

Proposed By-Law revision re: Deacon Selection

The deacons have approved a proposal for a By-Law revision to change the method of deacon selection from the present method to a nominating committee method. The following is a summary of the presentation:

- The present method has several issues:
 - The preparation of the Strike List is difficult with the membership roll not being completely accurate. (We miss Pat Shirley's knowledge.)
 - Good people are removing their names from the list.
 - Members who do not attend worship service are not able to strike their names.
- Some historical data:
 - The 2017 Sample Ballot contained 65 names.
 - The 2018 Sample Ballot contained 42 names.
 - The average votes to elect a deacon in 2018 was 42
 - The highest number of votes was 59, and the lowest was 28, and the median was 40.

A condensed version of the proposed process: The proposal would have a nominating committee composed of the four (4) off-going deacons plus the Chair-Elect. They would present eight (8) to twelve (12) names to the deacons for approval. The Sample Ballot would then be published. If there was a feeling by any group that another person should be added to the ballot, they could petition the Deacon Nominating Committee (minimum of ten (10) signatures required), and that name will be added to a revised Sample Ballot.

A copy of the complete By-Law change is attached

ARTICLE III - CHURCH OFFICERS

Proposed Revision 2019 v2.1

Section 4: Deacons

(4.) Selection of Deacons: Each year the membership shall select deacons to replace those deacons whose terms have expired in the following manner:

- a. *Not later than the third Sunday in July, the* Church Clerk or Assistant Clerk will compile a list of all active, local resident members who are 25 years of age and older and have been a member at least one year. Spouses may not serve concurrently as active deacons, nor shall spouses of church staff members serve as deacons.
- b. **The Chair-Elect will convene a Deacon Nominating Committee composed of the four (4) off-going deacons. This committee will review the Clerk's list and select not less than eight (8) but not more than twelve (12) nominees including any qualified name submitted by petition. These nominees will be contacted in person by one of the off-going deacons who will explain the responsibilities of a deacon as described above and secure that individuals consent and willingness to fulfill the position, should they be selected as described below.**

- c. **On the first Sunday in August, the Deacons will have a Special Meeting to review the list. At this time, they will review the list of consenting nominees, keeping in mind the Qualifications and a description of the tasks expected of each deacon. The deacons will confirm the nominees from which the membership will select the new deacons**
- d. **After the deacon review is accomplished, the Clerk will prepare the Ballot.** This Ballot should include thumbnail photos of each person on the Ballot. (The lack of photos will not delay the publication of the Ballot. The primary source of photos will be the Church Directory.)
- e. Not later than the **third** Sunday in **August**, a sample ballot will be distributed in the worship services, posted on the church website and **published** in the Pathfinder.
- f. **Should any group of members desire to have a particular name(s) added to the ballot, they may do so by first securing that person(s) consent. They may then petition the Deacon Nominating Committee to include that name on the ballot. The petition must contain no less than ten (10) signatures of members eligible to vote in the deacon selection process. This petition must be in the Chair-Elect's hand not later than the first Sunday in September. The Clerk will verify that the person(s) is eligible to be selected and then include that name(s) on the ballot along with the names provided by the Deacon Nominating Committee. A new sample ballot will then be prepared and immediately be distributed as described above.**
- g. The **third** Sunday in September of each year those attending the worship service(s) will vote by secret ballot as set forth in Article I, Section 6 of the By-Laws for the deacon positions to be filled. Absentee ballots will be available for voting in the church office during regular office hours of the week preceding the congregational vote. The church office staff will provide a secure place for these absentee ballots to be collected for counting along with the congregation ballots.
- h. The out-going deacons shall count the ballots, **notify the four (4) nominees receiving the highest number of votes**, and report results to the Chair of Deacons and furnish a copy to the Chair-Elect. The **Clerk and the** Deacon Chair-Elect, upon becoming Chair, will maintain the record of the number of votes received for the purpose of filling un-expired vacancies.
- i. The person(s) receiving the next highest vote according to the list maintained by the Chair will fill vacancies occurring during the year. This person(s) will complete the un-expired portion of the term. If the un-expired term is less than one year, this person(s) will be eligible for election at the next regular election.
- j. Deacons who have been selected and have not been ordained will be examined and ordained by the fourth (4th) Sunday in September each year and will assume office, along with other selected deacons on October 1st each year.

For reference, the following is the current Complete By-Law.

Section 4: Deacons

- (4.) Selection of Deacons (Revised June 3, 2012): Each year the membership shall select deacons to replace those deacons whose terms have expired in the following manner:
- a. Church Clerk or Assistant Clerk will compile a list of all active, local resident members who are 25 years of age and older and have been a member at least one year. Spouses may not serve concurrently as active deacons, nor shall spouses of church staff members serve as deacons.
 - b. This list will be placed in the church foyer on the 3rd Sunday in July and remain there through first Sunday in August. During this period anyone may decline to be a candidate by striking his or her name from the list Members by allowing their names to remain on the list are agreeing to:
 - 1.) Seek to know the spiritual and physical needs of the church members and to provide support, care, and encouragement as the needs arise.
 - 2.) Promote Christian fellowship and harmony among the church membership.
 - 3.) Establish effective church communication and support an active ministry program.
 - 4.) Encourage the membership to express their desires, concerns, and suggestions to the deacons.
 - 5.) Study and review the total spiritual and benevolent programs of the church and make recommendations for activities and policies to effectively fulfill the needs of these programs.
 - 6.) Promote an active program to visit prospective members and to welcome them to the community and the church.
 - 7.) Attend and Support the church meetings and the Deacon Board meetings as the fulfillment of the deacon responsibilities.
 - c. On the second Sunday in August, the Deacons will have a Special Meeting to review the list. At this time they will:
 - 1.) Review the list of remaining names after strikes keeping in mind the Qualifications and a description of the tasks expected of each deacon. The deacons individually will mark the list by secret ballot to confirm the names to remain on the final list from which the membership will select the new deacons. It will require a majority of those voting by secret ballot to remove a name from the list.
 - 2.) Review a list of the names struck by members to determine if any of those should be encouraged to allow their name to remain on the final list. If it is determined by open discussion that someone should be approached, this will be done by the Chair-Elect and the Senior Pastor. The results of this meeting

will be reported to the Clerk before the final list can be prepared.

- d. After these reviews are accomplished, the Clerk will prepare the Ballot from the final list. This Ballot should include thumbnail photos of each person on the Ballot. (The lack of photos will not delay the publication of the Ballot. The primary source of photos will be the Church Directory.)
- e. Not later than the first Sunday in September, a sample ballot will be distributed in the worship services, posted on the church website and inserted in the Pathfinder.
- f. The second Sunday in September of each year those attending the worship service(s) will vote by secret ballot as set forth in Article I, Section 6 of the By-Laws for the deacon positions to be filled. Absentee ballots will be available for voting in the church office during regular office hours of the week preceding the congregational vote. The church office staff will provide a secure place for these absentee ballots to be collected for counting along with the congregation ballots.
- g. The out-going deacons shall count the ballots and report results to the Chair of Deacons and furnish a copy to the Chair-Elect. The Deacon Chair-Elect, upon becoming Chair, will maintain the record of the number of votes received for the purpose of filling un-expired vacancies.
- h. The person(s) receiving the next highest vote according to the list maintained by the Chair will fill vacancies occurring during the year. This person(s) will complete the un-expired portion of the term. If the un-expired term is less than one year, this person(s) will be eligible for election at the next regular election.
- i. Deacons who have been selected and have not been ordained will be examined and ordained by the fourth (4th) Sunday in September each year and will assume office, along with other selected deacons on October 1st each year.