

Unitarian-Universalist Church of Nashua, NH (UUCN)

Board of Trustees (BoT) Meeting

February 8th, 2016

Present: David Hudson, Mary Licking, Lance Pratt, Carol Wagner, Rick Spitz, Ellen McCormick, Steve Hedges, and the Reverend Allison Palm. Absent (excused): Kate O'Shea, Mike Wilt. Attendees were connected from their individual remote locations using conferencing software from zoom.us, with images and sound transmitted using a computer and its peripherals or a telephone. The remote connections were necessitated by inclement weather.

The timekeeper was Rick. Steve performed the reading for the chalice lighting. BoT members were invited to Check in. David led a discussion of the proposed consent agenda, which included the minutes for January 11th, 2016. A motion passed made by Carol and seconded by Lance to approve the consent agenda.

David led the discussion regarding the White Wing Board Status report (see attached). In addition to the remarks on report submitted, he indicated the Search Committee's contact with those responding to the call for a new Director has been encouraging in terms of the talent pool.

The Reverend Allison Palm gave the Minister's Report (see attached). The Reverend Palm noted, in addition to the remarks in the report, 1) that it is anticipated that much time will be saved regarding the Minister's schedule and the Administrator's schedule now that a bookkeeper has joined UUCN's staff, 2) 100 is the most recent Religious Education enrollment figure, with the gain of one enrollee since the original submission of this month's Minister's Report, 3) there is a need to pass along to the congregation what has been learned about policy governance from the latest staff two hour experience with Unity Consulting, 4) the Reverend Palm, David Hudson, and Lori Lerude will be attending the UUA GA in Columbus, Ohio in June, and some from UUCN will be attending a Restorative Circles workshop there, and BoT members are encouraged to respond to the UUCN announcement regarding service as delegates, and 5) an accounting error in the report has now been fixed.

David led the discussion regarding a recent Invested Funds Committee meeting. The funds of UUCN that are overseen by the Committee are doing well. The Committee is working on drafting two new policies: 1) a definition of the relationship between the Board of Trustees and the Invested Funds Committee (types and frequency of reports are among the items discussed as being part of that relationship), and 2) a definition of the Invested Funds Committee strategy (whether the goal for the funds under the Committee's purview is generation of income for current operations or development of a resource for future generations).

Several appointments were considered by the BoT. A team centered on the idea of safe congregations is being assembled with Religious Education leading the way. Ellen has volunteered to serve as the BoT's representative on the team. A motion made by Mary and seconded by Carol passed to appoint to a new Bylaws Committee the following members (listed in alphabetical order): Cecile Bonvouloir, Burns Fisher, Steve Hedges, Tina Marshman, and John Sanders. Mary led the discussion regarding the 2016 UUA governance meetings of the Northern New England District on April 9th at the UU church in Concord, NH and the UUA GA from June 22 – 26 at Columbus, Ohio. What UUCN has learned regarding policy governance leads us in the direction of having the executive (Minister, in UUCN's case) choose delegates for these meetings. The target date for having the delegates chosen for GA is March 1st. Regarding the Reverend Palm's installation on April 10th, David Hudson, as President of UUCN, will represent the congregation. Members of the BoT are

encouraged to attend.

David led the discussion regarding proposed Bylaw changes for UUCN (see attached). Comments were made on the idea of what is appropriate to be in the Bylaws and what is appropriate to be put into policies. It is to be noted that the Bylaws Committee is in its formative stages and has not met yet. The BoT reaffirmed its commitment to policy-based governance and acknowledged that we may need to continue to educate the congregation on what that means and how it works. Rick offered to circulate to the BoT a summary / white paper he'd made last year while he was reading up on policy governance that might serve as a template. Based on the conversation, David will make some revisions to the Bylaws proposals we discussed at the meeting and will circulate said revisions for comment shortly, before passing it on to the Bylaws Review Committee.

It was reported that the UUA New England Region has contacted UUCN more than once on the idea of a start-up meeting that would help with the relationship of the BoT to the new minister of the UUCN, the relationship of the minister and the BoT with the congregation, clarifying roles, setting goals, and possibly reviewing some history. The date of such a meeting is to be determined.

The timekeeper's report was provided by Rick. Closing words over the chalice extinguishing were provided by the Reverend Allison Palm. A covenantal check out was performed. A motion carried made by Carol and seconded by Steve to adjourn the meeting.

Volunteers slated for BoT tasks are named in Lists #1 and #2 below. List #3 below includes upcoming dates of events and List #4 describes attachments to these minutes. Lists #1 through #4:

List #1 Words of Welcome & Church Service Announcements:

February 14 David, February 21 Lance, February 28 Ellen, March 6 Mary, Mar 13 Dave, Mar 20 Steve, Mar 27 Ellen, Apr 3 Dave, Apr 10 Mary, Apr 17 Steve, Apr 24 blank, May 1 Rick

List #2 BoT meetings: Chalice lighting: Mar. 14th – Lance, Apr. 11th – Kate, May 9th –

Carol, June 13th – Rick; Timekeeper schedule: Mar. 14th –Steve, Apr. 11th – Mary, May 9th – Ellen, June 13th – Lance

List #3 Upcoming Dates: Event Dates Listing:

Monday, March 14th, Next BoT meeting, 7:00 pm, Youth Room

Saturday, March 19th, Church Auction, Parish House

Saturday, April 9th, Northern New England District of the UUA Annual Meeting, 9:30 am – 3 pm at the UU church in Concord, NH

Saturday, April 10th, The Reverend Allison Palm's Installation as Settled Minister of UUCN, 4 pm at UUCN

Wednesday, June 22nd – Sunday, June 26th, UUA General Assembly (GA) at Columbus, Ohio

List #4 Attachments to these minutes:

BoT Minutes for Jan 11th, 2016 meeting, 2016'02 White Wing Board Status Report v1b for February 4th, 2016, The Minister's Report, February 8th, 2016, 2016'02 Proposed Bylaws Changes v2'1

/// End of attachments listing ///

Minutes submitted by

Mary Licking,

Clerk, Unitarian-Universalist Church of Nashua, NH

Minutes, UUCN Board of Trustees Meeting, January 11, 2016

Please see uunashua.org, click on Our Church, then click on Governance, then click on Board of Trustees, or else see the physical posting of the minutes in the Dining Room at UUCN, or else inquire at the UUCN office.

White Wing Board — Status Report

February 4, 2016

Highlights

- We earned VERY high marks on our NAEYC accreditation visit and we have officially been reaccruited for 5 years!
- Interim operational plan and staff coverage during director search is working well (*reminder: staff volunteered to help run front office during search process*)
- Search Committee (for new director) has begun screening process – eliminate first round of applicants, beginning telephone interviews for second round
- Continued work on ambitious WW marketing strategy

Personnel Issues

- Met with staff to determine staff and board duties & pay for extra hours in interim
- Met with WW staff for general communication and consultation on marketing.
- Completed required notifications of Director's departure: State of NH & NAEYC.

Marketing and Student Recruitment:

- Designed and administered Survey of WW Parent needs for 2016-17 Year
- Drafted editorial calendar as part of general recurring marketing plan.
- Discussed advertising plan for Winter/Spring 2016
- Drafting promotional event plan for Winter/Spring 2016
- Discussed policy changes and possible impact on attracting families regarding early admission, half-day kindergarten, assisted child pick-up.
- Began assessment of need for further expansion of pick-up and drop-off hours

Financial:

- Calculated potential salary range for new WW Director position and different ways to save money with a new administrative structure.
- Removed former Directors from WW bank accounts, cleaned house administratively.
- Current year enrollment has remained steady.
- Voted to pay \$10k of our church contribution and hope to pay more by year end, compared to expectation of forgoing any contribution this year.

Challenges:

- We are concerned about enrollment for next year. Based on our internal projections, we know we need to bring in 18-20 new families to match this year's enrollment and that's more than we've historically added in a single year.
 - Many of our students just happen to be aging out of our programs.
 - A lot of our students are the youngest in their family, so they don't have siblings to send our way.
 - We had more children in Kindergarten than in our younger programs.
 - The teacher's generally have a good idea of what families are moving (toddlers don't really keep secrets), and we're losing a few students to family moves.
- We are worried about how best to navigate staffing, and hiring a new director, in light of this enrollment challenge.

Minister's Report to the Board of Trustees
Rev. Allison Palm
UU Church of Nashua, NH
February 8, 2016

1. WITHIN

The Unitarian-Universalist Church of Nashua is a spiritual home where members and friends experience personal transformation by: Participating in varied and meaningful common worship that nurtures, challenges, and inspires; Exploring religious values and discovering individual truths; Joining in fellowship with other members and friends.

- Average Sunday attendance so far this year: 211 (combined worship & RE)
- T-UU-sday Adult Spiritual Development Offerings continued throughout January, with an average of 8 participants each evening.
- Wisdom Path class begin on January 31, with 10 participants, led by Moe Daniels and Steve Ladew
- Sandra and I led an Adult Spiritual Development Visioning Retreat on January 23. 16 people participated. This was just the beginning of the conversation about where to go next with Adult programming.
- Sandra, and I attended the RE Start Up led by the NE Region on January 30, along with 5 Children's RE Committee members. It gave us all a lot of food for thought as we begin to make plans for the future of RE.
- I attended Youth Group on January 24 to help them begin to plan their service in March.
- Religious Education enrollment has reached 99. This is a 16% increase over last year's registration.

2. AMONG

The Unitarian-Universalist Church of Nashua is a welcoming religious community for all ages where we live our mission by: Creating a beloved community where we minister to one another; Supporting and respecting one another in our daily lives and our religious journeys; Generously giving of our time, talents, and money; Being good stewards of our church resources in pursuit of our mission.

- Sherri, our treasurer and assistant treasurers have been working hard to bring Lori B. up to speed on our bookkeeping systems.
- The staff continue to finish up the transitions in White Wing. We've set up a desk and filing cabinet in Lori L.'s office for Lori B. There will soon be a computer available for volunteers in the Resource Room.
- 9 residents attended my second small group meeting at the Huntington.
- Our "Saying Yes" Stewardship Campaign began on February 7. We have raised over \$84,000 from early pledging. Thanks to all of you who have already made your pledge for 2016-2017. Sherri will be entering in pledges as they are received to keep the database up to date throughout the campaign.

- The Pastoral Care Team is sponsoring a workshop on February 27 called “Listening in the Service of Healing.” It is open to the congregation and we are inviting folks from area congregations as well.
- The Covenant Group leaders helped to plan and lead worship on January 24. 3 new folks expressed interest in Covenant Groups as a result.
- A donation has been made to pilot having food at coffee hour. Lori L. is working with some volunteers to figure out details to make it work.
- I held my second PercUUlate conversation, with the topic of Stewardship on January 24. 12 people attended.
- Auction planning is well underway, with lots of changes planned to address concerns about the auction from the past.

1. BEYOND

The Unitarian-Universalist Church of Nashua is a beacon of liberal religious thought and action, making a positive impact in our neighborhood and in the world by: Promoting our values and programs so that others will hear our voice and have the opportunity to join us; Welcoming people who are seeking a spiritual home and personal transformation; Partnering with other congregations and institutions in advocating for and promoting social justice; Actively participating in regional (Northern New England District) and national (Unitarian Universalist Association) Unitarian Universalist programs and activities.

- Newcomer and new member potluck held just prior to Contra Dance was sparsely attended but fun. Nine adults attended potluck.
- Lori L. has created a new Welcome Connection card for visitors with combines the visitor card and the children’s RE visitor card.
- Sherri is beginning a project to modify the website to utilize the new UUA Wordpress theme. The hope is to finish by the summer.
- The Black Lives Matter Working Group held a Vespers Service and Conversation on January 17, which 45 people attended, including the Youth Group.
- Now is the time to recruit delegates for 2016 UUA GA in Columbus, OH. Mary Licking and I have already been in conversation about this and will be advertising in the upcoming weeks, with the goal of having delegates by March 1. If you are interested in attending as a delegate, please contact Mary.
- Seth Bonvouloir has gotten school and parent permission to attend GA this year as a member of the Youth Caucus.
- UUA certification has been submitted for 2016.

2. ORGANIZATIONAL HEALTH & EFFECTIVENESS

- Sandra Greenfield has signed a contract to be our Interim DLRE for a second year. We are grateful to have the opportunity to continue working with her!
- The staff approved two new operational policies this past month (see attached).
- The staff reviewed progress on our goals for the year and there is good progress being made on most of them.
- The Strategic Advisory Team has met twice and is making progress towards a 5-year strategic plan, based on our mission and ends.
- Sherri is now the main contact for Vanco and Paycycle, the next step in the bookkeeping transition.
- Since August, staff retirement had not been paid in to TIAA-CREF. Sherri and Lori B. have now made sure all payments since August have been submitted.
- Nixon-Peabody Law Firm in Manchester has agreed to review our 501c3 forms pro bono. Sherri is working on the finishing touches to these forms this week.
- Sherri and I have been working with Paycycle and the IRS to correct a withholding error

- Lori L. is beginning a pilot Membership Professional certification program through the UU Association for Membership Professionals.
- The staff used the last two hours of our consulting with Unity for a training on working with volunteers and committees/teams within Policy Governance.

3. FINANCES (as of 2/7/2016)

This does not include the \$10,000 income that is expected from White Wing. There is also accounting error that I will be working out with our bookkeeper this week, which accounts for about \$11,000 in excess expenses

Line Item	Year to Date	Budget	Notes
INCOME			
Endowment	\$96,889.54	\$149,662.00	
Pledges	\$164,701.84	\$283,108.00	
Other Income	\$24,208.43	\$53,600.00	
TOTAL INCOME	\$285,799.81	\$486,370.00	
EXPENSES			
Budgeted Outreach	\$2304.15	\$3800.00	
Denomination	\$19,829.00	\$19,414.00	more members than budgeted
Board Discretionary	\$604.00	\$1500.00	
Membership	\$9007.04	\$12, 859.00	
Music	\$16,176.49	\$23,816.00	
Operations	\$95,707.99	\$127,771.24	
Outreach Disbursement	\$18,806.56	\$35,000.00	
Property	\$53,297.58	\$73,925.00	
Public Relations	\$2,821.50	\$3000.00	New sign
RE	\$45,545.61	\$78,860.00	
Search Committee	\$114.35		Late reimbursement
Social Justice	\$200.00	\$1000	
Spiritual	\$87,356.99	\$140,903.04	
TOTAL EXPENSES	\$351,771.26	\$521,848.28	
	-\$65,971.45	-\$35,478.28	

Attachment 1

RENTAL FEES FOR FACILITY USE POLICY

Our facility may be used for rental space based on availability. The Minister and Office Administrator reserve the right to refuse rental space to anyone or any group without having to state a reason. Our rates are printed on the back of the Room Usage Contract (see appendix) and can change, however, the rate published at the time of the contract will be the rate honored if rates should change before the scheduled event happens.

All voting members of the church are eligible for the Member rate. The Minister and Office Administrator have the authority to lower the rate from what is published. There is no charge for voting members to have a Rite of Passage Service (wedding, child dedication, memorial service) for an immediate family member, or family member that is 1 step from relation to the member (parents, siblings, mother/father in law, brother/sister in law) However, the voting member would be expected to pay the fees for the Music Director and Sexton. The Minister and the Music Director have first right of refusal for any service.

Payment of facility usage (room rental amount plus Sexton fee) is required in full at least 1 week prior to the event for members and two weeks prior to the event date for non members. Checks should be made payable to UU Church of Nashua, or UUCN, and mailed to the church office or dropped off in person.

In-house groups, such as the Buddhist Meditation Group, White Wing School and their Parent Association (PAWWS) and Simple Gifts Coffee House, do not pay a usage or Sexton fee to the church. Non-profit groups may rent the facility at half the cost of the non member rate. All outside groups using our facility and serving alcohol will provide the church office a copy of their Liability Certificate naming the UU Church of Nashua as the insured, be given a copy of UUCN's Alcohol policy and be expected to comply. Any UUA affiliated organization or UU Congregation will not be charged facility or Sexton fees for use of our facility.

If this is a church event, rental fees do not apply, please refer to room request form.

Attachment 2

MILESTONE CEREMONY POLICY

The Church is a place to celebrate life's milestones. This policy is to assist members in knowing what to expect from the church for a wedding, child dedication or memorial service.

Our Minister has the first right of refusal for any milestone ceremony taking place here at the church. If you choose to have someone other than our Minister to officiate, you need to speak with our Minister for consent.

Our Music Director also has the first right of refusal for any milestone ceremony being held in our church. If you prefer to use pre-recorded music you need to let our Music Director know in advance. If you wish to have other musicians perform during your ceremony or service in lieu of our Music Director, you need to speak with our Music Director for consent.

Voting members of our church do not pay for use of the facility or the Minister for a milestone ceremony but do pay the Music Director and Sexton for their services. Minister's fees for non-voting members, friends of the church or the general public are based on the UU Minister's Association recommendations. Private child dedications are \$250. Only voting members in good standing are allowed to have child dedications during a Sunday service. The Music Director's fees are \$75/wedding rehearsals and \$150/wedding ceremony or memorial service. Child dedications \$75. Sexton's fees vary on event and room usage. Please refer to the Room Rental Policy and Alcohol Policy for information on procedures for your milestone ceremony.

Proposed Bylaw Revisions and Considerations

November 9, 2015 • Last update: February 8, 2016

Introductory Notes

1. In conversation with our Policy Governance consultant Laura Park from Unity Consulting, she noted that ideally one wants to have as little as possible defined in the bylaws, shifting where possible, to policies. Unlike bylaws, policies often allow for more finesse, are more flexible, and easier to change. As the committee reviews the issues and questions below, it may very well advise that a particular concern be addressed via a policy instead of a bylaw change.
2. It may be advisable to examine our bylaws in relationship to NH law.
3. We should examine the bylaws of other churches (UU or otherwise) following policy-based governance. (Starting with Unity Church, which runs a policy governance consulting operation.)
4. Does it make sense for the committee to hold a deep listening session to solicit ideas from the congregation? Should it solicit recommendations in other ways?
5. From Harry Purkhiser, past President and a member of the last Bylaws Review Committee. "I realize there may be some contradictions in these recommendations. One of the tenants of the previous bylaws committee was that it is not realistic to create a bylaw for every possible situation and that many times you have to rely on the wisdom of the Board of Trustees to unravel a particular issue and act appropriately."

Policy Governance Inconsistencies

Many of the issues in this section reflect a realization that we have one foot in policy-based governance and another foot in our old model. It may be rooted in some confusion about policy governance or it may reflect a reluctance, either conscious or unconscious, to not cede so much operational authority and control to the Executive Director. Unfortunately, these inconsistencies create confusion and overlapping responsibilities.

Section 4 of our current bylaws clearly delineate authority and follows a policy-based governance model.

4.1 – Ultimate authority is vested in the congregation.

4.2 – The congregation creates a Board of Trustees to act on its behalf. It exercises its authority by setting policies and monitoring the execution of those policies. (It may be worth updating the bylaws to reflect the other job of the Board, which is to discern the will of the congregation and help set the mission and vision of the church accordingly.

4.3 – The Minister, called by the congregation, has operational authority to carry out the Board's policies and is monitored by the Board. (It may be more precise to say that the Minister is tasked with carrying out the mission and vision of the church in accordance with the Board's policies and is monitored by the Board.)

In practical terms, the Board, President, and Minister (Executive Director) view this division of labor as follows:

Board of Trustees – *Listens to the congregation and other stakeholders to set a vision and mission for the church, i.e. in which direction should we head? Makes policies to provide broad parameters for the Executive Director tasked with achieving that vision and monitors the ED to ensure suitable progress and compliance with those policies.*

President – *Leads the Board of Trustees in its work.*

Executive Director – *All operational tasks, except those of the Nashua Cemetery Association, fall to the minister. If it involves programs, worship, or direct involvement in the lives of our stakeholders, it falls to the minister. Any tasks associated with developing, maintaining, or implementing the property, the staff, or its programs, falls to the minister. In practice, other than committees created by the bylaws or by the Board, all other committees report to the minister.*

(A1) Who signs for contracts?

At the moment, the bylaws indicate (6.2) that the President and Treasurer sign leases, deeds, contracts, etc. This same section does allow for that authority to be delegated to committee chairs. It seems like most of these items are operational and should belong to the Executive Director, not church officers. If there are limitations—by dollar amount or kind, say purchasing property—they should be spelled out. (Section 4.3 says the minister can hire staff, which would involve a contract. At the moment, that seems to conflict with section 6.2.)

(A2) Who signs for funds?

Section 6.8 indicates that the President, Treasurer, and Assistant Treasurers are the only ones who can sign for church funds. It seems prudent to wonder why the expenditure of funds does not also belong to the Executive Director.

(B) Are the Board and officer roles aligned with our current governing model? It should be noted that some policy boards have only one officer, a President or Chair. In addition, our current size of 9 is rather large for a policy board.

- ❖ **CLERK** — Clerk has an operational role in terms of membership rolls. Shouldn't that be an operational task under the ED? Perhaps the Clerk should merely be the Board's and the Congregation's Secretary, responsible for meeting minutes and notes.
- ❖ **TREASURER** — The Board has already revised the Treasurer's job description to be more aligned with policy based governance, i.e. non-operational. The new role cedes day-to-day fiscal operations to the Executive Director and recasts the Treasurer's role as a fiscal advisor and guide for the Board.
- ❖ **ASSISTANT TREASURERS** — Remove Assistant Treasurers OR if we are concerned about fiscal continuity, make the Assistant Treasurer an officer of the

church, much like the VP.

- ❖ ELECTION — Do we need to directly elect all of these roles or could the BoT pick its own officers at its first meeting of the year? Put another way, are the officers the officers of the church or officers of the Board?
- ❖ SELECTION — Shouldn't we require that the President be selected from the Board of Trustees, i.e. someone with some experience on the Board? What about the VP?
- ❖ TERM LIMITS – Please reconsider the current term limits for officers.
 - We think there is a value in sharing leadership roles more often for several reasons. First, there may be less burnout and a greater willingness to take on roles. Second, we believe fresh ideas and perspectives are valuable. Third, we believe there are more people interested in leadership than able to find roles. Finally, we think we all benefit by having more members with more leadership experience. There is a deep sense of ownership and commitment that comes with leadership.
 - The Treasurer's term should be more consistent with other officer's positions.
 - A 9-year term for Board Members also feels very long, especially when you consider that terms start over when you become an officer. For example, it's possible for someone to spend 8 years on the Board, then four as VP, and another four as President, for a total of 16 years.

Harry's take on this same issue may provide some additional context. "In our move to Policy Governance, we may not have correctly understood the dynamic of Bylaw-created church officers working with the Executive Director. This may be most obvious in the overlap of authority and accountability between the Executive Director and the Treasurer. I recall the previous bylaws committee actually creating two different job descriptions for the treasurer and asking the board to pick one. It may be time to review that choice."

(C) Should we prevent officers of the church from serving as chairs of committees to avoid undue influence? [Is this better handled as a policy or does the nature of it being related to "church officers" put it in the bylaws?]

(D1) Should the President be an *ex officio* member of every committee when the Board has no operational authority?

(D2) What about Nashua Cemetery Association? Is that a situation where the President might want to be an *ex officio* member?

Membership

NOTE: Some of these items came up at Jan 11, 2016 BoT Meeting)

- ❖ (E1a) MEMBERS VS VOTING MEMBERS —Shouldn't it just be members?
Need to be mindful that we pay the district/UUA based on the number of our voting members. (NOTE: These two classes of membership have existed back to 2001, the furthest back for which I have documentation.) Harry's note on this topic was, "Our classification of "Members," "Voting Members," and sometimes "Friends" now seems cumbersome, especially when trying to determine who is a Voting Member for quorum and voting purposes. In my thinking, you are either a member or a friend. Members are people who have signed the membership book and made a financial commitment to the operation of the church within the past 12 months. As a member you have all the rights and privileges that we now assign to voting members. This makes the act of becoming a member a more serious decision, would be easier to explain at the Annual Meeting, and easier to produce the list of members."
- ❖ (E1b) DURATION — From Harry again: "Olivia noted that a church with our endowment should be a little more concerned about a hostile takeover and that our requirements for voting membership are too loose. She suggested perhaps a longer period of membership and a longer period of financial contribution before granting voting membership status."
- ❖ (E2) AGE – Why is 18 the age at which voting membership begins? Could that be a little lower (the age they are when they complete ROPES?) in the hopes of engaging our young adults? Harry eloquently notes, "That means that if they sign the book and make a pledge, they get to vote. That could be very empowering and we might have a better chance of keeping them. Olivia suggested possibly creating a separate membership category for young members that would expire when/if a youth member leaves town to live or go to college. She said that if we had a growing number of members who had joined while in high school and then left, we would have a harder time making a quorum for a meeting. She may have had other reasons, too." Of course, if we didn't receive a financial contribution, they'd be switched to "friends" instead anyway, so we may not need a separate class of membership.
- ❖ (E3) REINSTATEMENT – (Asked by Allison) The bylaws are clear about removal from membership, but do not speak about a reinstatement procedure. (The Board's intuition was that it should be simple.) Could this be as simple as giving reinstatement authority to the Minister?
- ❖ (E4) REMOVAL LEGALITY – Mary said she'd heard that under NH law members could NOT be removed from an organization's rolls, which surprised the Board and should be confirmed. If true, we would need to excise the removal clause.
- ❖ (E5) REMOVAL FOR CAUSE – Currently members can only be removed by vote if they go AWOL or if they request removal. We do not have a procedure for *removal for cause*, which may be addressed in the "Safe Congregations" work the staff is undertaking. Would we ever "excommunicate" someone? I assume our

members would need our love as much after some crime as they would before and I'm not sure we're in the business of making judgments. That said, one could imagine a crime against another member that made our environment so uncomfortable for other members that something would need to be done.

Other Questions & Issues

(F) Could we move the end of the church year to June 30. Aligns with many other UU organization fiscal years and those of outside organizations.

(G) [May be tied to the above change.] Should we move Annual Meeting to be a few weeks before the end of the year. As it is, the new church year has started without an approved budget. This is confusing to staff and creates bookkeeping challenges with regards to salaries and benefits.

(H) Do we meet state and federal requirements for non-profits?

(I) What about D&O Insurance? Should that be mandated in the Bylaws?

(J) The current bylaws definition of affiliated organizations is too vague on the flow of responsibility for those organizations. How do other policy governance churches handle these organizations? (After some discernment, it seems like each of our current three affiliated organizations are VERY different. We may not be able to treat them all the same way.) This issue may require further consideration by the Board before it can be address by the Bylaws Review Committee.

Ideas Probably Better Handled As Policies

(K) Should there be term limits for committee chairs? (Not only does this almost certainly seem like a policy, it seems like an operational policy, not a Board policy.)