

Proposed changes to the bylaws, Section 8—for approval

Underlines represent additions or changes in case; strikethrough represents a deletion.

VIII. CHURCH STAFF

2. All ministers shall be called by the Congregation, except for interim and transitional ministers (all ministers are referred to in these Bylaws as “Ministers”). When any position of a called Minister is vacant, the Deacons shall appoint a Ministerial Search Committee from among the members of the Congregation to be elected by the Congregation. As to the Senior Minister, the Ministerial Search Committee shall consult with the Deacons as to compensation and other contractual terms of hiring, and then submit the candidate to the members of the Congregation for their approval. As to all other called Ministers, the committee shall recommend its candidate to the Deacons and the Senior Minister and upon approval by the Deacons and the Senior Minister, the Deacons shall recommend the candidate to the members of the Congregation for their approval. The selection or removal of a called Minister shall require the affirmative vote of at least two-thirds (2/3) of the members in attendance at a meeting of the Congregation called for that purpose. The Deacons may select interim and transitional Ministers without a Congregational vote, using any process for making the selection the Deacons determine. The term of employment of an interim or transitional Minister shall not exceed 24 months without the vote of the Congregation required for the selection of a called Minister.

The changes represented in this amendment are:

In the first sentence, added “by the Congregation, except for interim and transitional ministers (all ministers are referred to in these Bylaws as “Ministers”)”.

Following the first sentence, lower case “minister” and “ministers” is changed to “Minister” and “Ministers”.

Added two new final sentences: “The Deacons may select interim and transitional Ministers without a Congregational vote, using any process for making the selection the Deacons determine. The term of employment of an interim or transitional Minister shall not exceed 24 months without the vote of the Congregation required for the selection of a called Minister.”

3. Employment Agreement of the called Ministers. The Deacons shall establish the employment agreement with the Senior Minister. The Senior Minister shall present an employment agreement for ~~Associate~~ all other Ministers to the Deacons for their approval. The Deacons shall review each Minister’s agreement with him or her annually. Any amendments to the employment agreements must be in writing and signed by the Moderator and the Minister.

The change represented in this amendment is:

In the third line, “Associate” Ministers is changed to “all other” Ministers.