

## **Changes in the Updated 2023 South Church Bylaws As requested by the Ministries and Committees and Officers**

The Bylaws Committee, appointed by the Church Council, integrated the amendments approved at the annual meetings since 2015, corrected spelling, grammar, gender neutral terminology, the consistency of updated ministry and committee names, as well as punctuation edits needed in the 2015 Bylaws. The Church President, Vice President, full Council, each of the ministries and committees, named in the Bylaws, were contacted. Their requested changes have been integrated into these 2023 South Church Bylaws.

### **Officer and Council requested Changes:**

Under membership, clarified that Email equates to “written” where a written request or response is called for in these Bylaws as is required for a member to request a change in their membership status (to associate, change, activate, etc.).

A “minister for spiritual growth” is listed in several sections of the Bylaws. Because it isn’t clear a second minister specifically for spiritual growth will be called. That title has been changed to “other Clergy” in the Bylaws. (throughout the Bylaws)

The position of Clerk designated in Bylaws, has been unfilled for two years. That position will be added to the Nominations. The description of the Clerks duties has been clarified to the recording the proceedings (the minutes) for the Annual Meeting, special meetings of the congregation and for Church Council meetings. (Article VIII Section 5).

Deleted the requirement for the Chair of Nominating Committee to serve on the Council. (Article IX Section 1.)

The Council requested the deletion of the requirement to approve the times established for the regular meetings of all ministries, boards and standing committees, as unnecessary micromanagement. However, each ministry, board and standing committee shall hold regular, monthly meetings during the months of September through June at times established by its members. (Article X Section 4).

The President shall serve as an ex-officio member of the Delegates. Deleted the requirement for the President shall chair the deleted the requirement that the President chair the Delegates Committee. (Article X Section 5.-i)

### **Faith Formation Ministry** (Article X Section 5-a)

Clarified the roles of the Faith Formation Ministry and those of the Christian Education Director, the Christian Education Director is that Ministry’s staff liaison and the Clergy supervises the Christian Education Direction, the Faith Formation Ministry does not.

### **Faith In Action Ministry** (Article X Section 5-b)

Members of the Faith In Action Ministry requested the word “shall” be changed to “may” because shall they felt “shall” implied more power than held by that Ministry to “encourage Members, Associate Members, and Parishioners to witness and strive for righteousness, justice, and peace among all people; identify organizations, groups, or persons which are in need of assistance either from individuals or through the special benevolences of the Church.”

**Worship & Spiritual Life Ministry** (Article X Section 5-c)

Changed the steps for removal from Church membership of an individual “who persistently violates the character and spirit of Christian discipleship” by the Worship & Spiritual Life Ministry “at a duly-called Special Meeting that said individual’s membership or affiliation be terminated, to a “joint deliberation of this Ministry with the Council President; if further warranted and with agreement of these church representatives, Council President and Senior Pastor would notify the person that their membership will be terminated.”

**Personnel Ministry** (Article X Section 5-a)

A few changes to clarify the work of the Committee. Added one responsibility: (Article VII, Section 1)

**Giving Ministry REQUEST**

The Giving Ministry requested a division of responsibilities as the Giving Ministry and the Finance Committee in order to provide increased attention to church accounts, finances and general fiscal supervision.

**Giving Ministry.** (Article X Section 5-f.) Dividing the areas of responsibility allows the Giving Ministry to focus on nurturing the spiritual gifts of gratitude and generosity to promote faithful giving throughout the year through pledging and fund raising. It will free up more time for the Giving ministry to consider other fundraising opportunities.

**Finance Committee** (Article X Section 5-g.) will focus on optimal supervision of church accounts. The demands of budgeting and other roles in fiscal responsibility. Previously, when all responsibilities were also under the Giving Ministry, they tended to take a secondary role to the pledge campaign.

The Treasurer chairs the Finance Committee. The Church Council officers will serve on the Finance Committee, as the officers already have the fiscal responsibility for the Church funds. The Committee meetings will be open to any interested members of congregation to have voice but no vote.

Because a limited number of congregational members have previously been willing to serve on the Giving Ministry in its current form, it is hoped that by splitting financial oversight off from giving ministry it will encourage more members to volunteer for this ministry

**Church Guild**

No changes requested

**Delegates Committee** (Article X Section 5-i)

The Committee broaden the term “youth” as a member “who is under 30” in order to increase the pool of potential delegates. Established a rotating basis of three sets of three delegates to represent South Church at various meetings of the New Hampshire Conference UCC, the Merrimack Association, the Greater Concord Interfaith Council. Added the requirement for the Delegates Committee report back to the Church Council twice a year.

**Property Stewardship Ministry/ “Building and Grounds”** (Article X Section 5-j.)

The changes made in the Bylaws “Property Stewardship Ministry” description requested by that team:

1. The name of this group changed to the “Building and Grounds Committee”.

First, the scope of authority is limited to buildings and grounds and does not have any authority over any of the other property of the Church, such as financial assets or investments. Second, referring to us as a “ministry” is awkward and confusing to most folks with whom we interact, including members of the congregation. All current references to the “Property Stewardship Ministry” and the erroneous references to the “Property Management Committee” have been amended to reflect the recommended name change to Building and Grounds Committee.

2. Deleted as redundant, the requirement for twice yearly meetings with the Giving Ministry because the Bylaws require at least one individual will be a member of both committees and will serve as a constant liaison between the two.

3. “Fellowship Hall” refers to the large gathering area on the second floor of what is part of Church structure typically called a “Parish House, the team requested the reference to “Fellowship Hall” in the 2015 Bylaws be replaced with the term “attached Parish House” to refer all areas on both floors but not the Sanctuary.

4. References to “properties” were clarified as “Church properties”.

5. No changes has been made to the current references to the “Community Building” (which is the church property at 6 South State Street). Once the sale is complete and the property has been sold, appropriate amendments will be in order.