

Recommended Bylaws Changes

October 20, 2019

Church members at Grace will be voting on two items at the congregational meeting on October 20: (1) new officers for the upcoming year and (2) recommended changes to the Bylaws. In summary, the changes to the Bylaws are designed to strengthen our current leadership practices and protect the church's legal status in our changing national culture. We believe you will appreciate all changes.

The details of the recommended changes to the Bylaws are herein provided for your understanding. We will vote on all changes as one proposal at the congregational meeting.

For the sake of clarity, we have listed each individual item in the following pages. Please feel free to review the various recommendations before the congregational meeting. Again, the congregation will vote to accept all changes as one proposal in one vote.

ARTICLE ONE - GENERAL PROVISIONS

RECOMMENDATION 1: Section 8

THE CURRENT BYLAW STATES:

8. Outside Authority

To the extent not otherwise specified in these Bylaws, all activities of the Church, the Session, the Diaconate, and the various boards, councils, and committees of the Church shall be governed by the Book of Church Order (BCO) of the Presbyterian Church in America (PCA), Sixth Edition, with all amendments which were in existence as of the date of the adoption of these Bylaws. To the extent not otherwise specified in these Bylaws or in the aforementioned Book of Church Order, all meetings of the Church, the Session, the Diaconate, and the various boards, councils, and committees of the Church shall be conducted pursuant to the most current edition of Robert's Rules of Order issued as of the time of the meeting in question.

THE RECOMMENDED CHANGE STATES:

8. Constitution

The Constitution of the Presbyterian Church in America (to which this church belongs and must conform), which is subject to and subordinate to the inspired and inerrant Scriptures of the Old and New Testaments, consists of its doctrinal standards set forth in the *Westminster Confession of Faith*, together with the *Larger and Shorter Catechisms*, and the *Book of Church Order* (hereby referred to as the BCO) of the Presbyterian Church in America (hereinafter called PCA), comprised by the Form of Government, the Rules of Discipline, and the Directory for Worship (subject to provisions of BCO preface to part III). Whenever

possible, these bylaws shall be interpreted so as to be consistent with the Constitution; should any bylaw be found to contradict a provision of the Constitution, the Constitution shall control (see BCO 11 and 25). The church also agrees to be informed by the position papers of the PCA consistent with the Scriptures. To the extent not otherwise specified in these bylaws or the BCO, all meetings of the Church, the Session, the Diaconate, and the various boards, councils, and committees of the Church shall be conducted pursuant to the most current edition of Robert's Rules of Order issued as of the time of the meeting in question.

THE REASON FOR THE CHANGE:

To clarify the biblical and denominational authoritative resources that drive our decisions and ministries, providing the basis for employment policy, conflict resolution, church discipline, and other legal questions.

RECOMMENDATION 2: Section 9

THE RECOMMENDED CHANGE (ADDITION) STATES:

9. Relationships in the Church

Relationships in the church will be guided and governed by biblical principles, set forth in PCA documents, the BCO, and BCO Appendices. All members of the church commit to relate to one another with love, grace, humility, respect, and integrity in all circumstances. Our commitments related to peacemaking and reconciliation apply to our efforts at preserving marriages, protecting children, honoring biblical counseling, seeking confidentiality and accountability, the reputation of Christ and the church, and church discipline.

THE REASON FOR THE CHANGE:

To add and clarify the values and authoritative resources that undergird all relationships in the church, providing the legal basis for our ministries to help people.

RECOMMENDATION 3: Section 10

THE RECOMMENDED CHANGE (ADDITION) STATES:

10. Conflict Resolution

Conflict resolution will be managed according to biblical principles along with the BCO "The Rules of Discipline" and BCO Appendix "Biblical Conflict Resolution." Though non-binding, the "Biblical Conflict Resolution" and Christian conciliation processes seek to resolve any conflicts that may develop within our church and will be the preferred course of response. Employment disputes and performance issues shall be resolved according to BCO principles along with policies and procedures set forth in the most current version of the Employee Handbook of Grace Presbyterian Church.

THE REASON FOR THE CHANGE:

To clarify the legal approach that will be used for employment actions, conflict resolution, and church discipline.

ARTICLE TWO - MEMBERSHIP

RECOMMENDATION 4: Section 7.a.1

THE CURRENT BYLAWS STATE:

7a. Membership Meetings, Congregational Meetings

1) Annual Meeting

There shall be one annual congregational meeting the third Wednesday of October of each year at 7:00 P.M., unless otherwise directed by the Session.

THE RECOMMENDED CHANGE STATES:

1) Annual Meeting

There shall be one annual congregational meeting on a Sunday during October, unless otherwise directed by the Session.

Our practice has been to move to a Sunday morning during October.

THE REASON FOR THE CHANGE:

To update our current practice.

RECOMMENDATION 5: Section 7.a.6

THE CURRENT BYLAW STATES:

6) Place of Meeting

Unless otherwise specified in the notice concerning a meeting, the meeting shall take place in the main sanctuary where the members of the Church usually meet for public worship.

THE RECOMMENDED CHANGE STATES:

6) Place of Meeting

Unless otherwise specified in the notice concerning a meeting, the meeting shall take place where the members of the Church usually meet for public worship.

THE REASON FOR THE CHANGE:

To use neutral terminology for the location so as to fit our current practice.

RECOMMENDATION 6: Section 7.b.6

THE CURRENT BYLAW STATES:

b. Corporation Meetings

6) Place of Meeting

Unless otherwise specified in the notice concerning a meeting, the meeting shall take place in the main sanctuary where the members of the Church usually meet for public worship.

THE RECOMMENDED CHANGE STATES:

6) Place of Meeting

Unless otherwise specified in the notice concerning a meeting, the meeting shall take place where the members of the Church usually meet for public worship.

THE REASON FOR THE CHANGE:

To use neutral terminology for the location so as to fit our current practice.

ARTICLE THREE - THE COUNCIL OF SHEPHERDING ELDERS

RECOMMENDATION 7: Section 3

THE CURRENT BYLAW STATES:

3. Function

The Council of Shepherding Elders has no authority to act on behalf of the Church or the Corporation, but the Council can, by a majority vote of those present at a duly called meeting, formulate non-binding recommendations for consideration by the Session. Any recommendations sent to the Session shall be the result of a vote, and shall include a complete list of all members of the Council of Shepherding Elders present when the vote was taken, the number of those voting for the recommendation, the number voting against, and the number abstaining.

THE RECOMMENDED CHANGE STATES:

3. Function

The Council of Shepherding Elders:

- a. Provide counsel for church vision, mission, and plans from pastors, ministry directors, Session, and Diaconate;
- b. Reviews minutes of the Session, Diaconate, commissions, or committees as requested; and
- c. Approves items which must receive congregational votes.

Unless as specified above, the Council of Shepherding Elders has no authority to act on behalf of the Church or the Corporation, but the Council can, by a majority vote of those present at a duly called meeting, formulate non-binding recommendations for consideration by the Session. Any recommendations sent to the Session shall be the result of a vote, and shall include a complete list of all members of the Council of Shepherding Elders present when the vote was taken, the number of those voting for the recommendation, the number voting against, and the number abstaining.

THE REASON FOR THE CHANGE:

To clarify the responsibilities for review by all elders for the direction and plans of the church, such as actions relating to property, calling of a Senior Pastor, etc. This change aligns Grace with the intention of the BCO for oversight by all elders.

RECOMMENDATION 8: Section 8

THE CURRENT BYLAW STATES:

8. Notice

Notice of quarterly or special meetings of the Council of Shepherding Elders shall be given by the Clerk in writing at least one (1) week prior to the date of the meeting. The notice shall specify the date, time, and place of the meeting and, in the event of a special meeting, the specific matter or matters for which the meeting has been called.

THE RECOMMENDED CHANGE STATES:

8. Notice

Notice of quarterly or special meetings of the Council of Shepherding Elders shall be given by the Moderator (or the Clerk, when the Moderator role is vacant) in writing at least one (1) week prior to the date of the meeting. The notice shall specify the date, time, and place of the meeting and, in the event of a special meeting, the specific matter or matters for which the meeting has been called.

THE REASON FOR THE CHANGE:

To update our current practice.

RECOMMENDATION 9: Section 10

THE CURRENT BYLAW STATES:

10. Duties

Subject to assignment by the Session, all elders, regardless of whether they are currently serving on the Session, share equally in the shepherding responsibilities incumbent on the office of elder, including, but not limited to:

- a. Teaching and counseling;
- b. Visiting members who are sick or otherwise unable to attend regular services;
- c. Praying with and for members and attendees, maintaining awareness of the spiritual climate of the Church, and keeping the Session informed, by means of an official recommendation, of matters which may warrant the Session's attention; and
- d. Serving on various committees as described in Section 11 of this Article.

THE RECOMMENDED CHANGE STATES:

10. Duties

Subject to assignment by the Session, all elders, regardless of whether they are currently serving on the Session, share equally in the shepherding responsibilities incumbent on the office of elder. As shepherds, elders are to lead, feed, care for, and protect the flock including, but not limited to:

- a. Teaching and counseling;
- b. Visiting members who are sick or otherwise unable to attend regular services;
- c. Praying with and for members and attendees, maintaining awareness of the spiritual climate of the Church, and keeping the Session informed, by means of an official recommendation, of matters which may warrant the Session's attention; and
- d. Serving on various committees as described in Section 11 of this Article.

THE REASON FOR THE CHANGE:

To strengthen and clarify our desire for future shepherding by all elders so as to fit our biblical understanding and BCO intentions.

ARTICLE FOUR - THE SESSION

RECOMMENDATION 10: Section 2.a

THE CURRENT BYLAW STATES:

2. **Duties** – In addition to those duties specified for the Session in the Book of Church Order, the duties of the Session shall be as follows:

a. Assistant Pastors and Staff – The Session shall authorize the employment and dismissal of the Executive Pastor, Assistant Pastors, Ministry Directors, and the Executive Director of the Church, as it may deem necessary, all of whom are under the direction of the Senior Pastor. The Session shall approve appropriate compensation for these positions.

The employment and dismissal of all other employees shall be the responsibility of the Executive Director in consultation with the respective Ministry Director and the Personnel Committee of the Session, and within the approved annual budget.

Personnel actions touching upon the employment status of Pastors, Ministry Directors or the Executive Director shall be prepared in consultation with the Moderator of the Session, the Personnel Committee of the Session, or any other committee designated by the Session and the affected individual(s). Any such proposed actions require approval by the Session and must be noted in the minutes of Executive Session.

THE RECOMMENDED CHANGE STATES:

2. **Duties** – In addition to those duties specified for the Session in the Book of Church Order, the duties of the Session shall be as follows:

a. Assistant Pastors and Staff – The Session shall authorize the employment and dismissal of the Executive Pastor, Assistant Pastors, and Ministry Directors of the Church, as it may deem necessary, all of whom are under the direction of the Senior Pastor. The Session shall approve appropriate compensation for these positions.

The employment and dismissal of all other employees shall be the responsibility of Senior Pastor or his delegate in consultation with the respective Ministry Director and the Personnel Committee of the Session, and within the approved annual budget.

Personnel actions touching upon the employment status of Executive Pastor, Assistant Pastors, or Ministry Directors shall be prepared in consultation with the Moderator of the Session, the Personnel Committee of the Session (with any other committee designated by the Session), and the affected individual(s). Any such proposed actions require approval by the Session and must be noted in the minutes of Executive Session.

THE REASON FOR THE CHANGE:

To clarify our current practice for the following: (1) to clarify that an Executive Pastor fits with the roles of other Assistant Pastors; (2) to free the church to have either an Executive Pastor or Executive Director who works with the Senior Pastor, as determined by the Session; (3) to clarify the involvement of the Senior Pastor in staff oversight and employment; and (4) to clarify the involvement of the Personnel Committee of the Session.

RECOMMENDATION 11: Section 2.b

THE CURRENT BYLAW STATES:

b. Committees – The Chairman of each committee of the Session shall be appointed annually from among active members of the Session by the Moderator in consultation with the Nominations Committee described in Article Eight, Section 1.a. of these Bylaws. Subject to ratification by the Session, members of committees shall be chosen annually from the Council of Shepherding Elders by the committee Chairman in consultation with the Moderator (see Section 11 of Article Three). With the approval of the Session, active Church members may be added to any of its committees. The Session may set up special committees of active members responsible to it. Committees shall keep accurate minutes. Any committee recommendations brought to the Session shall be the result of a committee vote, and the results of that vote duly recorded and reported along with the recommendation. Such recommendations do not require a second when brought before the Session.

THE RECOMMENDED CHANGE STATES:

b. Committees – The Chairman of each committee of the Session shall be appointed annually from among active members of the Session by the Moderator in consultation with the Nominations Committee described in Article Eight, Section 1.a. of these Bylaws. Subject to ratification by the Session, members of committees shall be chosen annually from the Council of Shepherding Elders by the committee Chairman in consultation with the Moderator (see Section 11 of Article Three). With the approval of the Session, active Church members may be added to any of its committees. The Session may set up Ad Interim and Ad Hoc committees and commissions of active members responsible to it. Committees shall keep accurate minutes. Any committee recommendations brought to the Session shall be the result of a committee vote, and the results of that vote duly recorded and reported along with the recommendation. Such recommendations do not require a second when brought before the Session.

THE REASON FOR THE CHANGE:

To clarify our current practice for both indefinite and temporary committees and commissions as needed by the Session.

RECOMMENDATION 12: Section 2.c

THE CURRENT BYLAW STATES:

c. Discipline – The Session is charged with maintaining the spiritual government of the congregation, for which purpose it has power:

THE RECOMMENDED CHANGE STATES:

c. Oversight – The Session is charged with shepherding the church, protecting its purity and witness, and disciplining erring members for the purpose of restoring them to fellowship (see Galatians 6:1-2). All oversight action is based on the policies of the BCO and doctrinal standards of the PCA. In accord with these policies and standards, the Session may establish an Oversight Commission that shall:

THE REASON FOR THE CHANGE:

To update our current practice in order to align with the BCO.

RECOMMENDATION 13: Section 2.d

THE CURRENT BYLAW STATES:

d. Finances

1) Audit – The Session shall encourage the use of the best financial principles and procedures by all treasurers or other persons handling funds of the congregation, the Sunday school, or other societies or agencies of the Church. This responsibility is delegated to the Church Executive Director. The Session shall provide for an independent audit or review of the books of the Church's Treasurer and its operations at such times as it deems necessary, but not less than annually.

THE RECOMMENDED CHANGE STATES:

d. Finances

1) Audit – The Session shall encourage the use of the best financial principles and procedures by the Church's Treasurers or other persons handling funds of the congregation, the Sunday school, or other societies or agencies of the Church. This responsibility is delegated to the Senior Pastor or his delegate. The Session shall provide for an independent audit or review of the books of the Church's Treasurer and its operations at such times as it deems necessary, but not less than annually.

THE REASON FOR THE CHANGE:

To clarify our current practice for either an Executive Pastor or Executive Director as the Session determines at any time in the future.

RECOMMENDATION 14: Section 2.d

THE CURRENT BYLAW STATES:

2) Budget – The Session shall approve the annual budget of the Church for presentation at the annual congregational meeting.

THE RECOMMENDED CHANGE STATES:

2) Budget – The Session shall approve and adopt the annual budget of the Church for presentation at the annual congregational meeting

THE REASON FOR THE CHANGE:

To clarify the Session's role in establishing the church budget as aligned with the BCO.

RECOMMENDATION 15: Section 2.d

THE CURRENT BYLAW STATES:

4) Pastoral Compensation – The Session shall have the responsibility to carry out the annual review of the adequacy of compensation for pastors, ministry directors, and the Executive Director.

THE RECOMMENDED CHANGE STATES:

4) Pastoral Compensation – The Session shall have the responsibility to carry out the annual review of the adequacy of compensation for pastors and ministry directors.

THE REASON FOR THE CHANGE:

To clarify our current practice for either an Executive Pastor or Executive Director as the Session determines at any time in the future.

RECOMMENDATION 16: Section 5

THE CURRENT BYLAW STATES:

5. Clerk of Session

The Session shall elect its Clerk annually from among its members. It shall be the duty of the Clerk to keep and preserve a fair record of the proceedings of the Session, to receive or sign letters of dismissal of Church members from or to other evangelical churches, to conduct the correspondence of the Session, to act as Clerk of all ecclesiastical meetings of the congregation, to prepare and present the annual report of the Session at the annual congregational meeting, and to perform such other duties as the Session may direct.

THE RECOMMENDED CHANGE STATES:

5. Clerk of Session

The Session shall elect its Clerk annually from among its members. It shall be the duty of the Clerk to keep and preserve a fair record of the proceedings of the Session, to receive or sign letters of dismissal of Church members from or to other evangelical churches, to conduct the correspondence of the Session, to act as Clerk of all ecclesiastical meetings of the congregation, to oversee the preparation and presentation of the annual report of the Session at the annual congregational meeting, and to perform such other duties as the Session may direct.

THE REASON FOR THE CHANGE:

To clarify the current role of the Clerk in overseeing the preparation of the annual report.

RECOMMENDATION 17: Section 8

THE CURRENT BYLAW STATES:

8. Notice

Notice of monthly or special meetings of the Session shall be given by the Clerk to all Session members in writing at least one (1) week prior to the date of the meeting. The notice shall specify the date, time, and place of the meeting and, in the event of a special meeting, the specific matter or matters for which the meeting has been called. A special meeting can be called, without said notice, provided that any motions for action must be passed by a majority of the entire Session.

THE RECOMMENDED CHANGE STATES:

8. Notice

Notice of monthly or special meetings of the Session shall be given by the Moderator (or the Clerk, when the Moderator role is vacant) to all Session members in writing at least one (1) week prior to the date of the meeting. The notice shall specify the date, time, and place of the meeting and, in the event of a special meeting, the specific matter or matters for which the meeting has been called. A special meeting can be called, without said notice, provided that any motions for action must be passed by a majority of the entire Session.

THE REASON FOR THE CHANGE:

To clarify our current practice.

ARTICLE FIVE - THE COUNCIL OF MINISTERING DEACONS

RECOMMENDATION 18: Section 3

THE CURRENT BYLAW STATES:

3. Function

The Council of Ministering Deacons has no authority to act on behalf of the Church or the Corporation, but the Council can, by a majority vote of those present at a duly called meeting, formulate recommendations for consideration by the Diaconate. Any recommendations sent to the Diaconate shall be the result of a vote, and shall include a complete list of all members of the Council of Ministering Deacons present when the vote was taken, the number of those voting for the recommendation, the number voting against, and the number abstaining.

THE RECOMMENDED CHANGE STATES:

3. Function

The Council of Ministering Deacons:

- a. Provides counsel on church vision, mission, and plans from pastors, ministry directors, Session, and Diaconate; and
- b. Reviews minutes of the Diaconate and its commissions or committees as requested.
- c. Provide advice and counsel on items which must receive congregational votes.

The Council of Ministering Deacons has no authority to act on behalf of the Church or the Corporation, but the Council can, by a majority vote of those present at a duly called meeting, formulate recommendations for consideration by the Diaconate. Any recommendations sent to the Diaconate shall be the result of a vote, and shall include a complete list of all members of the Council of Ministering Deacons present when the vote was taken, the number of those voting for the recommendation, the number voting against, and the number abstaining.

THE REASON FOR THE CHANGE:

To clarify and strengthen our desire for future responsibilities for review for the Council of Ministering Deacons.

RECOMMENDATION 19: Section 7

THE CURRENT BYLAW STATES:

7. Notice

Notice of quarterly or special meetings of the Council of Ministering Deacons shall be given by the Secretary in writing at least one (1) week prior to the date of the meeting. The notice shall specify the date, time, and place of the meeting and, in the event of a special meeting, the specific matter or matters for which the meeting has been called.

THE RECOMMENDED CHANGE STATES:

7. Notice

Notice of quarterly or special meetings of the Council of Ministering Deacons shall be given by the Chairman (or the Secretary, when the Chairman role is vacant) in writing at least one (1) week prior to the date of the meeting. The notice shall specify the date, time, and place of the meeting and, in the event of a special meeting, the specific matter or matters for which the meeting has been called.

THE REASON FOR THE CHANGE:

To clarify our current practice in alignment with the BCO.

RECOMMENDATION 20: Section 9

THE CURRENT BYLAW STATES:

9. Duties

Subject to assignment by the Diaconate, all Ministering Deacons, regardless of whether they are currently serving on the Diaconate, share equally in the ministering responsibilities incumbent upon the office of deacon, including, but not limited to:

- a. Compassion and concern for Church members;
- b. Finances to meet the needs of the ministry;
- c. Hospitality;
- d. Maintenance of Church facilities; and
- e. Committee participation as described in Section 10 of this Article.

THE RECOMMENDED CHANGE STATES:

9. Duties

Subject to assignment by the Diaconate, all Ministering Deacons, regardless of whether they are currently serving on the Diaconate, share equally in the ministering responsibilities incumbent upon the office of deacon. Ministering Deacons will focus on supporting the

functioning of the Church and assisting elders in caring for the Church. This work includes, but is not limited to:

- a. Compassion and concern for Church members;
- b. Developing a grace of giving both talents and financial support in the church;
- c. Finances to meet the needs of the ministry;
- d. Hospitality;
- e. Maintenance of Church facilities; and
- f. Committee participation as described in Section 10 of this Article.

THE REASON FOR THE CHANGE:

To clarify the role and function of the deacons.

ARTICLE SIX - THE DIACONATE

RECOMMENDATION 21: Section 2

THE CURRENT BYLAW STATES:

2. Duties -- The primary responsibility of the Diaconate is to tend to the temporal needs of the Church body. These duties shall include but not be limited to the following:

a. Buildings and Grounds

The Diaconate is responsible for all Church property, including but not limited to buildings, equipment, landscaping, and vehicles. It shall be responsible for timely repair of Church properties to provide a safe and pleasant environment for all Church functions.

b. Compassion and Concern

The Diaconate manages the Deacon's Fund, and is responsible to provide physical and practical ministry to members and regular attendees of the Church who are in need. This ministry can also be extended to the community at large as an expression of God's grace to all.

c. Finance

The Diaconate is responsible for the handling of the funds of the Church under the guidelines approved by the Session and the Trustees. These duties entail the formation of a suggested budget to be approved by the Session, the administration of the approved budget, and the monitoring of cash balances to maximize the use of the Church's resources.

d. Hospitality

The Diaconate is responsible to recruit and schedule volunteers for ushering, greeting, parking lot attendants, information booth, and other functions that help create a welcoming and accepting climate. The Diaconate is also responsible to arrange hospitality for out-of-town individuals who have been invited to minister at the Church.

e. Communion

The Diaconate is responsible to prepare the communion elements, recruit communion servers and, under the guidance of the officiating pastor, distribute the elements to the congregation at the times scheduled for communion.

f. Other Duties

The Diaconate shall carry out certain special projects as authorized by the Session, and shall perform other duties as set forth in the Book of Church Order.

THE RECOMMENDED CHANGE STATES:

2. Duties -- The primary responsibility of the Diaconate is to tend to the temporal needs of the Church body. These duties include supporting the functioning of the physical and ministry infrastructure, assisting elders in caring for members, and mercy ministry outreach. In addition to the general duties outlined in Article Five, the duties of the Diaconate shall be as follows:

a. Mercy Ministry and Outreach

The Diaconate manages the Deacon's Fund, and is responsible to provide physical and practical ministry to members and regular attendees of the Church who are in need. This ministry can also be extended to the community at large as an expression of God's grace to all.

b. Finance

The Diaconate is responsible for the handling of the funds of the Church under the guidelines approved by the Session and the Trustees. These duties entail the formation of a suggested budget to be approved by the Session, the administration of the approved budget, and the monitoring of cash balances to maximize the use of the Church's resources.

The chairman of the Finance Committee shall be the Church Treasurer. The Church Treasurer shall oversee custody of all moneys, bonds, and other securities of the Church. Furthermore, the Church Treasury shall be the depository for all the funds of each and every organization of the Church, including the Sunday school treasury. The Treasurer shall:

- 1) Oversee, establish, and maintain processes for the collection and deposit of all funds into the treasury of the Church;
- 2) Oversee, establish, and maintain processes for disbursement of funds as are authorized in accordance with these Bylaws;
- 3) Oversee the preparation of monthly financial statements for presentation to and approval by the Session and the Diaconate at their monthly meetings: and
- 4) Oversee the preparation of the annual financial statement for presentation to the congregation at the annual meeting.

The Treasurer shall be protected by bond in such amount as may be required by the Session.

c. Other Duties

The Diaconate shall carry out certain special projects as authorized by the Session, and shall perform other duties as set forth in the Book of Church Order.

THE REASONS FOR THE CHANGES:

- (1) To rename the committee for extended ministry beyond the church.
- (2) To update our current practices for the Finance Committee and Treasurer.
- (3) As well, to revise the duties of the deacons as a more general description so that the Session may clarify our responsibilities and practice for deacons at any particular season of ministry. Committees are referenced in paragraph 11 with provision to charter additional, flexible committees as needed in the future.

RECOMMENDATION 22: Section 7

THE CURRENT BYLAW STATES:

7. Notice

The Secretary shall give notice of monthly or special meetings of the Diaconate to all members of the Diaconate in writing at least one (1) week prior to the date of the meeting. The notice shall specify the date, time, and place of the meeting and, in the event of a special meeting, the specific matter or matters for which the meeting has been called. A special meeting can be called, without said notice, provided that any motions for action must be passed by a majority of the entire Diaconate.

THE RECOMMENDED CHANGE STATES:

7. Notice

The Chairman (or the Secretary, when the Chairman role is vacant) shall give notice of monthly or special meetings of the Diaconate to all members of the Diaconate in writing at least one (1) week prior to the date of the meeting. The notice shall specify the date, time, and place of the meeting and, in the event of a special meeting, the specific matter or matters for which the meeting has been called. A special meeting can be called, without said notice, provided that any motions for action must be passed by a majority of the entire Diaconate.

THE REASON FOR THE CHANGE:

To update our current practices in providing notice of meetings.

RECOMMENDATION 23: Section 11

THE CURRENT BYLAW STATES:

11. Committees

Committee chairmen shall be appointed annually from among active members of the Diaconate by the Chairman of the Diaconate in consultation with the Moderator.

Subject to ratification by the Diaconate, committee members shall be chosen annually from among the Council of Ministering Deacons by the Chairman of each committee in consultation with the Chairman of the Diaconate (See Section 10 of Article Five). With the approval of the Session, active church members may be added to any of the Diaconate's committees.

THE RECOMMENDED CHANGE STATES:

11. Committees

Ad Interim and Ad Hoc committees shall be formed based on Session or Diaconate recommendation and Session approval.

Committee chairmen shall be appointed annually from among active members of the Diaconate by the Chairman of the Diaconate in consultation with the Moderator.

Subject to ratification by the Diaconate, committee members shall be chosen annually from among the Council of Ministering Deacons by the Chairman of each committee in consultation with the Chairman of the Diaconate (See Section 10 of Article Five). With the approval of the Session, active church members may be added to any of the Diaconate's committees.

THE REASON FOR THE CHANGE:

To allow addition of committees as standing, short-term, or *ad interim* committees as needed.

ARTICLE SEVEN - THE BOARD OF TRUSTEES

RECOMMENDATION 24: Section 3

THE CURRENT BYLAW STATES:

3. Chairman, Secretary, and Treasurer

The Board of Trustees shall elect its Chairman, its Secretary, and its Treasurer annually from among its members subject to approval by the Session. The Board of Trustees may also

annually elect such other officers from among its members, as it deems appropriate to its areas of responsibility.

THE RECOMMENDED CHANGE STATES:

3. Chairman and Secretary

The Board of Trustees shall elect its Chairman and its Secretary annually from among its members subject to approval by the Session. The Board of Trustees may also annually elect such other officers from among its members, as it deems appropriate to its areas of responsibility.

THE REASON FOR THE CHANGE:

To change the current role of Treasurer to be the Chairman of Finance Committee.

ARTICLE EIGHT - ELECTIONS

RECOMMENDATION 25: Section 1.a

THE CURRENT BYLAW STATES:

1. Election of Elders and Deacons

a. Nominations Committee

In preparation for the annual election of officers, a committee of eight (8) communing members of the Church who are in good and regular standing may make nominations for the Council of Shepherding Elders, and the Council of Ministering Deacons, and shall make nominations for all open positions on the Session, and the Diaconate. The membership of the Nominations Committee shall be determined annually as follows:

- Four (4) Elders designated by the Session, at least one (1) of whom shall be currently serving on the Session, and who shall serve as Committee Chairman;
- One (1) member designated by and from the Women's Council;
- One (1) member designated by and from the Men's Council;
- One (1) member designated by and from the Sunday School; and
- The Chairman of the Diaconate.

THE RECOMMENDED CHANGE STATES:

1. Election of Elders and Deacons

a. Nominations Committee

In preparation for the annual election of officers, a committee of eight (8) communing members of the Church who are in good and regular standing may make nominations for the Council of Shepherding Elders, and the Council of Ministering Deacons, and shall make nominations for all open positions on the Session, and the Diaconate. The membership of the Nominations Committee shall be determined annually as follows:

- Four (4) Elders designated by the Session, at least one (1) of whom shall be currently serving on the Session, and who shall serve as Committee Chairman;
- One (1) member representing the Women's ministries;
- One (1) member representing the Men's ministries;
- One (1) member representing the Sunday School; and
- The Chairman of the Diaconate.

THE REASON FOR THE CHANGE:

To update our current practice in the Nominations Committee for representation for diverse input from current ministries.

RECOMMENDATION 26: Section 1.b

THE CURRENT BYLAW STATES:

b. Eligibility

- 2) Candidates for the Session shall be selected from among those members of the Council of Shepherding Elders who have served at least two years in the role of elder.

THE RECOMMENDED CHANGE STATES:

b. Eligibility

- 2) Candidates for the Session shall be selected from among those members of the Council of Shepherding Elders who have served at least two years in the role of either elder or deacon.

THE REASON FOR THE CHANGE:

To allow the selection of new elders from current deacons who are capable of godly leadership on the Session.