

PROPOSED CHANGES TO BYLAWS – APRIL 2022 CONGREGATIONAL MEETING

IV – SENIOR PASTOR

1. **Character:** The Senior Pastor must be of irreproachable character, having a “good report” and qualifying according to the biblical guidelines for overseers (I Tim. 3:1-13; I Peter 5:2-3).
2. **Duty and Responsibility:** The Senior Pastor shall preach and teach the Word of God, **lead** **oversee** the public services of the church, watch over the spiritual welfare of the church, and lead the members in a practical Christian life. He shall automatically be a member of the Board ~~and all committees~~ and shall, through ~~direct~~ oversight of the staff, be responsible for the administrative oversight of the church.
3. **Vacancy:** The Board shall be responsible for fulfilling and/or delegating the functions of a vacancy.
4. **Calling a Senior Pastor:** **A Pastoral Search Team will assist the Elder Board in vetting and calling a Senior Pastor.** ~~At the beginning of the search process, the Search Committee shall provide an updated Senior Pastor job description for approval by the Board.~~ The ~~committee~~ **Pastoral Search Team** shall ~~then~~ recommend one or more candidates at a time to the Congregation for approval. A three-fourths (3/4) majority vote of the membership voting shall be required to affirm the call of a Senior Pastor. Voting shall be by secret ballot and shall include proxy and absentee ballots.
5. **Term:** A Senior Pastor called to the ministry of this church shall serve for an indefinite term unless a pastoral call is issued for a specific term at the time of the call. A two-week notice shall be given by the pastor or by the church for the termination of his ministry.
6. **Membership in the Church:** The Senior Pastor shall automatically be considered a member during his ministry and thus subject to the same expectations as other members. In calling a married pastor, it is expected that his wife apply for membership, according to these By-Laws, during the final stages of the calling process, with the expectation that his wife is qualified for, and will maintain, active membership in this church.
7. **Discipline:** The Senior Pastor shall be subject to discipline on the same basis as other church members. The Board shall determine the fitness of the Senior Pastor to remain active in his post for the duration of any such disciplinary process.
8. **Termination by the Church:** Dismissal of the Senior Pastor shall require a two-thirds (2/3) majority of the membership voting at any congregational meeting. This vote shall not include proxy votes or absentee ballots.

VII – COMMITTEES TEAMS

Unless otherwise specified, committees teams shall be appointed and approved by the Board and they shall include at least two non-Board, non-staff, members of the church. In general, committees teams will be created and dissolved according to specific ministry needs of the church. The following specific committees teams are mandatory:

1. **Finance Committee Team:** Headed by the Treasurer and staffed by the Executive Pastor, this committee team is responsible to ensure that appropriate controls are in place to protect the financial integrity and accountability of the church. These controls shall be applied to collections, counting, deposits, disbursements, and bookkeeping. Only members of the church may serve on this committee team. This committee team, through the Treasurer, shall report to the Congregation at the annual congregational meeting, attesting to the integrity and accountability of the financial aspects of the church.
2. **Nominating Committee Team:** The nominating committee team for the upcoming fiscal year shall be selected by floor nominations (of consenting candidates) and a subsequent plurality vote* at the annual congregational meeting. It will consist of five non-Board members of the church and one alternate who are in full agreement with the Statement of Faith of the church, as well as the Senior Pastor and the Chairman. All members should be spiritually maturing people who are characterized by active discipleship and commitment to the church. This committee team shall appoint its own chairperson from among the non-Board members. A vacancy to the Nominating Committee Team will first be filled by the alternate. Additional vacancies to the nominating committee team may be filled at any congregational meeting by plurality vote.

**A plurality vote is defined as each voting member getting one vote per vacant position. Nominees receiving the most votes are elected. Because the number of nominees may substantially exceed the number of vacancies, those elected are not required to garner votes from a majority of the Congregation.*

3. **Pastoral Search Committee Team:** ~~A Pastoral Search Committee may be called at any congregational meeting for a vacancy or an anticipated vacancy in the Senior Pastor position. This committee shall consist of three members from the Board and two non-Board church members who are in full agreement with the Statement of Faith of this church. It shall be elected by a plurality vote. All members of this committee should be spiritually maturing people who are characterized by active discipleship and commitment to the church.~~

A Pastoral Search Team will be formed to assist the Board in filling a vacancy or an anticipated vacancy in the Senior Pastor position. The Board will appoint three Board members to the Pastoral Search Team and designate one of those Board members as the Chairman of the Pastoral Search Team. The Pastoral Search Team will also consist of three non-Board church members (at least 2 women) who are nominated by the membership, vetted by the Board, and subsequently elected by a plurality vote at any congregational meeting. The Board, at their discretion, may also appoint one additional member from the staff or membership to the Pastoral Search Team. All members of the Pastoral Search Team shall be in full agreement with the Statement of Faith and Membership Covenant and also be spiritually maturing people who are characterized by active discipleship and commitment to the church.

VIII – MEETINGS

1. **Weekly worship services:** The regular weekly worship services will be held at times determined by the Board.
2. **Congregational Meetings:**
 - A. All congregational meetings will be open to members and non-members who are active in the church. Meetings, or portions of meetings, may be closed to non-members at the discretion of the Chairman or by a majority of the members present at the meeting. Non-members have no discussion or voting privileges at meetings.
 - B. All congregational meetings shall be announced to the membership at least one week prior to the meeting.
 - C. The annual congregational meeting of the membership shall be held during the month of August or the month of September each year.
 - D. During each fiscal year, at least one additional congregational meeting may be held during the months of December through April. During this time period, in the absence of a meeting, the Board will provide a written status update to the membership to include a year-to-date Treasurer's report and any other business or ministry items the Board deems important to communicate.
 - E. Congregational meetings may be called by the Senior Pastor, the Chairman or upon the written petition of 25 percent of the church membership, submitted to the Board.
 - F. When necessary, for expediency or when an in-person meeting is not possible, congregational meetings can be held virtually. Congregational meetings can also be held in a hybrid format (both in-person and virtual attendance allowed). All members attending virtually will be considered in full attendance with their vote counting equally to a member who attends in-person. A means to take attendance of members present for quorum purposes and a means for members to vote electronically and secretly shall be provided.
 - G. Roberts Rules of Order shall govern the conduct of congregational meetings.
 - H. **Agenda:** The agenda, prepared in advance of the meeting, is ratified at the outset of the meeting by simple majority of the assembly. If an agenda fails to be ratified by a majority of the assembly, amendments to the agenda can be considered in order to gain majority approval. Members of the congregation may add items to the prepared agenda by petition of ten percent of the membership submitted to the Chairman three weeks before a specific meeting.
 - I. **Quorum:** Twenty-five percent of the total membership present at the meeting, along with absentee ballots and proxy authorizations, shall constitute a quorum.
 - J. **Voting:** All members in good standing (i.e. not under consideration for discipline) and at least 18 years of age shall be eligible to vote. All matters shall be determined by simple majority (more than 50%) vote of the membership voting except when otherwise specified in these Articles and By-Laws or by decision of two-thirds (2/3) of the congregation to change the simple majority requirement on a given issue.
 - K. **Proxy voting:** A member, with the authorization of his or her spouse, may vote one additional proxy vote for an absent spouse on any issue coming under consideration at a congregational meeting. The authorization must be in writing, signed by the absent spouse, and submitted to the Secretary or his designate prior to the Call to Order of the congregational meeting. A proxy authorization is valid for only one meeting.

- L. **Absentee ballot:** Absentee ballots may be obtained from the church office upon request. Each absentee ballot shall be returned in a separate sealed envelope to the church office prior to the meeting at which the ballot will be cast. The ballot or envelope shall contain the name of the member voting. It is the responsibility of the member to be knowledgeable on the issues on the ballot. Upon execution of the ballot, the absentee ballot shall be maintained in the custody of the Secretary or his designate, unopened, until the regular ballots are counted, at which time they will be opened and counted as a regular part of the tally. The names of all absentee voters shall be recorded by the vote counters with the vote results.