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New = **Bold**

UUA Bylaws and Music Leadership Credentialing - proposed

ARTICLE IV General Assembly

SECTION 4.8. Delegates.

- (b) **Minister Delegates, Religious Education Director Delegates, and Music Leader Delegates.** [Minister Delegates and Religious Education Director Delegates.] Each certified member congregation is also entitled to be represented at each General Assembly by the ordained minister or ministers in full or associate ministerial fellowship with the Association settled in such congregation, [and] by the director or directors of religious education having achieved Credentialed Religious Education – Masters Level status by the Association and employed in such congregation, **and by the music leader or leaders having achieved Credentialed Music Leader status by the Association and employed in such congregation.** In addition, each certified member congregation is also entitled to be represented at each General Assembly by any minister emeritus or minister emerita of such congregation in ministerial fellowship with the Association, [and] by any director of religious education emeritus or emerita having achieved Credentialed Religious Education – Masters Level status by the Association, **and by any music leader emeritus or emerita having achieved Credentialed Music Leader status by the Association** designated as such by a vote at a meeting of the member congregation not less than six months prior to the General Assembly, provided that any such minister has been settled previously in such congregation, and any such director of religious education **or music leader** [who] has been previously employed in such congregation.

ARTICLE V Committees of the Association

SECTION 5.10. Board of Review.

- (a) Members. The Board of Review shall consist of [eight] **nine** members as follows:
- (1) Three members who are ministers, each of whom at the time of election is in final ministerial fellowship with the Association and has held such fellowship continuously for the preceding seven years; and
 - (2) One member who is a credentialed religious educator-masters level; [and]
 - (3) **One member who is a credentialed music leader; and**
 - (4) Four members who are not ministers, **credentialed religious educators, or credentialed music leaders** each of whom at the time of election is a member of a certified member congregation and has been a member of one or more such congregations for not less than three years as an officer or a member of the governing bodies of one or more such congregations.

ARTICLE VI Board of Trustees

SECTION 7.1. Committees of the Board of Trustees.

The standing committees of the Board of Trustees shall be:

- (a) the Executive Committee;
- (b) the Ministerial Fellowship Committee;
- (c) the Finance Committee;
- (d) the Investment Committee;
- (e) the Religious Education Credentialing Committee; [and]
- (f) the Audit Committee; **and**
- (g) **the Music Leadership Credentialing Committee.**

SECTION 7.15. Music Leadership Credentialing Committee.

The Music Leadership Credentialing Committee shall consist of eight members as follows:

- a. two members, neither of whom is a parish minister, community minister, a religious educator, or a professional music leader, appointed by the Board;
- b. one member who is a parish minister or community minister, appointed by the Board;
- c. one member who is a religious educator, appointed by the Board;
- d. two members who are professional music leaders, appointed by the Board;
- e. one member nominated by the Unitarian Universalist Musicians Network and appointed by the Board; and
- f. one member who is a UUA trustee, appointed by the Board.

The Committee shall have jurisdiction over music leader credentialing with the Association as provided in Article XIII hereof. The Board of Trustees shall designate a person who is not a member of the committee to be its Executive Secretary and keep its records.

ARTICLE XIII Music Leadership Credentialing

SECTION 13.1. Music Leadership Credentialing.

Each member congregation has the exclusive right to employ its own music leader, but the Association has the exclusive right to confer on music leaders Credentialed Music Leader status with the Association. No music leader shall be required to subscribe to any particular creed, belief, or interpretation of religion in order to obtain and hold Credentialed Music Leader status.

SECTION 13.2. Music Leadership Credentialing Committee.

The Music Leadership Credentialing Committee shall have exclusive jurisdiction over music leadership credentialing except as otherwise provided herein. It shall make rules governing music leadership credentialing, subject to the approval of the Board of Trustees.

SECTION 13.3. Achievement of Credentialed Music Leader Status.

A music leader may achieve a Credentialed Music Leader status by action of the Music Leadership Credentialing Committee, upon complying with the requirements of these Bylaws and the rules, policies, procedures and requests of the committee.

SECTION 13.4. Music Leadership Credentialing Records. The Executive Secretary of the Music Leadership Credentialing Committee shall maintain up-to-date records of all music leaders who have achieved a status as a music leader from the Association. These records shall be available only to members of the Committee, persons designated by the Committee, and, in cases of appeals, the Board of Review.

SECTION 13.5. Termination of Credentialed Music Leader Status and Administrative Suspension.

The Credentialed Music Leader status of a music leader may be terminated by the Music Leadership Credentialing Committee for unbecoming conduct, incompetence or other specified cause. Credentialed Music Leader status may be terminated only after notice by the Committee and opportunity for a Credentialed Music Leader Status Review before the Committee. During an investigation or the pending of a complaint, the Music Leadership Credentialing Committee may suspend a music leader until a final determination can be made on the music leader's credentialing status.

SECTION 13.6. Reinstatement of Credentialed Music Leader Status.

The Music Leadership Credentialing Committee may reinstate in or readmit to Credentialed Music Leader status a music leader who has previously resigned from Credentialed Music Leader status or whose Credentialed Music Leader status has lapsed, been suspended or terminated.

SECTION 13.7. Appeal.

A music leader with a Credentialed Music Leader status whose status is terminated may appeal the determination of the Music Leadership Credentialing Committee to the Board of Review. The Board of Review shall have exclusive jurisdiction to hear and decide such appeals. No other appeal shall be allowed from any decision of the Music Leadership Credentialing Committee.

SECTION 13.8. Procedure on Appeal.

An appeal to the Board of Review shall be heard by a panel of the Board selected as provided in its rules. The Board of Review or its panel hearing an appeal shall limit its review to an examination of the Music Leadership Credentialing Committee's decision, and the information presented to the Committee, including the documents and other evidence compiled during the Credentialed Music Leader Status Review, and the reasons articulated by the Music Leadership Credentialing Committee for its decision terminating the music leader's credentialing status. If the music leader requests consideration of newly discovered evidence, not previously presented to the Music Leadership Credentialing Committee, then the matter shall be returned to

the Music Leadership Credentialing Committee for consideration of that evidence before the Board proceeds with the appeal. These Bylaws and the rules of the Music Leadership Credentialing Committee shall be binding upon the Board of Review or its panel. The Music Leadership Credentialing Committee's determination of fact and/or credibility will not be overturned unless no reasonable fact finder could have reached such determination, and disputes of fact are to be resolved in favor of the Music Leadership Credentialing Committee's determination. The Board of Review or its panel may set aside the decision of the Music Leadership Credentialing Committee only where necessary to correct or prevent manifest injustice. The Board of Review or its panel may remand the case in whole or part to the Music Leadership Credentialing Committee or take such other action as may be just. The Board of Review or its panel shall set forth its finding and conclusions and shall be served upon the affected music leader and the Music Leadership Credentialing Committee. The decision shall be entered in the music leadership credentialing records and shall be final and binding upon all parties. No appeal shall be allowed from the decision of the Board of Review. The Board of Review shall make rules to carry out the intent of this section.