

# RECOMMENDATION FOR CHANGES TO OUR CONSTITUTION, BYLAWS, & MINISTRY PLAN:

The Elders of Mountain View propose the following changes to our documents. You will find the current reading of the paragraphs in question followed by the proposed changes and a brief rationale for those recommended changes. We will have a “first reading” of these changes at our October 15<sup>th</sup> Special Congregational Meeting and the Members will vote to accept or reject these proposed changes at our Annual Congregational Meeting on November 19<sup>th</sup>.

## Present reading of Article II -- Leadership: Elected, Appointed, & Pastoral Staff

### Section D -- Staff

#### 2. Associate Pastoral Staff...

c. Any associate pastoral staff shall be under the direct authority and supervision of the Senior Pastor, and more broadly to the Board of Elders, and ultimately the congregation. His responsibilities shall be outlined in a clear job qualifications and description, established by the Board of Elders in conjunction with the congregation.

**Proposed Changes: Add the words “Unless assigned otherwise by a vote of the Elders” & change “to” to “of” for grammatical reasons.**

C. Unless assigned otherwise by a vote of the Elders, any associate pastoral staff shall be under the direct authority and supervision of the Senior Pastor, and more broadly ~~to~~ of the Board of Elders, and ultimately the congregation. His responsibilities shall be outlined in a clear job qualifications and description, established by the Board of Elders in conjunction with the congregation.

**Rationale for the proposed changes:** This gives the church greater flexibility. The Senior Pastor will probably almost always provide direct authority and supervision for Associates but changing this wording allows for a long-tenured or experienced Associate to oversee a newer Associate or it could allow an Elder to oversee a new Associate.

## Present reading of Article II -- Leadership: Elected, Appointed, & Pastoral Staff

### Section D -- Staff

#### 3. Non-Pastoral Staff...

d. Any non-pastoral staff shall be under the direct authority and supervision of the Senior Pastor, and more broadly to the Board of Elders, and ultimately the congregation. His/Her responsibilities shall be outlined in a clear job qualifications and description, established by the Board of Elders in conjunction with the congregation.

**Proposed Changes: Add the words: “Unless assigned otherwise by a vote of the Elders” & change “to” to “of” for grammatical reasons.**

d. Unless assigned otherwise by a vote of the Elders, any non-pastoral staff shall be under the direct authority and supervision of the Senior Pastor and more broadly ~~to~~ of the Board of Elders, and ultimately the congregation. His/Her responsibilities shall be outlined in a clear job qualifications and description, established by the Board of Elders in conjunction with the congregation.

**Rationale for the proposed changes:** While non-pastoral staff such as the Administrative Assistant will probably under most circumstances be under the direct authority and supervision of the Senior Pastor, there may be situations when it is advantageous for someone else to oversee a non-pastoral staff member. This may be in the case of a Ministry “Intern” who may naturally best be supervised by an Associate Pastor who is serving in that area. It may also be the case for a support staff member such as a custodian -- whose work could be overseen by a Trustee or someone else, thus freeing the Senior Pastor to focus on other ministry.

## Present reading of Article III -- Church Government

### Section C - Supervision

All the ministry teams, committees, officers and auxiliary organizations shall be under the supervision of the Board of Elders (Article IV, Section B of these Bylaws). All of these, in turn, shall be accountable to the congregational decisions of this church. All board and ministry teams shall give a written report to the Elder Board at least once per quarter concerning their goals and effectiveness at accomplishing the mission of the church (teaching & reaching). Should any member(s) of the congregation seek to change any decision made by the Board of Elders or any particular ministry team, such change should be presented in the form of a motion, stated at a duly called congregational meeting, and passed by a majority (51%) vote of the members in attendance.

**Proposed Change: Change the words “once per quarter” to “once each year”** (unless we are going to actually require quarterly reports going forward)

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### MINISTRY TEAMS:

#### 10. Stewardship Ministry Leadership Team:

- a. The Stewardship Ministries Leadership Team shall be comprised of an Elder, the Treasurer (elected by congregation), the Assistant Treasurer (appointed by Board of Elders), the Financial Secretary (appointed by Board of Elders) and at least two other members recommended by the Board of Elders and affirmed by the congregation. They shall be responsible for keeping the members informed as to the financial status of the church. They shall be responsible, in conjunction with the Board of Elders, for preparing and submitting in time for the November congregational meeting a budget for the coming year for congregational approval. ~~A semiannual review for necessary modifications to the budget will be made at the first quarterly congregational meeting (May).~~

**Recommendation:** To strike the last sentence in this previous paragraph to reflect the fact that we no longer have “quarterly” congregational meetings.

- b. It shall see that the financial statements of the church be prepared in accordance with generally accepted accounting principles. Furthermore, it shall see that a committee comprised of those not regularly involved in the finances of the church submits a report which gives assurances that, in their opinion, the annual financial statements meet the requirements of general accounting principles. This report will be submitted ~~for acceptance at the first quarterly congregational meeting of the subsequent fiscal year (May)~~ to the Elders by the end of the first quarter of each calendar year.

**Recommendation:** To strike this part of the last line and modify it to reflect the fact that we no longer have “quarterly” congregational meetings.

