

POLICY COMMITTEE BOARD REPORT  
FOR December 2018 BOARD MEETING  
PREPARED 12/12/18

**1. Endowment Committee proposed Policies:** At the June, 2018, annual meeting, the congregation approved a by-law change that removed a good deal of language from the by-laws that had to do with operations of the Endowment Committee. These changes had been recommended by the Endowment Committee. Part of the recommendation package included establishing policies for the operation of the committee, essentially incorporating the material that was removed from the prior by-law into the policy manual. These policies have not been approved by the board, although the Endowment Committee has been following their proposed policies. The Endowment Committee has requested that the board adopt these policies. The policies have been incorporated into the proposed revised policy manual, the consideration of which has been delayed because of other important work the board has had to do this fall. The board should consider adopting these proposed policies in the form in which they were submitted at the time the by-law change was proposed. The proposed Endowment Policy accompanies this report.

ACTION ITEM: Motion to Approve the Endowment Committee Policies as set forth in a document entitled Endowment Committee Policy May 2018.

**2. Discussion of Distinction between Vice President and President Elect:** Our current By-Laws contain the following provisions regarding officers:

**A. Method of election, composition, terms of office and removal from office.** A Board of Trustees, consisting of four Officers (President, President-Elect, Secretary, and Treasurer) and three Trustees at Large shall be elected by the Congregation at the Annual Meeting. The Members of the Board shall be elected as Trustees from the membership by a majority vote of a quorum. The Board shall select from among themselves the positions of President, President-Elect, Secretary, and Treasurer. Terms of office begin July 1. Trustees may serve sequential terms. Trustees shall serve three-year terms. However, the offices of President and President-Elect shall be occupied for one year each, the President-Elect automatically proceeding to the position of President the second year and remaining as Trustee for the third.

Our current policy manual contains the following language regarding board composition and job descriptions:

BOARD OF TRUSTEES

The Board of Trustees consists of the Officers (President, Vice President, Secretary and Treasurer), each serving one-year terms, and three Trustees at Large, each serving staggered two-year terms. All terms begin on July 1.

## OFFICERS OF THE CONGREGATION

### PRESIDENT

The President:

presides at monthly Board Meetings;

keeps the pulse of the Congregation appointing, when necessary, the person or committee to execute business at hand;

presides at Congregational meetings including the Annual Meeting;

meets with the Old/New Board Members in July;

submits an annual report to the Congregation.

### VICE PRESIDENT

In the President's absence, disability, or death, the Vice President performs the presidential duties until the President returns or the Board fills the vacancy. The Vice President:

becomes familiar with the Congregation's programs;

oversees the annual Stewardship Campaign (but does not act as Stewardship chairperson);

determines a quorum for Congregational meetings;

administers absentee voting procedures;

collects annual reports of committee chairs and files them with the annual meeting

minutes.

The existing policy manual does not address how our UUCGT officers are chosen. Therefore, the by-law provision calling for the board to elect our officers is controlling and this has been our practice for the past several years. The principal distinction between the by-laws and the policy manual provisions has to do with the difference between a Vice President and a President Elect. The former serves for one year and may or may not succeed to the office of President. A President Elect would function as a Vice President when needed but would also be preparing to assume the presidency the following year.

The primary reason for using the President Elect model is to assure that an incoming president has been preparing to assume that leadership role. It also assures that there will be a continuity of leadership. The challenge is that it has proven difficult to find individuals who are willing and able to make this two-year commitment. Because our present practice is to have the leadership chosen by the Trustees and the LDC's function is to nominate Trustees (as opposed to nominating individuals for the specific leadership positions), there is no assurance that at least some of the trustees will have the time available and the motivation to assume the leadership positions.

In my opinion, the President Elect model is more likely to produce consistent leadership for UUCGT. However, I do not believe our present method of nominating and electing Trustees is designed to support that model. Unless we are prepared to take on the task of re-structuring our nomination process, I think we need to consider amending the by-laws to be consistent with our present practice.

Prepared by:

Tom Darnton  
12/12/18