

**PROPOSED CHANGES TO THE BYLAWS OF ALLS SOULS CHURCH
DECEMBER 10, 2017**

**FINAL
APPROVED BY THE BOARD OF TRUSTEES
NOVEMBER 15, 2017**

The Board is bringing to the Congregation for vote, three changes to the bylaws as shown below. These are:

- 1) Addition of the UUA 8th Principle on Anti-racism
- 2) A process for removal of a member from Church membership
- 3) A clearer description of who attends board of trustee meetings

The Board is also bringing to the Congregation for vote a proposed change of the name of our church recommended by our attorney.

1. Addition of the UUA 8th Principle on Anti-racism to the ASC current 7 principles

The purpose of this change is for All Souls Church Unitarian to take up the “8th Principle” on Anti-racism into our core religious principles. The 8th Principle Team at All Souls, in alliance with Black Lives UU ask for All Souls to adopt the 8th Principle, publicly endorsing its own growth toward spiritual wholeness, and continuing its leadership role within the UUA to dismantle racism and other oppression in ourselves and our institutions. The Board unanimously endorses this addition to our bylaws to bring our stated principles into alignment with the work of the congregation and intentions of the ministry of our church.

Article II - Purpose

~~Section 2. The Church subscribes to the stated purposes and principles of the Unitarian Universalist Association, specifically to further recognition of the inherent dignity and worth of all people, individual freedom of belief, discipleship to advancing truth, the democratic process in human relations, respect for the interdependent web of all existence, and allegiance to the cause of a world community undivided by nation, race, economic class, creed, gender, affection or sexual orientation.~~

Section 2. The Church subscribes to Eight Principles, including those expressed in the Principles of the Bylaws of the Unitarian Universalist Association: 1) The inherent worth and dignity of every person; 2) Justice, equity and compassion in human relations; 3) Acceptance of one another and encouragement to spiritual growth in our congregations; 4) A free and responsible search for truth and meaning; 5) The right of conscience and the use of the democratic process within our congregations and insociety at large; 6) The goal of world community with peace, liberty, and justice for all; 7) Respect for the interdependent web of all existence of which we are a part; and 8) journeying towards spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.

2. A process for removal of a member from Church membership

The purpose of this bylaw change is to clarify that the Congregation, acting through its Board of Trustees, has the ability to remove a member from membership. We are a covenantal congregation and we expect all members to abide by our Covenant of Right Relations. There is a Committee on Right Relations that handles matters between and among members who are not in right relation. However, currently we have no process or authority to remove a member who refuses to come into right relation. In addition, we have no ability to remove a member who brings into our community behavior that is not resolvable through mediation. This change in the

bylaws establishes a process for the Board to take action to remove a member and to provide that member an opportunity to be heard. These bylaw changes refer to the Policy on Congregant Behavior. An policy on congregant behavior was approved by the Board at its September 27, 2017 meeting and will be amended to conform to these bylaw changes if the congregation approves the proposed changes.

Article IV Church Membership [the sections below are all new to the bylaws]

Section 4. A Member may resign membership in the Church at any time by providing written notice to the Membership Secretary.

The Board, by two-thirds majority vote, has the authority to transmit written notice to a member stating the reasons why the Board is suspending their membership as a first step towards removal from membership. The Board's vote immediately suspends the member's membership and its privileges. In determining whether cause exists to remove a member, the Board will be guided by the Church's covenants and policies including the Policy on Congregant Behavior. The Membership Secretary shall, after the vote, but not less than 21 calendar days before the effective date of the removal, provide written notice of the reasons for the action to the member. The notice will also advise that if the person wishes to remain a member, they should contact the President of the Board of Trustees in writing within 14 calendar days of receiving the notice and arrange to meet with the Board of Trustees to discuss the membership suspension. After the review time has passed, the Board will then call a second vote, also requiring a two-thirds majority, to remove the person from membership. The Membership Secretary will provide notice of the final decision to the person in writing. Any person so removed will be prohibited from becoming a member of the Church again, except with express written permission of the Board of Trustees.

3. A clearer description of who attends board of trustee meetings

The purpose of this clarification is to state our current practice, which invites all members of the church to attend the regularly-scheduled meetings of the Board of Trustees, to acknowledge that often those with specific information helpful to the Board are invited to meetings, and to acknowledge that from time to time the Board meets to learn from each other and at such times does not transact any business and takes no votes. Additional language is also proposed acknowledging that the Senior Minister is considered a non-voting ex-officio member of the Board of Trustees, which brings the bylaws in alignment with the Church's intent as expressed in the Senior Minister's 2001 letter of agreement with the congregation.

Article VII Board of Trustees

Section 5. The Secretary, Assistant Secretary, Treasurer, Assistant Treasurer, Moderator, and Membership Secretary shall be notified of and have the right to participate in all **regularly-scheduled monthly** meetings of the Board of Trustees (~~including those held in executive session~~), but without the right to vote. **Regularly scheduled meetings shall be open to the membership and minutes of each meeting shall be made available to the membership. The Board of Trustees may also hold executive sessions and working meetings where no votes will be taken, and may restrict the attendees to those meetings to Trustees and any advisors or other persons that the Board determines are appropriate.**

Article IX - The Senior Minister and Church Staff

Section 4. The Senior Minister shall be a non-voting ex-officio member of the Board of Trustees.