

MEETING MINUTES OF THE GOVERNANCE AND BY-LAWS COMMITTEE OF LIFE CHURCH THAT WAS HELD ON WEDNESDAY, DECEMBER 18, 2019 AT 6:30 P.M.

All members were present except Jerry.

The meeting was called to order and the committee opened up with prayer.

Upon motion, the minutes from the Dec 11, 2019 meeting were approved by the committee without amendment.

The committee reviewed, from Pastor Tom, suggested language to incorporate in the Statement of Faith regarding the Biblical view on sexual immorality, homosexuality, transgender issues, sanctity of life, etc. The language is what has been recommended by legal counsel to another church to minimize the chance for lawsuits against the church on discriminatory grounds. The committee felt this would be a prudent addition to the Statement of Faith.

Norm summarized the work he had done on an updated Statement of Faith for the church. He will upload his work to Sharepoint. Members were asked to review the text in detail prior to our next meeting and be prepared to offer any recommendations.

Seth summarized the work he had done to define how the committee structure should work, under the overall leadership of the Elder Board. He recommended standing committees for Nomination Vetting, Budget and Finance, Building and Grounds, Missions and Outreach, and Human Resources and Personnel. The committee discussed a couple scenarios and generally seemed to like how the framework was laid out. It was noted that committees should be responsible for developing policies, procedures, and handbooks as necessary to guide decision making in their respective arenas.

During the committee discussion, much time was spent on scoping out the magnitude of responsibility for the Nomination Vetting Committee. The committee gravitated toward a concept that included the vetting for Elders and Committee Members of other standing committees, and serving as the Pastoral Search Committee when vacancies arose. The committee also leaned toward having the Nomination Vetting Committee serve as the investigating body for charges against an Elder or a Committee Member from another committee.

The committee then returned to one item on Elder qualifications. Due to the fact that part of the Elder Board's responsibility is to hire, set salaries, direct, oversee, discipline, and terminate paid staff, consensus seemed to be that no paid staff, other than the Senior Pastor, should be eligible to serve as an Elder.

The committee moved to a discussion on Senior Pastor hiring and, if necessary, removal. The committee agreed the hiring process should begin with the Nomination Vetting Committee, be approved by the Elder Board, and finally brought before the congregation for a final vote. Regarding termination for cause, the committee liked the idea of allowing the Elder Board to call upon an external Board of Overseers consisting of no less than three willing Senior Pastors that

have been approved by the Elder Board. The Board of Overseers could conduct their own investigation and submit a written report with a recommendation to the Elder Board. Upon receipt, the Elders could then vote to remove the Senior Pastor from his position with a two-thirds majority vote. The committee also agreed that the Elder Board should have the authority to appoint an Interim Senior Pastor until a permanent one could be installed via the process already discussed.

The committee briefly discussed the budget approval process and agreed that the final budget should be approved by the Elder Board, but would also be shared with the congregation at the annual business meeting.

Finally, the committee agreed that amendments to the Articles of Incorporation or By-Laws must first be approved by a 2/3s majority of the Elder Board, and then be put before the congregation at the next annual business meeting. The amendments would then be adopted by a majority vote of the congregation.

Upon motion by Seth, and second by Galen, the meeting was adjourned.

Todd Broyles
Secretary