

Greetings Oly First Baptist congregation from your Constitution and By-Laws Team!

Our goal is to develop a Constitution and By-Laws that are simple functional and flexible.

Documents that will provide us a guideline of governance as we deliver our ministry to the community.

Our initial suggestions are:

1. The Moderator and President should become one position
2. The Executive Council should become the Executive Leadership Team*.
 - a. The Executive Leadership Team would be made up of the President, Treasurer, Church Clerk, Financial Secretary and Leaders of the four standing Ministry Teams.
 - b. The Senior Pastor should be an ex-officio member of the Executive Leadership Team.
 - c. A representative of the American Baptist Women's Ministries should be an ex-officio member of the Executive Leadership Team.
 - d. The Executive Leadership Team should elect a President Pro Temp from its members.
3. The four Standing Ministry Teams should be;
 - a. **Community Engagement & Spiritual Formation:** This unifies the work of the current Christian Education and Missions committees, working toward forming life-long disciples of all-ages, while providing opportunities to embody, serve, and create community rhythms and practices, locally and globally, as part of the larger American Baptist family.
 - b. **Spiritual Life & Nurture:** Merging the work of the Deacons with our emphasis on Hospitality as seen through Women's Ministries, Men's Ministries, Emmaus House, and the small groups of connection and care within the church community.
 - c. **Stewardship Team:** Repurposing the work of the Trustee Board into a team that focuses on the three-prong approach of: Facilities & Grounds, Finances & Personnel (HR), Community Access & Values
 - d. **Creative Arts and Technology (CAT):** Worship, the Arts, and Technology. A new team that could draw from one or two people from each of the working teams mentioned above and/or from existing committees like Music as well as new people. This would create a bridge and tether with our ministry teams in these areas that enhance our overall mission and ministry's emphasis.
4. The Ministry Team Leaders should be nominated and elected to a three-year term on a rotating basis at the annual Business meeting
5. The size of the ministry team should be flexible and determined by the Team Leader in consultation with the Executive Leadership Team.

6. The members of the ministry teams should be appointed by consensus of the Executive Leadership Team each January.
7. The Nominating Team should be appointed by consensus of the Leadership Team each September for the purpose of nominating the positions up for election.
8. The Pastoral Support Team should have three members elected to three-year terms on a rotating basis by consensus of the Leadership Team
9. Decision making should, wherever possible, use a consensus model
10. We should also be putting forward some new value and mission statement language for your discussion.

Next steps:

All are invited to a gathering on **Saturday, August 17th from 10:30am - 12pm** which will include break-out sessions where you can ask questions and provide input before we complete the draft documents. We encourage you to prayerfully consider this draft proposal. Please feel free to contact me, Jodi, Sandi or Pastor Mark with your thoughts.

Blessings ,

Mike Cooper

*Note: all team names are merely suggestions and yet to be determined (TBD)