

Proposal Title: Remove the requirement for a permanent Personnel and Finance Committee from *The Mount's* Bylaws.

What is the general proposal?

The Board of Elders has determined that the Personnel and Finance Committees are superfluous and obsolete under the church's current elder plurality polity and propose the church membership removes the requirement for these permanent committees from the bylaws.

What is the background and rationale behind the proposal?

Article IV of *The Mount's* bylaws (Church Organization) establishes two permanent committees: the Personnel Committee and the Finance Committee. The committees work solely under the authority and at the direction of the Board of Elders – there is no specified authority or responsibilities granted to the committees within the bylaws. Prior to 2016 the committees did exercise operational and oversight authority within the church, however in 2016 the members of *The Mount* restructured the church polity and adopted an elder plurality form of church government. The elder plurality system vests the primary governing authority over the church in the Board of Elders, whose members are duly elected by the members of the church. Therefore, under *The Mount's* current elder plurality system, the Board of Elders has effectively assumed the congregational oversight responsibilities that once resided with the committees. As such, the Board considers the committees a holdover from an obsolete church governing structure that creates a repetitive and unnecessary layer of church bureaucracy that does not effectively support the decision-making needs of the church. The Board of Elders meets every two weeks and is in a much better position to stay apprised of the emerging needs of the church and to exercise advise and consent authority over personnel and financial decisions. As a result, the committees are typically informed about decisions and actions long after they have already occurred. In view of this, the Board of Elders proposes that the church membership removes the requirement for a permanent Personnel and Finance Committee from *The Mount's* Bylaws.

What will change in the Bylaws?

Current
ARTICLE VI. Church Organization 2. Committees. Committees perform their assigned roles subject to the leadership of the Board and report to the Board regularly and upon request. If any committee is at an impasse, the Board will seek to assist the committee in achieving a resolution, or as a final and last resort, provide compulsory direction. a. Personnel Committee. The Personnel Committee will consist of at least four laypersons with no other committee or church staff role, and the Chairman of the Board of Elders, who serves as a voting advisor. The Personnel Committee is responsible for overseeing the church's human resources and the general well-being of its employees as they are managed and supervised by the Pastoral staff. The Personnel Committee, with input from the Pastors and other staff, assesses the need for staffing changes (increases, decreases, adjustments, etc.), and the compensation and benefits for all church staff. The Committee coordinates the personnel portion of the budget with the Finance Committee and forwards their recommendations to the Board for consideration and revision, as necessary. b. Finance Committee. The Finance Committee will consist of at least four laypersons with no other committee or church staff role, and the Treasurer of the Board of Elders, who serves as a voting

Current

advisor. The Finance Committee is responsible for the general oversight—as to budget planning and execution, accounting for and stewardship—of the church’s finances as directed by the Board of Elders. The Finance Committee—with input from the Personnel Committee, the Pastoral Staff and other staff—drafts the annual unified budget and forwards it to the Board of Elders for consideration and revision as necessary.

c. Other Committees. Other committees may be chartered and established on a permanent or ad hoc basis at the Board of Elder’s direction. These committees will serve for a period of time within boundaries determined by the Board. Ad hoc committees may not exist beyond the duration of one year without reauthorization by the Board.

3. Committee Member Qualifications. The Board will determine the qualification and terms for committee members. Determinations about qualifications will be recorded in the Church Operating Manual.

Proposed

ARTICLE VI. Church Organization

2. Committees. The Board may charter and establish either permanent or *ad hoc* committees as needed to serve the needs of the church. Committees serve at the discretion of and within the boundaries established by the Board. *Ad hoc* committees may not exist beyond the duration of one year without reauthorization by the Board. The Board will determine the qualifications and terms for committee members.