

## **Bylaws Taskforce**

### **Second member's meeting, August 16 2009 "Officers and Committees"**

#### **Summary of members' input**

#### **BOT=Board of Trustees**

##### **Nominating committee**

- Opinions varied on preferred size - 5 to 9.
- Could be a non-fixed size, for example minimum of 5 and maximum of 9, to allow for variations in the availability of interested people.
- 3 year staggered terms considered good although concern was raised about people's willingness to serve for that long. 2 year terms might be easier to sell but would affect institutional memory.
- It was suggested that rules be in place for the BOT to appoint replacements if NC members leave.
- BOT representative a good idea (voting or non-voting, more favored the latter).
- Number of candidates can equal or be greater than the number of slots available.
- Could be nominated by NC or by petition (with small number of signatures required, fixed number and not a % of members).
- There was not agreement among the groups about whether candidates should be selected by the BOT or the Nominating Committee.
- NC needs to think about diversity on the BOT (particularly for age) and having at least 1 BOT member with financial expertise.
- Diversity on the NC itself also important.
- There was disagreement about whether, on the ballot, candidates for the NC who were nominated by the NC should be distinguished from those who were nominated by petition.
- Some people thought members should be able to nominate themselves to run for the NC by filling out a simple form (no petition needed).
- Also, one member could nominate another.
- It was suggested that a person should have to be an ERUUF member for a certain number of years before being eligible for the NC (so they will have had a chance to get to know a lot of people).
- It was pointed out that potential candidates should be asked to run (by NC, board?) to recognize their skills and past involvement.
- It was suggested to have a "nominations month" with events and other publicity to encourage people to get involved.
- Nominations from the floor - not a good idea.
- Nominating process should start early to ensure enough time for identifying candidates, petitions, etc.

#### **BOT**

- There was a marked division of opinion, with many people feeling that the officers should be specifically elected by the members and many others feeling that the BOT should be elected by the congregation as equals and then select their own officers. The latter approach seemed to have more support overall.

- Job descriptions for BOT members and officers should be clearly spelled out in policies.
- BOT members could be required to fill an officer position for at least 1 of their 3 years.
- It was noted that, with the present system, the NC in effect picks the BOT president.
- Suggestion that the president be selected by the BOT from BOT members with at least 1 year of experience.
- The fact of 3-year terms for at-large BOT members and 2-year terms for officers was a concern. Suggested that immediate past prez stay on for a 3rd year (good luck with this one!).
- The election of a VP/prez elect is considered good - on-job training.
- Most people wanted an elected treasurer (or use some other title) who would be the board liaison to the finance committee. Having an identified and elected person for finance was considered important. There were some who would support letting the Board select its financial liaison person.

## **Committees**

- Most people thought that bylaws should specify only 1 or 2 committees - Nominating and maybe Finance. Other committees defined in policies. Stewardship and conflict resolution were also suggested as bylaws-named committees.
- Most people thought a finance committee reporting to the BOT was important.
- A few people argued that almost every committee or committee function should be specified in the bylaws (worship, RE, social justice, music).
- BOT and executive committees should be separated.
- Approval and accountability essential - how a committee fits into the overall structure of ERUUF.
- Written reports and rules about creation of committees should be in policies.
- Should we define what is a "committee" versus a task force or interest group?
- Committee chairs should be required to be ERUUF members.
- Each committee should have a written charter describing the mission, organization, and accountability.
- Most committee stuff can be in policies. The bylaws might specify that certain policies must be created.
- Some felt that "important" committees that had a vital role should be made up of all or at least a majority of ERUUF members.