

Adopted September 18, 2011

Bylaws of Grace Lutheran Church

CHAPTER 1. MEETINGS OF THE CONGREGATION

1.01 Regular Meetings of the congregation shall be held three (3) times during each calendar year as follows:

Spring (June) - Budget Report

Fall (September) - Program Review and Financial Report

Winter (January) - Elections and Annual Report

1.02 Dates and times of regular congregation meetings shall be recommended by the Church Council and approved by the congregation for the next year at the fall meeting.

1.03 Special Meetings of the congregation may be called as specified in chapter 9.02 of the constitution.

1.04 Every meeting of the congregation--regular and special-- shall be announced at the worship services on the two Sundays preceding the date of the meeting. Notification of the meetings shall be made as provided in these bylaws at least ten (10) days prior to the meeting and shall include the agenda for the meeting. Notification may be made by email to members who have provided an email address, and otherwise shall be made by U.S. mail.

1.05 Any member or invited guest may attend the congregation meetings. Members of the congregation or school parents may submit recommendations and participate in discussion of business. Only members who are 18 years and older may introduce and vote on binding motions and resolutions. Confirmed members and youth in high school are encouraged to attend congregation meetings, become members of committees and church organizations, assist in worship and music, and otherwise participate fully in the life of the congregation.

CHAPTER 2. OFFICERS OF THE CONGREGATION

2.01 Officers named in chapter 10.01 of the constitution and their specified duties are as follows:

A. The President shall preside at the meetings of the congregation, enforce the constitution and bylaws, and see that the resolutions passed by the congregation are carried out. The President is responsible for the Annual Report to the congregation. The President may attend, as a non-voting member, any meetings of the congregation's boards, committees, and organizations. The President is a voting member of the Church Council.

B. The Vice President, in the absence of the President, shall preside at meetings of the congregation and act for and in the stead of the President. The Vice President shall be available to assist the President in supervising and carrying-out the congregation's program of ministry. The Vice President shall serve as a member of the Board of Finance and serve as a member of the Budget Committee of the congregation. The Vice President is a voting member of the Church Council.

C. The Secretary shall keep the minutes of meetings of the Church Council and of the congregation. The Secretary shall maintain an updated copy of the constitution and bylaws, act as custodian of all official papers, and attest to all official documents. The Secretary shall attend to correspondence and other matters assigned by the Church Council and congregation. The secretary is a voting member of the Church Council.

D. The Treasurer shall have custody of all funds of the congregation. The Treasurer shall disburse such funds in accordance with the determination of the congregation, Church Council, and the Board of Finance. The Treasurer shall provide financial reports and budget reviews for the regular meetings of the Church Council and the congregation and the Board of Finance. The Treasurer shall chair the Board of Finance and the Budget Committee. The Treasurer is a voting member of the Church Council.

E. The Assistant Treasurer. The Assistant Treasurer shall assist the Treasurer in the disbursement of funds and shall be responsible for such duties as are delegated by the Church Council or Board of Finance. The Assistant Treasurer shall serve as a member of the Board of Finance and serve as a member of the Budget Committee of the congregation. The Assistant Treasurer may serve as a non-voting member of the Church Council, and shall not serve as a voting member of the Church Council.

2.02 Officers of the congregation shall be elected for two-year terms renewable for a maximum of two consecutive terms. The officers' terms shall be staggered so that the President and Treasurer are elected one year and the Vice President, Secretary, and Assistant Treasurer the alternate year.

CHAPTER 3. CHURCH COUNCIL

3.01 The membership of the Church Council shall consist of eleven voting members, including the President, Vice President, Secretary, and Treasurer of the congregation and seven elected voting members of the congregation, four of which shall also serve as an elected member, chair, or vice-chair on one of the boards of elders, elementary education, trustees, and worship, and three of which shall be elected to represent one of the ministry clusters of parish education, parish life, and outreach, who shall be responsible for (a) maintaining two-way communication between the Church Council and the committees and organizations in their specific ministry areas with respect to activities and issues of important to those committees and organizations, and (b) assisting in the integration and collaboration of the ministry clusters with the mission of the whole church through representation on the Church Council. All elected voting

members of the Church Council shall be voting members of the congregation. The pastors, cantor, and principal may serve as non-voting members of the Church Council, but shall not serve as voting members of the Church Council. All of the voting members of the Church Council shall be elected to two-year terms renewable for a maximum of two consecutive terms. Such terms shall be staggered to the extent possible so that approximately one-half are elected one year and approximately one-half the alternate year.

3.02 The President of the congregation shall chair the Church Council, prepare the agenda for each Council meeting, and prepare the recommendations of the Church Council for the meetings of the congregation. The agenda shall be distributed with the minutes of the prior meeting at least five (5) days before the Church Council meeting--regular or special--to all members of the Church Council.

3.03 The Church Council shall meet once a month according to a schedule determined at the first Council meeting following the general election. All voting members of the congregation shall be permitted to attend regular and special meetings of the Church Council, provided that the Church Council may, in addition to such regular and special meetings, upon the approval of a majority of the Church Council, meet in executive session of voting members and individuals invited by the President, to discuss personnel issues, contract proposals, or other matters requiring confidentiality such as pending litigation. The minutes of the Church Council should note the reason for the executive session and include a general summary report.

3.04 The duties of the Church Council shall be in accordance with Chapter 11 of the constitution.

CHAPTER 4. BOARDS, COMMITTEES, AND ORGANIZATIONS

4.01 All Boards, Committees, and other organizations of the congregation shall, in carrying out their respective charges set forth in these bylaws, empower members of the congregation to witness to their faith and shall assist the congregation in the mission of bringing in, building up, and sending out disciples for Jesus Christ.

4.02 **The Board of Elders**. The Board of Elders shall be charged with providing for the proclamation of the Word and the celebration of the Sacraments; attending to the spiritual needs of the congregation; maintaining true Christian doctrine; exercising the ministry of spiritual discipline when necessary; and visiting the sick and those with special needs. To these ends, the Board of Elders shall focus on the expectations, attitudes, and concerns of the congregation and the pastoral staff; identify early warning signs of misunderstandings; serve as a listening post for pastoral staff and congregation; serve as a group where that staff may test new ideas; act as a sounding board in times of personal and professional stress of the pastoral staff; plan continuing education for the pastoral staff that benefits both the mission of the congregation and the staff; provide job descriptions for the pastoral staff; and conduct an annual review

and evaluation of the pastoral staff. Seven (7) to nine (9) voting members of the congregation shall be elected as Elders for three-year terms renewable for a maximum of two consecutive terms, staggered to the extent possible so that approximately one-third are elected every year. The Pastors shall serve as non-voting members of the Board of Elders.

4.03 **The Board of Elementary Education**. The Board of Elementary Education shall be responsible for the operations of Grace School and shall work with the contracted and called ministries associated with Grace School. Five (5) to six (6) voting members of the congregation shall be elected to the Board of Elementary Education, for three-year terms renewable for a maximum of two consecutive terms, staggered to the extent possible so that approximately one-third are elected every year. The Principal shall serve as a non-voting member of the Board of Elementary Education.

4.04 **The Board of Trustees**. The Board of Trustees shall be entrusted with all property of the congregation with the understanding that they manage it in the name of and as stewards for the congregation. The Board shall have authority to negotiate and enter into contracts subject to the approval of the Church Council. The Board is responsible for supervision of maintenance employees and recommends persons to the Church Council when vacancies occur. Five (5) to six (6) voting members of the congregation shall be elected to the Board of Trustees, for three-year terms renewable for a maximum of two consecutive terms, staggered to the extent possible so that approximately one-third are elected every year. The Director for Administration and Finance and the property administrator shall serve as non-voting members of the Board of Trustees.

4.05 **The Board of Worship**. The Board of Worship shall be charged with providing guidance to the congregation and ministry staff regarding the church's common worship life. The Board provides lay perspective and counsel in the planning, experience, and evaluation of worship, and advises the Pastors and Cantor in matters of liturgy, music, worship resources, scheduling, and other related areas. The Board works to encourage faithful worship attendance and the participation of the congregation in worship leadership and other positions; provides a regular means of communication between the congregation and church leadership about the worship experience; assists the ministry staff in enhancing worship through educational opportunities; assists staff in selecting, equipping, and scheduling worship leaders, choirs and instrumentalists, altar guild, ushers, and other worship participants; establishes policies for the use of the sanctuary within the congregation and by outside groups; and oversees preparation of the worship space. Five (5) to six (6) voting members of the congregation shall be elected to the Board of Worship for three-year terms renewable for a maximum of two consecutive terms, staggered to the extent possible so that approximately one-third are elected every year. The Pastors and Cantor shall serve as non-voting members of the Board of Worship, as shall the Altar Guild Coordinator and the Worship Coordinator if those positions are filled by non-elected members.

4.06 The Board of Finance. The Board of Finance shall be charged with responsibility for the administration of receipts and disbursements of the congregation's operating, capital, and the endowment funds. The Treasurer of the congregation shall chair the Board of Finance. The Vice President, Assistant Treasurer, the Director for Administration and Finance, and one representative from the Endowment Fund Committee, shall also serve as members of the board. The board shall provide statements of contributions to confirmed members of the congregation and financial reports of all receipts for regular meetings of the Church Council and congregation.

A. **The Budget Committee.** The committee shall be responsible for preparing the annual proposed budget of the congregation and recommending it to the Church Council for final approval by the congregation. The committee shall review staff salaries to provide equitable compensation and benefits for all staff members. The Treasurer of the congregation shall chair the Budget Committee. The committee shall consist of the elected Council Representatives of the Board of Trustees, Board of Elementary Education, and Board of Elders and the Vice President of the congregation. The Pastors, Principal, Director of Administration and Finance, and one additional staff representative shall also serve as members of the Budget Committee.

B. **The Endowment Fund Committee.** The committee shall be responsible for investment of the general fund and the endowment funds of the congregation. The committee shall accept gifts made with special terms or conditions, subject to the approval of the Church Council. The committee shall maintain written procedures for investment and use of each fund in accordance with the terms and conditions of the grant or endowment. Each year the committee shall issue a report to the congregation on the use and status of each fund in the congregation's endowment. Five (5) to six (6) voting members of the congregation shall be elected to the Endowment Fund Committee, for three-year terms renewable for a maximum of two consecutive terms, staggered to the extent possible so that approximately one-third are elected every year.

4.07 Parish Education Cluster.

A. **The Adult Education Committee.** The committee shall be responsible for organizing, directing, and promoting a variety of learning opportunities in Christian growth for adults on a regular weekly basis and by means of special seminars and workshops. The Pastors shall serve as non-voting advisors to the committee. The Adult Education Committee shall consist of five (5) or more volunteer members recruited in coordination with the Volunteers Committee for an initial term of one to two years and subsequent annual renewal terms beginning every January thereafter.

B. **The Children's Religious Education Committee.** The committee shall be responsible for organizing, directing and promoting a variety of learning opportunities in Christian growth and faith development for children and families in the congregation. The committee shall work with the called and contracted ministries associated with parish children's education, the Sunday School, vacation Bible School, Sacramental preparation, and Confirmation. The Children's Religious Education Committee shall

consist of five (5) or more volunteer members recruited in coordination with the Volunteers Committee for an initial term of one to two years and subsequent annual renewal terms beginning every January thereafter. The Sunday School Superintendent shall serve as a non-voting member of the Children's Religious Education Committee.

C. The Young People's Education Committee. The committee shall be responsible for the Junior High School Youth Program, the High School Youth Program and the Post-High School Young Adults Program. The committee shall work with the called and contracted ministries associated with young people's education. The Young People's Education Committee shall consist of five (5) or more volunteer members recruited in coordination with the Volunteers Committee for an initial term of one to two years and subsequent annual renewal terms beginning every January thereafter. The youth leader(s) and youth minister shall serve as non-voting members of the Young People's Education Committee.

D. The Library Committee. The Library Committee shall be responsible for organizing, directing, and promoting the parish library. This committee shall give oversight to acquiring and processing books and other resource materials for circulation, and to staffing the library during regular hours. The Pastors shall serve as non-voting advisors to the committee. The Library Committee shall consist of five (5) or more volunteer members recruited in coordination with the Volunteers Committee for an initial term of one to two years and subsequent annual renewal terms beginning every January thereafter.

E. The Faith Perspectives Committee. The Faith Perspectives Committee shall be responsible for organizing and promoting opportunities for education and awareness that involve people of faith in the community in addressing the moral, ethical, and faith dimensions of social issues that impact our community. The Faith Perspectives Committee shall consist of five (5) or more volunteer members recruited in coordination with the Volunteers Committee for an initial term of one to two years and subsequent annual renewal terms beginning every January thereafter.

4.08 Parish Life Cluster.

A. The Stewardship Committee. The committee shall be responsible for encouraging first-fruits giving of time, talent, and treasure for the work of Christ's Kingdom. The committee shall coordinate with the Volunteers Committee to enable volunteer participation in the outreach and ministry of the congregation, and shall also coordinate with the New Members Committee to introduce new members to the principles of stewardship. Five (5) to six (6) voting members of the congregation shall be elected to the Stewardship Committee for three-year terms renewable for a maximum of two consecutive terms, staggered to the extent possible so that approximately one-third are elected every year. The staff director of Stewardship shall serve as a non-voting member of the Stewardship Committee.

B. Volunteers Committee. The Volunteers Committee shall be responsible for recruiting volunteers for the non-elected committee positions within the parish education, parish life, and outreach ministries of the congregation, in coordination with the respective ministries, committees, the Nominations Committee, the Stewardship Committee, the New Members Committee, and the respective called and contracted ministry staff. The Volunteers Committee shall communicate volunteer needs to the congregation, create a volunteer pool, ascertain the interests and abilities of congregation members, and provide members with an opportunity and place to serve. Five (5) to six (6) voting members of the congregation shall be designated by the President, subject to confirmation by the Council, to the Volunteers Committee for three-year terms renewable for a maximum of two consecutive terms, staggered to the extent possible so that approximately one-third are designated every year.

C. The Fellowship Committee. The Fellowship Committee shall be charged with fostering fellowship within the whole congregation by providing opportunities for all members of the congregation to connect and reconnect with each other and by organizing special fellowship events, such as retreats, outings, receptions, and celebrations. The Fellowship Committee shall consist of five (5) or more volunteer members recruited in coordination with the Volunteers Committee for an initial term of one to two years and subsequent annual renewal terms beginning every January thereafter.

D. The New Members Committee. The New Members Committee shall be responsible for conducting orientation programs for new members, integrating them into the life of the congregation, and maintaining communication with new members for a period of time following their membership. The New Members Committee shall consist of five (5) or more volunteer members recruited in coordination with the Volunteers Committee for an initial term of one to two years and subsequent annual renewal terms beginning every January thereafter.

E. The Health Cabinet. Grace Church believes that the mission of Christ, and therefore of this church, is one of health and healing, and that health and healing of the mind, body and soul are all part of this mission. The Health Cabinet shall advise the church and school with respect to health education and awareness activities involving members, staff, children and the community inside and outside of Grace. It shall devise and direct activities of health awareness and education, coordinate volunteer activities with respect to the health needs of members and advise the pastors, principal and staff as needed and appropriate on health related issues. The Health Cabinet shall also advise the pastors on defining the staff position of parish nurse, and on hiring for the parish nurse position. The Health Cabinet shall serve as an advisory board for the parish nurse. The pastors shall serve as non-voting advisors to the Health Cabinet. The Health Cabinet shall consist of five (5) or more volunteer members recruited in coordination with the Volunteers Committee for an initial term of one to two years and subsequent annual renewal terms beginning every January thereafter.

4.09 Outreach Cluster.

A. The Benevolence Committee. The committee shall be responsible for promoting awareness of each mission and ministry adopted in the Benevolence Fund Budget, receiving an annual program review and financial report from each mission and ministry funded, and recommending to the Budget Committee annual increases reflecting faithful commitment to the support of the benevolence program. The committee shall be responsible for administering the Kingdom Frontiers funds. Five (5) to six (6) voting members of the congregation shall be elected to the Benevolence Committee for three-year terms renewable for a maximum of two consecutive terms, staggered to the extent possible so that approximately one-third are elected every year.

B. The Social Ministry Committee. The committee shall identify social concerns and community service needs touching the lives of congregation members and their wider circles of community contact. The committee shall encourage awareness of those issues, develop programs and projects designed to address those issues, and facilitate ways for congregation members to respond to identified needs through service opportunities and other events. The Social Ministry Committee shall consist of five (5) or more volunteer members recruited in coordination with the Volunteers Committee for an initial term of one to two years and subsequent annual renewal terms beginning every January thereafter.

C. The Evangelism Committee. The committee shall be responsible for motivating members of the congregation to witness to their faith. The committee provides opportunities and supports members of the congregation for this witness. The Evangelism Committee shall consist of five (5) or more volunteer members recruited in coordination with the Volunteers Committee for an initial term of one to two years and subsequent annual renewal terms beginning every January thereafter.

D. The Visual Arts Committee. The committee shall be responsible for developing and implementing a comprehensive program for the inclusion of the fine art, including sculpture, painting, graphics, and religious decorative arts (fabric, mosaic, stained glass, ceramic, photography, silver and gold objects, etc.) in our worship, education, and general building environments consistent with the high standards of Grace's pulpit, educational, and music ministries. The Committee's goal will be to enrich the worship experience and educate the parish to the appreciation of religious art as a reflection and expression of Christian witness to the world. It will accomplish this purpose by such means as organizing and cataloging existing art in the parish; developing an exhibit program, with periodic exhibits; developing a program of display of student artwork; working with the Adult Education Committee to sponsor program speakers on religious art topics; integrating the use of visual art in worship; soliciting funds for the purchase of significant permanent art for Grace Church and School and for the creation of a relevant endowment fund; orchestrating and approving the donation and display of such art; assisting the trustees in arranging for the insurance of art and exhibits; and such other tasks as are relevant and consistent with the goals of the committee. The Committee will receive funding in the church budget. The Visual Arts Committee shall

consist of three (3) or more volunteer members recruited in coordination with the Volunteers Committee for an initial term of one to two years and subsequent annual renewal terms beginning every January thereafter.

E. Church Vocations Committee. The Church Vocations Committee shall be responsible for encouraging young people of Grace to become future leaders in the various vocational ministries of the church and for administering and coordinating the church's assistance to students as they prepare themselves academically for Christian vocations in the church or in the secular world. The Church Vocations Committee shall consist of five (5) or more volunteer members recruited in coordination with the Volunteers Committee for an initial term of one to two years and subsequent annual renewal terms beginning every January thereafter.

F. The Communications Committee. The Communications Committee works with the church staff to communicate the message and ministry of the congregation to members of the congregation and to the surrounding community. Activities of the committee shall include writing news releases, placing advertising, maintaining a website, maintain mailing lists, and preparing publicity materials for use by church staff, boards, committees, and other church organizations. Members shall have expertise in writing, marketing, public relations, or graphic design. The Pastors shall be non-voting advisors to the committee. The Communications Committee shall consist of three (3) or more volunteer members recruited in coordination with the Volunteers Committee for an initial term of one to two years and subsequent annual renewal terms beginning every January thereafter.

4.10 The Nominations Committee. The Nominations Committee shall be charged with nominating candidates for elected office, conducting elections, and filling vacancies in elected offices, in coordination with the respective ministries, committees, the Volunteers Committee, the Stewardship Committee, the New Members Committee, and the respective called and contracted ministry staff. Five (5) to six (6) voting members of the congregation shall be designated by the President, subject to confirmation by the Council, to the Nominations Committee for one-year terms, renewable for a maximum of three consecutive terms.

4.11 The Audit Committee. The committee shall be responsible to the Church Council for the annual audit report of all financial activities of the congregation. The report shall be presented at the fall meeting of the congregation. Three (3) voting members of the congregation shall be designated by the President, subject to confirmation by the Council, to the Audit Committee for staggered three-year terms, renewable for a maximum of three consecutive terms, so that one member shall be designated each year.

4.12 The Legacy of Grace Committee. The committee shall be responsible for implementing the guidelines of the Legacy of Grace Endowment Fund as established by the Church Council. The Legacy of Grace Committee shall consist of the Senior Pastor, the President of the congregation, the Chair of the Endowment Fund Committee, the

Principal, the Cantor, and two additional voting members of the congregation to be appointed by the President for staggered three-year terms, renewable for a maximum of two consecutive terms. The Director for Administration and Finance shall be a non-voting member of the committee and shall maintain the account of the Legacy of Grace Endowment Fund.

4.13 **Additional Committees**. Other committees in the three ministry clusters of parish education, parish life, and outreach may be created with the approval of Church Council upon the recommendation of members of the congregation, pastors, or others, for the fulfillment of a specific purpose. Such committees shall consist of five (5) or more volunteer members recruited in coordination with the Volunteers Committee for an initial term of one to two years and subsequent annual renewal terms beginning every January thereafter.

CHAPTER 5. CALLED AND CONTRACTED MINISTRIES

5.01 **Call Committees**. In the event a vacancy occurs in a called ministry, the President of the congregation shall appoint a call committee after consulting with appropriate board(s) of the congregation. The call committee shall solicit recommendations from the congregation and submit the name of one candidate to the Church Council for presentation to the congregation. The congregation elects by majority vote the candidate to be called.

5.02 **Contracted Ministry Appointments**. In the event that a vacancy occurs in a contracted ministry, the Senior Pastor and/or an appropriate staff member, in consultation with the appropriate board(s) of the congregation, shall recommend persons for approval by the Church Council.

CHAPTER 6. NOMINATIONS, ELECTIONS, AND VOLUNTEERS

6.01 **Nominations**. The Nominations Committee shall recommend to the Church Council at least one candidate for the elected congregational office, board, or committee positions with the following qualifications:

- A. The candidate accepts the privilege and responsibility of congregational membership set forth in chapter 5.03 of the constitution.
- B. The candidate shows willingness to serve in the office or on the committee in question.
- C. The candidate shows evidence of faithfulness and diligence in giving the time and energy required to fulfill the responsibilities of the position for which he or she is nominated.

6.02 Elections. The Nominations Committee shall publish a list of proposed candidates for elected congregational office, board, or committee position, including biographical data, twenty days (20) prior to the election meeting.

A. In addition to the candidates proposed by the board, nominations may be made from the floor at the election meeting, provided the names submitted meet the congregational membership criteria outlined in chapter 5.03 of the constitution, and the nominees have agreed to serve if elected.

B. Election shall be by secret ballot and simple majority. If no candidate receives a majority of the votes cast, then the two candidates receiving the most votes will be the candidates in a run-off election. The candidate receiving the majority of votes in a run-off election shall be regarded elected by the congregation.

C. Newly elected and re-elected officers, board and committee members shall be installed in a Sunday worship service.

D. Newly elected and re-elected officers, board and committee members shall assume their respective positions on the first day of February following their election.

6.03 Vacancies. The Nominations Committee shall recommend to the Church Council candidates to fill vacancies in elected offices, board, and committee positions which occur between elections. Those appointed by the Council shall serve until the next election.

6.04 Volunteer Positions. Volunteers for committee positions and other organizations set forth in the bylaws shall be members of the congregation who are willing to serve as volunteers, have the appropriate expertise and interest in the respective ministry, and promise to give the time and energy required to fulfill the responsibilities of the volunteer position. All committees, organizations, and the called and contracted ministry staff shall coordinate from time to time with the Volunteers Committee to identify their available committee positions and other volunteer needs of the church. After being recruited for the respective committee in coordination with the Volunteers Committee, volunteers may commence their duties immediately and shall serve for an initial term of one to two years, renewable every January thereafter for annual renewal terms. In October and November each year, committee volunteers shall designate their interest in renewing for the following year to the Volunteers Committee, which shall coordinate with all volunteer committees to ensure that an adequate membership remains on each committee.

CHAPTER 7. POLICIES AND PROCEDURES

7.01 The Annual Report. The President of the congregation shall obtain from each board and each committee an annual written report to be compiled and presented at the

January congregation meeting. It shall be the responsibility of boards, committees, and organizations to keep a record of proceedings throughout the year.

7.02 Time and frequency of regular meetings of boards and committees shall be set by their members following the general election. Boards and committees shall elect a chair from among their members.

7.03 The Church Council shall ensure that current practice is reflected in the official printed documents of the congregation and shall provide for review of the constitution and bylaws at five-year intervals.

CHAPTER 8. AMENDMENTS

8.01 These bylaws may be amended in accordance with chapter 14.02 of the constitution.

8.02 Effect of 2011 Amendments. The amendments of 2011 shall become effective on October 1, 2011, subject to the provisions of this section. The membership of the Church Council in effect on September 30, 2011 shall remain in effect until elections for Officers and members of Church Council (as set forth in the 2011 amendments) in January, 2012 for terms beginning in February, 2012. Officers whose terms do not end on or before February 1, 2012 shall continue to serve their existing terms after February 1, 2012. Existing members of boards and committees elected prior to October 1, 2011 shall continue to be members of the same boards and committees after October 1, 2011, provided that members of the Board of Elections and Governance shall become members of the Nominating Committee; and Members of the Board of Fellowship and Service shall become members of the Fellowship Committee. Members of boards and committees whose terms do not end on or before February 1, 2012 shall continue to serve their existing terms after February 1, 2012. The President and Council shall select and approve members for the new Volunteers Committee by November 1, 2011, so that the Volunteers Committee can commence its work in 2011 with respect to volunteer committee positions becoming open after October 1, 2011. The President and Council shall select and approve new members for the Nominations Committee and Audit Committee (to replace members with terms expiring on or before February 1, 2012) prior to February 1, 2012.