

Board of Elders Recommendation regarding the proposed changes to the Living Water Constitution and Bylaws.

The Board of Elders recommends that the Congregation of Living Water Church vote to **approve** the proposed changes to the Constitution and Bylaws that have been recommended by the Constitution and Bylaw Review Committee. These changes include restructuring Living Water Church into a blended Congregational-Elder led model, which has more accountability at every level of leadership. We believe that the proposal meets the following needs:

- **Accountability & Transparency:**
A unified structure establishes clearer lines of accountability and responsibility across ministries, finances, and facilities. It also strengthens the congregation's role:
 - Voting Members elect Elders and approve major decisions, such as the budget, constitution and/or bylaw changes, calling or releasing a lead pastor
 - Regular reporting; decisions and minutes are documented and accessible.
 - Defined conflict-of-interest, grievance, and appeal pathways with timelines
- **Conflict Resolution & Clarity:**
The current two-board structure lacks provisions for resolving differences between boards. A unified structure brings clarity, ownership, and ensures the health of the congregation
- **Communication & Unity:**
With no defined method of communication between boards, collaboration is hindered. Multiple Teams functioning under the guidance of a single board fosters efficient decision-making through direct communication—promoting agility and unity
- **Life-Giving Model:**
Outside pastoral counsel recommended moving toward a “life-giving” structure. This model ensures alignment with that guidance by increasing communication, greater accountability, reduces conflict and provides an avenue for conflict resolution

We believe this leadership model will set Living Water Church on the path for accomplishing God's plan for our Congregation to further His Kingdom, and we urge you to pray fervently for God's guidance as you prepare to vote on November 16th.