

Proposed Constitutional Changes - May 2024

Overall Scope

Since January, Council has been identifying two areas that need attention in our constitution:

- 1) Areas pertaining to the treasurer position,
- 2) Areas pertaining to how we currently operate as teams, council, etc.

Each of these areas are outlined below with rationale for the proposed change. If you have any questions about these changes, talk to Delene McConnaha, Connie Hoekstra, or Pastor Aleese (a subgroup of Council that has focused on this work).

Note re Constitutional Provisions and Bylaws

Constitutional provisions are indicated in **bold type** in this document. Constitutional provisions pertain to the fundamental principles of an organization (i.e.: this congregation) but do not prescribe specific procedures for operating the organization. Constitutional provisions need to be voted on by the congregation at a congregational meeting (Sunday, June 23, 2024) and *also* need to be ratified at the succeeding annual meeting (January 2025).

Bylaws are indicated in regular type in this document. Bylaws set forth in detail the procedures an organization uses to fulfill its constitutional provisions. Bylaws only need to be voted on by the congregation once at a congregation meeting (Sunday, June 23, 2024).

Rationale for Constitutional Changes Pertaining to the Treasurer Position

The changes outlined below address two aspects of the treasurer position. The changes 1) give flexibility for non-member of the congregation to serve in the role of treasurer; and 2) extends the term of treasurer from two (2) years to three (3) years.

As we've noticed in our congregation, we've needed to be creative in identifying leaders who are willing and capable to serve as treasurer. To continue to provide this flexibility, the Council supports adding language to the constitution *in case* a non-member of the congregation serves as treasurer.

Additionally, we've also noticed that the role of the treasurer takes time to learn. Even with the addition of a financial secretary position (currently filled by Kathy Dunham, also Office Manager), the role of treasurer demands training and learning of various systems. To allow time for a treasurer to learn the systems in which we maintain our finances, *and* to allow time for the treasurer to adequately train an incoming treasurer, the Council supports extending the treasurer's term from two (2) years to three (3) years. In the first year of the treasurers' term, the outgoing treasurer would *remain* in the role of treasurer, serving as a mentor. Then, during the second year of the treasurer's term, the treasurer would be on his/her own. Then, by the third year, a new incoming treasurer would be identified, and the incoming treasurer would be mentored by the outgoing treasurer. Reference the chart below:

	2025	2026	2027	2028
President	1 (new)	2	1	2
VP	2	1	2	1
Secretary	1 (new)	2	1	2
Treasurer	2	3 completing 1 mentored	2	3
Liaison 1	2	1	2	1
Liaison 2	1 (new)	2	1	2
Liaison 3	2	1	2	1

If the current treasurer chose to run for re-election, terms would be the following:

	2025	2026	2027	2028	2029
President	1 (new)	2	1	2	1
VP	2	1	2	1	2
Secretary	1 (new)	2	1	2	1
Treasurer	2	3	1	2	3
Liaison 1	2	1	2	1	2
Liaison 2	1 (new)	2	1	2	1
Liaison 3	2	1	2	1	2

In all, the primary rationale for extending treasurer position is:

- By the time the treasurer learns the responsibilities and tasks expected, the treasurer's term has expired.
- By sharing responsibilities of the treasurer with a financial secretary (currently, Kathy), this reduces the time and stress of the position, making it more feasible and desirable for the treasurer to continue in his/her role.
- It has become challenging to find people to fill the treasurer position. Extension of the treasurers' term would decrease the frequency of securing a new nomination.

Constitutional Changes Pertaining to the Treasurer Position

1. Addition to C11.01

Currently does not include letter (d)

Suggestion to add (d):

d. In the event the treasurer is not selected from the voting membership of the Congregation, the treasurer shall have voice but not vote at the meetings of the Congregation and Congregation Council.

2. Amendment to C11.02

C11.02. The officers shall be elected by this congregation by simple majority. ~~and shall serve for two years.~~ The president, vice president, and secretary shall serve a term of two (2) years. The treasurer shall serve a term of three (3) years. The term shall begin on February 1 and end on January 31. Officers shall be installed during worship within the first month of election.

Rationale for Constitutional Changes Pertaining to How We Currently Operate

The changes below reflect our current practice. These changes are intended to update our governing documents with the procedures we have lived into as a congregation.

Constitutional Changes Pertaining to How We Currently Operate

1. Revision to C11.02.03 (b)

a. shall present a ~~written~~ financial report for congregational meetings and Congregation Council meetings;

2. Revision to C.12.05 (b)

C11.05.b The Congregation Council shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of mission support monies to the synod ~~treasurer~~.