

Proposal for Amendment to CBFVA Bylaws

Purpose:

To amend Article 6 of the CBFVA Bylaws to accommodate the possibility of having more than one Coordinator in the executive staff, thereby reflecting the current structure of CBFVA.

Current Text of Article 6:

ARTICLE 6. EXECUTIVE STAFF

The executive staff shall consist of the Coordinator and any other paid professional staff members of CBFVA.

A. Coordinator

Section 1. Duties

As the lead staff member of CBFVA, the Coordinator shall provide leadership in all areas of the life and work of the organization. Duties of the Coordinator include but are not limited to the following:

1. Take initiative to carry out the purpose and mission of CBFVA and to implement approved policies and guidelines.
2. Represent CBFVA in local churches and build up support for CBFVA and CBF in partner churches.
3. Serve as a liaison between CBFVA and CBF Global.
4. Maintain good relationships with other staff members, the Coordinating Council, and partner ministries.
5. In cooperation with the Advisory Council and members of the Coordinating Council, plan and implement the annual General Assembly.
6. In cooperation with the Moderator, plan and implement the meetings of the Coordinating Council.
7. Maintain a working knowledge of CBFVA's financial picture and inform the Coordinating Council of major issues or shifts in giving patterns.
8. Give guidance to the Advisory Council in making decisions regarding hiring or removal of staff members.
9. Provide oversight for the work of other staff members.
10. Collaborate with the Advisory Council for annual employee evaluation.

Section 2. Nomination and Election

When the Coordinator role becomes vacant, the Council shall select a Search Team of seven persons (five members from the Coordinating Council and two at-large members who may or may not be members of the Council). The Search Team shall elect one of its members to serve as chair and another to serve as secretary. The Search Team shall actively solicit recommendations, prayerfully discern the best fit for CBFVA, keep CBFVA aware of the search process, and bring the recommended candidate to the General Assembly or a called meeting of CBFVA. Those present and voting shall call/employ the new Coordinator.

Section 3. Removal from Office

Members of the Advisory Council shall foster communication with the Coordinator, including an annual review process, to ensure the effectiveness of the Coordinator's leadership and collaboration. Should the members of the Council deem it necessary to remove the Coordinator from office for cause, the Advisory Council shall meet with the Coordinator and engage the whole Council in any decision about termination and separation package. A $\frac{3}{4}$ vote of the Council is required for removal. Action to remove the Coordinator shall be communicated to the larger CBFVA family via letter from the Moderator.

B. Other Executive Staff

All other executive staff shall be hired or terminated by the Coordinating Council. The Advisory Council, in consultation with the Coordinator, shall recommend executive staff members to the Coordinating Council for employment.

Proposed Text of Article 6:

ARTICLE 6. EXECUTIVE STAFF

The executive staff shall consist of one or more Coordinators and any other paid professional staff members of CBFVA.

A. Coordinator(s)

Section 1. Duties

As the lead staff member(s) of CBFVA, the Coordinator(s) shall provide leadership in all areas of the life and work of the organization. Duties of the Coordinator(s) include but are not limited to the following:

1. Take initiative to carry out the purpose and mission of CBFVA and to implement approved policies and guidelines.
2. Represent CBFVA in local churches and build up support for CBFVA and CBF in partner churches.
3. Serve as a liaison between CBFVA and CBF Global.
4. Maintain good relationships with other staff members, the Coordinating Council, and partner ministries.
5. In cooperation with the Advisory Council and members of the Coordinating Council, plan and implement the annual General Assembly.

6. In cooperation with the Moderator, plan and implement the meetings of the Coordinating Council.
7. Maintain a working knowledge of CBFVA's financial picture and inform the Coordinating Council of major issues or shifts in giving patterns.
8. Give guidance to the Advisory Council in making decisions regarding hiring or removal of staff members.
9. Provide oversight for the work of other staff members.
10. Collaborate with the Advisory Council for annual employee evaluation.

Section 2. Nomination and Election

When a Coordinator role becomes vacant, the Council shall select a Search Team of seven persons (five members from the Coordinating Council and two at-large members who may or may not be members of the Council). The Search Team shall elect one of its members to serve as chair and another to serve as secretary. The Search Team shall actively solicit recommendations, prayerfully discern the best fit for CBFVA, keep CBFVA aware of the search process, and bring the recommended candidate to the General Assembly or a called meeting of CBFVA. Those present and voting shall call/employ a new Coordinator.

Section 3. Removal from Office

Members of the Advisory Council shall foster communication with the Coordinator(s), including an annual review process, to ensure the effectiveness of the Coordinator's leadership and collaboration. Should the members of the Council deem it necessary to remove a Coordinator from office for cause, the Advisory Council shall meet with the Coordinator and engage the whole Council in any decision about termination and separation package. A $\frac{3}{4}$ vote of the Council is required for removal. Action to remove a Coordinator shall be communicated to the larger CBFVA family via letter from the Moderator.

B. Other Executive Staff

All other executive staff shall be hired or terminated by the Coordinating Council. The Advisory Council, in consultation with the Coordinator(s), shall recommend executive staff members to the Coordinating Council for employment.

Justification:

This amendment is necessary to reflect the current structure of CBFVA, which now includes the possibility of having more than one coordinator sharing the leadership responsibilities. This change ensures that the bylaws accurately represent the organization's staffing and leadership structure.

Submission:

This proposal is submitted in accordance with the bylaws' requirement for amendments and is being presented for consideration and voting at the next General Assembly or called business session.