Proposed By-law Changes

Board of Trustees

Approved by Board of Trustees for Voting at Annual Meeting – April 18, 2018

Article 5. Membership

Section 5.1. Eligibility.

Any person 16 years of age or over, or any young person who has completed our senior high Coming of Age program, may become a Member of this Church. The Church shall not adopt nor require any articles of faith or creed as a condition of membership.

Section 5.2. Members and Affiliates.

5.2.a. Members. Members shall be those who have signed the Membership Book and

who commit to fulfilling the ~~expectations~~ requirements of membership set forth in Section 5.4.

~~Exemption from pledging and the financial contribution may be granted by the Board~~

~~of Trustees upon application to the Minister or the Board for such exemption.~~

~~5.2.a.1. Member Emeritus: A Member Emeritus is defined as a long-time Member who no longer has the capacity to meet Member requirements. Requests for Member Emeritus status can be made to the Minister or the Board by the Member or someone close to the Member. Requests are approved by the Board and, once approved, continue until a request is received to discontinue. A Member Emeritus shall not have the right to vote at congregational meetings and is not reported in the UUA Census.~~

5.2.b. Affiliates. An Affiliate is a person who, though not a Member as defined under Section 5.2.a., ~~is~~  ~~active in the Church and who~~ makes an annual pledge and an annual recordable financial contribution ~~to the Church~~ towards their pledge. The Church encourages Affiliates to become Members in order to ~~fully~~ participate fully in the life of the Church. Affiliates are entitled to have their contact information in the Church Directory, but otherwise have no rights of membership as defined in Section 5.3. An Affiliate will lose their status if either of the following are true: If by June 30, they have not made a recordable financial contribution for the year ending June 30, their Affiliate status will end as of June 30, OR if by June 30, they have not made a pledge for the next fiscal year beginning on July 1, their affiliate status will end as of June 30. The Chairperson of the Board will notify Affiliates of this loss of status by letter.

Section 5.3. Rights of Membership.

5.3.a. Members shall have the exclusive right to decide with their vote

5.3.a.1) to elect or dismiss members of the Board of Trustees, Endowment Committee, and Nominations and Leadership Development Committee, and delegates to General Assembly,

5.3.a.2) to call or dismiss a minister,

5.3.a.3) to adopt the annual budget,

5.3.a.4) to approve solicitation of funds or expenditures in excess of five percent

of annual budgeted income for a single project or expenditure,

5.3.a.5) to approve disbursements from the Endowment Fund,

5.3.a.6) to buy or sell property or to mortgage (encumber) property,

5.3.a.7) to amend the Bylaws, and

5.3.a.8) to decide other issues submitted to the Congregation by the Board of

Trustees.

5.3.b. Members shall have the right to receive pastoral care and rites of passage from the Minister at no cost.

Section 5.4. ~~Expectations of Members~~ Requirements for Admission to Membership.

To be admitted to membership, a person must sign the Membership Book and make a financial pledge of support. The date membership begins is the date the Membership Book is signed. The pledge must represent an amount judged by the Member to be their fair share of the Church’s needs, in light of the Member’s income and means. ~~unless exempted as noted in Section 5.2.a~~. If a pledge is made by a household, all with eligibility may become Members of the congregation by signing the Membership Book. If, after signing the Membership Book, a new Member does not make a financial pledge of support to the Church within 60 days of the date of their signing, they will be contacted by the Stewardship Committee. If at that time, they do not make a financial pledge, they will be removed from membership by a letter from the Chairperson of the Board.

Section 5.5. Ongoing Requirements for Membership.

To continue in membership, Members must make a financial pledge of support during each annual stewardship campaign and also make a recordable financial contribution during each year that they pledge.

Section 5.6. Expectations of Members and Affiliates

It is expected that Members and Affiliates will commit to living in accord with the Seven Principles of Unitarian Universalism and the Church’s Covenant of Right Relations. Members and Affiliates are expected to attend Sunday worship, to participate in the life and activities of the Church, and to read communications sent by the leadership and staff of the congregation via postal mail and email.

Section 5.7. Notice of Membership Status

~~The Board of Trustees shall annually, in preparation for the annual census to the~~

~~Unitarian Universalist Association, direct that Members who have not made a~~

~~pledge and a recorded contribution within the preceding 12 months, and who are not~~

~~exempt per Sec. 5.2.a., be notified that their status will be changed, unless they indicate~~

~~a desire to continue membership within 30 days by written notice to the Board Secretary~~

~~and take steps to meet the membership requirements.~~

5.7.a. Each year, after the Annual Meeting and before July 1, the Board of Trustees shall direct that Members who have not made a pledge of financial support for the upcoming fiscal year beginning July 1 be notified by a letter, signed by the Chairperson of the Board of Trustees, that they will be removed from Membership unless they make a pledge for the upcoming fiscal year within 30 days of the date of the notification letter.

5.7.b. Each year, in preparation for the Church’s Annual Meeting, the Board of Trustees will notify by letter all those Members who made a financial pledge for the current fiscal year, but have not made a recordable financial contribution, that if they do not make a recordable financial contribution before or on the day of the Annual Meeting, they will not be eligible to vote at the Annual Meeting.

Section 5.8. Termination of Membership.

5.8.a. Any Member ~~who moves away from Omaha or its vicinity or who~~ may choose to

withdraw from membership for any reason ~~can~~ by requesting that their name be removed from the current membership list by sending written notice to the Secretary. ~~The Board of Trustees may~~

~~direct that Members who do not meet expectations for membership and who do not respond to attempted contact within 30 days be removed from the membership list.~~

5.8.b. Members can be removed from membership, as directed in Section 5.6., for failing to make a pledge for the upcoming fiscal year during the annual stewardship campaign, OR by failing to make a recordable financial contribution during the current fiscal year.

5.8.c. Members can be removed from membership as per the process set forth in the Church’s Disruptive Persons Policy.

Section 5.9 Renewal of Membership

5.9.a. Any Member who voluntarily requested their removal from membership may renew their

membership by following the Membership Committee’s policy and process for membership renewal.

5.9.b. Members who are removed from membership for reasons having to do with pledging or making a

recordable financial contribution, as per 5.8.b above, may renew their membership by making a pledge

and/or making a financial contribution on an existing pledge.

5.9.c. Members who are removed from membership for disruptive behavior may only have their membership renewed by following the process set out for them at the time of their removal, as per the Disruptive Persons Policy.

Article 6. Congregational Meetings

Section 6.4. Right to Vote.

The right to vote at congregational meetings shall be extended only to persons

who have become ~~been designated~~ Members at least 60 days prior to the meeting. ~~All financial contributions must be recorded within the past ten months preceding the 60-day cutoff date.~~ ~~Unless otherwise specified herein, all action at any meeting shall be by majority vote.~~ [Previous sentence moved to Section 6.6. on Procedures] Proxy votes shall not be accepted.

Section 6.6. Procedures.

All congregational meetings shall be conducted in a timely and courteous manner, adhering to the Covenant of Right Relations with open interaction among all interested parties. Sufficient time shall be provided for discussion. At the discretion of the Chairperson or upon the request of any member, the Chairperson shall provide for voting by secret ballot on the matter under consideration. Unless otherwise specified herein, all action at any meeting shall be by majority vote. The rules contained in Robert's Rules of Order, Revised shall govern all meetings in matters not covered by the Articles of Incorporation and By-Laws. Minutes of all congregational meetings shall be kept by the Board Secretary

Article 7. Board of Trustees

Section 7.1. Selection and Term.

The governing body of this church shall be a Board of Trustees consisting of six members elected for three-year terms by the church membership. Two Trustees shall be elected annually by the members. No person who has served four successive years on the Board of Trustees is eligible for election or appointment until that person has been absent from the Board for a period of not less than one year. No more than one family member from the same household shall serve on the Board of Trustees at the same time. No member of the congregation shall be eligible to serve on the Board of Trustees if a family member from the same household is an employee of the church. If the number of candidates for election to the Board of Trustees exceeds the number of seats to be filled, then voting at the annual meeting shall proceed by secret ballot with each voting member present at the meeting allowed to vote for a number of candidates equal to the number of seats to be filled. The candidate(s) receiving the highest number of votes shall be elected. There shall be separate nominations and elections for the regular three-year terms and for any unexpired terms. No candidate nominated for the Board of Trustees shall be on the slate for election at the Annual Meeting unless they have been cleared through a background check regarding offenses against children as per the Safe Congregation Policies and Procedures. The Nominations and Leadership Committee is responsible for ensuring that the background check is done and for notifying any ineligible candidates for the Board of Trustees of their ineligibility for election. Terms of office for elective Trustees shall begin July1, following their election at the annual meeting. All Trustees shall have been Members and actively involved in the Church for at least two years prior to the start of their terms and be prepared to attend the June Board meeting for orientation.

Section 10.4 Minister’s Compensation.

The Ministerial Compensation Review Committee shall be chaired by a Board

member and consist of a Board member~~, a committee chairperson~~ and a

member of the ~~Committee on Ministry~~ Personnel Committee. Prior to February 1st each year the

Ministerial Compensation Review Committee shall meet with the minister to review

salary and other compensation together with other conditions of the ministry, and

shall report its ~~findings and~~ ~~any~~ recommendations to the ~~Board of Trustees for~~

~~consideration~~ Budget Committee for inclusion in the upcoming fiscal year’s budget.

It shall be the duty of the Chairperson of the Board of Trustees to assure that this Committee convenes each year.

Article 11. Church Organization

Section 11.1. Committees

Committees should include Finance, Religious Growth and Learning, Membership, Building and Grounds, ~~Music and~~ Worship, and Social Justice. Membership on committees is open to Membersand Affiliates of the Church. Membership on a committee is term-limited to 6 years, at which time~~,~~ the member must leave that committee for at least one year.