

By-Law Proposal Executive Summary

CCWM/Sanctuary UCC Annual Business Meeting (January 27, 2017 – February 4, 2018)

Purpose of Changes:

Based on experience with the Sanctuary UCC Experiment, the Leadership Circle and Staff propose these bylaw changes in support of Sanctuary's mission, purpose and sustainability.

The proposed changes highlight and deepen Sanctuary's radical call to fully welcome all into the church's life and ministry, especially those for whom classic church has not worked and those who support our mission, service, justice and arts ministries but may not be Sunday morning worshippers.

Sustainability of Sanctuary's postmodern, experimental model of church requires: engagement; financial support; and leadership, expertise, wisdom, gifts and graces from both within and beyond the classic church culture of membership driven leadership and stewardship. Our outward facing ministry model is about being Sanctuary in the community. To be so requires decision making and leadership from people in the community to become sustainable.

Along with proposed changes to the staffing model to be implemented in 2018--these bylaw recommendations seek to institute leadership roles and responsibilities that will a) create an atmosphere of inclusion that encourages leadership and engagement from all; and b) institutionalize strategic planning; sustainability and stewardship; community outreach and engagement; communication and invitation; solid, measurable goals; and financial practices and policies.

Summary of changes:

- 1) **Article I: Name of Church and Affiliation:** Identify Sanctuary UCC as Open and Affirming
- 2) **Article III: Sanctuary Membership and Sanctuary Partnership**
 - a. Strengthen the commitment to Membership and Partnership Responsibilities for all who make up the governing body of Sanctuary: *"Members and partners are expected to support the mission and purpose; to share in the life and work of Sanctuary UCC and its ministries and programs; contribute to its support and benevolences through commitments of time, talent and treasure; and to care for its spiritual welfare."*
 - b. Change Membership and Partnership Options to affirm the "Responsibilities" and...
 - i. Sanctuary Members who identify as followers of Jesus and can serve in all capacities
 - ii. Sanctuary Partners who can serve in all capacities except Moderator and Trustee
- 3) **Article V and VI: Leadership Circle and Officers**
 - a. Majority # of LC and Moderator shall be "Sanctuary Members"
 - b. Strengthen priority of Sustainability and Strategic Planning
 - c. Strengthen LC member's engagement in ministries and oversight
 - d. Add all Sustainability and Stewardship Functions to LC
 - e. Treasurer oversees and can facilitate staff to implement reports and other financial operations

4) Article VII: Standing Committees

- a. Nominating Committee becomes 'Circles and Service Team'; strengthen and flesh-out role(s) of the team
 - i. Champion community connection, engagement and leadership development year round
 - ii. Discover people's gifts and passions and 'nominate' people to elected roles and Ministry Teams for participation and engagement
 - iii. Add responsibility to develop measurements for success, policies and practices for ministries
- b. Add Trustee Function who shall be Sanctuary Members
 - i. Manage and report on investments
 - ii. Approves / proposes draw down of principle of investment
 - iii. Define 2M floor for draw down
- c. Delete and Move Stewardship and Finance functions to LC

5) Article VIII: Ministry Teams

- a. Ministry team works with Circles and Service to develop processes, practices, goals, priorities and measures for success – aka Sustainability.
- b. Ministry Teams work with Circles and Service Team to develop engagement and participation from the community
- c. Strengthen the connection between Leadership Circle and Ministry teams

6) Article X: Finances

- a. Add measures of success for ministries to budget process
- b. Add Sanctuary UCC ministries as option for 35% of tithe for local ministry

Note that there were numerous typographical and naming conventions that were corrected in this review of the bylaws, none of which changed the practices or policies.

References to 'congregation' were changed to Sanctuary UCC.