

St. John's Unitarian Universalist Church

Congregational Bylaws

November 2, 2025

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The following edition includes the amendments adopted by the Congregation at a Special Congregational Meeting held November 2, 2025. This supersedes the edition adopted September 17, 1967, and amended May 16, 1976, February 24, 1980, March 3, 1984, March 5, 1989, September 23, 1990, May 21, 1995, November 16, 1997, September 20, 1998, September 19, 1999, November 19, 2000, September 22, 2002, November 24, 2002, June 1, 2003, June 1, 2008, June 9, 2013, June 12, 2016, March 10, 2019, June 2, 2019, June 7, 2020, June 5, 2022, and June 4, 2023.

Appendix references for (2025) are linked in the document.

ARTICLE I: Name

The name of this Congregation shall be St. John's Unitarian Universalist Church.

ARTICLE II: Affiliation

This church shall be affiliated with the Unitarian Universalist Association and the MidAmerica Region.

ARTICLE III: Church Property

All properties of whatsoever nature shall be the indivisible property of the Congregation, its successors, and assigns, provided however, in the event of a dissolution or abandonment, all property shall be turned over to and become the indivisible property of the Unitarian Universalist Association and its successors, so that it may continue the purpose for which it was contributed.

ARTICLE IV: Purpose

The purpose of this Congregation is to aid in the free and progressive development of the human mind and spirit. No doctrinal or political test shall ever be made a condition of membership.

Our Mission: St. John's is committed to creating a safe and caring community, working for peace and social justice, and celebrating beliefs that respect freedom of thought.

St. John's is a Welcoming Congregation, affirming and promoting the full participation of all persons in our activities and endeavors. Eligibility for membership, hiring of staff or call of ministry shall not be limited or restricted by birth, national origin, race or color, gender identity, sexual or affectional orientation or preference, or physical challenge.

The members and Minister shall enjoy freedom in their religious beliefs and utterances save that they are never to indicate expressly or by implication that they speak for the Congregation unless the Congregation has, in a Congregational Meeting, given them the authority to do so.

ARTICLE V: Written Communication

Section 1. Communication from the Church:

Official notices from the Church may be sent electronically and/or via standard U.S. mail ensuring that all members are notified. Notices may include, but are not limited to: notice of annual congregational meetings, notice of special congregational meetings and other official business of the church.

Section 2. Communication to the Church:

Official communication to the Church may be transmitted in either electronic format or via standard U.S. mail. Official communication may include, but is not limited to: notification of termination of membership or other official business with the church.

ARTICLE VI: Membership

St. John's has three (3) types of membership as outlined in the following sections.

Section 1. Active Membership

a. Conditions of Active Membership:

The conditions of Active Membership are as follows:

1. a person who is at least sixteen years of age;
2. who has signed the Membership Commitment Statement, as set forth below; and
3. who has signed the Membership Book in the presence of the Minister or the chairperson of the Membership Committee, as well as one member of the Board of Trustees (hereafter referred to as the Board).

b. Membership Commitment Statement:

1. The Membership Commitment Statement reads as follows: "I am in accord with the purpose of St. John's Unitarian Universalist Church and its guarantee of religious freedom to its Minister and members. I commit myself, as far as possible, to be engaged in the life of the congregation, contributing my time and talents to the support of the church and its work. I understand that financial support for church programs and denominational affiliation is an expectation of membership and I will make an annual financial contribution of record. I wish to become a member of St. John's Unitarian Universalist Church."
2. The Purpose and Mission (Article IV) shall be included on the Membership Commitment Statement.
3. There is no minimum financial contribution required. The financial contribution of record may be received via a check, or an electronic transfer of funds, or cash identified as coming from a member, or a gift of financial holdings. The contribution may be given at any frequency (annually, monthly, weekly, or periodically). If an active member finds they are unable to make any financial contribution for the year, they may contact the Minister to request that a contribution be made on their behalf.

c. Privileges of Active Membership:

The privileges of Active Membership are as follows:

1. Members who have signed the Membership Book at least 60 days prior to the Annual Meeting and/or Special Congregational Meetings are eligible to vote at the meeting.

2. Eligibility for serving in elected positions is also acquired 60 days following the signing of the Membership Book.
3. The Board at its discretion may identify non-elected roles within the congregation for which membership is a requirement.
4. Members may be chosen to serve as delegates representing St. John's at the Unitarian Universalist Association General Assembly.

Section 2. Emeritus Membership

a. Conditions of Emeritus Membership:

A person who has been an Active Member of St. John's for an extended period of time and who is, because of extenuating circumstances such as age or infirmity, no longer able to actively participate at St. John's, may be granted the status of Emeritus Member. An Emeritus Member is counted as a Friend for the annual UUA membership count. There are no financial or service obligations for Emeritus Members. Names are submitted by the Membership Review Committee to the Board for approval.

b. Privileges of Emeritus Membership:

Emeritus Members are included in the Church Directory and retain privileges of Active Membership.

Section 3. Inactive Membership

a. Conditions of Inactive Membership:

An Active Member is moved to Inactive Member status when any one of the following has occurred:

1. An Active Member has provided a written notice of resignation.
2. An Active Member has died.
3. An Active Member (a) has not honored the St. John's Membership Commitment Statement for a period of two (2) years; and (b) the Membership Review Committee has attempted to contact the person to explain that they may be moved to Inactive Member status as well as what is necessary to maintain Active Member status; this will include the offer that the Member may contact the Minister to request a contribution be made on their behalf, should this be necessary; and (c) the Membership Review Committee has recommended to the Board the change to Inactive status; and (d) the Board has voted to accept this recommendation.
4. An Active Member (a) has demonstrated behavior that is dangerous, disruptive and/or offensive as defined in Section 4; and (b) the individual's behavior has been reviewed by the committee designated by the Board for review of such situations, and that committee has recommended to the Board that the individual be placed on Inactive Member status until such time as they have met all conditions set forth by the committee; and (c) the Board has voted with a two-thirds majority to approve

the recommendations of the committee designated by the Board for review of such situations.

b. Impact of Inactive Membership:

1. An inactive member (a) will not be shown on the lists or statistics of membership, and (b) will not be a voting member at Annual or Special Congregational meetings, and (c) may not serve in elected positions or non-elected roles within the congregation for which Active Member status is a requirement.

c. Reactivation of Active Membership:

1. Inactive Members who wish to return to Active Member status are required to complete the usual process to become an Active Member, as outlined in these bylaws.
2. Any former member who is made inactive in accordance with Sec. 3-a-4, must first satisfy any requirements set forth by the Board at the time they were made inactive.

Section 4. Management of Dangerous, Disruptive, and/or Offensive Behavior

a. Secure atmosphere supports openness:

While openness to a wide variety of individuals is one of the prime values held by our congregation and expressed in our denomination's purposes and principles, we affirm the belief that our congregation must maintain a secure atmosphere where such openness can exist.

b. Dangerous, disruptive and/or offensive behavior:

If a Member is behaving in a dangerous, disruptive and/or offensive manner, as described below, they may be referred by congregants, minister, staff, or Board members to be reviewed by the committee designated by the Board for such review.

1. Dangerous behavior: the individual is the source of a threat or perceived threat to persons or property.
2. Disruptive behavior: the individual's behavior is interfering with church activities and/or hinders the church's ability to achieve its mission.
3. Offensive behavior: the individual's behavior is likely to drive existing members and/or visitors away.

c. Imminent danger:

If the danger to self or others is perceived as imminent, a representative of the Safe Congregation Committee and the Minister will take immediate steps, such as contacting law enforcement, and will notify the Board of these actions. In the absence of a minister, a representative of the Safe Congregation Committee and the Board President will take immediate steps.

ARTICLE VII: Congregational Meetings

Section 1. Annual Meetings

The Annual Meeting of the Congregation shall be held on a Sunday between May 1 and June 15 to be set by the Board of Trustees. The Board shall notify all members of the Congregation at least thirty (30) days in advance of the date set. At least ten (10) days prior to the annual meeting, the proposed budget and information on any other substantive matter to be voted upon must be made available in writing to the members.

Section 2. Special Meetings

a. Called by the President

Special meetings of the Congregation may be called by the President with the approval of the Board

b. Called by Special Request

Special meetings of the Congregation must be called by the President upon written request of ten (10) or more members addressed to the Board.

c. Method of Calling and Agenda

Members shall be notified of special meetings at least ten (10) days prior to the date of the meeting. Notices of the meeting shall state clearly the agenda of items to be considered. Only items on the agenda may be considered at special meetings. For a Special Meeting on Dismissal of the Minister, see Article XIII Section 8. For a Special Meeting on calling a Minister, see Article XIII Section 1 and Article X Section 2.

Section 3. Quorum

25% of voting membership shall constitute a quorum at the Annual and all other Congregational Meetings, except meeting to consider dismissal of the minister (see Art XIII Sec 8). Since meetings can be either in-person or online, the voting process can vary. Membership verification will occur in all cases. There shall be provision for absentee voting at either the Annual or Special Congregational Meeting as outlined in Article XI Section 5

ARTICLE VIII: Church Year

The Church Fiscal Year shall begin on **July 1** of each year, and end on **June 30** of each year.

ARTICLE IX: Trustees and Church Officers

Section 1. Board of Trustees

There shall be a Board of Trustees (hereafter referred to as the Board) composed of seven (7) members: President, Vice-President, Immediate Past President, Finance Director, Secretary of the Board, Program Director, and one Member at Large.

The Minister is ex-officio member of the Board.

Section 2. Terms of Office

The Vice President, President, and Immediate Past President shall each serve one year sequentially. A new Vice President is elected each year and will fill the office of President after one year, and after two years will fill the role of Immediate Past President. All other members of the Board shall be elected for a three-year term. Secretary of the Board, Finance Director, Program Director and Member at Large will run in staggered years.

The terms of office will begin on the first day of the church fiscal year. No member of the Board of Trustees may serve more than six (6) consecutive years on the Board. If any member is absent from three (3) meetings during any twelve-month period, the remaining members may declare that office vacant.

Section 3. Election of Members of the Board

The election of the members to the Board shall be held on the day of the Annual Meeting of the Congregation. All Candidates must be Active members in accordance with Membership Bylaws. In addition, the President and Vice President must be Active members for at least three (3) years with limited exceptions as determined by the Leadership Committee. For example, exceptions may be membership at other UU churches or someone who has been a long-time Friend of St. John's but a member for less than three (3) years. No person who is an employee of St. John's or who provides contracted services in exchange for a fee or other consideration shall be eligible to serve.

Section 4. Powers and Duties of the Board

On behalf of the Congregation, the Board is responsible for strategic planning, policy development and implementation, and the real and personal property of the church, its business affairs, and all contracts. The Board shall keep the Congregation informed of its decisions and activities.

Through its President, the Board shall call special Congregational Meetings as needed. At the Annual Meeting of the Congregation, the Board shall present a budget in itemized form

for the Congregation's approval. Neither the Board, nor its officers, shall incur any further financial obligation(s) totaling in excess of four percent (4%) of the total operating budget most recently approved during the fiscal year without specific authorization at a called Congregational Meeting.

Section 5. Meetings

The Board shall meet at least once a month. A majority of the members constitutes a quorum.

Section 6. Powers and Duties of the Officers

- a) The President is the chief administrator of the Congregation and shall preside at all meetings of the Congregation and all meetings of the Board. The President is a non-voting member, except in the event of a tie.
- b) The Vice-President assists the President in the execution of his or her duties, monitors task-force/ad hoc committee development and assumes the duties of the President when the President is unavailable.
- c) The Immediate Past President will continue work on projects begun during the President role, mentor the President, provide institutional memory to the Board and focus on Leadership Development.
- d) The Secretary of the Board has responsibility for all non-financial records of the church and keeps accurate minutes of all meetings of the Congregation and the Board.
- e) The Finance Director, working with a Board-appointed Treasurer, supervises the expenditure of church monies and provides for the written accounting of all financial transactions of the church. The Finance Director keeps informed of the financial condition of the church, reports to the Board and Congregation, and prepares financial forecasts as required.
- f) The Program Director is responsible for keeping the Board informed of committee, program, and team activities from different areas of the church.
- g) The Member at Large can fill roles delegated to them by the President, tagged to lead short-term subcommittee assignments (for weeks or months). They can also volunteer to lead projects that the Board deems valuable.
- h) In addition to exercising the powers and duties set forth, each officer shall have those powers and duties assigned to them by the Board.

Section 7. Committees and Individuals Authorized/Appointed by Board

The Board authorizes operating committees. The Board may also create positions as needed. The Board may appoint other committees, and all committees shall report to the Board.

Section 8. Fund Trustees

The Fund Trustees shall consist of three (3) members: the Finance Director, and two (2) Fund Trustees elected by the congregation, one elected each year. The elected Fund Trustees shall be members of the congregation, may not be members of the Board, and shall serve for two-year terms. Fund Trustees may not serve more than three (3) consecutive full terms. The Treasurer may attend all meetings of the Fund Trustees but cannot vote.

The Fund Trustees shall serve as trustees of all endowment and other special funds authorized by the Congregation or the Board. Two (2) of the three (3) Trustees must consent to any request made by the Board for funds under their trusteeship. They shall abide by separate fund charters established by the Board or Congregation for each of the funds.

Section 9. Vacancies

If the position of the President becomes vacant, it shall be filled by the Vice-President for the remainder of the year and for the subsequent year. When vacancies occur on the Board or among the Fund Trustees or the Leadership Committee, the Board may appoint a replacement or ask the Leadership Committee to recommend a replacement. All replacements must meet the requirements for being elected to the position. Replacements will serve only for the duration of the church fiscal year, and the Congregation will elect a permanent replacement to serve any unexpired time in the vacant position.

Section 10. Financial Assessment

The board will arrange for an audit, review or an agreed upon procedure of the church's accounting records every three (3) years by an independent, outside professional and will report the results to the Congregation.

ARTICLE X: Special Committees Reporting to the Congregation

Section 1. Leadership Committee

There shall be a standing Leadership Committee consisting of the Immediate Past President ex officio and three (3) members of the Congregation serving staggered three-year terms. For continuity no more than two (2) members will be elected each year on the day of the

Annual Congregational Meeting. The Immediate Past President shall convene the first meeting of the Leadership Committee, at which time the committee will select its chairperson.

The primary duties of the Leadership Committee are to nominate candidates for elected positions, including the Settled Ministry Search Committee, and to administer elections and any other congregational votes. A secondary duty is Leadership Development.

**See Article XI for Leadership Committee nomination procedures and deadlines.

**For Leadership Committee responsibilities during Settled Ministry Search, see Art X Sec 2

**For ministerial search other than Settled, see Art XIII Sec 1 ([2025](#))

Section 2. Settled Ministerial Search Committee

In a search for Settled Ministry, a slate of search committee members will be nominated by the Leadership Committee for approval by the congregation. The Board of Trustees will use resources from the UUA as a guide to plan for the selection of the Settled Minister.

See Article XI for Leadership Committee nomination procedures and deadlines.

**For ministerial search other than Settled, see Art XIII Sec 1 ([2025](#))

Section 3. Committee on Ministry

The Committee on Ministry (CoM) shall consist of four (4) to six (6) members, half recommended by the Minister subject to Board approval and half recommended by the Board subject to the Minister's approval.

The purpose of the Committee on Ministry is to strengthen the quality of ministry within the congregation including professional leadership, music, social justice, religious education, pastoral care, etc. CoM is concerned with the spiritual health of the entire ministry of the congregation. It serves as a forum to explore new ideas regarding St. John's ministry.

CoM's method of evaluation is described in Board Policy.

Section 4. Other Committees

From time to time, the Congregation may create and elect other committees to perform special tasks that the Congregation deems to be necessary.

ARTICLE XI: Rules Governing the Conduct of Elections

Section 1. Time of Elections

The election of members to the Board of Trustees, The Fund Trustees, and the Leadership Committee shall occur on the day of the Annual Meeting of the Congregation, and balloting shall end at the start of that meeting.

Section 2. Nominations

At least ten (10) weeks prior to the elections, the Leadership Committee publishes a list of positions to be voted on and instructions on how individuals may request nomination for these positions. The Leadership Committee shall then actively recruit and nominate one (1) or more suitable and willing candidates for each open position. In addition to nominations made by the committee, individuals who wish to run for a specific office may also be nominated by submitting a written statement, signed by five (5) members of the Congregation, to the chairperson of the Leadership Committee before the nomination deadline. The deadline for all nominations is five (5) weeks prior to the election. All candidates must be Active members in accordance with Membership Bylaws. Elected members of the Leadership Committee may not be candidates for office for which they nominate candidates except to run for up to two (2) full terms on the Leadership Committee.

Section 3. Publishing the list of Candidates

The Leadership Committee posts the list of candidates for all offices in a public place at least four (4) weeks prior to the election. In addition, the Leadership Committee shall publish the list of candidates in the church newsletter as soon as possible after the close of nominations to inform the Congregation about the candidates, their backgrounds, and their reasons for seeking the office.

Section 4. Administering the Election

The Leadership Committee is responsible for preparing ballots, administering the balloting, counting the ballots, and publishing the results. The candidate receiving the most votes for a given office will be the winner of the election for that office. If there is a tie vote for a Leadership Committee member, all such tied members shall be elected to the committee, and the committee shall be expanded for that year in order to accommodate the larger membership. If there is a tie for any Board or Fund Trustee position, the Leadership Committee administers a run-off election within three (3) weeks among those tied for the

position. The results of the election shall be announced to the Congregational Meeting before it ends unless a majority of the members attending the meeting vote to postpone the announcement of the election results.

Section 5. Absentee Ballots

Absentee ballots shall be issued to voting members of the Congregation on request. This request may be made at any time prior to the last Friday preceding the election. The procedure for casting absentee ballots will be as follows: the completed ballot, or a reasonable facsimile thereof, shall be sealed in a blank envelope. This blank envelope shall be accompanied by a slip signed by the voter. Both shall be put in a second envelope which may be mailed or handed to any member of the Leadership Committee. Signatures shall be checked off against the membership list. All absentee ballots must arrive at St. John's in time for the sealed envelope (separated from the voter's signature) to be placed in the ballot box along with the votes cast on the day of the election.

Absentee ballots count toward election of officers, and proposals for bylaw amendments on the official ballot. If a proposal submitted for a vote is amended substantially, as determined by the board-appointed parliamentarian at the meeting, then absentee ballots will not be counted as votes on the revised language for that proposal.

ARTICLE XII: Parliamentary Authority

Parliamentary Procedures

Business sessions of the Board of Trustees and all congregational meetings are to be conducted as expeditiously and informally as possible. Whenever parliamentary authority is necessary, the meeting shall be conducted pursuant to Robert's Rules of Order, Revised. The President may appoint a member to serve as parliamentarian for any meeting of the Board or Congregation.

ARTICLE XIII: Minister

Section 1. Method of Selection

When it becomes necessary to select a new Minister, the Board of Trustees will use resources from the UUA as a guide to plan for the selection of a new Minister. It is the Board of Trustees' responsibility to discern the appropriate type of ministry; this includes but is not limited to: short-term or renewable contract, interim, developmental, or settled ministry. The Board of Trustees will present the plan for ministerial selection to the congregation for approval. In emergency situations such as the death of a Minister, the Board of Trustees may act quickly to hire a Minister on a short-term basis without bringing the plan for the congregation's approval. ([2025](#))

For method of selection for a settled minister, see ARTICLE X Special Committees Reporting to the Congregation Section 2: Settled Minister Search Committee, and see Article XIII Minister Section 3: Election of a Settled Minister.

Section 2. Eligibility of Candidate

No candidate shall be called or hired unless they are an ordained Minister in fellowship (preliminary or full) with the Unitarian Universalist Association and remain in fellowship with the UUA throughout their ministry at St. John's. ([2025](#))

Section 3. Election of Settled Minister

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

Section 4. Employment of Minister

Terms of employment of the Minister are determined by mutual consent between the Board of Trustees and the Minister.

Section 5. Salary of Minister

The Minister's compensation, determined after consultation between the Minister and the Board, is subject to ratification by the Congregation in the annual budget.

Section 6. Worship

The Minister shall have primary responsibility for the religious meetings of the Congregation and its spiritual interests and activities, including rites of passage such as weddings and memorial services. This responsibility will be appropriately shared by the Minister with committees, teams and staff. All services conducted at St. John's by outside officiants must be pre-approved by the Minister. ([2025](#))

Section 7. Membership on Committees

The Minister is an ex-officio, non-voting, member of each team, committee and task force in the Congregation except the Ministerial Search Committee. ([2025](#))

Section 8. Dismissal Of Minister

After using covenantal procedures to attempt to resolve concerns about the minister, the members of the congregation have the right to begin a dismissal process. The Minister shall be dismissed by an affirmative secret ballot vote of 67% (rounded up to the next whole number) of the members present and voting at a Special Congregational Meeting called for that purpose. Such a meeting may be called by the Board of Trustees or upon the

written petition of twenty (20) members. Notice and agenda requirements for such a meeting shall be the same as for Special Congregational Meetings (see Art VII Sec 2). Quorum for such a meeting shall be 40% (rounded up to the next whole number) of membership. ([2025](#))

ARTICLE XIV: Amendments

Section 1. Effective Date

These by-laws shall go into effect immediately upon their adoption and shall not be altered except by a 2/3 vote of those present at a meeting of the Congregation.

Section 2. Amendments

- a. Initiated by the Board of Trustees.

Amendments initiated by the Board or by a committee thereof, shall be voted upon by the Congregation not sooner than ten (10) days nor more than ninety (90) days after formal approval by the Board.

- b. Initiated by Members of the Congregation.

Amendments, initiated by individual members of the Congregation, must be submitted in writing to the Board, signed by not less than twenty-five (25) members in good standing, and notice given to members in writing. Such notice may be made in the church newsletter. Such amendments shall be finally acted upon by the Congregation within 180 days, but not sooner than ninety (90) days after the notice has been given.

Section 3. Method of Notification

Written copies of proposed by-law amendments to be submitted to the Congregation for vote of approval shall be made available to members at least ten (10) days prior to the meeting of the Congregation at which the vote shall be taken.

APPENDIX 2025

November 2, 2025 Bylaw Revisions Rationale

Article X Section 1 Leadership Committee:

This change aligns the Leadership Committee term of office with other elected positions (3 year terms). It also clarifies the role of the Committee in ALL congregational votes.

Article X Section 2 Settled Ministry Search Committee:

This change clarifies the distinction in types of ministerial searches now available to UUA congregations and the role of the Ministerial Search Committee. While historically St. John's has experience with interim and settled ministers, there are now two additional types of ministry available to congregations: contract and developmental. Per UUA guidelines, interim, contract and developmental candidates are hired by the Board of Trustees. It is the Board of Trustees' decision on what type of Ministerial search to conduct. A Settled Minister search is the only type in which the congregation elects members of the search committee and votes to call the minister.

Article XIII Section 1 Method of Selection:

As the elected leaders of the congregation, it is the Board of Trustees' responsibility to determine which type of ministerial search to pursue. A Settled Minister search is the only type in which the congregation elects members of the search committee and votes to call the minister.

While historically St. John's has experience with interim and settled ministers, there are now two additional types of ministry available to congregations: contract and developmental. As a Unitarian Universalist church we use the UUA guidelines which say interim, contract and developmental candidates are hired by the Board of Trustees.

Article XIII Section 2 Eligibility of Candidate:

Fellowship is a credential, and considers education, training, internship, psych assessment, and clinical pastoral education. Previously, ministers would achieve final fellowship; that has recently been changed to "full" fellowship with the idea that ministers are never "final"; they are always in process. Ministers are asked to do ongoing continuing education credits to help further develop their skills and abilities. It is important that ministers stay in fellowship to continue developing their skills and connections as ministers. Being in fellowship also gives ministers access to the resources and collective discernment of their fellow ministers.

Although the Bylaws previously stated that a candidate must be in fellowship with the UUA, a Minister could resign their fellowship while still employed, thus violating the spirit of the bylaw. Explicitly stating the expectation that a Minister should remain in fellowship makes the spirit and intent of the Bylaw clear.

With this change, membership in the Unitarian Universalist Minister Association (UUMA) can still be included in a contract or letter of agreement. Regardless of UUMA membership status, ministers in fellowship with the UUA are still subject to the [UUMA Code of Conduct](#).

Article XIII Section 6 Worship

This update is meant to clarify the accountability and responsibility of the Minister for all worship and religious meetings. A minister's contract will usually contain such a clause on Accountability

for Worship Services, for example: “The Minister is accountable for all worship services, including rites of passage, whether or not the Minister is involved in planning or leading a given service. All services, including weddings and memorial services, conducted by outside officiants must be pre-approved by the Minister.”

When a member considers asking a minister other than their current St. John’s minister to lead a rite of passage, the member should be aware that ministers have an ethical responsibility to communicate with their colleague at the congregation about such a request.

Article XIII Section 7 Membership On Committees

Including the minister in all committees and teams except Ministerial Search is considered a UUA best practice, and is generally how standard UUA Bylaws and Minister’s contracts are written. While a Minister would not be expected to attend all meetings (and might not attend any), this change gives the Minister the flexibility to attend as appropriate. A Minister, because of their pastoral role, may have insights that congregants don’t have.

This section of the bylaws affirms the trust we place in our Minister to uphold appropriate ministerial boundaries.

Article XIII Section 8 Dismissal of Minister:

The UUA recommends having a Bylaw on dismissal, and the proposed text is adapted from one of the UUA’s sample provisions. In [A Comprehensive Guide to Writing Congregational Bylaws](#), the UUA recommends: “Congregations should include Bylaws provisions that enable the congregation to terminate the covenantal relationship when the trust and confidence in the Minister has been compromised or eroded. If a Minister has lost confidence by even a quarter of the congregation the ministry is effectively over.”

**Approving this change will include adding to Art VII Congregational Meetings Sec 2-c. “For dismissal of a Minister, see Art XIII Sec 8”

For example:

Current membership 145 (as of November 2025)

40% for quorum = 58

67% of this quorum vote to dismiss = 39

39 is 26.8% of total current membership