



unitarian universalist  
CONGREGATION OF DANBURY

# COMMENT

24 Clapboard Ridge Road, Danbury, CT 06811 \* 203-798-1994  
Rev. Suzanne Spencer, Interim Minister

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MARCH 2010

## For the Time Being

## Notes from your Interim Minister

Excitement is in the air! The Ministerial Search Committee is now in the active phase of the process that will bring a new settled minister to UUCD. If you'd like a glimpse into the Committee's work, please take a look at Judy Lacker's excellent description on page 7. Chances are good that, in less than three weeks, you'll know the identity of your Candidate.

Like Judy, I strongly encourage you to participate in Candidating Week (April 9-18). Please mark your calendars now! Make a point of hearing the Candidate preach at two Sunday services, April 11 and 18, and also try to come to at least one meeting or social event during the week, in order to meet him or her informally.

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During my time at UUCD, I've been impressed by basically healthy patterns of communication. Even so, it's helpful once in a while to dust off some basic ground rules for constructive communication, and have a look at them. Here are some guidelines that I've found useful, many of them adapted from Hugh Halverstadt's *Managing Church Conflict*. If you have others to add, let me know!

### DOs:

- Value each person; respect their inherent worth and dignity.
- Seek the common good; work for win-win solutions.
- Consider and respect different perspectives.
- Propose positive changes; don't just offer negative complaints.
- Allow for the possibility that you might be wrong.
- Be succinct.
- Speak for yourself; use "I-language."
- Speak about specific situations, not in generalities.
- Take responsibility for your own feelings.
- When the group makes a decision, abide by it.

### DON'Ts:

- Avoid all-or-nothing thinking and black-and-white solutions.
- Avoid "we/they" or "enemies" language.
- Don't label, name-call, or belittle.
- Don't attack or question others' motives.
- Don't attribute motives to others.
- Don't try to speak for anonymous "others."
- Don't issue ultimatums.

Love and blessings,  
Sue

*Our Mission Statement:*

*The Unitarian Universalist Congregation of Danbury is an open religious community that welcomes a diversity of people, ideas and beliefs.*

*We celebrate together that which is good in life, and offer comfort and care in times of need.*

*With others, we work to create a just society and a sustainable Earth.*

*We stand as a beacon for independent thought, and encourage lifelong spiritual and intellectual exploration.*

*Adopted by this congregation May 16, 2008*

**Comment** is the newsletter of the Unitarian Universalist Congregation of Danbury, 24 Clapboard Ridge Road, Danbury, CT 06811, (203) 798-1994. Articles (**250 words or less**) may be emailed to Sherry at [SherryUUCD@gmail.com](mailto:SherryUUCD@gmail.com) or dropped off at the church office.

**Deadline for the April Comment - Friday, March 19.**

**Membership Committee**

The next Membership Committee meeting will be on Sunday, March 14<sup>th</sup> at 12:15 p.m. in the in the Conference Room.



If you missed the Forum on Faith article in the Danbury News Times on Saturday, February 13<sup>th</sup>, that Sue Spencer wrote, check it out at:

<http://www.newstimes.com/default/article/Forum-on-Faith-Universalist-outlook-shapes-our-363315.php>.

**A Chance to Speak Out,  
a Chance to be Heard**

Have something to say others might be interested in? Here's your opportunity. UUCD's summer services start on Sunday, July 4<sup>th</sup>, and end on Sunday, September 5<sup>th</sup>. That's ten Sundays of lay- led services. Are you interested in speaking from the pulpit on one of these Sundays? If so, contact **Ross Fenster** or any other member of the Sunday Services Committee.

**UUCD Cancellation Policy** – During very inclement weather, Sunday Services, Religious Education and any other meetings or events will be cancelled. To learn of a cancellation, please check one of the following:

1. Channel 3, WFSB-TV, Hartford, or [www.wfsb.com](http://www.wfsb.com);
2. WLAD 800 AM or WDAQ 98.3 FM Radio
3. News Channel 8, My TV9, WTNH-TV
4. The outgoing message on the church office phone, (203) 798-1994;
5. The UUCD website, [www.uudanbury.org](http://www.uudanbury.org).



## President's Comment

by Jean N. Bowen, President

We have recently passed a milestone as a Congregation. We are now 165 members. This is 20 more than last year and still growing. The actions and outcomes of UUCD are making the difference. Thanks to the dedication of the *Membership Committee*, under the leadership of **Keith Dupree**, there have been numerous contacts with individuals and invitations to join. The Neighborhood initiative is a welcome development to take our pastoral congregation to the next level of a ministry and program congregation.

To improve and clarify our growth objectives I have asked **Susan Shaner** to lead the **Growth Project**. A task force will meet over the next 3 months to develop a set of specific strategies that the Board of Trustees will adopt for the next year. Susan would be glad to hear from you if you are interested in this project and have ideas for their consideration.

The new By-Laws were voted on at the Congregational meeting in February and are included in this issue for your review. To complement the By-Laws and install process and organizational procedures to our non-profit organization, **Barbara Myers** has agreed to lead the effort to write policies for the Board's review. Barbara needs your assistance, if you have skills in this area please contact Barbara or myself.

Finally, I look forward every year to the Annual Goods and Services Auction, this fun event is a great time to be with one another in community. **Linda Dayley** and her Committee have promised a good time. Enjoy the spirit, come in costume if you wish and give generously.

This Congregation sets the example for community activism and upholding the values and principles of Unitarian Universalism.

Regards,  
Jean

## Meet Our New Members (continued)

The **McPartlin Family** (Matt, Jen, Connor and Amelia) is originally from New York, where they were members of the UU Congregation of Mt. Kisco. Matt is an HR Compliance specialist at GenPact and Jen is the Office Manager for the Danbury Hospital Development Fund. Connor is in 4<sup>th</sup> Grade and is an excellent clarinetist and artist. Amelia is in kindergarten and would like to grow up to be a singer. (The McPartins' information was inadvertently omitted from the new member bios in a previous Comment. Other bios will appear as they are received.)

Dear One and All,

This is just to remind you about the exciting Sunday service planned for February 28<sup>th</sup>. We will be welcoming UU United Nations Organization Executive Director Bruce Knotts in his service "Faith to Change the World." Bruce will be speaking on the initiatives taken by the UU-UNO, especially regarding gender-based violence around the world. Bruce will be available afterwards for conversation and refreshments. Please join us, and together we'll learn more about the projects the UU-UNO is currently undertaking.

Warmest Regards in February Cold,  
Veronica Swain, UU-UNO Envoy

### Canvass Corner

By Ross Fenster and Bruce Buzby, Canvass Co-Chairs

Through Wednesday, February 24<sup>th</sup>, we've received **89** pledges totaling **\$135,698**. **If you have not pledged yet please consider doing so by March 8<sup>th</sup>**. **Our Board of Trustees needs accurate revenue projections to finalize our budget for our congregational year starting July 1<sup>st</sup>**. If you've misplaced your pledge card or need to discuss any other facet of the Canvass please feel comfortable contacting either of our Canvass Co-Chairs, **Ross Fenster** or **Bruce Buzby**. Thank you for your generous spirits.

### Treasurer's \$\$ Report \$\$

The summary statistics for October, November, December and January are recorded below.

	October	November	December	January
% Annual Canvass pledge return	36.41%	44.05%	56.68%	62.38%
Operating Income Year-to-date	\$75,567	\$ 92,240	\$121,924	\$134,313
Operating Expenses Year-to-date	\$70,858	\$ 88,868	\$115,637	\$135,020
Operating Income – Expense YTD	<u>\$ 4,709</u>	<u>\$ 3,372</u>	<u>\$ 6,287</u>	<u>\$ -707</u>
Unrestricted Funds	\$ 48	\$ -1,074	\$ 4,199	\$ -2,801

**Analysis for January:**

The January pledge returns (5.71%) reached the cumulative level (62.38%). This is about the average over the past 7 years. Over this period the average and maximum pledge returns to date were 61.28% & 70.41% respectively. The congregants that paid their pledge early give us much to be thankful for. By January 1, the half-way point, 65% of the congregants paid over 50% of their pledge while 21% completed or exceeded their annual commitment. There remains little time for the rest of us to delay our final pledge payment.

Looking forward to February we project that the Operating Income will fall below Operating Expense by about \$7,000. Our Unrestricted reserves will likely fall to over \$-7,000 and will need to be temporarily supported from our restricted funds during March. Any early pledge payments will help alleviate this cash crunch and be much appreciated. The Unrestricted reserves are expected to return to the plus category in March when the income from the Auction is realized.

Bruce Buzby, Finance Committee Chair  
Marie Dupree, Treasurer



by Mary B. Collins, Director of Religious Education (DRE)

Here's a snapshot of March's Religious Education programming here at UUCD:

If you wish to find out what is planned for RE weekly? Check out our web-site [www.uudanbury.org](http://www.uudanbury.org) (It is updated by Friday afternoon for the weekend's planned activities).

### General Topics for the groups in March

Groups will continue working their *Faith In Action* (on going service projects). Group leaders do have the option to share the Passover story/meal if they choose, particularly near the end of the month.

#### For 9:00 a.m.

*Pre-school-1<sup>st</sup> Grade*: The gifts of Stewardship and Acceptance

*2<sup>nd</sup>-3<sup>rd</sup> Grade*: Generosity, Footprints on the Earth, Do No Harm

*4<sup>th</sup>-5<sup>th</sup> Grade*: Listening, Humor (Mullah Rasruddin and his donkey)

#### For 11:00 a.m.

"Come Sing A Song With Me" (*5<sup>th</sup> grade & under*)– We will sing songs and hear stories about: Carolyn McDade (current songwriter, feminist, activist), Olympia Brown (First woman ordained a Universalist Minister in the 1800's), Songs to remind us All are born free and beautiful (despite what some may say), Songs from the Jewish tradition for Passover. This group will also finish up the quilts started last month for Dr. Koepke's Clinic.

#### *6<sup>th</sup>-8<sup>th</sup> Graders*

**Neighboring Faiths** sessions March 7<sup>th</sup> and 14<sup>th</sup> will explore Native American Spirituality, led by **Susan Shaner** and **Laurie Weinstein**. Please check with leader **John Miglietta** for more information for the end of the month.

**Junior High Youth Group 3<sup>rd</sup> Sunday of the month - March 21<sup>st</sup>** (Please note the date change.)

#### *9<sup>th</sup>-12<sup>th</sup> Graders*

#### Senior High Youth group:

- **Saturday, March 13<sup>th</sup> - 1:00 to 4:00 p.m.** in the Fellowship Hall - **Forum discussion exploring individual beliefs** (to be filmed for the Senior High service). **For UUCD youth and adults, as well as open to the Public.** The Senior High youth need additional adults to help either set or clean up, bring refreshments. Please contact Mary Collins and I'll pass it on to the group.
- **Sunday, March 28<sup>th</sup> - The Senior High Youth will present "The Fishbowl Effect" services at both 9:00 and 11:00 a.m. Come be amazed by our youth!**

#### **During last month's Religious Education (RE) Committee meeting:**

- We now have an overview for next year's programming and some curricula choices completed as follows:
  - 9:00 a.m. group curricula from the UUA's Tapestry of Faith:
    - K-1 "Creating Home" – We would need to *create a labyrinth* for use over the course of the year (indoors or out?)
    - 2<sup>nd</sup>-3<sup>rd</sup> – Faithful Journeys
    - 4<sup>th</sup>-5<sup>th</sup> – Windows and Mirrors
    - Still discussing feasibility of a separate group for Pre-schoolers

- 11:00 a.m.
  - 6<sup>th</sup>-8<sup>th</sup> Tapestry curriculum “Riddle and a Mystery”
  - Seek Feedback - Will Senior High continue to meet at this time slot?
  - Do we continue with flexible programming of Stories and Songs for up to 5<sup>th</sup> grade, or K-3<sup>rd</sup> curriculum “Walking the Rainbow Path” (because Pre-school through 3<sup>rd</sup> graders are attending predominantly)?
- A modified Coming of Age program will be offered yearly, beginning 2011-2012 for 9<sup>th</sup> graders.

**RE Committee Meeting for March**

We will be finalizing curricula, groups, meeting spaces. Come to the meeting to find out what we have in store, or send an email to tell us something about RE this year and what you hope for next year.

**SUNDAY, March 14th, following the 11:00 a.m. service. We invite youth** who have completed Coming of Age, **parents, and interested UUCD friends and members to join RE – bring a bag lunch!**

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Just a reminder that we now take a weekly Food Offering during the Children's Focus of our Sunday service for distribution by our Social Action Committee to local soup kitchens and agencies. A list of appropriate foods appears in our Sunday Order of Service, **Dried beans and whole grain rice are especially needed.** It is easy to forget to bring your donation so when you think of it stick it in your car.



WCSU has a program *Border Angels, Border Realities and Immigration Today*, featuring Enrique Morones, founder of the non-profit organization Border Angels that works to reduce deaths of migrants along the U.S. / Mexico border. It is open to the public and will take place on the 1st floor of Warner Hall on March 11<sup>th</sup>, from 12:30 to 2:30 p.m. Flyers are available in the Fellowship Hall.

**The UU District of Metro NY 2010 Annual Meeting** will take place April 30 – May 1, 2010 at the Hyatt Moristown in Morristown, NJ. For more information go to [www.uumetrony.org](http://www.uumetrony.org). If you would like to be a delegate, please contact Sue Spencer at [revsuespencer@gmail.com](mailto:revsuespencer@gmail.com).



**Women out to Breakfast** meets on the 2<sup>nd</sup> and 4<sup>th</sup> Saturday of every month at 9:00 a.m. for informal coffee and conversation at Elmer's Diner. Everyone is welcome. If you would like to attend, please contact **Karen Gillotti**. March dates are the 13<sup>th</sup> and 27<sup>th</sup>.

**The Cost of Aging; Who Pays and How?**  
 The Right to Fourish would like to invite you this seminar, which offers knowledge and practical tools to make sound decisions about the future. The seminar will be held on Thursday, March 18<sup>th</sup>, from 6:30 -8:30 p.m. in the Redding Community Center. Attendance is free. Refreshments will be served. Space is limited, call 203-431-5555 ext. 1005 for a reservation or more information.

## Search Committee Corner

by Judy Lacker

After about 18 months of often tedious work, the Committee is now in the fun phase of the process. Fun, but also hectic. Fun because we are now actually meeting candidates in person, but hectic because we are “entertaining” them for an entire weekend. Four weekends, to be exact. So this is what our typical schedule looks like:

- Friday afternoon: pick up candidate, either from airport or train, deposit them at hotel.
- Friday evening: dinner with candidate and Committee.
- Saturday morning: breakfast with him/her, then interview/meeting at one of our homes through lunch or beyond; tour of Danbury area, deposit him/her back at hotel; dinner with candidate with 2 members of Committee.
- Sunday morning: pick up candidate at hotel (bring breakfast as it’s too early to eat at hotel) drive to “neutral pulpit”; sit anonymously at service; final lunch at a restaurant near the “neutral pulpit” with entire Committee; one or two of us drive him/her to airport.
- Sunday afternoon: go home and conk out!

We are meeting truly great candidates! We are focusing on the needs of the congregation as we have heard your requests in our Congregational Survey and at the Cottage Meetings last year. We are talking! We are listening – to each other, to the candidates, and to your voices in our heads! It is a challenging endeavor to be involved in, but a very meaningful and thoughtful process. The UUA has great guidelines for us to follow and that we are doing to the n-th degree, you can be certain of that!

By the time you read this, we will have completed 3 pre-candidating weekends and will have one more left to do before the 1<sup>st</sup> of March. We ARE close to the home stretch and are very much looking forward to introducing you to our chosen minister for the Congregation to call as our own.

To reiterate what **Charley Stark** stated in the February Comment, please make every effort to take part in **Candidating Week – Friday, April 9<sup>th</sup> – Sunday, April 18<sup>th</sup>**. Besides the two Sunday sermons on April 11<sup>th</sup> and 18<sup>th</sup>, there will be numerous opportunities for you to meet the Candidate at Fellowship Hall during the week, at meetings during the day, in the evenings, at pot-lucks at members’ homes, at nearby restaurants, etc. Watch for information early in April on how you can get involved. We will also be asking for volunteers to host and to drive. We are ALL in this process together and everyone’s opinion and feedback is important.

**If you have any questions for the Search Committee,  
please email them to [search@uudanbury.org](mailto:search@uudanbury.org).**

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The **HomeFront program** is heading into its 23<sup>rd</sup> season of organizing volunteers to keep low-income neighbors in their homes by organizing volunteers to complete quality of life repairs at no cost to them. Over the years, volunteers through HomeFront have revitalized more than 2,400 homes in need. In this current economic climate, HomeFront reports an increase in requests across the Greater Danbury area and throughout the municipalities served by the program. More volunteers will be critical in this challenging time. This year’s official volunteer HomeFront Day is Saturday, May 1<sup>st</sup>, 2010. Participants with or without home repair skill can help to make a difference. Please contact **Max Schmitt** if you would be interested in rolling up your sleeves to help a neighbor.

## Introducing the Concept of Neighborhood Groups

by Keith Dupree



You probably all have had the occasion when you walk into a room full of people who appear unfamiliar to you. Then you happen to see a familiar face who welcomes you with enthusiasm and the ice is broken. It doesn't matter that there are fifty people that you don't know. You feel a sense of belonging because there are several people there that recognize and acknowledge you! This is the motivation behind the concept and formation of neighborhood groups.

The idea of neighborhood groups is very simple – that we provide a structure that helps us to know our UUCD neighbors. No, it's not a request to proselytize – we're not asking you to tote Jefferson Bibles door to door through your Fundamentalist neighborhood. That's not the point!

What we are engaged in doing is dividing up the UUCD directory geographically and identifying a half dozen or so UUCD members that live nearest to you.

Over the next month or so someone on the *Membership Committee* may call you and ask you to be a point person for your neighborhood. The task of each point person is straightforward – to let every other person in their neighborhood know the names of the half dozen or so other people in their neighborhood group.

Once you are given the names of everyone in your group, each person in the neighborhood is asked to do the following: On Sunday mornings, watch for other members in your neighborhood. Get to know them by name and face. That's it! No other responsibility! Of course, we hope more good things will come of this, but there's no other obligation. Just try to know other UUCD members in your "neighborhood" and help them to recognize and know you.

I hope that we have everyone's support on this. Please contact me if you have questions and especially if you would like to volunteer as a point person to help your neighborhood get started.

## Sow Green Danbury Community Garden Update

by Donna Lawrence

In 2009, the UUCD Team Green successfully established Sow Green Danbury, the only urban community garden in Danbury. In 2010, we're looking forward to an even more successful year. We hope to expand the existing garden space to make space for more plots, build a shed and rainwater catchment system, and even establish a native plant garden with benches for the public to enjoy. Every member of our congregation can play a role in making this dream a reality.

You can:

- Plant a Row – Gather with friends to adopt a plot in which to grow your own food.
- Adopt a Plot – Sponsor a plot for someone else or volunteer to tend a plot for local food services such as the Dorothy Day Hospitality House.
- Get Dirty and Dig In – Donate supplies, materials, or services to help maintain the grounds.
- Get the Word Out - Visit local organizations and neighbors to invite them to participate.
- Seeds to Sow - Donate funds in any amount to offset the costs of running the garden.

Starting Feb. 1<sup>st</sup>, meetings led by Shawn Sweeney will be taking place on alternate Mondays at 7:00 p.m. in the Conference Room. Their purpose is to organize the tasks needed to be accomplished leading up to the opening of the Garden in the Spring. Anyone who is interested in participating is invited to attend.

Applications for signing up to rent a plot are available from any of the coordinators of the Garden – **Jeff Shaffer, Shawn Sweeney, and Ben Roberts.**

If you are interested in participating or have questions, please send an email to [info@sowgreendanbury.org](mailto:info@sowgreendanbury.org).



### **Auction Committee Hype:**

*“Boogie on down to the scene and spend some green...”*

#### Here’s the Skinny on Donations-

The deadline for Auction donations is March 7<sup>th</sup>. Completed forms can be given to **Christine Bonansinga, Suzanne Perry** or any of our other Committee members. They can also be left in **Sherry Kryiacou’s** office or the donation information itself can be emailed to **Lynda Dayley**.

Please get your [donation forms](#) in on time to help us put the auction booklet together. Can you dig it?

Now, where and when do you bring your hip, crazy or cool donations? As in other years, donations can be dropped off at the Fellowship Hall on Friday, March 26<sup>th</sup>, between 12:00 - 8:00 p.m. or on Saturday, March 27<sup>th</sup>, between 9:00 a.m. – 1:00 p.m. Please contact Valerie Cochrane if you need to make other arrangements.

All items purchased must be taken home that night. Please make sure that everything on your invoice ends up in your car. Items not sold at the Auction must either be taken home by the donator that night **OR** left with the Committee as a donation for our **TAG SALE** which is scheduled for the following **Saturday, April 3<sup>rd</sup>, from 9:00 – 3:00**. Please see a Committee member if you have any questions.

#### Be there or be square!

In case you don’t already know, the Auction is coming up at the end of the month, Saturday, March 27<sup>th</sup>, from 6:00 – 10:00 p.m. Tickets can be purchased for \$10 each from any Committee member or bought at the door on the night of the event. Make sure to bring your ticket with you as it will enter you in the pool to win door prizes.

#### Can’t leave your little ones at your Crib?

There will be babysitting services available on the night of the auction **ONLY** if you make reservations by contacting **Christine Bonansinga** BEFORE Monday, March 21<sup>st</sup>.

#### Looking for a gig to help make the event a success?

The Auction Committee is looking for someone to photograph the event. If you are a wiz with a camera and are interested in being behind a lens for some of the time at the event, please contact **Christine Bonansinga**.

#### Will you be stylin’?

We’re hoping the majority of you will be dressed as one of your favorite 70’s icons. There’ll be a best costume prize again this year!

Please feel free to contact **Christine Bonansinga**, or **Suzanne Perry** if you have any questions or comments.

~ Later Gator! Peace Out ~

## Matching Auction Donations

Cannot attend the auction this year? Or perhaps you would like to help make it even more successful? Please consider a matching donation. Over the past few years, people have given percentage matching donations from 1/2 % to 3% and higher. Our goal this year is to raise at least 20% in matching donations. Please contact **Carl Tichler** if you would like to make a matching donation. Thank you!

## A Heart for Hospitality

by Jeff Shaffer - Membership Committee



We are blessed to spend time each week in social gatherings we like to call Coffee Hour, but as we all can attest, this is a time for more than coffee and goodies. Hearts and experiences are shared and the Fellowship Hall

rings with voices old and new.

If you are one of those special people, the kind of person whose heart seems to sing when they can help bring people together in just such a way, we'd like you to consider joining us in the kitchen. Come share your talents and your heart with others as we help bring people together.

Please consider bringing food or assisting in clean-up on a periodic or even regular basis.

**Come!** Help us grow. Help us reach others through the love "Home made" in our kitchen.



## 2010 Annual Spring Fling \*\*\* Spring Cleaning \*\*\*

Yes, I Know!

This is everyone's favorite time of year.

UUCD Building & Grounds  
cordially invites you to the  
**2010 Annual Spring Fling.**

The Tentative date is **Saturday, April 10<sup>th</sup>, 2010.**

**10:00 a.m. – 2:00 p.m.**

(Plan to join us for the day or just an hour or two.)

We will have a number of projects available for all skill levels.

Watch for Spring Fling Updates in This Week at UUCD.

Brought to you by your friends at B&G

**HISPANIC CENTER  
OF GREATER DANBURY INC.**

Dear Friends,

On behalf of the Hispanic Center of Greater Danbury, Inc., I would like to thank you for your generous donation of food during this past holiday season. Your commitment to helping families in our community is sincerely appreciated.

The goal of the Hispanic Center is to continue to make a difference in the lives of the residents of the Greater Danbury area. With the help of donations from supporters such as you we will continue to see improvements.

Best wishes,

Ingrid Alvarez-DiMarzo, M.A.

Executive Director

A Message from your Community  
 Minister: Rev. Peggy Block

“Men Out to Breakfast”  
 Discontinued

by Michael Searing



Ambushed!!  
 sidewalk crack!  
 fell down  
 broke ankle  
 running errands

Dr. prescribed, “RICE”:  
 Rest  
 Ice  
 Compression  
 Elevate

My new mantra:  
 “Slow Down,  
 Watch Out,  
 Look Down.”  
 “Slow down...”

Renewed appreciation:  
 old friends, devoted husband  
 get-well wishes,  
 Care Committee  
 sturdy crutches  
 handicapped entrances.

Looking forward  
 to walking errands.

Peggy

Our final Men Out to Breakfast activity was on Saturday, February 20<sup>th</sup>.

*Perspective:* When **Bob Wallace** started this concept of men gathering for fellowship and chatter, we met on Thursdays and enjoyed a vibrant membership with a dozen or more attendees many weeks. Today, this looks like a concept that has served its time. Only a handful of men continue to meet, whenever they can, at the Windmill on first and third Saturdays. Distance from the meeting place is a large concern to men who need to travel a half hour or more. Many others are too busy balancing work and family life, not attracted by this concept, or busy for some other reason.

I continue to feel that men's activities can and should be a vibrant part of our congregational life. Also, I feel that the breakfast concept has been and still is a great way for newcomers to feel a part of our UUCD fellowship. We already have a gathering to play poker and those with other ideas can meet for any other purpose, at any time or place, in service or simply for fraternization.

If some folks would like to come together for food and fellowship, on the first and third Saturdays of each month or any other time and place, or for any other ethical/moral purpose, or simply for the social purpose of sharing fellowship, these folks can form different groups. Research has shown that many of the most successful and vibrant churches and fellowships in the U.S., UU or otherwise, offer a variety of programs for many different constituencies in their congregational life. (See "Worship That Works," by a Unitarian Universalist husband-wife ministerial team, published by Skinner House).



## Soup Kitchen Corner

by Lynn Taborsak, Coordinator



**No March winds will keep our UUCD Soup Kitchen volunteers from their appointed meal!** Soup Kitchen Team #1 will put on their Irish and prepare a hot, delicious meal at 11 Spring Street on Saturday, March 6<sup>th</sup>. The kitchen has been very busy this winter. With only 35 spaces for guests to sit and eat, we usually have four sittings in the space of an hour and a half. It certainly keeps everyone on their toes.

Team #1 is lead by **Gary O'Winn** and includes **Charley O'Stark, Donna O'Lawrence, Joe O'Teagarden, John O'Miglietta, Chris O'Halfar, Bruni or Mike O'Edwards, Matt O'McPartlin, Marshall O'Ballou** and **Tara O'Keinath..** If you are

unable to volunteer on your assigned day, please find a substitute from another team or from the alternates list. Remember, you can access the soup team rosters and alternate list from our website at [uudanbury.org](http://uudanbury.org).

If you would like to help stamp out hunger in our community, you can still volunteer to serve as an occasional alternate when extra hands are needed. You can help us feed our neighbors with a gift card in any amount from any local supermarket; and, of course, you can bring in your donations of non-perishable food items for the food offering each Sunday.



## UUCD Conversations (formerly the Nonfiction Book Discussion Group)

UUCD Conversations meets on the second Thursday of each month from 7:30 to 9:30 p.m. in the Conference Room. All are welcome. Please contact **Bruce Buzby** if you have any questions. The schedule for March 2010 is:

**March 11: One Man's Mission** Facilitator: Ben Roberts. Source: *Three Cups of Tea: One Man's Mission to Promote Peace... One School at a Time* by Greg Mortenson and David Relin, 2006, 331 pages, \$9.00. As the book moves into the post-9/11 world, Mortenson and Relin argue that the United States must fight Islamic extremism in the region through collaborative efforts to alleviate poverty and improve access to education, especially for girls. Captivating and suspenseful, with engrossing accounts of both hostilities and unlikely friendships, this book will win many readers' hearts.

## Movies with a Message – Second Friday Cinema

by Keith Dupree



“Dear Friend, Are you playing the music you came here to play?” This question is behind both of this month’s film presentations.

7:00 p.m. *Pie ‘n Burgers* – Holly Stinson waits on tables while waiting for something better to come her way.

7:25 p.m. *The Shift* – Director Michael Goorjian teams with author and motivational speaker Wayne Dyer to illustrate Dyer’s philosophy in a sequence of serial parables using a movie-within-a-movie format. Whether you are a Wayne Dyer believer or not, I think you will be moved by the power of a well-made movie by a creative director. 120 minutes, starring Dyer, Portia de Rossi, and Michael DeLuise.

**We believe that good experiences are even more fulfilling when shared with others.** To this end, our objective each month is to present films of substance in a living room setting and to provide an opportunity to discuss with friends. Please join us on **Friday, March 12<sup>th</sup>, at 7:00 p.m.** in the UUCD conference room. As usual, all are welcome. Pizza is provided, bring your own beverage. Popcorn optional!

Contributions will be gratefully accepted, all of which will go to the UUCD to encourage continuation of UUCD programs.

**(For more information on these films and on our film series, check the bulletin board in the Fellowship Hall, look under “UUCD Events” or visit *SpiritualCinemaCircle.com*.)**

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## Theatre Aficionados

by Keith Dupree

**Mark your calendars:** Thursday, March 4<sup>th</sup>, is the next “Pay What You Want Night” at Theatreworks, New Milford. The evening’s performance is *The 25<sup>th</sup> Annual Putnam County Spelling Bee*, music and lyrics by William Finn.

For more information, look for the posting under UUCD Activities on the sanctuary bulletin board, go to the website [www.theatreworks.us](http://www.theatreworks.us), or call **Keith Dupree**.

Theatre Aficionados is a very informal gathering of people who enjoy seeing local theater together. We convene at the theater when the doors open at 7:30 p.m. All are welcome.

# March 2010

April 2010

March 2010

S	M	T	W	T	F	S
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

S	M	T	W	T	F	S
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Monday	Tuesday	Wednesday	Thursday	Friday	Sat/Sun
March 1 7:00pm Sow Green (Conf)	10:00am Knitting Ministry (Conf) 6:00pm Yoga (FH)	10:30am Transition Team (Conf) 7:00pm Sunday Serv. Comm (Conf)	3:00pm Exec. Comm (Conf) 7:30pm Theatre Afficionados (NM) 7:30pm Search Comm (Conf)	10:30am S Kimball's Chalice Circle (2 Conf)	Sunday Services 11:00am Auction Comm (2) 12:45pm C Volano's Chalice
7:00pm A Krieg's Chalice Circle (Yth)	10:00am Cluster Mtg (FH) 6:00pm Yoga (FH) 7:30pm Social Action Comm (Conf)	7:00pm Board of Trustees (Conf)	5:00pm DRE Relations (2 Conf) 7:30pm Book Grip (Conf)	3:00pm Growth Team (Conf) 7:00pm Movies w/a Misg (Conf)	9:00am Women's Breakfast 1:00pm Sr High Youth film project (FH)
7:00pm Sow Green (Conf)	10:00am Knitting Ministry (Conf) 6:00pm Yoga (FH)	4:00pm B Myers Chalice Circle (Conf)	Rev. Sue Spencer Vacation	Comment Deadline	Sunday Services 12:15pm Membership Comm 12:30pm RE Comm (2 Conf)
10:00am Caring Comm (Conf) 6:00pm Yoga (FH)	10:00am Caring Comm (Conf) 6:00pm Yoga (FH)	7:00pm Council Meetings (FH/Conf)	7:30pm Search Comm (Conf)	9:00am Women's Breakfast 6:00pm Auction (FH)	Sunday Services 10:15am Membership Coffee 12:30pm Membership Coffee
7:00pm Sow Green (Conf)	6:00pm Yoga (FH)				

Shaded Events are off-site

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**Services at 9:00 and 11:00 a.m.****March 7, 14, and 21, 2010: “Religious Autobiography”**

It’s been said that all theology is biography. Our ideas about how the universe is put together don’t spring forth out of nowhere, but are rooted in our life experience. Sue Spencer’s sermons this month will explore several contemporary autobiographies and memoirs, to see what they might have to say to us about the spiritual journey. If you’re interested in reading any of these, all of them are in print and obtainable through bookstores or on-line. Services led by Interim Minister Sue Spencer.

March 7, 2010: **The Spiritual Pilgrimage of Malcolm X**, based on *The Autobiography of Malcolm X*.

March 14, 2010. **Moving on from Childhood Faith: James Carroll**, based on *An American Requiem: God, My Father, And The War That Came Between Us*.

March 21, 2010. **Finding Faith as an Adult: Anne Lamott and Nora Gallagher**, based on Lamott’s *Traveling Mercies* and Gallagher’s *Things Seen and Unseen*.

March 28, 2010. The Senior High Youth will present **The Fishbowl Effect**, a film project on exploring individual beliefs. Come be amazed by our youth!

# Unitarian Universalist Congregation of Danbury, Inc.

## BYLAWS

Adopted May, 1973

(Amended 4/1980, 2/82, 5/83, 5/89, 3/92, 5/94, 10/95, 12/2004, 2/2010)

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### **Article I NAME** (Amended 1966, 1980, 2004)

The name of this organization shall be the: Unitarian Universalist Congregation of Danbury, Incorporated, herein after referred to as UUCD. These are Bylaws to the constitution established by the Unitarian Universalist Association (UUA), and govern the operation of this organization.

### **Article II PURPOSES AND AFFILIATION** (Adopted 1973; Amended 1995)

**Section 1. PURPOSES:** The purposes of this Congregation are to:

Provide an open, caring community, welcoming people of diverse backgrounds who come seeking spiritual, personal and intellectual growth. Create a place where adults and children are taught, nurtured, loved, and given freedom to explore and define individual beliefs. Affirm and promote Unitarian Universalist (UU) values of peace, social justice and religious tolerance for all people.

**Section 2. AFFILIATION:** This Congregation shall be a member of the Unitarian Universalist Association.

**Article III MEMBERSHIP** (Amended 1980, 1989, 1995, 2004, 2010)

**Section 1. GENERAL:** Any person, at least 18 years of age, who is in sympathy with its purpose and program, signs the Membership Book, and makes an annual financial commitment, may become a voting member of this Congregation.

**Section 2. YOUTH MEMBERSHIP:** Any person aged fourteen through seventeen who has completed a formal Coming of Age program within this Congregation may become a Youth Member. Youth Members are not entitled to vote but may attend and participate in all Congregational functions, including the annual meeting.

**Section 3. MEMBERSHIP OBLIGATIONS:** Members of the Congregation accept the financial and personal stewardship which is inherent to membership:

- A. Financial stewardship recognizes that each member provides part of the financial base of this Congregation by determining a personally meaningful monetary pledge and fulfilling that pledge.
- B. Personal stewardship affirms and promotes UU values and recognizes that members' contributions of time and energy are vital to the activities and programs of this Congregation.

**Section 4. REMOVAL FROM MEMBER STATUS:** A person shall be removed from the membership rolls:

- A. Upon receipt by the Congregation of a written request by the member for removal from membership status, or
- B. Upon the death of a member, or
- C. In absence of identifiable contribution (financial or participatory) by the member during the current fiscal year up to one month before the date of the Annual Meeting.
- D. If he or she has membership terminated by the Board for actions that threaten the well being of the Congregation, as determined by a vote of two-thirds of the Board.
- E. In the event a person is removed from membership under 5C or 5D above, that person shall receive notice and the right to appeal pursuant to procedures established by the Board.

**Section 5. ANNUAL REVIEW OF MEMBERSHIP ROLLS:** Annually, by February 1st, the Minister, Membership Chairperson and Treasurer will review the membership rolls and determine, with Board of Trustees approval, the number of members. Persons who have been removed from membership status at the Congregation's initiative shall be notified at their last known address and shall be informed regarding membership reinstatement procedures.

**Section 6. FRIENDS:** Any person who contributes to the activities of the Congregation and/or pledges, but is not on the membership roll, is a Friend of the Congregation. Friends are entitled to all the privileges of membership except voting and elective office. They may serve on committees and hold appointed positions.

**Article IV MEETINGS** (Amended 1980, 1989, 1995, 2004, 2010)

**Section 1. ANNUAL MEETING:** The Annual Corporate (Congregational) Meeting (herein Annual Meeting) shall be held in May of each year at such time and place as shall be determined by the Board of Trustees, in order to hear reports of officers, committees, and staff, to elect new officers and trustees, to adopt an annual budget, and to transact any other business that may properly come before the Congregation.

**Section 2. OTHER CONGREGATIONAL MEETINGS:** A special Congregational meeting of the UUCD may be called by the Board of Trustees. A special meeting shall also be called within thirty (30) days when a request, in writing, for that purpose is made to the President or Secretary of the Board by fifteen percent (15%) of the membership.

**Section 3. NOTICE OF CONGREGATIONAL MEETINGS:** The call for any Congregational meeting of the UUCD shall be posted by the Secretary in a conspicuous place within the Congregation's building for at least fourteen (14) days before the date of said meeting (except as stated in Article IV Section 4), and shall clearly state the business to be transacted. No business other than that stated in the posted call may be conducted at a special congregational meeting. The call shall either be published in the Congregation's newsletter or mailed to all Congregation members and read at a Sunday Service (if one is held) at least fourteen (14) days preceding such meeting.

**Section 4. RULES GOVERNING CONGREGATIONAL MEETINGS:** Robert's Rules of Order, Revised, shall generally prevail in the conduct of Congregational meetings except that:

- A. The following items of business require a two-thirds vote, including those qualified members present and voting and absentee ballots, for passage and must be published to the congregation at least thirty (30) days preceding such meetings:
  - 1. Amendments to Bylaws
  - 2. Expenditure of money in excess of \$10,000 for a non-budgeted item
  - 3. The relocation of the Congregation's facilities
  - 4. Sale or acquisition of real estate
  - 5. Withdrawal of capital from the Endowment Funds
  - 6. Dissolution of the Congregation
- B. Fifteen percent (15%) of the membership shall constitute a quorum for the transaction of business at any Congregational meeting of the UUCD. If at any time a member requests a quorum call and the meeting no longer has a quorum, the meeting will be declared adjourned.

- C. **REMOVAL OR ELECTION OF MINISTER:** The removal or election of a minister shall be at a special Congregational meeting called for that purpose. Election or removal shall be by a three fourths vote of those voting members present and voting.

**Section 5. VOTING RIGHTS:**

- A. The right to vote at meetings shall be restricted to those who have been members of this Congregation for no less than sixty (60) days prior to such meeting.
- B. Absentee ballots shall be allowed at the discretion of the Board and, when allowed, must be submitted in writing to the President or Secretary of the Board at least one day before the meeting, stating the specific matters to be voted on. Absentee ballots do not count towards a quorum.

**Article V BYLAWS AMENDMENTS** (Amended 1980, 1995, 2004, 2010)

**Section 1. VOTING:** Amendments to these Bylaws shall be adopted by a two-thirds vote of the qualified members voting at any Congregational meeting, provided that the proposed amendment shall have been fully set forth as in Article IV Section 3, Article IV Section 4.

**Section 2. NOTICE:** Amendments shall be submitted in writing to the Board of Trustees and the Board shall cause copies of the proposed amendment to be recorded in the minutes and to be included in the notices of the Annual Meeting or Special Congregational Meeting.

**Section 3. CALL FOR MEETING:** If a proposed amendment shall be submitted to a meeting of the Board of Trustees more than sixty (60) days before the date of the next Annual Meeting and approved by the majority of the Board, it shall be the duty of the President to call a Special Congregational Meeting to take action thereon.

**Section 4. APPROVED AMENDMENTS:** The Bylaws will be revised to include all amendments approved by a vote of the Congregation. An up-to-date copy shall be provided to any member upon request.

**Article VI FISCAL YEAR** (Amended 1980, 1989, 2010)

The fiscal year shall begin July 1<sup>st</sup> and end June 30<sup>th</sup> of the following year.

**Article VII ELECTIONS** (Adopted 1973; Amended 1995, 2004, 2010)

**Section 1. ELECTED POSITIONS:** Required elected positions (Board of Trustees' vacancies and Nominating Committee) shall be voted on at the Annual Meeting.

**Section 2. NOMINATION PROCESS:** When elections have become the order of business, the report of the Nominating Committee (see Article X Section 2.I) shall be read. Additional nominations can then be made and voted on, together with the selections of the Nominating Committee, provided that the consent of each nominee has been obtained and that written notice of such further nominations has been signed by ten or more members and logged with the Secretary at least five days before the day set for the meeting. If, by a majority of those members present and voting, the Congregation so wishes, nominations may be made from the floor at the Annual Meeting with the consent of those to be nominated.

**Section 3. USE OF UNANIMOUS CONSENT:** When there is but one candidate for any office, or but one list of candidates for all elective offices, balloting may be dispensed with by unanimous consent, and the Secretary shall declare the candidate(s) elected.

**Article VIII BOARD OF TRUSTEES** (Amended 1983, 1989, 1992, 1995, 2004)

**Section 1. BOARD COMPOSITION:** The Board of Trustees (herein Board) shall consist of nine persons who are members of the Congregation, one for each of the following positions and for the term specified:

- President (1 year)
- Vice-President (1 year)
- Secretary (1 year)
- Treasurer (2 years)
- Five Trustees-at-Large (3 years)
- Immediate past President to serve ex officio for 1 year

**Section 2. STAGGERED TERMS:** The terms of office shall commence on July 1 following election and end on June 30 of the appropriate year as determined by the term of office established in these bylaws for each office. Beginning with the 2010 annual meeting elections, a three year election cycle shall be initiated for trustees-at-large. One trustee-at-large shall be elected in the initial year and then two in each of the succeeding two years to assure staggered terms.

**Section 3. TERM LIMITATIONS:** A Trustee at Large elected at an Annual Meeting shall be eligible to serve a total of six (6) consecutive years, and after that is not eligible for reelection for one year. No member of the Board of Trustees may serve more than ten consecutive years.

**Section 4. VACANCIES:** Any vacancy shall be filled by the Board upon the recommendation of the Nominating Committee. Trustees so appointed shall serve through the current fiscal year. At the Annual Meeting following the occurrence of the vacancy, a Trustee shall be elected for the remainder of the term of such vacancy.

**Section 5. MEETINGS:** The Board shall establish a regular schedule of meetings, normally once a month. Special meetings of the Board shall be called by the Secretary at the request of the President, or at the request of any four members of the Board, for such purposes only as shall be stated in the call.

**Section 6. VOTING:** A quorum of the Board shall consist of five members, and all questions shall be decided by a majority vote of those present and voting.

**Section 7. MEETING LEADERSHIP:** In the event of the President and Vice President being absent at any meeting of the Board, a President pro tempore shall be elected from the board by its members.

**Section 8. REMOVAL OF A TRUSTEE:** If any member of the Board shall be absent for two successive meetings, the President shall inquire as to the Trustee's intention and urge attendance at the next regular meeting of the Board. Failure to present a reasonable excuse in person or by mail at or prior to such meeting shall be deemed sufficient cause for the Trustees to declare the office of the Trustee to be vacant.

**Article IX DUTIES OF THE BOARD OF TRUSTEES** (Amended 1983, 1989, 1994, 1995, 2004, 2010)

The Officers are the elected leaders of the Congregation. The four (4) Officers are President, Vice-President, Secretary, and Treasurer. Only a voting member who has been a member of the Congregation for at least two (2) years may serve as an Officer. These Officers may serve as an Executive Committee of the Board of Trustees to facilitate the Board's work between meetings and to conduct the day to day affairs of the Congregation.

**Section 1. THE PRESIDENT:** or his/her designee shall preside at all Congregational meetings and at all meetings of the Board. The President is an ex-officio and non-voting member of all Congregational Committees except the Nominating Committee, the Committee on Ministry, and the DRE Relations Committee.

**Section 2. THE VICE PRESIDENT:** shall perform the duties of the President when the President is absent or otherwise prevented from properly discharging the office of President as determined by the Board.

**Section 3. THE SECRETARY** shall keep an accurate record of the meetings of the Congregation and of the Board of Trustees. The Secretary shall be responsible for the preparation and distribution of agendas, notices, and other duties required by his/her office or as required by the Board of Trustees.

**Section 4. THE TREASURER** shall:

- A. Receive and disburse funds, maintain securities entrusted to UUCD, and shall keep a complete and accurate account of the finances of the Congregation. The Treasurer shall be bonded.

- B. Submit financial statements to the Board of Trustees and prepare an annual statement at the close of the fiscal year.
- C. Maintain a current and confidential roster of the pledging units and their pledges.

**Section 5. THE DUTIES AND RESPONSIBILITIES OF THE BOARD OF TRUSTEES:**

The Board of Trustees shall be the governing body of the UUCD and is the principal policy forming body of the Congregation. It shall have the overall administration and management of the business of the Congregation. It shall:

- A. Establish and maintain short and long range goals, procedures, and polices to govern the operating practices of the UUCD.
- B. Have general charge of property, assets and investments of the UUCD.
- C. In consultation with the Minister and the appropriate committees, hire and discharge support personnel.
- D. Appoint an Interim Minister in accordance with UUA guidelines.
- E. Develop and administer the Permanent Minister's letter of agreement.
- F. Properly facilitate communication with committees and council.

**Article X COMMITTEES** (Amended 1983, 1989, 1995, 2004, 2010)

**Section 1. COMMITTEES AND APPOINTMENTS:** This article defines Standing and Special Committees. Committee appointments are by the committee chair unless otherwise specified. Removal of appointments is specified in Article IX Section 5.D.

**Section 2. STANDING COMMITTEES** and their purposes tend to be operationally permanent and include, but are not limited to, the following:

- A. The **Finance Committee**, consisting of a minimum of two members and the Treasurer, who may not be chair, shall manage, with the consent of the Board, all of the financial planning and control, asset and liability management, investment management, and fund-raising activities of the Congregation. It may appoint special committees to assist in this work. It will arrange for an audit, by a qualified person not on the Board, at least every two years or whenever the Treasurer is elected, whichever comes first.
- B. The **Religious Education Committee** shall develop and implement a religious education program and curriculum for the Congregation. Working with the Minister, Director of Religious Education and youth advisor, the committee shall set goals and priorities for implementing programs and curricula.
- C. The **Buildings and Grounds Committee** shall manage and care for the Congregation's physical property.
- D. The **Sunday Services Committee** shall plan and conduct effective and varied Sunday Services in cooperation with the Minister and other committees.
- E. The **Membership Committee** shall provide for the welcome, orientation, reception, and stewardship of potential, new and current members and friends. It will maintain a current list of members and friends as specified in Article III Section 6.

- F. The **Denominational Affairs Committee** shall consist of delegates to UUA denominational bodies and other interested UUCD members. It shall be responsible for promoting our ties to the UUA and participation in the programs and activities of its associated organizations. The committee shall submit to the Board of Trustees each year a list of recommended delegates to the General Assembly in a timely manner, the final choice of delegates to be made by the Board. All delegates representing the UUCD in an official capacity must be UUCD members.
- G. The **Social Action Committee** shall provide opportunities to express concerns on ethical and social problems. It shall keep the Congregation informed about such issues and suggest action as it deems necessary and appropriate.
- H. The **Committee on Ministry** exists to strengthen the Ministry of the Congregation and its Minister(s). It shall consist of at least three Congregation members, and shall be appointed by the Board for three-year staggered terms of office from a list of candidates submitted by the Minister(s). In the event of a new Ministry, a new Committee shall be appointed within ninety days of the new Minister's arrival. The committee shall serve as a support group for the Minister(s) and as a communication channel among the Congregation, Board, and Minister(s). The Committee is available to the Minister(s), Board, and Congregation; and meets regularly with the Minister(s) to discuss issues and concerns and to suggest appropriate actions for the Minister(s) and Congregation. The Committee makes annual compensation recommendations for the Minister(s) to the Board.
- I. The **DRE Relations Committee**, consisting of a minimum of three Congregation members, shall be appointed by the Board in collaboration with the Director of Religious Education for three-year staggered terms of office. Its purpose is to provide guidance and support for the Director of Religious Education and to serve as a communication channel among the Congregation, Board, and DRE. The Committee is available to the DRE, Board and Congregation; it will meet regularly with the DRE to discuss issues and concerns of the Congregation, to guide and suggest appropriate actions for the DRE, and to collaborate with the DRE in setting goals and objectives. The Committee will provide to the Board a periodic evaluation of the DRE's performance in meeting those goals and objectives and make salary recommendations.
- J. The **Nominating Committee**, consisting of at least three members, one from the current Board and two from the Congregation who have been members for at least two years and are not on the current Board, shall be elected by the Congregation at its Annual Meeting. A member so elected shall be eligible to serve a total of two consecutive years and after that is not eligible for a year. The purpose of this committee, in consultation with the President and the Minister, is to prepare a list of qualified candidates for all elective offices to be filled at the next Annual Meeting in sufficient time for the Board to include in its minutes and the notices for the call for the Annual Meeting (Article IV Section 3). In addition, they will, in consultation with the members of the respective committees, make recommendations on committee chairs to the

Board as needed. They also will recommend candidates, when asked by the Board, to:

- a. fill vacancies of appointed and elected positions arising during the fiscal year
- b. chair special committees as needed (Article IX Section 5.J).

**Section 3. SPECIAL COMMITTEES** may be appointed by the Board of Trustees and shall perform such duties as defined at their creation and disband upon completion of their task.

**Section 4. TERM:** All Committees not elected shall be appointed after the Annual Meeting and the new people, elected or appointed, shall meet with the existing Committees until June 30th, at which time they assume their full responsibilities for the next fiscal year.

**Section 5. FINANCIAL RESPONSIBILITIES:** All Committees shall submit a written budget to the Finance Committee for its inclusion in the tentative budget and a full report of all financial activities to the Treasurer at the time of the Annual Meeting, or more frequently if so required by the Board of Trustees.

## **Article XI MINISTER(S)** (Amended 1982, 1989, 1995, 2004, 2010)

### **Section 1. QUALIFICATIONS:**

- A. Equal Opportunity Employer: The Congregation is an equal opportunity employer and will not discriminate in the calling of its Minister(s) on the basis of age, sex, race, color, nationality, gender, disability, marital status, sexual orientation or gender expression.
- B. Ministerial Fellowship: All ministers shall be and remain in Ministerial Fellowship with the Universalist Unitarian Association during their tenure with the Congregation.

### **Section 2. MINISTERIAL SEARCH PROCESS:**

- A. When a vacancy occurs in the ministry, a Special Congregational meeting shall be called to elect a Ministerial Search Committee of seven members. To that effect the Board shall submit a slate of nominees. Additional nominations may be made with the consent of those additionally nominated. The President shall have the authority to replace a member of the Search Committee in the event of a resignation or a prolonged absence.
- B. The Search Committee, in cooperation with the appropriate denominational officials and in accordance with the recommended denominational procedure, shall canvass available Ministers and recommend a candidate to the Congregation. The Committee shall also propose the terms of the Minister's letter of agreement to the Board.
- C. A three-quarters vote of the Congregation is required to call a minister.
- D. If the recommended candidate is not called, the procedure shall recommence with Article XI Section 2.A.

**Section 3. MINISTER'S LETTER OF AGREEMENT:** The letter of agreement with the Minister(s) shall be agreed to by the Board of Trustees and signed by the Minister(s) and The President of the Congregation. The letter of agreement may be terminated by either Party with 90 days' written notice to the other.

**Section 4. FREEDOM OF THE PULPIT:** The Minister(s) shall have freedom of the pulpit. The Minister(s) shall also have the freedom to express personal opinions outside the pulpit, but shall not represent the Congregation's views without authorization from the Board or of the Membership

**Section 5. DUTIES OF THE MINISTER(S):** The Minister(s) and the membership shall share the responsibility for the Congregation and its spiritual interest and activities. The Congregation looks to its Minister(s) for spiritual leadership, for assistance in setting and articulating its vision, and for assistance in achieving its goals through inspired professional leadership. The Minister(s) has (have) ultimate responsibility for all services of worship conducted on Congregational premises, including such religious rituals as weddings, dedications, and memorial services. The Minister(s) is (are) ex- officio members, without vote, of the Board of Trustees and of all committees except Nominating, Ministerial Search, and DRE Relations. The Minister(s) shall bring to the attention of the Board of Trustees any matters that seem pertinent to the general welfare of the Congregation, and shall advise the Board with reference to Congregational policy, but final decisions remain with the Board as set forth in these bylaws and as directed by meetings of the Congregation.

**Article XII COMMON COUNCIL** (Amended 1980, 1989, 1995, 2004, 2010)

The Common Council shall consist of the Board of Trustees, the chairs or a designated representative of all active committees, Minister(s), and such persons as the President may designate. It may meet at least-quarterly to coordinate Congregational programs, address common concerns and facilitate communication between all segments of the congregation. Any council recommendations are advisory and require a vote by the Board and/or the Congregation as appropriate.

**Article XIII DISSOLUTION** (Adopted 1983, Amended 2004)

Should this Congregation cease to function and the membership vote to disband, any net assets of the Congregation will be transferred to the Unitarian Universalist Association with the recommendation that it be used in this vicinity to further Unitarian Universalist activities. This transfer is to be made in full compliance with whatever laws are applicable.

**Article XIV INDEMNIFICATION (Adopted 2010)**

UUCD shall indemnify any person who is or was an employee, agent, representative, member of the Board of Trustee of UUCD against any liability asserted against such person and incurred in the course and scope of his or her duties or functions within the UUCD to the maximum extent allowable by law, provided the person acted in good faith and did not engage in an act or omission that is intentional, unlawful, willfully or wantonly negligent, or done with conscious indifference or reckless disregard for the safety of others. The provisions of this article shall not be deemed exclusive of any other rights to which such person may be entitled under any bylaw, agreement, insurance policy, vote of members or otherwise.