

Five Bylaws Amendment Proposals for the January 24, 2020 Annual Meeting:

Amendment #1 - Proposed Grinnell UCC Bylaws Amendment to Article VII:

- Purpose - To change Article VII from the heading “ARTICLE VII - PRESCHOOL” to the heading “ARTICLE VII – AFFILIATED ENTITIES” and for this ARTICLE VII to now include both of our Affiliated Entities - the UCC Community Preschool & the Children’s Choir.
- Proposed new wording for ARTICLE VII in the Bylaws:

ARTICLE VII – AFFILIATED ENTITIES

A.UCC Community Preschool

The Grinnell UCC Community Preschool is a wholly-owned subsidiary ministry of the Church. Its purpose is to provide a warm, welcoming, nondenominational environment for young children to learn.

Sec 1. The Preschool is managed by a Preschool Board of seven to nine members, with two members elected by the Congregation.

Sec 2. The Preschool Board works under the oversight and direction of the Governing Board, and must present a complete report to the Congregation at each Annual Meeting.

B. Grinnell Children’s Choir

The Grinnell Children’s Choir is a wholly-owned subsidiary ministry of the Church. Its purpose is to provide a warm, welcoming, nondenominational environment for young children to participate in music education.

Sec 1. The Grinnell Children’s Choir is managed by a Grinnell Children’s Choir Board of seven to nine members, with two members elected by the Congregation.

Sec 2. The Grinnell Children’s Choir Board works under the oversight and direction of the Governing Board, and must present a complete report to the Congregation at each Annual Meeting.

Amendment #2 - Proposed Grinnell UCC Bylaws Amendment to ARTICLE – IX ELECTIONS regarding election of Grinnell UCC members to the Grinnell Children’s Choir Board:

- Purpose - To add the words “and Grinnell’s Children Choir” to the last dot under Section 2 of Article IX Elections to clarify that the Grinnell UCC members of the Children’s Choir Board are elected in the same manner and with the same terms as are the members of the UCC Preschool Board.

- Proposed new wording for ARTICLE IX, Section 2. Final paragraph (final Dot) under Section 2 in the Bylaws, the words in RED are the new additions to this section:

ARTICLE IX - ELECTIONS

Sec 2.

- Church members on the Preschool Board and the Grinnell Children's Choir Board are elected to three-year terms on a schedule to be determined by the Governing Board.

Amendment #3 - Proposed Grinnell UCC Bylaws Amendment to ARTICLE – IX ELECTIONS regarding election of members of the Outreach Ministries Committee:

- Purpose - To add a paragraph (a new Dot) under Section 2 of Article IX to clarify the terms of the members of the Outreach Ministries Committee.
- Proposed new wording for ARTICLE IX, Section 2. Final paragraph (final Dot) added under the amended paragraph of Amendment #2:

Article IX – Elections – Final Paragraph to be Added

- Church members on the Outreach Ministries Committee are elected to two-year terms on a schedule to be determined by the Governing Board.

Amendment #4 - Proposed Grinnell UCC Bylaws Amendment to ARTICLE V regarding organizing principles of the Outreach Ministries Committee:

- Purpose - To add a new section "E." under Article V to establish the organizing principles of the Outreach Ministries Committee.
- Proposed new wording for ARTICLE V, Section "E". All to be added as Section E after Section D in ARTICLE V.

Article V - Organization

E. Outreach Ministries Committee

Sec 1. The Outreach Ministries Committee of Grinnell UCC-C will serve dual roles: Both as a standing committee under the supervision of the Governing Board with regard to financial stewardship of outreach funds, and also as a ministry team under the supervision of the Pastoral Staff with regard to mobilization of human resources.

Sec 2. The Outreach Ministries Committee, in collaboration with the Governing Board and Pastoral Staff, will consist of five to seven members, including a Moderator, Secretary and Treasurer, and two to four at-large positions, each serving two-year terms which can be renewed up to three times in accordance with Elections Bylaws as stated in Article IX, Sec. 4. The Moderator and/or other designated Board Member will be an ex officio member of the Committee and will attend meetings on an as needed basis. The Nominating Committee will assist in the recruitment and continued staffing of the Outreach Ministries Committee.

Sec 3. The Outreach Ministries Committee will submit a quarterly financial report to the Governing Board reflecting how funds were distributed during the quarter. The Committee will be guided by the mission based aspirational distribution guidelines as outlined in our "Governing Board Policy Book," Section 4.7.

Sec 4. The Outreach Ministries Committee will as needed regularly submit a reflection/report to the Church Administrator for the church newsletter, typically monthly, and will submit and share an annual report with the congregation at the Annual Meeting. This will include reflections on how our activities are in line with our mission and specifically how we have been responsive to our continued commitment to racial, gender, sexual, environmental and economic justice and are proactive and creatively responsive to the needs within our local, denominational and global context.

Sec 5. The Outreach Ministries Committee will typically meet six times a year, with meetings scheduled on a recurring basis and as necessary in collaboration with the Governing Board Moderator and Senior Pastor.

Sec 6. The Outreach Ministry Committee members must comply with the same Conflict of Interest standards as Governing Board Members, as defined in section 1.4.2 of the "Governing Board Policy Book."

Amendment #5 - Proposed Grinnell UCC Bylaws Amendment to ARTICLE VI – ENDOWMENT FUND, Section 7, regarding updating practices of the Endowment Committee:

- Purpose - To update section "7," under Article VI to current day endowment fund best practices. The below sentence with the strikethrough lines is the current version. The version in red is both current best practices for Endowment funds and is also congruent with the way our Endowment fund is currently functioning. This new wording will allow the Endowment Committee to continue using best practices and be in compliance with the bylaws.
- Proposed new wording for Section "7," ARTICLE VI. The struck out version is the current wording that would be replaced by the red section below which is the proposed amendment to the Bylaws:

ARTICLE VI- ENDOWMENT FUND

~~Sec 7. Principal from the Fund may not be distributed unless extraordinary circumstances exist as determined by a two-thirds vote of, in order, the Endowment Fund Committee, the Governing Board, and the Congregation.~~

Sec 7. The Governing Board, upon the recommendation of the Endowment Committee, shall determine a prudent percentage of endowment funds to be spent or transferred to operating funds in any year. It is recognized that a prudent spending policy will take into account the historical and expected total return of Endowment funds including both income and capital gains. Extraordinary spending requests in excess of the spending policy require a two-thirds vote of, in order, the Endowment Fund Committee, the Governing Board, and the Congregation.