



Earth Healer



A Unitarian Universalist Congregation



The Official Newsletter of the friends and members of Gaia Community March 2005

The Special By-Law Revision Edition

Changes to the by-laws to be voted on in March

Those attending the Ritual for Business on February 12th, 2005 proposed several changes to the community's by-laws, clarifying some issues and changing the definition of other aspects of our governing documents.

All members of Gaia Community are invited to attend the March 12th, 2005 Ritual for Business to vote these changes up or down. The proposed changes can be found at <http://www.gaiacommunity.org/bylawsrevised.html> with all changes in colored text as described at the top of the page. Changes can also be found in hard copy at Sunday rituals for the next two weeks, and in this issue of the Earth Healer newsletter.

Why is this so important? One reason is that our by-laws require that a 40% quorum of the active membership to be present at the Special Ritual for Business, in order to make changes to the by-laws. The meeting will start at 9:30 on March 12th, and we will try to make the by-laws business flow smoothly and quickly in case people have elsewhere to be.

Any questions, please let one of us know at board@gaiacommunity.org or get in touch with us through the usual means.

Thank you,

David Reynolds

*Treasurer & Communications Chair,
Gaia Community*

Tuesday Night Adult Education

Building Your Own (Poly)Theology: A class designed to help you create, or examine, your pagan belief system. Modeled on the popular Building Your Own Theology course that the UUA teaches, adapted by one of our members. The class will last ten sessions, and it is preferable that you be able to attend most, if not all, sessions.

Sacred Rhythms: The Tuesday class version of SR is designed to be a teaching circle in a smaller, more intimate setting. We are creating more workshops that are drum culture related (beginning to advanced techniques).

Druidry Study Group—Ar nDraiocht Fein: Because of sufficient demand, Druidry will be offered once again, with the intent to cover material you might have missed if you joined us late last year, and yet be interesting and new if you've already been coming for a while. The facilitators are members of Gaia Community who also are part of the Wild Hare Protogrove of the ADF here in Kansas City. Anyone is welcome regardless of their level of experience with Druidry. There is no class fee, but donations will be accepted if you are moved to do so. If you need childcare, please contact Nicole or David in person or at email no later than 8 p.m. Sunday so it can be arranged in advance.

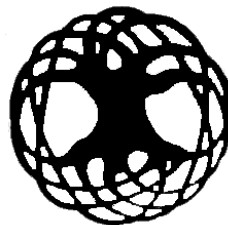
Introduction to Paganism: Takes a "back-to-basics" approach to the family of Pagan faiths. If you are new to Paganism but have not yet chosen a Pagan path, if you have questions about Gaia Community's ritual practices, or if you are interested in traditions and styles outside of your own personal practice, please join us for this class. This session will talk in particular about the purpose or "main body" of ritual, and the work that can be done therein.

5th Tuesday Grab bag: Legal Non-Traditional Relationships—The speaker is still being finalized for this class; we hope to talk about the rights and responsibilities of non-wedded relationships, including civil unions for non-heterosexual couples as well as other non-traditional family structures. What can be done to secure many of the same types of rights for children, inheritance, medical care, etc in the absence of a formal recognition by the State of your committed relationship?

This class has special relevance this month, as Kansas moves closer to a vote in April on adding a "marriage amendment" to their State Constitution forbidding gay marriage, much like Missouri did last year. Please join us, even if you've never come before!

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All Sunday activities take place at Shawnee Mission UU Church; 7725 W. 87th St.; Overland Park, KS (near 87th & Metcalf) and begin at 4 p.m. unless otherwise noted.

SUNDAY SCHEDULE

Sunday, March 6

Workshop—"Let's Make Some Magick"

facilitated by Eric

A hands-on chance to craft, charge, or modify some magical tools. Eric will be leading the session and bringing some materials, but please bring any unfinished projects you might want to wrap up, or materials and ideas that you haven't found a use for yet, but that you think someone else might like to utilize!

Sunday, March 13



Ritual—"Shed Your Skin"

This close to St. Patrick's day, it can be tempting to turn our thoughts to snakes and serpents as animals frequently found to be helpful to pagans. There are a wealth of animals out there that can aid us, however; this ritual will explore some of those connections in an actively altered state.

Sunday, March 20



Ritual (holiday)—"La Madre Verde"— Spring Equinox

"The Green Mother" sustains us all, day in and day out, with the fruits of the earth, the grain and vegetables, meats and seasonings

that we savor to give us strength. In this ritual celebrating Spring Equinox, we'll be giving a little back to Her.

As with all Sabbats, we will be holding a potluck, so bring a dish for 8 hungry people and remember to label the ingredients! In order to care for the earth and each other, we ask that you refrain from using disposable containers or tableware if possible.

Sunday, March 27 facilitated by Voices of Gaia

Ritual—"Kore Evohe—Hail Kore!"

A ritual in song to welcome Spring"

Kore is the Greek goddess of greening and growing, the maiden of spring. Voices of Gaia invites you to a participatory experiential ritual filled with song to celebrate the return of spring—in our part of Earth and in our own lives. We'll be looking at what seeds we might have planted over the winter, what seeds we want to sprout, and what will give us the courage to break out of our shells and grow. Lots of singing, dancing and drumming guaranteed plus magical music just to listen to.

Ritual Teams and Members:



Kitty Degler
Barbara Griggs
Brian Butler
Linda Boyce



Nicole Turner
Eric Simpson
Liz Ticer
Via Baker



Kimberly
Carey Reynolds
David Reynolds
Daniel Ticer



Jacki Kelly
Debbie Dozier
Jeff Park

Gaia Community Board Members

President—Barbara Griggs
president@gaiacommunity.org or
816-587-2350

VP—Jeff Park
jpark2@kc.rr.com or
816-361-0465

Treasurer—David Reynolds
treasurer@gaiacommunity.org or
816-941-7626

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secretary@gaiacommunity.org or
913-894-8131

Members at Large
Carey Reynolds
gaia-kat@kc.rr.com or
816-941-7626

Liz Ticer
femainoregon@excite.com or
913-636-4924

John Carroll
IBRCandS792@yahoo.com or
913-334-2834

COMMUNITY CARES

Joys and Concerns

Peace & strength to . . .

- Friends who are rolling with the punches of unemployment and job searches.
- Those struggling with substance abuse and addiction.
- Those in our community experiencing the pain of divorce or separation.



- Healing wishes to those fighting the seasonal blahs.

Happy Solar Return to people celebrating their birthday this month.

If we've missed you, clue us in again! Let Earth Healer know—earthhealer@gaiacommunity.org or 816-361-0465 or just sort of let the people at the greeter's table know.

And a special welcome to the folks who visited us for the first time recently!

GAIA EVENTS & ACTIVITIES

Voices of Gaia

Mondays at 7 P.M. FRANKLIN ROOM.

New singers are always welcome. If you have questions, or want more information, please contact Kitty Degler, songbird@kc.rr.com or 913-469-8779.

KidSpace Committee Meeting

Thursday, March 17th, 7:00 P.M.

The KidSpace Committee Meeting is a place for all parents, kids at heart, and KidSpace volunteers to come together and discuss the future of our children. Plans for future activities, volunteer opportunities, dinner, and the direction of the future of KidSpace could all be on the agenda.

Come to the meeting or contact Andrew Turner, our Director of KidSpace Programming, for more information at kidspace@gaiacommunity.org or (913) 706-9167.

If anybody would like to complete the survey for KidSpace (ideas, etc...) and has not had the chance to do so, they can do so by contacting Andrew or Linda. There are copies on Sundays on the Greeters table and downstairs in KidSpace.

Games Night

Friday, March. 18th, 7:00-10:00 P.M. at SMUUCH

Games Night is a chance for gaians to get together for fun, frivolity, and food, and NO OFFICIAL BUSINESS allowed! (We're not kidding—the Games Guru has spoken on this.) Bring a game (or ten), bring a friend (or ten), or just bring yourself and a willingness to play and visit. Snacks are welcomed but not required, to help the gaming crowds keep up their strength!

Friday Night Supper Club

Friday, March. 25th, 7:00 P.M.

Join your fellow Gaians for food, friendship, and frivolity. Kick back and stuff yourself silly! We will be eating at some "mediterranean cuisine" restaurant this month. For more information contact Jeff Park at jpark2@kc.rr.com or 816-361-0465.

A look ahead at next month

Apr 3 Ritual – "All Fools Day"

Apr 10 Forum – "Gods of the 24½ th Century"

Apr 17 Ritual – "The Gift"

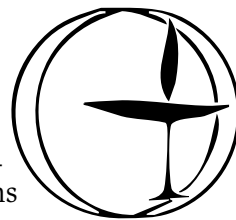
Apr 24 Workshop – "Dig It"

May 1 Ritual holiday- "Bees Do It"-(Beltane)



WEAVE AND SPIN Splinters from the Board

Here's the minutes summary
Summary of Meeting minutes for
Ritual for Business
February 12, 2005



The meeting was called to order at 9:45 am by David Reynolds and adjourned at 12:25 pm with the following as a synopsis of the discussions and decisions.

After the Agenda was approved by the committee of the whole, an abbreviated version of the minutes was read and correction to the Earth Healer summary was cleared up in regards to when the voting of by-law changes would take effect.

Committee reports started with the **Treasurer's report**...We are still Not-for-Profit. A bank charged an unknown fee to our account and David will check...It may be a minimum balance fee of some sort.

Brian reported for **Stewardship** and gave a very in-depth look at funding sources and what it takes to get known by the philanthropic organizations and institutions. He went into Gaia Community's need to develop a Case statement...what are our goals and objectives? Brian outlined in detail what a Case statement would consist of. He asserts that we must determine our community needs and establish goals and objectives with 100% cooperation from board and committee leaders attending regular organizational meetings brainstorm and list prospective donors. We should donate to public radio or sponsor a show with earth based interests, get our name out there more to create a public image, send out press releases. Give back to the community volunteer or donate to worthy causes, no matter how small a gift.

A few fundraising ideas were presented for thought and their potential for income revenue. Brian speculated that Gaia Community needs a Public Relations Committee under Communications. First meeting of Stewardship will be after the March 12th RfB with pizza.

Membership Committee welcomed a new addition to the greeter's table...Christine. Yeah!

Ritual Teams: Heartland and how much of a role Gaia Community will have at the annual Pagan festival was discussed. Committee approved to sanction people who are already going to participate at any level of the following: Labyrinth; Workshop; Ritual.

Carey is the organizer NOT, NOT the HPD, complete with veto power. If none of the above appears to be getting together properly, we will NOT do them as opposed to doing them badly. Ritual team members only for HPD

Old Business Copier Thanks to Brian Butler, it works!! YEAH!!! Works better when warmer, Jeff doing in-service for board members and approved users, on how to use copier after the March RfB.

Member Directory: Just need new member info and it is complete.

New Business: Proposed changes to By Laws (see insert for complete changes)

Debbie



P.O. Box 45307
 Kansas City, MO 64171-8303

Address Correction Requested

**Sacred
 Rhythms
 every
 Sunday
 at
 3:00 pm**

Contact Earth Healer

Send letters, articles, poetry or prose, borrowed wisdom, comments and suggestions to: earthhealer@gaiacommunity.org or by phone (number inside) no later than the 17th of each month. Please tell us if you are receiving duplicate copies of *Earth Healer*, if we're getting your name/address wrong or if you prefer to receive the newsletter by email. Let us hear from you before the next *Earth Healer*.

**MAY YOU
 NEVER
 HUNGER.
 MAY YOU
 NEVER
 THIRST.**

March 2005						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 Adult RE 7 pm Build Your Own Theology	2	3 ☾ Ritual Teams Meeting 6:45 pm	4	5
SR 3pm 6 Workshop: "Let's Make Some Magick" 4 pm	7 Voices of Gaia 7 pm	8 Adult RE 7 pm Sacred Rhythms	9	10 ●	11	12 Special Ritual of Business 9:30 am
SR 3pm 13 Ritual: Shed Your Skin 4 pm	14 Voices of Gaia 7 pm	15 Adult RE 7 pm Druid Study Group	16 Site Committee Meeting 7-9 pm	17 ☾	18 Games Night 7 pm	19
SR 3pm 20 Ritual: La Madre Verde 4 pm Potluck	21 Voices of Gaia 7 pm	22 Adult RE 7 pm Intro to Paganism	23	24	25 ○ FNCS 7 pm	26
SR 3pm 27 Ritual: Kore Evohe-Hail Kore! 4 pm	28 Voices of Gaia 7 pm	29 Adult RE 7 pm "Non-wedded relationships"	30	31		

Proposed Changes to Gaia Community's By-laws

Strike-thru text is present verbage as it exist in the by-laws. The *italic* text below the item is how the new verbage will read with the **bold italic** text being what changed.

Change 1: Clarifying the language concerning members who may vote. This change is mirrored in several other changes.

Article III — Membership

III-A. Full Active Members (in part)

The business manager or, in the absence of a business manager, the Treasurer shall qualify ~~all members' (Full Active and Associate) voting status~~ prior to all business meetings. Any member is expected to be current with the Fair Share minimum anytime during the year in order to be eligible to contribute to the consensus process. Current means that ~~Full Active or Associate members have~~ paid the pro-rated portion of the annual Fair Share minimum by that month's ritual for business.

*The business manager or, in the absence of a business manager, the Treasurer shall qualify **the voting status of all members present** prior to all business meetings. Any member is expected to be current with the Fair Share minimum anytime during the year in order to be eligible to contribute to the consensus process. Current means that **the member has** paid the pro-rated portion of the annual Fair Share minimum by that month's Ritual for Business.*

Change 2: Re-adds a section regarding "Friends of Gaia" that was deleted in a prior revision, with updated language.

Article III — Membership

III-D. Friend of Gaia

A Friend of Gaia is any person who is in general sympathy with the purposes, goals and programs of the Community and who makes a pledge or contribution of record thereto, but does not meet other requirements of Full Active Membership as described in Article III-A.

Change 3: Simplifies and standardizes the definition of a quorum of the board on one place.

Change 4: Reorganizes the paragraphs of this section and deletes a duplicate sentence.

Change 5: Clarifies the language regarding who can call a Special Ritual for Business, and defines a quorum for such meetings in one place.

Change 6: Renames this section and creates a new section V-A-1 for Special Rituals for Business, rather than defining both in one section.

Article V — Rituals for Business

V-A. Regular ~~and Special~~ Rituals for Business

The main business of the Community shall be conducted at regular Rituals for Business by the Committee of the Whole. At least a Quorum of the Board of Trustees (~~one half the Board plus one~~) must be present at each Committee of the Whole Ritual for Business. The dates of regular Rituals for Business of the Community shall be determined by the Community itself, or by any person or persons designated by it. (moved to next paragraph) Decisions of the Committee of the Whole shall be made by consensus of all active members present at a Ritual for Business.

~~The Community is committed to operating by consensus. If at a future date the Committee of the Whole wishes to move~~

to a different decision-making model, such decisions must be made at a special Ritual for Business.

A Special Ritual for Business may be called at the written request of 10% of the ~~Full Active~~ members or by a Quorum of the Board of Trustees. The business to be transacted at such Special Rituals for Business shall be set forth in the notice of the meeting, which shall be communicated to all active members, at least 72 hours in advance, unless otherwise specified in these bylaws. A Special Ritual for Business may occur during a regularly scheduled Ritual for Business, or may also set a different day and time.

Other decisions requiring a Special Ritual for Business are specified elsewhere in these By-Laws.

V-A. Regular Rituals for Business

*The main business of the Community shall be conducted at regular Rituals for Business by the Committee of the Whole. At least a Quorum of the Board of Trustees (**more than half of the current Board of Trustees**) must be present at each Ritual for Business. The dates of regular Rituals for Business of the Community shall be determined by the Community itself, or by any person or persons designated by it.*

Decisions of the Committee of the Whole shall be made by consensus, except where otherwise stated in these bylaws. If at a future date the Committee of the Whole wishes to move to a different decision-making model, such decisions must be made at a Special Ritual for Business, as defined in Article V-A-1.

V-1-A: Special Rituals for Business

*A Special Ritual for Business may be called at the written request of 10% of the **current Full Active and Associate** members or by a quorum of the Board of Trustees. The business to be transacted at such Special Rituals for Business shall be set forth in the notice of the meeting, which shall be communicated to all active members, at least 72 hours in advance, unless otherwise specified in these bylaws. A Special Ritual for Business may occur during a regularly scheduled Ritual for Business, or may also set a different day and time.*

Quorum for such a meeting is to be constituted by forty (40) percent of the current Full Active and Associate members, as well as a quorum of the Board of Trustees. Other decisions requiring a Special Ritual for Business are specified elsewhere in these bylaws.

Change 7: Clarifies who may vote or participate in consensus.

Article VI — Committee of the Whole

The Committee of the Whole consists of all ~~Full Active~~ members present at a Ritual for Business.

*The Committee of the Whole consists of all **current Full Active and Associate** members present at a Ritual for Business.*

Change 8: References the correct section, if the above change is approved.

VI-B. Limits to Power

The Committee of the Whole may not, without consensus of those attending a Special Ritual for Business, mortgage any real property, buy or sell property. A Special Ritual of Business shall be called for such purpose as designated in ~~Article V~~, except that notice shall be communicated to all active members at least four (4) weeks in advance.

*The Committee of the Whole may not, without consensus of those attending a Special Ritual for Business, mortgage any real property, buy or sell property. A Special Ritual of Business shall be called for such purpose as designated in **Article V-A-1**, except that notice shall be communicated to all active members at least four (4) weeks in advance.*

Change 9: References the above definition for quorum, instead of repeating it.

Article VII — Board of Trustees
VII-A. Election (in part)

The Annual Election of the Board of Trustees shall be held each year in the month of April at the regular Ritual for Business or at such time and place as shall be fixed by the Committee of the Whole. At this Ritual for Business, openings of vacant or soon to be vacated Board of Trustees shall be filled by election by private ballot. The Board of Trustees shall be at least seven (7) and no more than nine (9) in number, such number to be set by the Committee of the Whole. ~~When the full Board of Trustees equals seven (7) members, then four (4) members present shall constitute a Quorum; when the full Board of Trustees equals eight (8) or nine (9) members, then five (5) members present shall constitute a Quorum.~~

*The Annual Election of the Board of Trustees shall be held each year in the month of April at the regular Ritual for Business or at such time and place as shall be fixed by the Committee of the Whole. At this Ritual for Business, openings of vacant or soon to be vacated Board of Trustees shall be filled by election by private ballot. The Board of Trustees shall be at least seven (7) and no more than nine (9) in number, such number to be set by the Committee of the Whole. **A quorum of the Board of Trustees is defined is defined in Article V-A.***

Change 10: Clarifies who may serve in what positions, to bring it in agreement with the text already in III-B.

VII-B. Qualifications

All Trustees must be ~~full active~~ members of the community for at least one (1) year and have served actively on at least one (1) committee for at least six (6) months. The requirements for length of membership, committee service, and length of Board service may be waived by the Board of Trustees, meeting in executive session, or a Ritual for Business, after consulting with the candidate and considering all the appropriate factors involved. All Trustees shall be limited to four (4) consecutive years in office with a minimum of one year off the Board of Trustees before being eligible for reelection to the Board.

*All Trustees must be **current Full Active or Associate (for non-officer Trustees)** members of the community for at least one (1) year and have served actively on at least one (1) committee for at least six (6) months. ~~The requirements for length of membership, committee service, and length of Board service may be waived by the Board of Trustees, meeting in executive session, or a Ritual for Business, after consulting with the candidate and considering all the appropriate factors involved. All Trustees shall be limited to four (4) consecutive years in office with a minimum of one year off the Board of Trustees before being eligible for reelection to the Board.~~*

Change 11: Fixes a typo.

VII-C. Vacancies

Any vacancy occurring in the Board of Trustees shall be filled by a majority vote of the ~~Community~~ of the Whole after consultation with the Nominating Committee. Any Trustee

elected to fill a vacancy shall be elected to serve until the next occurring Annual election, at which time any position(s) shall be filled by a vote of the Committee of the Whole.

*Any vacancy occurring in the Board of Trustees shall be filled by a majority vote of the **Committee** of the Whole after consultation with the Nominating Committee. Any Trustee elected to fill a vacancy shall be elected to serve until the next occurring Annual election, at which time any position(s) shall be filled by a vote of the Committee of the Whole.*

Change 12: Clarifies who may be an officer, in agreement with text already in III-B.

Change 13: Removes the reference to the Minister due to proposed changes to Article X below.

Change 14: Removes a redundant sentence.

VII-D. Officers

The Officers of the Board of Trustees shall be president (who is the President of the Community), vice president, secretary, and treasurer. The Officers shall form the Executive Committee of the Board of Trustees. All Officers shall: represent the Community on all occasions and perform all duties incident to the office and such duties as may be requested by the ~~Membership or Minister~~ from time to time.

~~All officers shall: represent the Community on appropriate occasions and perform all duties incident to the office and such other duties as may be requested by the Membership or Minister from time to time.~~

*The Officers of the Board of Trustees shall be president (who is the President of the Community), vice president, secretary, and treasurer. The Officers shall form the Executive Committee of the Board of Trustees. **Only current Full Active members are eligible to hold an Office.** All Officers shall: represent the Community on all occasions and perform all duties incident to the office and such duties as may be requested by the **Committee of the Whole** from time to time.*

Change 15: Clarifies/expands who may view community records.

VII-D-3: The Secretary

The secretary shall: have general charge of and responsibility for all non-financial records of the Community and shall keep accurate minutes of all Committee of the Whole Rituals for Business and Executive Sessions of the Board of Trustees, including names of those in attendance and make such minutes available to ~~Full Active~~ members, and keep and preserve the Community's membership book.

*The Secretary shall: have general charge of and responsibility for all non-financial records of the Community and shall keep accurate minutes of all Committee of the Whole Rituals for Business and Executive Sessions of the Board of Trustees, including names of those in attendance and make such minutes available to **active** members, and keep and preserve the Community's membership book.*

Change 16: Clarifies/expands who may view community records.

VII-D-4: The Treasurer (in part)

The Treasurer shall: receive, safely keep and account for all money and other property of the Community entrusted to her or his care, and shall disburse the same under the direction and to the satisfaction of the Committee of the Whole. S/he shall maintain:
A current roster of the Pledging Units and the Pledges;

A complete accounting of the financial records of the Community, which shall remain the property of the Community, and which shall be open for inspection by any ~~Full Active member~~;

The Treasurer shall: receive, safely keep and account for all money and other property of the Community entrusted to her or his care, and shall disburse the same under the direction and to the satisfaction of the Committee of the Whole. S/he shall maintain:

*A current roster of the Pledging Units and the Pledges; A complete accounting of the financial records of the Community, which shall remain the property of the Community, and which shall be open for inspection by any **active** member;*

Change 17: Clarifies who may vote for removal

Change 18: References the definition of quorum rather than repeating it.

VII-G. Termination and Removal

VII-G-2: Removal for Cause

Removal of Board members for breach of trust or gross misconduct requires a vote by a four-fifths majority of ~~qualified active members of the Community~~ present at a special Ritual for Business legally called for the purpose. ~~Quorum for such a meeting is to be constituted by forty (40) percent of the Full Active members.~~

*Removal of Board members for breach of trust or gross misconduct requires a vote by a four-fifths majority of **the Committee of the Whole** present at a Special Ritual for Business legally called for the purpose, **as defined in Article V-A-1.***

Change 19: Removes the reference to Minister in accordance with proposed changes to Article X.

Change 20: Clarifies who is eligible to serve on a committee.

Article VIII — Committees

VIII-B. Committee Membership

Each committee shall determine its method of organization. Committees are expected to communicate their activities (preferably in the form of a written report) at least quarterly for inclusion in the minutes of a Ritual for Business and the monthly Community newsletter. Membership of all committees with the exception of the Nominating Committee, ~~the Ministerial Relations Committee and Search Committees~~ shall be open to all interested persons. The coordinator(s) and/or chairperson(s) and a majority of the members of each committee shall be ~~Full Active~~ members of the Community.

*Each committee shall determine its method of organization. Committees are expected to communicate their activities (preferably in the form of a written report) at least quarterly for inclusion in the minutes of a Ritual for Business and the monthly Community newsletter. Membership of all committees with the exception of the Nominating Committee **and Ritual Teams Committee** shall be open to all interested persons. The coordinator(s) and/or chairperson(s) and a majority of the members of each committee shall be **current Full Active** members of the Community.*

Change 21: Clarifies who may apply for such an organization.

VIII-C. Affiliated Organizations

Organizations whose activities and practices are consistent with those of the Community may be recognized by the Committee of the Whole as “Affiliated Organizations.” Such organizations will be given special consideration and support by the Committee of the Whole. Any three (3) or more

~~Full Active Members and/or Associate Members~~ may petition the Committee of the Whole to establish such an Affiliated Organization. Affiliation may be renewed annually, and the Board will have the authority to revoke affiliation of any organization which no longer fits the above guidelines at any time.

*Organizations whose activities and practices are consistent with those of the Community may be recognized by the Committee of the Whole as “Affiliated Organizations.” Such organizations will be given special consideration and support by the Committee of the Whole. Any three (3) or more **current Full Active and/or Associate Members** may petition the Committee of the Whole to establish such an Affiliated Organization. Affiliation may be renewed annually, and the Board will have the authority to revoke affiliation of any organization which no longer fits the above guidelines at any time.*

Change 22: Clarifies who may serve on this committee.

Article IX — Nominating Committee

IX-A. Elections

A Nominating Committee of at least three (3) and no more than five (5) ~~Full Active~~ members (of which one (1) may be an Associate member) who shall not be members of the Executive Committee shall also be elected at the regular Ritual for Business held each year in the month of April or at such time and place as shall be fixed by the Committee of the Whole. Nominating Committee members shall serve for a term of one year. No member of the Nominating Committee may serve successive terms. In the event that any vacancy occurs on the Nominating Committee between Annual Elections, the Committee of the Whole shall appoint a person from among the eligible ~~Full Active~~ members to fill the unexpired term.

*A Nominating Committee of at least three (3) and no more than five (5) **current Full Active** members (of which one (1) may be an Associate member) who shall not be members of the Executive Committee shall also be elected at the regular Ritual for Business held each year in the month of April or at such time and place as shall be fixed by the Committee of the Whole. Nominating Committee members shall serve for a term of one year. No member of the Nominating Committee may serve successive terms. In the event that any vacancy occurs on the Nominating Committee between Annual Elections, the Committee of the Whole shall appoint a person from among the eligible **active** members to fill the unexpired term.*

Change 23: Entire article to be replaced with the below text.

Article X — The Minister

X A. Duties & Responsibilities

~~The minister(s) shall be responsible for the quality of worship within the Community and the cultivation of the Community’s stated mission(s). The minister(s) shall have freedom of the pulpit as well as freedom to express her or his opinion outside the pulpit.~~

~~The minister(s) shall be an ex officio member of the Board of Trustees, the Committee of the Whole and of such committees as the minister shall choose. The minister shall be a Full Active member of the Community but may not block consensus at any Ritual for Business.~~

~~The minister shall serve as executive director of the Gaia Community, responsible to the Board of Trustees, the Committee of the Whole and the Community. Other staff members shall report to the minister. In the absence of a called minister, other staff members shall report to the president of the Board of Trustees.~~

X-B. The Ministerial Search Committee

In the event of a vacancy in the position of minister a Ministerial Search Committee shall be established by the Committee of the Whole for the purpose of identifying, screening and hiring to the Community for consideration candidates for the position of Minister. The Ministerial Search Committee shall consist of at least one (1) Board member and six (6) active Members (one (1) of which may be an Associate Member). The Ministerial Search Committee should as much as possible represent the range of diversity existing within the Community as a whole.

The Nominating Committee shall submit nominees for the Ministerial Search Committee to be voted upon at a special Ritual for Business called for such purpose.

X-C. Selection

The minister(s) shall be called upon recommendation of the Ministerial Search Committee by a four fifths majority of Full Active members of the Community present at any Ritual for Business legally called for the purpose, quorum for such a meeting is to be constituted by forty (40) percent of the Full Active and associate members.

X-D. Dismissal or Resignation

The minister(s) may be dismissed by a simple majority vote of the qualified active members of the Community present at any meeting legally called for the purpose, the quorum for such a meeting to be constituted by forty (40) percent of the Full Active and Associate members.

In the event of a minister's dismissal, her or his salary and allowances shall be continued for three months after the date of dismissal. Should the minister offer her or his resignation, three months written notice must be given at the time of the resignation, except as the Board of Trustees may allow an interval of less time.

X-E. Evaluation

The Committee of the Whole shall direct the evaluation by the Community membership of the performance of the Minister no less frequently than every 3 years following employment. The results of such evaluation shall be in writing and made part of the permanent Community records.

X-F. Contract

The Minister's contract shall set forth the terms of employment, including salary and benefits. The contract shall not conflict with the bylaws. The contract shall be reviewed biannually by the Trustees and the Minister. Any unresolved issue shall be presented to the Committee of the Whole at a Ritual for Business.

X-G. Salary and Benefits

The Minister's salary and benefits for the calendar year beyond the initial period set forth in the Minister's contract shall be established annually through the budgetary process upon the adoption of the annual budget by the Committee of the Whole.

Article X — MinistryX-A. Duties & Responsibilities

The Community shall have a lay ministry responsible for the quality of worship within the Community and the cultivation of the Community's stated mission(s). If at a fu-

ture date, the Committee of the Whole wishes to move to a different model of Ministry, such a decision must be made at a Special Ritual for Business as designated in Article V-A-1.

X-B. Lay Ministry

This community is committed to lay ministry by trained ritualists. Additional persons may be chosen by ritualists to assist in ritual when needed, but this shall not be considered to imply or grant membership on the Ritual Teams Committee without fulfilling the requirements outlined in Article X-C.

X-C. Selection

All ritualists must be current Full Active Members, must have graduated the Excellence in Ritual class, and must be accepted by the Ritual Teams Committee in accordance with said Committee's Policies and Procedures.

X-D. Dismissal or Reinstatement

The dismisssal or reinstatement of any Ritual Team member shall be in accordance with the Ritual Team Committee's Policies and Procedures.

X-E. Evaluation

The evaluation of all ritualists shall be performed annually by the Ritual Team Committee in accordance with said Committee's Policies and Procedures. In addition, the Ritual Team Committee shall seek the input of the Community.

Change 24: Clarifies who may view community records.

Article XIII — Open Records

All records of the Community other than those of a personal nature shall be made available for inspection to any Full Active or Associate member during reasonable office hours.

All records of the Community other than those of a personal nature shall be made available for inspection to any active member during reasonable office hours.

Change 25: References quorum instead of redefining it.

Change 26: Adds a new section for allowing non-substantive changes.

Article XVIII — Amendments to Bylaws

These bylaws, so far as allowed by law, may be amended or replaced at any legally called Ritual for Business of the Community by a two thirds vote of the present Full Active and associate membership, assuming the forty (40) percent quorum rules are met. Notice of any proposed change shall be contained in the notice of the meeting.

These bylaws, so far as allowed by law, may be amended or replaced by a two-thirds vote of the Committe of the Whole at a Special Ritual for Business legally called for the purpose, as defined in Article V-A-1. Notice of any proposed change shall be contained in the notice of the meeting.

XVIII-A. Non-Substantive Changes

The Executive Committee shall have the authority to make non-substantive changes to these bylaws, such as to correct typographical errors and to renumber them as appropriate. Any changes made must be communicated to the Committee of the Whole at the next Ritual for Business.