

PROPOSED AMENDMENTS TO THE BY-LAWS OF FCCB OCTOBER 2017

Section	Original	Proposed
Article VIII - Administration Section 1A Minister	The minister shall be an advisory member, Ex Officio, and without vote of all standing committees of the church and shall be a voting member of the Board of Trustees and the Board of Deacons.	The minister shall be an advisory member, Ex Officio, and without vote of all standing committees and boards of the church.
Article VIII - Administration Section 1B Associate Minister(s)	The Associate Minister(s) shall share, at the direction of the Minister, in aspects of the work of the Minister. Each Associate Minister shall be an advisory member, ex officio, and without vote, of all standing committees of the church, and shall be a voting member of the Board of Trustees and Board of Deacons.	Delete entire section

Section	Original	Proposed
Section 3A Board of Trustees	The Board of Trustees shall consist of the following voting members: the Ministers, President, President-Elect, the Immediate Past President, Clerk, Treasurer, five members at large and an elected member from each of the following boards and committees: the Board of Deacons, the Prudential Committee, The Mission Committee, the Adult Christian Education Committee, the Youth Ministries Committee, the Children's Ministries Committee, the Music Committee, the Christian Action Committee, the Nominating Committee, the Stewardship Committee, the Fellowship and Hospitality Committee, the Communication and Membership Committee, the Ushering Committee, the Library Committee, and the Planned Giving Committee. The five members at large shall be elected at the annual meeting and shall each hold office for five years; their election shall be so arranged that the term of only one shall expire each year. No member at large of the Board of Trustees who has served a five-year term shall succeed himself or herself. There shall be one representative each from the Women's Fellowship and from the Possibility Shop volunteers who shall be elected at each annual meeting to serve for one year. The Board of Trustees shall fill vacancies on the boards	The Board of Trustees shall consist of the following voting members: the President, President-elect, the Immediate Past President, Clerk, Treasurer, a member of the Board of Deacons and at least five members of the church to serve as at-large members of the Board of Trustees. The members of the Board of Trustees will be approved at the annual meeting to serve for a term of 3 years and cannot serve more than two consecutive terms. The Board of Trustees may create and dissolve permanent or temporary committees or task groups –with the exception of the Pastor-Parish Relations Committee- to assist the Board in fulfilling its functions, of: finance and budget matters, maintenance of buildings and grounds, stewardship, personnel and staffing and nominating and church involvement, all of which are identified in Appendix A. Members of the Board of Trustees will function as liaisons to all committees and task groups that are carrying out the functions of the Board of Trustees. The Board of Trustees shall fill vacancies on the

	<p>and among the church officers and committees upon recommendation of the Nominating Committee, create such temporary offices and committees as needed, construct a long-range plan for the church every five years, call special meetings of the church, propose amendments to the By-Laws, and provide for an annual audit <u>or suitable alternative financial examination</u>. The Board is authorized to act for and conduct the business of the church in all matters of business otherwise prescribed by the By-Laws and the Personnel Policy; however, it shall not call or dismiss a Minister, or buy, sell or lease real estate without approval by vote of the members of the church at a duly called meeting.</p>	<p>boards and among the church officers and committee chairs upon recommendation of the Nominating Committee, call special meetings of the church, propose amendments to the By-Laws, and provide for an annual audit <u>or suitable alternative financial examination</u>. The Board is authorized to act for and conduct the business of the church in all matters of business prescribed by the By-Laws and the Personnel Policy; however, it shall not call or dismiss a Minister, or buy, sell or lease real estate without approval by vote of the members of the church at a duly called meeting.</p>
--	--	--

Section	Original	Proposed
<p>Section 3B The Board of Deacons</p>	<p>The Board of Deacons shall consist of eight men and eight women, four of whom shall be elected at each annual meeting to serve four years. As representatives of the Christian community, the Deacons shall seek to proclaim the Gospel to all people, attract others to the Christian life by example, be shepherds to the poor and needy, minister to the spiritual welfare of church leaders and members alike, endeavor to discover and develop the gifts and talents of the church to the glory of God and the furtherance of God's realm. The Deacons and the Ministers are entrusted with all matters regarding worship. The Deacons shall assist in the preparation and administration of Communion. They shall be responsible for the care of the Communion service and linens. The Deacons shall be responsible for the pulpit supply. The Deacons shall alert the Minister to those in need, assist the Minister in caring for and visiting the sick and needy, and welcome strangers and new residents. They shall supervise the administration of the Deacons' Fund. They shall make a biennial survey of the church rolls. They shall confer with prospective members and act as sponsors to those joining the church and shall do such visiting and training as the Ministers request.</p>	<p>The Board of Deacons shall consist of an equal number of men and women, and can have no more than 12 and no fewer than 8 members as determined by the Board of Trustees. The members of the Board of Deacons will be approved at the annual meeting to serve for a term of 3 years and cannot serve more than two consecutive terms. One member of the Deacons will be assigned to serve on the Board of Trustees. The Board of Deacons can submit to the Board of Trustees the proposal to create committees or task groups to assist it in fulfilling functions of: worship, spiritual life, music, outreach, justice, mission, community connections, pastoral care, fellowship, discipleship, faith formation, nurturance and development of children and youth all of which are identified in Appendix A. Members of the Board of Deacons will function as liaisons to all committees and task groups that are carrying out the functions</p>

	<p>The Deacons shall perform such other functions as set forth in these By-Laws. All those who have served in the office of Deacon shall always be considered Deacons for purposes of performing the duties and responsibilities of that office.</p>	<p>of the Board of Deacons. All those who have served in the office of Deacon shall always be considered Deacons for purposes of performing the duties and responsibilities of that office.</p>
--	--	---

Section	Original	Proposed
Section 4 Committees	<p>Summary: In this section, all the committees of the church were named, and the function and staffing were identified for each of the following committees: Prudential Committee, The Mission Committee, the Adult Christian Education Committee, the Youth Ministries Committee, the Children's Ministries Committee, the Music Committee, the Christian Action Committee, the Nominating Committee, the Stewardship Committee, the Fellowship and Hospitality Committee, the Communication and Membership Committee, the Ushering Committee, the Library Committee, the Planned Giving Committee, the Historical Committee, the Committee on Investments and Trusts, the Personnel Committee, the Memorial Garden Committee, the Committee for Scholarships, the Grievance Committee, the Planned Giving Committee, the Executive Committee of the Board of Trustees and the Audit Committee.</p>	<p>The Board of Trustees and the Board of Deacons have the authority to create and dissolve committees and task groups as needed –all with the approval of the Board of Trustees- to carry out its functions as articulated above with the exception of the Pastor-Parish Relations Committee described below. The Pastor-Parish Relations Committee is permanently established to provide advisory support for the pastor and to assist members in dialoguing with the. The committee will be staffed with input from the Board of Trustees, the Board of Deacons, the Search Committee the staff and pastor.</p>

Section	Original	Proposed
Section 5 Staff	<p>The staff shall consist of a bookkeeper, secretary, Superintendent of Maintenance and other full-time or part-time staff as may be required from time to time as approved by the Personnel Committee, and hired by a minister or supervisor. A bond, with sufficient surety in such sum as the Trustees direct, shall be required of the bookkeeper unless sufficient surety is provided through the church's insurance.</p>	<p>The make-up of the non-ministerial staff will be determined by the Board of Trustees and hired by a committee designated for that purpose by the Board of Trustees. The committee's selections need to be approved by the Board of Trustees.</p>

Section	Original	Proposed
Section 6 Church Delegates	<p>Church delegates shall be elected at each annual meeting for a term of four years.</p> <p>Church delegates shall attend meetings of the Champlain Association and the Vermont Conference of the United Church of Christ. Although delegates shall attend the meetings uninstructed in regards to their voting, they may seek to determine the will of the congregation on matters under consideration at such meetings. Delegates shall bring before the Champlain Association or Vermont Conference any resolution as directed by vote of the congregation and shall keep the congregation informed of the activities of those bodies</p>	<p>Church delegates shall be elected at each annual meeting for a term of four years. The number Church delegates will be determined according the guidelines set forth by the Vermont Conference of the United Church of Christ. Church delegates shall attend meetings of the Champlain Association and the Vermont Conference of the United Church of Christ. Although delegates shall attend the meetings uninstructed in regards to their voting, they may seek to determine the will of the congregation on matters under consideration at such meetings. Delegates shall bring before the Champlain Association or Vermont Conference any resolution as directed by vote of the congregation and shall keep the congregation informed of the activities of those bodies.</p>