**Proposed Bylaws Changes**

**Congregational Meeting June 12, 2021**

The following proposed bylaws changes are recommended by the board to clarify the composition, selection, and reporting for the Personnel and Planning Giving Committees.

**Section A.** 2. Duties of the Immediate Past President The Immediate Past President shall serve as ~~the chair~~ **a member** of the Planned Giving Committee and shall serve on the Financial Council. The Immediate Past President shall also serve on the Nominating Committee.

**Section B. Planned Giving Committee**

1. The Planned Giving Committee shall consist of the Immediate Past President and two (2)~~four (4)~~ members of the Fellowship ~~appointed by the Board~~ **elected by the congregation** to serve for three (3)-year staggered terms, renewable once. **The Congregational Financial Officer shall serve as an ex-officio nonvoting member.**

**Section C. Personnel Committee (Note: this section will be moved under financial council and the other committees in this section will be renumbered)**

1. The Personnel Committee shall consist of ~~five~~ **three** members: the President-Elect, the Chair of the Personnel Committee, **and** the Minister. t~~wo (2) non-Board of Trustees members appointed by the Board for two (2) year staggered terms.~~
2. The Personnel Committee, in collaboration with the Minister, shall develop and maintain job descriptions, hire, and evaluate all paid employees of the UUFC. The Minister shall supervise all such paid employees.
3. The Personnel Committee shall, in consultation with the CFO, recommend compensation for all paid employees of the UUFC except the Minister.
4. All hiring, compensation, and termination decisions made by the Personnel Committee shall be subject to approval by the Board of Trustees.

**Section E. Financial Council**

1. **Composition of the Financial Council**. The Financial Council shall consist of the Congregational Finance Officer (CFO), who serves as Chair, the Treasurer, the immediate Past President, the Chair of the Planned Giving Committee, and at least one other at-large member. The Stewardship Team and Fundraising Team leaders, **and the chair of the Personnel Committee** shall report to the Council at least quarterly, or as necessary.