

Bylaws update as of February 20, 2019

We are still waiting for the new template from UWM. Meantime, we made the following changes and asking for membership approval at the annual membership meeting on March 3, 2019.

1. We have changed “committee” to “team” throughout the bylaws.
2. Made various formatting changes, including page numbering, and dates.
3. Changed method and approval of membership to include reference to new Membership Policy. Section 3.02 Method and Approval of Membership.
4. Removal of “breach thereof may...” line in sections 4.02, 4.05, and 5.03 regarding ministers. Also updated is how termination of employment of minister(s) will be addressed.
5. Removed a team from the bylaws, rearranged order and changed another.
6. Also revamped Special Teams section.

Below are snips from the sections where bylaws were changed.

ARTICLE III
Membership in Unity of Santa Barbara

~~§~~SECTION 3.01 QUALIFICATIONS

Any person(s) desiring membership in UofSB will endeavor to live in accordance with the Jesus Christ principles of Love and Truth as taught by Unity, will be governed by its Bylaws, and will further the work of this Ministry through active interest, loving participation and financial support. A member must be at least 18 years old to vote.

SECTION 3.02 METHOD AND APPROVAL OF MEMBERSHIP

~~Anyone desiring membership in Unity of Santa Barbara will file an application for membership or such other document as approved by the Board of Trustees with the ministry office. In addition, prospective members will satisfy the additional requirements specified in the Membership Policy of Unity of Santa Barbara. The application will be presented to the Board of Trustees at its next regular meeting. A majority vote of the trustees present will be required for the applicant to become an active member. The applicant will be notified of the board's action by the Board Secretary. All staff ministers and licensed Unity teachers are considered members of this ministry~~

~~Any person(s) desiring membership in UofSB will file an application for membership with the ministry office, attend adult membership orientation classes established by the minister(s), and participate in a ceremony of membership conducted by the minister. The name(s) of the new member(s) will be presented to the Board of Trustees at its next regular meeting and the applicant(s) will~~

~~become active member(s) of record in the minutes of that meeting.~~

Changed Section 3.03 Terms of Membership item (c) Removal from Membership for cause.

(c) **Removal from Membership for cause.** Removal from membership of any member whose qualifications and adherence to the Membership Policy of Unity of Santa Barbara are in question requires at least a two-thirds (2/3) affirmative vote of the entire Board of Trustees, including agreement by the Minister(s). Prior to action concerning removal, the member must be notified in writing at least fifteen (15) days prior to the Board of Trustees meeting of the charges

Removal of “breach thereof may...” line in sections 4.02, 4.05, and 5.03 regarding ministers. Also updated is how termination of employment of minister(s) will be addressed:

Section 5.03 w (2):

(2) Termination of Employment of Minister(s).

((a)) After a ministry and its senior minister or co-ministers have sought to reconcile differences and cooperated with the procedures and guidance of UWM, having followed the Minister Evaluation of Performance & Improvement Policy and Procedures, and sought to reconcile using Peace and the

~~Board of Trustees may terminate the employment of the Senior Minister or co-ministers by a two-thirds (2/3) vote of the Board.~~

Reconciliation mediation, the Board of Trustees may terminate the employment of the Senior Minister or co-ministers by a two-thirds (2/3) vote of the Board.

((b)) Any minister of this church is required to abide by the Minister Code of Ethics (Appendix I). ~~Breach thereof may constitute grounds for immediate dismissal.~~

Removed a team from the bylaws, changed another.

~~(e) **Building and Grounds Maintenance:** The Buildings and Grounds Committee will:~~

~~(1) Make regular evaluations of the physical condition of the real property of this ministry.~~

~~(2) Make recommendations to the Board of Trustees regarding the maintenance and improvement of said property.~~

~~(f)~~(e) **Global/Local Outreach Committee Team:**— The duties of the Outreach ~~Committee~~Team are:

(1) To reach out to people and groups in the community of Santa Barbara and the larger community in and outside the United States consistent with UofSB intention to enrich interfaith connections and expand affinity groups.

(2) Select and implement outreach projects, both global and local.

~~(f) **Building and Grounds Maintenance:** The Buildings and Grounds Team will:~~

~~(1) Make regular evaluations of the physical condition of the real property of this ministry.~~

~~(2) Make recommendations to the Board of Trustees regarding the maintenance and improvement of said property.~~

- (g) **Conflict Resolution/Transformation Peace & Reconciliation Committee Team**: The duties of the ~~Conflict-Resolution/Transformation P&R Committee Team~~ are:

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- (1) To offer a process whereby congregants and staff members may seek a resolution for interpersonal and organizational tensions and conflicts.
- (2) The ~~resolution and transformation~~ peace and reconciliation process will be consistent with the core principle of love and demonstrated through the expression of forgiveness, mindfulness and enlightened problem solving.

~~(h) The Risk Management, Liability and Insurance Committee~~

~~The duties of the Committee are:~~

- ~~(1) To assess, manage and advise the board of risks and liabilities of the church.~~
- ~~(2) Support the administration and Board by reviewing UofSB insurance policies and giving advice when needed.~~

Also revamped Special Teams section.

SECTION 7.02 SPECIAL ~~COMMITTEE~~ TEAMS

The Board of Trustees may form special ~~Committee~~ Teams at any time for specific purposes, having a term of one year or less. The purpose for which a Special Team is convened will not be changed during its tenure. Each Special Team will be dissolved upon completion of its assigned tasks. An example is the Search Team as outlined below.

~~(a) The purpose for which a Special Committee is convened will not be changed during its tenure. Each Special Committee will be dissolved upon completion of its assigned tasks.~~

~~(b)~~(a) A Search ~~Committee~~ Team will be convened by the President of the Board of Trustees in the event of a vacancy in the position of minister.