

# UNITARIAN UNIVERSALIST MINISTRY FOR EARTH BY-LAWS

Amended on June 28, 2021

## **Article I NAME**

The full name of this organization shall be Unitarian Universalist Ministry for Earth.

## **Article II AFFILIATION AND INCORPORATION**

1. The Unitarian Universalist Ministry for Earth shall be an acknowledged Related Organization of the Unitarian Universalist Association.
2. The Unitarian Universalist Ministry for Earth is organized and incorporated exclusively for charitable, religious, educational, and scientific purposes as defined by Section 501 (c) (3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

## **Article III PURPOSE**

The purpose of the Unitarian Universalist Ministry for Earth is to facilitate and support the work of Unitarian Universalists by affirming and promoting the principles of Unitarian Universalism, especially “respect for the interdependent web of all existence of which we are a part” and “journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.” We focus upon the theological, spiritual, and ethical implications of human behaviors and activities that affect the health and sustainability of the living earth.

### **The Unitarian Universalist Ministry for Earth will:**

- Provide a forum for discussion and dissemination of material for study, religious education and worship;
- Serve as a central source of environmental education for Unitarian Universalists, highlighting the relationships between spiritual and religious values and related environmental, social, ethical, and justice issues;
- Advise the UUA on the implications of denominational, congregational, and interdenominational activities as they relate to the environment; and
- Support Unitarian Universalists in their personal and congregational efforts to create a healthy and sustainable environment.
- Participate in Faith-based Organizing, advocacy, and activism, representing Unitarian Universalism while always following the lead of Front-line Communities and Activists in the climate justice movement.

## **Article IV ACCOUNTABILITY**

1. The Unitarian Universalist Ministry For Earth is accountable to its stakeholders in alignment with its mission and its commitment to countering oppressions that devastate Earth and humanity. The methods of accountability shall be determined by board and staff policy.

2. The Unitarian Universalist Ministry for Earth, in keeping with the inherent worth and dignity of all persons and other UU Principles, will invite broad participation and full inclusion in all its structure and activities; attention will be paid at all times to overcoming barriers related to race, ethnicity, class, age, gender, sexual orientation and disability.

## Article V      **BOARD OF DIRECTORS**

1. **Board composition** shall be determined by the current and anticipated needs of the organization, to include no fewer than five members. Board members will select from among themselves individuals to carry out required formal roles, including, but not limited to, chair and treasurer.
2. **Board member recruitment** shall be considered an ongoing effort where all board members use their personal and professional connections to identify those who could be helpful to the UUMFE as board members, experts, volunteers, advocates or friends, with a commitment to increasing the diversity of the board. Specifically, board members shall nominate at least two viable candidates during their term on the board.
3. Board members will vote to accept board member candidates. Board members must be notified at least two weeks in advance in writing of all board candidates to be voted upon. Board members shall receive a resume, curriculum vitae, or LinkedIn profile, along with a statement from the candidate expressing their interest, at least two weeks in advance of the vote. Acceptance to the board shall be determined by full consent of the board members.
4. **Board member terms** shall be two years. A board member may serve up to three consecutive terms. A board member is required to inform the Chair, in writing, of the intent to leave the Board no less than three months in advance of that date. Any member who fails to attend three consecutive meetings of the Board shall be deemed to have resigned, unless they express in writing their commitment and desire to remain on the board, and the vacancy so created shall be filled as provided above. Should any board member wish to formally recommend the removal of another board member, the Chair must schedule a discussion and vote at the next regular board meeting.
5. Board members shall serve without salary or other compensation. Board members may request reimbursement for out-of-pocket expenses incurred as part of or required by membership on the Board; such requests require the written approval of the Board Chair and Treasurer.
6. Board members shall not use their Board position to obtain employment in the organization for themselves, family members, or others. Should a Board member apply for employment, as a staff member or contractor, they must first resign from the Board of Directors.
7. Board members shall avoid conflict of interest with respect to their fiduciary responsibility, and may not make a profit in any way in their outside employment or business interests from their service to UUMFE. Shall an issue arise in which a Board member has an unavoidable conflict of interest, that member shall recuse themselves from deliberation and any decision-making.
8. **Board responsibilities** shall be twofold: to manage the current affairs of the organization, and to strengthen the future viability of the organization financially and operationally.

These responsibilities shall require the following:

- meet at least six times per year

- appoint a Chair and a Treasurer from the pool of Board Members
  - manage the financial resources of the organization, including setting the budget and fulfilling all government requirements
  - hire and evaluate senior level staff
  - set organizational priorities and annual goals
  - adopt policies and procedures deemed necessary for the safe and efficient operation of the organization
9. The Board shall hold regular meetings that shall be accessible by videoconference. A quorum of the Board is necessary to conduct business and consists of the majority of its members. Decisions may be made over e-mail if all members express their consent.
10. The Board shall aim to make all decisions by consent, meaning “having no reasoned objections.” If consent is not achievable, objections must be clearly expressed so that they may be responded to. If necessary, decisions may be made by the majority of total board members, but only after attempting to resolve objections.

#### **Article VI FINANCIAL ADMINISTRATION**

1. The fiscal year of the organization shall commence on the first day of July each year.
2. The programs of the organization shall be financed by donations, sponsorships, investment income, legacies or gifts, sales of educational materials, grants and contracts, or other means as determined by the Board.
3. In the case of dissolution of the organization, all its property, both real and personal shall be conveyed to the UUA or its successors.

#### **Article VII AMENDMENT OF THE BY-LAWS**

The by-laws may be amended by the consent process defined in Article V. Proposed amendments must be announced at least 30 days prior to the meeting at which they will be voted on as part of the agenda.