

Informational Meeting: Proposed Changes to Bylaws Sunday March 5 2023 12:30PM

Attendance: 21 Members attended, including 8 Trustees

Overview

Trustees started the meeting by presenting a review of the proposed Bylaws change, and discussed the motivations for making the change. The reasons included:

- The inability to recruit a Treasurer. The change would allow more time to recruit and train the next Treasurer
- Helping Trustees to develop more experience and ability in their roles, by serving longer
- Providing more of a “leadership ladder” and training for Trustees, by giving time for longer-serving Trustees to train newer Trustees
- Easing the pressure on having to recruit 3 new Trustees every year, because this has been difficult in some years

Trustees discussed supporting information for making the change:

- An informal survey of Board presidents at other UU churches found that all but one board allowed for two terms of service. The most common maximum length was six years
- According to the nonprofit BoardSource, which studies nonprofit board behavior, the most common term length for nonprofit boards is two, three-year terms

Following the presentation, members shared their views. The comments have been grouped into comments in favor, concerns, and additional information shared.

Support

A larger number of attendees supported the change. Some reasons mentioned for support included:

- Positive experience with having multiple terms of service on other boards they were familiar with
- The difficulty of recruiting members to join the board
- Board service has a steep learning curve, and gaining experience over more time is valuable

Concern

A smaller number of attendees expressed concerns with the change. Reasons for concern included:

- The change would not solve the Treasurer recruitment challenge, but would instead simply delay the problem by 3 years
- The proposal doesn't explicitly address term limits for officers, and this could allow officers to stay in the same position for many years

Additional Information Shared

Some attendees asked for a summary of the conversation to be shared with the Congregation. (This document is the Board's attempt to fulfill this request)

A few attendees did not express support or opposition to the proposal.

There was a suggestion to solve the Treasurer recruitment challenge in part by creating more financial officers who each had fewer responsibilities, so that the Treasurer role required less of a time commitment. There were other comments also stating that the Treasurer has significant responsibilities and time commitment. Another comment noted that the Treasurer had only been added to the Board a

few years ago via a Bylaws change. There was also discussion about making the Treasurer a paid position in some way, to make it easier for someone to fulfill the responsibilities. Another comment wondered what was being done to prepare for recruiting a new Treasurer, even if the proposal were to pass. Some comments noted that perhaps the Treasurer could be made an ex-officio officer again, as it was in the past. Other comments discussed why having the Treasurer be a Trustee is valuable, and why that change was made.

One commenter noted that it could be valuable to improve communication to the Congregation around board recruitment and board service.

One person asked what would happen with the Treasurer position if the proposal did not pass. The Trustees indicated that they would have to find other ways to ensure that the Treasurer responsibilities are completed.

One person asked if amendments to the proposal could be made during the meeting. The Trustees responded that this was permitted by the Bylaws.