylaws, policies and procedures, applicable state and federal law and municipal ordinances.

## **Section A: Member Authority**

The following matters of governance are reserved to the exclusive jurisdiction of the members at a legally called meeting:

1. Election of Officers, members of the Board of Trustees and members of elected Congregational Committees. The Board of Trustees will hereinafter be known as "the Board."
2. Call, ordination, or termination of a settled minister and determination of the number of called ministers.
3. Adoption of, and amendment to the Church articles of incorporation and bylaws.
4. Adoption of the annual operating budget.
5. Major decisions regarding church property and resources.
6. Dissolution of the Church, and any related dissolution of all Church assets and debts.

## **Section B: Authority Delegated to the Board**

In all matters not reserved for the members in Section A, the members delegate executive authority to the Board as outlined in [Article 9](#), charging the Board to conduct those matters on behalf of the Church and in accordance with the articles of incorporation and bylaws.

## **Section C: Appeal of Board Action**

Any member may appeal any action of the Board at a legally called meeting of the voting members.

## **Section D: Authority over Church Groups**

Congregational Committees: Only the Congregation shall have authority to create, modify, or dissolve Congregational Committees except in the event of a vacancy as outlined in [Article 10](#).

Board Committees and Task Forces: Only the Board shall have the authority to create, modify, or dissolve Board Committees or Task Forces.

Ministry Teams: Only the Ministry Team shall have the authority to create, modify, or dissolve Ministry Teams.

## **Section E: Indemnification**

The Church shall indemnify and hold harmless any Officer, Board Member or other volunteer who has conducted the business of the Church in good faith and with reasonable expectation that this business conduct would not do harm to the Church.

## **Section F: Emergency Action**

A situational exception to the Bylaws may be approved by the congregation when absolutely necessary. Any exception to the Bylaws must be approved by members at the same voting and quorum thresholds required for a Bylaw change as outlined in Article 7.

## **ARTICLE 6 – Membership**

### **Section A: Eligibility and Admission**

Membership is open to all persons who support its mission, values, and vision and remain in covenant with the Church. To become a member, a person must:

- Be at least 16 years old;
- Complete the congregation's new member orientation, or meet with the minister; and
- Sign the Membership Book.

### **Section B: Financial Support Expected of Members**

All members of the Church are required to make, and fulfill as able, an annual pledge.

### **Section C: Voting Eligibility**

To be eligible to vote on any items before the Church, a member must have completed the membership process at least 30 days prior to a congregational meeting, including the Section B requirement.

### **Section D: Honored Members**

To recognize a person's long-term or substantial contributions of time, talent, or treasure to the Church, the Welcome/Membership Team may nominate members, subject to Board Approval, as Honored Members. These members are exempt from Section B.

### **Section E: Termination From Membership**

A member's name shall be removed from the membership roll in case of:

1. The member's death;
2. Written request by the member;
3. No longer meets membership requirements;
4. Removal by a 75% vote of the Board for actions that threaten the well-being of the congregation.

## ARTICLE 7 - Meetings of the Membership

Meetings of the Church members shall be held as needed to successfully govern the Church.

### Section A: Annual Meeting of the Members

A business meeting of the members shall be held annually no earlier than eight weeks and no later than three weeks prior to the end of the fiscal year in order to:

1. Approve the annual operating budget of the Church.
2. Approve any requested disbursements from the Endowment Fund, excluding disbursements from the Board Discretionary Fund.
3. Elect officers of the Church and members of elected Church standing and special teams from a slate presented by the Nominating Team.
4. With the nominee's approval, nominations may also be made from the floor.
5. Distribute the Church annual financial, board and team reports for the current fiscal year.
6. Identify the amounts of UUA and MDD "fair share" contributions the Church is obligated to pay based upon the current year member certification for UUA General Assembly.
7. Consider other business of the Church as set forth in the notice for the meeting.
8. Inquire into any additional business of the Church. Any member may request information regarding any matter associated with conducting the business of the Church, but no business other than that stated in the meeting notice will be voted upon.

This meeting is hereinafter known as the "Annual Meeting."

### Section B: Special Meeting of the Members

A special business meeting of the members shall be called by the Board upon Board determination that a special meeting is required or upon written or electronic request by at least 5% of the members of the Church. A special meeting request shall state the purpose of the meeting and shall be transmitted electronically or in writing to the President and Secretary. The Board shall schedule the requested special meeting of the members within 45 calendar days of request receipt. During the special meeting of the members, any member may request information regarding any matter associated with conducting the business of the Church, but no business other than that stated in the meeting notice will be voted upon.



### **Section C: Meeting Notice**

Notice of any meeting of the members shall list the items to be voted on and shall be physically posted in the Church building, electronically posted on the Church website, and transmitted by the member's preferred method of communications to each member at least 15 days prior to the meeting.

### **Section D: Meeting Materials**

The Board shall ensure all materials required for a meeting of the members are physically posted in the Church building, transmitted electronically to the Church general distribution and electronically posted on the Church website at least 72 hours prior to the meeting. The materials required for an Annual Meeting of the members shall include, at a minimum, the previous meeting's minutes, the annual financial report, operations report, minister and other professional staff reports, standing team reports, other team reports and proposed annual operating budget for the upcoming fiscal year.

### **Section E: Meeting Cancellation**

The Board shall cancel any meeting of the members that was not legally called, or that is deemed unacceptable or unsafe for conduct of the Church business. The Board shall ensure cancellation of any meeting of the members is posted in the Church building, electronically posted on the Church website, and transmitted electronically to the Church general distribution within 24 hours of the Board decision that the meeting must be cancelled. The Board shall reschedule the meeting within 30 days of the original meeting's cancellation. The original agenda may be changed for the rescheduled meeting in accordance with these bylaws.

### **Section F: Meeting Quorum**

At a meeting of the members, the required quorum is as follows:

1. Minister Call or Dismissal. A meeting of the members shall act on the call of a minister, or the dismissal of a called minister, only if there is present a 40% quorum of members. This does not include the hiring of an interim minister, ministerial intern or any other non-ministerial staff.
2. Other Church Business. A meeting of the members shall act on any business of the Church other than ministerial call and dismissal only if there is present a 20% quorum of members.

### **Section G: Member Proxy**

In the event a member cannot participate in a meeting of the members, that member may designate in writing or by electronic communication to the Vice President and Secretary another member to vote for him or her by proxy on any issue properly before

the meeting. No member may exercise more than one proxy. Proxies shall not constitute any portion of a quorum.

## **Section H: Voting Results**

At a meeting of the members, voting results are determined as follows:

1. Minister Call. The Church shall call a minister if at least 90% of members present or represented by proxy vote to call that minister.
2. Minister Dismissal. The Church shall dismiss a called minister if at least 35% of members present or represented by proxy vote to dismiss that called minister.
3. Funds Disbursal. The Church shall approve its annual operating budget and any other matters that result in funds disbursal, including Endowment Fund disbursal, if at least 75% of members present or represented by proxy vote to approve that financial matter.
4. Principle Based Resolution. The Church shall resolve to take a collective principle based position if at least 90% of members present or represented by proxy vote to approve that resolution. The Board shall determine if a proposed resolution is principle based and identify it as such in the meeting notice.
5. Bylaws and Articles of Incorporation Changes. The Church shall approve changes to the bylaws and articles of incorporation if at least 75% of members present or represented by proxy vote to approve those changes.
6. Other Issues. Any other resolution or question brought before a meeting of the members shall be approved if more than 50% of the members present or represented by proxy vote to approve.

## **Section I: Meeting Governance**

In order to ensure fair and equitable participation in and control of a meeting of the members, the Democratic Rules of Order or alternative as designated and approved by the Board shall govern the proceedings at any business meeting and said rules shall be managed by a parliamentarian designated for that meeting. The President shall preside at each meeting of the members at which the President is present. In the President's absence, the VicePresident, the Treasurer, or the Secretary shall preside at the meeting of the members, in that order.

## ARTICLE 8 - Officers

### Section A: Officer Authority & Responsibility

The Officers of the Church are responsible for meeting all Federal and State requirements for corporate Officers. Officer designation and specific additional duties shall be:

1. President. The President shall serve as the chief executive officer of the Church, presiding over all meetings of the membership, leading strategic planning, and overseeing the operations of the Church in accordance with the Church policies and procedures. The President shall provide a written report on the operation of the Church to the members at each Annual Meeting.
2. Vice President. The Vice President shall assist the President as required and shall serve temporarily as chief executive officer of the Church in the absence or incapacity of the President. The Vice President shall serve as or designate a parliamentarian at meetings of the membership.
3. Treasurer. The Treasurer shall act as chief financial officer of the Church. The Treasurer shall account for all monies pledged or contributed to the Church, manage authorized payments, including payroll, and keep proper financial records. The Treasurer shall document the annual budget of the Church and shall provide a written report of the Church finances, including audit results, to the members at each Annual Meeting. The Treasurer may authorize assistants or contracted services as needed to carry out the duties of this office.
4. Secretary. The Secretary shall record the minutes of all meetings of the membership and shall ensure posting of the minutes in the Church building and electronically on the Church website. The Secretary shall perform all official correspondence of the Church. The Secretary shall ensure both an electronic and written record is made of minutes, correspondence, policies and procedures, and other documentation critical to performance of the purpose of the Church.

### Section B: Officer Terms

Officers shall be elected to one-year terms at the Annual Meeting, with a term limit of four consecutive years of service as an Officer and/or Board Trustee. For the health of the individual and the Church, the break between consecutive years of service as an Officer and/or Board Trustee must be at least one year.

### Section C: Officer Prerequisites

Candidates for President of the Church must have performed an executive or board role for at least one year. Candidates for any Officer position shall have been a member of the Church for at least two years.

### **Section D: Officer Appointment**

In the event an Officer position is not filled or an Officer resigns or is unable to continue the duties of the office during an elected term, the Board shall appoint an Officer to fill the position. In appointing any Officer, the Board shall request from the Nominating Team a candidate who meets the prerequisites of the position upon notification that an appointment is required.

### **Section E: Compensation**

No compensation shall be paid to any Officer of the Church for services as such.

## **ARTICLE 9 – Board of Trustees**

### **Section A: Board Authority**

The Board shall be the executive body of the Church as defined in Article 5 and shall, at all times, conduct its activities in accordance with these bylaws

### **Section B: Board Composition**

The Board shall be composed of a minimum of seven Trustees. Four of those Trustees shall be the elected offices of President, Vice-President, Treasurer and Secretary. At least two Trustees shall be Members-At-Large elected or appointed in accordance with these bylaws. The Past President shall serve as a voting Board member for one year after his or her presidency. Trustees must qualify as members of the Church during their entire term of office. Non-voting, ex officio Board members include all called Ministers.

### **Section C: Member-At-Large Terms**

Members-At-Large shall be elected at the Annual Meeting to two-year terms, with the terms staggered so that half of the members-at-large are elected each year and with a term limit of four consecutive years of service as an Officer and/or Board Trustee. For the health of the individual and the Church, the break between consecutive years of service as an Officer and/or Board Trustee must be at least one year.

### **Section D: Member-At-Large Prerequisites**

Candidates for Member-At-Large shall have been a member of the Church for at least one year.

### **Section E: Member-At-large Appointment**

In the event a Member-At-Large position is not filled or a Member-At-Large resigns or is unable to continue the duties of the office during an elected term, the Board shall appoint a Member-At-Large to fill the position. In appointing any Member-At-Large, the Board shall request from the Nominating Team a candidate who meets the prerequisites of the position upon notification that an appointment is required.

## **Section F: Compensation**

No compensation shall be paid to any Board Trustee for services as such.

## **Section G: Board Governance**

A quorum of the board shall consist of a majority of voting trustees. Each trustee shall have one vote on the Board, with the President voting only in the event of a tie.

## **Section H: Board Responsibilities**

The Board shall perform the following executive responsibilities by direct action and in coordination with other members, volunteers, ministers and staff of the Church.

1. Strategic Planning. The Board shall perform long-range planning on behalf of the church, evaluating and executing strategic goals set by previous Boards and setting new goals as needed.
2. Policies & Procedures Manual. The Board shall ensure that policies and procedures are developed, published and maintained as the Policies & Procedures Manual, hereinafter known as the P&P, so as to provide the organizational and operational guidance necessary for the Church to serve its purpose.
3. Operations. Each Board Trustee, and the Board as a whole, shall provide leadership and service to the largely volunteer organization that maintains the day-to-day operation of the Church. The Board shall establish a business calendar and shall take all steps necessary to facilitate the operation of the Church within the authorized annual operating budget. To confirm that members, volunteers, ministers and staff are operating within assigned budgets and within the P&P, the Board shall require reports in accordance with the P&P, to include, at minimum, monthly financial reports from the Treasurer and Ministers. It is expected that the Board, members and staff will work within the established organizational structure of the Church to resolve operational problems. However, by providing electronic or written notification to the President or Secretary at least 48 hours before a scheduled Board meeting, any member, volunteer or employee of the Church may present any matter to the Board for its consideration.
4. Financial Management. The Board shall establish a financial management system in accordance with generally accepted accounting practices for similar institutions or organizations. To maintain Church efficiency and effectiveness, the Board shall ensure sufficient operating reserve is included in the proposed annual operating budget. The Board shall confirm the proposed annual operating budget is adequate to support Church management and operations prior to its

presentation to the Church for approval. At the start of each fiscal year, the Board shall appoint an Audit Team to audit the previous year's finances. The Board shall additionally provide for external audits as needed.

5. Human Resource Management. With the exception of settled ministers, the Board shall hire and dismiss all employees and shall fix their compensation. The Board may discharge any employee in accordance with governing documents of the Church and applicable law. Upon notification of minister resignation, retirement, dismissal or other departure, the Board shall appoint an Interim Minister Search Team and shall bring a Ministerial Search Team slate to the Church for election at a legally called meeting of the members. The Board shall notify the UUA of any misconduct by credentialed professionals or persons in training for professional roles. The Board shall approve the structure and functionality of the largely volunteer organization that operates the Church, shall confirm the operations organization is in place at the beginning of each fiscal year and shall support and facilitate the operations organization.
6. Meetings. The Board shall meet on a regular basis, but not less often than quarterly. At the Board's discretion, meetings may be convened physically, electronically or in combination thereof. The Board shall ensure the schedule of its regular meetings is physically posted in the Church building and is made available electronically on the Church website. Meetings of the Board shall be open to all members of the church except when doing so might compromise confidentiality and/or legal obligations, in which case the Board may hold a closed executive session.

## ARTICLE 10 - Church Groups

The Church is organized into volunteer groups to maintain Church operations and to fulfill the mission of the Church. Groups are organized into Congregational Committees, Board Committees and Task Forces, and Ministry Teams. All Church groups shall abide by Church Bylaws and Board approved Policies and Procedures.

### Section A: Congregational Committees

Only a vote of the Congregation may create, modify, or dissolve Congregational Committees as outlined in [Article 5](#) except as detailed below in cases of vacancy.

Congregational Committee members shall be either elected at the Annual Meeting or appointed as designated herein. Each elected Congregational Committee member must qualify as a member during their entire term of office. For the health of the individual

and the Church, Congregational Committee members shall not stand for election for consecutive multi-year terms on the same Congregational Committee without a break in service of at least one year. If an elected Congregational Committee position is not filled or a member is unable to continue with assigned duties, the committee shall ask the Board to appoint a committee member to fill the position. In appointing a committee member to fill an elective position, the Board shall request from the Leadership Development Committee a candidate who meets the prerequisites of the position upon notification that an appointment is required. Replacements for elected Congregational Committee members shall serve until the next Annual Meeting at which time any remaining portion of the original term shall be filled by election. Each Congregational Committee shall elect its own chair annually. Additional Congregational Committee membership requirements may be defined below.

The Church Congregational Committees are:

1. Leadership Development Committee (LDC) - The Leadership Development Committee shall, in consultation with the Church membership, identify and nominate appropriate leadership candidates for the Church Officers, Board, Congregational Committees, and the Ministerial Search Committee as defined herein for election at the Annual Meeting. The LDC shall also identify appropriate persons to fill vacant Officer, Board and Committee leadership positions upon request. The Leadership Development Committee shall ensure each candidate is made aware of the duties and responsibilities of the position for which they are being nominated and shall ensure the nominee chooses to stand for election. The LDC shall consist of three voting members, each elected for a three-year term, with terms staggered so that one committee member is elected each year. Candidates for the Leadership Development Committee shall have been a member of the Church for at least two years. Leadership Development Committee members shall not serve in any other elected capacity during their Leadership Development Committee term.

In addition to nominating leaders for elected positions, the Leadership Development Committee shall work with the Board and Ministry Team to identify opportunities for leadership training and development throughout the church year with a focus and consideration towards dismantling racism and systemic oppression. The LDC will work with the Board and Ministry Team to ensure that appropriate levels of funding are available to invest in leadership opportunities so

that church members may benefit from development opportunities without undue personal financial hindrance.

2. Right Relations Committee. The Right Relations Committee shall serve as a resource to foster open, respectful, and compassionate dialogue within the congregation, promoting harmony and adherence to our UU principles. The committee shall provide guidance, facilitate restorative conversations when conflicts arise, and offer training to support healthy relationships within the congregation. The Right Relations Committee may be called upon by any member of the congregation to facilitate a conversation or mediate concerns. Recommendations from the committee are advisory and aimed at restoring trust and mutual respect. Right Relations Committee discussions shall be confidential except in cases where disclosure is necessary to prevent harm or as required by law. The committee will provide an annual report to the Board of Trustees summarizing its activities.

Membership of the Right Relations Committee shall consist of three to seven members, each serving a three-year term on a rotating basis, with at least two members rotating each year. Each year a slate of possible candidates will be suggested by the Leadership Development Committee in consultation with the minister(s) to ensure nominated members have appropriate Right Relations training, skill set, and healthy interpersonal boundaries. The Leadership Development Committee will determine the final candidate, who is voted to the position by the congregation at the Annual Meeting. The chair of the Right Relations Committee shall be chosen by consensus of the committee members.

## **Section B: Special Congregational Committees**

Special Congregational Committees are committees that are formed when the Board initiates a search for a called minister or interim minister on behalf of the congregation and with the expertise of the Leadership Development Committee.

1. Ministerial Search Committee A Ministerial Search Committee shall be elected by the Congregation when the church decides to call a minister. The committee shall consist of Members nominated by the Leadership Development Committee and following procedures and guidelines recommended by the UUA to ensure diversity of voice and an orientation toward the future needs of the congregation. The Ministerial Search Committee shall select, introduce, recommend, and advocate for a minister to be called. The Committee is to remain activated until the called minister is settled into the Church.



2. Interim Minister Search Committee An Interim Minister Search Committee shall be activated upon the departure of a called minister. The committee shall consist of Members recommended by the Leadership Development Committee and approved by the Board and that follow guidelines recommended by the UUA. The Committee is to remain activated until the interim minister takes their position.

### **Section C: Board Committees**

Board Committees and Task Forces are created, dissolved, and managed at the discretion of the Board of Trustees or their delegates. Board Committees are chartered with managing, protecting and developing the assets including the physical, financial and human resources of the church. Task Forces are chartered with a short-term, time limited goal.

### **Section D: Ministry Teams**

Ministry Teams are created, dissolved, and managed at the discretion of the Senior Minister or their delegates. Ministry Teams are focused on fulfilling the mission and vision of the church in helping to support, develop, and inspire our congregation and the communities in which the congregation is a part. The Ministry Teams will work with the Board and its delegates to establish and approve policies that further the mission and vision of the church.

## **ARTICLE 11 – Ministers**

The Church may elect to call or affiliate with any number of ministers and ministers in training in accordance with a letter of agreement executed by the Board. The letter of agreement shall be executed annually in consultation with the Ministry Team and shall define roles and responsibilities, relationships, compensation, work structure and performance assessment, as appropriate.

### **Section A: Ministerial Roles**

1. Called Minister. A called minister serves in a professional ministerial capacity in contract with the Church. A minister's call shall be considered indefinite unless otherwise negotiated. A called minister (1) shall have ministerial credentials from the UUA or (2) shall have ministerial credentials from another faith tradition and shall obtain UUA credentials within two years of date of call, either by transfer or in plurality. A called minister shall be recommended to the Church by a Ministerial Search Team as defined in Article X and called by the Church in a meeting of the membership as defined in Article VII. If the Church calls more than one minister, the Church shall designate one minister as Senior Minister.
2. Interim Minister. An interim minister serves in a professional ministerial capacity in contract with the Church for a specified time period. An interim minister may or

may not be credentialed by the UUA, but must have received UUA interim minister training prior to the beginning of the interim minister's contract with the Church. An interim minister shall be recommended to the Board by an Interim Minister Search Team.

3. Ministerial Intern. A ministerial intern serves in a professional ministerial capacity in contract with the Church for a specified time period during the process of earning ministerial credentials. A ministerial intern has also contracted with the Church and its minister(s) for supervision as a learner, including specific learning activities and evaluations.
4. Community Minister. A community minister is a credentialed minister in sympathy with Unitarian Universalist principles but who may or may not be credentialed by the UUA. A community minister is authorized to perform rites and rituals, such as dedications, weddings and funerals, on behalf of the Church. A minister may submit a request to be affiliated with the Church as a community minister. In consultation with the Ministry Team, the Board shall identify to the minister whether or not the Board can recommend the candidate to the Church membership and shall then take the issue to the Church membership for a vote if the candidate so chooses.
5. Sponsored Ministerial Candidate. A sponsored ministerial candidate is a lay person preparing for Unitarian Universalist ministry. Once a person has been granted Candidate status by the UUA, he or she may apply to the Church for sponsorship, which comes with no obligation to the Church but indicates the candidate is familiar with the Church and Unitarian Universalism and has the potential and suitability for ministry and leadership. In consultation with the Ministry Team, the Board shall identify to a candidate whether or not the Board can recommend the candidate to the Church membership and shall then take the issue to the Church membership for a vote if the candidate so chooses.
6. Emeritus Minister. An emeritus minister is a minister credentialed by the UUA and nominated for emeritus designation in recognition of the minister's continued or extraordinary contribution and commitment to the Church, the purpose of the Church, or Unitarian Universalism. An emeritus minister designation is honorary and confers with it no special privilege or obligation within the Church, although it may bring privileges and obligations within the UUA and elsewhere. Emeritus as used here applies to all genders.

## **Section B: Ministerial Responsibilities**

Each minister and others in ministerial roles as defined above shall be responsible to the Church and the Board for the effective performance of his or her duties. Each minister and others in ministerial roles shall support the application of these bylaws and the P&P within the Church, with the understanding that the final decision in matters of policy or procedure shall rest with the Church members, Board or operations teams in accordance with these bylaws. Each called minister shall be a nonvoting, ex-officio member of the Board and may provide support to standing and ad hoc teams upon request.

## **Section C: Reports**

With the exception of Emeritus Ministers, each minister and others in ministerial roles as defined above shall provide monthly reports to the Board electronically or in writing.

## **Section D: Freedom of the Pulpit**

Each minister shall have the freedom to express whatever opinion he or she wishes from the pulpit, mindful of the fact that he or she is not the spokesperson for the Church unless so authorized.

# **ARTICLE 12 - Endowment Fund**

## **Section A: Establishment**

The Church maintains an Endowment Fund, separate from the operating funds of the Church, to receive gifts intended to make a lasting contribution to the Church. The endowment fund is only invested in the UU Common Endowment Fund (UUCEF), whose professional asset management is guided by Unitarian Universalist socially responsible investment goals.

## **Section B: Gifts**

The Board, at its discretion, may:

1. Allocate to the Endowment Fund any substantial gift without donor restrictions, and
2. Accept or refuse donations with donor restrictions.

## **Section C: Withdrawals**

The congregation must approve all withdrawals from the Endowment Fund, either in aggregate or itemized amounts for the year at the Annual Meeting or at a Special Meeting.

## ARTICLE 13 - Fiscal Year

The fiscal year of the Church shall commence July 1 and end June 30.

## ARTICLE 14 - Adoption and Amendment

### Section A: Bylaws Adoption and Amendment

Adoption and amendment of these bylaws shall be considered by the Church membership in accordance with Article 7 of these bylaws.

### Section B: Bylaws Review

These bylaws shall be reviewed in their entirety at least every three years in order to maintain the relevance of the Articles and the efficiency and effectiveness of the operation of the Church.

## ARTICLE 15 - Church Dissolution

Should this Church cease to function, and its members vote to disband, any Church assets shall be transferred to the UUA or its successor after payment of all debts subject to the state and federal laws pertaining thereto.

## ARTICLE 16 - Effective Date

These bylaws shall be adopted March 14, 1980. These bylaws shall take effect July 1, 1980. These bylaws have been amended on the following dates:

10-16-83, 5-16-86, 5-16-88, 5-16-89, 5-16-91, 9-12-93, 12-03-93, 9-25-94, 12-02-94, 5-21-95, 6-02-96, 10-27-96, 5-17-98, 5-09-99, 5-19-02, 5-16-04, 5-15-05, 5-20-05, 5-18-08, 5-17-09, 6-14-09, 6-05-11, 5-18-14, 5-31-15, 5-17-20, 5-23-21, 5-15-22, 06-02-24, 06-01-25.