**Proposed Amendments to Selected Provisions of NDBC's Bylaws**

NDBC's current Bylaws provide (in Article I, Section B, Paragraph 4) as follows: "In January of 2015 and every fifth year thereafter, the Moderator shall appoint an ad hoc committee to re-examine these Bylaws." As required by this provision, a committee was formed to review the current Bylaws; and the members of this committee are Dave Wooten (chair), Hartwell Dew, Jackie Hardin, Carolyn Mahaffey, and Don Janney (ex officio member). The review committee proposed revisions to selected provisions of the Bylaws. After reviewing the revisions at a work session on February 9, 2020, the Church Council suggested certain changes to the revisions during the work session and discussed additional changes at the Council's meeting on February 17, 2020. At a called meeting on March 1, 2020, the Council adopted the proposed revisions as set forth in this document.

* **Article I, Section B, Paragraph 4** [regarding periodic review of Bylaws]

*Current version*: In January of 2015 and every fifth year thereafter, the Moderator shall appoint an ad hoc committee to re-examine these Bylaws. If the ad hoc committee finds that a revision of the Bylaws would be expedient, it shall recommend that the Church-in-Conference select a Bylaws Review Committee to propose necessary changes. The Bylaws Review Committee shall follow the general procedures set forth for amending the Bylaws.

*Proposed revised version*: From time to time, the Moderator may appoint an ad hoc committee to review these Bylaws and to propose any amendments to the Bylaws that the committee deems necessary or appropriate. If the ad hoc committee proposes any amendments to the Bylaws, the procedures set forth in these Bylaws for amending the Bylaws shall apply to any proposed amendments.

* **Article II, Section C, Paragraph 4** [regarding activities of "associate member" (as referenced in Article II, Section A, Paragraph 5)]

*Current version*: Associate members shall be eligible to serve on church Ministry Teams and have all privileges and responsibilities of membership. However, associate members shall not be entitled to vote on matters presented to the congregation or serve as a church officer.

*Proposed revised version*: Associate members shall have all privileges and responsibilities of membership. Associate members may vote on all matters presented for decision at a meeting of the Church-in-Conference and may serve as members of any of the following church organizations: Diaconate, Finance Committee, Nominating Committee, Personnel Committee, Triple E, and one or more Ministry Teams. An associate member may also serve as the Chair or Co-chair of any of such organizations and, in such capacity, may serve as a voting member of the Church Council. However, associate members shall not be entitled to serve as a church officer.

* **Article III, Section B, Paragraph 1** [regarding terms of office for church officers]

*Current version*: The term of office for all church officers is one year, except for the Moderator which will be two years. Church officers other than the Moderator may serve successive terms without limit.

*Proposed revised version*: The term of office for all church officers is one year, except for (a) the Moderator, which will be two years, and (b) the Trustees, which will be six years. Church officers other than the Moderator may serve successive terms without limit.

* **Article IV, Section B, Paragraph 5(e)** [regarding composition of Nominating Committee (assuming foregoing changes about Children & Youth Ministry Team are adopted)]

*Current version*: The Nominating Committee shall be composed of one member selected by each of the following groups to represent the group for a one-year term. The representative chosen is not required to be a member of the group:

i. Worship/Music Ministry Team

ii. Adult Education Ministry Team

iii. Children's Ministry Team

iv. Youth Ministry Team

v. Church Staff

vi. Triple E Auxiliary

vii. Diaconate

*Proposed revised version*: The Nominating Committee shall be composed of six members, who shall be selected as provided in this Paragraph 5(e). Each of the following groups shall select one church member to represent the group (with the understanding that the representative chosen is not required to be a member of the group): (i) Worship & Music Ministry Team; (ii) Adult Education Ministry Team; (iii) Children & Youth Ministry Team; (iv) Church Staff; (v) Triple E Auxiliary; and (vi) Diaconate. Notwithstanding the foregoing provisions of this Paragraph 5(e), one member shall be added to the Nominating Committee in the event that the Church Council decides, as provided in Article IV, Section C, Paragraph 2, to separate the Children & Youth Ministry Team into a Children Ministry Team and a Youth Ministry Team. In such case, the Children Ministry Team and the Youth Ministry Team shall each select a church member to represent such team on the Nominating Committee; however, the representative chosen is not required to be a member of such team.

* **Article IV, Section B, Paragraph 5(g)** [regarding term limits on members of Nominating Committee]

*Current version*: Each year, the Nominating Committee will elect a Vice-Chair to serve as Chair the following year. The Vice-Chair will represent the group he or she represents for two successive years. Members other than the Vice-Chair may not serve successive terms.

*Proposed revised version*: At the beginning of each calendar year (January through December), the Nominating Committee shall elect a Vice-Chair, who shall serve as Chair the following calendar year. Each member of the Nominating Committee may serve up to three successive one-year terms; however, the Chair shall be limited to a one-year term as Chair but may continue to serve as a member of the Nominating Committee for an additional one-year term.

* **Article IV, Section C, Paragraphs 1, 2 & 3** [regarding Ministry Teams]

*Current version*:

1. Ministry Teams are voluntary groups that engage in the day-to-day tasks of the church's ministry in missions, outreach, hospitality and fellowship, worship, education, and management of church facilities to fulfill the vision of the church. Several Ministry Teams work as sub-groups of larger teams that have budget responsibilities for their work. Each group with an \* will be represented on the Church Council.

\*Adult Education

\*Children

\*Facilities Management

\*Grounds, Landscaping

\*Hospitality

\*Marketing

\*Membership Development

\*Memorial Gifts

\*Missions

\*Weekday Pre-school

\*Worship/Music

Adult Choir, Flowers, Handbells

\*Youth

2. New Ministry Teams may be formed by written request from five church participants to the Church Council, who will act on such a request after consultation with the Nominating Committee.

3. Each of the Ministry Teams shall select a chairperson each year by May 1 to take office at the beginning of the church year. In the event that the committee is unable to secure a chairperson by that date, the Nominating Committee will assist in recruiting a chairperson. Chairs of these teams may serve no more than three consecutive annual terms, but may continue to serve on the ministry team.

*Proposed revised version*:

 1. Ministry Teams are voluntary groups that engage in the day-to-day tasks of the church's ministry in missions, outreach, hospitality and fellowship, worship, education, and management of church facilities to fulfill the vision of the church. Several Ministry Teams work as sub-groups of larger teams that have budget responsibilities for their work. Each of the following Ministry Teams shall be represented on the Church Council: (a) Adult Education; (b) Children & Youth; (c) Facilities Management; (d) Hospitality; (e) Landscape; (f) Marketing; (g) Membership Development; (h) Memorial Gifts; (i) Missions; (j) Weekday Preschool; and (k) Worship & Music. Each of these Ministry Teams shall have one voting member of the Church Council.

*Proposed new Paragraphs 2 & 3 (to be inserted after the foregoing Paragraph 1, with existing Paragraphs 2 & 3 to be re-designated as Paragraphs 4 & 5)*:

2. The Church Council may decide, when appropriate, to separate the Children & Youth Ministry Team into a Children Ministry Team and a Youth Ministry Team; and in such case, the Children Ministry Team and the Youth Ministry Team shall each be represented on the Church Council and shall each have one voting member of the Church Council.

3. The following Ministry Teams shall operate as sub-groups of the Worship & Music Ministry Team: (a) Audio; (b) Flowers; (c) Handbell Choir (sometimes called "Northside Ringers"); (d) Paraments; (e) Sanctuary Choir; (f) Usher; and (g) Wedding. The Care Ministry Team shall operate as a sub-group of the Hospitality Ministry Team. These sub-groups, any other sub-group, and any ad hoc committee or task force shall not be separately represented on the Church Council and shall not have a voting member of the Church Council.

4. New Ministry Teams may be formed by written request from five church participants to the Church Council, who shall act on such a request after consultation with the Nominating Committee.

5. Each of the Ministry Teams shall select a chairperson each year by May 1 to take office at the beginning of the church year. In the event that a team is unable to secure a chairperson by that date, the Nominating Committee shall assist in recruiting a chairperson. Chairs of these teams may serve no more than three consecutive annual terms, but may continue to serve on the ministry team.

* **Article IV, Section E** [regarding Church Council]

*Proposed new Paragraph 4 to be inserted after Paragraph 3 in Article IV, Section E*:

4. Except where prohibited by other provisions of these Bylaws, the church officers (as identified in Article III, Section A), the Church Council, all church committees, and all Ministry Teams may conduct business by electronic communications and by electronic voting. If the Church Council or the church officers act on a matter by means of electronic voting, the Moderator shall provide a summary of the matter on which action was taken by electronic voting and shall cause the summary to be included in the minutes of the next meeting of the Church Council. If a church committee or a Ministry Team acts on a matter by means of electronic voting, the Chair or Co-chair of such committee or team shall provide a summary of the matter on which action was taken by electronic voting and shall cause the summary to be included in the minutes of the next meeting of such committee or team. Notwithstanding the foregoing provisions of this Paragraph 4, all meetings of the Church-in-Conference (whether regular or called) shall be conducted in person on the church premises; and church members must be present to vote on matters presented for decision at such meetings and may not vote by electronic means or by proxy.

* **Article V, Section B, Paragraphs 3, 4 & 5** [regardingselectionof Senior Pastor Search Committee]

*Current version*:

3. The Senior Pastor Search Committee shall be selected as follows:

Each of the following groups shall nominate up to three church members who will represent the concerns and interests of the group:

a. The Diaconate

b. Triple E

c. Missions Ministry Team

d. Adult Education Ministry Team

e. Youth and Children's Ministry Teams

f. Worship/Music Ministry Team

g. Finance Committee

h. Personnel Committee

4. The Nominating Committee shall prepare numbered ballots for mailing to all members on the active membership list in a way to ensure anonymity of responses.

5. Ballots will list the eight groups of three nominees. Members shall vote for one person in each of the eight groups. The person in each group who receives the largest number of votes shall become the representative of that group on the Senior Pastor Search Committee.

*Proposed revised version*:

3. The Senior Pastor Search Committee shall be composed of eight church members, who shall be selected as follows:

a. The Moderator, the Chair of the Diaconate, the Chair of the Finance Committee, and the Chair of the Personnel Committee shall first consult with each of the following groups about formation of the Senior Pastor Search Committee and shall then jointly nominate a church member from each of such groups to serve on the Senior Pastor Search Committee: (i) Diaconate; (ii) Triple E; (iii) Missions Ministry Team; (iv) Adult Education Ministry Team; (v) Children & Youth Ministry Team; (vi) Worship & Music Ministry Team; (vii) Finance Committee; and (viii) Personnel Committee. The Moderator, the Chair of the Diaconate, the Chair of the Finance Committee, and the Chair of the Personnel Committee may be nominated to serve as a representative of any of these groups. In the event that the Church Council decides, as provided in Article IV, Section C, Paragraph 2, to separate the Children & Youth Ministry Team into a Children Ministry Team and a Youth Ministry Team, one church member shall be nominated to represent both the Children Ministry Team and the Youth Ministry Team; and in such event, the membership of the Senior Pastor Search Committee shall remain at eight church members.

b. The Moderator shall call a special meeting of the Church-in-Conference at which the list of nominees is to be voted on, and such meeting shall be held on a Sunday after the morning worship service. At least 30 days prior to such meeting, the Moderator shall cause a list of the nominees and the group represented by each nominee to be published in every issue of the church newsletter that is published during the 30-day period preceding such meeting.

4. At the special meeting of the Church-in-Conference at which the list of nominees is to be voted on, the Moderator shall allow nominations from the floor for one or more of the eight positions on the Senior Pastor Search Committee. If any nominations are made from the floor, each position for which more than one church member is nominated shall be voted on separately by secret ballot; but if no nomination is made from the floor, the list of nominees shall be voted on by a show of hands.

5. All church members on the active membership list may vote on nominees for the Senior Pastor Search Committee; however, members must be present at the special meeting of the Church-in-Conference at which the vote is taken and may not vote by electronic means or by proxy.