



# **Bylaws Renewal Team Update for the Board of Trustees**

December 8, 2025



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# Agenda

- Values Embedded in Work
- The Bylaws Renewal Team – a reminder of the task
- Plan for this year
- What's happened so far



## **Values embedded in proposed governance changes**

- The Interdependence over individualism
  - Trusting leadership over fear of authority
  - Ending the centering of white culture
  - Freedom to act over risk avoidance
  - Strategy, objectives, and plans over monitoring and oversight
  - Clarity and simplicity over complexity
  - Decisions located organizationally based on importance to mission
- 



# A Reminder of the Task

- BRT, appointed by BOT, to **manage** review of bylaws and **propose** changes to the BOT
- BOT proposes changes to the GA
- Bylaw review is in **waves** (a series of small, overlapping increments)
- Any proposed changes will have a three year review process, including stakeholder engagement, preliminary proposals (framework), and GA vote



# Current Bylaws Renewal Team Members

**Rev. Ariel Aaronson-Eves** (UU minister, appointed 2022, UU minister)

**Kathy Burek**, (recent trustee 2017-23, appointed 2020)

**Barbara de Leeuw** (trustee 2020-2026, chair, appointed 2020)

**John Simmonds** (trustee 2024-27, appointed 2024)

**Larry Ladd** (UU lay leader, appointed 2022)

**Rev. Tom Schade** (recent trustee 2019-22, appointed 2020)

**Rev. Connie Simon** (UU minister, appointed 2022)

***Co-Moderators Ex-officio:***

**Rev. Kimberly Quinn Johnson and Bill Young**

***Staff:***

**Stephanie Carey  
Maron**, governance  
manager

**Carey McDonald**,  
executive vice president

**Brent Lewis**,  
administrative support





# Multi-Year Bylaw Rewrite Framework

Go through each stage for each article or area of the bylaws; related articles can be grouped in waves/classes; waves/classes will overlap with one at each stage at the same time

**Year 1 – Study**

**Year 2 – Develop**

**Year 3 – Decide: Vote & Implement**

**Year 4 – Second Vote (optional)**



# 2025-26 is Year 1 of First Wave

- First Wave: Committees (Article IV on GA and Article V, see *next slide*)

**Year 1 – Study**

**Year 2 – Develop**

**Year 3 – Decide: Vote & Implement**

**Year 4 – Second Vote (optional)**



## Specific Sections of Article IV – General Assembly

- Section 4.12 – Statements of Conscience (SOCs)
- Section 4.13 – Revision of Statement of Conscience Process Schedule
- Section 4.14 (e) and (f) – The Final Agenda for GA will include Congregational Study/Action Issues (CSAIs) and Statements of Conscience.
- Section 4.16 (b) – Additions of Actions of Immediate Witness (AIW) to the GA Agenda





## Committees Listed in Article V

- Nominating Committee
- Presidential Search Committee
- General Assembly Planning Committee
- Commission on Appraisal
- Commission on Social Witness
- Board of Review



# 2025-26 is Year 1 of First Wave: This Fall

- Facilitated stakeholder sessions
- Open ended questions – what are we trying to accomplish?
- Sessions
  - Current CSW members re Article IV (10/6/2025)
  - Current members of committees in Article V (10/20/2025 and 10/23/2025)
  - Open to any UUs – Article IV (10/30/2025)
  - Open to any UUs – Article V (11/13/2025)
  - Staff – Articles IV and V (*forthcoming* – 12/10/2025)



# What We Heard in the Stakeholder Sessions

- Consensus on need to overhaul the CSW process
- Mixed views on committees



# 2025-26 is Year 1 of First Wave: This Spring

- Consider what we heard in the stakeholder sessions
- Consult with the Board of Trustees at future meetings
  - This report is informational, future ones will be more conversational)
- Develop framework (not specific wording) for proposed changes
- Board will “fill in the blanks” for items that may no longer be in the bylaws (again a framework, not specific wording)



# Questions and Comments?