

JANUARY 2017

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The First Universalist Society of Hartland

UNITARIAN UNIVERSALIST

Services & Religious Education Classes, Sundays, 10 am, in the Church

SUNDAY SERVICE SCHEDULE

JAN 7—JUST MERCY, SUE BUCKHOLZ

Our long-time church member, Sue Buckholz will introduce January's worship theme, "Justice" by offering some reflections on justice in our time, with inspiration from Bryan Stephenson's book, *Just Mercy* and from her work in the legal system and Vermont Legislature. The collection will benefit The Equal Justice Initiative.

JAN 14—THE PROMISE AND THE PRACTICE OF JUSTICE

For Martin Luther King Day weekend, we'll reflect on the promise of "justice for all" inherent in our nation's founding, and the practice of justice in our nation across history to today. The collection will benefit The Good Neighbor Health Clinic.

JAN 21—RESTORATIVE JUSTICE, BECCA WHITE

This service will explore the path of restorative justice in our wider community, and the importance in our faith tradition of working to "make things right." The collection will benefit an organization nominated by the worship leaders.

JAN 28—JUSTICE, A MATTER OF LIFE AND DEATH, DAVE & SUE TAYLOR

John Breckinridge, a former police officer in Manchester, NH will tell the harrowing story of being with his partner on police duty investigating a possible crime and seeing his partner shot and killed. John, a Catholic, testified in the trial of the accused and spoke in favor of the death penalty, but then traveled a long spiritual journey toward forgiveness. Eventually, he found his mission to testify against the death penalty. John's talk comes highly praised and recommended for all audiences. The collection will benefit the New Hampshire Coalition to Abolish the Death Penalty.

ANNOUNCEMENT:

Rev. Paul Sawyer will be away January 20-28, attending the Unitarian Universalist Ministers Association Institute for Excellence in Ministry.

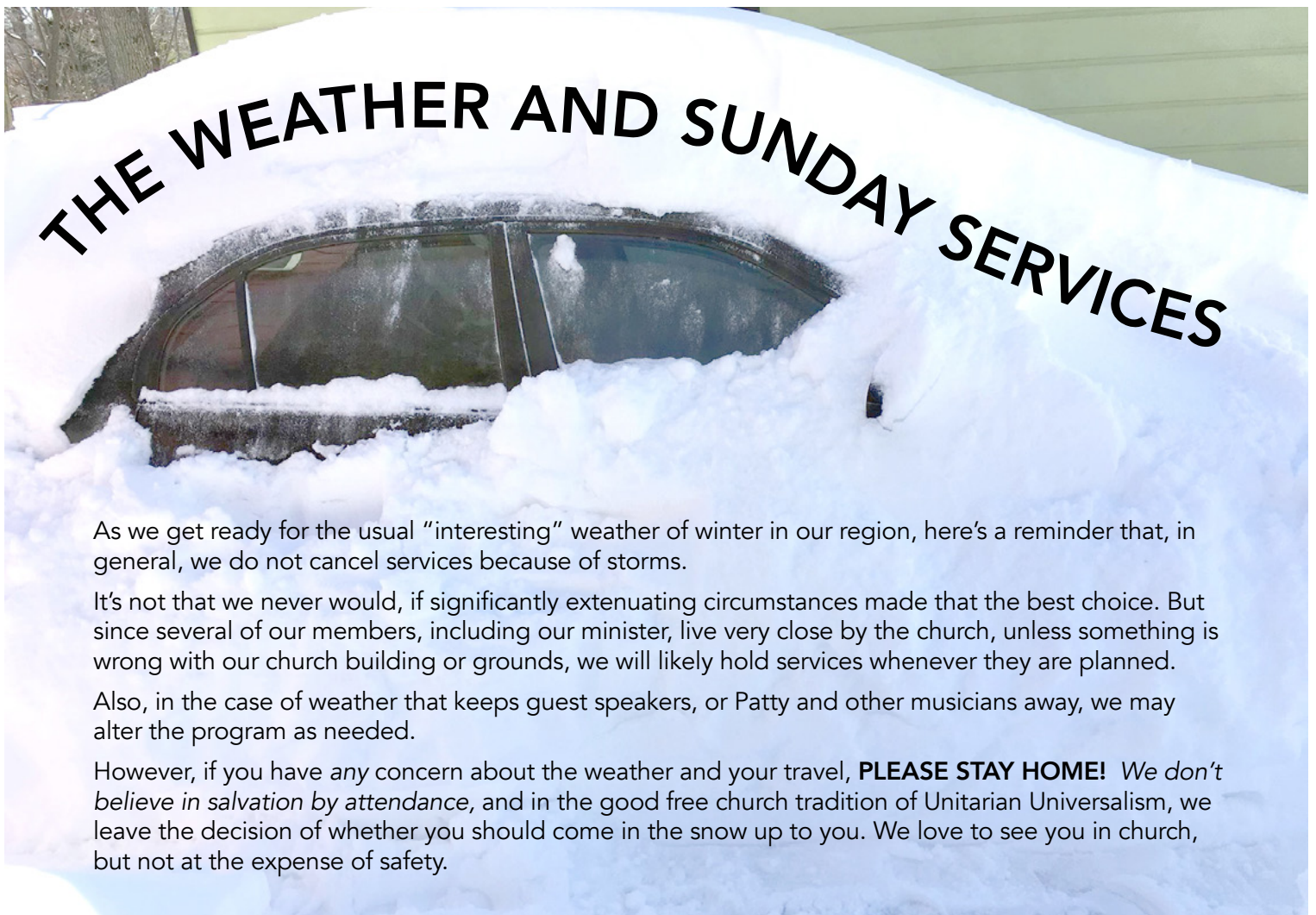


LOVE IS THE DOCTRINE OF THIS CHURCH

PHYSICAL ADDRESS: Hartland Four Corners • 8 Brownsville Road, Corner Rte. 12 • Hartland, Vermont

WEBSITE: www.hartlanduu.com • E-MAIL: hartlanduu@vermontel.net • PHONE: 802-436-2592

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THE WEATHER AND SUNDAY SERVICES

As we get ready for the usual "interesting" weather of winter in our region, here's a reminder that, in general, we do not cancel services because of storms.

It's not that we never would, if significantly extenuating circumstances made that the best choice. But since several of our members, including our minister, live very close by the church, unless something is wrong with our church building or grounds, we will likely hold services whenever they are planned.

Also, in the case of weather that keeps guest speakers, or Patty and other musicians away, we may alter the program as needed.

However, if you have *any* concern about the weather and your travel, **PLEASE STAY HOME!** *We don't believe in salvation by attendance*, and in the good free church tradition of Unitarian Universalism, we leave the decision of whether you should come in the snow up to you. We love to see you in church, but not at the expense of safety.

A NEW FUSH WALL CALENDAR IS HERE!



This fundraising effort will help you remember important 2018 church dates with room for your own information. Filled with photos of our community, this calendar is a great, useful tool for your home or office, and makes a great gift. Calendars are \$15 each. See Sara Morin to purchase or see a sample.

JAN. 28 "A MATTER OF LIFE OR DEATH"

John Breckinridge, a former police officer in Manchester, NH will tell the harrowing story of being with his partner on police duty investigating a possible crime and seeing his partner shot and killed. John, a Catholic, testified in the trial of the accused and spoke in favor of the death penalty, but then traveled a long spiritual journey toward forgiveness. Eventually, he found his mission to testify against the death penalty. John's talk comes highly praised and recommended for all audiences.

Plate proceeds will go to the New Hampshire Coalition to Abolish the Death Penalty.

OFFERING RECIPIENTS

JANUARY 2018

Our regular collections during Sunday morning worship are dedicated each week to an organization doing good work in our local communities or in society as a whole. Checks for the collection can be made out to "FUSH" and we will consolidate donations to pass on to the organization.

For those wishing to make a pledge payment, or a donation specifically to support our congregation's budget, there is a box on the welcoming table at the back of the sanctuary, or you can use the small manila envelopes available on that same table, or simply mark "for FUSH" in the memo line of your check.

Please contact Paul if you have nominations for organizations you feel would be good choices for our support.

JANUARY 7—THE EQUAL JUSTICE INITIATIVE

Founded by noted human rights lawyer Bryan Stephenson, The Equal Justice Initiative works to end mass incarceration and excessive punishment in the United States, to challenge racial and economic injustice, and to protect basic human rights for the most vulnerable people in American society. Bryan Stephenson was the Ware Lecturer at the 2017 UUA General Assembly, a position offered to an inspirational and important voice from outside our faith movement. This organization was nominated for our support by our worship leader for this Sunday, Sue Buckholz. You can learn more at <https://eji.org>



JANUARY 14—THE GOOD NEIGHBOR HEALTH CLINIC

The Good Neighbor Health Clinic is a non-profit free health care facility established in 1992 to offer free primary medical and dental care to the people of the Upper Connecticut River Valley who are in need and lack the resources to obtain adequate care. Their main facility is in White River Junction, Vermont, and they also operate satellite clinics in Lebanon and Enfield, NH. The Good Neighbor Clinic never charges for its services, and is staffed by medical professionals who volunteer their time and skill. Several members of our congregation have benefitted from the services of the Good Neighbor Clinic, and we also have members who serve as volunteers at the clinic. More information is available at www.goodneighborhealthclinic.org



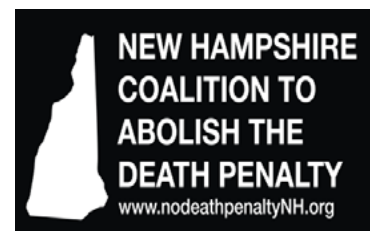
Good Neighbor
Health Clinics

JANUARY 21—TBA

The Collection this week will benefit an organization chosen by the worship leaders, likely connected to the service theme, restorative justice. More information will be available soon.

JANUARY 28—NEW HAMPSHIRE COALITION TO ABOLISH THE DEATH PENALTY

The New Hampshire Coalition to Abolish the Death Penalty is made up of numerous organizations and individuals who are committed to ending the death penalty in the state of New Hampshire. They welcome volunteers to work on their efforts, in addition to financial support. More information is available at <http://nodeathpenaltynh.org>



ABOUT MEMBERSHIP

About Membership in the First Universalist Society of Hartland Four Corners

Our congregation is made up of both “members” and “friends,” with varying degrees of commitment to our work. Whether you formally join our congregation as a member, or whether you prefer to consider yourself a non-member “friend,” you are welcome and encouraged to participate actively in the life of our church community.

What it Means to Be a Member of Our Congregation

Members of our congregation are those who have made a formal commitment to our community by “signing the book”—declaring their commitment publically by setting their signature to our book of membership, in consultation with our minister.

According to our by-laws, membership is available to all those over 18 years of age who:

- “State that they are in agreement with the purposes of our Society and of the Unitarian Universalist Association”
- Are willing to participate in the work and activity of our community
- Are willing to support our work with their time, energy, and resources

There is no set time frame or specific guideline about when you might choose to become a member, but we do ask you to spend some significant time learning about the mission, history, theology, practices, and culture of our congregation through regular attendance, through our “Introduction to Unitarian Universalism” sessions, and/or through conversations with our minister and other leaders of our community.

Members of our congregation can serve in volunteer leadership positions on our governing board, board of trustees, and our committee on ministry, and can vote in congregational meetings (please note that our by-laws require that to vote to amend our by-laws, or to call or dismiss a minister, an individual must have been an active member of the congregation for at least a full year).

Members are entitled to the services of the minister and the use of the church building for rites of passage (weddings, memorial services, child dedications, etc.) at no cost.

Members are formally considered “Unitarian Universalists” by the Unitarian Universalist Association, and receive Unitarian Universalist World magazine at no additional cost.

What it Means to Be a “Friend” of Our Congregation

Friends of our congregation are welcome to participate in nearly all aspects of the life of our church, including attending programs and services, serving on committees, leading lay-led worship, and, of course pledging to support our work financially.

They are not eligible to vote in congregational meetings, or to serve on our governing board, trustees, or committee on ministry. They can, however, serve in other leadership roles in church life, including serving as a champion of an activity.

“Active” Membership Status, Moving Away, and other Concerns

We ask members of our congregation to maintain their “active” status through ongoing participation and/or support of our congregation. Members who discontinue participation or support of our congregation, for whatever reason, may be listed in our records as “Inactive” and may need to reactivate their membership in order to vote or to hold a leadership position.

Even members that move out of town are welcome to remain as “active” members, through regular financial or other support and through making an effort to stay connected in some fashion with our congregation.

For those who move either to or from our region, it’s good to know that Unitarian Universalist tradition allows individuals to be members of more than one congregation, provided the member meets the requirements set forth by each congregation. Under the same stipulation, we are also open to members who continue to hold ongoing membership in communities identified with other faith traditions.

Youth who are active participants in our congregation are welcome to become members after their 18th birthday, and can be considered active members during their young adult years, even if their work or school commitments leave them unable to participate regularly in the life of our congregation. We do not have a formal “confirmation” program for our youth. Youth considering membership should speak with the minister.



GOVERNING BOARD

First Universalist Society of Hartland Annual Meeting Warning January 14, 2017

Time and Location: Church Sanctuary, following church and short coffee hour (Approx 11:30 AM)

Agenda

ELECT Meeting Moderator

REVIEW of Annual Reports (Comments, Questions)

Minister's Report

*Governing Board Report, Director of Religious Education Report, Trustees Report, Worship Team Circle Report, Music Report, Connections Circle Report, Fundraising Report

*Provided at meeting but not presented

ELECTIONS

Governing Board Nominees

Robert Foote, First Term

David Morin, First Term

Hillary Hamilton, First Term

Board of Trustees Nominees

Robert Jaarsma, Second 3 year Term

Keith Mullane, Completion of Jill Crowley term, 1 year remaining

Don Monroe, Completion of Doug Hart Term, 2 years remaining

2018 BUDGET APPROVAL

Bi-Law Amendments

Bi-Laws with proposed changes provided with Warning (end of newsletter) and at Meeting

Fix gender binary: Article 5 Section 1 – FROM "he or she is" TO "they are" , Article 5 Section 4 - FROM "s/he" TO "the member", Article 7 Section 5 - FROM "his or her" TO "the Minister's", Article 7 Section 6 - FROM "his or her" TO "the Minister's"

Change Annual Meeting Date/Location wording for more flexibility: Article 14 Section 1 – FROM "on the second Sunday in January. The location of both meetings will be set by the Governing Board" TO "a Sunday in January on a date and in a location determined by the Board"

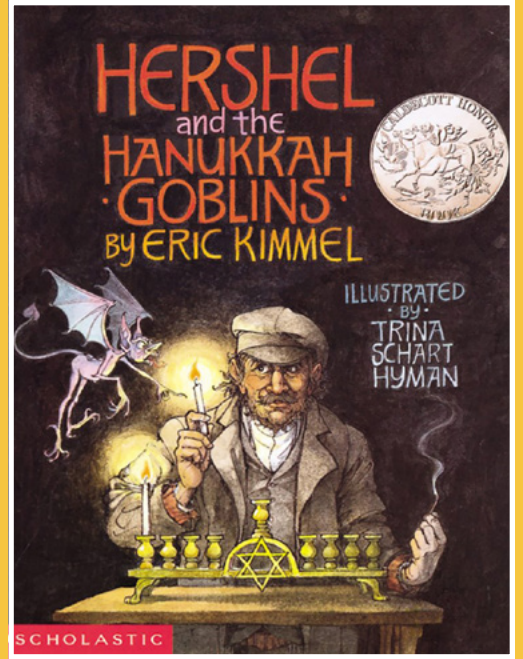
Remove Temporary Section: Article 14 Section 1a – REMOVE "Section 1a- The first January annual meeting will take place in January 2017. A transitional meeting will be held in 2016 to allow for a legal annual meeting of the society in that calendar year, at a time and with an agenda determined by the Governing Board."

Fix: Article 14 Section 3 - REMOVE "convened by the minister" which is not our practice.

END – Convene to Fellowship Hall for Potluck

2018 BUDGET PROPOSAL

First Universalist Society of Hartland				
Budget Overview: 2018 Budget Proposal				
January - December 2018				
	Budget 2017	Anticipated 2017	Budget 2018	
Income				
4000 Revenue				
4100 Pledges	\$ 104,000.00	\$ 101,000.00	\$ 115,000.00	
4200 General Contributions	\$ 600.00	\$ 1,100.00	\$ 600.00	
4300 Rent	\$ 100.00	\$ 500.00	\$ 100.00	
4400 Memorial Contributions	\$ 500.00	\$ 1,300.00	\$ 500.00	
4500 Fund Raising	\$ 23,000.00	\$ 21,200.00	\$ 21,000.00	
4600 Interest Income	\$ 10.00	\$ 9.25	\$ 10.00	
Total 4000 Revenue	\$ 128,210.00	\$ 125,109.25	\$ 137,210.00	
Expenses				
Total 5100 Payroll	\$ 66,485.00	\$ 69,947.00	\$ 71,968.16	Paul to 4/5 time. Others at 2% increase
Total 5200 Prof Exp and Other Benefits	\$ 15,221.00	\$ 17,325.00	\$ 18,147.84	Add Long Term Disability and Life Insurance for Paul
5299 Employer Share FICA		\$ 1,767.00	\$ 1,833.56	
5300 Buildings and Grounds				
Total 5310 Utilities	\$ 6,000.00	\$ 6,300.00	\$ 6,400.00	
Total 5320 Services	\$ 2,000.00	\$ 2,692.00	\$ 5,625.00	Add Cleaning services, equip and supplies
Total 5330 Maintenance and Repairs	\$ 1,700.00	\$ 1,100.00	\$ 2,000.00	
Total 5300 Buildings and Grounds	\$ 9,700.00	\$ 10,217.00	\$ 14,025.00	
Total 5400 Administration	\$ 11,319.00	\$ 11,815.00	\$ 12,355.00	postage, phone, payroll services, supplies, legal and prof fees, White loan interest
Total Payroll, Building and Admin	\$ 102,725.00	\$ 111,071.00	\$ 116,496.00	
5500 Program				
Total 5510 Worship	\$ 1,300.00	\$ 1,761.00	\$ 1,800.00	
Total 5520 Religious Education	\$ 2,800.00	\$ 2,692.00	\$ 2,800.00	
Total 5530 Circle Programs & Exp	\$ 1,000.00	\$ -	\$ 500.00	
Total 5500 Program Expenses	\$ 5,100.00	\$ -	\$ 5,100.00	
5700 UUA Dues	\$ 9,164.00	\$ 9,006.00	\$ 9,164.00	
Total Other Expenses	\$ 14,264.00	\$ 13,619.00	\$ 14,264.00	
Total All Expenses	\$ 116,989.00	\$ 124,690.00	\$ 130,760.00	
Net Income	\$ 11,221.00	\$ 419.25	\$ 6,450.00	



HARTLAND CHURCHES YOUTH GROUP SCHEDULE 2018

All events are on Sundays unless otherwise noted

- JAN 7:** Youth Group Meetings at the UU Church—Jr. 5-6:15 pm, Sr. 6:30-8 pm
- JAN 21:** Youth Group Meetings at the UU Church—Jr. 5-6:15 pm, Sr. 6:30-8 pm
- JAN 28:** 9:00 am–1:00 pm—Mission Trip Fundraiser Brunch at the UCC Church.
- FEB 4:** Youth Group Meetings at the UU Church—Jr. 5-6:15 pm, Sr. 6:30-8 pm
- FEB 16:** Friday—7-9 pm—Junior High Game Night at the UCC Church!
- FEB 25:** Youth Group Meetings at the UU Church—Jr. 5-6:15 pm, Sr. 6:30-8 pm
- MAR 4:** 9:00 am–1:00 pm—Mission Trip Fundraiser Brunch at the UU Church.
- MAR 11:** Youth Group Meetings at the UCC Church—Jr. 5-6:15 pm, Sr. 6:30-8 pm
- MAR 25:** Youth Group Meetings at the UCC Church—Jr. 5-6:15 pm, Sr. 6:30-8 pm
- APR 8:** Youth Group Meetings at the UCC Church—Jr. 5-6:15 pm, Sr. 6:30-8 pm
Mission Trip commitment and \$100 due to Lucia! Mission Trip paperwork will be available.
- APR 29:** Youth Group Meetings at the UCC Church—Jr. 5-6:15 pm, Sr. 6:30-8 pm
- MAY 6:** Youth Group Meetings at the UU Church—Jr. 5-6:15 pm, Sr. 6:30-8 pm
- MAY 20:** 5-6:00 pm—Last Junior Youth at the UU Church
- MAY 20:** 6:00 pm—at the UU Church—Mission Trip Logistics Meeting—**All Paperwork Due!**
- MAY 20:** 6:30–8:00 pm—Last Senior Youth at the UU Church

**MISSION TRIP 2018
JULY 22-29!**



SOUUPER SUNDAY

The second Sunday of each month, the menu is SOUUP! The varieties are endless -- hearty, international, vegetarian, gluten-free, meat-based, some you've never tried and all DELICIOUS! They are inspired and home-made by our church family. Bring some! Buy some! Last month, Souper Sunday raised \$165 in support of our church!



ISO HOSTS FOR SPRING COFFEE HOURS



Coffee Hour is a relaxing hour following the weekly service for FUSH members, friends and guests to meet, greet, and communicate. Please help us make this special time live up to its potential by volunteering to host one coffee hour this spring.

To sign up go to <http://www.signupgenius.com/go/4090c4aabee2aa2f85-coffee1>. The SignUpGenius system allows you sign up right now as you read this request rather than remembering to do so the next time you are at the Church. It also allows you to change your date if needed. Most importantly, it will send you a reminder e-mail 3 days before your Sunday.

This job is not very complicated and involves the following.

- Bring snacks (something sweet and something not sweet) along with half and half for the coffee. Coffee and sugar are provided.
- Set-up the machines for regular coffee, decaf coffee & hot water. Set out cups & mugs, teaspoons, sugar jars, & creamer pitchers.
- Clean-up. Generally, you can depend on several people to help to do this.

Full instructions will be sent to you when you sign up and the coffee making instructions are also posted in the Fellowship Hall on the end of wall cabinet to the left of the Bunn coffee maker.

One person is sufficient, but you can always get a friend or partner to help you. If you will have a co-host, please provide the name of your co-host in the provided box.

Thanks, Sarah - 802-436-2774 or brewsterscroft@vermontel.net

THE RED APRONS

Red Aprons is the hospitality service of our Church. It provides support service for all kinds of gatherings. Our services include:

- Event Planning
- Kitchen and food management
- Buffet and serving
- Clean up

Now in its fourth year, Red Aprons is a big fund raiser for the Church and a fun way to be together while promoting FUSH to the wider Upper Valley community.

If you know of someone planning a dinner party, reception or birthday please visit the web page at www.hartlanduu.com/redaprons or call (802) 738-0255.

This is a great way to meet new people and serve our congregation. Please consider participating in this work. For info please contact Joan Fariel or Chuck Fenton at (802) 738-0255. We always need more volunteers. And for those who have volunteered, a BIG THANK YOU!



Be a guest at your own party



GET READY FOR THIS YEAR'S CHOCOLATE AUCTION!

February 11 following the service. Our annual live chocolate auction fund raiser is a great opportunity to bring out those fun, fancy, unusual or exciting chocolate recipes. Make something to donate to the auction, then join us that day and bid on some delicious homemade treats for your valentine, just in time for Valentine's Day. We will also have a local restaurant gift card to raffle starting in the weeks before. Bring your friends and neighbors, everyone is welcome!



RELIGIOUS EDUCATION

Let's Make "A Ruckus" in the New Year

The New Year is here and that means Winterim time for the children of our Religious Education program. This year the children and RE staff have chosen to write a play based upon the poem "A Ruckus" by Thatcher Hurd.

The poem goes:

*Hey, let's build a spaceship!
And blast off to distant galaxies
to make a ruckus...
For love
and inter-galactic harmony!
Then we'll come back to make another ruckus
and sing and dance for peace on Earth!*

The children chose this poem because they appreciated the illustrations, the meaningful theme, and the vast array of silly characters. It also allows for a creative story line to be written- which we have started already!

We will begin practice first thing this January and will be working (and playing) until showtime on Sunday, March 11th. There will be many opportunities for participation for children and adults. For those who wish to engage in the process even more than our regular Sunday morning time, we will have four extended practice times. The first one is on Sunday, January 28th from 11am-1pm.

Volunteers for the Winterim play are welcome to participate in any way they feel called to. Please contact DRE, Samantha Cronin, by email for more details: dre.hartland@gmail.com

Our Religious Education Program January 2018:

Sunday, January 7th- Winterim

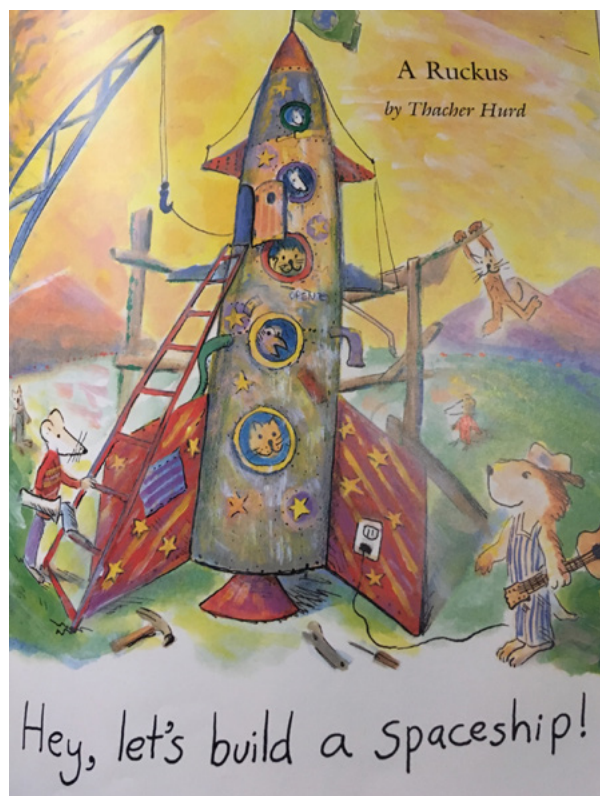
Sunday, January 14th- Winterim

Sunday, January 21st- Winterim

Sunday, January 28th- Winterim

Extended practice hours 11-1pm

Green dates indicate that we may need one or two volunteers for our RE program





LGBTQ

Welcoming Congregation

This Unitarian Universalist community welcomes and celebrates the presence and participation of people who identify as lesbian, gay, bisexual, transgender, and queer.



**DEADLINE FOR
FEBRUARY
NEWSLETTER
CONTENT: JAN. 18**

If you have photos of people or places in our church community, please send them to David Morin at sporin@gmail.com for possible inclusion in the newsletter.

JANUARY 2018 CALENDAR

- FRI JAN 5 Food Shelf
- SUN JAN 7 10:00 am—Worship & Children’s RE—Sue Buckholz—Justice RE—Winterim
5:00-6:30 pm—Junior Youth Group at our Church
6:30-8:00 pm—Senior Youth Group at our Church
- MON JAN 8 7:00 pm—Governing Board Meeting in the Parsonage
SoUUper Sunday!
- FRI JAN 12 Food Shelf
- SUN JAN 14 10:00 am—Worship & Children’s RE—Paul Sawyer
RE—Winterim
After Service—FUSH Annual Meeting
After Meeting—Potluck Lunch!
- FRI JAN 19 Food Shelf
- SUN JAN 21 Restorative Justice, Becca White
RE—Winterim
5:00-6:30 pm—Junior Youth Group at our Church
6:30-8:00 pm—Senior Youth Group at our Church
- FRI JAN 26 Food Shelf
- SUN JAN 28 Justice, A Matter of Life and Death, Dave & Sue Taylor
RE—Winterim, Extended practice hours 11-1pm
Before Service—9:00 am–1:00 pm
Mission Trip Fundraiser Brunch at the UCC Church
- FRI FEB 2 Food Shelf



**Solstice Celebration
Dec. 21, 2017**

BY-LAWS OF THE FIRST UNIVERSALIST SOCIETY
HARTLAND, VERMONT

(As revised 6/9/91, 2/2/92, 8/28/92, 7/15/01, 1/18/03, 6/1/06, 12/2/12, 12/7/2014, 12/6/2015)

Proposed changes 1/14/2017

Bold: Proposed new language

Underlined Italics: Language to be changed/removed

ARTICLE I – NAME

The name of this organization shall be The First Universalist Society of Hartland (Unitarian Universalist). Wherever the word “church” or “society” is used in these by-laws, or their amendments, it shall signify the legal organization of this church as herewith established; and the phrase “a vote of the church” or any other similar phrase, shall mean a vote of the members of the congregation who have attained the age of 18 years comprising the church at any duly called meeting.

ARTICLE II – PURPOSE

The purpose of this organization is the study and practice of liberal religion in freedom and fellowship.

ARTICLE III – WELCOMING

This church affirms and promotes the full participation of all persons in all our activities and endeavors including membership, programming, hiring practices, and the calling of religious professionals, without regard to race, color, gender, physical or mental challenge, affectional or sexual orientation, class or national origin.

ARTICLE IV – AFFILIATION

This church is a member of the Unitarian Universalist Association and the Northern New England District thereof, and the Vermont-Quebec Universalist Unitarian Convention, and regards itself as pledged to foster and extend the interests of Unitarian Universalism.

ARTICLE V – MEMBERSHIP

Section 1- Any person eighteen years of age or over, who states that **they are** (*he or she is*) in agreement with the purposes of this society and of the Unitarian Universalist Association and who will agree to abide by these by-laws may become a member by signing the parish book.

Section 2- All members of the church at the time of the adoption of these by-laws shall continue as members of this organization.

Section 3- After officially joining the society by signing the parish book, active membership is maintained by identifiable support and participation in congregational life.

Section 4- If a member has not participated in the society’s life for a period of one year, **the member** (*s/he*) may be placed on inactive status by vote of the Governing Board. The Clerk of the society shall review the

membership rolls annually The Governing Board will make every effort to contact members before placing them on inactive status, so as to clarify their desired status. Inactive members may not vote at society meetings and may not hold offices.

Section 5- Inactive members may reactivate their status by written request to the Governing Board. Reactivated members may not vote on

- (a) Dismissal of the minister
- (b) Dissolution of the legal society
- (c) Amendments to the by-laws

for a period of one year after their reactivation takes effect.

Section 6- Membership of those on inactive status may be terminated by the Governing Board after a period of two years. The Governing Board will make every effort to contact inactive members before terminating their membership, so as to clarify their desired status.

Section 7- Conflicts arise from time-to-time and it is expected that all members will act in accordance with the Society's Covenant. The membership of any member whose behavior violates the principles of this society or the Unitarian Universalist Association may be terminated by a two-thirds (2/3) vote of the Governing Board.

ARTICLE VI - VOTING POWERS

Section 1- All active members of this church eighteen years of age or over may vote at all meetings and on all questions except

- (a) Dismissal of a minister, or
- (b) Dissolution of the legal society, or
- (c) Amendments to these by-laws.

In these cases only those who have been legal voting members of the church for one year or more shall vote.

Section 2- A proxy vote shall not be honored in any legally called meeting of this organization.

ARTICLE VII - THE MINISTER

Section 1- To be eligible for election a candidate for minister must be enrolled in a recognized theological school or hold fellowship in the Unitarian Universalist Association, or be in the process of acquiring Fellowship status, and must thereafter maintain fellowship in such organization.

Section 2- A two-thirds (2/3) vote of the legal membership of the church shall be necessary to call or dismiss a minister, such vote to be taken at a legally called meeting of the church.

Section 3- The minister shall have freedom of the pulpit.

Section 4- The minister shall be responsible to the church through the Governing Board, which shall fix the minister's salary and terms of incumbency which terms shall be set forth in a written agreement.

Section 5- The minister shall have control of all religious services and of such other activities of the church as the church or its Governing Board shall from time to time determine. The Minister shall be encouraged to participate in civic and community affairs. The minister shall keep a record of all dedications, baptisms, marriages, funerals and other services performed by the church during **the Minister's** (*his or her*) pastorate, such record to be the permanent property of the church.

Section 6- The minister shall be a member of all committees of the church, but without a vote. The Minister may be asked not to attend any society meeting at which **the Minister's** (*his or her*) tenure or salary is to be discussed.

ARTICLE VIII-OTHER EMPLOYEES (For further discussion and later amendment)

ARTICLE IX- THE GOVERNING BOARD

Section 1- The Governing Board of this church shall consist of seven members elected from and by the church membership, all of whom may vote on all questions at all meetings of the said Governing Board at which they are present.

Section 2- The Governing Board members shall be elected for a term of three years each on the following rotation: two members being elected at the first of three annual meetings, two members being elected at the second of three annual meetings and three members being elected at the third of three annual meetings with this cycle repeating. A person who has served for six full years shall not be eligible for reelection as a Governing Board member until after the expiration of one church year, except by vote of the Nominating Committee and approval by the Governing Board.

Section 3- A vacancy in the Governing Board shall be filled by appointment by the Governing Board, such appointee to hold office until the next legal meeting of the church.

Section 4- The Governing Board shall promote the working programs of the church. It shall receive and act on the reports of the minister and the chairs of committees and boards and shall disseminate those reports to the membership of the church at annual and semiannual meetings. It shall be charged with the business of the church during the interval between annual or special meetings of the church body. It shall make all decisions concerning financial disbursements. It shall approve the annual budget prepared and submitted by the Finance Committee. It shall approve and act on long and short term financial goals proposed by the Finance Committee. In the event that other boards or committees cannot be appointed due to lack of volunteers, the Board shall be responsible for filling those vacancies or otherwise ensuring the continuation of the necessary functions of those boards or committees.

Section 5- The Governing Board shall meet at least nine times annually on a regular basis, which it shall determine. The President may call special meetings from time to time by notifying all of the members a reasonable period of time in advance. The Governing Board or any member may participate in meetings by telephone or electronically if necessary.

Section 6- A quorum of four shall be necessary for the Governing Board to legally conduct business.

Section 7- Governing Board meetings are open to all society members except when the Governing Board shall be in Executive Session. The Clerk shall publicize all meetings

Section 8- The service on the Governing Board by any member whose behavior violates the principles of this society or the Unitarian Universalist Association may be terminated by a two-thirds (2/3) vote of the remaining members of the Governing Board.

ARTICLE X- OFFICERS AND THEIR ELECTIONS

Section 1- Officers of the church shall be elected from and by the elected members of the Governing Board at the Board meeting immediately following the annual meeting of the church. Each officer shall be elected for a term of one year.

Section 2- The officers of this church shall be the President and Vice-President of the Congregation, the Treasurer, and the Clerk. Said officers shall constitute the Executive Committee of the society.

Section 3- All officers appointed by the Governing Board shall assume office immediately upon the adjournment of the meeting in which they were elected or appointed.

Section 4- All officers elected or appointed by the Governing Board shall be from the legal voting membership of the church.

Section 5- A vacancy in any office shall be filled by appointment by the Governing Board, such appointees to hold office until the next legal meeting of the church.

Section 6- The Governing Board may appoint an assistant treasurer, an assistant secretary, and such other officers as in its judgment may be necessary. These additional officers do not need to be members of the Governing Board.

ARTICLE XI- DUTIES OF THE OFFICERS

Section 1- The President of the Congregation shall be the chair of the Governing Board and, in the absence of an elected moderator, shall preside at all meetings of the church. The President of the Congregation shall be the chief administrative officer of the church. The President shall sign all contracts, deeds, mortgages and other instruments in the name of the church when authorized to do so by vote of the Governing Board or by a meeting of the church.

Section 2- The Treasurer shall keep full and accurate accounts of receipts and disbursements in books belonging to the church and shall deposit all money and other valuable papers in the name and to the credit of the church in such places as are designated by the Governing Board. The Treasurer may designate an Assistant Treasurer to perform the duties of collector and/or other duties as defined by the Treasurer with the approval of the Governing Board.

Section 3- The Clerk shall give notice of all meetings of the church, shall record minutes of all meetings of the church, shall keep on file the minutes of all meetings of the church, all records and statistics and all books, papers and reports of organizations, and perform such other duties as are incidental to the office. The Clerk shall serve as Secretary of the Governing Board.

Section 4- The Vice-President shall substitute for the President as needed.

ARTICLE XII- THE BOARD OF TRUSTEES

Section 1- The Board of Trustees shall consist of three at large members. The President of the congregation, the Treasurer and the Minister shall be ex-officio members without vote.

Section 2- The Trustees shall be elected for a term of three years each, one Trustee being elected at each annual meeting. A person who has served for a term of three full years shall not be eligible for reelection as a Trustee until after the expiration of one church year, except by approval of the Governing Board.

Section 3- The Trustees shall meet at least quarterly. They shall designate a Trustee as a liaison between the Trustees and the Governing Board. After the Board of Trustees' quarterly meetings, the liaison Trustee shall attend the next Governing Board meeting with a written report to be filed with the Clerk.

Section 4- The Board of Trustees shall be charged with the investment and reinvestment of the financial assets and trust funds of the church. It shall be responsible to the Governing Board, which shall make all decisions concerning the disbursement of financial assets and trust funds.

Section 5-

- a. The Trustees shall make available the interest from restricted and unrestricted funds to the Governing Board, which shall decide whether to spend or reinvest such interest. The interest from restricted funds shall only be spent in compliance with the restrictions.
- b. The Trustees shall provide funds, as requested by the Governing Board, from the unrestricted capital assets of the church.
- c. The Trustees shall provide funds, as requested by the Governing Board, from restricted capital assets of the church when the proposed expenditures comply with the restrictions.
- d. The Trustees at the request of the Governing Board, shall petition the church, at a duly called and warned meeting, to liquidate capital assets from restricted funds, or to spend the interest from such restricted funds, when the proposed expenditures do not comply with the restrictions. A two-thirds (2/3) vote of members present and voting shall be required to so liquidate capital assets from restricted funds. or to spend the interest from such restricted funds, when the expenditures do not comply with the restrictions. Upon the liquidation of restricted capital assets the Governing Board shall establish a capital endowment fund drive to restore the restricted capital assets to its previous level.

ARTICLE XIII – COMMITTEES

Section 1- The Governing Board shall have the power to appoint such ad hoc committees from time to time as may be necessary for the effective operation of the church provided, however, that such functions do not fall specifically within the area of the several committees whose functions are established by these by-laws.

Section 2- Each committee shall consist of at least three members chosen (from volunteers) or appointed by the Governing Board. The chairperson shall be elected at the first meeting called by the outgoing chair, following the Annual Meeting.

Section 3- The committees will be responsible for certain basic functions of the church. Those functions shall include but are not limited to: ministry, finance, property, worship, and membership and may include other functions as deemed necessary by the Board.

Section 4- When notified that the position of minister will become vacant, the Governing Board shall appoint a Ministerial Search Committee, consisting of not less than three nor more than five members. The purpose of this committee is to conduct a search in a manner consistent with Unitarian Universalist Association

recommendations and the desires of the congregation. Its tenure shall continue until a permanent minister is settled.

ARTICLE XIV - BUSINESS MEETINGS

Section 1- The Annual Meeting for the transaction of the business of this church shall be held on a **Sunday in January on a date and in a location determined by the Board.** *(on the second Sunday in January. The location of both meetings will be set by the Governing Board.)*

Remove Temporary Section:

(Section 1a- The first January annual meeting will take place in January 2017. A transitional meeting will be held in 2016 to allow for a legal annual meeting of the society in that calendar year, at a time and with an agenda determined by the Governing Board.)

Section 2- Special meetings may be called by the Governing Board or upon the written request to the clerk of at least five legal voting members of the church.

Section 3- It will be the first item of business after the convening of any church meeting *(by the minister)* to elect a moderator who shall chair the meeting. All meetings shall be conducted in accordance with *Roberts Rules of Order, Revised Edition.*

Section 4- Notice of all business meetings shall be posted in a conspicuous place on or within the church building at least ten days before the date of the meeting. This period shall include two Sundays. Notice shall also be published in the church paper, or in the event that none is being published, shall be mailed to each member whose address is known at least ten days before the date of said meeting.

Section 5- At least one-quarter (1/4) of the total active membership of the church shall constitute a quorum for regular business; however, three-fourths (3/4) of the total legal membership shall be required for a vote on the dissolution of the legal society.

ARTICLE XV- DISSOLUTION

In the case of dissolution of this church, all its property, both real and personal, after paying all just claims upon it, shall be conveyed to, and vested in, the Vermont-Quebec Universalist Unitarian Convention or its successors or assigns.

ARTICLE XVI – AMENDMENTS

This constitution and these by-laws may be amended by a two-thirds (2/3) vote of the members present and voting at the annual business meeting of the society, provided that notice of the proposed amendment has been indicated in the warning for such meeting. Amendments may be proposed by a previous annual meeting, by the Governing Board, or by the written application of at least five members of the church to the clerk provided such notice is received in time for inclusion in the regular warning.