

ST. JOHN'S UNITARIAN UNIVERSALIST CHURCH

General Board Policies

October 25, 2023

Safe Congregation, Personnel and Finance Policies are in separate documents.

Table of Contents

Revisions History	3
St. John's Board Policies	5
Section 1: ADMINISTRATIVE POLICIES	5
Building Use Policy	5
Calendaring Policy	8
Church Records Policy	8
Loans of Church Property Policy	10
Office Policy	10
People Book Policy	10
Postal Policy	11
Section 2: ELECTRONIC MEDIA AND TECHNOLOGY POLICIES	12
Privacy and Electronic Media Policy	12
Electronic Newsletter Policies	13
Technology Policies	14
Website Policy	15
Section 3: DENOMINATIONAL AFFAIRS POLICIES	16
General Assembly Delegates Policy	16
UU Council Delegates Policy	17
Section 4 SOCIAL JUSTICE POLICIES	17
Funding Outreach Policy	17
Social Justice Bulletin Board Policy	18
Social Justice Committee Policy	18
Section 5: MISCELLANEOUS BOARD POLICIES	19
Affiliated Minister's Policy	19
Alcohol Policy	20
Announcement during Sunday Service Policy	20
Annual Congregational Meeting Policy	21
Annual Report Policy	21
Art Team Policy	21
Attendance Counting Policy	22
Child Care Policy	23
Committee on Ministry Policy	23

Congregational Initiatives Policy	24
Ex Officio and Liaison Policy for Board Members	26
Freedom of Beliefs and Public Utterances Policy	27
Membership Policy	28
Memorial Garden Policy	30
Ministerial Student Policy	33
Settled Ministry Review Policy	33
Team Creation Policy	35
Visitors at Board Meetings Policy	36
Appendix A: Commitment to Racial Justice	37
Appendix B: Miscellaneous Forms	43
Loan of Church Property	44
Artist Agreement for Haehnle Gallery	45
Team Charter	46
Appendix C: Memorial Garden Forms	47
Memorial Garden Fees	48
Memorial Agreement Form	49
Interment Authorization Form	50

Note: This document contains the general policies of St. John's. It is designed to be searchable in its electronic form. In either Word, google doc or pdf format you can use the search function (control-F) to look for a particular word or phrase. You can also view an outline of the document – in pdf, use the “bookmarks”; in Word, use the “outline view”.

Revisions History

10/4/2011	Jan, Penny, Frances May, Kathy
7/10/2012	Kathy Rentz: added new/revised policies from 2011-12
10/30/2012	Judith Strong: add policy on interment of ashes, policy on members with criminal records
6/16/13	Judith Strong: add bylaws changes on inactive members approved at annual meeting to the bylaws section, and to the part of the policy manual in which it is quoted; add revised policy on outreach grants adopted Feb 20 2013
10/8/13	Judith Strong: add policy manual changes to section on inactive members as revised to correspond to the bylaws changes approved in the Annual Meeting
3/22.14	Judith Strong: add policy manual changes to section on People book regarding how Friends are defined in the church database.
6/15/14	Judith Strong: add new policy on Memorial Garden and its 3 appendices
1/3/15	Mara Sampson: add revised rental policy as it applies to AV operator
8/5/15	Mara Sampson: add revised Krolfifer and Sanctuary/Chapel Audio Visual Equipment Policy, passed by board in August 2014.
5/31/2016	Judith Strong: remove line in policy manual conflicting with by-laws re: removing inactive members from membership, approved by Board 4/20/2016
5/31/2016	Judith Strong: amendment to People Book policy to more explicitly protect privacy, approved by Board 4/20/2016
6/19/16	Judith Strong: change in by-laws to allow member emeritus as approved at the annual meeting; associated policy changes passed by the board June 15 2016; addition of appendix: Congregational Racial Justice initiative approved by congregation at annual meeting. Word substitution of "MidAmerica Region" to replace "Heartland District" in UUA Organizational structure in Article II of Bylaws.
7/9/2018	Carol Fencl: Finance Council Policies completely rewritten approved by the Board in sections between April-July 2017
7/1/2019	Monica Pellman: board structure bylaws Articles IX thru XI revisions from March 10, 2019 Special Congregational Meeting
7/1/2019	Monica Pellman: membership bylaws revisions Article VI from March 10, 2019 Special Congregational Meeting
7/1/2019	Monica Pellman: quorum definition revision Article VII Section 3 from June 2, 2019 Annual Meeting

7/1/2019	Monica Pellman: updated Membership Policy as provided by membership team, May 15, 2019 to coincide with bylaw changes made at Special Congregational Meeting March 10, 2019
10/1/2019	Monica Pellman: update RFF Policy as per revisions Sept 18, 2019
09/09/2020	Nancy Henry: updated and removed Personnel Policy into a separate document—see Personnel Policy for revision Sept 9, 2020.
12/2/2020	Nancy Henry: updated and removed Finance Policy into a separate document—see Finance Policy for revision December 2, 2020.
1/13/2021	Nancy Henry: updated and removed Safe Congregation Policy, Policy on Sexual Misconduct and Sexual Harassment, and Policy on Dangerous, Disruptive, and Offensive Behavior into a separate document—see Safe Congregation Policies for revision January 13, 2021.
3/10/2021	Nancy Henry: updated Visitors at Board Meetings, Office, Evacuation Plan, Sunday Announcements and Outreach Grant Policies. Other miscellaneous updates: removed Council Directors, used team language, reorganized sections, moved forms to Appendix B, general editing for consistency.
4/14/2021	Nancy Henry: updated policies related to Communication and Technology formerly in Administrative to Electronic Media and Technology Policies. Included Postal Policies in Administrative.
6/9/2021	Nancy Henry: Replaced Key Distribution Policy with Building Access Policy which includes Key Fobs and Alarm System.
9/15/2021	Nancy Henry: Added Annual Report Policy.
12/1/2021	Nancy Henry: Amended Building Use Policy and Memorial Garden Policy.
11/14/2022	Nancy Henry: Added Team Creation Policy.
12/7/2022	Nancy Henry: Added Ex Officio and Liaison Policy.
3/1/2023	Nancy Henry: Added Settled Ministry Review Policy.
5/3/2023	Nancy Henry: Added Committee on Ministry Policy and Social Justice Committee Policy. Amended Annual Report Policy.
6/7/2023	Nancy Henry: Moved Building Access Policy and Evacuation Plan Safety Policy to Safe Congregation Policy.
10/25/2023	Monica Pellman: Amended Denominational Affairs Policy per revisions 10/4/2023

St. John's Board Policies

Section 1: ADMINISTRATIVE POLICIES

Building Use Policy

Adopted June 14, 1993, Amended December 19, 2001, June 15, 2005, July 13, 2007, August 15, 2007 and **December 1, 2021**

PRIORITIES FOR BUILDING USE

- A. To serve the Church by providing space for worship, church programs, committees/teams and members' needs.
- B. To service the community by providing space to groups who share our values or whom we decide to support. Provided Church and designated community needs are met, also provide space for other religious services, community groups, and social events.
- C. To obtain revenue for the Church operating budget.

GUIDELINES

Sunday Mornings are reserved for worship services and church-related activities. Usually, no other outside activity will be scheduled until after 2:00 p.m.

Monday through Saturday:

- A. One of the rooms downstairs shall be held exclusively for Church-related programs and shall not be rented to outside groups or scheduled for music rehearsals.
- B. Tenants with regular arrangements with St. John's are to have priority over one-time tenants.
- C. Use of the building and associated parking shall be conducted in such a way that we remain a good neighbor and be considered an asset to the local community.

RESPONSIBILITIES OF ALL BUILDING USERS

- A. To schedule all events and meetings per the Calendaring Policy.
- B. Building users are required to follow the procedures listed in the Key Fob and Key Possession and Procedures Form (Building Access Policy) located in Appendix B.

RESPONSIBILITY FOR CONTACT WITH RENTERS

The Office Administrator is responsible for negotiating with and maintaining contact with renters. In his/her/their absence his/her/their supervisor is responsible. The Office Administrator handles renters and is responsible for the following:

- A. To act on behalf of the Board, to make exceptions to any of the procedures established for building use. Any exceptions would normally be made only after consultation with the Minister and any other staff member as deemed appropriate.
- B. The ongoing relationship with long term or full-time renters. Church staff as well as Church members with concerns about a renter's use of the building shall contact the Minister.

CHURCH STAFF ROLE IN BUILDING USE

- A. Minister shall decide on the use of the building for purposes of religious services. In the Minister's extended absence, the President of the Board shall make these decisions.
- B. Office Administrator
 - 1. Is responsible for maintaining a system to record requests for building use.
 - 2. Maintains an accurate, complete Church calendar.
 - 3. Serves as the initial contact person for potential renters of facility, collecting necessary information and handles routine rentals according to procedures outlined by the Board.
 - 4. Informs the Minister of any concerns regarding renters or requests for deviations from Board policies and procedures.
 - 5. Informs the Custodian regarding building use requests.
 - 6. Coordinates with the Church Financial Secretary for receipt and refund of deposits.
 - 7. Dispenses and collects building use key fobs and keys.
- C. Custodian
 - 1. Checks calendar for events that are scheduled and prepares facilities for the event.
 - 2. Informs Office Administrator of rental groups' failure to follow agreements where security deposit may be involved.

RATES

- A. The Board, as needed, shall review the rental rate structure.
- B. Members, pledging friends, and all employees of St. John's Unitarian Universalist Church will not be charged the standard fee for use of the building for a wedding and reception for themselves or a dependent family member, for a memorial or funeral service for someone in the member's family or household, or for some other personal religious service arranged with the Minister. Additional fees may apply. All users must pay the AV operator's fee.
 - 1. The Minister may use the building for meeting of groups with which he/she/they is affiliated.

2. No fee will be charged if the meeting or activity is recognized as a St. John's or Unitarian Universalist function. This includes events held by organizations with which the Church or one of its committees/teams is affiliated.

Rates established by the Board for Church rental should apply at all hours for all people, with the following exceptions:

C. Approval of Exceptions

1. The Office Administrator adjusts rates within reason with consultation of the Minister.
2. Certain social action, public service or civic groups without access to rental funds may be allowed to use the building at free or reduced rates.
3. Special rates may be negotiated by the Office Administrator for a group that wishes to use the space on a regular basis or for a fixed series of meetings, following the above guidelines.

D. Security Deposit

A security deposit must be paid in advance and will be returned in full when it is determined that there was no damage to Church property, cleanup was adequate and the building locked, the key fob/key returned, and the Custodian paid in full. If all of those conditions are not met, part or all of the deposit will be withheld to defray the cost of making corrections. Guidelines for the size of the deposit will be set by the Board.

RENTAL SELECTIVITY

While St. John's acknowledges the importance of freedom of speech, it also wishes to uphold the integrity of the denomination and its members. St. John's shall be selective in its offering building use to a person or group wishing to use the facility by use of the following guidelines:

- A. Building use shall not be permitted when there is significant risk to the safety of our community.
- B. St. John's will not discriminate on the basis of partisanship.

RESTRICTIONS

- A. No firearms, loaded or unloaded, or any other weapon will be allowed in the Church building or on the grounds at any time. Notices will be put on the main entrances in accordance with Ohio laws.
- B. A NO SMOKING policy applies to all users of the building.
- C. Alcohol: Beer and wine may be served only to persons of legal age. The building use request must state whether or not alcohol will be served. Refer to the Alcohol Policy in General Board Policy Manual.
- D. Illegal drugs will not be allowed on Church premises.
- E. Any space will not be assumed to be reserved until either verbal or written confirmation is made by the Office Administrator.

KROLFIFER, AND SANCTUARY/CHAPEL AUDIO VISUAL EQUIPMENT POLICY

- A. Use of Krolfifer AV equipment, the sanctuary sound system or the large screen TV located in the chapel must be arranged in advance. A requesting group or individual must: (1.) Check with the Office Administrator to see whether Krolfifer, the sanctuary or the chapel is available. (2.) Contact the appropriate AV Team Coordinator about equipment use.
- B. The AV Team Coordinator may designate certain individuals as officially approved operators. Only those operators may use the equipment. Internal groups that want to ensure a qualified operator is available for their events may identify volunteers to be trained on the use of the equipment.
- C. Groups will ordinarily be charged for the services of the operator according to established rates (see rental agreement). For some internal events, operators may choose to volunteer their time.
- D. The fact that a group wishes to use the equipment does not obligate an operator to be present. If no operator is available, the equipment will not be used.

Calendaring Policy

Policy adopted January 16, 1991, amended July 21, 2004

Purpose: To clarify calendaring, room assignments and major event scheduling.

- The Office Administrator is responsible for maintaining the church calendar and is the only person who is permitted to make additions or changes to it.
- To schedule an event or to schedule a room a "Room Request" form must be completed and submitted to the Office Administrator.
- When there is a major event scheduled, other groups will refrain from scheduling anything that might interfere.
- A space will not be assumed to be reserved until either verbal or written confirmation is made by the Office Administrator.

Church Records Policy

Policy adopted August 21, 1991, amended July 21, 2004, December 13, 2006 and **February 21, 2007**

Purpose:

To clarify the documents that should be archived, where they should be archived, in what form they should be retained, and for how long.

What Documents Must Be Archived

- Contracts and terms of employment with staff and consultants
- Congregational Surveys
- Financial records
- Board Meeting Minutes
- Legal correspondence
- Membership information that includes:
 - Pledges of Membership signed by new members
 - Letters resigning church membership (original copy or print version of electronic copy)
 - Membership Action Sheets indicating a member's request to change membership status

Where Documents Must Be Archived

- The archived documents will be kept on file in the church office or on the church property.
- Backup files will be kept off site.

How (In What Form) Documents Should Be Archived

- The following documents may be kept as a hard copy or on computer file
 - Financial records
 - Congregational Surveys
 - Board Minutes
- Contracts and legal correspondence should be kept in original form.
- Membership documents should be kept as hard copy in date order.

How Long Documents Should Be Retained

- Financial Records – 5 years
- Board Minutes should be kept on the church computer or on computer disc indefinitely.
 - Hard copies may be archived offsite after 5 years.
- Contracts should be kept in the church office for 5 years after the employee has left service
- Congregational Surveys should be kept on computer file indefinitely
- Pledges of Membership should be kept on computer file indefinitely
- Other documents covered by this policy – 10 years

Storage of Documents Managed by the Secretary of the Board of Trustees

The Office Administrator will keep paper copies of the Board Packets stored in the Church Office. The Board Secretary will sign the official minutes (following any revisions) and store them in a binder. In addition, the binder will include official documents received by the Board Secretary regarding Board business. The material will be stored with dividers indicating the sections.

In addition, the Board Secretary will keep electronic copies of the minutes and turn the binder and the CD into the Church Administrator at the end of his/her term of office. The binder will be dated on the outside to note the time period covered.

Loans of Church Property Policy

Adopted **November 28, 2001**

The Office Administrator, the President, or the Minister must approve all loans of church property. A Loan form must be filed. (See Appendix B)

Office Policy

Policies adopted January 9, 1991, amended July 21, 2004 and March 10, 2021.

Purpose: To clarify the use of office equipment

- Office equipment is primarily used by the Office Administrator and church staff for business use. When it does not interfere with normal business, office equipment may be used for limited personal use.
- The copy machine may be used for personal use but should be limited to 20 copies. If the office administrator believes the cost of copies has increased, he/she will consult with the Administrative Team Leader and they will determine the appropriate cost.
- Committees/teams are to use their own budgets for supplies and not the church office budget

People Book Policy

Policy adopted August 31, 1988, amended July 21, 2004, March 19 2014 and April 20, 2016.

Purpose: To clarify guidelines for the People Book.

- The People Book is for personal use only
- The People Book may not be used:
 - For business use
 - For mailings, other than those pertaining to St. John's
 - To collect email addresses for mass mailings

- The People Book, including the leadership list at the beginning of the People Book, may be distributed to Members, Friends and Staff only (those who are listed in the People Book).

The People Book provides information to and about people who are listed in the church database as either Member, Friend, Child or Staff. Although this policy is called a People Book Policy, the actual change in status is made in the church database. This policy describes how a Friend is entered into the database and how a person's status is changed from Friend to Visitor.

A person may be listed in the People Book as a "Friend" if he/she wishes to be included and representatives of the Membership Team determine that the person meets one of the criteria below.

- Has participated in the life of the church for three months through the contribution of time, talents or contribution of money on a regular basis.
- The individual is a member's partner or family member in the same household.

Once children are of post high school age, they are considered adults, and, where appropriate, can have their own separate listing as a member or a friend if they meet criteria of membership or of being a friend. Exception is made for members' children who are in college. At the adult child's request or the parent's request, they may be listed as friends using the adult child's permanent address while he/she remains in school.

Friends may be removed from the People Book (status changed to Visitor):

- At the request of the Friend.
- At a review meeting held at least annually using the criteria above in consultation with a representative from Finance who has read access to contributions in the database (extenuating circumstances considered).

Postal Policy

Formerly part of the Reporter Policy (newsletter). Adopted April 14, 2021

Purpose: To clarify postal rules and regulations.

All relevant postal rules and regulations must be obeyed including but not limited to:

- Regulations concerning the exercise of the bulk mail license granted to St. John's as a not-for-profit organization.
- Regulations concerning material that is defamatory, inflammatory; violates copyright laws; or is otherwise actionable by law.

Section 2: ELECTRONIC MEDIA AND TECHNOLOGY POLICIES

Policies adopted October 20, 2004, amended October 17, 2007, March 19, 2008, January 18, 2012, and April 14, 2021.

Privacy and Electronic Media Policy

Related Policies: People Book Policies, Electronic Newsletter Policies

Purpose:

To establish best practices for communications on behalf of the congregation and to clarify guidelines for the privacy and confidentiality of information of members and friends, which are of the utmost importance.

E-Mail List

- St. John's email list may only be used for church-related events and notices. It may not be used without the permission of one of the following: the Minister, the Board President, Immediate Past President or the Program Director.
- Special church-related email accounts for individuals and groups in the stjohnsuu.org domain and group accounts can be created by the Communication and Technology Team Leaders, with approval as needed by the Minister or Board President.

Electronic Media

- The online and e-mailed versions of the St. John's E-news electronic newsletter will not show members' personal information without permission, including but not limited to email addresses and phone numbers.
- Personal information intended to share with the congregation, such as a death in the family, may only appear with permission.
- Recent issues of the E-news are archived on the church website and as such, are viewable by the public.

Web Site

- Personal information, i.e. addresses and phone numbers about members and friends will not appear on the website except behind a firewall unless by permission (such as a contact for an event.) The current firewall is the log-in required for the Members Corner of stjohnsuu.org.

Digital and Printed Photos and Videos

- Use of photos or videos of identifiable adult congregants, friends and attendees of St. John's events online, on St. John's social media channels or in brochures is understood to be with permission, usually implied or with specific consent if sensitive topics or issues are involved.

Use of photos or videos of identifiable children on our website, St. John's social media channels or in printed materials such as a brochure is done either with the

annual written permission of parents/guardians via the Religious Life registration form, with oral, individually obtained parental/guardian permission, or via knowledge of the RL director/co- director of the family's decision.

Electronic payments

- St. John's has established means of receiving payments via website and mobile applications. Any update or change in handling such payments shall be made in concert with the Board's Finance Director.
- Any application used for electronic payments shall maintain safeguards to protect the account information of St. John's and of any donors.

Publication of the link to meetings via the church's Zoom account is protected from hackers by limiting where the link is shared, generally to those on our mailing list, and by request for particular gatherings.

Electronic Newsletter Policies

Policy adopted February 16, 1994 and January 28, 1998, amended July 21, 2004, October 17, 2007, and April 14, 2021.

Related Policy: Privacy and Electronic Media Policy

Purpose: To clarify the purpose and guidelines for the use of the E-news.

The E-news is an electronic newsletter published as a service to members and friends of St. John's. Its purpose is to facilitate communication among members and friends, the staff, and the Board of Trustees. To that end, the following guidelines should be observed:

- The Editor is empowered to publish articles within the guidelines set by the Board of Trustees and to edit, postpone, or exclude submissions in order to meet the constraints of the publication deadlines and of the space available, with permission if pertinent, from the Minister.
- All submissions must be from congregants, staff, or other regional UU churches that may request an article on their programming as we also send info. to their newsletters.
- Only articles that are relevant to our audience will be printed, including, but not limited to:
 - Church business, including financial information
 - Pastoral letters from our minister or lay leaders
 - Announcements of events organized by groups sponsored by St. John's
 - Calendars of church events
 - Reports from the board, church programs and activities

- Acknowledgements of members' service to the church or wider community
- Denominational events
- News about members and their families
- Other topical items of interest or concern to members or friends
- There will be no advertising except for sales of products or programs that support the UUA, UUA programs, or St. John's.

Technology Policies

Policies adopted November 29, 2001, amended July 21, 2004, January 15, 2005, December 21, 2011, and April 14, 2021

Purpose: To clarify church support for and the use and maintenance of technology equipment.

Church Support: The professional and volunteer staff of St. John's, in order to effectively administrate for the church community, will be supported with efficient information technology. This technology includes computers, computer software, a copier, telecommunications, and Internet access. As administrative needs change or equipment wears out, the Board will regularly and routinely plan for the replacement of equipment and software, with advice as needed from the Communications and Technology teams. A budget line should be maintained for such repair/replacement.

New in 2020, video conferencing became necessary. The church acquired a Zoom account. A limited number of staff and approved volunteers have access to the administrative use of the account for use in gathering congregants in worship, church-related meetings and church-related group activities. Use is monitored. Inappropriate use of the church Zoom account will result in lack of access to that account.

General settings for the church Zoom account should only be changed by those on the communications team or with permission from the Minister or Board President.

Use:

- The church office computer may only be used by authorization from the Office Administrator.

Maintenance:

- The maintenance of all technological equipment will be handled among the Technology Team. Equipment installations may involve the Property Team and the Program Director. As mentioned above, it is advised that the Board keep a budget line open to replace computers, etc.

Website Policy

Policy adopted August 20, 2008, updated April 14, 2021.

Purpose: To define content and use of the pages of St. John's online presence.

Location

- All St. John's programs and committee/team web pages must be contained within the St. John's website, stjohnsuu.org.
- Links to outside websites placed on St. John's website shall be limited to
 - Other Unitarian Universalist organizations (e.g. UUA, UU Council of Greater Cincinnati, other UU churches) or their affiliates (UU Service Committee, Interweave).
 - Outside organizations with whom St. John's has an outreach relationship (e.g. Interfaith Hospitality Network).
 - Groups that are a part of a St. John's-sponsored program or event (e.g. artists showing in the gallery, musicians performing in the Music Series).
- The Minister or an executive Board member can request removal of a link meeting these criteria if in their judgment the linked page is not compatible with the mission of St. John's or might cause St. John's to lose its 501(c) 3 tax-exempt status, such as sites affiliated with political parties.

In addition to the stjohnsuu.org website, the church has a public Facebook page, <https://www.facebook.com/St-Johns-Unitarian-Universalist-Church-59416205795>, a community Facebook page for which membership is by invitation, <https://www.facebook.com/groups/207719220289180> and a YouTube Channel, youtube.com/stjohnsunitarianuniversalistchurch.

Service-related videos, historical information (such as oral histories) and other videos deemed appropriate relative to rules otherwise mentioned in this policy, are stored on our YouTube channel. Most are publicly available. Some may be deemed appropriate to share only within the congregation.

If any other social media accounts are created for the church, it shall be done only after considering the volunteer commitment to maintaining them, and the appropriate nature of the medium. The church has a Twitter account, [@StJohnsUU](#). The church hashtag is [#StJohnsUU](#).

Volunteers administer each of the online accounts.

Section 3: DENOMINATIONAL AFFAIRS POLICIES

General Assembly Delegates Policy

Policy adopted (unknown), amended May 19, 2004 April 16, 2008, January 2011 and
October 4, 2023

Purpose: To define the responsibilities of General Assembly delegates, how General Assembly delegates are selected, and what expenses will be covered.

Responsibilities of General Assembly delegates

- A. The UUA determines how many delegates each congregation is allotted for General Assembly, based on the size of the congregation. The UUA does not direct how congregations select, fund or instruct delegates.
- B. During General Assemblies, all General Assembly attendees (including but not limited to delegates) are, broadly speaking, representatives of their individual congregations or organizations; the name tag for each General Assembly attendee includes the name of their congregation or organization.
- C. Only those members appointed by the Board of St. John's to serve as a delegate are authorized to vote at General Assembly. The St. John's Denominational Affairs Team or their designee provides the UUA with verification of authorized delegate status for those approved by the St. John's Board to serve as delegates.
- D. The UUA bylaws require that only delegates may speak publicly during General Assembly business sessions and issue debates. Delegates are aware that during the course of public debate at General Assembly the specific language of issues may change prior to voting. While delegates from St. John's are free to privately discuss their views on issues before or after voting, there is no delegation voting, nor is there a public statement about a congregation's perspective on an issue or topic. Each St. John's delegate votes individually, with the right of conscience and based upon their assessment of what is the right decision for the specific issue on which they are voting. In order to record their vote, delegates are required to individually log into the UUA online electronic voting system.

Process: Selection of General Assembly delegates

- A. At least two months before the General Assembly registration deadline, notices will be published informing members of St. John's about the opportunity to be delegates. Publication will be via:
 1. Sunday Order of Service Announcements
 2. St. John's Website
 3. All-church e-mail or e-news

- B. Applications will be available online and via paper upon request.
- C. Applications must be submitted to the Board for approval no later than the Board meeting before the UUA deadline. The Board may ask the Denominational Affairs Team to review and make recommendations for delegates.
- D. Funding from St. John's
 - 1. Individuals may pay all or a portion of their registration fees.
 - 2. St. John's will pay the Registration fees of non-staff delegates to the extent possible within budgeted funds.
 - 3. Some additional expenses may be covered depending on the availability of funds.

UU Council Delegates Policy

Policy adopted August 20, 2008

Purpose: To define how delegates to the UU Council will be selected.

The Denominational Affairs Team will recruit three Delegates and one Alternate who may substitute for any one of the three regular Delegates.

Section 4 SOCIAL JUSTICE POLICIES

Funding Outreach Policy

Policy adopted August 16, 2000, amended May 19, 2004 November 17, 2004 January 16, 2008, Feb 20 2013 and March 10, 2021.

Purpose: To form guidelines for the funding of Outreach Grants.

Guidelines for Funding of St. John's Outreach Grants

- Outreach money budgeted may be awarded to not-for-profit organizations that are involved in community service or action in the Greater Cincinnati area.
- Grants or Awards will be between \$500 and \$2000.
- The Outreach Committee will be responsible for the gathering and review of proposals, and the awarding of grants or awards.
- The Outreach Committee will be responsible for giving final approval to recipients selected by the committee.
- There can be no direct benefit of a grant to a member of St. John's.
- All previous applicants and recipients are eligible.

Guidelines for submission of proposals:

Each request for a grant or proposed award must include the following:

- Identification of the St. John's sponsor. Ideally, the sponsor will have firsthand knowledge of the project or organization
- Identification of the organization (title, address, phone numbers)
- Identification of the contact person (name, address, phone numbers, email address)
- A brief paragraph describing the organization
- Description of the specific project for funding
- Description of how volunteer hours by St. John's members might be used by the organization
- Amount of funding being requested, as well as a minimum amount that would be helpful

Application and supporting information may not total more than 4 pages

Guidelines for Outreach Committee:

- The Outreach Committee is responsible for designating organizations to receive split-plate donations on a monthly basis.
- The Outreach Committee Chair will be responsible for bringing to the Board a slate of Outreach Committee members. The Board must approve all members
- The Committee will be composed of 6 members of the congregation, each serving staggered three-year terms.
- Members may not serve two consecutive 3-year terms.
- Members serving out a portion of an unexpired term may serve the 3-year term that follows.

Social Justice Bulletin Board Policy

Adopted November, 2004 by the Social Action Coordinating Committee
Endorsed by the Board of Trustees **November 17, 2004**

Purpose: Guidelines for the posting of materials on the Social Justice Bulletin Board

- The bulletin board is run by the Social Justice Team and in no way represents the official or collective opinion of St. John's membership, its Board of Trustees, or the Social Justice Team.
- The purpose of the bulletin board is to foster involvement and action by publicizing social justice events, volunteer opportunities and other information about social justice issues.
- Anyone may post an item on the bulletin board if it relates to social justice / political action.
- You must print your name and the current date on any item you put up.
- Any item may be removed to make room for something deemed more important or timely.
- We will remove any item that includes "fighting words" or obscenity or which violates IRS regulations about churches and political actions they may engage in.
- Complaints about anything on the bulletin board should be directed to the Social Justice Team Leader. A complaint rejected or over-ruled by the team leader may be appealed to the church Board of Trustees.
- While on appeal, the item will remain up or down, whichever reflects the Team Leader's decision.
- Let us all respect the views of others while exercising our own freedom of expression.

Social Justice Committee Policy

Adopted May 3, 2023

Purpose: To support the social justice teams at St. John's, as well as individuals doing important social justice work in the Cincinnati region and beyond by spreading awareness of this work, connecting interested members and friends with social justice activities that they can get involved in at St. John's. The Social Justice Committee will serve as the umbrella organizing body of social justice work at St. John's, but each team has its own autonomy to determine goals, plan events, recruit member and volunteers, etc.

General: Is a Committee of the Board; Coordinators(s) are appointed by the Board.

Responsibilities of the Coordinator(s):

- To provide guidance and promote cooperation for all social justice activities at St. John's
- To serve as an advisory resource for social justice teams
- To serve as liaison between the Board and social justice teams
- To conduct at least two meetings annually for all social justice teams and interested members and friends to assess social justice activities and plan for future ones.

Section 5: MISCELLANEOUS BOARD POLICIES

Affiliated Minister's Policy

Policy adopted **September 18, 1996**

Purpose: To outline the guidelines for becoming an Affiliated Minister

A. An Affiliated Minister must meet all of the following criteria:

- A person in ministerial fellowship with the Unitarian Universalist Association
- A member in good standing at St. John's Unitarian Church
- A minister called to be an Affiliated Minister by the congregation of St. John's Unitarian Church upon recommendation of the Parish Minister, with the concurrence of the Board of Trustees

B. The Affiliation Covenant is approved by:

- The Parish Minister
- The Board of Trustees of the Church
- The minister to be affiliated

C. Affiliated Ministers are not employed by nor paid a salary by the church. However, appropriate services could be reimbursed as covered in the covenant.

D. The duties of each Affiliated Minister shall be agreed upon by the Parish Minister and the Affiliated Minister, approved by the Board of Trustees, and set out in an Affiliation Covenant.

E. When Affiliated Ministers perform services for persons who are not members of St. John's Unitarian Church, they shall expect the normal remuneration. St. John's members will receive normal pastoral services from Affiliated Ministers without charge, but are not precluded from offering an honorarium.

- F. Referrals for services shall be made to Affiliated Ministers when the Parish Minister is unable to perform them, or as agreed upon in the covenant.
- G. Affiliated Ministers shall be identified on all staff lists and annual reports to the Unitarian Universalist Association and other regional bodies. Their names will be regularly noted on the orders of service and in the newsletter as space permits.
- H. The Affiliated Ministers and the Parish Minister of the church will meet at least annually to review their relationship, to determine how the ministry of the Affiliated Ministers is working in the life of the church, and to renew, revise or terminate the covenant.
- I. Changes in the covenant may be made by agreement among the ministers concerned and shall be effective 30 days after written notice of the change is forwarded to the Board of Trustees, unless the Board votes to delay or reject the change. In any matter of job definition, all parties will seek agreement through various channels, while realizing that the congregation has the final right to terminate the program.

Alcohol Policy

Policy adopted August 19, 2000, amended **August 18, 2004**

Purpose: To clarify when alcohol is allowed on the premises and what alcohol is permissible.

- Alcohol may not be stored on the premises except under these circumstances:
 - It may be chilled in the refrigerator but only on the day that it is being used.
 - When pre-purchased for a special event. It should be stored in the office or in a locked room or closet.
- Only beer and wine are permissible.

Announcement during Sunday Service Policy

Policy adopted April 20, 2005, amended June 15, 2011 and March 10, 2021

The minister determines the procedures for Sunday service announcements.

Annual Congregational Meeting Policy

Policy adopted January 22, 2020

Every year, on September 1, if the Board has not previously set a date for the Annual Meeting, the Annual Meeting date shall default to the first Sunday in June.

Annual Report Policy

Adopted September 15, 2021, Amended May 3, 2023

Purpose: The Annual Report informs the congregation about accomplishments and challenges of the past church year. In addition, it serves as a historical record. The Annual Report is made available to the congregation at the Annual Congregational Meeting.

In March of each year the Board of Trustees will contact leaders of St. John's requesting a report describing the accomplishments, challenges and/or reflections of the past church year. The reports must be submitted by May 15 in time for publication for the Annual Congregational Meeting. Board members are responsible for making contact and following up on the receipt of reports.

- See the Ex Officio and Liaison for Board Members Policy to determine who each Board member will contact.
- The Program Director will ensure that the Membership Team leader includes annual membership numbers.
- Select Board members will write reports for inclusion in the Annual Report as appropriate.

The Minister will write reflections on the past year for inclusion in the Annual Report. In addition, the Minister will request reports from appropriate staff.

The Annual Report will be made available in print at the Annual Congregational meeting and via a link on St. John's website. The Board Secretary will include the Annual Report in the binder referred to in the Church Records Policy.

Art Team Policy

Policy adopted June 16, 1999, amended **August 18, 2004**

Purpose: To clarify what obligations the Art Team has to artists that show works in the gallery and what obligations those artists have to St. John's.

St. John's Responsibilities:

Members of the Art Team must send to each artist a packet of materials that include the following:

- Artist's Agreement
- St. John's Mission Covenant Statement
- A St. John's brochure

Artists Responsibilities:

Artists must sign and return the Artist's Agreement located in Appendix B.

Attendance Counting Policy

Policy adopted September 15, 2004

Purpose: To ensure the consistent counting of attendees at Sunday morning services.

When:

- After the children have gone downstairs
- If children are having their own service – during the offering

Who:

- Count everyone on the main floor. Generally, every warm body. This includes:
 - Minister
 - Minister of Music
 - Associate Director of Music
 - Co-celebrants
 - Announcement person
 - Audio person
 - Children in seats (count separately from adults)
 - Adults
- Do NOT include in your count (RL will count their own):
 - Children/babies not in a seat:
 - Children in classrooms
 - RE teachers
 - DRL's (Directors of Religious Life)

Where:

- Everywhere on the main floor:
 - Sanctuary
 - Krolfifer
 - Haehnle
 - Chapel
 - Kitchen
 - Office

Child Care Policy

Policy adopted May 21, 1997, amended August 18, 2004
and September 24, 2008

Purpose: To clarify when child care will be available, taking into consideration the budgetary constraints of a given year. When appropriate, volunteers will be sought. The Safe Congregation Policy will be followed for staffing level and guidelines.

- When there are events that are seeking contributions of time or money from members, or are considered to be primarily of benefit to the church, including committee, team or Board meetings and the Congregational Meeting, childcare will be free of charge
- When there are educational events provided to adults in the congregation, including New Member classes, childcare will be free of charge.
- When there are events that are purely social in nature or celebratory, there will be a charge for childcare.

Committee on Ministry Policy

Adopted May 3, 2023

Purpose: To define responsibilities of the Committee on Ministry (CoM).

General:

- See St. John's Bylaws Article X, Section 3 for a description of how members of the committee are selected and the purpose of the committee.
- CoM members serve staggered three-year terms.
- The chair of the committee is selected by the committee members.

Congregational Assessment:

The Committee on Ministry is concerned with the spiritual health of the entire ministry of the congregation. Ministry is everything a congregation does to fulfill its mission. Examples of ministry include worship, faith formation, outreach and fellowship. The CoM will use a method of evaluation such as Appreciative Inquiry to assess the health of St. John's efforts and activities in support of ministries. Healthy ministries are those meeting the congregation's goals and fulfilling the Mission. Anonymous surveys are not an approved method of evaluation.

Outcomes:

- Provide feedback to all involved in the ministry after meeting with them.

- Communicate progress, questions, or concerns with the Board at least once a year.
- Provide a written summary of annual activities for inclusion in the Annual Report.

Exit Interviews:

As part of the assessment of the board, do exit interviews with board members when their term ends or when someone resigns to provide useful information for the board.

Congregational Initiatives Policy

Adopted March 17, 2004

Purpose: To establish procedures for obtaining Congregational review and agreement to proposed church-wide commitments and/or actions.

A. Situations covered by the policy:

The processes outlined in Section D. of this policy apply in the following situations:

- Church-wide commitment to a social action project or issue.
- Public stands on potentially controversial issues

Other relevant policies concerning congregational commitments which should be considered when deciding about application of this policy include:

- Church-wide decision-making in areas of governance--e.g. procedures for calling a minister, voting for Board members, changing by-laws--are covered in the by-laws.
- Bylaws also empower the Board to make policy on behalf of the Congregation (Article VIII, Section 4), but also limit the ability of the Minister and members 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 IV).
- The Policy on Freedom of Beliefs and Public Utterances (Board Approved, 1/03) affirms the right of the Minister and Church Committees/Teams to speak publicly *without* representing the Church as a whole.

B. Principles Guiding the Process of Achieving Congregational Approval/Consensus:

- The process should be simple, and have a clear step-by-step flow.
- The process should not discourage individual action, but rather facilitate action where full congregational commitment is necessary or desired.
- The process should provide for:
 - **Informing** the entire congregation of the issue/proposed action under consideration.
 - **Educating** all interested members in critical aspects of the issue/proposed action.
 - **Offering** opportunities for dialogue and consideration of a variety of points of view, and dissenting or countering positions in safe and respectful forums.

The method of voting should be consistent with congregational meeting by-law specifications, at a minimum. For situations where a public resolution or action in the name of St. John's is under consideration, additional specifications are required to safeguard our church community. These safeguards include:

- Providing for a secret ballot and requiring a supermajority, rather than a simple majority for passage.
- The decision-making/voting method should allow inclusion of those who cannot attend the congregational meeting where a vote is taken.

C. Desired Outcome of the Process:

- The decision is an informed, and therefore meaningful, one.
- The full congregation owns actions taken in the church's name, not just a dedicated few activists with a special interest in a particular area.
- The action unites us—the process encourages participation, free expression and respect for diverse views, and discourages acting divisively or unilaterally.
- Our actions in the name of the church have more significance—empowering individuals and empowering our church.

D. Processes to Follow in Achieving Congregational Approval/Consensus concerning Congregational Initiatives:

Step 1: Identify an initiative by creating a statement that describes the issue and any intended actions related to it. In addition, keeping the proposed outcome in mind, the document should include those items listed in Step 10.

Step 2: Identify a group or membership (henceforth referred to as the advocacy group) to bring forth the initiative.

- Must be at least 3 members.
- The membership could be a standing committee, team or a task force, such as Social Action, etc.

Step 3: Share the initiative with the Board of Trustees.

- The initiative can go forward with or without the Board approval.
- The Board could offer to take over the process or share in the process.
- In any case, the Board will clarify with the advocacy group, expectations and next steps.

Step 4: The advocacy group needs to bring forward the following:

- Obtain 10 signatures necessary to call a special congregational meeting.
- Establish a timeline for completing the process
- Pulls together a written "Plan of Action", that:
 - Informs the congregation
 - Educates the congregation
 - Creates "Dialogue" with the congregation
 - Includes a timeline
 - Defines specifically how the "initiative statement" will be utilized, if approved by the congregation

Step 5: Within 60 days, the Board will review the Plan of Action to determine if the content is complete. If it is not complete (e.g. does not contain an educational

component, etc.), then the Board will send the initiative back to the group for revision.

Step 6: The Board will set a date for the Special Congregational Meeting, consistent with the timeline of the group and in accordance with the church's by-laws. At the discretion of the Board, the presentation of the initiative and the vote could be incorporated into the Annual Congregational Meeting.

Step 7: The group will implement the "Plan of Action" and "Timeline"

Step 8: Call a Special Congregational Meeting to vote on the initiative.

- Establish a parliamentarian
- Voting is by secret ballot. Absentee ballots will be available for those unable to attend the meeting. No proxy voting.
- A super majority (75% of the quorum is required to pass the initiative.

Step 9: Direction of the Special Congregational Meeting

- To determine if the intent of the initiative is consistent or if significant change in the intent has occurred during the meeting, an Ad Hoc Group will be established containing 1 member from the advocacy group, the President, and the parliamentarian.
- If no significant change has occurred, the vote will go forward.
- If significant change has occurred, the vote will not occur and the initiative goes back to the advocacy group.
 - The advocacy group may determine to stop the initiative
 - The advocacy group may choose to initiate a new process, beginning at Step 3

Step 10: Within 30 days, the advocacy group and a representative appointed by the Board will complete a debriefing process following a vote of the congregational meeting:

- Determine "How the statement of the initiative" will be used (i.e. Publicized & utilized, etc.)
- Develop/modify church policy or procedures, if appropriate
- Determine if a financial commitment or budget line item is necessary
- Assess the effects of the process on the church community (including the Board, the advocacy group and the congregation).

Step 11: If approved, execute the congregationally authorized actions.

Ex Officio and Liaison Policy for Board Members

Adopted December 7, 2022

Purpose: To clarify and assign Board members as ex officio members or liaisons to Committees of the Board, Committees of the Congregation and Teams.

Ex officio Board members are nonvoting. Liaisons establish and maintain communication for mutual understanding and cooperation. These assignments will be provided to the person responsible for updating the Leadership List by the Member at Large.

Committees of the Board

- Personnel Committee, Past President is ex officio
- Master Planning Committee, Finance Director is liaison
- Safe Congregation, Vice President is ex officio as described in Safe Congregation Policy
- Outreach Committee, Member at Large is liaison
- Social Justice Committee, Member at Large is liaison

Committees of the Congregation

- Committee on Ministry, Member at Large is liaison
- Leadership Committee, Immediate Past President is ex officio as described in Bylaws
- Fund Trustees, Financial Director is a member as described in Bylaws

Remaining Teams:

Property Team, Finance Director is the liaison.

Security & Health Safety Team, President is liaison.

Program Director is liaison to remaining teams.

In the event of a vacancy on the Board, the President will assign the appropriate board member to the position.

Freedom of Beliefs and Public Utterances Policy

Policy adopted **January 15, 2003**

Purpose: To clarify how a member of the congregation, staff and the minister may speak about St. John's

- A committee, **team**, task force or sanctioned group, may write, speak or take action on behalf of that group, as long as they identify themselves clearly as a Committee/Team of St. John's Unitarian Universalist Church or Chair of a Committee or Team Leader of St. John's Unitarian Universalist Church and do not claim to be representing the church as a whole. The stance taken must be consistent with the UUA Seven Principles and our being a Welcoming Congregation.

"Writing" may include signing a letter, press release, or resolution using church stationery. "Taking action" may include affiliating with a coalition, sponsoring programs and activities, marching in a public parade, or carrying the church banner at a public function.

- The minister and other professional staff may write, speak or take action as an individual as long as they identify themselves clearly by title and do not claim to be

representing the church as a whole. The stance taken must be consistent with the UUA Seven Principles and our being a Welcoming Congregation.

"Writing" may include signing a letter, press release, or resolution using church stationery. "Taking action" may include affiliating with a coalition, sponsoring programs and activities, marching in a public parade, or carrying the church banner at a public function. Quoting the UUMA Guidelines, it is the professional's or "the minister's responsibility to do everything possible to make clear when she or he is speaking as an individual."

Membership Policy

Policy adopted January 15, 2005, revised August 21, 2013, revised June 15, 2016, revised and approved by Board May 15, 2019

Purpose: To clarify the responsibilities and duties of maintaining an accurate and complete Membership List as defined by our By-laws. Refer to By-laws, Article VI.

Definitions

Active Member

As defined by the by-laws, Article VI, Section 1.

Emeritus-Member

As defined by the by-laws, Article VI, Section 2

Friend

A person is a "Friend" if s/he wishes to receive that status, if the person hasn't signed the membership book to become an active member, and if representatives of the Membership Team determine that the person meets **one** of the criteria below:

- Has participated in the life of the church for at least three months by contributing time, talents, or money on a regular basis.
- Is a member's partner or family member in the same household.

Inactive Member

As defined by the by-laws, Article VI, Section 3. Inactive members include deceased, resigned, or suspended members. The Office Administrator will assign the appropriate status as directed by the Membership Coordinator or Board Secretary.

Maintenance of the Membership List

The Membership Coordinator will make sure the list is being maintained by giving names of new members to the Office Administrator and by coordinating a yearly review of the membership list.

The Office Administrator maintains the Membership Database according to instructions provided by the Membership Coordinator.

Recording New Members

New members will sign the membership book as outlined in the By-laws. New members will also complete the Member Information Form and sign the Membership Commitment Statement.

New members are strongly encouraged to complete a UU introductory session(s).

Signed Membership Commitment Statements will be kept on file in the church office for at least three years after a member is no longer active.

Membership Status Changes

I. Membership Review

The Membership Coordinator is responsible for convening the Membership Review process at least once a year. The purpose is to review the membership list to identify those persons who are no longer participating in the life of the church. It is suggested that the review be done during July and August. At this time it becomes evident who has failed to make a financial contribution of record during the preceding fiscal year.

Persons invited to be part of the Membership Review process may include the following but are not limited to the following:

- Secretary of the Board
- Finance director or a representative
- Chair of the stewardship campaign for the previous year
- Director of Religious Life
- Members of the Membership teams
- Minister
- Representatives of groups that have a significant membership

The Membership list will be reviewed in order to identify members who appear to have gone Inactive, which is defined as failing to make a financial contribution of record for two years in a row.

If a member has failed to pledge during the most recent pledge campaign and if they have not made a contribution of record during the previous fiscal year, the member will be informed that their membership status will change to inactive if they don't make a contribution of record during the current fiscal year. This notification will include the offer that the member may contact the Minister to request a contribution be made on their behalf, should this be necessary. This contact is also a good time to discuss the member's current relationship with St. John's.

If after two years a member has not made a contribution of record, the member will be contacted to confirm the lack of a contribution and to confirm their lack of commitment to

St. John's. They will also be reminded of the opportunity to request assistance from the Minister. If the member concurs that they are no longer involved, it will be suggested that they either resign or request inactive status. If the member fails to respond to contacts after 30 days, the Membership Coordinator will recommend to the Board Secretary that the member be classified as Inactive.

The Board must approve all names of members to be moved to "Inactive status" unless the member has requested the change in writing. Once the Board approves of changes, the Secretary of the Board will notify the member by US mail of the status change. The Secretary will also notify the Membership Coordinator, who will provide the Office Administrator with the necessary information to update the Membership Database.

II. Returning to Active Membership Status

See by-laws Article VI, section 3

III. Emeritus Member

See by-laws Article VI, section 2

After the Board of Trustees has approved the change to Emeritus Member, the Office Administrator will change the member's status from Member-Active to Member-Emeritus in the church database.

Policy on accepting members with criminal records:

Adopted Aug. 15 2012

St. John's Unitarian Universalist Church, in recognizing the inherent worth and dignity of all individuals, welcomes all people. Potential members who may have criminal records from their past will also be respected and welcomed.

Relatedly, this church has implemented the UUA Safe Congregation policy to protect the safety of the congregation. In addition to practices outlined in the Safe Congregation policy and to ensure safety and accountability within St. John's, those individuals with criminal records will recognize the possibility that they may not be allowed responsibilities at St. John's within areas relative to those of their crimes. If necessary, the safe congregation committee may provide input on membership of a person with a criminal record. The ultimate decision on allowing membership in such a case rests with St. John's board of trustees.

Memorial Garden Policy

Adopted April 16 2014, amended December 1, 2021

1. PURPOSE AND USE OF THE GARDEN:

The Memorial Garden shall be maintained as a site for engraved memorial boulders, brick pavers and cremated remains as sacred ground, a peaceful area for meditation

and remembrance. Use of the Garden is limited to religious and social occasions as approved by the St. John's Caring Circle and/or Minister.

2. AUTHORITY:

Policies are established by the Board and Procedures are established by the Caring Circle and Minister. Files and/or related information will be kept in the church and managed by the Office Administrator with assistance from the Caring Circle and Minister. The maintenance and care of the Memorial Garden is under the management of the Grounds Team under the authority of the Board.

3. OWNERSHIP:

All engraved memorial boulders and brick pavers remain the property of St. John's Unitarian Universalist Church. Reservation of a boulder rock and payment of the established fee entitle the subscriber to the privilege of use but not the right of ownership. Rock boulders must be assigned and approved by the Minister with the assistance of the Caring Circle under the authority of the Board.

4. ELIGIBILITY:

The ashes of any past or present member or friend, as defined by the bylaws and policies of St. John's, his or her spouse, parents or children and others who, in the opinion of the Minister and/or the Caring Circle, have a sufficient connection to St. John's, shall be eligible for interment in the Memorial Garden. A member of St. John's, the executor of the decedent's will, spouse or close family member may make the request to inter ashes. The following forms (See Appendix C) must be received before a boulder can be engraved and/or ashes can be placed in the Memorial Garden: A completed Memorial Agreement Form with accompanying fee payment, and for interment, a completed Interment Authorization Form.

A member or friend may contact the Minister and/or the Caring Circle if he or she wishes to commit the ashes of someone who does not fall into the above categories, or to request modified financial arrangements based on need.

5. INTERMENT:

A loved one's ashes shall be deposited, without a container, in the natural space designated for that purpose. Ashes will be mixed with the earth. Depositing of the ashes may take place during, before or after the funeral or memorial service or by arrangement.

6. RESERVATION OF BOULDER ROCKS:

A boulder rock for the engraving information of an eligible single individual or family may be reserved upon payment of a \$500 deposit to be credited to the final fee. Upon the death of a person who is to be memorialized, rights under the contract become part of his or her estate. A reservation can be canceled in writing, addressed to the Church, in which event a refund of 1/2 of the amount paid will be made to the subscriber or to his or her estate. Thereafter, the boulder rock will be made available as unassigned space.

The subscriber must notify the St. John's Office Administrator of a current address. In the event that the Church is unable to contact the subscriber at the address given, by action of the Board the reservation may be cancelled without refund.

7. CERTIFICATE:

Each subscriber shall receive a copy of the completed Memorial Agreement Form (Appendix C). Subject to the rules and regulations existing at the time of any designation or change, the subscriber shall retain the right and authority

- a. to designate or change the designation of the eligible person or persons whose ashes shall be placed in the designated natural space, subject to the consent of the Minister and Caring Circle, and
- b. to designate or change the designation of the person who, upon the subscriber's death or incapacity, shall have such right and authority.

8. INSCRIPTIONS:

Names of those memorialized may be engraved on boulder rocks, with approval of the Caring Circle, in the area designated by the Caring Circle. Lettering on rock boulders and pavers will be uniform in style, but may be reduced in size for longer names. The Caring Circle must approve any inscriptions other than name and date.

9. MEMORIAL BOOK:

Relatives shall be entitled to memorialize in the Memorial Book a decedent with an engraved boulder or whose ashes have been interred. The Book will be kept with the historical records of St. John's and may be displayed for events or services at the discretion of the Caring Circle. The Caring Circle is solely responsible for the insertion of materials in the book.

10. RESPONSIBILITIES AND DISCLAIMER:

St. John's will endeavor to protect and conserve the boulder rocks, pavers and ashes, both before and after they are placed in the Memorial Garden, but it shall have no responsibility for failure to do so. The subscriber understands that the surrounding church grounds are used for many purposes and will continue to be so used.

11. MEMORIAL GARDEN REMOVAL:

St. John's reserves the right to move all or part of the memorial garden to a different site if deemed appropriate by the Board. The subscriber agrees and understands that ashes, whether interred directly into the earth or scattered are not recoverable.

12. MEMORIAL GARDEN FEES AND CHARGES:

The Caring Circle will notify the Board Secretary of changes to fees. See Appendix C for current fees.

13. MEMORIAL FUND:

All funds received for reservation of boulder rocks, interment rights, pavers and costs of establishment of the Memorial Garden or its maintenance shall be deposited in the Memorial Garden Fund, which shall be administered by the Treasurer of St. John's

subject to Board direction. The Caring Circle will submit annual reports to the Board which will include a listing of gifts and purchases of boulder rocks and pavers as well as expenditures for construction and maintenance of the Memorial Garden.

14. ST. JOHN'S CARING CIRCLE:

Subject to the authority of the Board, Minister and these policies all matters in connection with the construction and maintenance shall be the responsibility of the Grounds Team. Regulation and use of the Memorial Garden shall be the responsibility of St. John's Caring Circle. The Caring Circle shall consist of at least five members or friends of St. John's. The Caring Circle shall fill vacancies as they occur. The Caring Circle shall maintain appropriate records of the subscribers and deceased persons whose ashes are interred on the grounds, assist persons recording biographical data in the Memorial Book, provide price list updates, approve eligibility and appropriateness of memorial garden items, and shall attend to other matters as may be deemed appropriate by the Board. The Caring Circle shall meet at least quarterly.

Ministerial Student Policy

Policy adopted May 15, 2002, amended **September 15, 2004**

Purpose: To clarify when a prospective student will be sponsored by the congregation and the responsibilities of St. John's and the student of that sponsorship

The Board of Trustees has the authority and responsibility to address all requests for the congregation's sponsorship of ministerial students. Sponsorship indicates that we have confidence in the person's potential and suitability for UU ministry and that the person is actively committed to the Purposes and Principles of the UUA. In most cases, the person will have been active in the congregation for at least two years.

The student may be requested to participate in congregational activities.

Sponsorship does not include a financial commitment to the student, but fundraising opportunities within the congregation are possible.

Settled Ministry Review Policy

Policy adopted March 1, 2023

Purpose: Provide guidelines and procedures for review of the settled Minister using resources of the UUA and the UU Ministers Association (UUMA) as a guide.

Benefits and Guidelines:

Mutual accountability between laity and the Minister for the health and well-being of the institution's ministry is an essential purpose of the review. Ministers achieve greater accountability when there are regular reviews of their performance as measured by established goals and reviews of their Letters of Agreement. Congregations achieve greater accountability when Ministers are included in the regular review of institutional performance, goals, and action plans. Such shared review can benefit the personal and professional growth of the Minister, give strength and a sense of direction to the congregation, broaden area of communication and cooperation between them.

The UUMA Guidelines for the Conduct of Ministry

<https://www.uuma.org/page/guidelines> state that "The written Letter of Agreement should describe expectations and obligations of congregation and minister and should be reviewed periodically." The UUA and UUMA provide recommendations for creation of Ministerial Agreements, with the most recent document available on the UUA website: https://www.uua.org/files/pdf/u/uua.uuma_recommended_ministerial_agreement_for_full_time_lead_solo_ministries.pdf

The UUMA provides *Fulfilling the Call: A Model for UU Ministry in the 21st Century* plus an accompanying "Evaluation of the Minister" form in Word for modification. The 54-page handbook is a tool to review each of the duties and tasks of the Minister. In addition, the handbook can be used for self-assessment by the Minister. See: <https://www.uuma.org/page/fulfillingthecall>

These major responsibilities of a Minister are areas to consider for review based on the roles and responsibilities of the individual Minister. The list of responsibilities is useful to collaboratively set goals between the Minister and the Board, including identifying priority responsibilities, goals for the coming year, and areas that would benefit from greater focus.

- Leads Worship
- Officiates Rites of Passage
- Provides Pastoral Care and Presence
- Encourages Spiritual Development
- Witness to Social Justice in the Public Square
- Leads Administration
- Pursues Personal Renewal and Professional Development
- Serves the Larger UU Faith
- Leads the Faith into the Future

Procedures:

- After one year of service the Minister and the Board will engage in goal setting and a review of the Letter of Agreement.
- After two years of service and at least every two years thereafter the Board is responsible for ensuring that the Minister will be reviewed by a Ministerial Review Team.

- The Ministerial Review Team will have at least four members consisting of two Board members and one representative from the Committee on Ministry. The remaining member(s) will be from teams such as Worship, Membership or Adult Faith Formation. The members of the Ministerial Review Team will be appointed by the Board.
- Reviews provide an opportunity to establish goals for the coming year and articulate overall expectations. Reviews should be based on previously set goals and expectations.
- The Ministerial Review Team will review Fulfilling the Call and determine the method or tool they will use to conduct the review. Then the Team will collect information, compile it, and provide a report to the Board.
- As part of the review process, the Minister will be asked to provide to the Board both a self-assessment and an assessment of the congregation's ministry. The format for these assessments is determined by the Minister but should reflect previously set goals and expectations.
- The Board will receive the report(s) of the Minister and the Ministerial Review Team and take action as needed. The Board will engage in an annual goal setting process with the Minister.
- Compensation will not be determined by this review process. Each year the Board is responsible for determining compensation during the budgeting process.
- Anonymous surveys are not an appropriate method of assessment.
- The Letter of Agreement between the Minister and the congregation will be reviewed by the Board and the Minister, updated as needed, and re-signed at least every two years.

Team Creation Policy

Approved November 14, 2022

Purpose: To clarify how a new Team is created.

Creation of a team may be proposed by the minister, by the board or by an individual or group of members. A Team Charter must be completed (see appendix B for a template). A rationale for creation of the team as well as the team charter must be presented to the board for approval. All Teams report to the board. Related Bylaws Article IX: Section 7.

If the team changes focus or duties, the team leader must present a revised Team Charter to the board for approval.

Visitors at Board Meetings Policy

Policy adopted November 15, 2000, amended July 18, 2001, August 20, 2008 and March 10, 2021

Purpose: Guidelines for visitors. The term "visitor" refers to any individual who is not a regular or ex officio member of the Board.

- Official meetings of the Board are open to St. John's members and friends except during executive sessions of the Board. Individuals other than members and friends may attend only with the advance approval of the Board President or Vice President.
- The Board will hold an executive (closed) session only when there is a specific need; examples include discussions about personnel or other specific individuals. The decision to hold an executive session can be made by a majority vote of Board members at a meeting or by the Board President (or Vice President in the absence of the President). In most cases, an executive session will take up only a portion of a Board meeting. Votes on changes in church policy will not be made during executive sessions.
- Team leaders with team concerns or other individuals who wish to speak at a Board meeting should contact a Board member to request a time slot. The Board member should consider if the issue can be resolved outside of a Board Meeting. If not, the Board member will request that the President place the item on the agenda.
- The Congregation has elected the Board to make many decisions that affect the church. To facilitate the Board's ability to conduct business efficiently and effectively, the President makes decisions about the participation of visitors to Board meetings.

Appendix A: Commitment to Racial Justice

St. John's Unitarian Universalist Church Commitment to Racial Justice

Approved by the congregation at the June 12, 2016 annual meeting

1. **Whereas**, Unitarian Universalist principles affirm the inherent worth and dignity of every person, justice equity and compassion in human relations, and the goal of world community with peace, liberty, and justice for all, and
2. Whereas, the Unitarian Universalist Association calls on us as a religious movement to the work of Anti-Racism, Anti-Oppression, and Multiculturalism (AR-AO-MC), and
3. Whereas, delegates to the 2015 UU General Assembly approved an Action of Immediate Witness calling on us to support the Black Lives Matter movement, and
4. Whereas, the Organizing Collective of Black Lives of UU has called on congregations to work toward a future where black lives are truly valued in our society, and
5. Whereas, UUs are working to reach a consensus that respects the will and intent of the Black Lives Matter movement, (see FAQ2) and
6. Whereas, St. John's covenant includes a commitment "to do our utmost for justice, peace, and equity," and
7. Whereas, the Urban League study, *The State of Black Cincinnati 2015: Two Cities*, found increased racial disparities from 1995 to 2015 in education, housing, employment, voting, health care, and the environment due to continuing institutionalized discriminatory practices, and
8. Whereas, police use of lethal force in Cincinnati, mass incarceration, and the war on drugs has had a disproportionate impact on minority families and communities, and
9. Whereas, we are determined to continue in this work, confident that by doing so we will thrive as a fully engaged, relevant faith community that brings healing to the world,

Therefore, recognizing that actions are more powerful than words, St. John's Unitarian Universalist Church resolves to promote racial justice by a series of meaningful actions. These include:

1. Developing a racial justice congregational lens for learning to recognize structural racism and the many forms of privilege enjoyed that arise in related issues involving race, gender, sexual orientation, class and ability. (See FAQ3)
2. Assuming the best intentions of all, forgiving and supporting those who unintentionally offend in ways that feel like micro-aggressions to others, with responses that advance intercultural competence. (See FAQ3)
3. Affirming that all individuals are welcome, recognizing that no should feel invisible in our spiritual home. (See FAQ5)

4. Taking risks as individuals in learning to accept discomfort as we engage in hard conversations using compassionate communication to achieve right relations. (See FAQ3)
5. Exploring additional racial justice curricula that enhance multigenerational interchange through both adult religious education and for children and youth. (See FAQ6)
6. Finding additional ways to engage young adults, listening to and respecting their concerns, and acknowledging their critical role as current and prospective leaders.
7. Budgeting for professional development, auxiliary expenses and arranging volunteers for needed release time so that staff can effectively support our commitments to racial justice.
8. Display St. John's commitment to racial justice with appropriate banners and/or artwork both inside and outside our building with special fundraising to cover the expense. (See FAQ1)

Therefore, be it further resolved that in order to support the Movement for Black Lives (see FAQ2) St. John's will work in collaboration with partners and allies to address broad social ills that may include:

1. Reforms that remedy school inequities that impact racial minorities and the poor.
2. Initiatives to assure quality health care for all.
3. Efforts to end homelessness and *de facto* residential segregation.
4. Remedies for food deserts, toxic waste disposal in marginalized communities, and tainted drinking water.
5. Efforts to reduce mass incarceration, facilitate reentry by returning citizens, reform police practices, abolish the death penalty, and welcome immigrants.
6. Efforts to provide a living wage, and opportunities for minority business enterprise.
7. Efforts to assure effective voting rights for all.
8. Welcoming immigrants of all nationalities and faiths.
9. Efforts to combat religious intolerance.

Therefore be it further resolved that when preparing annual reports to the congregation, the Board President and Council Directors will include an assessment of progress toward these 17 goals.

The Congregation voted to approve this resolution on June 12, 2016.
James McDonough, Board President
Mitra Jafarzadeh, Minister.

The following Frequently Asked Questions (FAQs)
Related to St. John's Racial Justice Resolution
were prepared and presented to the congregation as part of the process of passing this
initiative:

FAQ1. *Will passing a resolution and public displays affirming a commitment to racial justice result in any effective action or simply make our members feel virtuous?*

A. **Resolution:** It is important to our leaders, and to all St. Johners doing justice work, to have this formal declaration from the entire congregation as something to which they can publicly refer. It affirms the engagement of the church as a whole on racial justice initiatives.

In addition, the yearlong initiative process has already stimulated multi-generational, inter-racial conversations and improved understanding of difficult racial issues, past and present. Those hard conversations have only just begun.

The resolution calls for the Board and Council Directors to include in their annual reports to the Congregation an assessment of progress toward the goals.

B. **Displays:** St. John's has affirmed its commitment to peacemaking with a Peace Pole in the Memorial Garden and peace cranes in the sanctuary. Bearing public witness to our racial justice commitments both inside and outside the church would make clear to passersby and visitors that St. John's welcomes persons of color and stands for equal rights. While some members may simply feel virtuous by association when viewing the displays, for others they will serve as reminders of the need to act on our formal commitments.

St. John's religious education and music programs regularly use racial justice themes as do our public art exhibits. Appropriate committees and members who create art would collaborate in deciding on proposals for congregational review and consideration. An exterior colorful wall mural or banner would bring together our commitment to racial justice and aesthetics. No interior or exterior locations have been identified. For a mural, special fundraising would be needed to meet the expense and to qualify for matching grants from ArtWorks. No special permit would be required.

FAQ2. *How can we find consensus when some members wish to bear public witness that Black Lives Matter, while others prefer to affirm that All Lives Matter?*

At least three UU Congregations in Ohio display Black Lives Matter banners, a majority in one rejected a proposal to do so, and another added the phrase "All Lives are Precious." See [On Being Asked to Change "Black Lives Matter to All Lives Matter"](#) (www.uua.org/worship/words/reading/change-black-to-all). Consensus can be reached when those in the minority agree to live with an outcome that is not their first choice. St. John's Bylaws

and policies require a super majority for calling a minister and for adopting a congregational initiative resolution. When unable to reach consensus, members to agree to disagree when the decision process is fair and democratic.

FAQ3. *Will Resolution #s 1, 2, and 3 relating to internal congregational commitments impose on members a “politically correct “ doctrine and practice that suppresses freedom of expression?*

Imposing any politically correct doctrine would violate our UU principles affirming the “free and responsible search for truth” and “the right of conscience.”

Learning to use a racial lens is a consciousness raising tool, but perspectives differ with the eye of the beholder. We need to reflect on and share with others our different thoughts/feelings about race. Marginalized individuals often feel wounded by what they consider *micro-aggression* (“verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults”). Whites may feel injured if accused of racial insensitivity, and may feel threatened by expression of anti-racist anger. St. John’s will support members interested in learning about *intercultural competence* (“the ability to communicate effectively and appropriately with people of other cultures”). Feeling uncomfortable when people speak freely in the pursuit of truth may lead to positive change.

FAQ4. *How can we do more to affirm that all are welcome and help those who feel invisible?*

One possibility for Welcoming Words: We are a welcoming congregation. When I name an identifying group, please join me in saying: "you are welcome here." Whether you are young or old, or in between, "you are welcome here." Whether your skin is black or white, brown or red, "you are welcome here." Whether you are gay or straight, or in between, "you are welcome here." Whether you walked into the sanctuary or rolled in, "you are welcome here." Whether you are married, partnered, single, divorced, or widowed, "you are welcome here." Whatever your beliefs or political affiliation, "you are welcome here." Whoever you are, whomever you love, "you are welcome here."

FAQ5. *What materials are being considered for religious education on racial justice?*

UU Justice Ohio has an online list of resources for adults and children to facilitate book discussions, film screenings, workshops, curricula for adults and children. UUA resources include:

- [UUA Journey Toward Wholeness Path to Anti-Racism](#)
- [UUA curricula on Whiteness](#)
- See also [Beloved Conversations](#) Curriculum and [AR-AO-MC materials](#).

FAQ6. *How can St. John’s realistically commit to addressing broad social ills? Shouldn’t the resolution focus exclusively on racial justice?*

When injustice impacts poor marginalized individuals and families, St. John’s has made varied commitments to protect the environment, reduce income inequality, shelter the homeless, combat discrimination against all, assure due process for those accused of crime, reduce mass incarceration and more that all promote significant improvement for persons of color. For example, providing quality pre-school education for all 3 and 4 year olds will reduce racial disparities. When St. John’s members pursue a broad range of Justice Ministry activities they are encouraged to apply a racial justice lens.

Realizing our limited resources, we work with partners and allies in efforts to achieve goals that may not be realized in our lifetime, if ever. When initiating a project, St. John's enlists those from other faith communities and justice organizations to join us. St. John's also frequently signs on to campaigns initiated by allies as part of a multi-racial interfaith Coalition – the AMOS Project, MARCC, Ohio Justice and Policy Center, Contact Center, Interfaith Worker's Center, Intercommunity Justice and Peace Center, UU Council of Greater Cincinnati, UU Justice Ohio and more.

Justice Ministry *denotes member of Congregational Initiative Drafting Committee

Cassandra Barham, Amy Carrelli, Joy Croy, Wanda Crawford, *Phyliss Flanagan, Jay Gunther, Marty Harrington, *John Kachuba, Amy Monson, *Manuel Susarret, Jeanne Nightingale, Nikki Orlemann, *Matthew Peterson, Mira Rodwan, Charles Seibert, Sarah Loar Seibert, *Howard Tolley, *Nina Tolley, Will Wagner, *Rev. Mitra Jafarzadeh, *ex officio*

Appendix B: Miscellaneous Forms

Loan of Church Property

DATE OF PICKUP: _____

DATE TO BE RETURNED: _____

ITEMS BORROWED:

PERSON RESPONSIBLE: _____

SIGNATURE: _____

PHONE #: _____

APPROVED BY: _____

Board President, Vice President, Minister or Office Administrator

St. John's Unitarian Universalist Church
320 Resor Avenue, Cincinnati, Ohio 45220-1616; 513-961-1938

Artist Agreement for Haehnle Gallery

I, _____, agree to be responsible for the installation of my work and for the removal of my exhibition on the agreed upon dates. All artwork will be labeled clearly and professionally with title, medium, and price or NFS (not for sale). Cards listing the artist's name, phone number, and email should be available. Velcro circles on the back may be sufficient. In some cases small pins may be needed. Sticky labels do not adhere to the carpeted surface of the walls. Hardware and tools for installation are my responsibility.

I agree to hang an Exhibition Title, an Artist Statement, and a Short Biography in the gallery. This information will also be sent to St. John's Office office@stjohnsuu.org and to *E-news*, an on-line newsletter editor@stjohnsuu.org. Additional publicity for persons outside the church for either the exhibition or for a reception will be my responsibility.

Since this is a church, and not simply an art gallery, I will be aware that the room where the art will be mounted is a public space where people of all ages pass through. Therefore, I will use discretion when submitting art for display since the gallery is the public welcoming face of St. John's Unitarian Universalist.

I understand that St. John's will make every effort to assure the safety of my artwork. During the weekday, locked entry is controlled by the office. On the weekends, access is by key. However, since the building is open at times for a variety of meetings, I agree to hold St. John's harmless in the event that my work is damaged, lost, or stolen. Further, I agree to donate 15% of sales to St. John's in the event that my work is purchased while or as a result of being on exhibition in the Haehnle Gallery.

Name of Artist _____ Signature: _____

Title of Exhibition: _____ Medium _____

Dates of Exhibition: Beginning _____ Ending _____

Hang date _____ Take down date _____

Address: _____

Home ph.: _____ Mobile ph.: _____ Email: _____

The gallery is not booked until this form is submitted

Thank you for your talent and for supporting art in Cincinnati!



Team Charter

Title: Team Name

Date Created:

Duration: Ongoing or Limited

Last Reviewed:

Ideal Size:

Commitment: Length of time (number of years, hours per month)

Board Approved:

Purpose:

Describe the purpose of the team in a few sentences.

Key Responsibilities and Functions:

- List responsibilities here
-
-

Budget Responsibility:

Indicate budget amount or none.

-
- ❖ No decisions that affect the public appearance or overall reputation of the church in a significant manner shall be made without permission of the board or minister.
 - ❖ Team members will act in the best interest of the congregation.

Appendix C: Memorial Garden Forms

Memorial Garden Fees

St. John's UU Church, Cincinnati Ohio

These are the fees for either a single individual or a couple as of December 2021, and they may be modified at the discretion of the Caring Circle.

1. Right of Interment and the cost of an engraved boulder, within guidelines approved by the Caring Circle, \$750.
2. Cost of an engraved boulder and no interment, within guidelines approved by the Caring Circle, \$500.
3. Interment of ashes in designated natural space as approved by the Caring Circle and no engraved boulder, \$250.
4. Subscribers to any of the above can provide for a Memorial Book a photograph and a single sided page of written or printed material — biography, obituary, poetry or other writings.
5. Ministerial services are privately arranged.
6. Monetary contributions intended for purchase of benches, plants, or other beautification items for the Memorial Garden can be made to St. John's, earmarked Memorial Garden.
7. Cremations costs and use of funeral home services or other expenses are the responsibility of the family or estate of the decedent.

Memorial Agreement Form

St. John's UU Church, Cincinnati Ohio
Revised December 2021

On _____ (date)

Subscriber's name (printed) _____

Address: _____

Email: _____ Phone: _____

In accord with in accord with the Policies and Procedures of the Memorial Garden of St. John's Unitarian Universalist Church, for the sum of (Select One)

\$ _____ has purchased the right to an engraved Boulder # _____ and interment of the remains/ashes of

_____.

\$ _____ has purchased the right to an engraved Boulder # _____

\$ _____ has purchased the right to interment of the remains/ashes of

_____.

Signed: _____, Subscriber

Date: _____

Signed: _____
St. John's Unitarian Universalist Church Caring Circle Representative

Date: _____

Special Instructions:

Interment Authorization Form

St. John's UU Church, Cincinnati Ohio
Revised December 2021

Deceased Information

Full Name _____

Born _____ Died _____ M ____ F ____

Birthplace _____ Place of Death _____

Next of Kin _____

Relationship to Deceased _____

Funeral Home _____

Interment Fee Received \$ _____

Statement of Authority

I, _____ hereby certify that I am the

_____ (print relationship) of the deceased; that I have the authority to make these arrangements; that the information herein is correct; that this is your authority to inter the remains of the decedent as stated above, subject to the policies and procedures of St. John's Unitarian Universalist Church.

I understand this is a cash transaction, \$ _____ the receipt of which is due and payable in full before the scheduled interment.

I understand and agree to the terms of this Interment Authorization and the penalties for default of any part herein. I have reviewed the policies and procedures regarding the Memorial Garden of St. John's Unitarian Universalist Church.

Signature _____

Date _____

Address _____

Phone _____