

**UNION CHURCH IN WABAN
SUMMARY OF BYLAWS AND PROPOSED AMENDMENTS
JANUARY 11, 2019**

Article I (Purpose and Covenant)

Updated to reflect more inclusive language in our covenant.

Article II (Affiliation)

Clarification re: purpose of affiliation with United Church of Christ and confirmation that our church is “in all respects an independent interdenominational Protestant Church.” Depending on vote, affiliation with American Baptist Church should be added.

Article III (Membership)

No substantive changes – grammatical and wording edits only.

Article IV (Meetings)

Updated to provide notice by electronic mail and other wording changes designed to make the sections more readable. *Question: Should a provision be added to permit participation by Facetime/Skype or other means in the annual or other congregational meetings with prior consent and arrangement with co-moderators?*

Article V (Church Leadership)

The most significant bylaw changes are in this article and Articles VI and VII and reflect the new model for church leadership and committee/team structure that has been in place for approximately 4 years. This model continues to evolve based on input from the congregation and a goal of the bylaw amendments was to provide flexibility and allow for additional changes in the way our leadership teams and committees function without necessitating additional bylaws changes.

Sections 1 and 2

Section 1 clarifies the role of the Senior Pastor as responsible for the spiritual welfare of the church and gives her “general supervision” of all church activities. The section also specifies how the Senior Pastor is chosen and removed.

Section 2 creates the position of Associate Pastor of Youth and Families. Unlike the Senior Pastor, which is required, Section 2 provides that the Associate Pastor “may be chosen and called” when the Senior Pastor and Church Council so determine.

Section 3 (Deacons)

There is no substantive change to Section 3.

Section 4 (Moderators)

Section 4 requires the election of two moderators with two-year staggered terms. The Moderators act as the “lay leaders of the Church.”

Sections 5 and 6 (Clerk and Treasurer)

No substantive changes. Note, however, that the requirement of an Auditor has been eliminated. The Church Council is given the discretion to designate, when appropriate, a person to perform an audit of the Church financial records.

Sections 7 and 8 (Mission Outreach Leadership and Christian Education Leadership)

These sections are new and provide a flexible framework for leadership of two integral components of our church life. Both sections describe the goals and importance of mission outreach and Christian education in broad terms and allow for flexibility in the way the leadership addresses church needs in these areas.

Article VI (Church Council)

In the revised Bylaws the Church Council is made up of the Moderators, the Pastor, the Associate Pastor, the Senior Deacon, Treasurer, representatives of Mission Outreach and Christian Education, the immediate past moderator and at least one at-large member: The “corporate powers” of the church are exercised by the church council, which oversees the work

of committees and teams, appoints additional committees as necessary, reviews the proposed budget and fills vacancies among officers and teams. Section 3 of this article provides for Council voting by electronic mail after 48-hour notice.

Article VII

The Moderators Group includes representation from all members of standing teams and committees (building, stewardship, nominating, pastoral relations, human relations and worship) and is responsible for the business affairs as well as strategic planning, marketing, communications and membership development. The descriptions of teams and committees referenced above have been revised to reflect current practice and allow for flexibility in the church's management.

Article VIII (Church Historian)

No substantive change.

Article IX (General Responsibilities of Leadership and Teams)

Requires submission of an annual report and budget by leadership and teams 30 days before the annual meeting.

Article X (Fiscal Year)

No change.

Article XI (Amending Bylaws)

No change.

Article XII (Trustees)

Wording changed to clarify role of the Trustees as legal owners of the church real estate and describing restrictions imposed by the Trust. Adds the requirement that the Trustees give notice to the Church Council of Trustee resignations and appointments and requires the Trustees to record a notice of those changes in the Middlesex (S.D.) Registry of Deeds and provide a copy of that notice to the Clerk.