

Church Family,

A Constitution Task Force was established in 2020 to review the Bylaws of FBC and determine if there should be any updates or changes proposed to the congregation. This Task Force has been meeting and is proposing a change to Section 4 of the Bylaws which governs the Calling of Ministerial Staff.

There may be other proposed changes as the Task Force continues to review the Bylaws but due to the impending calling of a Senior Pastor and Worship Leader, we believe it is prudent to bring the proposed changes to this section at this time.

Attached you will find the "Proposed new wording for Section 4" and the "Current wording of Section 4". This information will be available on Sunday, January 17th and 24th. We will have a Town Hall meeting on Sunday, January 31st at 11:45, immediately after the second service, to answer questions from the members of FBC. We are anticipating a vote on the proposed changes on Sunday, February 21st. Such vote will be a ballot vote with no discussion, at that time, as set forth in the Bylaws.

You may direct any questions you have by email to any of the members of the Task Force and we will strive to answer such questions promptly.

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Current Wording of Section 4 of FBC Bylaws -

SECTION 4. CALLING OF SENIOR PASTOR AND MINISTERIAL STAFF

1. The Search Team shall consist of seven (7) members of FBC of which both men and women are eligible.
2. The Leadership Team shall coordinate with each FBC Sunday School Department to receive up to two (2) names of FBC members, that are members or associate members of such department, to potentially serve on the Search Team. The Leadership Team shall select seven (7) members of FBC from the submitted names to form the proposed Search Team.
3. The Leadership Team shall present the proposed Search Team to the Deacon body for input as to the qualifications of the FBC members on the proposed Search Team. The Leadership Team will then visit with each member of the proposed Search Team to determine their availability and willingness to serve. After the proposed Search Team has been finalized by the Leadership Team, the Leadership Team will then present the proposed Search Team to FBC for approval. FBC shall vote on the proposed Search Team at the next regular or special called business meeting with notice of the vote provided to the FBC membership at all FBC Sunday worship services no less than one week prior to such vote. This vote shall be for or against the proposed Search Team as a whole, not with regard to individual members of the proposed Search Team.
4. If an elected Search Team member is unable to serve, the Leadership Team will use the names originally submitted to select a replacement member to the Search Team.
5. FBC's Senior Pastor will serve as a voting ex-officio member of all Search Teams.
6. The Search Team shall search for and unanimously recommend the employment of a candidate to FBC. Recommendation by the Search Team constitutes a nomination. Approval for employment requires seventy-five (75)percent affirmative vote at a regular or special called business meeting of FBC. The vote to call a Senior Pastor or Ministerial Staff member must be announced at all FBC Sunday worship services at least one (1) week in advance of the business meeting for such vote.
7. A new or revised job description shall be prepared jointly by the Search Team, Personnel Committee and Leadership Team and approved by FBC. Such job description shall be presented to and approved by the prospective Senior Pastor or Ministerial Staff member prior to formal employment.
8. The financial package for the Senior Pastor or Ministerial Staff member, including salary and benefits, shall be approved by the Search Team, Leadership Team, Personnel Committee, and Finance Committee prior to presentation to the prospective Senior Pastor or Ministerial Staff member.
9. Prior to the vote, the prospective Senior Pastor or Ministerial Staff member will meet with the Leadership Team, Deacon body, and any other appropriate groups of the membership as determined by the Search Team for a question and answer time. The prospective Senior Pastor shall preach at a Sunday Morning worship service prior to a vote being taken to call such individual.
10. After the call is extended and accepted, the Search Team shall assist the new Senior Pastor or Ministerial Staff member in making the transition to FBC. At that time, the Search Team's duties and function shall cease.

Proposed new wording for Section 4 of FBC Bylaws -

SECTION 4. CALLING OF MINISTERIAL STAFF

1. The Ministerial Staff Search Team shall consist of seven (7) members of FBC. Eligible to serve on the Ministerial Staff Search Team are members of FBC as defined in Article 1, of these Bylaws, who are –
 - A. Over the age of 18
 - B. Not Ministerial staff nor their spouse
 - C. Not paid support personnel of FBC nor their spouse
 - D. Not multiple members of a household
 - a. If more than one member of a household is nominated, such members of the household will choose between themselves which one member will serve on the Ministerial Staff Search Team.
2. Upon the vacancy of a Ministerial Staff position, the Leadership Team and Deacon officers shall coordinate the election of the Ministerial Staff Search Team.
3. FBC members shall vote on seven (7) members to serve on the Ministerial Staff Search Team at a regular or special called business meeting with notice of the vote provided to the FBC membership at all FBC Sunday worship services no less than one week prior to such vote.
4. The seven (7) FBC members with the most votes and agreeing to serve will be the Ministerial Staff Search Team. The members of the Ministerial Staff Search Team will be announced to FBC at the next worship service after all seven (7) positions have been filled.

The next two (2) FBC members receiving the most votes and agreeing to serve will be alternates to serve if a member of the Ministerial Staff Search Team is unable to complete their service on the Ministerial Staff Search Team. The alternates will not participate on the Ministerial Staff Search Team unless asked to fill the role of a member leaving the Ministerial Staff Search Team.

5. FBC's Senior Pastor will serve as a voting ex-officio member of all Ministerial Staff Search Teams.
6. The Ministerial Staff Search Team shall search for and unanimously recommend the calling of a candidate to FBC. Recommendation by the Ministerial Staff Search Team constitutes a nomination. The vote to call a Ministerial Staff member must be announced at all FBC Sunday worship services at least one (1) week in advance of the business meeting for such vote. Approval for calling of a candidate requires seventy-five (75) percent affirmative vote at a regular or special called business meeting of FBC.
7. A new or revised job description shall be prepared jointly by the Ministerial Staff Search Team and Personnel Committee and approved by FBC. Such job description shall be presented to and approved by the prospective Ministerial Staff member prior to the formal calling.
8. The financial package for the Ministerial Staff member, including salary and benefits, shall be approved by the Ministerial Staff Search Team, Personnel Committee, and Finance Committee. Such financial package shall be presented to and approved by the prospective Ministerial Staff member prior to the formal calling.
9. Prior to the vote, the prospective Ministerial Staff member will meet for a question-and-answer time with the Leadership Team, Deacon body, Congregation and any other groups of the membership as determined by the Ministerial Staff Search Team. A candidate for Senior Pastor shall preach at a Sunday Morning worship service prior to a vote being taken to call such individual.
10. After the call is extended and accepted, the Ministerial Staff Search Team shall assist the new Ministerial Staff member in making the transition to FBC. After which, the Ministerial Staff Search Team's duties and function shall cease.