

## 6/9/19 ANNOTATIONS FOR THE NEW BYLAWS:

(Comments in green have been added in June)

Article III, Sec. 3, Item b: Responsibilities)

#9 Added Assist the Ministry Resources Board and #10 Support Boards in securing new members. These are specific duties now for the MACs.

ARTICLE IV. MEMBERSHIP:

Paragraph a – “At the end of one year on the inactive roll, an individual’s name shall be removed from the files.” Time changed by Membership Committee from two to one year to remove a member from the inactive roll since they were already moved to inactive after 2 years.

Article V. Sec. 2,

a. Strengthen the Church is a new fund we will support.

ARTICLE VII: CHURCH ORGANIZATION Section: 1 – Church Council

Sec. 1: Item c. Powers and duties of Church Council:

Added to the first paragraph: Church Council may preauthorize decisions, but final accounting must be brought to the Council for approval.

Item 5: Review and approve negotiations of job description, salary and benefits in the Letters(s) of Call for called pastors. This is a responsibility of the search committee to get approval from Church Council and was never clarified in our old constitution.

Item 7: Omit the directions (See Article VIII, Sec. 4) and substitute (See Bylaws, Article VII, Sec. 5)

d. Standing Committees of Church Council

#2. The Personnel Committee “Church Council shall appoint four members of the congregation who shall serve for three-year terms and shall be chosen with priority on personnel skills and diverse representation of the congregation.” The emphasis on personnel skills and diverse representation is new.

There is a change from six members to four members because there are also four at large members on the committee from various boards who are connected to staff.

#2 The Personnel Committee (letter h) Signing the review was added to assure both head of staff and employee signed off on the review.

#2 The Personnel Committee (letters b&c) Added called pastors at the request of the committee to reflect what they already do for the Council.

#2 The Personnel Committee (letter d) Added “using a process such as found in the current United Church of Christ handbook (Common Personnel Policies) to strengthen current procedures. Now changed back to say “Make recommendations to Church Council for the hiring and termination of church program and support staff

#4 The Ground Floor Advisory Committee - This is a new committee under Council

e. Ad Hoc Committees of Church Council

1) Pastoral Search Committee

d) “Negotiate with a chosen candidate the job description and possible salary and benefits. Prepare the Letter of Call and submit to the Church Council for review and approval.” There was nothing in the old constitution about negotiating the terms of employment with a candidate.

Section 2: Church Boards

2, Arts in Worship

e) “Provide oversight of the Amy Wolsdorf Fund that augments the music programs of the church” – this fund was especially donated for this reason and is now under the Board of Arts in Worship and a special committee reporting annually to Trustees.

3. Christian Education

c) “Oversee the youth programs and assist the youth pastor as needed” Added our youth pastor. Changed to say “assist the staff persons related to the board as needed.”

5. Diaconate

e) “Appoint a representative as a liaison to attend the monthly Call to Care meeting ... ” etc.” The Called to Care meeting is a new organization for the health ministry that includes Parish Nurses, Steven Ministers, Parish Visitors and the Pastoral Care Team. Changed name to Called to Care from Call to Care.

6. Membership

g) ‘Oversee the Budget of the Fellowship Ministry’– The Fellowship Ministry was formed after RTF2 and their budget is under membership.

7. Ministry Resources

c) Added Ministry Area Coordinators to help on Time and Talent Survey

8. Mission and Justice

f) "Administer Mission Funds allotted in the annual budget and manage church relationships with local and regional nonprofits." Mission and Justice has been administering the mission funds in the budget for quite some time and also reach out to nonprofits.

## 8. Trustees

Standing committees of Trustees

b) Investments, Endowments and Memorials Committee. These three committees have merged.