

March 5, 2019

Dear Northview Members,

We are providing this summary of proposed changes to our Constitution and Bylaws to help you understand this important step in our Northview story. When established in 1980, our church Constitution and Bylaws served our church well. In the past 39 years, there has only been one significant change made to these important documents, a revision which established our autonomy from the Assemblies of God denomination.

As you know, our church and our world have changed significantly since 1980 and a church governance that works well for a small, single location church does not necessarily work well for a large, multisite church. It has become clear to the Northview Elder Team that a fresh revision of our Constitution and Bylaws that accurately reflects our church today and sets us up for continued future growth is necessary. Many of the proposed updates made are small matters of vernacular. For example, all mentions of “Board” are replaced with “Team,” i.e., Elder Team and Trustee Team. Other changes are more significant, involving decision-making and how processes work. However, we want to be clear on one important matter — no proposed change involves church doctrine or theology.

We are making the entire revised and proposed Northview Constitution and Bylaws available to all members for your review. In addition, we thought it would be helpful to provide for you a summary of what we consider important decision-making and process changes. Below are five important ones. We believe these changes position us to be more conservative financially, agile in church business, clear in decision-making, and accountable as leaders.

The Northview Elder Team is proposing:

1. A more conservative threshold for financial decision making.
 - a. CURRENT: Financial decisions representing 25% or greater of the annual budget require the approval of at least two-thirds of the combined Elder and Trustee Teams.
 - b. PROPOSED: Financial decisions representing one million dollars or greater require the approval of at least two-thirds of the combined Elder and Trustee Teams.
 - c. RATIONALE: Because our annual budget has grown significantly since 1980, 25% represents an ever-growing dollar amount. Setting a fixed number of one million reduces the current financial threshold by 80%, from 5.25M to 1M. Financial decisions up to one million dollars require the approval of the Trustee Team.
2. A more comprehensive explanation for how a Senior Pastor vacancy is filled and election made.
 - a. CURRENT: There are only two vacancy scenarios addressed: 1) In the event that a Senior Pastor has serious charges preferred against him; and 2) In the event that his ministry has ceased to be effective.
 - b. PROPOSED: In addition to these two scenarios, two additional scenarios are addressed: 1) In the event a Senior Pastor is in good standing and has decided to retire; and 2) In the event a Senior Pastor dies, becomes medically incapacitated, unexpectedly abdicates his position, or resigns due to moral failure.

- c. RATIONALE: We simply want to anticipate all the potential scenarios that may cause a Senior Pastor vacancy and how the vacancy would be filled.
- 3. An elimination of the Annual Business Meeting.
 - a. CURRENT: Stated as: "There will be an Annual Business Meeting of the church at which time the officers will present any necessary reports and Trustee vacancies will be filled."
 - b. PROPOSED: No Annual Business Meeting
 - c. RATIONALE: It is the belief of the Elder Team that our Annual Business Meeting served our church well in years past, but our current church size of attendance and number of campuses significantly reduces the meaningful purpose of this meeting, and attendance at the Annual Business Meeting compared to Weekend Service growth over the past 10 years affirms this conclusion. Church financial accountability will continue to be the primary role of the elected Trustee Team, along with the support of the elected Elder Team and staff Central Lead Team.
- 4. A change in the way Trustees are elected.
 - a. CURRENT: Stated as: "Annually, with the consultation of the Senior Pastor, the combined Elder and Trustee Teams will submit five names to the membership at the Annual Business Meeting. The two people receiving the most votes will be elected to serve as Trustee."
 - b. PROPOSED: Stated as: "Annually, with the consultation of the Senior Pastor, the combined Elder and Trustee Teams will vote to elect two new Trustees. The two people receiving the most votes will be elected to serve as Trustee."
 - c. RATIONALE: In a smaller church where everyone knows each other, the current process for selecting Trustees works. With our numeric growth and campus expansion, the process does not. It is virtually impossible for a well-qualified Northview member at one of our distant campuses to be elected as Trustee. By enabling our Elder and Trustee Teams to elect Trustees, we will be able to realize a broader representation of Northview on this very important team. Note: We will utilize the same Trustee vetting process as before to assure that all candidates meet and exceed the requirements of Trustee.
- 5. A change in Elder terms of service.
 - a. CURRENT: Stated as: "Each Elder will serve for an indefinite period of time until the Senior Pastor or individual Elder elects to terminate the appointment."
 - b. PROPOSED: Stated as: "After serving a four-year term, an Elder will rotate off for a minimum period of one year, except for the Senior Pastor who never rotates off. Elders can serve multiple four-year terms."
 - c. RATIONALE: The primary purpose of this revision is to allow for the flexibility to raise-up younger Elder Team members who are mentored by older Elder Team members over time, creating a healthy dynamic of next-generation leadership for Northview.