

# **Proposed Changes to Calvary's Constitution and Bylaws**

In November 2018, the Calvary congregation approved changes to our constitution and bylaws that modernized the governance of the church and the structure of the council. At the time of these changes, it was acknowledged that refinement would likely be needed after experiencing these 2018 changes and identifying opportunities to further improve our structure and process.

After more than five years of experience, several recommendations are being made based on the observations of current and past Calvary leaders and the best practices and experiences of churches throughout the country. The most substantive recommended changes are listed below.

## **Council**

### **Reduce the size of the Calvary's Council from 11 to 8.**

A council size under ten is generally considered a best practice for larger churches and that size is reflected in all of the ten largest churches in the LCMC (Lutheran Congregations in Mission for Christ) other than Calvary. A smaller council size tends to make debate and discussion more effective.

### **Include Calvary's Senior Pastor as one of the 8 voting members of the Council.**

This is the structure of the ten largest churches in the LCMC (except for Calvary) and is common in most larger churches. The Senior Pastor is the spiritual leader of the church and this change will allow him or her to more effectively bring that perspective to governance and business decisions.

## **Nominating Committee**

### **Reduce the number of required candidates for the Nominating Committee presented at the annual meeting from 10 to 7.**

Five candidates for the Nominating Committee are elected by the congregation during the annual meeting. Members of the Committee have significant duties and it is sometimes difficult to find ten strong candidates willing to run for the position, especially knowing that half of those who run won't be chosen for the position by the congregation. This change will still require that the congregation is presented with more candidates for the Committee than seats to fill.

## **Pastors**

**Allow the Council to hire and dismiss *associate* pastors rather than requiring a congregational meeting and vote. The congregation would still vote to call or dismiss Calvary's Senior Pastor.**

A congregational vote on associate pastors can create division and animosity in the congregation. Church leadership is best positioned to identify and evaluate potential pastoral leaders to support the Senior Pastor. This will also allow Calvary to move more quickly when a strong candidate is interested in an open position.

**Provide a broader range of qualification requirements for Calvary pastors (e.g. allowing for previous professional experience in lieu of a graduate level theological degree).**

When our constitution was written, there were only two types of pastors - senior and associate. Now there are many more types of pastors: campus, discipleship, care, worship, executive, etc. This change will help give definition around who we consider and call as pastors. This will also allow Calvary to cast a wider net to find the candidates we need.

## **Endowment Fund**

**Direct undesignated bequest gifts to Calvary's general fund rather than to the Endowment Fund.**

Currently, all undesignated bequests must be placed entirely in the Endowment Fund, which is used to provide financial support to community organizations and causes. Most people who leave undesignated gifts to Calvary upon their death likely assume the church will use part of all of the gift for operations - or at least have the discretion to allocate those funds as leadership and the council believe is most beneficial to Calvary and its mission. This language will still allow the Council to direct part of all of a bequest to the Endowment Fund.

**Continue to require that the Endowment Board annually expend 10-25% of the endowment fund's fair market value in grants but no longer require that it also expend the entire amount of income earned in the fund from the previous year.**

This change represents how the Endowment Board has operated as far back as anyone can remember. The language in our governing documents will now be consistent with our long-standing practice.

## **Other Changes**

Several less consequential or non-substantive changes are proposed that either address changes to Calvary's position (provisions for online voting, multi-campus language, etc.) or are clarifications or "clean-up" of language.