Why are we doing this?

A. The NRVC Board has made some decisions about our organizational structure as a result of a Strategic Management Planning process in which we have been engaged since 2012. These decisions require that we re-examine and re-work our Constitution and By-laws to set NRVC on a firmer foundation on which it can build for the future.

B. Please be reminded that the Constitutions are designed to be more general items, broader in scope and require a vote of the entire NRVC membership to change. The By-laws are much more specific and are able to be changed by a vote of the National Board.

N.B. As in the accompanying formal document: the black type below indicates items that were substantially found in the old Constitutions and By-laws; the red type highlights substantive changes in the Proposed NRVC Constitutions and By-laws Revisions; the green type indicates feedback we have received from individual members; the blue type indicates the Board’s suggested response to the members’ suggestions.

Substantive Changes in the Constitutions

I. Name (p. 1) – no changes

II. Mission Statement (p. 1) – no changes

III. Definition of Terms (p. 2) – entirely new section; purpose is to define words that reoccur throughout, e.g. “religious”, “vocation minister”, “government unit”, “consensus”, “simple majority”

IV. Purpose (p. 2) – only significant change is to reflect NRVC’s role in the nation and larger Church advocating for both “religious life and religious vocations.”

V. Membership (p. 3) – reflects changes that were approved at the Convocation in 2012 (e.g. Different types of membership changed to one kind: member and licenses for 5 members from the same governmental unit. The National Board sets membership fees and spells out the benefits of membership.)

Member suggested revision: membership by governmental units with its own provincial superior is a challenge for some congregations. Unification/Merger and collaboration efforts are real, and such “single government unit” requirements make it cost prohibitive for many congregations to maintain their membership.
Suggested Action by the Board: Membership levels were discussed extensively in preparation for the last convocation. While no system will be meet all needs, the accepted membership levels was seen best serve the majority of NRVC.

VI. The National Organization (p. 3)
A. The National Board – align responsibilities with what the Board is actually doing (e.g. strategic planning, developing job descriptions, re-examining Regional configuration, etc.)
   1. Composition of the National Board (p. 5) – no real changes; moved specificity to By-laws.
   2. Terms of Office/Selection of National Board Members (p. 5) – no major changes on the Constitutional end; moved specificity to By-laws.
   3. National Board Meetings (p. 5) – goal is to meet at least twice a year, face-to-face; more often if necessary; electronic meetings also acceptable.
B. The Executive Committee (p. 5) (formerly the Leadership Committee)
   1. now have titles for Executive Committee positions: Board Chair, Vice-Chair, Secretary-Treasurer;
   2. terms found in the By-laws;
   3. Board suggestion: can meet if only two are available.
      Member suggested revision: All should need to be present to carry on business.
      **Suggested Action by the Board:** Accept the suggestion!
C. The National Office (p. 6) – reflects that the Executive Director hires and supervises a staff of persons (and is growing!)
D. The Executive Director (p. 7) – no real changes; specific duties moved to the By-laws.
E. The NRVC Regional Structure (p. 7) – to facilitate the promotion of “religious life and religious vocations.”
   **Member question:** What is the real benefit of belonging to a region? Is there any?
   **Suggested Action by the Board:** During 2015, the Board would like to engage the Regions in conversations about Regional restructuring and the purpose, frequency and content of Regional meetings/gatherings.
F. Membership in a Region (p. 8) – may attend a meeting in another Region
G. Regional Coordinators (p. 8) – no real changes; specifics moved to By-laws.
H. Regional Meetings (p. 8) – goal: at least one meeting a year organized by NRVC’s Regional Coordinators
I. Resignations or Grounds for Removal from Office (p. 9) – processes put in place to remove a person from office for grave reason(s); details found in the By-laws
   1. Removal of a National Board Member: By-laws III (B);
   2. Removal of the Executive Director: By-laws IV (C);
   3. Removal of a Regional Coordinator: By-laws IV (J)).

VII. Finances (p. 9)
A. Fiscal year to be determined by the Board; exact dates found in the By-laws
B. NRVC support – from dues, donations, contributions, appeals, programs and services, grants, foundations, trusts and bequests.
C. Dues are paid to the National Office; fees may be collected at the Regional level and held at the National Office

VIII. Parliamentary Authority (p. 9) – no changes
IX. Interpretation and Amendment (p. 10) – no changes
X. **Constitutional Amendment Procedure** (p. 10) – Revision: a person would need five (5) supporters to have a proposal brought to the entire membership for a vote to change the Constitution.

XI. **Decision-making** (p. 10) – by consensus; no changes

XII. **Dissolution** (p. 11) – no changes

XIII. **Operation Limitations** (p. 11) – no changes

### Substantive Changes in the By-laws

I. **The NRVC National Board** (p. 13)
   
   A. **Board Terms** - some changes being proposed
      
      1. From three, two-year terms to two, three-year terms; reason: consistency;
      
      2. A person can return after being away for one complete term.
   
   B. **Duties of Board Members** – added responsibility for finances
   
   C. Nomination forms for the National Board will be sent out in the winter; due back by January 31; appointments by March 31; join the Board at the autumn (October) meeting.

II. **The Executive Committee** (p. 15)

   A. Responsibilities:
      
      1. Executive counsel for the Executive Director
      
      2. May appoint committees, especially when necessary to search for new Executive Director

   B. **Election of the Executive Committee** (p. 15)
      
      1. Still three members elected by the entire Board
      
      2. Officers: Board Chair, Vice-Chair and a Secretary-Treasurer, chosen by the entire Board
      
      3. A Board Member may not be elected to Exec. Comm. in first year on National Board
      
      4. An Exec. Comm. Member may only serve one term as Board Chair.
      
      5. Process for election carefully delineated.

III. **Replacing a Member of the National Board through Removal / Resignation** (p. 17) – The process is now presented in much greater detail.

IV. **The Executive Director** (p. 18) – no major changes; more to reflect our reality and desire for the type of person we want in the position: a visionary leader

   A. We as a Board have developed a Succession Plan and an Emergency Succession Plan. (p. 19)

   B. We have painstakingly planned processes to advertise for, to select, and to hire a new Executive Director, should we need them. (pp. 19-20)

   C. We have also proposed how we would remove an Executive Director should the need arise. (p. 20)

V. **The NRVC Regional Structures** (p. 21) – We know that one of our greatest strengths is in our members. We need to revitalize our regions and to acknowledge our role in promoting religious life and religious vocations.

   A. First, we restructured the former Associate Director of Programs and Projects job description to an upgraded position of Director of Member Relations and Services.

   B. At this time we are **NOT** recommending a new Regional Configuration. Rather, we are going to enter into conversation with all Regions throughout the coming year (2015) to determine the best way to re-configure NRVC. (p. 22) *(Revised, September 2014.)*
C. We re-examined and kept most of the Regional Coordinators role and the processes in place there; but, we emphasized the connection/communication between the National Organization and the Regions.

D. Membership in and Organization of Regions (p. 23)
   1. Each member may attend meetings in more than one Region.
   2. Regions may have their own set of By-laws.
   3. Each Region may charge fees to cover its activities; funds still held at National Office.

E. Removal of a Regional Coordinator (p. 25) – We also put in place a process to remove a Regional Coordinator should the situation arise. (It’s in keeping with our processes for other persons of responsibility.)

VI. Benefits of Membership in NRVC (p. 26)
A. Added all the web activities;
B. Added access to possible grants from the new National Fund for Catholic Religious Vocations.

VII. Membership Year (p. 27) – no major changes; but moved from the Constitutions
VIII. Fiscal Year (p. 27) – no major changes; but moved from the Constitutions
IX. Management Committees, Advisory Committees and Task Forces (p. 27) – no major changes; but moved from the Constitutions
X. Finances (p. 29) – no major changes; but moved from the Constitutions
XI. By-law Amendment Procedures (p. 29)
A. Changes may be proposed to the National Board by members who secure the support of five additional members.
B. Changes to the By-laws may be made by approval of the National Board. No vote of the membership is required.