

UNITARIAN UNIVERSALISTS OF SOUTHERN DELAWARE BYLAWS

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**UNITARIAN UNIVERSALISTS OF SOUTHERN DELAWARE BYLAWS**

# Article I

# Name

The ~~legal~~ name of this religious society shall be the Unitarian Universalist ~~Society~~ of Southern Delaware ~~(herein referred to as the Unitarian Universalists of Southern Delaware,~~ UUSD or the Congregation).

# Article II

# Purposes

The Purpose~~s~~ of UUSD ~~are~~ is to foster a congregation that is diverse in theology, spirituality, philosophies and cultures; provide quality religious services and lifelong religious education; and support a community that celebrates life events and works for social and environmental justice.

# Article III

# Religious Affiliations

UUSD shall be a Member of the Unitarian Universalist Association of Congregations (UUA), the Central East Region and will make financial contributions to the UUA. ~~its local district organization, the Joseph Priestley District (JPD).~~ ~~UUSD will make financial contributions to UUA and JPD equal to its full fair share.~~ ~~UUSD affirms and promotes the Purposes and Principles of the UUA.~~

Article IV (moved from Article IX)

Non-Discrimination

UUSD declares and affirms its special responsibility to promote the full participation of persons in all of its activities and in the full range of human endeavor without regard to race, color, sex,

gender orientation, disability, affectional or sexual orientation, age or national origin and without adherence to any particular interpretation of religion or to any religious belief or creed.

# Article ~~IV~~ V

# Membership

# Section 5~~4~~.1 ~~Becoming a~~ Member

Anyone sixteen ~~eighteen~~ years of age or older may become a Member of UUSD by signing the Membership Book.

A Member

1. ~~of UUSD~~ enters into a covenant with the other Members of UUSD and is in ~~that involves~~ general agreement with: ~~(1)~~ the Purposes and Programs of UUSD, ~~and~~ the Purposes and Principles of UUA and the Rights and Responsibilities of Membership .
2. may vote in Congregational meetings, thirty (30) days after signing the Membership Book.
3. Makes an annual contribution of record and supports UUSD programs and activities to the extent that their circumstances permit. The Minister may waive this requirement upon their discretion.
4. may inspect the financial records, excluding individual pledge information.
5. ~~A Member pledges to support UUSD to the extent that her or his time and finances permit. Thirty days after signing the Membership Book, a Member may vote in Congregational Meetings (see Article V, Sections 5.1 and 5.2).~~

Section 5.2 Friend

A Friend

1. wishes or who the Board of Trustees wishes to maintain an affiliation with UUSD.
2. is not counted as a member and is not required to make financial contributions of record or participate in programs and activities but may do so.
3. may not serve as an Officer or member of the Board of Trustees, vote in Congregational Meetings or Chair a committee.

# ~~Section 4.2 Inactive Membership~~

~~A Member may be moved to Inactive Membership status (1) by her or his request or (2) by majority vote of the Members of the Board of Trustees present and voting. The Inactive Membership status is reserved for those who wish or who the Board of Trustees wishes to maintain an affiliation with UUSD but who do not pledge or participate in UUSD programs and activities. Inactive Members cannot serve as Officers, cannot vote in Congregational Meetings, and are not counted as Members.~~

# Section 5~~4~~.3 Removal from Membership

A Member may be removed from Membership status, following the approved procedures,

~~or an Inactive Member may be removed from Inactive Membership status~~ 1) by their ~~her or his~~ request ~~or~~

2) if the member has died.

3) upon written notice from the Membership Committee that their participation has been inactive for at least a 12-month period.

4) upon the considered judgement of the Minister, and in consultation with the Board of Trustees, that person has acted and continues to act in a manner harmful to the organization’s purpose or principles. In such cases, removal from membership must be approved by a two-thirds (2/3) vote of the Members of the Board of Trustees present and voting.

# Article VI

# Congregational Meetings

# Section 6~~5~~.1 Annual Meeting

An Annual Meeting of UUSD shall be held each fiscal year ~~in June of each year~~. The Board of Trustees will determine the exact meeting time, place, and date. No less than thirty days prior to the Annual Meeting, the Board will make available to Members either electronically or in writing the proposed agenda and business to be conducted at the Annual Meeting to include: ~~for the meeting, including the resolutions proposed by the Board and the Leadership Development Committee. These resolutions will be sent to Members either electronically or in written form. The business conducted at the Annual Meeting shall be~~

1) election of Trustees

2) election of members of the Leadership Development Committee

3) approval of the budget for the coming fiscal years~~; and~~

4) resolutions vetted by the Board of Trustees.

~~Other business that properly may come before the Meeting. The Leadership Development Committee shall prepare ballots containing the list of qualified Members who have been nominated to serve on the Board of Trustees and the Leadership Development Committee. UUSD Members in good standing may submit nominations for these positions to the Leadership Development Committee prior to the Annual Meeting, in accordance with the process announced by the Leadership Development Committee. In addition, write-in votes shall be allowed. On behalf of the Board of Trustees, the Finance Officer or Finance Officer’s representative shall submit an Annual Budget for the coming fiscal year.~~ moved

# Section 6~~5~~.2 Special Meetings

A Special Meeting shall be called

1) by the majority vote of the Members of the Board of Trustees present and voting or

2) by a written request to the Board of Trustees by 10% of the Members of UUSD. The meeting request must include the stated purpose for the meeting.

~~of Members (a) stating the purpose of the Meeting, (b) signed by ten percent (10%) of the Members of UUSD, and (c) presented to the Board of Trustees.~~ The Board of Trustees will determine the meeting time, place, and date. No less than 14 days prior to the special meeting, the Board will notify the Members of UUSD of the proposed agenda and any resolutions. ~~proposed by the Board or in the case of the meeting called pursuant to subparagraph (2) resolutions recommended by at least 10 percent of the Membership. The Board will notify members, either electronically or in written form, not less than fourteen days prior to the Special Meeting.~~

# Section 6~~5~~.3 ~~Procedures,~~ Quorum~~, and Parliamentary Authority~~

A quorum for conducting business of UUSD at Annual Meetings, ~~or~~ Special Meetings or by ballots received shall be thirty percent of the Members of UUSD. ~~Parliamentary Authority: Roberts Rules of Order, Newly Revised, shall govern Board and Congregational Meetings. The Board may appoint a Parliamentarian to assist at Congregational Meetings.~~ moved

# ~~Section 5.3 Quorum~~

~~A quorum for conducting business of UUSD at Annual Meetings or Special Meetings shall be thirty percent of the Members of UUSD.~~

# Section 6~~5~~.4 ~~Absentee Ballots~~ Voting

# Every member, who has been a member for at least 30 days, is entitled to vote at all meetings of the Congregation. Eligible voters may vote in person, electronically or by mail-in ballot,

~~Absentee ballots (1) shall be on such form as stipulated by the Board of Trustees, (2) shall be available no later than one week prior to a Congregational Meeting, (3) shall be provided when requested by a Member, and (4) shall be processed for consideration in such a manner as prescribed by the Board. To be counted, absentee ballots must be received by the Secretary of the Board or the Secretary's representative before the start of the Congregational Meeting.~~

~~Absentee ballots can only be counted for resolutions and nominations as stated in the meeting notifications required under Sections 5.1 and 5.2.~~

# Where a vote is conducted without a formal “in person” meeting, the number of valid ballots, electronic or otherwise, must equal the number needed for a quorum had a formal “in person” meeting been held to approve or adopt any matter noticed for vote.

# Article VII

# Board of Trustees

**Section 7~~6~~.1 Composition of the Board**

The Board of Trustees shall be composed of seven Trustees, hereinafter referred to as the Board. Trustees are the only voting members of the Board. The Minister shall be ex-officio member, without vote, hereinafter shall be referred to as the Board or BOT.

# Section 7~~6~~.2 ~~Qualifications of Trustees~~ Election, Terms and Vacancies of Trustees

Elections for the Trustees shall be held each year at the Annual Meeting.

1. Trustees shall be elected for a term of two (2) years. Four Trustees shall be elected in even numbered years and three shall be elected in odd numbered years. Trustees may serve two consecutive full terms.
2. Only Trustees elected by the congregation have the privilege of voting on matters brought before the Board of Trustees.
3. Trustees shall take office on the first day of the month following their election and shall serve until their successor has been elected and installed.
4. The BOT, in consultation with the LDC, shall fill any vacancies occurring in its membership and the individual shall complete the term and be entitled to their two additional two-year terms.
5. A vacancy in the position of President shall be filled by the Vice-President

~~Trustees shall be Members of UUSD and eligible to vote in a Congregational Meeting as specified in Section 4.1. The Leadership Development Committee shall assure that those nominated meet these qualifications.~~

# ~~Section 6.3 Terms of Trustees~~

~~Trustees shall be elected to serve two-year terms. Four trustees will be elected in even numbered years, and three will be elected in odd numbered years. Terms will begin on July 1 and expire two years hence on June 30. Board Members cannot serve more than six years on the Board of Trustees in any eight-year period.~~

# Section 7.3 ~~6.4~~ Officers

The ~~Board of~~ Trustees shall fill the following Offices ~~from the Trustees serving on the Board:~~ President, Vice President, Secretary, and Treasurer ~~Finance Officer~~ each serving a one-year term.The President and Vice President shall be chosen from among the Trustees. The officers of the Association shall be elected annually after the Annual Meeting with terms beginning July 1st or until their successors are chosen. ~~Election to the Offices shall occur as soon as practicable after July 1st of each year. in a given position. The Board is not precluded from appointing two Trustees to serve as Co-Officers.~~

# Any officer chosen or appointed by the Board may be removed with or without cause at any time by the affirmative vote of a majority of the whole Board. If the office of any officer(s) becomes vacant for any reason, the vacancy shall be filled by the affirmative vote of a majority of the whole Board. A Trustee may serve no more than four ~~terms~~ one-year terms in each officer position.

# Section 7.4 ~~6.5~~ Responsibilities and Authority ~~Duties of Individual Trustees and Trustees Serving in Offices~~

1. **~~Trustees~~**

~~The Trustees shall share the overall responsibility for discerning the congregation’s vision and mission, maintaining fiduciary responsibility, policy making, strategic and long-range planning, and assessing the health and vitality of the congregation. As such, the Board shall delegate certain duties to those Officers that the Board deems appropriate. The duties of Officers shall include those duties listed in Section 6.5b and other duties that the Board may deem necessary. If a Trustee serving in an Office cannot fulfill his or her duties, the Board will designate another Trustee to fulfill that Office. An Executive Team, reporting to the Board, will manage the operational business of the congregation.~~

The Board of Trustees has the authority and shall act on behalf of the Congregation as the overall governing body of the Church. In addition, they shall have the following responsibilities.

1. The Board of Trustees shall:
   1. Establish a covenantal relationship with the Minister.
   2. Discern the congregation’s vision and mission, by providing oversite to the strategic and long-range goals of the Church
   3. assess the health and vitality of the congregation.
   4. maintain on-going communication and keep the Congregation informed,
   5. maintain fiduciary responsibility by assuming overall responsibility for the finances and property of the Church.
   6. be responsible for ensuring that sufficient funds are raised and maintained to achieve the mission and goals of the Congregation.
   7. prepare and regularly review a set of governing policies for the guidance and management of the Church.

# ~~Officers~~

* 1. **The President shall:**

1. serve as Chair~~person~~ of the Board ~~of Trustees~~ and ~~shall~~ preside at all Meetings of the congregation and the BOT ~~UUSD, and~~
2. shall represent UUSD on all appropriate occasions.
3. formulate the agenda and implement governance process for Board meetings.
4. ~~The President shall~~ perform such other duties as usually appertain to the Office.
5. ~~The President shall~~ be an ex officio member of all Committees of the Board ~~and Standing Committees~~.
   1. **The Vice President shall:**
6. act in the absence of or at the request of the President, at which time the Vice President shall have all powers and functions applicable to the President.
7. ~~The Vice President shall~~ chair the Church Council, ~~a Committee of the Board.~~
8. Have such other responsibilities assigned by the BOT or the President.
   1. **The Secretary shall**:
      1. ~~be the official Secretary of the Board shall~~ see that proper records are maintained and that proceedings of the Board are regularly reported to the Members of UUSD.
      2. certify the eligibility of members to vote.
      3. ~~All records of the Secretary shall be the property of UUSD. The Secretary shall~~ be responsible for notifying the Members electronically or in written form of all Congregational Meetings and all matters to be acted upon at Meetings.
      4. Will ensure that all UUSD records are retained per the Record Retention policy.
   2. **The ~~Finance~~ ~~Officer~~** **Treasurer shall:**
9. Assist and advise the Board in the preparation and supervision of the annual budget.
10. ~~be responsible for~~ report~~ing~~ all transactions involving all income and expenditures ~~money and other property of UUSD to the Board of Trustees and the congregation~~ including account balances, financial health of UUSD, and the annual budget.
11. ~~The Officer will~~ work with appropriate staff and committees to assure:
12. the responsible receipt of, safe keeping, accounting for, and disbursement and investment of all money and property of UUSD entrusted to the Treasurer’s ~~Officer's~~ care under the direction of and to the satisfaction of the Board of Trustees
13. a current roster of Pledging Units and their Pledges;
14. a complete accounting of the financial records of UUSD; and
15. the annual financial review ~~report~~ of UUSD finances, which shall be conducted ~~reviewed~~ by a person(s) not a member of the Board, who is designated by the Board.
16. Financial records shall remain the property of UUSD. Financial records, excluding individual pledge information, shall be open for inspection by any Member.

# Section 7.5 ~~6.6~~ Quorum.

A quorum shall be five Trustees. No Board business can be conducted in the absence of a quorum. The members may be physically present ~~attendant~~ at the meeting place or connected through other electronic ~~via 4 Approved on September 18, 2011 conference call, Skype, or other communications~~ media which allow for all members participating to be able to hear each other at the same time.

# ~~Section 6.7 Vacancies on the Board~~

~~The Board will consult with the Leadership Development Committee before a vacancy on the Board is filled. The vacancy shall be filled by the majority vote of the Board present and voting. The Member who fills the vacancy shall serve out the unexpired term of the Trustee who the Member is replacing.~~ (Moved)

# Section 7.6 ~~6.8~~ Termination and Removal of Trustees.

1. **~~Termination for Absences.~~** ~~If a Trustee~~ The BOT shall have the right to remove any member of the Board by majority vote if the member is absent from three of any six consecutive meetings of the Board of Trustees~~, the Board may vote by a majority of those present and voting to remove the Trustee from the Board.~~
2. **~~Removal for Cause~~**~~. If a Trustee fails to meet her or his duties or faithfully represent UUSD, the Trustee may be removed for cause~~ The Congregation shall have the right to remove a Trustee with or without cause by a majority vote of the Members. ~~present and voting, including Absentee Ballots, at a Congregational Meeting.~~

# Section 7.7 ~~6.9~~. Duties, Powers, and Procedures of the Board.

# The Board shall:

1. Meet at least monthly. ~~Holding eleven monthly meetings each year.~~ Such meetings of the Board shall be open to Members, except for Executive Sessions of the Board, which shall be held in private for the purpose of assuring confidentiality in sensitive matters, such as personnel issues. Executive Sessions require the approval of a majority of the Trustees present and voting.
2. Fill~~ing~~ vacancies on the Board, LDC and all Board Committees.

~~in Standing Committees, which are Permanent Committees of UUSD authorized by these Bylaws.~~

1. Hold~~ing~~ Special Board meetings when requested by the President, the Minister, or three members of the Board. Special Board Meetings may be conducted in Executive Session ~~subject to the requirement in subsection a).~~
2. Make~~ing~~ available minutes of each Board meeting, including financial statements.
3. ~~In consultation with the Minister, hiring and dismissing employees of UUSD,~~ establish~~ing~~ compensation rates and benefits, and ~~establishing~~ employee policies.
4. Establish~~ing~~ budgets for approval ~~of~~ by UUSD Members at the Annual Meeting and monitoring those budgets. The Board may approve expenditures for no more than ten percent (10%) in excess of the approved budget. The Board may re-designate the amounts of budget items at its discretion.
5. Establish~~ing~~ policies and ensure development of procedures for conducting the finances, fund-raising, administration, property, and business affairs of UUSD.
6. Establish~~ing~~ and maintain~~ing~~ Committees of the Board to fulfill the Purposes of UUSD.
7. ~~and for finances, fund-raising, administration, property, and business affairs of UUSD.~~

i.) Appoint~~ing~~ UUSD delegates ~~of the UUSD~~ to the General Assembly of the UUA and other denominational meetings or organizations at which the church may be entitled to representation.

j.) Conduct~~ing~~ a comprehensive evaluation of the overall health and functioning of UUSD by the congregation at least every four years.

# Section 7.8 ~~6.10~~ Limits of Power.

The Board shall have no power to

1. call, settle, or remove a Minister.
2. ~~The Board shall have no power to~~ borrow money on behalf of UUSD in excess of three percent of the Annual Budget without consent of two-thirds (2/3) of ~~those~~ UUSD Members
3. ~~The Board may not~~ mortgage, buy or sell any real property without consent of two-thirds (2/3) of UUSD ~~those~~ Members.

# Article VIII

# Committees

**Section 8.1 ~~7.1~~ Types of Committees**

Committees shall be formed as follows:

1. ~~Two types of Committees shall be formed: (1)~~ Committees o the Congregation that will be elected by and report solely to the congregation.
2. Committees of the Board that will consist of
   1. Standing Committees that can be created in “permanence” to assist the Board with its work, and
   2. Special Committees may be created by the Board to perform specific functions and duties.

# Section 8.2 ~~7.2~~ Structures and Procedures of Committees

# There are a variety of committees within UUSD as follows:

# A Committee of the Congregation is a permanent Committee of UUSD authorized, created and directed by these Bylaws. The Leadership Development Committee is a Committee of the Congregation.

# A Committee of the Board is a committee created by the Board. Committees of the Board serve at the discretion of the Board of Trustees, to fulfill the Purposes of UUSD such as; ~~and for~~ Finance, Fund Development ~~-raising~~, Social and Environmental Justice and ~~administration,~~ Property Management, ~~and business affairs of UUSD.~~ The Committee ~~Board~~ will ~~either~~ select the ~~chairperson of each Committee of the Board or approve the election by Committee members.~~ The goals, objectives and duties of each Committee of the Board shall be specified at the time of creation of the Committee and revised when needed. A Committee of the Board may be discontinued by majority vote of the Board present and voting. ~~The Committee on Congregational Life is a Committee of the Board.~~

1. Special ~~A Standing~~ Committees of the Board, such as, the Committee on Congregational Life and the Executive Team will have special provisions beyond regular Committees of the Board including but not limited to selection of members. These provisions will be created on a case-by-case basis and are not subject to the provisions of these Bylaws.~~is a permanent Committee of UUSD authorized by these Bylaws to consider all matters within the scope of the Committee's Purpose. The Standing Committee of UUSD is the Leadership Development Committee.~~

# Section 8 ~~7~~.3 Leadership Development Committee (LDC)

1. The Purpose and responsibilities of the Leadership Development Committee shall be to: ~~responsible for:~~
   * 1. Present to the membership at the Annual Meeting sufficient nominees for all open positions and vacancies on the:
        1. N~~ominating qualified candidates to serve on the~~ Board of Trustees of the congregation, and
        2. Member of ~~and~~ the Leadership Development Committee.
     2. Consider all eligible nominations made by members in determining the list of nominees. Each candidate mut agree to serve in the position if elected. Nomination may be made from the floor at the Annual Meeting of UUSD, provided the eligibility for the individual(s) so nominate has been established prior to the beginning of the meeting, and is in accordance with these Bylaws.

~~The Leadership Development Committee's will submit a list of candidates to the congregation for the Board of Trustees and Leadership Development Committee for election at the UUSD Annual Meeting. The Leadership Development Committee will consider all eligible nominations made by members in determining the list of nominees. Each candidate must agree to serve in the position if elected.~~

* + 1. Provid~~ing~~ the Board and/or committee chairs with names of potential committee members and/or others interested in other volunteer positions~~; and~~
    2. Coordinate~~ing~~ leadership development activities designed to help identify and prepare members for leadership positions within UUSD.

1. Procedures for soliciting Nominees.

In consultation with the Minister, the LDC ~~Leadership Development Committee~~ will use objective ~~and subjective~~ measures to identify the essential knowledge, abilities and skills. LDC will also encourage, and nurture current and potential leaders. Nominees are subject to the requirements of Articles V ~~IV and IX~~.

1. Composition ~~Members.~~
   * 1. The LDC ~~Leadership Development Committee~~ shall be composed of ~~three to~~ five to seven Members of UUSD. Each Member of the LDC ~~Leadership Development Committee~~ shall be elected at the Annual Meeting to serve two-year terms beginning on July 1 after election. An even number ~~Two~~ Members shall be elected in even-numbered years, and an odd number of ~~one~~ Members shall be elected in odd- numbered years. In any six-year period, a Member of the LDC ~~Leadership Development Committee~~ may not serve more than four years. LDC Members may not serve concurrently on the BOT. ~~No current member of the Board may serve on the Leadership Development Committee.~~ LDC ~~Leadership Development Committee~~ members shall be Members of UUSD and eligible to vote in a Congregational Meeting as specified in Section 4.1.
     2. The Chair~~person~~ of the LDC ~~Leadership Development Committee~~ shall be elected by the Members of the LDC ~~Leadership Development Committee.~~
2. Quorum.

A quorum for the LDC ~~Leadership Development Committee~~ shall consist of a majority of the committee’s ~~two~~ Members. A majority of the committee shall be present in person or through agreed upon electronic means, to constitute a quorum for the transaction of business.

1. Vacancy.

In the event a vacancy occurs on the LDC ~~Leadership Development Committee,~~ the LDC ~~Leadership Development Committee~~ shall appoint a Member to fill the vacancy for the unexpired term.

# ~~Section 7.54 Limitations of These Provisions on Committees~~

~~The provisions of Section VII shall not limit the Members of UUSD from forming Committees at Congregational Meetings as deemed necessary to fulfill the Purposes of UUSD.~~

# Article ~~VIII~~ IX

# The Minister

**Section 9~~8~~.1 Collaboration of Minister and Congregation**.

The Minister shall share with the Congregation responsibility for the religious meetings of UUSD and its spiritual interests and activities. This sharing of responsibilities shall be implemented:

1. through a Letter of Agreement and a Covenant, agreed upon at the time of the call or appointment, which delineates, among other items, the means and ways of sharing responsibilities.
2. through periodic reviews of the Covenant. Both the Minister and Congregation will be responsible for achieving this collaboration.

# Section 9~~8~~.2 Freedom of the Pulpit.

The Minister shall have freedom of the pulpit as well as freedom to express opinions outside of the pulpit.

# Section 9~~8~~.3 Minister's Participation on Committees and Board

The Minister shall be a non-voting, ex-officio member of

1) all Committees of UUSD,

2) the Board of Trustees, and

3) other bodies as the Trustees shall designate.

~~with the~~ **Exception**: the Minister shall NOT be part of the ~~Leadership Development Committee and the~~ Search Committee for their ~~her or his~~ replacement. ~~The Minister and Leadership Development Committee shall consult with each other about nominations.~~

# Section 9~~8~~.4 Duties of the Minister

1. ~~Responsibilities~~
2. The Minister shall be responsible for the following to ~~duties~~:
   1. plan~~ning~~ and conduct of services of worship.
   2. assist~~ing~~ in the development and implementation of the Lifespan Faith Exploration program. ~~Religious Education program for children, youth, and adults;~~
   3. provide pastoral care, visitation, and counseling.
   4. Hire, supervise an if necessary, terminate employed staff.
   5. Conduct services ~~ordinances~~ of dedication, union, marriage, funeral and memorial services.
   6. participation in denominational, community, and social justice matters.
3. The Minister, as the Chief Executive Officer, shall
   1. ~~Administration. The Minister shall be the~~ lead and supervise ~~er of~~ the staff team. ~~and as such shall be the chief administrator of UUSD and shall supervise UUSD's employees. (See also Section 6.9e)~~
   2. leads the Executive Team.

# Section 9~~8~~.5 Hiring ~~Calling or Appointment~~ and Dismissal of ~~the~~ Minister

1. **Called Ministers**

The hiring or dismissal of a Called Minister ~~The calling or appointment of the Minister shall~~ will be by written ballot and shall require an 80% affirmative ~~two-thirds (2/3)~~ vote of those UUSD Members ~~of UUSD~~ ~~present and~~ voting ~~including Absentee Ballots,~~ at a Congregational Meeting called specifically for this purpose. The ~~calling~~ Called Minister will serve ~~of the Minister shall be~~ for an indefinite period.

1. **Contract, Interim or Appointed Ministers**

~~whereas,~~ The hiring or dismissal of Contracted Ministers is at the discretion of the BOT. Contracted Ministers serve ~~appointment of a Minister shall be~~ for a specified period of time. Contracted Ministers ~~Dismissal of the Minister shall be by written ballot and shall~~ require a two-thirds vote of the Board Members present at a regular or special Board Meeting. ~~those Members of UUSD present and voting, including Absentee Ballots, at a Congregational Meeting called specifically for that purpose.~~

# Section 9 ~~8~~.6 Letter of Agreement and a Covenant

The Minister shall have a written Letter of Agreement and a written Covenant with Members of UUSD, and the Board of Trustees shall act as agent for UUSD in its negotiation, implementation, and review.

# Article IX

# Non-Discrimination

# (moved to Article IV)

# Article X

# Fiscal Year

The Fiscal Year shall end June 30th.

# ~~Article XI~~

# ~~Adoption of Bylaws~~

~~These Bylaws were adopted by a majority vote, including Absentee Ballots of the Members present and voting at the First Annual Meeting on March 28, 1999.~~

# Article XII

# Amendments to Bylaws

Amendments to these Bylaws may be made upon approval by ballot of a majority ~~at a Congregational Meeting upon approval of a two-thirds vote~~ of Members ~~present and~~ voting. ~~including Absentee Ballots.~~ Amendments shall be publicized prior to voting ~~the Congregational Meeting as stated in Article V.~~

# Article XIII

# Dissolution and Distribution of Assets

In the case of dissolution of UUSD, all of its property, real and personal, after paying all just claims upon it, shall be conveyed to and vested in the UUA or its legal successor, and the Board of Trustees of UUSD shall perform all reasonable actions necessary to affect such conveyance.

# Article IX

# Robert’s Rules of Order

# The rules contained in Robert’s Rules of Order, Newly Revised, shall be the parliamentary authority governing the meetings of the Board, the Congregation, and all committees, subject to Delaware Law, the Articles of Incorporation, these Bylaws, and any special rules of order adopted by the Congregation. The Board may appoint a Parliamentarian to assist at Congregational Meetings.

# 

Amended January 28, 2001

Amended June 2, 2002

Amended June 1, 2003

Amended June 6, 2004

Amended June 14, 2009

Amended June 19, 2011

Amended September 18, 2011

Amended June 10, 2018

Amended November 17, 2019