

## **Proposed Bylaws Change #2: To Resolve Discrepancy with UUA Guidelines on Negotiating Ministry Agreements**

At the March 18 congregational meeting, the Board of Directors will propose a bylaws change that will resolve a discrepancy between UUF<sup>r</sup>'s bylaws and UUA guidelines for negotiating the initial employment contract (also called ministry agreement) with a ministerial candidate. The change would revise Section 3 of Article IX.

The change concerns the identity of the UUF<sup>r</sup> members who negotiate the employment contract with a ministerial candidate. Under UUA guidelines, it is the negotiating team, made up of a subcommittee of the Search Committee, rather than the Board of Directors, which negotiates the contract. In addition, the change would eliminate the requirement that the congregation vote to ratify the contract before it is delivered to the ministerial candidate. UUA guidelines state that the contract will be shared with the ministerial candidate before the congregation votes to call the candidate. The ministerial candidate would still be called by vote of the congregation and the details of the employment contract known to the congregation before the congregational vote to call the candidate.

### **ARTICLE IX. MINISTER**

#### **OLD**

Section 3. The Minister's employment contract, negotiated by the Board shall note, in detail: duties, compensation agreed upon, and all other perquisites, emoluments, and any other matters agreed upon by the Minister and the Board, and shall be ratified by majority vote of the members present at a duly convened meeting of the Fellowship before it is delivered to the Minister elect for signature. Among its other provisions, the contract shall require that the Minister give at least a three-month written notice before terminating the contract.

#### **NEW**

Section 3. The Minister's employment contract, negotiated by the *negotiating team* shall note, in detail: duties, compensation agreed upon, and all other perquisites, emoluments, and any other matters agreed upon by the Minister and the *negotiating team*. Among its other provisions, the contract shall require that the Minister give at least a three-month written notice before terminating the contract.