

Recommended Revision of the IKC Constitution and Bylaws

October 2018

Items in blue identify updates and proposed changes made since the 2018 Annual Gathering.

This recommendation is to revise the current IKC Constitution and Bylaws, as opposed to amending. Using guidelines from Robert's Rules, the changes are "extensive and general", so this is "the substitution of an entirely new set...as if the (Conference) were adopting bylaws for the first time."

The proposed revision of the IKC Constitution & Bylaws contains the following articles:

Article I	Name
Article II	Purpose & Mission
Article III	Relationships & Covenants
Article IV	Membership
Article V	Governance & Gatherings
Article VI	Administration
Article VII	Committees (having these in one article is lengthy and cumbersome)
Article VIII	Amendments

Proposed changes to the current Constitution and Bylaws include:

1. Combine the present two documents ("Constitution" and "Bylaws") into one document ("Constitution & Bylaws"), as suggested by Robert's Rules; this reduces opportunity for redundancy and the need to check two separate documents
2. Eliminate the Preamble of the Constitution, since it is a largely historical element regarding the 1960's
3. Standardize language about ministers and clergy with the term "authorized ministers"
4. Standardize language about churches with the term "Local Church"
5. In Article II, eliminate the Mission Statement in the Bylaws, and replace with the following:
To carry out the mission of the Indiana-Kentucky Conference, as identified in its current mission statement;
6. In Article III, add Authorized Ministers to identify relationships and covenants with the Conference
7. In Article IV, provide in one place the rules for changes to boundaries of the Conference and Associations, and follow the provisions of the UCC Constitution and Bylaws
8. In Article V, 1., specify items that can only be approved at a business meeting
 - a. State that the Board of Directors is empowered to fill vacancies between business meetings
 - b. Provide clarification regarding governance between meetings and the Board of Directors so we no longer need to approve these at each business meeting

9. In Article V, 2., distinguish between gatherings and business meetings
 - a. Require that gatherings be held annually, which include in its objectives ministry, worship, mission, relationship building, education, inspiration, and/or planning
 - b. Require that business meetings of the Conference be held at least once every 2 years, in even numbered calendar years
 - c. Require that a financial update be given to the Conference annually
 - d. Remove the option to call a special meeting by written request of one-third of all ministers
 - e. Provide a more reasonable determination of a quorum at meetings, consisting of at least one voting member from not less than twenty-five percent of the Local Churches
 - f. Clarify and alter language around meeting delegates, which includes eliminating the age requirement for one of the delegates
 - i. Do not include authorized UCC ministers who do not hold standing in an IKC Association, who are currently serving an IKC church, as voting members of the IKC; they may be that church's chosen delegate
 - ii. Local Churches may have an additional youth delegate, aged 14-18
 - g. Make changes to elected positions:
 - i. Adjust term lengths to provide for a business meeting every 2 years, and provide clarification that a member of the Board of Directors may not serve more than 7 consecutive years in any function
 - ii. Eliminate the Vice Moderator position, since the Moderator will be serving a 2-year term
10. In Article VI, 1., reduce the number of members of the Board of Directors from 24 to 16
 - a. Add the Conference Minister as a voting member
 - b. Remove Vice Moderator, Past Moderator, chair of PPPAC, chair of Merom Governing Board, and 1 representative each from the DOC Indiana and Kentucky regions
 - c. Reduce the number of members at large from 15 to 12
 - i. Change the requirement of one at large member from each Association to at least one from three-fourths of Associations.
 - d. Remove ACM's and exempt staff from being members ex-officio without vote
11. In Article VI, 2., reduce the number of Officers from 8 to 6 with the elimination of the Vice and Past Moderator positions
12. In Article VI, 2., regarding the function of the Treasurer, replace "Conference Business Administrator" with "a business administrator designated by the Board of Directors"
13. In Article VI, 3., update verbiage regarding staff:
 - a. Make slight alterations to the description of the Conference Minister
 - b. Provide for the Board of Directors to be authorized to fill the Conference Minister responsibilities in the absence of a called Conference Minister
 - c. Retain that Associate Conference Ministers, and other ministerial staff, shall be called by the Board of Directors, but clarify that they report to the Conference Minister
 - d. Make the function of an Associate Conference Minister less specific so to better meet the current needs of the Conference

- e. Genericize verbiage regarding other staff positions so to better meet the current needs of the Conference
- f. Remove references to “professional and support” staff

14. In Article VI, 4., provide indemnification language for those doing work for the Conference

15. In Article VII, have all committees/groups (including Nominating) be responsible to the Board of Directors

- a. Change the makeup of the Executive Committee to specify that the Chairs of the Personnel and Finance & Budget Committees be designated members, as opposed to two members at large
- b. Change verbiage of the makeup of the Finance & Budget, Personnel, and Annual Gathering Committees; they do not all need to be members of the Board of Directors
- c. Alter language for Finance & Budget regarding the process for allocation of funds to National
- d. Identify that the Personnel Committee shall review the Personnel Policy at least once every two years
- e. Clarify the roles of the Personnel Committee and the Conference Minister regarding staff oversight
- f. Make changes to the makeup of the Nominating Committee
- g. No longer name specific “program” committees, and empower the Board of Directors to form, or endorse committees/teams/task forces

16. In Article VIII, since we are proposing to combine the Bylaws with the Constitution, the rules to amend either are consolidated

- a. Change that the notice given for an amendment to the Constitution be 30 days instead of the current 60 days
- b. Remove the option to amend the Constitution by a petition of at least ten of the local churches at a previously called meeting of the Conference