

Bylaws Revision Regarding the Nominating and Recruiting Committee

Submission for May 2023 Annual Meeting



Why do we need a bylaws revision?

- The BOT reduced its members by nearly 50% to align with policy-based governance, yet there has been no change in the N&R structure
- Since the pandemic, it has been challenging to recruit leaders to serve in elected positions at UCE
- The current UCE bylaws for N&R Committee reflect a traditional/independent model
 - UUA and UCE has been moving toward a collaborative Leadership Development Team Model
- The UCE Membership Engagement Council creates the opportunity for recruitment over time
 - New Member Committee; Connections Committee; Leadership Development Team



What are the bylaws changes?

- Change to “Nominating Committee”
- Reduce number elected from nine to six members
- Reduce term duration from three years to two years
- Each year, three members elected for 2-year terms
- Process for filling vacancies of committee members
- Allows for input from various church committees (on which ministers serve in ex officio capacity), so unnecessary to restrict input



ARTICLE VIII: COMMITTEES



Section 3. Nominating Committee.

- (a) The Nominating Committee shall consist of six members, three of whom shall be elected by the congregation at each Annual Meeting for two-year terms.
- (b) The Nominating Committee shall invite suggestions from the congregational membership and committees for the names of members as candidates for the Board of Trustees, the Endowment Trustees, Nominating Committee. The Nominating Committee shall prepare a ballot listing each elective office to be voted upon at the Annual Meeting, together with the candidates, and shall submit it to the Executive Operations Director. The Executive Operations Director shall distribute copies of the ballot to the membership along with the meeting notice, as prescribed in Article IV, Section 3.

ARTICLE VIII: COMMITTEES



(c) The Nominating Committee shall assist the Board of Trustees in identifying candidates to fill the positions for standing or special committees established by the Board of Trustees.

(d) Vacancies that occur on the Nominating Committee may be filled prior to the next Annual Meeting by a majority vote of the remaining members of the Nominating Committee. The person shall serve until the newly elected committee members take office.

Article VIII: Additions and Changes in Bylaws

- (a) The Nominating ~~and Recruiting~~ Committee shall consist of six members of the congregation, three of whom shall be elected by the congregation at each Annual Meeting for two-year terms.
- (b) The Nominating ~~and Recruiting~~ Committee shall invite suggestions from the congregational membership and committees for the names of members as from the congregational membership for candidates for the Board of Trustees, the Endowment Trustees, and the Nominating ~~and Recruiting~~ Committee. ~~and when required by other standing or special committees established by the Board of Trustees.~~ The Nominating Committee shall prepare a ballot listing each elective office to be voted upon at the Annual Meeting, together with the candidates, and shall submit it to the Executive Operations Director. The Executive Operations Director shall distribute copies of the ballot to the membership along with the meeting notice, as prescribed in Article IV, Section 3.

Article VIII: Additions and Changes in Bylaws

(c) The Nominating Committee shall assist ~~be responsible for assisting~~ the Board of Trustees in identifying candidates to fill the positions for standing or special committees established by the Board of Trustees. ~~as requested by the Board.~~

(d) Vacancies that occur on the Nominating Committee may be filled prior to the next Annual Meeting by a majority vote of the remaining members of the Nominating Committee. The person shall serve until the newly elected committee members take office.

ARTICLE VII

RELIGIOUS EDUCATION AND OTHER SENIOR STAFF

Senior Staff Other Than the Senior Minister. Other senior staff shall be hired by the Senior Minister. If the senior staff is a minister, they may be hired or called as provided in Article IX Section 2.

A Letter of Agreement stipulating all conditions of employment shall be entered into by the senior staff member, the Senior Minister and the Board of Trustees at the time of initial employment and may be revised, from time to time, by mutual consent.

The Director of Religious Education shall be a non-voting ex officio member of all boards and committees of the congregation ~~except the Nominating Committee.~~ The congregation, Board of Trustees, or any personnel committee appointed by the Board of Trustees shall have the right to meet for discussion of personnel matters without the presence of the Director of Religious Education. The Director of Religious Education shall be informed of the general nature of any such meeting prior to its occurrence, and of the substance of the discussion following the meeting.



ARTICLE IX

MINISTERS

The Senior Minister shall be a non-voting ex officio member of all boards and committees of the congregation ~~except the Nominating Committee~~. The congregation, Board of Trustees, or any personnel committee appointed by the Board of Trustees shall have the right to meet without the presence of the Senior Minister. The Senior Minister shall be informed of the general nature of any such meeting prior to its occurrence and of the substance of the discussion following the meeting.

A called Minister shall be a non-voting ex officio member of all boards and committees of the congregation ~~except the Nominating Committee~~.



How might these changes impact UCE?

- Anticipate more communication and engagement with various committees including Membership Engagement Council, Board of Trustees and Endowment Committee and other key UCE committees for identifying potential leaders (ministers sit as ex officio on these other committees and often can provide valuable suggestions)
- Allows for members to participate who might find a 3-year commitment to leadership at UCE difficult
- Potentially more work for the Nominating Committee members
- Creates bylaws alignment for replacement of Nominating Committee members similar to BOT and Endowment.



Questions and Comments