

Bylaws of the Marquette Unitarian Universalist Congregation

(as revised May 19, 2013)

Article I: Name

The name of this organization is the Marquette Unitarian Universalist Congregation.

Article II: Purpose.

This congregation exists to serve the human needs of its members and friends, to stimulate individual development of a positive and ethical philosophy of life, and to provide a common shelter for everyone's personal growth.

Article III: Membership.

1. Any person 16 years of age or over who (1) concurs with Article IV, (2) signs the membership roll with a trustee of the board as witness, (3) makes a written pledge of financial support, and (4) makes a payment in any amount toward that pledge, becomes a member of the congregation for the fiscal year for which the member made the pledge.
2. Only those who have satisfied the criteria for membership as defined in paragraph III.1 have voting privileges in Congregational matters.
 - a. Payments made in a fiscal year before pledging are applied retroactively to the pledge for that fiscal year.
 - b. Voting privileges are effective 10 days after meeting the requirements of paragraph III.1.
 - c. Membership and voting privileges expire at the end of each fiscal year.
3. Any member may relinquish membership by written notice.
4. Membership is renewed as follows:
 - a. For paragraph III.2.c: Make a written pledge of financial support, and make a payment in any amount toward that pledge. The 10-day period of paragraph III.2.b does not apply.
 - b. For those whose membership and voting privileges expire for any other reasons, follow the procedures in paragraph III.1.
5. The Board of Trustees may limit a congregation member's participation or suspend, revoke or reinstate membership privileges with a vote of 60 percent or more if the Mediation Council recommends such member action. Without a Mediation Council recommendation, a vote of 80 percent or more of the Board of Trustees is required for such member action.

Article IV: Congregational Principles.

We subscribe to the Unitarian Universalist Association's covenant to affirm and promote the inherent worth and dignity of every person; justice, equity, and compassion in human relations; acceptance of one another and encouragement to spiritual growth in our congregation; a free and responsible search for truth and meaning; the right of conscience and democratic process within

our congregation and in society at large; the goal of a world community with peace, liberty, and justice for all; and respect for the interdependent web of all existence of which we are a part.

Article V: Meetings.

1. The annual business meeting occurs in May at a time and place the board determines.
2. Any voting member may request a special business meeting in writing at any time.
3. The board will provide written notice of each business meeting to all members 15 days prior to the meeting. The notice will include ballot issues (including but not limited to changes to the bylaws and the names of nominees for the board, if any).
4. Forty (40) percent of the voting members shall constitute a quorum for meetings of the Congregation. All votes at such meetings will be decided by a simple majority, except as stated below or elsewhere in these bylaws.
 - a. The minister shall be called by a three-fourths (3/4) majority of the qualified voting members of the Church present at a Congregational meeting legally called for that purpose and using a written ballot.
 - b. The minister may be dismissed by a two-thirds (2/3) majority of the qualified voting members of the Church present at a Congregational meeting legally called for that purpose and using a written ballot.
 - c. A majority at a Board or a Congregational meeting may designate other issues as requiring more than a simple majority for passage.

Article VI: Board of Trustees

1. The board of trustees ("the Board") consists of the president, vice president, secretary, and two trustees at large. All trustees must be voting members of the congregation. The board assigns its members to specific positions by consensus.
2. New trustees shall be chosen by ballot at the annual business meeting. All normally serve for two year terms. The board may adjust term length before the election to accommodate abnormal situations.
3. The board shall have general charge of the property of the congregation and the conduct of its administration, including the appointment of the treasurer and such committees it deems necessary. It may fill vacancies on the board with individuals who shall serve until the next annual business meeting.
4. The board shall appoint a nominating committee of two voting members by March 15. The nominating committee shall present the names of the candidates to the board by April 15.
5. Any voting member may nominate candidates from the floor at the annual meeting, but those so nominated must agree to serve if elected or the nomination is invalid.
6. Newly elected trustees assume their duties on July 1.
7. The board shall appoint delegates, if any, to denominational meetings and conventions.
8. The Board can reprogram monies from individual funds, but may not move monies between funds, except with congregational vote.
9. The Board of Trustees is able to permit the participation in our congregation of a person convicted of a sexual offense under a limited access agreement pursuant to the policy, Integration into the Congregation of a Person Convicted of a Sexual Offense. The Board of Trustees may deny a person convicted of a sexual offense access to the congregation if they are found to be in violation of the limited access agreement or at high risk of recidivism.
10. The Board of Trustees is vested with the authority to hire, supervise and terminate the employment of any employee. Termination must be by a super majority vote (4 out of 5)

after the Board of Trustees has considered input from all committee chairs about the proposed action.”

Article VII. Fund Trustees

1. The Fund Trustees shall serve as trustees of all endowment and other special funds of the Congregation. Except as specifically provided in this Article, the selection of Fund Trustees and their governance shall be set forth in separate guidelines established for each endowment or other special fund by the Board or Congregation.
2. The Fund Trustees shall consist of three (3) members, one (1) of whom shall be a member of the Board of Trustees and two (2) of whom shall be non-Board members of the Congregation.
3. Normally, terms for Non-Board Fund Trustees shall be three years.
4. Fund Trustees may, by majority, recommend Fund expenditures to the Board of the Congregation. The Board will decide whether any recommended expenditures will be made.

Article VIII: Mediation Council

1. The Mediation Council is empowered to intervene in situations of disruptive behavior and make recommendations. They are not limited to achieving compromises. Having the parties agree and come up with solutions is preferable. The Mediation Council can attempt to directly mediate the situation themselves. As a next step, they can recommend counseling and other behavior-changing strategies. Should the Mediation Council believe that the situation has reached an impasse, and /or that the continued efforts to resolve the situation are detrimental to the congregation the Council may make a recommendation to the Board of Trustees for limits to participation in congregational life.
2. The Mediation Council will consist of three members of MUUC who are selected by the “Mediation Council Nominating Committee” and affirmed by the congregation. Mediation Council members shall not be Board members, committee chairs or staff.
3. The (“Mediation Council Nominating Committee”) nominating committee shall consist of the President of the Board of Trustees, one other Board member, the Community Coordinator, and the Religious Education Coordinator. The nominating committee will be expected to solicit and consider the advice of congregation members and friends.
4. Mediation Council members will serve three-year terms, staggered at one-year intervals. Vacancies on the Mediation Council will be filled by individuals selected by a majority vote of the Board of Trustees for the remaining length of the term. Initial appointments shall be for one, two, and three years, and thereafter terms will be three-year terms.

Article IX: The Fiscal Year.

The fiscal year is July 1 to June 30.

Article X: Amendments.

These bylaws, so far as allowed by law, may be amended or replaced by a two-thirds (2/3) majority of the qualified voting members of the church present at a congregational meeting legally called for the purpose and using a written ballot.

Article XI: Dissolution.

Should the membership vote to disband, the board will transfer any residual assets of the congregation to the Unitarian Universalist Association or its legal successor.

Article XII: Effective Date.

These bylaws become effective immediately upon approval.

Article XIII:

Individual members of the Congregation acting in an official capacity are not to be held financially responsible for debt or obligations incurred by the church as a whole.