

NOTICE
Special Congregation Meeting – February 24, 2019

A Special Congregational Meeting will be held on Sunday, February 24, 2019 immediately after the 2018 Annual Meeting. The Special Congregational Meeting is called at the request of the Church Council for the purpose of voting on: suspending the church's current Constitution and Bylaws; approving a proposed Interim Constitution; approving a proposed Interim Bylaws; approving a slate of nominees to fill the positions defined in the interim governance documents; and approving the church operating budget for 2019.

The motions that will be made at the Special Congregational Meeting are:

The following motion will be read immediately after the 2018 Annual Meeting is adjourned:

It is moved that the Second Congregational Church Constitution, as most recently amended on March 26, 2018, and the Second Congregational Church By Laws, as most recently amended on November 11, 2018, be suspended as of the conclusion of the church's 2018 Annual Meeting and remain suspended until such time that the members of the Church vote to resume the use of these two governance documents or until the members of the Church vote to replace them with a new Constitution and a new By Laws.

>>> *Copies of the interim governance documents will accompany this document.*

IF the above motion passes, the following motion will then be made:

It is moved that the Second Congregational Church commence recognizing and be guided by the Interim Constitution as distributed on December 13, 2018 until such time that the members of the Church vote to replace the Interim Constitution with such document that the members deem appropriate.

IF the above motion passes, the following motion will then be made:

It is moved that the Second Congregational Church commence recognizing and be guided by the Interim By Laws as distributed on December 13, 2018 until such time that the members of the Church votes to replace the Interim By Laws with such document that the members deem appropriate.

IF the above motion passes, the following motion will then made:

It is moved that the Second Congregational Church approve that an organizational meeting commence at this time for the purposes of: electing individuals nominated to be members of the Spirit, Service, and Stewardship Teams; electing individuals nominated to be officers and Assembly Members at Large; and approving the Fiscal 2019 budget. The approved Interim Constitution and the Interim By Laws will govern this meeting.

IF the above motion passes, the following two motions will then made:

It is moved that the members of the Second Congregational Church elect the individuals brought forward by the former Nominating Committee for:

Members of the Sprit Team, including those designated to be Deacons;

Members of the Service Team, including those designated as Delegates and those designated; Outreach;

Members of the Stewardship Team, including those to be designated Trustees;

Three Assembly Members at Large;

The following Officers: Moderator, Treasurer, and Clerk and the following members who serve as Officers in the absence of the related Officer: Vice Moderator, Assistant Treasurer, and Assistant Clerk.

It is moved that the 2019 budget be approved.

A motion to adjourn will be requested.

NOTES:

• ***Why do we need an Annual Meeting?***

Our church is currently guided by Bylaws and a Constitution that require us to hold an Annual Meeting. That meeting must be held and brought to a conclusion before we church members can discuss and decide whether we want to enact the necessary changes to allow our church to have a better chance to grow and be sustainable.

• ***Why can't we continue using our current Bylaws and Constitution?***

It's believed that the Church's current governance documents are the products of numerous changes to the original Constitution and Bylaws written when the Church was incorporated in 1914. Our current governance documents do not align with our current church's size, nor allow us to adopt a mission that will meet the future spiritual needs of our community.

Simply put, our church does not have the human resources to "staff" the organization our governance documents call for. "Burn out" is an oft-heard comment. And the "silo'd" nature of the 20 Boards, Committees, and Ministry Teams makes "getting things done" more burdensome, complex and less efficient than should be the case.

The current governance documents require that the church carry out its mission with the assistance of twenty (20) Boards, Committees, and Ministry Teams. These governance documents call for a total of 118 positions to be filled by members and friends. Often one person is found participating in more than one group. Our two choirs and the individuals who provide this important ministry are not included in the “20” nor the “118”.

Coupled with an organization structural challenge is a financial future that is equally, if not more challenging. A thoroughly conducted financial assessment resulted in a consensus that confidently predicts that our church will be substantially “in the red” and unable to be a sustainable entity by 2023, five short years. That is, unless we make changes that result in our church being more inviting to a broader array of individuals. Being guided by governance documents that are more contemporary, have us organized more effectively, and operate more efficiently is the first step to our ReImagining our church future.

- ***What is the reason for six motions?***

Each motion addresses one of the several decisions that you will be asked to make regarding whether or not you want your church to make the changes that many members and friends feel are necessary. And, if a new structure I approved, a motion is needed to determine who will be the members of our church to hold various positions during the first year. And, lastly, a motion will be made proposing the budget that will financially support our first new year.

The **first motion** asks you to agree to set aside (not remove / replace / terminate) the current Bylaws and Constitution. Suspending these documents allows them to be quickly and legally brought back into active use if you so decide. An affirmative vote means that the church has no governing documents – a situation that cannot be maintained. Thus, an affirmative vote puts in place the necessity of third and the fourth motions. Neither document establishes the procedure to be followed to suspend the document. Therefore an attorney has advised that both governance documents should be acted upon at the same time.

The **second motion** and the **third motion** ask you to agree to employ interim governance documents that will provide the church with the flexibility needed to try things, adopt things, even “try and fail” without causing long-term adverse results. Our church is a registered non-profit corporation. As such, we need to clearly document the explicit and separate votes regarding the adoption of the Interim Constitution and the Interim Bylaws. The sequence of the documents being voted on is important: a Constitution is a foundational document from which the Bylaws obtains its authority.

- The **fourth motion** asks you to elect the members of our church that you want to entrust to lead the church in its inaugural year of ReImagining its future. Members of each team, including members with specific Deacons, Outreach, Delegate, and Trustee responsibilities, will be voted on separately followed by asking you to vote for officers and Assembly Members at Large.
- The **fifth motion** requests that the 2019 budget be approved. This budget is the same budget amount previously presented in the 2018 Annual Meeting and, as a result of voting for this motion, reformatted to align with the ReImagine organization structure.