

Comparison of 2020 Bylaws sections 8.0 – 13.0 with recommended 2023 Bylaws sections 9.0 – 10.0

2020 Bylaws	2023 Recommended by the Board for amendment by the Members	Changes
<b>8.0 EMPLOYEES</b> <p>All persons employed to perform duties for the Church, other than the Minister(s), shall be approved by the Board. All employment decisions shall be made in accordance with the Church Diversity Policy set forth in Paragraph 2.3 of these Bylaws.</p>		<p><i>Remove: content covered in Section 3.4 Diversity.</i></p>
<b>9.0 CONGREGATIONAL MEETING MINUTES AND BOARD MEETING MINUTES</b> <p>All congregational meeting minutes, and Board meeting minutes, including all reports presented at such meetings, shall be kept on file and available for convenient reference and inspection by members of the congregation.</p> <p>Alterations, amendments, or repeals of the Bylaws may be made by vote of two-thirds of the Members present at any regular or special meeting of the Church. Any proposed alteration, amendment, or repeal of Bylaws must be communicated to the membership in the notice of the meeting at which it is to be acted upon.</p>		<p><i>Remove: content moved to 4.8 and 5.7.3 for the two types of meeting minutes.</i></p>

Rationale for changes: The Bylaws Working Group determined Section 8.0 EMPLOYEES fits better in 3.4 Diversity. The Group felt old sections 11.0 and 12.0 are not necessary to include going forward.

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<p><b>10.0 AMENDMENT OF BYLAWS</b></p> <p>Alterations, amendments, or repeals of the Bylaws may be made by vote of two-thirds of the Members present at any regular or special meeting of the Church. Any proposed alteration, amendment, or repeal of Bylaws must be communicated to the membership in the notice of the meeting at which it is to be acted upon.</p>	<p><b>9.0 AMENDMENT OF BYLAWS</b></p> <p>Alterations, amendments, or repeals of the Bylaws may be made by vote of two-thirds of the Members present at any regular or special meeting of the Church. Any proposed alteration, amendment, or repeal of the Bylaws must be communicated to the Members at least thirty (30) days in advance of the meeting at which it is to be acted upon.</p>	<p><b>9.0 AMENDMENT OF BYLAWS</b></p> <p>Alterations, amendments, or repeals of the Bylaws may be made by vote of two-thirds of the Members present at any regular or special meeting of the Church. Any proposed alteration, amendment, or repeal of the Bylaws must be communicated to the Members at least thirty (30) days in advance of the meeting at which it is to be acted upon.</p>
<p><b>11.0 REFERRALS TO THE MEMBERSHIP</b></p> <p>The Board of Directors may refer any matter to a meeting of the Church Members for comment and recommendation, and must so refer a matter on the demand of a Church meeting or of four or more voting members of the Board.</p>		<p><i>Remove</i></p>

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<p><b>12.0 AFFILIATED ORGANIZATIONS AND SUB-UNITS</b></p>	<p><b>12.1 Association of Members.</b> Voluntary associations formed by Members of the Church, with or without the participation of non-Members, may conduct activities in their organizational names; but their use of the name of the Church Corporation is subject to approval by the Board of Directors and their use of Church facilities is subject to approval by the Board or its designated representative.</p> <p><b>12.2 Church Sub-Units.</b> The Board of Directors may establish sub-units of the Church to perform specified Church functions which may include the management of related funds through an officer who shall by virtue of his or her selection be an assistant treasurer, responsible to the Treasurer, of the Church. Activities of the sub-unit shall be subject to limitations and directions which the Board shall prescribe and communicate to the sub-unit in writing, always including submission of adequate reports and accounts to the Board at least annually. Non-Members of the Church may participate in such sub-units, but Members of the Church shall always constitute a majority of all bodies of the sub-unit making policy decisions. The provisions of the Resolution of the Board</p>	<p><i>Remove</i></p>
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of Directors which was ratified by the Congregation on April 6, 1973, establishing the Special Purposes Fund, shall, however, as to that Fund, prevail over the provisions of this paragraph of the Bylaws.			
<b>13.0 REVERSIONARY CLAUSE</b>  In the event of the dissolution of the church, all outstanding debts shall be paid and the remaining assets, both real and personal, and including all property heretofore and hereinafter donated to said church, shall become the property of the Unitarian Universalist Association, 24 Farnsworth Street, Boston, MA, 02210 or its successor, subject to all applicable laws.	<b>10.0 REVERSIONARY CLAUSE</b>  In the event of the dissolution of the church, all outstanding debts will be paid and the remaining assets, both real and personal, and including all property heretofore and hereinafter donated to said church, will become the property of the Unitarian Universalist Association, 24 Farnsworth Street, Boston, MA, 02210 or its successor, subject to all applicable laws.	<b>10.0 REVERSIONARY CLAUSE</b>  In the event of the dissolution of the church, all outstanding debts <del>will</del> be paid and the remaining assets, both real and personal, and including all property heretofore and hereinafter donated to said church, <del>will</del> become the property of the Unitarian Universalist Association, 24 Farnsworth Street, Boston, MA, 02210 or its successor, subject to all applicable laws.	<div>Deleted: 13</div> <div>Deleted: shall</div> <div>Deleted: shall</div>

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