



UCM Bylaws Proposed Revisions

5/10/25

Below are listed the proposed revisions to the UCM Bylaws developed and approved by the UCM Governing Board in the 2024-2025 Church year. Except for a general change listed first, the current bylaw wording will be shown first, preceded by the Article number and sub-section. That is followed by the proposed new language. Additional language will be underlined. Elisions will be indicated by []. The bylaws will be listed in the chronological order that they appear in the current document.

General:

Capitalize "Board" throughout the bylaws.

3. Add references to Articles 6. Board, 7. Minister and 8. Executive Team to each appropriate Article 3. subsection.

3.1.2. Approve the annual Operating and Capital budgets and any expenditure not included in the Annual and Capital budgets that exceeds \$5,000.00

3.1.2 Approve the annual Operating and Capital budgets and any expenditure not included in the Annual and Capital budgets that exceeds [] two (2) percent of the combined Annual and Capital budgets.

3.1.5 Elect board members officers

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3.2 Board Acting on behalf of the Congregation, the Board sets goals and policies and monitors the execution of these goals and policies. The Board ensures that the Congregation is acting in concert with and toward the achievement of its Mission. It functions as the Congregation's visionary leaders, creating policies, establishing priorities and monitoring and evaluating programs and policies in service to the Mission. The Board provides fiscal oversight.

3.2 Board Acting on behalf of the Congregation, the Board sets goals and policies and monitors the execution of these goals and policies. The Board ensures that the Congregation is acting in concert with and toward the achievement of its Mission and takes considered public action as guided by the Mission, which it reports to the Congregation. It functions as the Congregation's visionary leaders, creating policies, establishing priorities and monitoring and evaluating programs and policies in service to the Mission. The Board provides fiscal oversight to ensure that UCM resources are used efficiently, to prevent and detect fraud, to maintain financial stability, and to comply with legal and regulatory requirements.

3.4 Executive Team The Executive Team manages the operations and business of the Congregation and achieves the Mission of the Congregation and goals of the Board by recruiting, leading and coordinating staff and volunteers. The Executive Team convenes and authorizes committees, task forces or individual volunteers necessary to implement its responsibilities and carry out the Mission.

When the term "Executive Team" is used in these bylaws, it includes any committee, task force or individual which has been authorized, appointed or convened by the Executive Team.

3.4 Executive Team The Executive Team manages the operations and business of the Congregation and achieves the Mission of the Congregation and goals of the Board by recruiting, leading and coordinating staff and volunteers. The Executive Team convenes and authorizes [] groups or individual volunteers necessary to implement its responsibilities and carry out the Mission.

[]

4.1 The annual business meeting of the Congregation shall be held in Montpelier during May at a time and place designated by the Board, unless

otherwise determined by the Board in the event of an emergency.

4.1 The annual business meeting of the Congregation shall be held [] during May at a time and place designated by the Board, unless otherwise determined by the Board in the event of an emergency. The Board may adopt necessary procedures for conducting the annual meeting including allowing remote participation and voting [] by means of audio or video conferencing.

4.2 Special meetings of the Congregation may be called by the Board.

Special meetings of the Congregation shall be called by the Board upon request of at least ten members of the Congregation. Notice of matters to be discussed shall be included in a Warning.

4.2 Special meetings of the Congregation may be called by the Board. Special meetings of the Congregation shall also be called by the Board upon request of at least ten active members of the Congregation. Notice of matters to be discussed shall be included in a Warning which may be posted to electronic media.

4.3 A quorum for a meeting consists of twenty-five percent of the active members, except that for any meeting to call a Minister, to request a resignation from a Minister, to dismiss a Minister or to sell, purchase or mortgage real property a quorum is thirty percent of active members. Each active member present who has been a member for at least thirty days may vote. Written proxies are not recognized. In the event of an emergency, the Board may adopt necessary procedures for conducting the annual meeting, including allowing participation and voting in the annual meeting by means of telephone-, internet-, or satellite-enabled audio or video conferencing, or any other equivalent technology that enables persons to be clearly audible to one another.

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5.6 Nominations By February 1 of each year, the Board determines which

officer terms are expiring, and the Secretary notifies the Congregation. Any member who wishes to be a candidate for one of these offices notifies the Secretary by April 15. The Secretary posts the name and statement of interest of each candidate in a public location in the church building and includes the names of all candidates in the warning for the annual meeting. Additional candidates may be nominated from the floor at annual meeting.

5.6 Nominations By February ☐ Board meeting of each year, the Board determines which ☐ Board member terms are expiring, and the Secretary notifies the Congregation. Any member who wishes to be a candidate for one of these offices notifies the Secretary by April 15. The Secretary posts the name and statement of interest of each candidate in a public location in the church building and includes the names of all candidates in the warning for the annual meeting. Additional candidates may be nominated from the floor at the annual meeting.

5.7 Vacancies The Board fills any elected vacancy until the next annual meeting. If, at that time, the originally elected officer had one ☐ year remaining of a two-year term, Church members will elect a new officer for one year in order to preserve staggered terms.

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6.1.4 Adopt such policies and appoint such committees and/or task forces as it may consider necessary to accomplish its goals and responsibilities.

6.1.4 Adopt such policies and appoint and formally charge such ☐ groups and individuals as it may consider necessary to accomplish its goals and responsibilities.

7.1 The Minister is the religious and spiritual leader of the Congregation. The Minister has freedom of the pulpit and freedom to express his or her opinion outside the pulpit. The Minister convenes and selects the Executive Team and, as a member of the Executive Team, is responsible to the Board for implementing the Mission, the annual and long-term goals and the policies adopted by the Board.

7.1 The Minister is the religious and spiritual leader of the Congregation, as well as its Executive Director. The Minister has freedom of the pulpit and freedom to express his or her opinion outside the pulpit. The Minister convenes and selects the Executive Team and, as a member of the Executive Team, is responsible to the Board for implementing the Mission, the annual and long-term goals and the policies adopted by the Board.

8.4 The Executive Team approves and disburses expenditures from Congregation funds as authorized by the annual Operating and Capital Budgets. The Executive Team makes adjustments to the budget in the course of the year to reflect changing needs and income. Congregational approval is required for any expenditure exceeding \$5,000 that has not been approved as part of the annual Operating or Capital Budget as described in Section 9.2.

8.4 The Executive Team approves and disburses expenditures from Congregation funds as authorized by the annual Operating and Capital Budgets. The Executive Team makes adjustments to the budget in the course of the year to reflect changing needs and income. Congregational approval is required for any expenditure exceeding [] two (2) percent of the combined annual Operating and Capital budgets that has not been approved as part of the annual Operating or Capital Budget as described in Section 9.2.