

Summary of Proposed Bylaw Changes – May 2019

Purpose of proposed changes:

Align our bylaws with our current organization and best practices

Leadership Development Committee

The Leadership Development Committee has been created and charged by the board to support the board on board development, including nominating board and leadership members, and supporting the board on personnel matters. Both the Nominating Committee and Personnel Committee are thus eliminated, merging these responsibilities into the new Leadership Development Committee.

Bylaw changes are highlighted in gray on pages 4-6, and 9-10.

Board Size – reduce from 10 members (4 officers; 6 at-large) to 8 members (4 officers; 4 at-large)

Our Governance study this year has informed us that the best-practice size for an effective church board is 8 members, allowing us to spread leadership interests more broadly through committees. For several years we have consistently been a board of 8, having had 2 open positions on our board; it is time for our bylaws to catch up with this reality.

Bylaw change is on page 5.

Eliminate Endowment Committee

The UUA is our designated investment manager of our endowment funds (as allowed by our bylaws). With this particular investment manager, our endowment funds are well-managed aligned with our UUA values. When philosophical changes are requested (e.g. 'socially responsible' investments), member congregations' voices are heard and considered, most notably at General Assembly. We need not (and do not) provide any close management of these funds. We do, however, pay attention to the reports and monitor the use of the distributed funds, consistent with our current bylaws.

Bylaw changes are on pages 6 and 10-11.

Housekeeping changes

Eliminate 'director of religious education' report – see page 6. The DRE (if we had one) would report to the minister (as do all staff), thus activities of the DRE would be reported in the required monthly minister's report.

Eliminate references to Northeast District (NED) – see page 11. This District was eliminated several years ago, when it merged into the Northern New England District (NNED). NNED is currently in the process of being eliminated as it folds into the New England Region. With this small housekeeping change, our bylaws will continue to require consultation in certain instances with the UUA, but the bylaws need not specify precisely which office within the UUA.