



2020/2021 ECC Constitution and Bylaw Amendments Proposed by SAT

CONSTITUTION

Article VI. Officers. Current Text

Section 6.1. The ECC shall have a president, a corporate secretary, and a corporate treasurer. The Bylaws may provide for assistant officers.

Section 6.2. Each officer of the ECC shall be responsible to the Annual Meeting and the Executive Board for that officer's decisions and actions. Officers other than the president shall also be responsible to the president for decisions made and actions taken in carrying out the duties of their respective offices.

Section 6.3. The president shall be an ordained ECC minister in good standing. The president shall be elected by the Annual Meeting as provided in the Bylaws. The president shall have the duties and responsibilities provided in the Bylaws.

Section 6.4. The corporate secretary shall be selected as provided in the Bylaws. The corporate secretary shall have the duties and responsibilities provided in the Bylaws, and the duties and responsibilities assigned by the president that are consistent with this Constitution and Bylaws.

Section 6.5. The corporate treasurer shall be selected as provided in the Bylaws. The corporate treasurer shall have the duties and responsibilities provided in the Bylaws, and the duties and responsibilities assigned by the president that are consistent with this Constitution and Bylaws.

Article VI. Officers. Proposed Text

Section 6.1. The Covenant shall have a president, a corporate secretary, and a corporate treasurer. The Bylaws may provide for ~~assistant~~ additional officers.

Section 6.2. The president shall be an ordained Covenant minister in good standing. The president shall be elected by the Annual Meeting as provided in the Bylaws. The president shall have the duties and responsibilities provided in the Bylaws.

Section 6.3. Each officer of the Covenant shall be responsible to the Annual Meeting and the Executive Board for that officer's decisions and actions. Officers other than the president shall also be responsible to the president for decisions made and actions take in carrying out the duties of their respective offices.

Section 6.4. All other officers other than the president shall be selected as provided in the Bylaws. They shall have the duties and responsibilities provided in the Bylaws.

~~Section 6.5. The corporate treasurer shall be selected as provided in the Bylaws. The~~

~~corporate treasurer shall have the duties and responsibilities provided in the Bylaws, and the duties and responsibilities assigned by the president that are consistent with this Constitution and Bylaws.~~

Article XII. Corporations. Current Text

Section 12.1. The ECC may establish corporations to be responsible for specific missions and purposes of the ECC, in cooperation with each other, the denominational ministries of the ECC, the regional conferences, and the congregations. Each corporation established by the ECC shall be identified in the Bylaws. Each corporation established by the ECC shall have officers and boards of directors as required by law and provided in the Bylaws. The president of the ECC shall be an ex-officio member of the board of directors of each corporation established by the ECC.

Article XII. Corporations. Proposed Text

Section 12.1. The **Covenant** may establish corporations to be responsible for specific missions and purposes of the **Covenant**, in cooperation with each other, the denominational ministries of the **Covenant**, the regional conferences, and the congregations. Each corporation established by the **Covenant** shall be identified in the Bylaws. Each corporation established by the **Covenant** shall have officers and boards of directors as required by law and provided in the Bylaws. The president of the **Covenant**, or an officer, shall be an ex-officio member of the board of directors of each corporation established by the **Covenant**.

BYLAWS

Article VI. Officers. Current Text

Section 6.1. Officers. The ECC has the following officers: a president, a corporate secretary, a corporate treasurer, an assistant corporate secretary, and an assistant corporate treasurer.

Article VI. Officers. Proposed Text

Section 6.1. Officers

- a. The Covenant has the following officers: a president, a corporate secretary, and a corporate treasurer.** ~~an assistant corporate secretary, and an assistant corporate treasurer.~~
- b. The president may propose additional officer positions as authorized in Section 6.7. of these Bylaws.**

Article VI. Section 6.3. The President. Current Text

a. Duties and Responsibilities. The president shall provide pastoral leadership to the ECC. The president shall also be the chief executive officer of the ECC and, subject to the authority of the Annual Meeting and the Executive Board, shall have general direction of the ministry and business matters of the ECC, general direction of the officers of the ECC and members of the Council of Administrators, the general powers and duties of management usually vested in the office of president of an Illinois not-for-profit corporation, and all other powers and duties as may be prescribed by the Annual Meeting, the Executive Board, or these Bylaws. Within this authority and in the course of the duties of president, the president shall

- i. preside at all meetings of the Council of Administrators;
- ii. be an ex-officio member of all boards, councils, commissions, committees, and associations

of the ECC, except the Presidential Nominating Committee and any committee of the Executive Board that is reviewing the performance or compensation of the president of the ECC;

iii. be an ex-officio member of the boards and committees of all corporations established by the ECC and their affiliates; and

iv. execute or authorize the execution of legal, financial, and commercial documents in the name of the ECC when authorized by the Annual Meeting or the Executive Board, or when required by law or the regular and ordinary course of business.

Article VI. Section 6.3. The President. Proposed Text

a. Duties and Responsibilities. The president shall provide pastoral leadership to the Covenant. The president shall also be the chief executive officer of the Covenant and, subject to the authority of the Annual Meeting and the Executive Board, shall have general direction of the ministry and business matters of the Covenant; supervision and direction ~~general direction~~ of the officers of the Covenant; general direction of the other members of the Council of Administrators; the general powers and duties of management usually vested in the office of president of an Illinois not-for-profit corporation; and all other powers and duties as may be prescribed by the Annual Meeting, the Executive Board, or these Bylaws. Within this authority and in the course of the duties of president, the president shall

i. preside at all meetings of the Council of Administrators;

ii. be an ex-officio member of all boards, councils, commissions, committees, and associations of the Covenant, except the Presidential Nominating Committee and any committee of the Executive Board that is reviewing the performance or compensation of the president of the Covenant;

iii. be an ex-officio member of the boards and committees of all corporations established by the Covenant and their affiliates;

iv. nominate, supervise, and propose to the Executive Board of the Covenant the suspension (with or without pay) or removal of the treasurer and secretary and supervise and propose to the Executive Board of the Covenant the suspension (with or without pay) or removal of other officers created pursuant to 6.1(b);

v. hire, supervise, suspend (with or without pay), and remove additional employees to accomplish the mission of the Covenant; and

vi. execute or authorize the execution of legal, financial, and commercial documents in the name of the Covenant when authorized by the Annual Meeting or the Executive Board, or when required by law or the regular and ordinary course of business.

Article VI. Officers. Current Text

Section 6.4. The Corporate Secretary. The corporate secretary shall perform all of the duties of a corporate secretary required by law, the duties of the corporate secretary specified in this Constitution and Bylaws, the duties customarily performed by a corporate secretary, and any other duties assigned by the Executive Board that are consistent with this Constitution and Bylaws.

Section 6.5. The Corporate Treasurer. The corporate treasurer shall perform all of the duties of a corporate treasurer required by law, the duties of the corporate treasurer specified in this

Constitution and Bylaws, the duties customarily performed by a corporate treasurer, and any other duties assigned by the Executive Board that are consistent with this Constitution and Bylaws.

Section 6.6. Assistant Corporate Secretary. The assistant corporate secretary shall perform all of the duties of an assistant corporate secretary required by law, the duties of the assistant corporate secretary specified in this Constitution and Bylaws, the duties customarily performed by an assistant corporate secretary, and any other duties assigned by the Executive Board or the corporate secretary that are consistent with this Constitution and Bylaws.

Section 6.7. Assistant Corporate Treasurer. The assistant corporate treasurer shall perform all of the duties of an assistant corporate treasurer required by law, the duties of the assistant corporate treasurer specified in this Constitution and Bylaws, the duties customarily performed by an assistant corporate treasurer, and any other duties assigned by the Executive Board or the corporate treasurer that are consistent with this Constitution and Bylaws.

Section 6.8. Selection of Officers Other Than the President. No later than December 1 in the first year of a president's initial term, the president of the ECC shall recommend one or more candidates to the Executive Board for each of the following positions: corporate secretary, corporate treasurer, assistant corporate secretary, and assistant corporate treasurer. The Executive Board shall, by vote of two-thirds of its elected members, appoint a candidate recommended by the president of the ECC for each of these positions no later than June 1 of the following year. The Executive Board may decline to appoint a candidate recommended by the president.

Section 6.9. Terms of Office of Officers Other Than the President. The term of the corporate secretary, the corporate treasurer, the assistant corporate secretary, and the assistant corporate treasurer is indefinite in length but shall terminate not later than the day before the effective date of the Executive Board's appointment of a successor to that position.

Section 6.10. Temporary Absence or Temporary Disability of an Officer Other Than the President. In the temporary absence or temporary disability of the corporate secretary, the corporate treasurer, the assistant corporate secretary, or the assistant corporate treasurer, the Executive Board may, upon the recommendation of the president of the ECC, appoint a person to perform the duties of that position on an interim basis for the duration of the officer's temporary absence or temporary disability. The interim officer shall perform all the duties of the position and when so acting shall have all the powers of and be subject to all the restrictions on the officer holding that position.

Section 6.11. Vacancies in the Positions of Officers Other Than the President.

a. The Executive Board shall declare the position of the corporate secretary, the corporate treasurer, the assistant corporate secretary, or the assistant corporate treasurer vacant upon the removal, resignation, permanent incapacity, or death of the person holding that office.

i. Removal. By vote of two-thirds of its elected members, the Executive Board may remove the corporate secretary, the corporate treasurer, the assistant corporate secretary, or the assistant corporate treasurer.

ii. Resignation. The corporate secretary, the corporate treasurer, the assistant corporate secretary, or the assistant corporate treasurer may resign upon written notice to the Executive Board.

iii. Permanent Incapacity. The Executive Board shall develop a policy for determining

permanent incapacity.

b. When a vacancy occurs in the position of the corporate secretary, the corporate treasurer, the assistant corporate secretary, or the assistant corporate treasurer, the Executive Board shall, upon the recommendation of the president of the ECC, appoint a person to perform the duties of that position on an interim basis. The interim officer shall perform all the duties of the position and when so acting shall have all the powers of and be subject to all the restrictions on an officer holding that position. Within three months of the creation of the vacancy, the president shall recommend one or more candidates to the Executive Board to fill the vacant position. The Executive Board shall appoint a candidate recommended by the president to fill the vacant position within six months of the creation of the vacancy, unless the Executive Board, by a majority vote, extends the time for filling the vacancy. The president of the ECC shall act in good faith to recommend a qualified candidate. The Executive Board may decline to appoint a candidate recommended by the president.

Article VI. Officers. Proposed Text

Section 6.4 Officers Other Than the President

- a. **Additional Officers. In addition to the president, other officers to the Covenant shall be:**
 - i. **The Corporate Secretary. The corporate secretary shall perform all of the duties of a corporate secretary required by law, the duties of the corporate secretary specified in this Constitution and Bylaws, the duties customarily performed by a corporate secretary, and any other duties assigned by the Executive Board that are consistent with this Constitution and Bylaws. The corporate secretary reports to and is accountable to the president for the performance of the secretary's duties.**
 - ii. **The Corporate Treasurer. The corporate treasurer shall perform all of the duties of a corporate treasurer required by law, the duties of the corporate treasurer specified in this Constitution and Bylaws, the duties customarily performed by a corporate treasurer, and any other duties assigned by the Executive Board that are consistent with this Constitution and Bylaws. The treasurer reports to and is accountable to the president for the performance of the treasurer's duties.**
 - iii. **All Other Officers. All other officers created under Section 6.1(b) of these Bylaws shall perform their duties as specified in this Constitution and Bylaws and the duties assigned by the Executive Board and/or president that are consistent with this Constitution and Bylaws. They report to and are accountable to the president for the performance of their duties.**
- b. **Ex-Officio Designation. An officer appointed by the president may serve as an ex-officio member of any board, council, commission, committee, or association of the Covenant or any corporation established by the Covenant or their affiliates, except the Presidential Nominating Committee and any committee of the Executive Board.**

~~Section 6.5 The Corporate Treasurer. The corporate treasurer shall perform all of the duties of a corporate treasurer required by law, the duties of the corporate treasurer specified in this Constitution and Bylaws, the duties customarily performed by a corporate treasurer, and any other duties assigned by the Executive Board that are consistent with this Constitution and Bylaws.~~

~~Section 6.6 Assistant Corporate Secretary. The assistant corporate secretary shall perform all of the duties of an assistant corporate secretary required by law, the duties of the assistant corporate secretary specified in this Constitution and Bylaws, the duties customarily performed by an assistant corporate secretary, and any other duties assigned by the Executive Board or the corporate secretary that are consistent with this Constitution and Bylaws.~~

~~Section 6.7 Assistant Corporate Treasurer. The assistant corporate treasurer shall perform all of the duties of an assistant corporate treasurer required by law, the duties of the assistant corporate treasurer specified in this Constitution and Bylaws, the duties customarily performed by an assistant corporate treasurer, and any other duties assigned by the Executive Board or the corporate treasurer that are consistent with this Constitution and Bylaws.~~

Section 6.5. Selection, Term, and Replacement of Corporate Treasurer and Corporate Secretary.

- a. Selection. No later than December 1 in the first year of a president's initial term, the president of the Covenant shall recommend one or more candidates to the Executive Board for each of the following positions: corporate secretary and corporate treasurer, ~~assistant corporate secretary and assistant corporate treasurer~~. The Executive Board shall, by vote of two-thirds of its elected members, appoint a candidate recommended by the president of the Covenant for each of these positions no later than June 1 of the following year. The Executive Board may decline to appoint a candidate recommended by the president.
- b. Terms of Office ~~of Officers Other Than the President~~. The term of the corporate secretary and the corporate treasurer, ~~the assistant corporate secretary, and the assistant corporate treasurer~~ is indefinite in length but shall terminate not later than the day before the effective date of the Executive Board's appointment of a successor to that position.
- c. Temporary Absence or Temporary Disability ~~of an Officer Other Than the President~~. In the temporary absence or temporary disability of the corporate secretary or the corporate treasurer, ~~assistant corporate secretary and assistant corporate treasurer~~, a majority of the Executive Board may, upon the recommendation of the president of the Covenant, appoint a person to perform the duties of that position on an interim basis for the duration of the officer's temporary absence or temporary disability. The interim officer shall perform all the duties of the position and when so acting shall have all the powers of and be subject to all the restrictions on the officer holding that position.

Section 6.6. Suspension, Vacancies, and Replacement of Corporate Secretary or Corporate Treasurer.

a. The Executive Board may suspend the corporate secretary or corporate treasurer, with or without pay, through a two-thirds vote of its elected and ex-officio members. The Executive Board either shall reinstate the officer with or without back pay by a two-thirds vote of the Executive Board's elected and ex-officio members or shall remove the officer before the time of the second Annual Meeting following suspension.

The Executive Board shall declare the position of the corporate secretary, or the corporate treasurer, ~~assistant corporate secretary and assistant corporate treasurer~~ vacant upon the removal, resignation, permanent incapacity, or death of the person holding that office.

b. The Executive Board, with a two-thirds vote of its elected and ex-officio members, may remove the corporate secretary or treasurer, ~~assistant corporate secretary and assistant corporate treasurer~~.

~~Resignation.~~ The corporate secretary or the corporate treasurer, ~~assistant corporate secretary and assistant corporate treasurer~~ may resign upon written notice to the Executive Board.

c. ~~Permanent Incapacity.~~ The Executive Board shall develop a policy for determining permanent incapacity.

d. When a vacancy occurs in the position of the corporate secretary or, the corporate treasurer, ~~assistant corporate secretary and assistant corporate treasurer~~, the Executive Board shall, by majority vote and upon the recommendation of the president of the Covenant, appoint a person to perform the duties of that position on an interim basis. The interim officer shall perform all the duties of the position and when so acting shall have all the powers of and be subject to all the restrictions on an officer holding that position. Within three months of the creation of the vacancy, the president shall recommend one or more candidates to the Executive Board to fill the vacant position. The Executive Board, by a two-thirds vote, shall appoint a candidate recommended by the president to fill the vacant position within six months of the creation of the vacancy, unless the Executive Board, by a majority vote, extends the time for filling the vacancy. The president of the Covenant shall act in good faith to recommend a qualified candidate. The Executive Board may decline to appoint a candidate recommended by the president.

Section 6.7. Call, Term, and Replacement of Officers Created Under 6.1(b).

i. Call. Officers created under Section 6.1(b) of the Bylaws are called as provided in Section 7.9 of the Bylaws.

ii. Terms of Office. Officers created under Section 6.1(b) of the Bylaws ~~Each executive minister~~ shall be elected or re-elected by the Annual Meeting for a term of four years. Each term shall begin on September 1 following the Annual Meeting at which the ~~executive minister officer~~ was elected.

iii. ~~Section 6.10.~~ Temporary Absence or Temporary Disability of an Officer Other Than the President. In the temporary absence or temporary disability of officers created under Section 6.1(b) of the Bylaws ~~the corporate secretary, the corporate treasurer, the assistant corporate secretary, or the assistant corporate treasurer~~, a majority of the Executive Board may, upon the recommendation of the president of the Covenant, appoint a person to perform the duties of that position on an interim basis for the duration of the officer's temporary absence or temporary disability. The interim officer shall perform all the duties

of the position and when so acting shall have all the powers of and be subject to all the restrictions on the officer holding that position.

iv. Suspension, Removal, and Replacement of Officers Created Under Section 6.1(b) of the Bylaws. The procedures governing the suspension, removal, and replacement of positions in which there is a vacancy in an office created under Section 6.1(b) of the Bylaws are described in Section 7.9(e) and (f) of the Bylaws.

Article VII. The Annual Meeting. Section 7.4. Delegates. Current Text

d. The ECC ministry of serve globally shall be entitled to up to 26 delegates to the Annual Meeting. The delegates will be determined by the executive minister of serve globally in consultation with the regional and country coordinators.

Article VII. The Annual Meeting. Section 7.4. Delegates. Proposed Text

d. The Covenant global missionary personnel ministry of serve globally shall be entitled to up to 26 a number of Annual Meeting delegates equal to 33% of their total number. The delegates will be determined by vote among the global personnel the executive minister of serve globally in consultation with the regional and country coordinators.

Article VII. The Annual Meeting. Section 7.9. Elections and Calls. Current Text

a. ECC President.

i. The president of the ECC shall be elected by the Annual Meeting. The election shall be by ballot.

ii. One candidate for president of the ECC shall be nominated by a Presidential Nominating Committee consisting of the following: twelve persons elected by the Executive Board from its elected members so as to reflect the composition of the Executive Board as a whole; one person each elected by and from the elected members of the Board of Directors of Covenant Ministries of Benevolence, the Board of the Ordered Ministry, the Board of Pensions and Benefits, and the Board of Trustees of North Park University; and the chairs of the regional conferences.

iii. The Presidential Nominating Committee shall be convened for organization by the corporate secretary of the ECC, but shall elect its own officers and determine its own procedures. The Executive Board shall authorize adequate financial resources for the work of the committee.

b. Elected Executive Ministers.

i. The executive minister of love mercy and do justice, the executive minister of make and deepen disciples, the executive minister of the ordered ministry, the executive minister of serve globally, the executive minister of start and strengthen churches shall be elected by the Annual Meeting. Each election shall be by ballot.

ii. One candidate each for the positions of executive minister of love mercy and do justice, the executive minister of make and deepen disciples, the executive minister of serve globally, and the executive minister of start and strengthen churches shall be nominated by the Executive Board.

iii. One candidate for the position of executive minister of the ordered ministry shall be nominated by the Board of the Ordered Ministry, with the concurrence of the Executive Board

and the annual meeting of the Covenant Ministerium.

c. Election Provisions for the President of the ECC and the Executive Ministers Elected by the Annual Meeting.

- i. Only members in good standing of a member congregation of the ECC shall be eligible for election.
- ii. Only ordained ministers of the ECC in good standing shall be eligible for election as president of the ECC or as executive minister of the ordered ministry.
- iii. A two-thirds vote of the delegates present and voting shall be required for election unless a second candidate is placed on the ballot, in which case a majority vote of the delegates present and voting shall be required for election.
- iv. In the event an unopposed candidate does not receive the required two thirds majority for election, the Annual Meeting shall receive nominations from the floor and conduct an election under the following provisions:
 - (1) All nominations must be made from the floor. The unopposed candidate who did not receive the required two-thirds majority for election is eligible for nomination from the floor. If descriptive information on any such nominee is distributed it shall be similar in scope and content to information provided regarding candidates nominated by an ECC board or committee.

Article VII. The Annual Meeting. Section 7.9. Election and Calls. Proposed Text

a. *Covenant President.*

- i. **The president of the *Covenant* shall be elected by the Annual Meeting. The election shall be by ballot.**
- ii. **One candidate for president of the *Covenant* shall be nominated by a Presidential Nominating Committee consisting of the following: twelve persons elected by the Executive Board from its elected members so as to reflect the composition of the Executive Board as a whole; one person each elected by and from the elected members of the Board of Directors of Covenant Ministries of Benevolence, the Board of the Ordered Ministry, the Board of Pensions and Benefits, and the Board of Trustees of North Park University; and the chairs of the regional conferences.**
- iii. **The Presidential Nominating Committee shall be convened for organization by the corporate secretary of the *Covenant* but shall elect its own officers and determine its own procedures. The Executive Board shall authorize adequate financial resources for the work of the committee.**

b. *Officers Created Under Section 6.1(b) of the Bylaws and the Executive Minister of Ordered Ministry.*

i. All officers created under Section 6.1(b) shall be elected by the Annual Meeting. One candidate for each of these offices will be nominated by a two-thirds majority of the Executive Board. The election shall be by ballot.

c. *Elected Executive Minister of the Ordered Ministry.* One candidate for the position of executive minister of the ordered ministry shall be nominated by the Board of the Ordered

Ministry, with the concurrence of a majority of the Executive Board and a majority vote of the annual meeting of the Covenant Ministerium. The election shall be by ballot.

d. Election Provision for the President of the ECC, Officers Created Under Section 6.1(b), and the Executive Minister of the Ordered Ministry Elected by the Annual Meeting.

i. Only members in good standing of a member congregation of the Covenant shall be eligible for election.

ii. Only ordained ministers of the Covenant in good standing shall be eligible for election as president of the Covenant or as executive minister of the ordered ministry.

iii. A two-thirds vote of the delegates present and voting shall be required for election unless a second candidate is placed on the ballot, in which case a majority vote of the delegates present and voting shall be required for election.

iv. In the event an unopposed candidate does not receive the required two-thirds majority for election, the Annual Meeting shall receive nominations from the floor and conduct an election under the following provisions:

(1) All nominations must be made from the floor. The unopposed candidate who did not receive the required two-thirds majority for election is eligible for nomination from the floor. If descriptive information on any such nominee is distributed it shall be similar in scope and content to information provided regarding candidates nominated by a Covenant board or committee.

(2) Nominating speeches shall be limited to five minutes. Up to three seconding speeches may be made for each nominee and shall be limited to two minutes each.

(3) The moderator shall provide for a recess of the Annual Meeting during which questions may be addressed to the nominees following a procedure to be recommended by the officers of the Annual Meeting and approved by the Annual Meeting.

(4) A majority of delegates present and voting shall be required for election.

v. Nominations for a second candidate for any of these positions may be made from the floor according to the following procedure:

(1) All nominations from the floor shall require a second.

(2) A delegate making a nomination may provide descriptive information similar in scope and content to that provided to the Annual Meeting with respect to the candidate nominated by the Presidential Nominating Committee, the Executive Board, or the Board of the Ordered Ministry.

- (3) Nominating speeches shall be limited to five minutes. Up to three seconding speeches may be made for each nominee and shall be limited to two minutes each.
- (4) In the case of contested elections, the moderator shall provide for a recess of the Annual Meeting during which questions may be addressed to the nominees following a procedure to be recommended by the officers of the Annual Meeting and approved by the Annual Meeting.

d. *Corporate Presidents, and Dean of North Park Theological Seminary Called by the Annual Meeting.*

i. The Annual Meeting shall call the president of Covenant Ministries of Benevolence, the president of North Park University, and the dean of North Park Theological Seminary. Each call shall be voted upon by ballot.

- (1) The Board of Directors of Covenant Ministries of Benevolence shall recommend and the Executive Board shall approve a candidate to be called as president of Covenant Ministries of Benevolence by the Annual Meeting.
- (2) The Board of Trustees of North Park University shall recommend and the Executive Board shall approve a candidate to be called as president of North Park University by the Annual Meeting.
- (3) The Board of Trustees of North Park University shall recommend and the Executive Board and the annual meeting of the Covenant Ministerium shall approve a candidate to be called as dean of North Park Theological Seminary by the Annual Meeting.

ii. Only a member in good standing of a Covenant member congregation shall be eligible for call.

iii. A majority vote of the delegates present and voting shall be required for call.

e. *Suspension of Persons Elected by the Annual Meeting.*

i. By vote of two-thirds of its elected and ex-officio members, the Executive Board may suspend the president of the Covenant, any officer created under Section 6.1(b) of the Bylaws, the Executive Minister of the Ordered Ministry, the president of Covenant Ministries of Benevolence, the president of North Park University, or the dean of North Park Theological Seminary for cause. The Executive Board may lift the suspension by vote of two-thirds of its elected and ex-officio members. Suspension may be with or without pay as a two-thirds majority of the Executive Board's elected and ex-officio members may determine.

ii. Cause for suspension includes, but is not limited to, is failure to perform duties, malfeasance, misfeasance, immorality, indiscretion, insubordination, unethical behavior, doctrinal error, breach of a fiduciary duty owed to the Covenant, breach of a

duty of confidentiality owed to the **Covenant**, or breach of a duty of loyalty owed to the **Covenant**.

~~iii. Suspension may be with or without pay as the Executive Board may determine.~~

iii. After a suspension, a **majority** of the Executive Board may appoint a person to serve in the capacity of the suspended person on an interim basis.

iv. **Resolution of Suspension.**

- (1) **With the exception of officers elected under Section 6.1(b) of the Bylaws and the Executive Minister of the Ordered Ministry**, if a person is still under suspension at the time of the second Annual Meeting following suspension, the Executive Board shall submit the matter to the Annual Meeting, which shall either remove the suspended person for cause by majority vote of the delegates present and voting or reinstate the suspended person with or without back pay by majority vote of the delegates present and voting. The Executive Board may, by majority vote, submit the matter to the Annual Meeting at the first Annual Meeting following suspension.
- (2) **In the case of officers elected under Section 6.1(b) of the Bylaws and the Executive Minister of the Ordered Ministry**, the Executive Board either shall reinstate the officer with or without back pay by a two-thirds vote of the Executive Board's elected and ex-officio members or shall remove the officer pursuant to Section 7.9(f)(i)(b) of these Bylaws before the time of the second Annual Meeting following suspension.

f. ***Vacancies by Reason of Removal, Resignation, Permanent Incapacity, or Death.*** The Executive Board of the **Covenant** ~~shall~~ **may** declare the position of president of the **Covenant**, **officers created under Section 6.1(b) of the Bylaws**, the executive minister of the ordered ministry, president of Covenant Ministries of Benevolence, president of North Park University, or dean of North Park Theological Seminary vacant upon the removal, resignation, permanent incapacity, or death of the person holding that position.

i. ***Removal.***

- (1) **The president of the Covenant, the executive minister of the ordered ministry, any executive minister, the president of Covenant Ministries of Benevolence, the president of North Park University, or the dean of North Park Theological Seminary can be removed only by majority vote of the delegates present and voting of the Annual Meeting, after suspension by the Executive Board.**
- (2) **Officers created under section 6.1(b) of the Bylaws may be removed by a vote of two-thirds of its elected and ex-officio members of the Executive Board. Removal does not require a prior suspension by the Executive Board.**
- (3) **Cause removal includes, but is not limited to, failure to perform duties, malfeasance, misfeasance, immorality, indiscretion, insubordination, unethical**

behavior, doctrinal error, breach of a fiduciary duty owed to the Covenant, breach of a duty of confidentiality owed to the Covenant, or breach of a duty of loyalty owed to the Covenant.

- ii. **Resignation.** The president of the Covenant, any officer created under Section 6.1(b) of the Bylaws, the executive minister of the ordered ministry, the president of Covenant Ministries of Benevolence, the president of North Park University, or the dean of North Park Theological Seminary may resign upon written notice to the Executive Board.
- iii. **Permanent Incapacity.** The Executive Board shall develop a policy for determining permanent incapacity.

g. Filling Vacancies by Reason of Removal, Resignation, Permanent Incapacity, or Death.

- I. In the event of a vacancy in the position of president of the Covenant, the Executive Board shall by two-thirds vote appoint an acting president. The acting president shall perform all the duties of the president and when so acting shall have all the powers of and be subject to all the restrictions on the president.
 - (1) If the vacancy occurs two years or more before the end of a president's term, a Presidential Nominating Committee may be convened by a two-thirds vote of the Executive Board of the Covenant. If a Presidential Nominating Committee is convened under these circumstances, it shall nominate a candidate to stand for election at the first or second Annual Meeting following the declaration of the vacancy to serve the unexpired term.
 - (2) If the vacancy occurs less than two years before the end of the president's term, a Presidential Nominating Committee shall be convened and shall nominate a candidate to stand for election to a full term at the Annual Meeting at which the regular presidential election is scheduled to take place.
- II. In the event of a vacancy in the position of any officer created by Section 6.1(b) of the Bylaws or the ~~any~~ executive minister of the ordered ministry, the Executive Board, by majority vote, shall appoint a person to serve on an interim basis ~~executive minister~~ until a successor ~~executive minister~~ is called ~~elected~~ by the next Annual Meeting and takes office.
- III. In the event of a vacancy in the position of president of Covenant Ministries of Benevolence, the Board of Directors of Covenant Ministries of Benevolence, with the approval of a majority vote of the Executive Board of the Covenant, shall appoint a person to perform the duties of that position on an interim basis until a new president is called by the Annual Meeting and takes office.
- IV. In the event of a vacancy in the position of president of North Park University or dean of North Park Theological Seminary, the Board of Trustees of North Park University, with the approval the Executive Board of the Covenant, shall appoint a person to

perform the duties of that position on an interim basis until a new president or dean is called by the Annual Meeting and takes office.

h. Temporary Incapacity, Absence, or Suspension of an Officer Created by Section 6.1(b) of the Bylaws.

- i. In the temporary incapacity, absence, or suspension of an officer created by Section 6.1(b) of the Bylaws, the Executive Board may with a majority vote of its elected members appoint a person to perform the duties of that position on an interim basis for the duration of the officer's temporary absence, temporary disability, or suspension. The interim officer shall perform all the duties of the position and when so acting shall have all the powers of and be subject to all the restrictions on the officer holding that position. These interim appointments shall not extend beyond (a) the period covered by the temporary absence, temporary disability, or suspension or (b) the second Annual Meeting after the appointment is made, whichever occurs first.***

- ii. The Executive Board shall develop a policy for determining temporary incapacity.***

ARTICLE VIII Executive Board. Current Text

Section 8.1. Duties and Responsibilities of the Executive Board.

The Executive Board shall coordinate and implement the common mission of the ECC as developed and articulated by the Annual Meeting, this Constitution and Bylaws, and the strategic planning processes of the ECC. The Executive Board shall carry out its work with an integrity and character consistent with Christian principles. Within this authority and in the course of its duties, the Executive Board shall

- a. be responsible for ensuring that the policies and decisions of the Annual Meeting are carried out;
- b. approve an agenda for each session of the Annual Meeting and recommend it to the Annual Meeting;
- c. approve a proposed annual budget for the ECC and recommend it to the Annual Meeting;
- d. appoint and remove the officers of the ECC other than the president, as provided in these Bylaws;
- e. delegate such responsibility for the administration of the ECC as may be required by the temporary absence or temporary incapacity of an officer of the ECC, unless otherwise specified in these Bylaws;
- f. approve the fiscal policy of the ECC;
- g. approve the acquisition, encumbrance, and disposition of the property and assets of the ECC;
- h. promote coordination among the regional conferences, the denominational ministries of the ECC, and the corporations established by the ECC;
- i. approve the salaries of the officers of the ECC, executive ministers, and executive directors;
- j. approve the salary of the president of Covenant Ministries of Benevolence upon the recommendation of the Board of Benevolence;
- k. approve the salaries of the following persons upon the recommendation of the Board of Trustees of North Park University: the president of North Park University and the dean of North Park Theological Seminary;
- l. approve the salaries of the president of Covenant Trust Company and the president of National Covenant Properties;
- m. adopt a policy concerning insurance coverage and risk management practices for the ECC;

- n. create one or more committees, appoint members of the Executive Board and such other persons as the Executive Board designates to serve on each committee, and delegate to each committee the powers that the Executive Board deems appropriate and that the Executive Board has the right to delegate under this Constitution and Bylaws and applicable laws;
- o. be known as the Board of Directors or Trustees of the ECC when law or legal instruments require action by the Board of Directors or Trustees of the ECC;
- p. comply with and be responsible for ensuring that the ECC complies with all applicable laws; and
- q. develop its own procedural rules and file a copy of the approved rules with the corporate secretary of the ECC.

Section 8.1. Duties and Responsibilities of the Executive Board. Proposed Text

The Executive Board shall coordinate and implement the common mission of the **Covenant** as developed and articulated by the Annual Meeting, this Constitution and Bylaws, and the strategic planning processes of the **Covenant**. The Executive Board shall carry out its work with an integrity and character consistent with Christian principles. Within this authority and in the course of its duties, the Executive Board shall

- a. be responsible for ensuring that the policies and decisions of the Annual Meeting are carried out;
- b. approve an agenda for each session of the Annual Meeting and recommend it to the Annual Meeting;
- c. approve a proposed annual budget for the **Covenant** and recommend it to the Annual Meeting;
- d. appoint and remove the officers of the **Covenant** other than the president, as provided in these Bylaws;
- e. delegate such responsibility for the administration of the **Covenant** as may be required by the temporary absence or temporary incapacity of an officer of the **Covenant**, unless otherwise specified in these Bylaws;
- f. approve the fiscal policy of the **Covenant**;
- g. approve the acquisition, encumbrance, and disposition of the property and assets of the **Covenant**;
- h. promote coordination among the regional conferences, the denominational ministries of the **Covenant**, and the corporations established by the **Covenant**;
- i. approve the salaries of the officers of the **Covenant** and those other employees who report to the president as well as the executive minister of the ordered ministry ~~executive ministers, and executive directors~~;
- j. approve the salary of the president of Covenant Ministries of Benevolence upon the recommendation of the Board of Benevolence;
- k. approve the salaries of the following persons upon the recommendation of the Board of Trustees of North Park University: the president of North Park University and the dean of North Park Theological Seminary;
- l. approve the salaries of the president of Covenant Trust Company and the president of National Covenant Properties;
- m. adopt a policy concerning insurance coverage and risk management practices for the **Covenant**;
- n. create one or more committees, appoint members of the Executive Board and such other persons as the Executive Board designates to serve on each committee, and delegate

to each committee the powers that the Executive Board deems appropriate and that the Executive Board has the right to delegate under this Constitution and Bylaws and applicable laws;

o. be known as the Board of Directors or Trustees of the **Covenant** when law or legal instruments require action by the Board of Directors or Trustees of the **Covenant**;

p. comply with and be responsible for ensuring that the **Covenant** complies with all applicable laws; and

q. develop its own procedural rules and file a copy of the approved rules with the corporate secretary of the **Covenant**.

Section 8.3. Committees. Current Text

a. The Executive Board shall organize itself into committees for the purpose of receiving reports, developing policies, and making recommendations to the Executive Board for a committee's specific area of focus.

b. The standing committees shall be: develop leaders, love mercy and do justice, make and deepen disciples, serve globally, start and strengthen churches, communications, finance, and personnel.

c. Each elected member of the Executive Board shall serve on at least one standing committee at any given time.

d. Each standing committee shall have five to seven members who are elected members of the Executive Board. The executive minister of the mission priority of the committee or executive director of the support service shall be an advisor to the committee with the related focus of the executive minister or executive director. The committee may have members who are ex-officio members of the Executive Board. The Executive Board may appoint additional advisors, including appropriate members of the faculty of North Park Theological Seminary.

e. Each standing committee shall develop procedural rules to be approved by the Executive Board.

f. The Executive Board may establish additional standing committees or ad hoc committees as appropriate to advance the ECC mission.

Section 8.3. Committees. Proposed Text

a. The Executive Board shall organize itself into committees for the purpose of receiving reports, developing policies, and making recommendations to the Executive Board for a committee's specific area of focus.

b. The standing committees shall be **finance, personnel, and any others designed by the Board resolution creating the committee** ~~develop leaders, love mercy and do justice, make and deepen disciples, serve globally, start and strengthen churches, communications, finance, and personnel.~~

c. Each elected member of the Executive Board shall serve on at least one ~~standing~~ committee at any given time.

d. Each ~~standing~~ committee shall have five to seven members who are elected members of the Executive Board. **The committee may request the presence of advisors or ex-officio members of the Executive Board to participate in their meetings.** ~~The executive minister of the mission priority of the committee or executive director of the support service shall be an advisor to the committee with the related focus of the executive minister or executive director. The committee may have members who are ex-officio members of the Executive Board. The Executive Board may appoint additional advisors, including appropriate members of the faculty of North Park Theological Seminary.~~

e. Each standing committee shall develop procedural rules to be approved by the

Executive Board.

f. The Executive Board may establish ~~additional standing committees or~~ ad hoc committees as appropriate to advance the Covenant mission.

Article X. Denominational Ministries. Current Text

Section 10.1. Mission Priorities.

- a. In order to carry out its mission, the ECC organizes its ministries around mission priorities. The mission priorities are:
 - i. start and strengthen churches—starting and strengthening healthy, missional churches in the United States and Canada;
 - ii. make and deepen disciples—helping people experience new life in Christ and grow deeper in Christ in a lifelong journey of faith;
 - iii. love mercy and do justice—walking humbly with God to address hurts and the cause of those hurts;
 - iv. develop leaders—developing and strengthening leaders, both lay and clergy; and
 - v. serve globally—pursuing the mission priorities internationally.
- b. Each mission priority shall be led by an executive minister.

Section 10.2. Executive Ministers.

- a. An executive minister shall be elected by the Annual Meeting to give leadership to a mission priority. An executive minister is accountable for outcomes related to that mission priority, including the implementation of decisions and policies of the Annual Meeting and the Executive Board of the ECC.
- b. An executive minister shall lead the mission priority by proposing and implementing strategies, proposing and managing income and expense, and proposing and managing team members.
- c. An executive minister shall pursue coordination and collaboration across the mission priorities, ensuring a comprehensive, integrated mission strategy.
- d. An executive minister shall be accountable to the president by reporting through the executive director of ministry development.
- e. An executive minister shall contribute to the overall mission of the ECC by serving on the Council of Administrators and as an advisor to the Executive Board.
- f. By mutual agreement with the president, any board, council, commission, committee, or association of the ECC or any board or committee of a corporation established by the ECC may invite an executive minister as a representative of the president of the ECC, with the status of an advisor to a meeting of the group.
- g. Each executive minister shall be elected or re-elected by the Annual Meeting for a term of four years. Each term shall begin on September 1 following the Annual Meeting at which the executive minister was elected.

Section 10.3. Executive Directors.

- a. Executive directors shall be appointed by the president with concurrence of the Executive Board to give leadership to areas in support of the implementation of mission priorities. Each executive director is accountable for outcomes related to that mission support service, including the implementation of decisions and policies of the Annual Meeting and the Executive Board of the ECC.
- b. The executive director of ministry development shall represent the president to coordinate and bring collaboration across the mission priorities, ensuring a comprehensive, integrated mission

strategy and maximized use of human and financial resources. The executive director of ministry development works with executive ministers in finalizing decisions related to strategy, finances, and staffing. The executive director of ministry development ensures coordinated and collaborative efforts with mission support services and regional conferences.

c. The executive directors of mission support services shall be: the executive director of advancement ; the executive director of communications, who shall serve as editor of the denominational magazine; the executive director of finance, who shall also hold the office of corporate treasurer and be the chief financial officer of the ECC; and the executive director of operations.

d. An executive director shall lead an area by proposing and implementing strategies, proposing and managing income and expense, and proposing and managing team members.

e. An executive director shall report to and be accountable to the president.

f. An executive director shall contribute to the overall mission of the ECC by serving on the Council of Administrators and as an advisor to the Executive Board.

g. By mutual agreement with the president, any board, council, commission, committee, or association of the ECC or any board or committee of a corporation established by the ECC may invite an executive director as a representative of the president of the ECC, with the status of an advisor to a meeting of the group.

h. Temporary Absence or Disability. In the temporary absence or temporary disability of an executive director, the president may appoint with the concurrence of the Executive Board a person to perform the duties of that position on an interim basis for the duration of the temporary absence or temporary disability.

i. Vacancies. The Executive Board shall declare the position of any executive director vacant upon the removal, resignation, permanent incapacity, or death of the person holding that position.

i. Removal. By vote of two-thirds of its elected members, the Executive Board may remove an executive director.

ii. Resignation. An executive director may resign upon written notice to the Executive Board.

iii. Permanent Incapacity. The Executive Board shall develop a policy for determining permanent incapacity.

iv. Filling Vacancy. When a vacancy occurs in the position of an executive director, the president shall appoint with the concurrence of the Executive Board a person to perform the duties of the vacated position on an interim basis, until such time as a permanent replacement is appointed by the president with concurrence of the Executive Board

Article X. Denominational Ministries. Proposed Text

Section 10.1. Mission Priorities. In order to carry out its mission, the ~~Covenant organizes its ministries around~~ focuses on five mission priorities. The mission priorities are:

- a. start and strengthen churches—starting and strengthening healthy, missional churches;~~in the United States and Canada;~~**
- b. make and deepen disciples—helping people experience new life in Christ and grow deeper in Christ in a lifelong journey of faith;**
- c. love mercy and do justice—walking humbly with God to address hurts and the cause of those hurts;**
- d. develop leaders—developing and strengthening leaders, both lay and clergy; and**
- e. serve globally—pursuing the mission priorities internationally.**

~~Section 10.2. Executive Ministers.~~

~~a. — An executive minister shall be elected by the Annual Meeting to give leadership to a mission priority. An executive minister is accountable for outcomes related to that mission priority, including the implementation of decisions and policies of the Annual Meeting and the Executive Board of the ECC.~~

~~b. — An executive minister shall lead the mission priority by proposing and implementing strategies, proposing and managing income and expense, and proposing and managing team members.~~

~~c. — An executive minister shall pursue coordination and collaboration across the mission priorities, ensuring a comprehensive, integrated mission strategy.~~

~~d. — An executive minister shall be accountable to the president by reporting through the executive director of ministry development.~~

~~e. — An executive minister shall contribute to the overall mission of the ECC by serving on the Council of Administrators and as an advisor to the Executive Board.~~

~~f. — By mutual agreement with the president, any board, council, commission, committee, or association of the ECC or any board or committee of a corporation established by the ECC may invite an executive minister as a representative of the president of the ECC, with the status of an advisor to a meeting of the group.~~

~~g. — Each executive minister shall be elected or re-elected by the Annual Meeting for a term of four years. Each term shall begin on September 1 following the Annual Meeting at which the executive minister was elected.~~

Section 10.2. The Ordered Ministry

a. The denominational ministry of the Ordered Ministry is governed by the Annual Meeting, the Board of the Ordered Ministry, and the Rules for the Ordered Ministry of the Evangelical Covenant Church.

b. The Board of the Ordered Ministry.

i. The Board of the Ordered Ministry shall have fourteen elected members and the ex-officio members identified in these Bylaws. Twelve elected members of the board shall be ordained or commissioned **Covenant ministers and two elected members of the board shall be laypersons. A majority of the elected clergy members of the board shall be ordained to word and sacrament. At least two elected clergy members of the board shall be staff persons. At least one elected member of the board shall be a consecrated missionary.**

(1) Candidates for the Board of the Ordered Ministry shall be slated according to the procedures of the Board of Nominations and elected by the Annual Meeting. The Board of the Ordered Ministry may recommend candidates to the Board of Nominations.

- (2) At least four of the elected members of the Board of the Ordered Ministry shall be female. At least four of the elected members of the Board of the Ordered Ministry shall be male.
 - (3) The Board of the Ordered Ministry shall have the following ex-officio members: the president of the **Covenant**, the president of the Covenant Ministerium, the dean of North Park Theological Seminary, the president of Centro Hispano de Estudios Teológicos del Pacto Evangélico, the executive minister of the ordered ministry, a liaison from the Council of Superintendents appointed by the president of the **Covenant**, and a liaison from the Executive Board of the **Covenant** appointed by the Executive Board of the **Covenant** who shall be an ordained or licensed minister in good standing in the **Covenant**.
 - (4) The Board of the Ordered Ministry may have advisors as provided in its own procedural rules.
- ii. The Board of the Ordered Ministry shall
 - (1) elect its own officers;
 - (2) develop its own procedural rules for approval by the Executive Board of the **Covenant** and file a copy of the approved rules with the corporate secretary of the **Covenant**; and
 - (3) submit a report to the Annual Meeting and submit to the Executive Board of the **Covenant** any reports requested by the Executive Board of the **Covenant**.
 - iii. With the approval of the annual meeting of the Covenant Ministerium, the Board of the Ordered Ministry shall recommend Rules for the Ordered Ministry of the Evangelical Covenant Church to the Annual Meeting of the **Covenant**. Upon adoption by the Annual Meeting of the **Covenant**, the Rules for the Ordered Ministry shall govern the ordination, licensure, commissioning, consecration, and discipline of ministers and **global personnel** of the **Covenant**, and the work of the Board of the Ordered Ministry.
 - iv. The Board of the Ordered Ministry shall report directly to the Annual Meeting, except that the recommendations of the Board of the Ordered Ministry concerning the ordination, licensure, commissioning, consecration, and discipline of ministers and **global personnel**, and major policies relating to the work of the Board of the Ordered Ministry shall be submitted to the annual meeting of the Covenant Ministerium. Recommendations approved by the annual meeting of the Covenant Ministerium may be submitted to the Annual Meeting of the **Covenant**. Recommendations not approved by the annual meeting of the Covenant Ministerium shall be referred back to the Board of the Ordered Ministry.
 - v. With the approval of the annual meeting of the Covenant Ministerium, the Board of the Ordered Ministry shall recommend a candidate for the position of executive minister of the ordered ministry to the Executive Board of the **Covenant**.
- c. Executive Minister of the Ordered Ministry. The executive minister of the ordered ministry shall
- i. act as an agent and representative of the Board of the Ordered Ministry between meetings of the board and report to the Board of the Ordered Ministry actions taken and representations made on behalf of the board;
 - ii. be an ex-officio member of the executive committee of the Covenant Ministerium; and
 - iii. together with the Board of the Ordered Ministry and the Covenant Ministerium, develop and administer policies and programs to encourage, support, and care for ministers and **global personnel**.

~~Serve as the leader for the mission priority of develop leaders and as an advisor to the Executive Board standing committee on develop leaders.~~

~~Section 10.3. Executive Directors.~~

~~a. Executive directors shall be appointed by the president with concurrence of the Executive Board to give leadership to areas in support of the implementation of mission priorities. Each executive director is accountable for outcomes related to that mission support service, including the implementation of decisions and policies of the Annual Meeting and the Executive Board of the ECC.~~

~~b. The executive director of ministry development shall represent the president to coordinate and bring collaboration across the mission priorities, ensuring a comprehensive, integrated mission strategy and maximized use of human and financial resources. The executive director of ministry development works with executive ministers in finalizing decisions related to strategy, finances, and staffing. The executive director of ministry development ensures coordinated and collaborative efforts with mission support services and regional conferences.~~

~~c. The executive directors of mission support services shall be: the executive director of advancement; the executive director of communications, who shall serve as editor of the denominational magazine; the executive director of finance, who shall also hold the office of corporate treasurer and be the chief financial officer of the ECC; and the executive director of operations.~~

~~d. An executive director shall lead an area by proposing and implementing strategies, proposing and managing income and expense, and proposing and managing team members.~~

~~e. An executive director shall report to and be accountable to the president.~~

~~f. An executive director shall contribute to the overall mission of the ECC by serving on the Council of Administrators and as an advisor to the Executive Board.~~

~~g. By mutual agreement with the president, any board, council, commission, committee, or association of the ECC or any board or committee of a corporation established by the ECC may invite an executive director as a representative of the president of the ECC, with the status of an advisor to a meeting of the group.~~

~~h. Temporary Absence or Disability. In the temporary absence or temporary disability of an executive director, the president may appoint with the concurrence of the Executive Board a person to perform the duties of that position on an interim basis for the duration of the temporary absence or temporary disability.~~

~~i. Vacancies. The Executive Board shall declare the position of any executive director vacant upon the removal, resignation, permanent incapacity, or death of the person holding that position. Removal. By vote of two-thirds of its elected members, the Executive Board may remove an executive director.~~

~~Resignation. An executive director may resign upon written notice to the Executive Board.~~

~~Permanent Incapacity. The Executive Board shall develop a policy for determining permanent incapacity.~~

~~Filling Vacancy. When a vacancy occurs in the position of an executive director, the president shall appoint with the concurrence of the Executive Board a person to perform the duties of the vacated position on an interim basis, until such time as a permanent replacement is appointed by the president with concurrence of the Executive Board.~~

Section 10.3. The Board of Nominations.

a. The denominational ministry of Nominations is governed by the Annual Meeting and the Board of Nominations.

b. The Board of Nominations shall have eleven elected members and the ex-officio members

identified in these Bylaws. Each member of the Board of Nominations serves all **Covenant** congregations.

- i. Candidates for the Board of Nominations shall be slated by the Executive Board of the **Covenant** according to the procedures of the Board of Nominations and elected by the Annual Meeting. Each conference shall have at least one representative on the Board of Nominations.
- ii. At least four of the elected members of the Board of Nominations shall be female. At least four of the elected members of the Board of Nominations shall be male.
- iii. The president of the **Covenant** shall be an ex-officio member of the Board of Nominations.
- iv. The Board of Nominations may have advisors as provided in its own procedural rules.
- v. The Board of Nominations shall
 - (1) elect its own officers;
 - (2) develop its own procedural rules for approval by the Executive Board of the **Covenant** and file a copy of the approved rules with the corporate secretary of the **Covenant**;
 - (3) submit a report to the Annual Meeting and submit to the Executive Board of the **Covenant** any reports requested by the Executive Board of the **Covenant**; and
 - (4) submit all matters involving major changes of policy to the Executive Board of the **Covenant** for approval.
- vi. The Board of Nominations shall
 - (1) develop an active resource pool of qualified leaders for use by the **Covenant** and conference boards;
 - (2) provide qualified candidates for election by the Annual Meeting to the Executive Board of the **Covenant**, the Board of the Ordered Ministry, the Board of Directors of Covenant Ministries of Benevolence, the Board of Trustees of North Park University, and the Board of Pensions and Benefits; and
 - (3) prepare the ballot of candidates for election at each Annual Meeting and present it to the Annual Meeting.

Section 10.4. Board of Pensions and Benefits.

a. The denominational ministry of pensions and benefits is governed by the Annual Meeting and the Board of Pensions and Benefits.

b. The Board of Pensions and Benefits shall have twelve elected members and the ex-officio members identified in these Bylaws. Each member of the Board of Pensions and Benefits serves all **Covenant** congregations.

- i. Candidates for the Board of Pensions and Benefits shall be slated according to the procedures of the Board of Nominations and elected by the Annual Meeting. The Board of Pensions and Benefits may recommend candidates to the Board of Nominations.
- ii. The Board of Pensions and Benefits shall have the following ex-officio members: ~~the executive director of finance~~ the treasurer, the executive minister of the ordered ministry, a liaison from the Council of Superintendents appointed by the president of the **Covenant**, and a liaison from the Executive Board of the **Covenant** appointed by the Executive Board of the **Covenant**.
- iii. The Board of Pensions and Benefits may have advisors as provided in its own procedural rules.

c. The Board of Pensions and Benefits shall

- i. elect its own officers;

- ii. develop its own procedural rules for approval by the Executive Board of the Covenant and file a copy of the approved rules with the corporate secretary of the Covenant;
- iii. submit a report to the Annual Meeting and submit to the Executive Board of the Covenant any reports requested by the Executive Board of the Covenant; and
- iv. submit all matters involving major changes of policy to the Executive Board of the Covenant for approval.

d. The president of the Covenant, the treasurer/~~Executive Director of Finance of the ECC~~, and the chair of the Board of Pensions and Benefits shall be the trustees of the Covenant Pension Plan, as amended. Amendments to the Covenant Pension Plan shall be adopted as set forth in the plan.

e. The Board of Pensions and Benefits shall maintain, monitor, and operate various retirement plans and health and welfare benefit plans offered and/or sponsored by the Covenant from time to time, where such Board of Pensions and Benefits is a named fiduciary with respect to the plan.

f. A director of pensions shall be appointed by the Executive Board of the Covenant upon nomination by the president of the Covenant and the concurrence of the Board of Pensions and Benefits. The director of pensions shall be an advisor to the Board of Pensions and Benefits.

Article XI. Council of Administrators and Council of Superintendents

Section 11.1. Council of Administrators. Current Text

a. The Council of Administrators, in conjunction with the executive director of finance of the ECC, shall recommend an annual ECC coordinated budget to the Executive Board of the ECC.

b. The Council of Administrators shall have the following members: the president of the ECC; , the executive minister of love mercy and do justice, the executive minister of make and deepen disciples, the executive minister of the ordered ministry, the executive minister of serve globally, the executive minister of start and strengthen churches, the executive director of ministry development, the executive director of advancement, the executive director of communications, the executive director of finance, the executive director of operations, the president of Covenant Ministries of Benevolence, the president of North Park University, the dean of North Park Theological Seminary, the president of National Covenant Properties, and the president of Covenant Trust Company.

c. The Council of Administrators may have advisors approved by the Executive Board of the ECC.

Section 11.1. Council of Administrators. Proposed Text

a. The Council of Administrators, in conjunction with the treasurer ~~executive director of finance of the ECC~~ shall recommend an annual Covenant coordinated budget to the Executive Board of the Covenant.

b. The Council of Administrators shall have the following members: the president of the Covenant, other officers, the executive minister of the ordered ministry, ~~the executive minister of love mercy and do justice, the executive minister of make and deepen disciples, the executive minister of the ordered ministry, the executive minister of serve globally, the executive minister of start and strengthen churches, the executive director of ministry~~

~~development, the executive director of advancement, the executive director of communications, the executive director of finance, the executive director of operations,~~ the president of Covenant Ministries of Benevolence, the president of North Park University, the dean of North Park Theological Seminary, the president of National Covenant Properties, the president of Centro Hispano de Estudios Teológicos del Pacto Evangélico, and the president of Covenant Trust Company.

c. The Council of Administrators may have advisors approved by the Executive Board of the Covenant.

Section 11.2. Council of Superintendents. Current Text

a. This subsection currently contains no Bylaw provisions.

b. The superintendents of the regional conferences of the ECC are members of the Council of Superintendents. The Council of Superintendents shall have the following ex-officio members: the president of the ECC, the executive minister of start and strengthen churches, the executive minister of the ordered ministry, and the executive director of ministry development.

c. The Council of Superintendents shall select one member of the Council of Superintendents to serve as an ex-officio member of the Executive Board of the ECC.

d. The president of the ECC shall appoint members of the Council of Superintendents to serve as liaisons to and ex-officio members of the Board of Directors of Covenant Ministries of Benevolence, the Board of Trustees of North Park University, the Board of the Ordered Ministry, and the Board of Pensions and Benefits. Each of these boards shall have only one liaison from the Council of Superintendents. A member of the Council of Superintendents may serve as liaison to only one board.

Section 11.2. Council of Superintendents. Proposed Text

a. This subsection currently contains no Bylaw provisions.

b. The superintendents of the regional conferences of the Covenant are members of the Council of Superintendents. The Council of Superintendents shall have the following ex-officio members: the president of the Covenant, elected officers, ~~the executive minister of start and strengthen churches,~~ and the executive minister of the ordered ministry ~~and the executive director of ministry development.~~

c. The Council of Superintendents shall select one member of the Council of Superintendents to serve as an ex-officio member of the Executive Board of the Covenant.

d. The president of the Covenant shall appoint members of the Council of Superintendents to serve as liaisons to and ex-officio members of the Board of Directors of Covenant Ministries of Benevolence, the Board of Trustees of North Park University, the Board of the Ordered Ministry, and the Board of Pensions and Benefits. Each of these boards shall have only one liaison from the Council of Superintendents. A member of the Council of Superintendents may serve as liaison to only one board.

Article XII. Corporations. Section 12.3. North Park University. Current Text

g. The Board of Trustees may submit requests for appropriations to be included in the annual ECC coordinated budget. These requests for appropriations shall be submitted to the executive director of finance of the ECC and the Council of Administrators for consideration in the preparation of the annual ECC coordinated budget. Each request for appropriations shall include a copy of the budget of North Park University.

Article XII. Corporations. Section 12.3. North Park University. Proposed Text

g. The Board of Trustees may submit requests for appropriations to be included in the annual **Covenant coordinated budget. These requests for appropriations shall be submitted to the treasurer of the **Covenant** and the Council of Administrators for consideration in the preparation of the annual **Covenant** coordinated budget. Each request for appropriations shall include a copy of the budget of North Park University.**

Article XIII. The Ordered Ministry. Current Text

Section 13.1. The Rules for the Ordered Ministry shall be developed by the Board of the Ordered Ministry, approved by the annual meeting of the Covenant Ministerium, and adopted by the Annual Meeting of the ECC. The Rules for the Ordered Ministry shall govern the Board of the Ordered Ministry and its work.

Section 13.2. The Covenant Ministerium.

a. The Covenant Ministerium consists of all ordained and licensed ministers, commissioned staff ministers, and consecrated missionaries of the ECC.

b. The Covenant Ministerium shall

- i. hold an annual meeting open to all of its members,
- ii. have its own constitution and bylaws which shall define the rights and privileges of the various categories of members of the Covenant Ministerium, and
- iii. elect its own officers, including a president who shall be an ordained minister of the ECC in good standing.

Section 13.3. The Board of the Ordered Ministry has general supervision over all ordained and licensed ministers, commissioned staff ministers, and consecrated missionaries of the ECC, including their ordination, license, commission, consecration, standing, and discipline, and the maintenance of high standards in their ministry.

Article XIII. The Ordered Ministry. Proposed Text

Section 13.1. The Board of the Ordered Ministry has general supervision over all ordained and licensed ministers, commissioned staff ministers, and consecrated global personnel of the Covenant, including their ordination, license, commission, consecration, standing, and discipline, and the maintenance of high standards in their ministry. The Rules for the Ordered Ministry shall be developed by the Board of the Ordered Ministry, approved by the annual meeting of the Covenant Ministerium, and adopted by the Annual Meeting of the

Covenant. The Rules for the Ordered Ministry shall govern the Board of the Ordered Ministry and its work.

Section 13.2. The Covenant Ministerium.

- a. The Covenant Ministerium consists of all ordained and licensed ministers, commissioned staff ministers, and consecrated **global personnel** of the **Covenant**.
- b. The Covenant Ministerium shall
 - i. hold an annual meeting open to all of its members,
 - ii. have its own constitution and bylaws which shall define the rights and privileges of the various categories of members of the Covenant Ministerium, and
 - iii. elect its own officers, including a president who shall be an ordained minister of the **Covenant** in good standing.

~~Section 13.3. The Board of the Ordered Ministry has general supervision over all ordained and licensed ministers, commissioned staff ministers, and consecrated global personnel of the Covenant, including their ordination, license, commission, consecration, standing, and discipline, and the maintenance of high standards in their ministry.~~

Article XIV. Commissions. Section 14.3. Commission on Pastoral Relations. Current Text

a. The Commission on Pastoral Relations shall have no appointed members but shall consist of the following ex-officio members only: the president of the ECC, the executive minister of the ordered ministry, the executive director of ministry development, the dean of North Park Theological Seminary, and all regional conference superintendents.

Article XIV. Commissions. Section 14.3. Commission on Pastoral Relations. Proposed Text

a. The Commission on Pastoral Relations shall have no appointed members but shall consist of the following ex-officio members only: the president of the **Covenant**, the executive minister of the ordered ministry, ~~the executive director of ministry development~~ the dean of North Park Theological Seminary, and all regional conference superintendents.