

## **Proposed Bylaws Changes Concerning Evaluation of Ministries and Pastoral Relations Committee**

Approved by Cabinet: April 15, 2015  
Open Talk Session: Sunday, May 3 after worship  
Congregational Vote: Sunday, May 17 after worship

### **PROPOSED BYLAWS REVISION #1**

#### **Current:**

#### ARTICLE I. BOARDS AND COMMITTEES

##### Section 2. Church Cabinet

2.1. Functions. The Church Cabinet shall be the executive body of the church. It shall act for the church in the interim between congregational meetings and shall be responsible for coordinating all program activities of the church.

The Cabinet must arrange for a review audit of the accounts of the church by a certified auditor outside the membership of the church at least once every three years. After such an audit, a member of the Cabinet shall present a report of the findings at the next congregational meeting.

#### **Proposed Revision:**

*Insert this paragraph immediately after the paragraph about the audit of accounts:*

The cabinet shall coordinate an annual evaluation of the ministries of the church and its pastor using the mission, vision, and planning statements of our church as its guide. Part of the cabinet's responsibility will be to assure the work of the church's Boards and Committees along with any other major ministries be assessed on a regular basis (at least once every three years).

### **PROPOSED BYLAWS REVISION #2**

#### **Current:**

#### ARTICLE I. BOARDS AND COMMITTEES

##### 2.4.3. Pastoral Relations Committee.

The Pastoral Relations Committee shall promote communication and understanding between the Pastor and the Congregation. (See Article IV, Section 1.)

The committee shall consist of three members, appointed on a staggered basis, each to serve three years. The presiding officer shall be selected by the Cabinet each year at the same meeting in January or February. Persons are eligible to serve for up to four consecutive years. After one year off, they are again eligible.

#### **Proposed Revision:**

##### 2.4.3. Pastoral Relations Committee.

The Pastoral Relations Committee shall support the pastor and church in their ministry together by providing a space for regular and confidential dialogue about the life of the church. The committee shall meet at least quarterly.

The committee shall consist of four members, serving a staggered two-year terms. In January of each year, the Cabinet and pastor shall each appoint one member. None of the members shall be members of Cabinet. The committee shall select from its members a presiding officer. Persons are eligible to serve for up to four consecutive years. After one year off, they are again eligible.

### **PROPOSED BYLAWS REVISION #3**

#### **Current:**

#### **ARTICLE I. BOARDS AND COMMITTEES**

##### **Section 4. Board of Deacons**

4.1. Functions. The Board of Deacons shall have general responsibility for the worship, spiritual life, fellowship, and pastoral care of the congregation in cooperation with the Pastor and Staff.

The Board shall have the duty to assist in the preparation and administration of the sacraments, to maintain the membership rolls, to keep in touch with absent members, to appoint the time and place of public worship services, to arrange for a substitute in the Pastor's absence, and to conduct an annual evaluation of the ministries of the pastor and of the congregation.

#### **Proposed Revision:**

4.1. Functions. The Board of Deacons shall have general responsibility for the worship, spiritual life, fellowship, and pastoral care of the congregation in cooperation with the pastor and staff.

The Board shall have the duty to assist in the preparation and administration of the sacraments, to maintain the membership rolls, to keep in touch with absent members, to appoint the time and place of public worship services and to arrange for a substitute in the pastor's absence. *(deleted reference to the annual evaluation)*

### **PROPOSED BYLAWS REVISION #4**

#### **Current**

#### **ARTICLE IV. THE STAFF**

##### **Section 1. The Pastor**

The pastor shall work closely with the Board of Deacons, involving it in worship and ministry to people. As per Article I, Section 4.1, the Board of Deacons shall appoint a committee to arrange for an annual assessment of the pastor's and church's performance. The pastor will share with this committee his or her evaluation of how adequately the church is

fulfilling its responsibility to the pastor and his or her evaluation of the state of FCC-UCC, Manhattan. It is the responsibility of the Board of Deacons to make recommendations to the church regarding the pastor's salary, fringe benefits, vacation, sabbatical leave, and other matters relating to the pastor.

There shall also be a pastoral relations committee consisting of three members. See Article I, Section 2.4.3.) This committee shall meet with the pastor at least quarterly and act as a support group and sounding board for the pastor and shall share with the pastor their concerns for the effectiveness of his or her ministry.

**Proposed Revision**

*Replace first paragraph above with:*

The pastor shall work closely with the leadership of the church to define expectations for the church and the pastor. As part of the Cabinet's annual evaluation process the pastor, in consultation with the pastoral relations committee, will provide a reflective statement which addresses the shared ministry of the pastor and the congregation. In addition, the statement will be used to guide future planning and resource utilization efforts. It is the responsibility of the Cabinet to make recommendations to the church regarding the pastor's salary and other updates to the pastor-church call agreement.

*Remove second paragraph about Pastoral Relations Committee because it is outlined in Article I, Section 2.4.3.*