

## Overview of Proposed Bylaws Changes, January 2019

**Congregational Membership:** It was requested that Council clarify language on membership and what constitutes an inactive member for the purposes of accurate membership rolls. A new Article 1 was added to the bylaws covering this information.

**Evaluation:** Through the work and recommendation of the Human Resources Task Force, the church's staff evaluation process has moved into an ongoing, year-round process. Staff supervision and evaluation roles are stipulated in position descriptions, rather than the bylaws, and the Council President has been given the role of ensuring that the staff evaluations take place.

**Language shift:** The Council and Boards have been discussing a shift in terminology for a few months now, so it was proposed to incorporate that into the bylaws.

Standing Boards → Ministry Teams (or 'teams' in following usages)

Chairperson → Team Leader

Not in the bylaws but also discussed: Liaison → Facilitator

**Financial actions language:** The bylaws clarify that the clause requiring congregational approval of financial obligations that exceed two percent of the annual budget cover not only contracts like leases, but also large transactions such as purchases.

### Article 5 – Ministry Teams (Standing Boards) Changes:

- The standard term length for high school students is two years. The bylaws change the student term to one year for recruitment and scheduling purposes. For instance, perhaps a high school senior is willing to serve but can't commit to two years. Members can serve consecutive terms.
- Language was changed to provide greater autonomy to the Ministry Teams as it had been reported some Boards felt restricted in their role and required to 'get permission' for their activities. Instead of "Standing Boards shall make recommendations to the Congregation Council on programs or activities ...," it is now "...shall develop and lead programs or activities related to the mission of Ascension and the team's area of responsibility."

**Human Resources Committee:** A Human Resources Task Force came to Council with some recommendations that influenced the development of the bylaws, including the creation of a separate Human Resources Committee. The role of "act as personnel committee" was removed from the Executive Committee and a new bylaws section was added creating a Human Resources Committee.

**Mutual Ministry Committee:** The bylaws committee is recommending a shift in MMC focus and practice. To support the changes and the intended philosophy and actions of the proposed MMC, the bylaws committee is drafting a "Mutual Ministry Framework," based heavily on the ELCA publication "Mutual Ministry Committee: A Vision for Building Up the Body of Christ," 2002, which can be found at [http://images.acswebnetworks.com/1/498/mutualministry\\_elca\\_2002.pdf](http://images.acswebnetworks.com/1/498/mutualministry_elca_2002.pdf)