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PURPOSES AND PRINCIPLES

We, the members of the Unitarian Universalist Church of Delaware County, covenant to affirm and promote:

- The inherent worth and dignity of every person;
- Justice, equity, and compassion in human relations;
- Acceptance of one another and encouragement to spiritual growth in our congregation;
- The free and responsible search for truth and meaning; The rights of conscience and the use of democratic process within our congregation and in society at large;
- The goal of world community with peace, liberty and justice for all;
- Respect for the interdependent web of existence of which we are all a part.

The living tradition we share draws from many sources:

- Direct experience of that transcendent mystery and wonder, affirmed in all cultures, which moves us to a renewal of the spirit and an openness to the forces which create and uphold life;
- Words and deeds of prophetic women and men which challenge us to confront powers and structures of evil with justice, compassion, and the transforming power of love;
- Wisdom from the world's religions which inspire us in our ethical and spiritual life;
- Religious teachings which call us to respond to God's love by loving our neighbors as ourselves;
- Humanist teachings which counsel us to heed the guidance of reason and the results of science, and warn us against idolatries of the mind and spirit;

Grateful for the religious pluralism which enriches and ennobles our faith, we are inspired to deepen our understanding and expand our vision.

We enter freely into this covenant, promising to one another our mutual trust and support.

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ARTICLE I - NAME

The name of this religious society shall be "The Unitarian Universalist Church of Delaware County." The corporate name shall be "The Unitarian Society of Delaware County."

ARTICLE II . DENOMINATIONAL AFFILIATION

This Society shall be a member of the Unitarian Universalist Association. Delegates to the UUA General Assembly shall be chosen by the congregation or in such other manner as directed by the Board of Trustees of the Society.

ARTICLE III . MEMBERSHIP

Section 1. Any person may become a member of this Society who has attained the age of 16 years or who has successfully completed the "Coming of Age" or comparable curriculum designed to prepare young people informed participation in this Society and who has shown himself/herself in sympathy with its purpose and program by signing the Membership Book. No doctrinal test shall be required of anyone desiring membership of the Society. In accord with the purpose of this Society, all persons will be welcomed to membership without regard to race, color, nationality or sexual orientation.

Section 2. To be entitled to vote at any business meeting of the Society, individuals must have been members for a period of not less than twenty-one days and must have made a recorded financial contribution to the Society during either the immediately preceding or current fiscal year; provided, however, that voting members who have moved their permanent residence from the area served by this Society or have affiliated with another church shall relinquish their voting privileges and shall be placed on an inactive list if, upon due inquiry by the Society, they should fail to signify in writing their desire to continue as a voting member. A contribution from either husband or wife or domestic partner shall entitle both to vote, if they are both members.

Section 3. Members who have relinquished their voting privileges for failure to make a recorded financial contribution (see Section 2) shall be considered inactive and shall be placed on the inactive list. The Board of Trustees may terminate the membership of any member who has been on the inactive list for two consecutive years if, after written notice to the last known address, that member should fail to signify in writing a desire to retain membership. Withdrawal from membership may be made by written notice.

Section 4. Members who have permanently moved from the area for a minimum of 3 months shall not be counted as members in determining a quorum for congregational meetings, except when such members have expressed written intent to return for specific meetings. Life
Members shall only be considered for quorum purposes if they actually attend the meeting.

Section 5. The Board of Trustees may bestow Life Membership upon designated members who have rendered long term service with extraordinary dedication to this Church or Denomination. This honor shall be given suitable recognition by the Board of Trustees and the congregation.

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ARTICLE IV ORGANIZATION FOR MANAGEMENT

Section 1. The Board of Trustees of the Society shall consist of eight elected members including the President, Vice President, Secretary, and Treasurer, plus the Minister serving ex—officio. The President of the Society shall be the Chair of the Board of Trustees.

Section 2. The Officers of the Society shall be the President, the Vice President, the Secretary, and the Treasurer. The President and Vice President shall be elected each year at the January General Business Meeting and take office at the time other Board members take office. (See Article IV, Section 13). The Secretary and Treasurer shall be appointed by the Board of Trustees from among its own members annually but for no longer than their elected terms of office. The President-Elect and Vice President-Elect may attend Board meetings but have no vote. No person who has served two consecutive terms as President or Vice President shall be eligible for re—election to that office until after the expiration of at least one year. No officer shall serve more than five consecutive years on the Board. All officers shall be voting members of the Society and at least eighteen years of age.

Section 3. All members of the Board of Trustees other than the President, Vice President, and Minister shall be elected at the May meeting for a three—year term. Terms will be staggered. Each year two persons shall be elected to a three—year term. No Trustee shall serve more than five consecutive years. All Trustees shall be voting members of the Society and at least eighteen years of age.

Section 4. To be elected, any officer or other member of the Board of Trustees must receive a majority of the votes of those members of the Society present at the Congregational Meeting. In the event that no candidate for President or Vice President receives the vote of a majority of those members of the Society present at the Congregational meeting, a run—off election shall be held between the two leading contenders. In the election of other members of the Board of Trustees, any candidate receiving a majority of votes cast will be elected. For each succeeding runoff, the candidate receiving the lowest number of votes on the previous ballot shall be eliminated.

Section 5. The Board of Trustees shall assume responsibility for overall policy. Detailed administration' shall be delegated to whatever departments or committees the Board of Trustees shall see fit to establish. Usually no member of the Board of Trustees, shall at the same time serve as a department head. Department heads shall be appointed by the Board of Trustees annually with the possibility of reappointment in subsequent years. Department heads may participate in any Board meeting at which a policy matter involving their particular department is to be discussed. Board members shall be assigned responsibility for maintaining close liaison with one or more departments.

Section 6. The Board of Trustees shall meet at least once a month with additional special meetings called by the President when needed. A majority of the Board of Trustees shall constitute a quorum. Business transacted by the Board of Trustees must be voted upon affirmatively by a majority of those members of the Board of Trustees present. The Minister shall serve as a voting member of the Board.

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Section 7. A Coordinating Council consisting of all Department Heads, the Minister, the Director of Religious Education and the Vice-President shall be formed for purposes of planning programs and coordinating activities. The Chair of the council shall be elected by its members at its first meeting following the May Annual Meeting of the congregation. At least once a year the council shall meet jointly with the Board of Trustees.

Section 8. The Board of Trustees shall arrange for the recording and maintaining of records of vital statistics within the Society. These records shall be kept in the Church Office.

Section 9. The President will normally preside at all business meetings of the Society, but may designate a substitute to expedite proceedings or so that he or she may participate more fully in the discussion.

Section 10. The Vice President shall be Vice-Chair of the Board and shall carry on the President's duties in the latter's absence. In the event of a vacancy in the Presidency, the Vice President shall assume the Presidency. If the Vice President's seat becomes vacant the Board of Trustees shall appoint a replacement who shall serve until the next regularly scheduled Congregational Meeting.

Section 11. The Secretary of the Society shall assume the following responsibilities:

Section 11a. The Secretary, in cooperation with the head of the Membership Department, shall keep a record of all Society Members, and, in cooperation with the Receiving Treasurer, shall have available for each business meeting a list of members entitled to vote.

This list shall be used to determine a quorum.

Section 11b. The Secretary shall be responsible for keeping and preserving records of meetings of the Board of Trustees and business meetings of the Society which records shall be open to inspection by members of the Society.

Section 11c. The Secretary shall be responsible for keeping and preserving legal and business documents of the Society, such as deeds, certificate of incorporation, insurance policies, and contracts.

Section 12. The Treasurer shall assume the following responsibilities:

Section 12a. The Treasurer shall supervise the receipt, disbursement and investment of moneys of the Society. Cash funds are to be deposited in banks protected by the Federal Deposit Insurance Corporation or the Federal Savings and Loan Insurance Corporation. Investments in other securities must have Board approval.

Section 12b. The Treasurer shall keep proper accounts of all moneys received and paid, which shall be open to inspection by the Board of Trustees and shall furnish a yearly-statement of the financial affairs of the Society, which statement shall be available for the information of members. The records of the Treasurer shall be subject to annual audit.

Section 12c. The Treasurer and such assistants as determined by the Board of Trustees shall be bonded. The cost of these bonds is to be paid out of funds of the Society.

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Section 13. The terms of office of the President, Vice President, and all other members of the Board of Trustees shall begin on the day following the May meeting.

Section 14. The Nominating Committee shall be a standing committee composed of five voting members of the Society. Two shall be appointed from the Board of Trustees by the Board; three shall be elected from the congregation and shall hold no Board position. Interim vacancies shall be named by the Board. The Committee shall choose its own Chair.

Section 15. The Chair of the Board of Trustees shall instruct the Nominating Committee as to the number of positions to be filled 60 days before the next regularly scheduled congregational meeting if elections are to be held at said meeting. The Nominating Committee will recommend nominees for Board or Congregational action. A Board vacancy shall be filled by a Board appointee, recommended by the Nominating Committee, until the next Annual or May Business Meeting of the Society, at which time a Trustee shall be elected, in accordance with Section 4 of Article 4, to fulfill the unexpired term.

Section 16. The Nominating Committee shall prepare and submit to the Society, at least 30 days prior to meetings at which elections will be held, nominations for all offices and positions to be filled by election at said meeting. Additional nominations may be made by the floor at said meeting, providing that each such additional nomination is endorsed in writing by at least three voting members. Each nomination must have the prior consent of the nominee. Nominations shall be closed prior to the start of elections.

Section 17. Individual Board Members and Department Heads may be removed from office by a two-thirds vote of the Board after the individual has been apprised, in writing, of performance shortcomings and given a reasonable period of time to improve performance. Any action taken under this section may be appealed to the Congregation at a meeting called by the Board.

Section 18. Liability of Trustees. To the fullest extent that the laws of the Commonwealth of Pennsylvania, as now in effect—or as hereinafter amended, permit elimination or limitation of the liability of Trustees, no Trustee, nor persons acting for the Board of Trustees of this Society, shall be personally liable for monetary damages as such for any action taken or failure to take action as a Trustee.

ARTICLE V . BUSINESS MEETINGS

Section 1. A General Business Meeting shall be held each year within the month of January, to elect the President and Vice President of the Society in accordance with Article IV, Section 2; review the financial status of the Society; and to act on such other matters as may appear on the Call to meeting.

Section 2. The Annual Meeting will be held within the month of May to elect members of the Board of Trustees, other than the President and Vice President, and three members of the Nominating Committee; to receive written reports from the Minister, Director of Religious Education, President, and Department Chairs; to review the financial status of the Society; to approve the budget for the upcoming fiscal year, and to act on such other matters as may appear on the Call to Meeting.

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Section 3. The Secretary of the Society shall Call the Annual and January Meetings, as well as any special meetings upon request of the Board of Trustees, or upon written request of ten or more members of the Society.

Section 4. Notice to members of special and annual business meetings shall be made by mail at least seven days before the meeting. The business to be transacted shall be specified in said notice. In the case of special meetings, only matters specified in said notice may be voted upon.

Section 5. Except as otherwise specified in these By-Laws, any matter may be decided by a majority of voting members present at any Annual or special meeting duly convened after proper notice, and 10% of the voting membership shall constitute a quorum. Wherever as herein provided a matter is to be decided by more than a simple majority vote (Article VII, Sec. 4; Article IX, Sec. 4; Article X, Sec. 4 and 5; Article XII) then 25% of the voting membership shall constitute a quorum. Voting by proxy shall not be permitted.

Section 6. On convening any official business meeting of the Society, the President may designate a chair for that meeting. All such meetings shall be conducted in accordance with Roberts Rules of Order, Revised.

ARTICLE VI- FISCAL YEAR

The Fiscal year shall extend from July 1 through June 30, at the conclusion of which year the Treasurer's books shall be audited by the person or persons named by the Board of Trustees.

ARTICLE VII - BUDGET

Section 1. An Annual Canvass (or approved substitute) for the next fiscal year shall be completed before the end of the current fiscal year. A preliminary budget shall be approved by the Board of Trustees and presented for congregational consideration at the Annual Meeting. Upon approval as the final budget it shall serve as authorization to the department heads to make expenditures during that fiscal year equal to the total of the budget for their departments.

Section 2. Any substantial departures from the respective itemized departmental budgets shall require approval by the Board, and in no case shall an amount in excess, of the total departmental budget be spent without Board authorization. The Board may delegate to the council authorization to approve departmental budget departures and over—runs within specified limits. The Board may further authorize self-supporting operations outside departmental budget restrictions.

Section 3. The Board may approve unbudgeted operating expenditures in an amount up to 2% of the total current operating budget. The Board may further approve unbudgeted capital expenditures and purchases of materials and services for maintenance or improvement of buildings and grounds in an amount up to 4% of the total current operating expense budget of each fiscal year.

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Section 4. When the purchase, sale, or lease of real estate, or any other form of acquisition or disposition of an interest in real property, or any transaction involving the borrowing of money is being considered by the Society, a resolution authorizing the same shall be approved by two thirds of the voting members present at a duly convened annual or special meeting of the Society. Notice of this purpose must be included in the Call of the Meeting, and a quorum of 25% of the voting members must be present.

ARTICLE VIII CONTRIBUTIONS

The Society shall establish an Endowment Fund. Contributions to the Endowment Fund shall be made and administered in accordance with the terms of the Endowment Fund Resolution and Enabling Document dated May 20, 2007. The acceptance of and guidelines under which contributions to other funds shall be made will be in accordance with Board of Trustees policy.

ARTICLE IX MINISTER

Section 1. The Congregation, by majority vote of members of the society present at a duly called business meeting, may authorize the Board of Trustees to employ an Interim Minister for a period not to exceed twelve months during a vacancy in the position of Minister. With the approval of the majority of members of the society present at a meeting, an Interim Minister's employment may be extended for no more than a second twelve-month term. An Interim Minister may not be a candidate for permanent minister. Detailed terms of employment shall be established by the Board of Trustees, subject to guidelines or limitations determined by a majority of members of the Society present at the congregational meeting.

Section 2. When a permanent minister is to be called, the members of the Society shall elect a Search Committee for the purpose of recommending to the Board of Trustees a candidate for Minister and the Minister's annual salary. The Committee shall consist of at least seven voting members of the Society chosen from a list presented by the Board of Trustees and those nominated from the floor. It shall be the duty of the Committee to evaluate the qualifications of available candidates.

Section 3. The recommendation of a new Minister to the Society shall be made by the Board of Trustees acting on the finding of the duly-elected Search Committee.

Section 4. The members of the Society may choose a Minister or terminate a Minister's tenure at a duly convened meeting called for that purpose, by a two-thirds vote of the voting members present.

Section 5. The Minister shall have charge of the religious meetings of the Society.

Section 6. The Minister shall be an ex-officio member of all departmental and other organizations of the Society, excluding the Nominating Committee.

Section 7. The Minister's compensation is to be set by the congregation on the recommendation of the Board of Trustees.

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Section 8. The Minister may resign at any time by giving at least three months' notice to the Board of Trustees, or upon any period of notice mutually agreeable between the Minister and the Board of Trustees. In the event the Society terminates the Minister, it shall provide at least three months' notice.

Section 9. There shall be an annual evaluation of the performance of the Minister and of the relations between the Minister and the congregation. This evaluation shall be conducted by the Committee of the Ministry under the direction of the Board of Trustees.

ARTICLE X – SOCIAL SERVICE AND SOCIAL ACTION

Section 1. In the present Article, the term "Social Service" will mean the rendering of a charitable contribution, either material or in the form of volunteer work, with the basic objective of remedying misfortune by direct aid to individuals. "Social Action" will mean an attempt to persuade the community to modify its action or views in an area in which the ethical insights of liberal religion are thought to apply.

So that any proposed project in the general category of social concerns shall be governed by the procedures set forth in this Article, the Board of Trustees shall determine whether each such project is to be deemed "social service" or "social action" according to the guidelines set forth above.

Section 2. It is the policy of this Society to encourage social service activities by its members. The Board shall be responsible for determining whether or not the name of the Society as a whole is to be associated with any social service project initiated by one or more members.

Section 3. It is the policy of this Society to encourage its members to translate their ethical beliefs into appropriate activities in the area of social action, and to seek to exert the ethical influence of the Society outside its immediate membership by official activities that have been properly authorized. Rules determining proper authorization of such activities are set forth in this Article.

Section 4. The Board of Trustees may establish a social action committee. The committee shall conduct such activities as it deems appropriate within the congregation. With the exception of programs previously approved by the Society at a duly-convened Annual or Special Meeting, it may engage in external activities only in its own name, and only with the approval of the Board. When, in the judgment of the Board it shall be desirable to seek either an expression of congregational sentiment relating to a proposed external action by the committee, or congregational authorization of a specific action, such expression of sentiment or such authorization shall be sought. Congregational authorization of committee action shall require approval by two thirds of the voting members present at a duly-convened annual or special meeting.

Section 5. External social action may be taken in the name of the Society as a whole only with congregational approval. This requirement shall be deemed to have been met when a resolution authorizing the proposed action and specifying in some detail the methods to be used is approved by three-fourths of the voting members present at a duly-convened Annual or Special Meeting. Proposals for such action may be submitted to the Society to be acted on at an Annual or Special Meeting, in the same manner as provided for any other business.

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Section 6. No action taken by the Society or any of its official committees is to be represented as a declaration of a creed—or construed as a statement which necessarily sets forth the personal beliefs of any individual members.

Section 7. Nothing in this Article shall be construed to prohibit the Society from dealing with General Resolutions for consideration at the General Assemblies of the Denomination under the procedures established for -this purpose by the Unitarian Universalist Association.

ARTICLE XI DISPOSITION OF PROPERTY

If this Society shall at any time be dissolved, all of the real estate and personal property of the Society shall be transferred to the Unitarian Universalist Association on the understanding that said property will be used by the Association for its general purposes, and this By-Law shall apply to all property donated to the Society, whether by will or in some other manner, unless the donor expressly provides otherwise.

ARTICLE XII .AMENDMENTS

These By—Laws may be amended or repealed at any Special or Annual Meeting of the Society by two-thirds of the voting members present. All changes proposed shall be set forth in a notice mailed to the members at least fifteen days before the meeting. 25% of the active voting members shall be required for a quorum.