GOVERNANCE UPDATE

CORONAVIRUS IMPACT ON CONGREGATIONAL MEETING

Due to cancellations caused by the Coronavirus, we are still waiting to schedule a congregational meeting. We will continue to publish information on the meeting's purpose for the time when we will be able to gather again as a group.

Special Congregational Meeting – Constitution

The Consistory has called for a **Special Meeting of the Congregation for the purpose of amending Salem's Constitution** (addition of Article X, as described below). **If the proposed amendment is approved, a motion to suspend portions of the Constitution will also be considered at the same meeting.** The portions of the Constitution being considered for suspension deal with size and elections of the Consistory and Officers of the Congregation. It will allow us to try a different approach to how we structure and manage church activities and mission and test it before we decide whether to change the By-laws or Constitution. **Copies of the existing Constitution with highlights and notes explaining the proposed changes are available. You may contact the office to request an email copy. If you are not able to accept email, the office can mail you a hardcopy version.** The proposed text of the amendment follows:

Article X. SUSPENSION OF ARTICLES

Section 1. Any Article(s), Section(s) or Subsection(s) of the Constitution may be suspended for a period not to exceed one year, if approved by a two-thirds majority.

Section 2. The suspension of any Article(s), Section(s) or Subsection(s) may be continued (for the same or a different period of time), provided it is approved by a two-thirds majority, at a meeting as specified in the By-laws. If the period of suspension lapses without further action, the Constitution will revert to the language of the original Article(s), Section(s) or Subsection(s).

Section 3. The membership shall be informed of any meeting as specified in the By-laws.

PROGRESS CONTINUES IN SHAPING NEW GOVERNANCE MODEL

As noted in earlier Chapel Chimes, our transition to the team approach for Salem's church structure, organized around the Five Practices model, is taking shape. All activities, committees and events that make up the life of Salem during the year were listed and then grouped under the following five teams, plus one additional for administration. The teams, their specific responsibilities and a few examples for each are:

Hospitality Ministry Team

The purpose of the Hospitality Ministry Team is to actively invite, welcome, receive and care for people. Hospitality in the church offers the gracious love of Christ and service to others. Examples of activities or groups that are considered part of this team are: ushering and greeting, Helping Hands, the various fellowship groups and the church picnic.

Worship Ministry Team

The purpose of the Worship Ministry Team is to offer worship experiences that are authentic, alive and creative, where people of all ages experience the life-changing presence of God. This type of worship opens hearts and engages people to do something because of their faith. Examples of groups incorporated in this team are the music ministries, audio/visual techs and Altar Guild.

Faith Formation Ministry Team

The purpose of the Faith Formation Ministry Team is to offer learning experiences that help people understand scripture, faith, and life through supportive and caring relationships. Our Sunday School and Confirmation programs, adult faith formation opportunities, and Train Up a Child are examples of activities in this team.

Mission and Service Ministry Team

The purpose of the Mission and Service Ministry Team is to make a positive difference in the lives of others reflecting the love and care of Jesus Christ, whether or not they will ever be part of the community of faith. All of our varied ministries, such as mission trips, Welcome Table, Parish Nurse, Food Pantry, are part of this team.

Generosity Ministry Team

The purpose of the Generosity Ministry Team is to align what we have to share with God's purposes. Those who help with church finances, SCRIP, scholarship funds and our benevolent giving are a few areas that fall under this team.

Administration and Operations Team

The purpose of Administration and Operations is to ensure that the ministries of the church live and operate within the vision and mission of the church. The governing board is entrusted to protecting boundaries and looking long-term for the ministries of the church. Ministerial staff and office staff coordinate, organize and guide the day to day operations of the church.

The next step during the upcoming months will be to find team leaders for each of these teams. If you are interested, let us know. If serving as a team leader isn't your style, there are plenty of opportunities to stay involved in other ways. Everyone is encouraged to consider areas where they would be interested in attending, working for or leading activities.

A few key points to remember as you consider how you might continue your involvement in your favorite activity or become involved in a new one:

- We don't expect that every single program, activity or event we used to do will continue to be done in the future. If you have a favorite Salem activity or event that you don't want to see go away or have a new idea you want to try, please let us know that you ready to organize and lead a small (or large) group to make that idea happen.
- Any ideas which fit within Salem's mission and can be funded in some way through the existing budget or new fundraising can be undertaken.
- We are no longer expecting the Consistory to organize and implement everything. They will be there if teams need resources, guidance or support but will not make decisions that initiate or drive activities and missions.
- We are learning as we go, so your patience is appreciated during this process. We are open to any and all helpful suggestions.

If you have any questions, don't hesitate to contact Rev. Hoppert, Marsha Meyer or a member of the team that is working on this: Terry Risse, Tom Daigle, Mary Mullen, Mary Bender, Bret and Jennie Schoenefeld, Lorena McKerrow, Amy Nischik, Kay Scheible, Cyndi Huibregtse, Susan Clarke, Anne Hernandez and Linda Bosman.