

## Draft as of 05/30/2008

### UUCLV BYLAW REVISIONS – June 2008

The Board of Trustees appointed a task group to propose changes to the UUCLV Bylaws. After much work we decided that there was not sufficient time to socialize significant, substantive changes before the Annual Meeting. We decided, instead, to propose at this time changes which we feel are of lesser significance and hold the more substantive changes for a later meeting, perhaps in the fall.

The changes we propose include the following categories:

- Spelling corrections and other minimal editorial changes
- Consistency of terminology
- Brevity of terminology
- Removing redundancies
- Clarifications
- Corrections of items left out of previous revisions

The changes individually are reasonably simple, but because of the large number may be difficult to explain or present without confusion. For this reason we are breaking the proposed changes down into a series of motions to be voted on one at a time, and one after another. Some of the changes are included with side-by-side text showing the item before and after. For others, such as spelling and capitalization changes, we do not include side-by-side text for brevity.

People may wonder why we have to burden the congregation at the Annual Meeting with these changes, many of which may seem to be minutiae and nit-picking. However, we believe the changes need to be made --- and ONLY the congregation, in a meeting with bylaw revision on the agenda, can do it. Besides, these small revisions will make it easier to present the more substantive changes later.

Bylaw Revision Task Group: Allen Zinnes, Craig Moore, Bill Thompson 05/15/08  
12:53:15 PM

# Bylaws Motion 1

We move to:

- A) Remove the text of the mission statement from our bylaws.
- B) After the first occurrence of "The Unitarian Universalist Church of the Lehigh Valley" in Article I, insert ", hereinafter referred to as 'UUCLV'".
- C) In Article II, replace "Unitarian Universalist Church of the Lehigh Valley" with "UUCLV".
- D) In Article II, section E, replace 'worshipping' with 'worshiping'.
- E) In Article II, section 3.1, and in Article IV, replace "Unitarian Universalist Church of the Lehigh Valley" with "UUCLV".
- F) In Article III , Section 3.1: Replace the phrase "Bylaws Purpose of the Church" with "Article II, and with the Mission Statement and Covenant of the UUCLV and the UUA's Principles".
- G) In the last paragraph of Article III, Section 3.1 delete ", whenever possible,"
- H) In that paragraph replace "and consult" with the phrase "or consult with".
- I) In that paragraph: Delete "or a member of the Board of Trustees".
- J) In that paragraph: Add the phrase "as a prerequisite for signing the book" to the last sentence.
- K) After the first occurrence of "Unitarian Universalist Association" (which occurs in Article III. Section 3.2) insert "of Congregations, hereinafter referred to as 'the UUA'"; and in Article IV replace "Unitarian Universalist Association" with "UUA".
- L) In Article IV, replace "Unitarian Universalist Association" with "UUA".

[Motion draft as of 07/07/08 12:04:44 AM 12:04:45 AM]

<b><u>Current</u></b>	<b><u>Proposed</u></b>
<p><i>[Note. To help indicate what portions are proposed for deletion, <del>strikethrough</del> is used in this column.]</i></p> <p><del>Mission Statement</del></p> <p><b>ARTICLE I. NAME</b> The name of this religious society shall be 'The Unitarian Universalist Church of the Lehigh Valley.'</p> <p><b>ARTICLE II. PURPOSE</b></p>	<p><i>[Note. To help indicate what portions are proposed as additions, bold is used in this column, but the additions will appear in the bylaws in a regular typeface if approved.]</i></p> <p>[Mission Statement removed]</p> <p><b>ARTICLE I. NAME</b> The name of this religious society shall be 'The Unitarian Universalist Church of the Lehigh Valley', <b>hereinafter referred to as 'UUCLV'</b>.</p> <p><b>ARTICLE II. PURPOSE</b> The purpose of the <b>UUCLV</b> shall be to:</p>

<p>The purpose of the <del>Unitarian Universalist Church of the Lehigh Valley</del> shall be to:</p> <p>...</p> <p>E. Celebrate life by <del>worshipping</del> together as a religious community;</p> <p>...</p> <p><b>ARTICLE III. MEMBERSHIP</b></p> <p><b>3.1</b> Any person fourteen (14) years of age or older may become a member by signing in the presence of the Minister, a member of the Board of Trustees, or other member designated by the Board, the following declaration in the membership book:</p> <p style="padding-left: 40px;"><i>“We the undersigned, being in sympathy with the spirit and the goals of the <del>Unitarian Universalist Church of the Lehigh Valley</del>, as expressed in <del>the Bylaws Purpose of the Church</del> hereby subscribe our names as members.”</i></p> <p>An applicant should <del>whenever possible,</del> attend New UU classes <del>and consult the Minister or a member of the Board of Trustees</del> about the heritage of Unitarian Universalism, its principles, and the responsibilities of commitment to the Church.</p> <p>3.2 There shall be two categories of members:</p> <p><u>Members [no change]</u></p> <p><u>Associate Members [no change]</u></p> <p>For the purpose of reporting membership rolls to the <del>Unitarian Universalist Association</del>, only members, including Members Emeriti, shall be counted</p> <p><del>3.3 Only members, including Members Emeriti, shall have voting privileges.</del></p> <p><del>3.4 The Membership Committee shall review and update annually the membership record and submit a report of changes to the Board of Trustees at least two months prior to the Annual Congregational Meeting.</del></p> <p>...</p> <p>3.6 The Board of Trustees, upon its own initiative or a recommendation from any Member, may designate a Member as a Member Emeritus, in recognition of the designee’s exceptionally distinguished service to the Church. Members Emeriti shall have the same status and privileges as other members, except that Members Emeriti shall not be required to indicate their continued interest by</p>	<p>...</p> <p>E. Celebrate life by <b>worshipping</b> together as a religious community;</p> <p>...</p> <p><b>ARTICLE III. MEMBERSHIP</b></p> <p><b>3.1</b> Any person fourteen (14) years of age or older may become a member by signing in the presence of the Minister, a member of the Board of Trustees, or other member designated by the Board, the following declaration in the membership book:</p> <p style="padding-left: 40px;"><i>“We the undersigned, being in sympathy with the spirit and the goals of the <b>UUCLV</b>, as expressed in <b>Article II and with the Mission Statement and Covenant of the UUCLV and the UUA’s Principles</b>, hereby subscribe our names as members.”</i></p> <p>An applicant should attend New UU classes <b>or</b> consult <b>with</b> the Minister about the heritage of Unitarian Universalism, its principles, and the responsibilities of commitment to the Church <b>as a prerequisite for signing the book.</b></p> <p>3.2 There shall be two categories of members:</p> <p><u>Members [no change]</u></p> <p><u>Associate Members [no change]</u></p> <p>For the purpose of reporting membership rolls to the Unitarian Universalist Association <b>of Congregations, hereinafter referred to as 'the UUA'</b>, only members, including Members Emeriti, shall be counted</p> <p><i>[Note: III Section 3.4 moved to Article IX, Section 3.]</i></p> <p>...</p> <p>3.6 The Board of Trustees, upon its own initiative or a recommendation from any Member, may designate a Member as a Member Emeritus, in recognition of the designee’s exceptionally distinguished service to the Church. Members Emeriti shall have the same status and privileges as other <b>Members, including the right to vote</b>, except that Members Emeriti shall not be required to indicate their continued interest by attendance, participation in Church activities, financial support or other responsible contributions.</p>
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attendance, participation in Church activities, financial support or other responsible contributions.

• **ARTICLE IV. DENOMINATIONAL AFFILIATION**

The ~~Unitarian Universalist Church of the Lehigh Valley~~ recognizes and affirms the statement of Principles and Purposes prepared by the ~~Unitarian Universalist Association~~ and shall comply with such requirements as may be necessary to retain full membership and participation in the Association.

• **ARTICLE IV. DENOMINATIONAL AFFILIATION**

The UUCLV recognizes and affirms the statement of Principles and Purposes prepared by the UUA and shall comply with such requirements as may be necessary to retain full membership and participation in the Association.

## Bylaws Motion 2

We move to:

A) Add the sentence "The Board of Trustees shall present to the membership at the Annual Meeting a full report of its activities and proceedings during the previous fiscal year." to the end of Article V, Section 5.1. *{Note: This is being moved from Article VII, Section 1.}*

B) Throughout Article V change all references to the number of votes needed for passing a motion from "of those present"; or "of members present" to "of those present and voting";

C) At the end of Article V, Section 5.4 add the sentence "Amending the bylaws at an annual or special meeting requires a quorum of twenty-five (25) percent of the members regardless of age."

*{Motion draft as of 07/02/08 12:32:01 PM}*

<u>Current</u>	<u>Proposed</u>
<p><i>[Note. To help indicate what portions are proposed for deletion, <del>strickthrough</del> is used in this column.]</i></p> <p style="text-align: center;">• <b>ARTICLE V. MEETINGS</b></p> <p>5.1 <b>Annual Meeting.</b>A Congregational meeting of the Church shall be held near the end of each fiscal year to elect trustees and other church leaders, to discuss and adopt the budget, to receive reports of all committees and activities of the Church, and to consider other business that may legally come before it.</p> <p><b>5.4 Quorum and Voting</b></p> <p>5.4.1 Fifteen (15) percent of the membership shall constitute a quorum to conduct business at the Annual Meeting or at any Special Meeting other than one to call a Minister, amend the Bylaws, or acquire/dispose of/finance the purchase of property, except that members under the age of eighteen (18) shall not be included in a quorum.</p> <p>5.4.2 Consideration of the acquisition/disposition/financing of Church property may occur at the annual meeting or at any special meeting provided there is a quorum of forty (40) percent of the membership of age eighteen (18) or older. A two-thirds vote of <del>the members present</del> is required to vote on the acquisition/disposition/financing of Church property.</p>	<p><b>[Note. To help indicate what portions are proposed as additions, bold is used in this column, but the additions will appear in the bylaws in a regular typeface if approved.]</b></p> <p style="text-align: center;"><b>ARTICLE V. MEETINGS</b></p> <p>5.1 <b>Annual Meeting.</b>A Congregational meeting of the Church shall be held near the end of each fiscal year to elect trustees and other church leaders, to discuss and adopt the budget, to receive reports of all committees and activities of the Church, and to consider other business that may legally come before it. <b>The Board of Trustees shall present to the membership at the Annual Meeting a full report of its activities and proceedings during the previous fiscal year.</b></p> <p><i>[Note: Last sentence moved from Article VII, Section 1]</i></p> <p style="text-align: center;">•</p> <p><b>5.4 Quorum and Voting</b></p> <p>5.4.1 <i>[No change. Note that amending the bylaws is excluded from business that can be conducted if there is only a 15% quorum.. However, our present bylaws fail to specify what quorum is needed for amendments.]</i></p> <p>5.4.2 Consideration of the acquisition/disposition/financing of Church property may occur at the annual meeting or at any special meeting provided there is a quorum of forty (40) percent of the membership of age eighteen (18) or older. A two-thirds vote of <b>those present and voting</b> is required to vote on the acquisition/disposition/financing of Church property. <b>Amending the bylaws at an annual or special meeting requires a quorum of twenty-five (25) percent of the</b></p>

5.4.3 A majority vote of ~~the members present~~ shall be required to approve resolutions at the Annual Meeting or a Special Meeting other than those specified elsewhere in these Bylaws. Meetings attended by a lesser number than specified in the bylaws shall be adjourn to another time and date. Only members present at a meeting may vote.  
...

**members regardless of age.**

5.4.3 A majority vote of **those present and voting** shall be required to approve resolutions at the Annual Meeting or a Special Meeting other than those specified elsewhere in these Bylaws. Meetings attended by a lesser number than specified in the bylaws shall be adjourn to another time and date. Only members present at a meeting may vote.  
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# Bylaws Motion 3

We move that:

A) In Article VII, Section 7.2, replace everything after the word 'Congregation' with the phrase "; and (c) the Minister of the Church. The Minister is a non-voting member of the Board."

B) At the end of Article VII, Section 7.3, add the sentence "The President, Vice-President and three At-Large Trustees shall be elected in odd-numbered years; the Clerk, Treasurer, and the additional At-Large Trustees shall be elected in even-numbered years."

C) At the end of Article VII, section 7.4, add the phrase "except for closed sessions to discuss personnel or contract matters".

[Motion draft as of 07/03/08 02:29:13 PM]

<u>Current</u>	<u>Proposed</u>
<p><i>[Note. To help indicate what portions are proposed for deletion, <del>strike through</del> is used in this column.]</i></p> <p><b>ARTICLE VII BOARD OF TRUSTEES</b></p> <p><b>1. Duties and Responsibilities</b> The Board of Trustees shall constitute the governing body of the Church. The Board of Trustees, on behalf of the congregation, shall have general charge of the property of the Church, the conduct of its business affairs and the control of the administration of the Church, consistent with these bylaws. <del>The Board of Trustees shall present to the membership at the Annual Meeting, a full report of its activities and proceedings during the previous fiscal year.</del> [Sentence moved to Article V, Section 5.1 by motion 2]</p> <p><b>2. Board Membership</b> The Board of Trustees shall be members of the Church who are at least eighteen years of age and shall consist of (a) the Officers of the Church except that, with the approval of the Nominating Committee, the Treasurer may serve as a non-Board member with no right to vote. In such event, the Nominating Committee shall select an additional at large Board member to fill the Board position; (b) five members at large representing the Congregation; <del>(c) the Minister of the Church; and (d) the Director of Religious Education. The Minister and the Director of Religious Education are ex-officio members of the Board but may not vote.</del></p> <p><b>3. Term of Office</b> The members of the Board of Trustees shall be elected by the members of the congregation at the Annual Meeting for a term of two years, and shall assume their duties immediately after the Annual Meeting, except that the treasurer shall take office at the beginning of the next fiscal year. Officers and board members may not serve more than two consecutive full terms in the same office, or for more</p>	<p><i>[Note. To help indicate what portions are proposed as additions, bold is used in this column, but the additions will appear in the bylaws in a regular typeface if approved.]</i></p> <p><b>ARTICLE VII BOARD OF TRUSTEES</b></p> <p><b>7.1. Duties and Responsibilities</b> The Board of Trustees shall constitute the governing body of the Church. The Board of Trustees, on behalf of the congregation, shall have general charge of the property of the Church, the conduct of its business affairs and the control of the administration of the Church, consistent with these bylaws.</p> <p><b>7.2. Board Membership</b> The Board of Trustees shall be members of the Church who are at least eighteen years of age and shall consist of (a) the Officers of the Church except that, with the approval of the Nominating Committee, the Treasurer may serve as a non-Board member with no right to vote. In such event, the Nominating Committee shall select an additional at large Board member to fill the Board position; (b) five members at large representing the Congregation; <b>and (c) the Minister of the Church. The Minister is a non-voting member of the Board.</b></p> <p><b>7.3. Term of Office</b> The members of the Board of Trustees shall be elected by the members of the congregation at the Annual Meeting for a term of two years, and shall assume their duties immediately after the Annual Meeting, except that the treasurer shall take office at the beginning of the next fiscal</p>

than four consecutive full terms on the Board.

**4. Meetings**

The Board of Trustees shall meet monthly or on call of the president or two or more members of the Board. A simple majority of voting Trustees shall constitute a quorum. Board meetings are open to all members of the Church.

...

year. Officers and board members may not serve more than two consecutive full terms in the same office, or for more than four consecutive full terms on the Board. **The President, Vice-President and three At-Large Trustees shall be elected in odd-numbered years; the Clerk, Treasurer, and the additional At-Large Trustees shall be elected in even-numbered years.**

**7.4. Meetings**

The Board of Trustees shall meet monthly or on call of the president or two or more members of the Board. A simple majority of voting Trustees shall constitute a quorum. Board meetings are open to all members of the Church **except for closed sessions to discuss personnel or contract matters.**

...

## Bylaws Motion 4

We move that:

A) In Article VIII, Section 8.1, in the second sentence, replace the phrase ", without the right to vote be an ex officio" with "be a"; and, at the end of that sentence insert ", but without voting rights"

B) In Article VIII, Section 8.2, replace "Vice President" and "vice president" with "Vice-president".

C) In Article VIII, sections 8.2 and 8.4, replace "of the Board" with "of the Church".

[Motion draft as of 07/06/08 11:44:26 PM

<u>Current</u>	<u>Proposed</u>
<p><i>[Note. To help indicate what portions are proposed for deletion, <del>stricken through</del> is used in this column.]</i></p> <p><b>ARTICLE VIII                      OFFICERS</b></p> <p><b>1.        <del>President.</del></b>        The President of the Church shall be the Chair of the Board of Trustees and shall preside at all meetings of the Board and of the congregation. He/she shall, <del>without the right to vote, be an ex officio</del> member of all committees except the Nominating Committee and the Committee on Ministry.</p> <p><b>2.        <del>Vice President.</del></b>        The <del>Vice President</del> shall act in the place of the president whenever the president is absent. The vice president shall chair the Program Council and shall report to the Board on its activities. He/she may be asked by the president of the <del>Board</del> to perform other duties in keeping with the office of the <del>vice president</del> of the <del>Board</del>.</p> <p>...</p> <p><b>4.        <del>Clerk</del></b>        The Clerk of the Church shall keep an accurate record of the proceedings and transactions of the Board and of the congregation. The Clerk will maintain the Church membership records and a list of those members under the age of eighteen. The Clerk shall notify members of all congregational meetings and shall perform such other secretarial duties as may be requested by the President of the <del>Board</del>. All records kept by the Clerk shall remain the property of the Church. The Clerk shall be a voting member of the Membership Committee and shall report on its activities to the Board.</p>	<p><i>[Note. To help indicate what portions are proposed as additions, bold is used in this column, but the additions will appear in the bylaws in a regular typeface if approved.]</i></p> <p><b>ARTICLE VIII                      OFFICERS</b></p> <p><b>8.1.        <b>President.</b></b>        The President of the Church shall be the Chair of the Board of Trustees and shall preside at all meetings of the Board and of the congregation. He/she shall <b>be a</b> member of all committees except the Nominating Committee and the Committee on Ministry, <b>but without voting rights.</b></p> <p><b>8.2.        <b>Vice-president.</b></b>        The <b>Vice-president</b> shall act in the place of the president whenever the president is absent. The vice-president shall chair the Program Council and shall report to the Board on its activities. He/she may be asked by the president of the <b>Church</b> to perform other duties in keeping with the office of the <b>vice-president</b> of the <b>Church</b>.</p> <p>...</p> <p><b>8.4.        <b>Clerk</b></b>        The Clerk of the Church shall keep an accurate record of the proceedings and transactions of the Board and of the congregation. The Clerk will maintain the Church membership records and a list of those members under the age of eighteen. The Clerk shall notify members of all congregational meetings and shall perform such other secretarial duties as may be requested by the President of the <b>Church</b>. All records kept by the Clerk shall remain the property of the Church. The Clerk shall be a voting member of the Membership Committee and shall report on its activities to the Board.</p>

# Bylaws Motion 5

We move to:

A) Add "9.1 Definitions. Standing Committees, hereinafter referred to as" at the beginning of Article IX.

B) In Article IX, after the word 'activities' (1st paragraph, 2nd sentence) insert the following paragraphs:

"The committees are permanently established bodies which have broad areas of responsibility and perform basic functions important in the life of the Church. The committees are defined in later sections of this Article."

Subcommittees are ongoing bodies which perform specific tasks in designated areas of responsibility of their parent committee. Committees may create, dissolve, or merge their subcommittees as they see fit, including those defined in later sections of this Article, with the exception of the Endowment Subcommittee of the Finance Committee.

Task Groups, sometimes known as ad hoc committees, may be formed as needed by the committees within the responsibilities of the committee. The Board of Trustees may appoint task groups for activities not covered by the charters of the committees. Task groups shall expire not later than one year after their creation unless specifically renewed by the authorizing group."

C) In Article IX, Section 16, after the phrase "three years", insert ", plus, as non-voting members, one trustee appointed for a one year term; and the minister". Delete the remainder of that paragraph after the word 'chairperson'.

D) In Article IX, Section 17, at the end of the first paragraph add "The Nominating Committee may nominate a pair of people to be co-chairs of a committee, jointly sharing the responsibilities of chairperson."

E) In Article IX, Section 17.1, after the phrase "Each Committee" insert the phrase ", unless it has a co-chair,".

F) In Article IX, Section 18, part "b", after the word 'chairs', insert the phrase "(or their delegates)"". Also, in the last sentence of Section 18, insert the phrase "at least" before the word 'three'.

G) In part (c) of Article IX, Section 18, replace the remainder of the sentence, "the Minister and Church staff who shall be ex officio members with no vote""; with the phrase "Church professional staff who shall be non-voting members".

[Motion draft as of 07/05/08 07:36:53 PM.]

<b>Current</b>	<b>Proposed</b>
<i>[Note. To help indicate what portions are proposed for deletion, <del>strike through</del> is used in this column.]</i>	<i>[Note. To help indicate what portions are proposed as additions, bold is used in this column, but the additions will appear in the bylaws in a regular typeface if approved.]</i>

**ARTICLE IX COMMITTEES**

Committees are established to help further and enhance the programs and activities of the Church. The committees shall be fully empowered to carry out their designated activities.

Committees of the Church are as follows:

...

**3. The Membership Committee** shall arrange to welcome visitors, inform new members about the activities of the Church, and prepare, distribute and maintain an up-to-date directory of members. It shall keep the Minister and the Board informed of any individuals seeking to become a more active part of the Church.

...

**16. The Personnel Committee** shall provide equitable policy recommendations to the Board in matters of employee relations and to act as liaison between the Congregation, the Board and employed staff, except that it shall have no responsibility with respect to the Minister. It shall consist of five church members appointed by the Board for staggered terms of three years. It shall choose its own chairperson; ~~the Minister and one appointed Trustee shall be ex-officio members.~~

**17. Committee Chairs** The chairs of each

**ARTICLE IX COMMITTEES**

**9.1 Definitions.**

**Standing Committees, hereinafter referred to as Committees,** are established to help further and enhance the programs and activities of the Church. The committees shall be fully empowered to carry out their designated activities. **The committees are permanently established bodies which have broad areas of responsibility and perform basic functions important in the life of the Church. The committees are defined in later sections of this Article.**

**Subcommittees are ongoing bodies which perform specific tasks in designated areas of responsibility of their parent committee. Committees may create, dissolve, or merge their subcommittees as they see fit, including those defined in later sections of this Article, with the exception of the Endowment Subcommittee of the Finance Committee.**

**Task Groups, sometimes known as ad hoc committees, may be formed as needed by the committees within the responsibilities of the committee. The Board of Trustees may appoint task groups for activities not covered by the charters of the committees. Task groups shall expire not later than one year after their creation unless specifically renewed by the authorizing group.**

Committees of the Church are as follows:

...

**9.3. The Membership Committee** shall arrange to welcome visitors, inform new members about the activities of the Church, and prepare, distribute and maintain an up-to-date directory of members. It shall keep the Minister and the Board informed of any individuals seeking to become a more active part of the Church.

**The Membership Committee shall review and update annually the membership record and submit a report of changes to the Board of Trustees at least two months prior to the Annual Congregational Meeting.**  
*[Moved from Article III Section 3.4 in Motion 1.]*

...

**9.16. The Personnel Committee** shall provide equitable policy recommendations to the Board in matters of employee relations and to act as liaison between the Congregation, the Board and employed staff, except that it shall have no responsibility with respect to the Minister. It shall consist of five church members appointed by the Board for staggered terms of three years, **plus, as non-voting members, one trustee appointed for a one year term; and the minister.** It shall choose its own chairperson.

**9.17. Committee Chairs** The chairs of each committee defined in these articles, except for the Nominating and The Personnel Committees, shall be elected by the congregation at the Annual Meeting from a slate prepared by the Nominating Committee; the term of office

committee defined in these articles, except for the Nominating and The Personnel Committees, shall be elected by the congregation at the Annual Meeting from a slate prepared by the Nominating Committee; the term of office shall be one year, beginning immediately after the Annual Meeting. The Nominating Committee and the Personnel Committee shall choose their own chair.

**17.1 Tenure** Committee chairpersons may, if invited by the Nominating Committee, succeed themselves in the position. Each committee shall select a vice chair to act in the absence of the chair.

**18. Program Council**

The Program Council shall be a body whose charter is to promote program coordination, cooperation and communication between the committees and the Congregation. Members of the Council shall consist of (a) the Vice-president of the Church as Chair; (b) the chairs of each committee as defined in these articles, or any as may be organized in the future; and (c) ~~the Minister~~ and Church staff who shall be ~~ex-officio members with no vote~~. All members of the Congregation are invited to participate in Program Council activities. The council shall meet three times a year or upon the call of the chair or any three Program Council members.

shall be one year, beginning immediately after the Annual Meeting. The Nominating Committee and the Personnel Committee shall choose their own chair. **The Nominating Committee may nominate a pair of people to be co-chairs of a committee, jointly sharing the responsibilities of chairperson.**

**9.17.1 Tenure** Committee chairpersons may, if invited by the Nominating Committee, succeed themselves in the position. Each committee, **unless it has a co-chair**, shall select a vice chair to act in the absence of the chair.

**9.18. Program Council**

The Program Council shall be a body whose charter is to promote program coordination, cooperation and communication between the committees and the Congregation. Members of the Council shall consist of (a) the Vice-president of the Church as Chair; (b) the chairs **(or their delegates)** of each committee as defined in these articles, or any as may be organized in the future; and (c) Church **professional** staff who shall be **non-voting** members. All members of the Congregation are invited to participate in Program Council activities. The council shall meet **at least** three times a year or upon the call of the chair or any three Program Council members.