

NACCC NEWS

MAY / JUNE 2009



FROM MY HEART TO YOURS

Dear Friends,

This month's FMHTY column is a little different. It is a synopsis of a testimonial to the history and polity course recently offered at the Center for Congregational Leadership. Among the attendees was the recently called pastor of St. Luke's Christian Community Church in Morton Grove, Illinois, the Rev. Robin Jones. Rev. Jones hails from South Africa and has a deep understanding of Christianity as practiced in international cultures. This is his testimonial:

This being my first pastoral letter as I begin my ministry at St. Luke's, I thought it a good idea to share my experiences at the history and polity conference of the NACCC.

During February, I attended the seminar in Congregational history and polity that was presented by the Center for Congregational Leadership in Olivet, Michigan, under the direction of Dr. Betsey Mauro. She was wonderfully assisted by faculty members Rev. Dr. Steven Peay and Rev. Dr. Lloyd Hall. These three leaders were a marvelous blessing and inspiration to all of us who attended the conference. We praise God for their faithfulness.

Overall, the conference was a re-

freshing reminder of the history and central themes of Congregationalism.

Firstly, we were encouraged to ponder the crucial aspect of covenant in God's revelation in Jesus Christ. It is an astonishing truth that God has called the local congregation into being. The purpose of such an amazing calling is to be God's covenant community in our witness to the world (Philippians 1:1-11).

Secondly, we were instructed to reflect on the fact that the history of Congregationalism, especially in England and the United States, has a rich history of prayer, devotion and commitment to social justice.

Finally, I would like to thank the Midwest Association for their very generous \$500 scholarship that enabled me to attend the conference. I am deeply grateful. It is my prayer that the confidence and encouragement which they have demonstrated to me will bear much fruit in the years to come as I begin my ministry at St. Luke's."

*Sincerely in Christ,
Rev. Robin Jones*

The Center's work has just begun but this successful seminar was a good beginning.

*Dr. Thomas M. Richard
Executive Secretary*

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CONGREGATIONAL FOUNDATION FOR THEOLOGICAL STUDIES



It is no news flash that these are challenging times. But while most of us are focused on the economy, the Congregational Foundation for Theological Studies (CFTS) continues to focus on the challenge of ministry that is uniquely Congregational and highly suited to serve NACCC member churches. In the 1960s when CFTS was founded, “ministry” meant service in a pulpit. They could not have envisioned the increasingly specialized ministries, paraministries and chaplaincies that make up today’s religious landscape. The Board of CFTS has been focused intently on this new religious landscape as it relates to its purpose of providing Congregational leadership for ministry. In response, CFTS is changing its approach but not its purposes. It is this change in approach that is my subject.

At its very core, CFTS is about academic excellence in ministerial training and, particularly, in uniquely Congregational ministry. When a person graduates from CFTS, it is an indication to NACCC member churches that this person is specially trained and suitable for many kinds of service, ministering out of a Congregational perspective.

CFTS is aware, also, of the need for more flexibility in the definition of Congregational ministry. When CFTS was founded in the 1960’s as a way to provide ministerial leadership in Congregational churches, ministry was narrowly defined as pulpit ministry. Today, the shapes and forms of ministry are not as easily identified. Additionally, many who enter seminary do so as part of their discernment of where or to what God is calling them rather than with a clear call to a particular form of service. This challenges the originally envisioned purpose of CFTS but not

its core concern for academic excellence or providing Congregational leadership.

The program changes in CFTS put stronger emphasis on the academic aspects of the program, provide greater flexibility in the types of ministry for which its students are training and implement more conscientious stewardship of our financial resources. Here are some of the overarching details:

1. Any person admitted to CFTS as a student is granted “fellowship” status and receives \$1,000 a year for three years by virtue of that status, regardless of need.
2. Every student will be required to fulfill the academic requirements of the CFTS program as currently articulated (Fall Seminars, Directed Study and Boston Seminar and Supervised Ministry, etc.)
3. Every student will be eligible for scholarships administered by CFTS. Additionally, CFTS will provide students a list of Congregationally-based scholarships (of which we are aware) that require direct application.

Graduates of CFTS are eligible for ministerial grants when they serve in a CFTS approved Congregational ministry (it may be pulpit, planting, chaplaincy or other). Such service must begin within a set number of years after graduation. Grants will be a certain amount for up to a set number of years. These are details the board will be working out as we move into this new approach.

CFTS is grateful to the many generous donors to the program who have helped fund many seminarians through their education.

(continued on page 3, CFTS)

A YEAR OF PRAYER

Submitted by Lori Wiley
 Congregational Society of Classical Retreat Guides

Dear Jesus,

During this post-Resurrection, pre-Pentecost season, we put ourselves in the shoes of those first disciples. We are so relieved, grateful and joyful that you are alive! But you are different than you were before: you appear, our hearts beat with excitement, and then you disappear. We get sightings and glimpses — and are so happy to have them — but then what? What should we do when you are not around? So many uncertainties. We are trying to get our bearings, to gain our sea

legs on the pitching deck of change. What is going on? How do we follow you now? What about the future? What's the plan, man? We are surviving and waiting, waiting... For what? You promised us a Gift. Where is it? Why are you hiding it? When do we get it? What is it!!! Suspense! Anticipation, fear, excitement, joy, worry, questioning... Help! That's my life right now. Amen.

Rev. Dr Lori Wiley
 Interim Minister, Salida, Calif.



Pray Without Ceasing

CONGREGATIONAL RETREAT SOCIETY

On Friday, June 26, the day before the Annual Meeting and Conference, a Quiet Day will be held at North Shore Congregational Church, from 9 a.m. to 3:30 p.m. Rev. Doug Drown will be the retreat guide. For those unable to attend on Friday, a similar but more brief quiet time will be offered Saturday morning at the

Wyndham Hotel. For further information please contact the president of the Society, Rev. Martha Swanson. (The Society's annual meeting is scheduled for Monday, June 29, at 7 a.m. Look for signs at the hotel for the location). Contact Martha at uccwoll@verison.net to learn more.

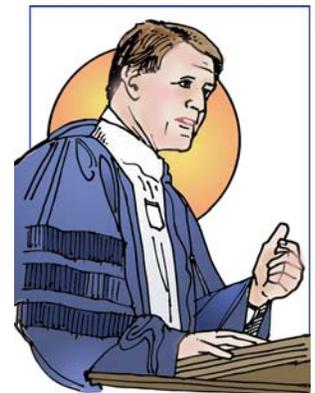
CFTS *(continued from page 2)*

The CFTS Board believes this new approach will strengthen the program and give renewed confidence to students for whom ministerial service is not yet clear. It will allow greater flexibility in the types of ministry we support and it will give donors a clearer picture of how their contributions will support Congregationalism. It creates a more responsive program to today's needs, gives better oversight to issues of stewardship, continues to aid students with seminary costs and ensures that donors' contributions help provide strong leadership for Congregational churches and ministries.

If you would like more information or if you have questions, please do not hesitate to contact me or a member of the Board: Irv Gammon, Chair; Carl Francis, Janet Garber, Dottie Schimpf, Adrienne Eggleston, Charles Packer, or Casey vanderBent.

Blessings,

Betsey Mauro
 Dean, The Congregational Foundation for
 Theological Studies



CENTER FOR CONGREGATIONAL LEADERSHIP

Plan Ahead...

Congregational History
and Polity Seminar
August 9-15
Boston, Mass.

Stewardship Programs
Seminar
September 26
Olivet College
Olivet, Mich.

The Center for Congregational Leadership is planning two seminars. The History and Polity Intensive Seminar will be held in Boston August 9 through 15. Interested clergy and laity are invited to join students from the Congregational Foundation for Theological Studies to learn more about the rich history, theology and heritage that forms our unique expression of worship and faithfulness. Led by faculty knowledgeable in the Congregational Way, participants will attend lectures, have opportunity for personal research and will see sites around Boston and Plymouth, Massachusetts. Cost for the seminar is \$300 which includes the transportation to Plymouth and all entrance fees to sites. For a registration form, please contact me at bmauro@naccc.org.

The second seminar is scheduled for September 26 at the Center for Congregational Leadership at Olivet College. Ron Chewing of Stewardship Advisors, Inc. will join us in the morning to discuss Stewardship programs. Tom Richard will present ideas on creative fundraising in the afternoon. Additionally, in the evening, Richard Reese from MMBB will discuss staff benefits and retirement planning. Stay tuned for more details.

If you would like to put your name on an email distribution list to receive notices about upcoming seminars and events at the Center for Congregational Leadership, please let me know.

Betsey Mauro
Dean, Center for Congregational
Leadership

PLANNED GIVING



Would your church like to begin, or revitalize, a program to develop planned gifts from members to benefit your church? If we “plan ahead,” perhaps members might consider a gift to your church or our National Association to ensure their important ongoing programs long after the member is there to support them.

Many of our churches have done this and you can obtain help to do this in your community by calling our financial service advisors (see NACCC Yearbook for listing). They will help you develop gifts through wills, living trusts, gift annuities, deferred gift annuities, pooled income funds, life insurance gifts, real estate, etc.

These services were developed for the benefit of individual church members and the local church and can make a great difference to the member and to the local church.

Some personal benefits for the donor can include tax deductions, avoidance of capital gains tax, regular guaranteed income, improved income, professional investment, and the lasting satisfaction of knowing you are helping in what you believe!

If you are interested in a program, call one of our financial service advisors in your area.

- Financial Services Committee

NEW EDITOR FOR THE CONGREGATIONALIST

We are pleased to announce the selection of Larry Sommers as the next editor of *The Congregationalist*. Larry will begin assuming his duties at the upcoming annual meeting, June 27-30, in Milwaukee.

Larry has been a member of Heritage Congregational Church, Madison, Wis., for more than 30 years and is married to Joelle Nelson Sommers, a lifelong Congregationalist. He is a past chairman of the Communication Services Committee and is also active in the Wisconsin Congregational Association.

He is retiring in June after 23 years as a communications specialist for the Wisconsin National Guard and Wisconsin Emergency Management and was a key contributor to their national award-winning magazine, *At Ease*.

Larry is also a member of the Wisconsin Screenwriters Forum, a serious student of the U.S. Civil War, a world traveler, and a supporter of Congregational missions and the NACCC Missionary Society.



Larry Sommers

CHURCH PLANTING WORKSHOP

Join the Congregational Church Development Division as they present a "First Steps Workshop: Steps for Planting and Leading a Missional Church." The featured speaker will be Gary Rohrmayer, National Director of Converge USA and International Church Planting Specialist.

Topics of discussion include church planting foundations, building a launch team, networking and gathering leaders, relating with God and others, designing strategies and worship, and establishing a new community of faith.

The workshop will be held Friday, June 26, from 10 a.m. to 7 p.m. at Fox River Congregational Church, N34 W23575 Capitol Drive, Pewaukee, Wis. The cost is \$50. Instruction manuals, workbook, lunch and dinner provided. Transportation from the Wyndham Hotel will be available. To register, contact Linda Miller at 800-262-1620, ext. 13 or lmiller@naccc.org. Registration deadline is June 15.

A CALL FOR ARTWORK

Children are invited to submit artwork for the children's art exhibit at the 2009 NACCC Annual Meeting in Milwaukee. This year's theme is "Behold! I am doing a new thing....Do you not perceive it?" from Isaiah 43:19. Get started by asking children the question, "What new thing do you feel God is doing or is about to do?" or have them think about what God

is doing with them now. Ask them to create a picture illustrating their thoughts and ideas. Please include the child's name, age, and church with the artwork. For information or if you have questions, contact Rev. Ed Fackler, 425-742-5752, edfackler@live.com or Linda Miller, 800-262-1620, lmiller@naccc.org.



NEWS FROM THE FIELD

Lake Country, their recent newsletter includes a fascinating article on bone marrow transplant donors (“Ask My Friends”). Ask the church for a copy of it. It should be published in every church newsletter in our Association. ...*FCC Frankfort*, during April they celebrated the amazing work that women in their church have done and still do... *FCC, Rochester*, the church’s Mission and Social Action Commission had a rummage sale recently to benefit the Casa Bernabe orphanage in Guatemala...*Duluth Congl*, Every Thursday

during Lent at 1 p.m., the church has music and it’s called Live Music @ 1; organ, flute, violin, ...*FCC, National City*, during January they had a remembrance service at which members who had passed away in the previous year were named, remem-

bered, prayed over followed by a silent moment, a simple and meaningful liturgy...*FCC, Akron*, hired a new Christian education director, Rev. Carrie Miller, an ordained Episcopalian with an impressive background!; The University of Akron’s symphony orchestra performed a concert at the church at the end of April...*Plymouth, Minneapolis*, had a series on Faith and Film, conducted by Dr. Marjorie Suchocki; Daniel Roth, organist at St. Sulpice in Paris performed at Plymouth on their Holtkamp pipe organ... *FCC, Rockwood*, among all of the normal Easter schedules of member churches, this one did something different. From 8 a.m. to noon on Easter morning they had a prayer vigil; in

March the youth had a gym and swim night, and later in the month they visited Detroit Institute of the Arts (a well-rounded youth ministry)...*FCC, Mansfield*, started a new program, “Tuesday Night Live,” dinner followed by choices of small educational opportunities – classes on the bible, real estate and mortgages, spirituality, and investments, \$2 for one session \$6 for all four...*Bethany, Chicago*, despite the economy, 24 advertisers still help provide their monthly newsletter to hundreds; the church got a note from the CEO of the Heifer Project for their many contributions; their confirmation class includes a young person from another church which does not have as many youth. Samantha will be confirmed in her own church when she is finished with classes at Bethany... *Grace, Columbiana*, set up a labyrinth prayer walk in their fellowship hall for Palm Sunday; they asked individual members to make a “Fair Share Plus” (\$12) donation to the NACCC supplemented by the church’s contribution; received several thank you notes from individuals and organizations who received prayers, well wishes and blood (via a blood drive, the church donated 22 pints of blood to the Red Cross)... *Preston City*, one of their young people helped to break the high school record in the 400 yard free-style state championship swim meet recently; two healthy youth groups in the church; Ct. Fellowship will have four grade levels for their summer youth retreats at Fisher’s Island...*FCC, Emporia*, held at Grace-In-Action Day, where members of all ages provided help to those in need – built a shed, did home repairs, yard work (continued on next page)



MORE NEWS FROM THE FIELD...

Cong'l Church, Soquel, has embarked on a long-range planning process; dedicated their special Easter offering to local people in need, especially the local food pantry; their Learning Ways preschool program is going very well. They sing, they sign, they hear stories and learn letters, numbers, and Bible stories...**FCC, Fall River**, lots of pictures of young people and children; children in church school collected pet supplies for the local pet shelter; through their televised ministry the church reaches over 250,000 households a week on four television channels!...**Amelia Christian**, instead of asking for donations for the church's annual participation in the walk for cancer, the team from the church has

asked for pledges and allowed four months to pay them (a realization that times are tough, but the need is still great); they recently sent 32 cards of greeting to their college-age students and military persons...**FCC, Millinocket**, had their first Lenten men's breakfast with 36 attending; planning a Spring cantata "I Heard About A Man"...**Olivet Cong'l**, church is helping to build a community playground in honor of a long-time resident; they had offerings for the Eaton County Jail, church camp scholarships, international student assistance fund; their pastor became a grandparent for the first time!...



BRANCHING OUT

CAMPAIGN CORNER

BRANCHING OUT: LOCAL CHURCH STEWARDSHIP

While the *Branching Out* campaign proceeds, NACCC member churches can benefit from a variety of stewardship resources offered through our ongoing and valued partnership with RSI. Local congregations can continue to participate in *Branching Out* through conducting their own covenanted capital campaigns. The covenant involves the NACCC providing for the up-front cost of the church's campaign in exchange for a tithe of the campaign proceeds coming back to support *Branching Out*.

New this year is a campaign model called *Forward*. RSI developed this program especially with small- and medium-sized congregations in mind. It is a consultant supported program complete with superb promotional materials from RSI. If you will be at the Annual Meeting in Milwau-

kee, please stop by the RSI table in the Resource Room to speak with RSI consultant Bernie Johnson about this and other services.

Among those additional services is a program called *Revealed*. This educational program for stewardship enhancement is aimed at helping a congregation develop a "culture of stewardship." The program includes material for children, youth and adults in all ages and stages of life. It is well suited for a church's annual stewardship campaign. Many churches are also using it at other times, such as a Lenten study or a Family Ministries class. To get started exploring these resources, please call me at 800-262-1620, ext. 25, or email ddavid@naccc.org.

Diana David
Campaign Administrator



FRATERNAL VISITS

Edith Bartley represented the NACCC and the NY/NJ Association at the installation of the Rev. Lawrence Sallee at Oakwood Heights Community Church on Staten Island, New York.

Betsey Mauro visited Mayflower Congregational Church in Grand Rapids, Mich.; Plymouth Congregational Church, Lansing, Mich.; Trinity Congregational (inquiring church), Grand Rapids, Mich.; Iowa-Nebraska Association Meeting, Greenville, Iowa; First Congregational, Spencer, Iowa; North Shore Congrega-

tional, Fox Point, Wisc.; Faith Community Church, Franklin, Wisc.; and the Central Michigan Association Meeting, Olivet, Mich.

Tom Richard visited an inquiring church in Albany, New York, and an inquiring church in Cannadagua, New York. Dr. Richard also visited First Congregational Church in Bennington, Vermont; First Congregational Church, Beloit, Wisc.; and First Congregational Church, Rochester, Wisc.

*Bringing together Congregational
Christian Churches for mutual
care and outreach to our world in
the name of Jesus Christ.*

NATIONAL ASSOCIATION
OF
CONGREGATIONAL CHRISTIAN CHURCHES

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WE'RE ON THE WEB!
www.naccc.org

Requirements for Active Member Church Status Executive Committee Proposal

Articles of Association

Present Language

Article III. Membership

1 (c) There shall be two classes of member Churches: active and inactive. An active member Church is one which a) makes a yearly financial contribution to the general fund of the Association, and or b) makes a yearly statistical report for the Yearbook. And or c) sends a delegate to the Annual Meeting. A member Church which does not make a yearly financial contribution, send a delegate to an Annual Meeting, or submit an annual report to the Yearbook, is in breach of fellowship and is considered to be an inactive member Church. If a member Church is in breach of fellowship for three successive years, its name shall automatically be removed from the roll of member Churches, and the name of its minister shall be removed from the list of ministers in the Yearbook.

Language for NOTICE

(Can be changed in language, not in concept)

Old & New language combined

Article III. Membership

1 (c) There shall be two classes of member Churches: active and inactive. An active member Church is one which a) makes a yearly financial contribution to the general fund of the Association, and or b) makes a yearly statistical report for the Yearbook. And or c) sends a delegate to the Annual Meeting. A member Church which does not make a yearly financial contribution, send a delegate to an Annual Meeting, or submit an annual report to the Yearbook, is in breach of fellowship and is considered to be an inactive member Church. If a member Church is in breach of fellowship for three successive years, its name shall automatically be removed from the roll of member Churches, and the name of its minister shall be removed from the list of ministers in the Yearbook.

Proposed New Language for Vote

Article III. Membership

1 (c) There shall be two classes of member Churches: active and inactive.

Requirements for Active Member Church Status Executive Committee Proposal

Bylaws

Present Language

II. Membership and Voting

2. There shall be two classes of member Churches: active and inactive. An active member Church is one which (a) makes a yearly financial contribution to the general fund of the Association, and/or (b) makes a yearly statistical report for the Yearbook, and/or (c) sends a delegate to the Annual Meeting.

A member church which does not make a yearly financial contribution, send a delegate to an Annual Meeting, or does not submit an annual report to the Yearbook, is in breach of fellowship and is considered to be an inactive member Church. If a member Church is in breach of fellowship for three successive years, its name shall automatically be removed from the roll of member Churches and the name of its minister shall be removed from the list of ministers in the Yearbook.

A Church which breaches fellowship shall be notified by the Secretary of the Association that it has been placed on the list of inactive member Churches. An inactive Church shall be automatically restored to active status by doing any or all the actions stated above.

Old & New language combined

II. Membership and Voting

2. There shall be two classes of member Churches: active and inactive. An active member Church is one which (a) makes a yearly financial contribution to the general fund of the Association (**also referred to as the Shared Ministries Fund**) **of at least one-half the Fair Share amount established by the Annual Meeting, and** (b) makes a yearly statistical report for the Yearbook. and/or (c) sends a delegate to the Annual Meeting.. **This requirement will be phased in over three years and will take full effect in fiscal year 2011-2012. Exceptions may be granted, upon written request of the church, jointly by the Executive Secretary of the Association and the Executive Committee.**

A member church which does not make a **its** yearly financial contribution , **to the general fund of the Association of at least one-half of the Fair Share amount,** send a delegate to an Annual Meeting **and** or does not submit an annual **statistical** report to the Yearbook, is in breach of fellowship and is considered to be an inactive member Church. If a member Church is in breach of fellowship for three successive years, its name shall automatically be removed from the roll of member Churches and the name of its minister shall be removed from the list of ministers in the Yearbook.

A Church which breaches fellowship shall be notified by the Secretary of the Association that it has been placed on the list of inactive member Churches. An inactive Church shall be automatically restored to active status by doing any or all the actions stated above. **making a yearly financial contribution to the general fund of the Association of at least one-half of the Fair Share amount and submitting a statistical report to the Yearbook.**

Proposed New Language for Vote

II. Membership and Voting

2. There shall be two classes of member Churches: active and inactive. An active member Church is one which (a) makes a yearly financial contribution to the general fund of the Association (also referred to as the Shared Ministries Fund) of at least one-half the Fair Share amount established by the Annual Meeting, and (b) makes a yearly statistical report for the Yearbook. This requirement will be phased in over three years and will take full effect in fiscal year 2011-2012. Exceptions may be granted, upon written request of the church, jointly by the Executive Secretary of the Association and the Executive Committee.

A member church which does not make its yearly financial contribution to the general fund of the Association of at least one-half of the Fair Share amount, and does not submit an annual report to the Yearbook, is in breach of fellowship and is considered to be an inactive member Church. If a member Church is in breach of fellowship for three successive years, its name shall automatically be removed from the roll of member Churches and the name of its minister shall be removed from the list of ministers in the Yearbook.

A Church which breaches fellowship shall be notified by the Secretary of the Association that it has been placed on the list of inactive member Churches. An inactive Church shall be automatically restored to active status by making a yearly financial contribution to the general fund of the Association of at least one-half of the Fair Share amount and submitting a statistical report to the Yearbook.

Tenure of National Association Executives

Executive Committee Proposal

Articles of the Association

Present Language

Article IV. Officers and Committees

Paragraph 2. The Executive Committee

Section 2 (d): The Executive Committee may appoint an Executive Secretary and Associate Executive Secretaries for the Association, whose term of office, remuneration, and duties shall be as agreed upon at the time of appointment; such appointment and agreements shall be subject to relevant provisions of the Bylaws and subject to the approval of the next regular meeting of the Association. An individual serving as Executive Secretary and/or Associate Executive Secretary may serve up to ten (10) years combined and shall not be eligible to serve thereafter.

Version 1—Incumbents subject to term limits

Old & New language combined

Section 2 (d): The Executive Committee may appoint an Executive Secretary and Associate Executive Secretaries for the Association, whose term of office, remuneration, and duties shall be as agreed upon at the time of appointment; such appointment and agreements shall be subject to relevant provisions of the Bylaws and subject to the approval of the next regular meeting of the Association. An individual serving as Executive Secretary and/or Associate Executive Secretary may serve up to ten (10) years combined and shall not be eligible to serve thereafter. **There shall be no limitation of the term of the Executive Secretary and/or Associate Executive Secretary, except that the incumbents who are in these positions on the date of the final adoption of this amendment may each serve up to ten (10) years in total and shall not be eligible to serve thereafter. The appointment may be terminated upon sixty (60) days' notice by resignation of the individual or by action of the Executive Committee or Annual Meeting; provided that such action by the Annual Meeting requires 60 days' advance notice to the member Churches.**

Proposed New Language for Vote

Section 2 (d): The Executive Committee may appoint an Executive Secretary and Associate Executive Secretaries for the Association, whose term of office, remuneration, and duties shall be as agreed upon at the time of appointment; such appointment and agreements shall be subject to relevant provisions of the Bylaws and subject to the approval of the next regular meeting of the Association. There shall be no limitation on the term of the Executive Secretary and/or Associate Executive Secretary, except that the incumbents who are in these positions on the date of the final adoption of this amendment may each serve up to ten (10) years in total and shall not be eligible to serve thereafter. The appointment may be terminated upon sixty (60) days' notice by resignation of the individual or by action of the Executive Committee or Annual Meeting; provided that such action by the Annual Meeting requires sixty (60) days' advance notice to the member Churches.

Tenure of National Association Executives
Rev. David Spahn Proposal

Vote To Be Taken at 2009 Annual Meeting

Articles of the Association

Present Language

Article IV. Officers and Committees

Paragraph 2. The Executive Committee

Section 2 d. The Executive Committee may appoint an Executive Secretary and Associate Executive Secretaries for the Association, whose term of office, remuneration, and duties shall be as agreed upon at the time of appointment; such appointment and agreements shall be subject to relevant provisions of the Bylaws and subject to the approval of the next regular meeting of the Association. An individual serving as Executive Secretary and/or Associate Executive Secretary may serve up to ten (10) years combined and shall not be eligible to serve thereafter.

Version 2—Incumbents to remain indefinitely

Old & New language combined

Section 2 (d): The Executive Committee may appoint an Executive Secretary and Associate Executive Secretaries for the Association, whose term of office, remuneration, and duties shall be as agreed upon at the time of appointment; such appointment and agreements shall be subject to relevant provisions of the Bylaws and subject to the approval of the next regular meeting of the Association. An individual serving as Executive Secretary and/or Associate Executive Secretary may serve up to ten (10) years combined and shall not be eligible to serve thereafter. **shall be appointed and confirmed for an indefinite term.**

Proposed New Language for Vote

Section 2 (d): The Executive Committee may appoint an Executive Secretary and Associate Executive Secretaries for the Association, whose term of office, remuneration, and duties shall be as agreed upon at the time of appointment; such appointment and agreements shall be subject to relevant provisions of the Bylaws and subject to the approval of the next regular meeting of the Association. An individual serving as Executive Secretary and/or Associate Executive Secretary shall be appointed and confirmed for an indefinite term.