

Current Bylaws	Proposed Bylaws
<p>All functions are the responsibility of Church Council</p>	<p>Distinction between Governance and Ministry</p> <p>Governance responsible for:</p> <ul style="list-style-type: none"> • articulating the mission and vision • adopting policies to guide its ministry and to ensure responsible stewardship of its resources • seeing that its policies are executed and that staff & Committees are held accountable for the authority delegated to them <p>Governance structure consists of:</p> <ul style="list-style-type: none"> • Board of Directors • Operating Committees • Board-Appointed Committees and Delegates <p>Ministry</p> <ul style="list-style-type: none"> • responsible for the “work of the Church,” i.e., fulfilling the mission through ministry which includes staff, ad hoc committees, ministry teams and individuals <p>Ministry Team structure:</p> <ul style="list-style-type: none"> • Ongoing Ministry Teams carry out core functions of ministry and outreach • Ad hoc ministry teams may be formed around specific projects that interest members and that are aligned with the mission voted by the congregation and the goals articulated by the Board of Directors • work of Ongoing and Ad hoc Ministry Teams coordinated by the Pastor or staff member appointed by the Pastor
<p>Church Council</p> <ul style="list-style-type: none"> • fulfills all legal responsibilities under Vermont law that may be assigned to a Board of Directors • approves the budget submitted by the Finance Committee in advance of the Annual Membership Meeting • appoints committees, ministry teams, or task forces it deems necessary to carry on its work. 	<p>Board of Directors</p> <ul style="list-style-type: none"> • executive authority of the church • carries out the directives adopted by the members at meetings and establishes policy consistent with the will of that governing body • focuses on strategic planning and drafts mission statements for approval by the congregation

<ul style="list-style-type: none"> • formulates policy on the use of church properties and buildings • determines when an issue needs to be placed before the full membership 	<ul style="list-style-type: none"> • drafts long-term policies and set annual goals to guide the work of ministry teams • periodically evaluates the effectiveness of efforts by the congregation to meet goals • frequently communicates with the congregation – both to gather and share information • all committees, officers and staff are responsible to the Board and through it to the Church membership • establishes Ad-Hoc Committees or time-limited Task Forces for specific purposes • calls upon individuals to serve as its representative (delegates to the denominational conferences, for example) • Board members serve as liaisons or representatives to all Operating and Ad Hoc Committees, and Ongoing Ministry teams
<p>Members of the Church Council:</p> <ul style="list-style-type: none"> • Chair • Pastor • Recording Secretary • Church Treasurer • Financial Secretary • Chair of the Board of Trustees • Treasurer of the Board of Trustees • Chair or a representative of the Staff-Parish Relations Committee • Chair of Finance • Chair or representative of Christian Education • Chair or representative of Missions and Social Justice • Chair or representative of Membership Care • Chair or representative of Spiritual Formation • Chair or representative of Stewardship • Chair or representative of Worship • Chair or representative of Nominations • President of the United Church Auxiliary 	<p>Board of Directors consists of pastors and members of the church as follows:</p> <ul style="list-style-type: none"> • Chair • Secretary • Treasurer • Four additional Directors elected to serve staggered three-year terms • Youth representative (optional) • Senior Pastor and other pastors as determined by the Sr. Pastor and the Board serve as <i>ex-officio</i> (non-voting) member(s)

<p>Officers:</p> <ul style="list-style-type: none"> • Church Council Chair • Recording Secretary • Chair of Finance • Financial Secretary • Church Treasurer • Auditor(s) • Lay Member of the New England Annual Conference (UMC), Lay Delegates to the VT Conference Annual Meeting (UCC) and to the Annual Gathering of the American Baptist Churches of VT and NH. 	<p>Officers:</p> <ul style="list-style-type: none"> • Chair, Board of Directors • Secretary • Treasurer • Other officers may be elected as need shall direct
<p>Terms:</p> <ul style="list-style-type: none"> • officers shall hold office for a term of one year, unless otherwise provided in these By-Laws. • no limits on the number of terms an officer can serve are specified. 	<p>Terms:</p> <ul style="list-style-type: none"> • term for the Chair renewable up to three years. • terms for the Secretary and Treasurer renewable without limit.
<p>Church Council Chair:</p> <ul style="list-style-type: none"> • chief executive officer • general charge and supervision of the business of the church • conducts meetings of the Church Council and the Membership. 	<p>Board Chair:</p> <ul style="list-style-type: none"> • presides at all meetings of the congregation • maintains a neutral role when presiding at regular and special meetings • performs such other duties as the Board or congregation may from time to time determine • sets the agenda for meetings of the Board, in consultation with the Senior Pastor • presides over the Board meetings as a voting member
<p>Nominations Committee:</p> <ul style="list-style-type: none"> • four (4) members in addition to the Pastor • one member to be elected each year for a term of four years • nominate such officers, Council members and others as the Church requires • nominations may also be accepted from the floor at an Annual Membership Meeting 	<p>Nominating Committee:</p> <ul style="list-style-type: none"> • no fewer than three (3) elected members • serve staggered three-year terms • prepare a list of nominations for Officers, Board members, Operating Committee chairs and members, Ministry Team Leaders for the ensuing year • list communicated as part of the written notification(s) required prior to an Annual Meeting or Meeting of the Membership • any member may make nominations from the floor

<p>Administrative Committees</p> <p>Finance</p> <ul style="list-style-type: none"> consists of a Chair, the Church Treasurer, the Financial Secretary, and other members elected at the Annual Membership Meeting; Council Chair and a representative selected by the Board of Trustees are ex-officio members <p>Stewardship</p> <ul style="list-style-type: none"> consists of a Chair and other members elected at the Annual Membership Meeting <p>Staff-Parish Relations Committee:</p> <ul style="list-style-type: none"> up to seven members, elected at the Annual Membership Meeting for a term of three years. members elect the Chair 	<p>Operating Committees</p> <p>Finance</p> <ul style="list-style-type: none"> consists of the Treasurer and no fewer than three (3) elected members who serve staggered three-year terms establish a Trustee Treasurer from among the members who is responsible for making required reports to the Probate Court concerning the use of funds designated as Trustee investments funds <p>Stewardship</p> <ul style="list-style-type: none"> consists of no fewer than three (3) elected members who serve staggered three-year terms <p>Personnel Committee:</p> <ul style="list-style-type: none"> consists of no fewer than three (3) elected members who serve staggered three-year terms Nominating Committee nominates the chair
<p>Board of Trustees</p> <ul style="list-style-type: none"> consist of no less than five members, up to three to be elected each year at the Annual Membership Meeting for a term of three years. Nothing shall be construed to prevent the election of a trustee to self-succession Trustees elect a Chair and a Treasurer to hold office for one year and until successor is elected 	<p>Property Team</p> <ul style="list-style-type: none"> Board-appointed Property Manager will recruit volunteers to assist in maintenance tasks may consist of both church members and non-members
<p>Ministry Teams</p> <ul style="list-style-type: none"> Christian Education, Membership Care, Missions and Social Justice, Spiritual Formation, and Worship Members are elected at the Annual Membership Meeting 	<p>Ongoing Ministry Teams</p> <ul style="list-style-type: none"> only the Ministry Team Leaders for each of the core functions are nominated by the Nominating Committee and elected one-year terms, renewable without limit team membership determined by the Pastor and Ministry Team Leaders Ministry Team Leaders are members of the church non-church members may participate in a ministry team <p>Ad-Hoc Ministry Teams</p> <ul style="list-style-type: none"> three or more individuals, two or more being Church members intended to be created and disbanded as projects emerge and are completed

