

BYLAW REVISIONS TO BE CONSIDERED AT ANNUAL MEETING

At the February 9 Annual Meeting, revisions to the Bylaws will be considered. A hearing on these revisions will follow the budget hearing scheduled for February 2. [Here is a link to the edited version to be considered at Annual Meeting which includes all the revisions under consideration.](#)

The present Bylaws were approved on December 5, 2012. Since then, there have been only three minor revisions, adding to the list of officers, extending the Annual Meeting date to as late as February 15, and permitting electronic voting. Our present Bylaws are complete, work well and are followed.

The charge of the Ad Hoc Bylaw Revision Committee was to bring the Bylaws up to date in a fine-tuning process rather than a major re-write. Terminology needed to be updated, e.g., Sharing Ministry now Welcome Ministry. Members of the Committee include Jim Mongiardo, John Snyder, Brad Harding, Linda Smith and Erinn Staley.

The revisions include the following:

One additional Church Council member. As part of the Memorandum of Understanding with the Congregational Church of Weston (CCW), a new position, the Weston Steward, was created to facilitate the integration of CCW into the Village Church. Also, the Weston Steward assumed an important role in mentoring Second Year Pastoral Residents on the worship experience and the functioning of a small congregation.

To facilitate continuity in mentoring second year Pastoral Residents, the term of the Weston Steward will first run from February 2025 until June 2026, and then June 2026 to June 2028. After the second term, Church Council will recommend what follows for the Weston Steward role.

The Stewardship Committee has been changed from being appointed to being elected. In addition, the Stewardship Committee will assume the Gifts Committee and Planned Giving Committee responsibilities.

The Church maintains General Liability insurance in the event there is a lawsuit. The Church also maintains Directors and Officers Liability Insurance to cover Church officers who may be named personally in such lawsuits. At the recommendation of our insurance agent, we have added to the list of Officers four positions dealing with money to avoid having a court decide whether an employee or lay leader acted as an officer. These positions include the Accountant, the Development Associate, the Church Administrator, and the Chair of the Investment Subcommittee.

With respect to the Fiduciary Funds, the Church has no “endowments”, only “funds” with certain restrictions. Use of endowments are limited to only income while restricted

funds do not have this principal limitation. The word “endowment” has been deleted from the description of the “General Fund” which by its terms is a fund with certain restrictions on use.

For the first time, there is now a definition of the Pastoral Residency Fund. Its purpose is to support the Pastoral Residency Program and pay for all its expenses. In the event there is insufficient income to provide all the resources needed for this program including housing, principal may be used if approved by majority vote of the congregation.

A new fund created by the Empowering the Future Capital Appeal is defined. The Children and Youth Ministries Fund’s purpose is to support children and youth ministries including staffing. In the event there is insufficient income to provide for regular or special children and youth ministries programming, principal may be used if approved by a majority of the Congregation.

A new Article XIV – Who Can Execute Contracts -- has been added. For contracts up to \$20,000 which are within an approved budget, one of the following must execute: members of the Moderator Team, the Treasurer, the Chairs of the Board of Finance, Properties or Human Resources, the Facilities Manager and the Church Administrator.

For contracts up to \$100,000, one of the following must execute: a member of the Moderator Team, the Treasurer, the Chair of the Board of Finance. For contracts up to \$250,000, two of the following must execute: a member of the Moderator Team and either the Treasurer or the Chair of the Board of Finance. Contracts valued at more than \$250,000 must be approved by Church Council and require the signatures of both the Moderator and Treasurer.

Finally, one of the following may execute Memorial Path Certificates of Reservation: Senior Pastor, Associate Pastor for Congregational Care and Engagement, Clerk or Church Administrator.

Please feel free to contact any member of the Ad Hoc Bylaw Revision Committee with your questions or comments.