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BYLAWS

VIRGINIA MENNONITE CONFERENCE

ARTICLE II: OFFICERS

Section 4. Staff Officers

4.1 ~~Conference Staff~~ Conference Minister

The Conference Council shall appoint staff for the work of the conference as necessary from time to time specifying position descriptions, terms and compensation consistent with the mission, vision and finances of the conference.

~~The Conference Council shall appoint a conference minister reporting to the conference moderator, with term, responsibilities and compensation as established by Conference Council. The conference minister shall serve as a resource to conference overseers and pastors and shall — provide staff services for the Faith and Life Commission, particularly in the area of leadership resources, and the Congregational Life Commission.~~

4.2 ~~Conference Coordinator~~

~~The Conference Council shall appoint a conference coordinator reporting to the conference moderator, with term, responsibilities and compensation as established by Conference Council. The conference coordinator shall serve as the administrator, business manager and development officer for Conference and shall be the staff person for Conference Council, and all standing committees with the exception of the Peace Committee. The coordinator shall serve as a non-voting member of the Finance Committee.~~

4.3 Virginia Mennonite Missions (VMM) President

VMM shall appoint a president reporting to the Chair of the board, with term, responsibilities and compensation as established by the VMM board. The VMM president shall serve as the Chief Executive Officer of VMM. The VMM president shall provide staff services to VMM, the mission commission of Virginia Mennonite Conference.

4.4 ~~Conference Youth Minister~~

~~The Conference Council shall appoint a conference youth minister reporting to the conference minister for matters related to pastoral ministry and to the conference coordinator for all other issues. Terms, responsibilities and compensation shall be established by Conference Council. The conference youth minister shall serve as a resource to youth pastors and sponsors throughout the conference but especially to those congregations without salaried youth workers. The conference youth minister shall assist the Conference Minister as a staff person to the Congregational Life Commission and its Peace Committee.~~

ARTICLE III: ASSEMBLY

Section 1. Composition of Delegate Body

1. Congregationally-appointed delegates; Congregationally appointed delegates shall be selected on the basis of one delegate for each 100 members or fraction thereof. Substitutes are allowed, provided they are appointed by an appropriate congregational representative and not the involved congregational delegate.
2. Ordained and licensed ministers and deacons actively serving in the pastoral ministry of Conference congregations or “Congregations in Formation” (alternates for credentialed leaders are not permitted);
3. Persons commissioned for pastoral ministry in their congregation with endorsement by a Bishop/Overseer;
4. Up to four members from each district council executive committee who are not otherwise delegates;
5. Active bishops and overseers serving Virginia Conference;

6. Persons licensed or ordained by Conference and active in special ministries who are not members of a special ministries cluster; if designated as delegates by their respective district councils;
7. One delegate for every ten members or fraction thereof from each special ministries cluster;
8. One delegate from each Conference Ministry and Conference Endorsed Ministry;
9. Members of Conference Council;
10. Non-credentialed members of the Faith and Life Commission;
11. Conference Staff ~~Officers~~ as non-voting participants.

ARTICLE IV: CONFERENCE COUNCIL

Section 1. Composition

Conference Council shall consist of;

1. The elected Conference officers;
2. One representative from each district council executive committee;
3. The chair and secretary from each commission. Exceptions to having these officers serve in this capacity require specific action of the commission;
4. Virginia Conference representatives to the Constituency Leaders Council of Mennonite Church USA;
5. A substitute when a member is unable to attend;
6. Conference Staff officers serving as non-voting participants;
7. Heads of Conference Ministries invited as non-voting participants.

Section 4. Meetings

Conference Council shall meet quarterly. Additional meetings may be called by the moderator and the secretary. All meetings, except for executive sessions, are open for observation. For participation, prior arrangement shall be made with the appropriate conference staff coordinator.

ARTICLE VII: LEADERSHIP MINISTRY

Section 1. Bishops and Overseers

1.1 Roles and Responsibilities

Bishops or overseers shall be named for districts or clusters of congregations to provide counsel, oversight and pastoral resources to local congregations and their leaders. They shall facilitate communication and foster the building of positive relationships between pastor and congregation, assist congregations in developing vision and goals with periodic reviews, and assist in resolving conflicts in consultation with the Faith and Life Commission. Generally, bishops/overseers who also serve as pastors shall not carry oversight for the congregations of which they are pastor. Where there are exceptions, the ~~conference minister~~ officers of the Faith and Life Commission shall designate a staff person who shall provide support and counsel, in consultation with the district chair. General responsibilities and relationships of bishops/overseers shall be in accordance with guidelines established by the Faith and Life Commission.

ARTICLE VIII: COMMITTEES

Section 1. Standing Committees

1.1 Conference Council Executive Committee

1.11 Composition/Appointment

The Conference Council Executive Committee shall consist of the four elected officers of Conference. The Moderator shall chair the committee and the secretary record minutes of its meetings. The Conference Council shall appoint staff members for the committee as may be required. ~~The Conference Minister and Conference Coordinator shall serve as staff members for the committee.~~

1.12 Duties

1. Develop agendas for Conference Council in advance of their quarterly meetings.

2. Develop draft agendas for delegate meetings for approval by Conference Council.
3. Make decisions, or complete assignments, delegated by Conference Council .
4. Act on urgent or emergency requests which may arise between Conference Council meetings.
5. Initiate, at a minimum, a triennial performance review for the ~~Conference Minister~~ full-time conference staff, in consultation with ~~to be led by the Chair of the Faith and Life Commission; and the Conference Coordinator.~~

1.3 Finance Committee

1.31 Composition/Appointment

The Finance Committee shall consist of the conference treasurer, who chairs the committee, and at least two other persons appointed by Conference Council. The Conference Council shall provide staff for the finance committee as necessary. ~~The conference coordinator shall serve as an ex officio, non-voting member. The staff accountant shall attend all meetings of the committee as non-voting staff.~~

1.6 Peace Committee

1.61 Composition/Appointment

The Peace Committee is accountable to the Congregational Life Commission. It shall consist of a Chair or Co-Chairs appointed by Conference Council, plus a representative appointed by each district, a representative from the Faith and Life Commission, and a representative from Virginia Mennonite Missions, ~~and the Conference Youth Minister~~. A liaison from EMU's Center for Justice and Peacebuilding and from MCC's East Coast Board shall be invited as non-voting participants.

ARTICLE XI: CONFERENCE ENDORSED MINISTRIES

Conference Council may recognize specific programs or agencies, including organizations associated with Mennonite Church USA, as Conference Endorsed Ministries, thereby affirming the respective ministries as compatible with and supportive of the mission and purposes of Virginia Mennonite Conference. At least 60% of board members of Conference Endorsed Ministries shall be members of Anabaptist churches, as determined by Conference Council at the time of their recognition.

Ministries desiring such endorsement shall make application to the Conference Council through ~~the conference staff coordinator~~. As part of the application process, such ministries will present a full statement of their objectives, organization and viability, with attention to how their ministry supports Conference purposes and mission. Upon satisfactory presentation, Conference Council may approve the application for a three-year period, after which the ministry may apply for subsequent three-year endorsements. The conference office shall publish annually a list of Conference Endorsed Ministries.

Interaction between Virginia Mennonite Conference and Conference Endorsed Ministries shall be in a spirit of mutual counsel. These ministries shall present a written report annually to Conference Assembly, symbolizing their intention to continue in their endorsed relationship, and shall make annual financial contributions to the conference, as specified by the Conference Council. One staff or board leader shall represent the ministry as a voting delegate in the Conference Assembly.