

Proposed Constitutional Revisions

Regarding election process:

ARTICLE XI - LEADERSHIP TEAMS, SERVICE GROUPS, COMMITTEES

SECTION 4: COMMITTEES

A. Nominating Committee:

Current text:

Beginning with the person with the largest number of nominations for a particular office, the Committee will ask each person concerning his/her willingness to serve. As soon as the number of people willing to serve equals the number of openings, the process stops and that then becomes the ballot to be presented to the Church for approval. In the event that there are not enough nominations accepted to fill every office, the Nominating Committee shall be responsible to present, as much as possible, a full ballot to the Church. As the Lord leads, it is permissible to present to the Church for approval a list that contains less than the number of openings. At least two weeks before the Bi-Annual Election Business Meeting, the proposed list of Deacons, Trustees, and Officers shall be posted. Then, at the Bi-Annual Election, the list of proposed Deacons, Trustees and Officers will be presented for approval or disapproval. In the event that the congregation does not approve a nominated Deacon, Trustee or Officer, the Nominating Committee must bring before the Church, within 4 weeks or less, [at a Special Business Meeting] another name for approval.

Suggested revised text:

Beginning with the person with the largest number of nominations for a particular office, the Committee will ask each person concerning his/her willingness to serve. The process will continue until the number of people willing to serve has at least exceeded the number of openings by half again (e.g., 7 openings requires 10 nominees, 1 opening requires 2 nominees, etc.). That then becomes the ballot to be presented to the Church for voting. The people who receive the highest number of votes are then elected to the offices until the openings are filled. In the event that there are not enough nominations accepted to fill every office, the Nominating Committee shall be responsible to present, as much as possible, a full ballot to the Church. As the Lord leads, it is permissible to present to the Church for approval a list that contains less than the number of openings. At least two weeks before the Bi-Annual Election Business Meeting, the nominated list of Deacons, Trustees, and Officers shall be posted. Then, at the Bi-Annual Election, the list of proposed Deacons, Trustees and Officers will be presented for voting. In the event that the congregation does not approve enough nominated Deacons, Trustees or Officers, the Nominating Committee must bring before the Church, within 4 weeks or less, [at a Special Business Meeting] another set of names for voting.

Changing “Assistant” to “Associate” pastor:

ARTICLE VII ~ OFFICERS

SECTION 1: PASTOR[S]

Current text:

Paragraph C: Duties of Assistant Pastors

Assistant Pastors may be taken on staff as the need arises. They may be hired for the express purpose of working and ministering in a specific area or with a specific group. A job description will be drawn up by the Deacons delineating the duties of each Assistant Pastor.

Suggested revised text:

Paragraph C: Duties of Associate Pastors

Associate Pastors may be taken on staff as the need arises. They may be hired for the express purpose of working and ministering in a specific area or with a specific group. A job description will be drawn up by the Deacons delineating the duties of each Associate Pastor.

Current text:

Paragraph D: Calling a Pastor

The procedure for calling an Assistant Pastor shall be as follows:

1. Upon recommendation by the Deacons and Trustees, the Church must vote to approve the calling of an Assistant Pastor.

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6. The Assistant Pastor shall be called for an indeterminate term.

Suggested revised text:

Paragraph D: Calling a Pastor

The procedure for calling an Associate Pastor shall be as follows:

1. Upon recommendation by the Deacons and Trustees, the Church must vote to approve the calling of an Associate Pastor.

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6. The Associate Pastor shall be called for an indeterminate term.

Current text:

Paragraph G: Salary and Vacation

A Pastor's salary shall be determined by the Trustees and shall be included in the annual budget to be approved by the Church Family. The Church shall make every effort to properly support its Pastor[s] to the best of its ability. The Senior Pastor shall receive an annual vacation according to the number of years he has been in full-time ministry, including any ministry prior to serving at Grace. The specifics of this shall be outlined in a Vacation Policy drawn up and overseen by the Trustees. They shall also determine the vacation allowance of any Assistant Pastor, based on years of ministry and designated responsibilities.

Suggested revised text:

Paragraph G: Salary and Vacation

A Pastor's salary shall be determined by the Trustees and shall be included in the annual budget to be approved by the Church Family. The Church shall make every effort to properly support its Pastor[s] to the best of its ability. The Senior Pastor shall receive an annual vacation according to the number of years he has been in full-time ministry, including any ministry prior to serving at Grace. The specifics of this shall be outlined in a Vacation Policy drawn up and overseen by the Trustees. They shall also determine the vacation allowance of any Associate Pastor, based on years of ministry and designated responsibilities.

Regarding interim pastor:

ARTICLE VII ~ OFFICERS

SECTION 1: PASTOR[S]

Suggested new paragraph:

Paragraph H: Interim Pastor

If the Senior Pastor resigns while one or more Associate Pastors are already on staff, the Deacons shall consider, beginning with the Associate Pastor with the most seniority, whether or not one of them should be appointed as Interim Pastor. If they conclude he is ready, they will ask him concerning his willingness to serve in this way. If he is willing, he will become the Interim Pastor beginning as soon as possible on or after the first day of the Senior Pastor vacancy and continuing until the new Senior Pastor, whether that be him or another man, begins his work here. If he is not willing or is not deemed ready by the Deacons, they will use the same process with any other Associate pastors on staff.

If there are no Associate Pastors on staff or if none of those on staff are appointed to the position following the procedures outlined above, the Deacons may at their discretion bring a candidate for Interim Pastor to the Church Family for their approval or disapproval at a Special Business Meeting. The Trustees will determine the appropriate compensation package for such a Pastor. An Interim Pastor hired in this way may be terminated by his or the Deacons decision with two weeks' notice, or by the process outlined in Article VII, Section 1, Paragraph F. In any case, his service in this way will end when the new Senior Pastor, whether that be him or another man, begins his work here.