

TABLE OF CONTENTS

ARTICLE I – FAITH, COVENANT, MISSION AND VISION2
 Section 1 – Faith2
 Section 2. – Covenant and Mission2
 Section 3 – Vision.....2
 ARTICLE II – AFFILIATIONS.....2
 Section 1 – United Church of Christ.....2
 Section 2 – Evansville Tri-Sate Association.....2
 ARTICLE III – AUTONOMY2
 Section 1 – Covenant with the wider church2
 Section 2 – Termination of Congregational Membership.....2
 Section 3 – Property Affiliation.....3
 Section 2 – Church Disolution.....3
 ARTICLE IV – STAFF3
 Section 1 – Authorized Ministers3
 Section 2 – Lay Staff4
 ARTICLE V – MEMBERSHIP.....4
 Section 1 – Eligibility4
 Section 2 – Membership Reception4
 Section 3 – Privileges and Responsibilities4
 Section 4 – Transfer.....4
 Section 5 – Dismissal5
 ARTICLE VI – CONGREGATIONAL MEETINGS5
 Section 1 – Authority.....5
 Section 2 – Annual Meetings.....5
 Section 3 – Special Meetings.....5
 Section 4 – Call for Meetings5
 Section 5 – Quorum and Vote5
 Section 6 – Conduct of Meetings.....5
 ARTICLE VII – ELECTIONS5
 Section 1 – Leadership Council5
 Section 2 – Vacancies.....6
 Section 3 – Quorum and Vote6
 ARTICLE VIII – LEADERSHIP STRUCTURE6
 Section 1 – The Leadership Council.....6
 Section 2 – The Leadership Teams7
 ARTICLE IX – OFFICERS.....8
 Section 1 – Eligibility8
 Section 2 – Elections8
 Section 3 – Duties of Officers9
 ARTICLE X – COMMITTEES & TEAMS9
 Section 1 – Standing Committees and Teams.....9
 Section 2 – Ad Hoc Committees.....10
 ARTICLE XI – ROBERTS RULES OF ORDER (revised)10
 ARTICLE XII – AMENDMENTS.....10

(Bylaws last revised: July 12, 2020)

ARTICLE I – FAITH, COVENANT, MISSION AND VISION

Section 1 – Faith

This church acknowledges Jesus Christ, the Son of God and our Savior as its sole Head. We acknowledge all people to be children of God. We look to the Word of God in the Scriptures and to the presence and power of the Holy Spirit to prosper God's creative and redemptive work in the world. We claim as our own the faith of the historic Church expressed in the ancient creeds and reclaimed in the basic insights of the Protestant Reformers. We affirm our responsibility to make this faith our own. In accordance with the teaching of our Lord and the practice prevailing among Protestant Christians, we recognize two Sacraments: Baptism and Holy Communion.

Section 2 – Covenant and Mission

We covenant with one another to seek and respond to the Word and the Will of God. We proclaim as our purpose to walk together in the ways of the Lord, made known and to be made known to us. We hold it to be the mission of the Church to witness to the gospel of Jesus Christ in all the world, to worship God, and to strive for truth, justice, and peace. As did our ancestors, we depend on the Holy Spirit to lead and empower us. We pray for the Kingdom of God and we look with faith toward the triumph of righteousness and eternal life.

Section 3 – Vision

Our vision is to be united in seeking God's will and serving all people.

ARTICLE II – AFFILIATIONS

Section 1 This Church shall be a part of the United Church of Christ and shall sustain its relationship as described in the United Church of Christ Bylaws.

Section 2 This Church shall be affiliated with the Evansville Tri-State Association of the Indiana-Kentucky Conference of the United Church of Christ.

ARTICLE III – AUTONOMY

Section 1 As a small yet complete portion of the body of Christ and the United Church of Christ, the autonomy of this Church is inherent and modifiable only by its own action. This Church has freely and fully entered into covenant with the United Church of Christ via the Evansville Tri-State Association and the Indiana-Kentucky Conference of the U.C.C. Nothing in the Bylaws of the United Church of Christ shall destroy or limit the right of this Church to continue to operate in the way customary to it; nor shall be construed as giving the General Synod of the United Church of Christ, or to any Association or Conference thereof now, or at any time in the future, the power to abridge, impair, or abrogate the autonomy of this Church in the management of its own affairs.

Section 2 In the event that the General Synod of the United Church of Christ or the Evansville Tri-State Association of the Indiana-Kentucky Conference takes any action to limit or restrict the complete autonomy of this Church in any way, such an act shall forthwith, at the option of this Church's membership, terminate the membership of this Church in these organizations.

Section 3 If at any time a division of the congregation shall occur, the possessions and property of the Church shall become the property of that group which remains true to and affiliated with the United Church of Christ unless that relationship has been terminated.

Section 4 Upon dissolution of the Church, its assets and all property and interest of which it shall then be possessed, shall be disposed of in accordance with the provision of Article II, Section 6 of the Articles of Incorporation of this Church.

ARTICLE IV – STAFF

Section 1 – Authorized Ministers

This congregation shall only elect as Pastor(s) authorized ministers, also known as ordained clergy, who must be accepted to hold standing in the Evansville Tri-State Association of the Indiana-Kentucky Conference of the United Church of Christ.

A. Lead Pastor and/or Co-Pastor(s).

1. Selection: Candidate(s) for Lead Pastor and/or Co-Pastor(s) shall be recommended by a Search Committee which has been appointed by the Leadership Council. Election of such Pastor(s) shall be by the congregation on recommendation of the Leadership Council. Such election shall be held at a special meeting called for that purpose. Election shall be by ballot vote. A quorum of fifteen percent (15%) of the membership is required for congregational meetings, with the affirmative vote of two-thirds (2/3) of the members present necessary for election.
2. Termination: Lead Pastor and/or Co-Pastor(s) are dismissed by the congregation on recommendation of the Leadership Council at a special meeting called for that purpose. Such action shall be taken by ballot vote. A quorum of fifteen percent (15%) of the membership is required for congregational meetings, with the affirmative vote of two-thirds (2/3) of the members present necessary for dismissal.

B. Associate Pastor(s)

1. Selection: Candidate(s) for Associate Pastor(s) shall be recommended by a Search Committee with the concurrence of the Lead Pastor or Co-Pastors, further recommended by the Leadership Council, and approved by the Congregation in the manner shown above for Lead Pastors and Co-Pastors.
2. Termination: Associate Pastor(s) may be discharged by a two-thirds (2/3) vote of the members of the Leadership Council.

C. Assistant Pastor(s), Designated Pastor(s), and Interim Pastor(s): Assistant Pastors are hired for specific ministries. Designated Pastors are hired for specific ministries for a specified amount of time. Designated Pastors can be considered for a called pastoral position. (Designated Pastors may be recommended by the Leadership Council to the congregation as the sole candidate for the called pastoral position in which he/she has been serving as Designated Pastor.) Interim Pastors are hired to perform functions of a Pastor while a search is being conducted to call a settled Pastor; Interim Pastors will not be considered to fill the pastoral position in which they serve as an Interim Pastor.

1. Selection: Assistant Pastor(s), Designated Pastor(s), and Interim Pastor(s) shall be recommended by a Search Committee with the concurrence of the Lead Pastor or Co-Pastors and approved by the Leadership Council.

2. Termination: Assistant Pastor(s), Designated Pastor(s), and Interim Pastor(s) may be discharged by a two-thirds (2/3) vote of the members of the Leadership Council.

Section 2 – Lay Staff

Lay personnel may also be employed to augment the ministry of the Church.

- A. Selection: Lay personnel shall be employed by the Leadership Council upon recommendation of the Personnel Committee and the Lead or Co-Pastors.
- B. Termination: Lay personnel may be dismissed in consultation with the Lead or Co-Pastors and Personnel Team by a two-thirds (2/3) vote of the Leadership Council.

ARTICLE V – MEMBERSHIP

Section 1 – Eligibility

Baptism, as the entry way to discipleship, is a requirement for membership. Those seeking to join Bethel United Church of Christ shall consult with the Pastor(s). There are four (4) avenues for joining the congregation: adult baptism; confirmation which follows infant or childhood baptism; transfer from another Christian congregation; and profession of faith.

Section 2 – Membership Reception

When a candidate for membership and the congregation are of a mind and heart about the items in ARTICLE I: the Faith, Covenant, Mission, and Vision of this congregation, the candidate will be received into membership.

Section 3 – Privileges and Responsibilities

Members are entitled to a full share of the fellowship and spiritual blessings of this Church and to the support of all of its members. Members may request the aid of the Pastor(s) in spiritual matters and are entitled to the ministrations of the Pastor(s), both for themselves and for their families. As followers of Jesus, who related to all people as children of God, such care is also extended to nonmembers.

To the extent possible, members shall attend worship, share the sacraments, support the Church financially, participate in the mission of the congregation, seek lifelong faith formation for themselves and their children, participate in the Church's activities and organizations, and above all, love and support one another.

Recognizing that commitment to faith and community involves certain responsibilities, active members have voice and vote at all business meetings of the congregation. They are eligible for election or appointment to the Leadership Council and to any office or position to which they are duly elected or appointed. Friends of the congregation may serve on Leadership Teams and committees with the concurrence of the Executive Committee.

Section 4 – Transfer

Members desiring to transfer from this congregation to another shall either send a letter of request to transfer or have their new congregation send a letter. Such request shall be presented to the Leadership Council for appropriate action. Prospective members desiring to transfer to this congregation from another shall either request a letter of transfer from their former congregation or ask Bethel UCC to request one.

Section 5 – Dismissal

Dismissal may result from failure to fulfill obligations as members. Prior to dismissal, every effort will be made by the Pastor(s), the Congregational Development Team, and other members to contact the member and help him or her reenergize their membership. Dismissal is the result of a majority vote of the Leadership Council. A member who has been dismissed may request a hearing before the Leadership Council with the right to further appeal to the congregation.

ARTICLE VI – CONGREGATIONAL MEETINGS

Section 1 – Authority

Final legislative and administrative power of Bethel United Church of Christ is vested in the congregation assembled in duly called Congregational Meetings.

Section 2- Annual Meetings

The congregation shall hold two annual meetings. The Winter Congregational Meeting is normally held in January or February on a date and at a time and place fixed by the Leadership Council to approve the annual budget for the year and to consider other ministry concerns and opportunities as needed. The Fall Congregational Meeting is normally held in October on a date and at a time and place to be fixed by the Leadership Council, for the purpose of electing members to the Leadership Council and to consider other ministry concerns and opportunities as needed.

Section 3 – Special Meetings

Special congregational meetings may be called by the President, by a majority of the Leadership Council, or by written petition signed by not less than one tenth (1/10) of all members authorized to vote. The date, time, and place of such meeting shall be determined by the Leadership Council and held within thirty (30) days of the receipt of a request for such meeting.

Section 4 – Call for Meeting

A written notice of any congregational meeting stating the place, date, time, and, in the case of a Special Meeting, the purpose for which the meeting is called, shall be sent to each member entitled to vote at the meeting at least ten (10) days prior to the meeting. Such notice shall be sent to current addresses appearing in the church records. Written notice can be sent via postal mail or electronic mail.

Section 5 – Quorum and Vote

Fifteen percent (15%) of the entire membership shall constitute a quorum for any congregational meeting. A majority vote of such members shall be required for adoption of any motion.

Section 6 – Conduct of Meetings

All meetings of the congregation shall be conducted in accordance with the procedures prescribed in the latest revised edition of “Robert’s Rules of Order.”

ARTICLE VII – ELECTIONS

Section 1 – Leadership Council

At the Fall Congregational Meeting, the congregation shall meet for the purpose of electing ~~five (5)~~ or ~~six (6)~~ members to the Leadership Council, each of whom shall be elected for a term of two (2) years, to fill the vacancies created by the members of the Leadership Council whose terms will expire at the next Winter Congregational Meeting. Such newly elected members shall

assume office at the close of that Winter Congregational Meeting, at which time the respective terms of the retiring members of the Leadership Council shall expire.

For terms beginning in even-numbered years, the congregation will elect members to fill the following Leadership Council positions: Vice President, Secretary, **and two** At-Large Council ~~Member Members, Administration Team Leader, Faith Formation Team Leader, and Mission Team Leader.~~

For terms beginning in odd-numbered years, the congregation will elect members to fill the following Leadership Council positions: Vice President, Treasurer, **and one** At-Large Council Member, ~~Worship Team Leader, and Congregational Development Team Leader.~~

The ~~Nominating Committee~~ **Leadership Council**, (see ~~ARTICLE X~~), will present a slate of candidates to fill expiring terms of present members of the Leadership Council. Additionally, nominations for such vacancies may be made from the floor, providing the consent of each nominee has been previously obtained.

Election shall be by ballot vote if there are contested elections. Election shall be by voice vote for uncontested elections.

No person may serve on the Leadership Council for more than three (3) consecutive terms.

Section 2 – Vacancies

Vacancies of elected members of the Leadership Council shall be filled by the ~~Nominating Committee and approved by the~~ Leadership Council for the unexpired term.

Section 3 – Quorum and Vote

When fifteen percent (15%) of the entire membership is present at a duly called meeting, the same shall constitute a quorum. A majority vote of such members present shall be required for election of Leadership Council members.

ARTICLE VIII – LEADERSHIP STRUCTURE

Section 1 – The Leadership Council

~~Eleven (11)~~ **At least Seven (7)** members of the congregation shall comprise the Leadership Council. Elected by the congregation. ~~upon recommendation of the Nominating Committee.~~ Members of the Leadership Council will be the President, Vice President, Secretary, Treasurer, and **two at least three** At-Large Council Members, and Team leaders of the Administration, Congregational Development, Faith Formation, Mission, and Worship Teams. All full-time Pastor(s) and the immediate past president of the Leadership Council shall be ex officio members with voice but no vote.

- A. Leadership Council members will be elected to two-year staggered terms as described in ARTICLE VII Section 1.
- B. The Leadership Council shall meet monthly (**unless deemed unnecessary by the Senior Pastor or the Leadership Council President**) on a date and at a time and place fixed by its members.
- C. A majority of Council members will constitute a quorum.

- D. The principal function of the Leadership Council shall be to conduct business on behalf of the congregation except for such business described in these bylaws as the responsibility of the congregation. The functions of the **Leadership** Council shall include, but not be limited to, the following:
1. The calling and dismissal of candidate(s) for Pastor(s), upon recommendation of a Search Committee and approval of the congregation per ARTICLE IV Section 1.
 2. Determination of policy with respect to use of the church facilities.
 3. Planning of the overall program of the Church ~~and consideration of proposals of the Administration, Congregational Development, Faith Formation, Mission, and Worship Teams.~~
 4. Approval of personnel policies. ~~In consultation with the Pastor(s) and Personnel Committee, the Council will employ and discharge all lay personnel. They shall determine the duties, terms of employment, and compensation of all such employees.~~
 5. ~~Payment of all bills and salaries.~~ Review and approve financial reports.
 6. Approval of an annual consolidated budget ~~prepared for the Leadership Council by the Administration Team.~~ The budget approved by the Council shall be presented for approval of the congregation at its annual Winter Congregational Meeting.
 7. Appointment of standing and ad hoc committee(s) as it may deem necessary to carry out the functions of the Church.
- E. The Executive Committee will consist of the President, Vice President, Secretary, and Treasurer, with the Pastor(s) as ex officio member(s). The Executive Committee shall exercise the powers of the Leadership Council as required between regularly-scheduled Leadership Council meetings. ~~The Committee's actions shall be subject to ratification by the Leadership Council at the next regular meeting.~~ **The Leadership Council shall approve the minutes of the meetings of the Executive Committee.**
- F. Except for ordinary and current expenses, and such items as may be specifically provided for in the budget approved by the congregation, any expenditure in excess of ten thousand dollars (\$10,000) must be approved by the congregation. In emergency situations, the Executive Committee can approve expenditures in excess of ten thousand dollars (\$10,000). Such action by the Executive Committee shall be ~~subject to ratification by the congregation at the next congregational meeting~~ **brought to the Congregation for consideration.**
- G. Members of immediate families may not serve on the Leadership Council at the same time and are discouraged from serving on the same Church Leadership Teams at the same time. Employees of the Church may not serve on the Leadership Council.

Section 2—Leadership Teams

~~There shall be five (5) Leadership Teams (Administration, Congregational Development, Faith Formation, Mission, and Worship) that report to the Leadership Council. The Pastor(s) and the president of the Leadership Council shall be ex officio member(s) of the teams, having voice, but no vote. Each team will be responsible for standing and ad hoc committees whose work supports and complements the team's mission. Each team will consist of six (6) members, including the~~

team leader. The team leader will be elected to serve a two year term to coincide with his/her term on the Leadership Council. All other team members will be appointed to serve two year staggered terms.

- A. ~~Each team shall hold regular monthly meetings and advise the Leadership Council of its activities through its respective team leader or a designated representative.~~
- B. ~~Each team shall furnish the Church office with a written report of its activities for submission to the congregation at its annual meeting.~~
- C. ~~Each team shall submit to the Administration Team a proposed annual budget and additional information as may be necessary to enable the Administration Team to prepare its consolidated budget for consideration by the Leadership Council.~~
- D. ~~No person may serve on a team for more than three (3) consecutive terms nor shall one person serve on more than one team. The term of office of all team leaders and members shall commence at the close of business at the Winter Congregational Meeting following their appointment.~~
- E. ~~In the event a team member vacates his/her position, the Nominating Committee, in consultation with the Team Leader, shall select a replacement to complete the unexpired term~~
- F. ~~A majority of team members will constitute a quorum.~~
- G. ~~Responsibilities of the Leadership Teams~~
 - 1. ~~Administration Team: The Administration Team supports the mission of the Church by serving as stewards of all Church property and assets. It oversees the stewardship program and prepares, in consultation with the other Leadership Teams, an annual budget for recommendation to the Church Leadership Council and the congregation.~~
 - 2. ~~Congregational Development Team: The Congregational Development Team supports the mission of the Church by promoting congregational development, involvement, and care.~~
 - 3. ~~Faith Formation Team: The Faith Formation Team supports the mission of the Church by engaging members and visitors of all ages in a process of learning and spiritual practice integrated throughout all aspects of congregational and daily life.~~
 - 4. ~~Mission Team: The Mission Team leads the congregation in its desire to translate faith into action by promoting active participation and financial support to ministries and causes beyond our walls. The Team also fosters an awareness of concerns of social justice and need.~~
 - 5. ~~Worship Team: The Worship Team supports the mission of the Church by partnering with the Pastor(s), the Director of Music, and others to creatively develop the worship life for the Church.~~

ARTICLE IX – OFFICERS

Section 1 – Eligibility

Officers on the Bethel Leadership Council must be members of Bethel United Church of Christ.

Section 2 – Elections

Election of officers will occur at the Fall Congregational Meeting. ~~The Nominating Committee will present~~ A slate of members willing and able to serve as officers in positions that will become vacant at the close of the next Winter Congregational Meeting.

Section 3 – Duties of Officers

- A. President – The President serves as presiding officer of the congregation and the Leadership Council. The President is an ex-officio member of all Leadership Teams teams and committees, except the Nominating Committee designated otherwise either by the team or committee or per policy. The President, or a designee of the President, serves as chair of the Personnel Committee. The term of office of President is one year.
- B. Vice President – The Vice President assists the President and, in the President's absence, attends to the official duties of that office. He/she serves a term of one year as Vice President and succeeds to the office of President the following year. He/she succeeds to the office of President sooner than above in the instance of an unanticipated vacancy therein.
- C. Secretary – The Secretary is the recording officer of the Leadership Council and keeps a record of all transactions at the meetings of the congregation and the Leadership Council. He/she attends to correspondence as directed by the Leadership Council. The term of office of Secretary is two years.
- D. Treasurer – The Treasurer ensures that an accurate accounting of all receipts and disbursements is maintained. He/she makes a report to the Leadership Council at each meeting thereof. He/she also makes an annual report to the congregation at the Winter congregational meeting. ~~The Treasurer serves as an ex-officio member of the Administration Team.~~ The term of office of Treasurer is two years.

ARTICLE X – COMMITTEES & TeamsSection 1 – Standing Committees and Teams

The Leadership Council is empowered to create standing committees and teams to perform necessary functions for the congregation. ~~These committees will include, but are not limited to, the following:~~

- ~~A. Nominating Committee—Recruits members to stand for election to the Leadership Council in advance of the Fall Congregational Meeting. The committee will recruit at least one member to fill each position on the Leadership Council that will become vacant at the next Winter Congregational Meeting. The committee also fills Leadership Team vacancies with input from the Team Leaders. This committee is also responsible for submitting candidates to fill vacancies that may occur on the Leadership Council. The Lead Pastor is an ex-officio member of the Nominating Committee. This committee reports to the Executive Committee.~~
- ~~B. Pastoral Relations Committee—Meets regularly to keep open lines of communication between pastors and the congregation. This committee reports to the Executive Committee.~~
- ~~C. Personnel Committee—Meets regularly to discuss and work toward resolution of all issues relating to the Church and its staff. This committee reports to the Executive Committee.~~
- ~~D. Early Childhood Committee—In order to maintain a high quality program, the committee will convene in regularly scheduled meetings to discuss pre-school matters, support and provide guidance to the Pre-School Director, and work toward resolution of any issues confronting the pre-school. This committee reports to the Executive Committee.~~

- E. ~~Buildings and Grounds Committee~~ Meets regularly to stay apprised of all issues regarding the physical structures and grounds of the church and to work toward resolution of any issues. This committee reports to the Administration Team.
- F. ~~Stewardship Committee~~ Meets regularly to engage the congregation members in support of the Church and its mission. The committee encourages members to give of their time, talents, and treasure to further the vision of the Church. This committee reports to the Administration Team.

Section 2 – Ad Hoc Committees

The Leadership Council is empowered to create ad hoc committees to perform necessary functions for the congregation.

ARTICLE XI – ROBERTS RULES OF ORDER, Revised

These rules shall govern the actions of the Congregation, the Leadership Council, ~~the Church Boards~~ and all church **teams and** committees in all instances in which they are applicable and in which they are not inconsistent with the bylaws of the church.

ARTICLE XII – AMENDMENTS

Any proposed amendment to these bylaws shall first be presented in writing to the Leadership Council who shall study such proposed amendment(s) and make its recommendation with respect thereto to the congregation at the next congregational meeting at which time the congregation shall have the right to amend the bylaws or reject the proposed amendment(s). Amendment(s) shall be adopted by a two-thirds (2/3) vote of the members present at a duly called meeting when a quorum is present.

POLICY MANUAL

Section 1 – Leadership Teams

There shall be five (5) Leadership Teams (Administration, Congregational Development, Faith Formation, Mission, and Worship) that report to the Leadership Council. The Pastor(s) and the president of the Leadership Council shall be ex officio member(s) of the teams, having voice, but no vote. Each team will be responsible for standing and ad hoc committees whose work supports and complements the team's mission. Each team will consist of ~~six (6)~~ 4 to 8 members, including the team leader. The team leader will be elected to serve a two-year term ~~to coincide with his/her term on the Leadership Council~~. All other team members will be appointed to serve two-year staggered terms.

- H. Each team shall hold regular monthly meetings **(or as needed)** and ~~advise the Leadership Council of its activities through its respective team leader or a designated representative~~ **the minutes shall be provided to the Leadership Council.**
- I. Each team shall furnish the Church office with a written report of its activities for submission to the congregation at its annual meeting.
- J. Each team shall submit to the Administration Team a proposed annual budget and additional information as may be necessary to enable the Administration Team to prepare its consolidated budget for consideration by the Leadership Council.
- K. No person may serve on a team for more than three (3) consecutive terms nor shall one person serve on more than one team. The term of office of all team leaders and members shall commence at the close of business at the Winter Congregational Meeting following their appointment.
- L. In the event a team member vacates his/her position, the Nominating Committee, in consultation with the Team Leader, shall select a replacement to complete the unexpired term
- M. A majority of team members will constitute a quorum.
- N. Responsibilities of the Leadership Teams
 1. Administration Team: The Administration Team supports the mission of the Church by serving as stewards of all Church property and assets. It oversees the stewardship program and prepares, in consultation with the other Leadership Teams, an annual budget for recommendation to the Church Leadership Council and the congregation. **The Treasurer serves as an ex officio member of the Administration Team.**
 2. Congregational Development Team: The Congregational Development Team supports the mission of the Church by promoting congregational development, involvement, and care.
 3. Faith Formation Team: The Faith Formation Team supports the mission of the Church by engaging members and visitors of all ages in a process of learning and spiritual practice integrated throughout all aspects of congregational and daily life.
 4. Mission Team: The Mission Team leads the congregation in its desire to translate faith into action by promoting active participation and financial support to ministries and causes beyond our walls. The Team also fosters an awareness of concerns of social justice and need.

5. Worship Team: The Worship Team supports the mission of the Church by partnering with the Pastor(s), the Director of Music, and others to creatively develop the worship life for the Church.

Section 2 – Standing Committees

The Leadership Council is empowered to create standing committees to perform necessary functions for the congregation. These committees will include, but are not limited to, the following:

- A. Nominating Committee – Recruits members to stand for election to the Leadership Council in advance of the Fall Congregational Meeting. The committee will recruit at least one member to fill each position on the Leadership Council that will become vacant at the next Winter Congregational Meeting. The committee also fills Leadership Team vacancies with input from the Team Leaders. This committee is also responsible for submitting candidates to fill vacancies that may occur on the Leadership Council. The Lead Pastor is an ex officio member of the Nominating Committee. This committee reports to the Executive Committee. *(Current Practice is to report to the Leadership Council)*
- B. Pastoral Relations Committee – Meets regularly to keep open lines of communication between pastors and the congregation. This committee reports to the Executive Committee. *(Not currently organized and meeting.)*
- C. Personnel Committee – Meets regularly to discuss and work toward resolution of all issues relating to the Church and its staff. **The President, or a designee of the President, serves as chair of the Personnel Committee.** This committee reports to the Executive Committee. *(Current Practice is to report to the Leadership Council)*
- D. Early Childhood Committee – In order to maintain a high quality program, the committee will convene in regularly scheduled meetings to discuss pre-school matters, support and provide guidance to the Pre-School Director, and work toward resolution of any issues confronting the pre-school. This committee reports to the Executive Committee. *(Current Practice is to report to the Leadership Council)*
- E. Buildings and Grounds Committee – Meets regularly to stay apprised of all issues regarding the physical structures and grounds of the church and to work toward resolution of any issues. This committee reports to the Administration Team. *(Current Practice is to report to the Leadership Council)*
- F. Stewardship Committee – Meets regularly to engage the congregation members in support of the Church and its mission. The committee encourages members to give of their time, talents, and treasure to further the vision of the Church. This committee reports to the Administration Team. *(Not currently organized and meeting.)*