

Centennial Covenant BYLAW CHANGE PROPOSAL from Council to Elders for action at Congregational Meeting, February 11, 2018, 9:50 am.

(January 31, 2018 UPDATE of original notice given on January 7, 2018)

With Lead Pastor Steve Thulson's announced intention to transition out of that position within the next year or two, the Council of Elders sees the need to clarify the process outlined in our church Bylaws for the "Call of the Lead Pastor." The primary proposed change is to have prospects for a congregationally elected Pastoral Search Team be nominated by the Council rather than the Nominating Committee. This aligns to two Council responsibilities described in the Bylaws: to "arrange for the congregation's call of Lead Pastor" and "appoint short-term Committees needed for Council of Elder responsibilities." Also, nominating such a search team is not listed in the Bylaw description of Nominating Committee responsibilities which are focused on identifying prospective Elders and Officers, not Pastors.

Current Bylaws: Article V, Section 5a Call of the Lead Pastor

The Lead Pastor shall be called at a regular or special congregational business meeting, the purpose of which shall be announced two weeks in advance. The Lead Pastor shall be nominated by a Pastoral Search Committee to be recommended by the Nominating Committee and elected by the membership at a congregational business meeting. The Pastoral Search Committee shall be representative of the congregation and have five to nine members, including the Council of Elders Chair. It shall work closely with the Midwest Conference Superintendent. The Lead Pastor shall be called by written ballot with a **two-thirds vote of members present** and voting required for a call. The call shall be for an indefinite period of time.

Proposed Bylaw Changes

1. The Lead Pastor shall be called at a **special** congregational business meeting. The purpose of that meeting shall be announced at least two weeks in advance. **The quorum for this meeting will be 50% of the active membership.**
 - a. The Lead Pastor shall be nominated by Pastoral Search Team
 - b. The Lead Pastor shall be elected by the current active membership of the congregation
 - i. by written ballot
 - ii. by a two-thirds **majority vote of active members present**
 - c. The Lead Pastor's call is for an indefinite period of time
2. The Pastoral Search Team
 - a. Pastoral Search Team members shall be recommended by the Council of Elders
 - b. Pastoral Search Team members shall be approved by congregational vote:
 - i. at a congregational business meeting (regular or special)
 - ii. The meeting and purpose of that meeting to be announced at least two weeks in advance
 - iii. **the quorum for this meeting shall be 20% of the active membership**
 - iv. **vote will be written ballot**
 - v. **Each Pastoral Search Team member shall be approved by two-thirds majority vote of active members present**
 - c. The Pastoral Search Team shall be representative of the congregation as a whole and consist of a total of seven team members.
 - i. Four (4) **active** Church members at large
 - ii. One (1) designated Leader from church membership at large
 - iii. Two (2) Elders from current Council of Elders
 - d. Pastoral Search Team shall work closely with the Covenant Midwest Conference Superintendent
 - e. Pastoral Search Team shall:
 - i. Select candidate by majority vote of the Pastoral Search Team
 - ii. Present one candidate for congregational vote

Explanation of Amendments

First, the council thanks you for your attendance of the Jan 17th congregational meeting and to those who were able to stay for the bylaw discussion that followed. Your feedback and discussion are invaluable to this process. The council met on Jan 23rd and discussed the feedback we received during the Jan 17th meeting. The attached amendment is the result. It is the council's desire to share some commentary to further explain the amendments made.

General explanations:

1. Special vs Regular meetings: Our current bylaws allow for both. Either our two "regular" annual congregational meetings can be leveraged for votes on these items or "special" meetings can be called.
 - a. The council is suggesting a "special" meeting would be used for the Lead Pastor's call. The council's desire is for call of the Lead Pastor to be the sole focus of the meeting.
 - b. For the Pastoral Search team, either a regular or special meeting can be called.
2. Quorums: Current membership is 196
 - a. A 20% quorum for the Pastoral Search Team vote meeting: 39 members present to meet quorum
 - b. A 50% quorum for the Call of the Lead Pastor: 98 members present to meet quorum
3. Votes: The language is Two-thirds majority of members present for both meetings.
 - a. Of a 39 member quorum (20% of current membership), 26 "yes" votes to gain 2/3 majority vote.
 - b. Of a 98 member quorum (50% of current membership), 65 "yes" votes to gain 2/3 majority vote.

All references to "as a slate" have been removed.

1. For the Lead Pastor call section. We added:
 - a. To use a "special" meeting
 - b. Addition of the 50% quorum.
 - c. And clarified that majority requires two-thirds majority vote of active members present
2. For the Pastoral Search Team section
 - a. Added clarity that the quorum shall be 20% of active membership
 - b. As the vote for the Team shall be for each recommended member, the vote will be held by written ballot for simplified accounting of vote tally.
 - c. See point 2.b.v the language has changed from "by slate" to a vote for each member presented for inclusion in the Pastoral Search team.

To facilitate responding to questions or need for clarifications, **open forums will be held on Sunday Feb 4th after each Worship Gathering at 10:30 and 11:45 am in the Student Room (north hall)**. These will be informal, 30 minute opportunities for the congregation to address members of the Council on the subject of these bylaw amendments.

One clarification. This amendment does not require a change of the planned vote to accept this bylaw change which is scheduled for Sunday, Feb 11th (9:50 am between Worship Gatherings). Please consider this amendment as an extension of the Jan 17th congregational meeting discussion. If, after further discussion, the council feels a full rewrite of the bylaws will be required, a new vote meeting will be designated and communicated to the community.