

## Proposed Bylaw Amendment ARTICLE XIII: Minister

Approved by the Board April 19, 2023

### ARTICLE XIII: Minister

#### Section 3 Election of Minister:

The Minister shall be elected by an affirmative vote of **90%** ~~three-fourths~~ of the members present and voting at a Congregational Meeting called for that purpose.

#### ADDITION:

#### **Dismissal of Minister:**

The Minister shall be dismissed by an affirmative vote of a majority of the members present and voting at a Congregational Meeting called for that purpose.

### Rationale for Amendments

#### **From Rev. Sharon Dittmar, UUA Congregational Consultant:**

I recommend that termination and call be in your bylaws and have them adhere to the contract [letter of agreement]. The better practice for a vote to call is at least 90% so I would put that in your bylaws. That is typical, though some colleagues will not accept a call if it is below 95%. The reason behind this is that clergy popularity is at its height (usually) at the start.

#### **From the August 2021 Recommended Minister Letter of Agreement from the UUA:**

5.5.2 Dismissal by Congregational Meeting: In the absence of a specific provision in the Congregation's bylaws, a duly authorized Congregational meeting may be called to consider a motion to dismiss the Minister. In order to pass any resolution regarding the dismissal of the Minister, a majority of members present and eligible to vote at a valid Congregational meeting must vote in favor of the dismissal.