

1 Amended by Annual Congregational Meeting, Jan. 28, 2024

2
3 **Constitution and By-Laws of**
4 **The Congregational Church of Belmont, California**

5
6
7 **CONSTITUTION**

8
9 **ARTICLE I - Name and Organization**

10
11 NAME

12
13 The name of this church is and shall be THE CONGREGATIONAL CHURCH OF
14 BELMONT United Church of Christ

15
16 ORGANIZATION

17
18 This church is a religious corporation, incorporated under the laws of the State of
19 California on Jan. 12, 1955.

20
21 **ARTICLE II - Object**

22
23 The object of this church shall be to bind together followers of Jesus Christ for the
24 purpose of sharing in the worship of God and in making God's will dominant in people's
25 lives, individually and collectively, especially as that will is set forth in the life, teaching,
26 death, and resurrection of Jesus Christ.

27
28 **ARTICLE III - Government**

29
30 The government and property ownership of this church are vested in its members who
31 control its affairs according to their understanding of the Word of God. This church is
32 subject in legal matters to the Articles of Incorporation granted it by the Secretary of
33 State of the State of California, to the laws of the State of California and its political
34 subdivisions, to this Constitution and to any by-laws adopted hereunder. This church is
35 not accountable to any other ecclesiastical body. It accepts the privileges and
36 responsibilities of the free fellowship of the United Church of Christ, the Northern
37 California Nevada Conference and the Golden Gate Association of the United Church of
38 Christ. The official year shall begin on Jan. 1. All officers shall assume their duties upon
39 election and continue in office until the successors are elected.

40
41 **ARTICLE IV - Faith**

42
43 This church acknowledges Jesus Christ as its head and finds in the Holy Scriptures,
44 interpreted by the Divine Spirit through reason, faith, and conscience, its guidance in
45 matters of faith and discipline.

46
47 We believe in the freedom and responsibility of the individual soul and the right of private
48 judgment. We join with the Fellowship of the United Church of Christ in the Statement of
49 Faith adopted by the General Synod of the United Church of Christ, not as a test, but as
50 an expression of the spirit in which the church interprets the Word of God.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50

STATEMENT OF FAITH

We believe in God, the Eternal Spirit, who is made known to us in Jesus, our brother, and to whose deeds we testify: God calls the worlds into being, creates humankind in the Divine image and sets before us the ways of life and death.

God seeks in holy love to save all people from aimlessness and sin.

God judges all nations and all humanity by that will of righteousness declared through prophets and apostles.

In Jesus Christ, the man of Nazareth, our crucified and risen Lord, God has come to us and shared our common lot, conquering sin and death and reconciling the whole creation to its creator.

God bestows upon us the Holy Spirit, creating and renewing the Church of Jesus Christ, binding in covenant faithful people of all ages, tongues, and races.

God calls us into the Church to accept the cost and joy of discipleship, to be servants in the service of the whole human family, to proclaim the Gospel to all the world and resist the powers of evil, to share in Christ's baptism and eat at his table, to join him in his passion and victory.

God promises to all who trust in the Gospel forgiveness of sins and fullness of grace, courage in the struggle for justice and peace, presence of the Holy Spirit in trial and rejoicing, and eternal life in that kingdom which has no end.

Blessing and honor, glory and power be unto God. Amen

ARTICLE V - Covenant

The Covenant by which the church exists as a distinct body, and which every member accepts, is as follows:

- I make this covenant with God and the members of this church.
- I am here to seek God's truth and guidance for my life.
- I will support this church with my time, my resources, and myself.
- As God has shown love to me through Jesus, I will share this love with others.

ARTICLE VI - Mission Statement

As members of the Congregational Church of the Peninsula, United Church of Christ, we value each other's diversity and remain open to one another's spiritual interpretations as we strive to create safe spaces for spiritual growth and to do justice in God's world. (amended Jan. 28, 2024)

ARTICLE VII - Membership

QUALIFICATIONS

1 Any person who gives evidence of desiring to live a Christian life and who is in harmony
2 with the spirit and methods of this church may be received into membership on
3 recommendation of the minister or the Board of Deacons (or Church Council) and
4 confession or reaffirmation of faith or on the submission of a Letter of Transfer from
5 another church.

6 7 RECEPTION

8
9 Applicants for membership shall be received into fellowship upon acceptance of the
10 church's covenant during a worship service or privately with the pastor, Board of
11 Deacons or Church council. If the acceptance is made privately, the new members will
12 be announced publicly, in worship and/or in The Messenger.

13 14 CLASSIFICATIONS

15
16 An Active Member is one who attends the worship of the church, partakes of its
17 fellowship, upholds its government, shares its support, and is eligible to vote at all
18 congregational meetings.

19
20 An Inactive Member is one who has been transferred to an inactive list by the action of
21 the Board of Deacons (or Church Council) as provided hereinafter, and is able to
22 express opinions at any congregational meeting, but may not vote.

23
24 An Associate Member is one who is residing in the community who for good and valid
25 reasons desires to retain membership in another church but who otherwise qualifies as
26 an active member. He or she may be received into this church as an Associate Member
27 with the rights and privileges of an active member so long as they reside in the
28 community.

29 30 TERMINATION AND CHANGES IN STATUS

31
32 A. A letter of transfer on behalf of a member shall be sent to another specifically named
33 Christian church only upon the request of that church or by request of that member. The
34 Board of Deacons (or Church Council), or minister acting for the church, will authorize
35 the issuance of the letter. Membership shall cease upon date of mailing of letter of
36 transfer.

37
38 B. If, because of change of faith or for other reasons not involving unchristian conduct, a
39 member in regular standing requests in writing to be released from our covenant
40 obligation, the church shall patiently endeavor to secure the member's continuance in its
41 fellowship; failing in such effort, the Board of Deacons (or Church Council) or minister
42 may grant the request and terminate such membership.

43
44 C. Members who for a period of one year, in spite of repeated contacts, have not
45 attended the church nor contributed to its support may, by vote of the Board of Deacons,
46 be transferred to an inactive list. From the date of such transfers, these persons shall
47 cease to be reported on the active membership rolls.

48
49 D. Persons on the inactive list may be restored to active membership by the Board of
50 Deacons (or Church Council).

51

1 E. Any person whose status has been changed as provided above shall be notified by
2 the Clerk if possible.

3
4
5 **ARTICLE VIII - Officers**

6
7 The officers of this church shall be the Pastor(s), Moderator, Vice-Moderator, Clerk,
8 Treasurer, Chair of Trustees.

9
10
11 **ARTICLE IX - Church Council**

12
13 Section 1. Purpose

14
15 The Church Council shall be an executive body which shall act on behalf of the church
16 membership. The lay members of the Church Council shall also form the Board of
17 Directors of the Church Corporation. Specific duties shall be set forth in the by-laws.

18
19
20 Section 2. Membership

21
22 The Church Council shall consist of: Moderator, Vice-Moderator, Minister(s), Clerk, chair
23 or a designated alternate from each board and one to three delegates at large.
24 Delegates at large shall each be elected for a term of three years at the Annual Meeting.

25
26 **ARTICLE X - Boards**

27
28 The church shall have the following boards:

- 29 Deacons
- 30 Trustees
- 31 Christian Education
- 32 Social Action
- 33 Communications

34
35 The duties and responsibilities of each board are outlined in ARTICLE III of the bylaws.

36
37 **ARTICLE XI - Committees**

38
39 Section 1. Standing Committees

40
41 The standing committees of this church and the Board to which they report shall
42 be:

- 43
- 44 a. Building and Grounds (Trustees)
- 45 b. Pastoral Relations (No Reporting Requirements)
- 46 c. Nominating (Council)
- 47 d. Altar Guild (Deacons)
- 48 e. Music (Deacons)
- 49 f. Personnel (Council)

1 Section 2. Other Committees

2
3 Any other committees as may from time to time be deemed necessary may be
4 created by the Church Council or at any regular meeting of the church.

5
6 **ARTICLE XII - Auxiliary Organizations**

7
8 The church regards as integral parts of itself all organizations formed for the purpose of
9 carrying on the work of the church. All auxiliary organizations shall be approved by the
10 Church Council and function under its general oversight. They shall make a yearly report
11 to the church in writing at the Annual Meeting and at such other times as the church may
12 request. All such organizations functioning at the time of this adoption of the Article
13 shall be deemed approved.

14
15
16 **ARTICLE XIII - Services, Meetings, Election and Regulations**

17
18 Section 1. Services of Worship

19
20 A. Services of worship shall be held at given hours each Sunday except when
21 temporarily suspended by vote of the church.

22
23 B. The church recognizes the sacraments of the Lord's Supper and Baptism. Baptisms
24 shall be administered at such time as the minister or, in the minister's absence, the
25 Board of Deacons may provide.

26
27 C. The minister may officiate at all weddings and other religious services at the
28 discretion of the minister except in unusual circumstances. In the absence of the minister
29 approval will be given by the Board of Deacons or Church Council.

30
31 Section 2. Annual Meeting

32
33 There shall be an annual meeting of the church held early in the new year on a date
34 determined by the Church Council. Yearly reports shall be presented by all officers,
35 boards, committees, and auxiliaries at the annual meeting with recommendations for the
36 ensuing year. Officers, boards, or chairs, and committee members shall be elected for
37 the ensuing year or terms of office as provided for in the by-laws. Election and other
38 votes shall be by voice vote or, upon request of any member present, by secret ballot. A
39 simple majority shall elect or determine a question except as otherwise provided by this
40 Constitution or the by-laws.

41
42 Section 3. Special Meetings

43
44 Special meetings of the church may be called by the minister, moderator, or any one of
45 the boards or by the clerk on the written request of five members. Notice for such
46 meetings shall be given at least one week in advance of the date of the meeting by
47 announcement from the pulpit. Notice must also be given by posting on the church
48 website and by email/phone as soon as practicable thereafter. The nature of the
49 business to be transacted shall be stated in the notice; no business other than that
50 stated in said notice shall be acted upon.

1
2 Section 4. Quorum

3
4 Twenty-five percent of the membership shall constitute a quorum at all meetings of the
5 church.

6
7 Section 5. Decorum

8
9 All meetings of the church shall be conducted under the rules of parliamentary
10 procedure in common use.

11
12 Section 6. Voting

13
14 Voting at all meetings of the church may be conducted in person or by email, video
15 conferencing or any other accepted electronic method. (amended Jan. 28,2024)

16
17 **ARTICLE XIV - Amendments**

18
19 The Constitution may be amended by a two-thirds (2/3) vote of the members present
20 and voting at the Annual Meeting of the church. Amendments shall be distributed by
21 hand or emailed to the members of the church at least two weeks before said meeting.

22
23
24
25
26 **BY-LAWS**

27
28 **ARTICLE I - Duties of Officers**

29
30 Section 1. Pastorate

31
32 A. The Pastorate, or Ministerial Office, of the Congregational Church of Belmont may be
33 filled by an individual minister, co-pastors, a senior minister and associate (or assistant)
34 or any combination of licensed or ordained clergy that the congregation may
35 approve. Licensed lay ministers may also be called.

36
37 Any minister called must have standing in the United Church of Christ. The minister or
38 ministers shall be called for an indefinite period of time and, upon acceptance of the call,
39 shall become members of the church. The Golden Gate Association shall be invited to
40 sit as an ecclesiastical council for the purpose of installation in accordance with
41 established usages. The terms of the call shall be specified in the call letter. Such terms
42 will include compensation and related terms of employment. (rev.1/23/98)

43
44 B. The Pastorate shall be responsible for the spiritual welfare of the church with the
45 assistance of the Board of Deacons, seek to enlist men and women as followers of
46 Christ; preach the Gospel; administer the sacraments; visit the sick and sorrowing; be
47 available to those who seek counsel; have responsibility for all services of public
48 worship; and administer the activities of the church in cooperation with the various
49 boards and committees. The ministers shall be ex-officio members of all boards and
50 committees.

1
2 C. All functions which are within the general mission of the church but which are not
3 specifically provided herein shall, at the discretion of the pastor(s), be carried out
4 personally or by mutual consent.

5
6 D. The relationship between a member of the Pastorate and the church may be
7 terminated on sixty days notice by resignation or by majority vote of the church at a duly
8 called meeting. The sixty days notice may be reduced by mutual consent.

9
10 E. Pastors serving this congregation may continue their professional practice only as
11 long as they maintain Ministerial Standing within the Northern California Nevada
12 Conference of the United Church of Christ.

13
14 Section 2. Director of Religious Education

15
16 The church may, at its discretion, call a Director of Religious Education upon the
17 recommendation of the Board of Christian Education and subject to the approval of the
18 congregation. Duties shall be coordinated with the Pastorate in consultation with the
19 Board of Christian Education. The director shall be an ex-officio member of the Church
20 Council and of the Board of Christian Education.

21
22 Section 3. Moderator

23
24 A Moderator shall be elected annually from the lay membership of the church; shall
25 preside over all congregational meetings; and shall be chair of the Church Council. In
26 the absence of the Moderator and Vice-Moderator, a member of the pastorate shall call
27 meetings of the congregation and Church Council to order and preside until a Moderator
28 pro-tem shall be chosen; provided, however, that when a special congregational meeting
29 shall concern the ministerial office, the chair of the Board of Deacons, shall preside. In
30 the event that the Moderator is unable to perform the duties of the Moderator, the Vice-
31 Moderator will assume the position of the Moderator. The Church Council will determine
32 if and when a special election will be held.

33
34 After the Annual Meeting, the Moderator may convene all boards and committees and
35 read to each board and committee the sections of the Constitution and by-laws
36 pertaining to its respective duties and responsibilities. Where necessary, the Moderator
37 may preside until the board or committee chair is elected and, in the absence of a
38 permanent minister, shall sit as an ex-officio member of all boards and committees.

39
40 The Council will select a Parliamentarian, a Historian, and an Auditor to make sure the
41 operations of the church are managed correctly and preserved as needed.

42
43 After serving two consecutive terms, the Moderator shall be ineligible for re-election for
44 one year.

45
46 Section 4. Vice-Moderator

47
48 A Vice-Moderator shall be elected annually from the lay membership of the church. In
49 the Moderator's absence, the Vice-Moderator shall act in the capacities of the
50 Moderator. The Vice- Moderator shall serve as Chair of the Nominating Committee.

51

1 After serving two consecutive terms, the Vice-Moderator shall be ineligible for re-election
2 for one year.

3
4 Section 5. Clerk

5
6 The Clerk shall be elected from the lay membership of the church. The Clerk shall keep
7 or cause to be kept a careful record of the proceedings of the church and of the Church
8 Council and a register of the members of the church with date and mode of their
9 reception and removal; shall issue or cause to be issued letters of transfer when
10 authorized by the Board of Deacons; shall preserve or cause to be preserved on file all
11 communications, documents, and written official reports; shall give notice of all meetings
12 and conduct such correspondence as pertains to the office and shall receive all
13 resignations from elected personnel of the church and report the same to the Church
14 Council.

15
16 Section 6. Treasurer

17
18 The Treasurer shall be elected annually from the lay membership of the church. The
19 Treasurer shall maintain or cause to be maintained the books of accounts and all
20 financial records of the church as directed by the Board of Trustees; shall make or cause
21 to be made monthly financial reports to the Board of Trustees; shall disburse or cause to
22 be disbursed said funds at the direction of the Board of Trustees or the congregation, as
23 appropriate; shall make or cause to be made an annual written report to the
24 congregation of receipts and expenditures properly audited by the auditor; and shall be
25 an ex-officio member of the Board of Trustees, but may not hold an office thereon.

26
27 The Treasurer may have the assistance of the Church Secretary and a bookkeeper (as
28 assigned by the Trustees and Church Council), to manage some of the tasks of the
29 Treasurer's job.

30
31 Section 7. Financial Secretary

32
33 The Financial Secretary shall be elected from the lay membership of the church for a
34 term of two years. The Financial Secretary shall receive the pledge cards from the
35 Stewardship Committee; shall issue offering envelopes and set up an account for each
36 pledge in a manner as directed by the Board of Trustee; shall receive a weekly written
37 accounting from the Board of Trustees' qualified counters of pledges and offerings
38 whose donors can be identified; and shall record all such moneys and issue quarterly
39 statements to all persons pledging and annual statements to all other identifiable donors.
40 All records of the Financial Secretary are to remain confidential.

41
42 Section 8. Auditor

43
44 The Auditor shall be appointed by the Board of Trustees or Church Council. The Auditor
45 shall audit the accounts of the church and present a report to the Annual Meeting. With
46 the approval of the Board of Trustees and Church Council, the Auditor may contract for
47 an independent audit.

48
49 Section 9. Parliamentarian

50
51 The Parliamentarian shall be selected annually from the lay membership of the

1 church either by nomination or by the Church council. The Parliamentarian may attend
2 Council and shall attend congregational meetings and interpret the Constitution and
3 Bylaws, as may be required, and shall be chair of any Constitution or Bylaw committee
4 appointed by the Church Council.

5
6 Section 10. Corporate Officers

7
8 The legally elected Moderator of the church shall be the President of the Corporation;
9 the legally elected chair of the Board of Trustees, shall be Vice-President of the
10 Corporation. The legally elected Clerk of the church shall be Secretary of the
11 Corporation; and the legally elected Treasurer of the church shall be Treasurer of the
12 Corporation.

13
14
15 **ARTICLE II - Church Council**

16
17 Section 1. General Duties

18
19 The Church Council shall be an executive body which shall act on behalf of the church
20 membership and implement the directives and programs of the church decreed by the
21 congregational meetings and the by-laws.

22
23 **See Addendum A: Church Council Organization Chart (on page 15)

24
25 It shall be the function of the Church Council to visualize the entire task of the church, to
26 advise the pastor or pastors and officers on the general direction of the church's
27 activities, and to cooperate with them in the formulation of a well-rounded program. The
28 Council shall submit to the Annual Meeting a comprehensive program involving the chief
29 objectives of the church for the new year.

30
31 Section 2. Specific Duties

32
33 It shall appoint a Pastoral Search Committee of nine church members when a vacancy
34 in the pastorate occurs. The Committee shall work in cooperation with the Conference
35 Minister in selection of the new minister.

36
37 It shall review the minutes of all congregational meetings and implement the directives of
38 the church through the proper boards and /or committees.

39
40 It shall appoint voting delegates to the Golden Gate Association of the United Church of
41 Christ and the Northern California Nevada Conference of the United Church of Christ by
42 its second meeting.

43
44 It shall review the progress of the boards and committees of the church and make
45 decisions as are necessary to expedite their work.

46
47 It shall fill vacancies on boards, committees, and elect officers for un-expired terms upon
48 recommendation of the Nominating Committee.

49
50 It shall review the by-laws of the church every four years and offer proposed changes to
51 the congregation.

1
2 It shall hold not fewer than eight meetings during the year. Special meetings may be
3 called by the chair or on request of any five members.
4

5 It shall maintain a list of the Policies and Procedures adopted by the congregation.
6

7 It shall affirm all decisions to fill any permanent staff position (full or part time) that is not
8 subject to a call.
9

10 11 Section 3. Nominating Committee 12

13 The Nominating Committee, with the Vice Moderator as its chair, shall prepare a list of
14 nominations for officers, boards, and committee members for the ensuing
15 year. Nominations shall be presented to the Church Council and posted two weeks in
16 advance of the Annual Meeting. Additional nominations may be made from the floor of
17 the Annual Meeting. During the rest of the year it shall submit to the Church Council
18 nominations to fill vacancies in boards and committees.
19

20 Section 4. Pastoral Relations Committee 21

22 The Pastoral Relations Committee shall be chosen by the Moderator and Minister(s) and
23 be confirmed by the Church Council at the first Council meeting following the Annual
24 Meeting of the church. The Committee shall consist of six members of the church and
25 the Moderator. It shall meet at least quarterly to counsel with minister(s) on a confidential
26 basis on matters pertaining to the ministry. During periods of interim minister leadership,
27 the Interim Minister Search Committee shall serve as the Pastoral Relations Committee.
28 (rev.1/23/98)
29
30

31 Section 5. Policies and Procedures 32

33 The church shall maintain a Policies and Procedures Book or digital file that keeps a
34 record of the church's operating procedures and current policies in effect. The Church
35 Council will assign this responsibility. Policies may be established or modified by
36 Council, a Board or Congregational action, and said action should be updated in the
37 main file.
38

39 Section 6. Personnel Committee 40

41 The Personnel Committee shall advise on the hiring and firing of any lay or non-call
42 position in the church at the direction of the Church Council. The purpose of the
43 Committee is to see that the Church adheres to all pertinent labor laws and standard
44 practices in the hiring and firing process. The Committee will consist of three or more
45 members elected at Annual Meeting.
46

47 **ARTICLE III - Duties of Boards and Committees** 48

49 Section 1. General Duties 50

51 The Board Members shall be elected from the lay membership of the church. If a

1 member shall miss two consecutive regular meetings for reasons other than health,
2 travel, or business, the member's place on the board shall automatically be declared
3 vacant and the vacancy reported to the Church Council. Board members in excess of
4 the numbers hereinafter provided may be elected by the Church Council from
5 nominations made by the Nominating Committee for terms specified for it. All boards
6 shall meet at their discretion. Special meetings may be called by the board chair. Ex-
7 officio members shall not vote or be counted as a quorum.

8
9 At its first meeting, each board shall organize by selecting its chair, secretary, and
10 representative to the Nominating Committee. It shall also make assignment of board
11 members to those areas of responsibility given to it.

12
13 Each committee shall be directly responsible to that board under which the committee's
14 duties are hereafter set forth. Each committee shall meet at its discretion and as directed
15 by its respective board. Except as otherwise provided, committee members may be
16 elected by the congregation at the Annual Meeting to serve one-year terms. A Majority of
17 the members of the board or committee shall constitute a quorum. No business may be
18 transacted without a quorum.

19
20 A quorum of any duly called meeting of a board shall be 50% of the specified
21 number of members. If less than 50% are in attendance, all matters of the
22 board, with the exception of monetary matters, can be conducted. All monetary
23 matters will be brought foreword to the Church Council for action.

24 25 Section 2. Duties of Specific Boards

26 27 **A. Board of Deacons**

28
29 The Board of Deacons shall be concerned with the spiritual well-being of the church and
30 shall inaugurate programs to implement this primary goal. The board shall cooperate
31 with the minister in planning the worship services and shall provide ushers, greeters, and
32 furnishings for worship services. The board shall prepare for and be represented at all
33 services of the sacraments of the church. It shall have custody of the communion ware,
34 baptismal font, flower urns, altar linens, and other altar furnishings. It shall provide for
35 the temporary supply of the pulpit in the event of a pulpit vacancy or absence of the
36 minister.

37
38 The board shall seek to enlist followers of Jesus by greeting all persons as they enter
39 the church for worship and visiting prospective members in cooperation with the
40 minister. The board shall discharge those duties concerning membership as set forth in
41 Article VII of the Constitution.

42 43 44 Altar Guild

45
46 The Altar Guild shall consist of one member to be selected by the board as chair and it is
47 recommended that a minimum of four committee members be selected *from those*
48 *interested members of the congregation*. The Altar Guild shall be in charge of floral
49 arrangements and related equipment used in worship services; shall be in charge of
50 decorations for weddings at the request of the Building Use Chair and may assess a
51 regular fee approved by the Board of Trustees for this service; and, in consultation with

1 the minister, Deacons, or Building Use Chair, may appoint a wedding consultant to
2 assist persons planning weddings and receptions in the church.

3
4 **Music Committee**

5
6 The Music Committee shall consist of at least three members. The chair shall be
7 selected by the Board of Deacons and the remainder shall be selected from those
8 interested members of the congregation. The choir director and organist shall be ex-
9 officio members of the committee. The committee shall assist the choir director in the
10 securing of choir members, the choice of music, and the selection of soloists for special
11 services. In the case of a vacancy in the position of choir director or organist, it shall
12 recommend to the Board of Deacons, Board of Trustees and Church Council a qualified
13 musician for either of said positions.

14
15 **B. Board of Trustees**

16
17 The Board of Trustees shall consist of at least five members, which includes the Building
18 and Grounds Chair and four other elected members, one of whom will be selected Chair.
19 The elected Treasurer will be an ex officio member of the Board of Trustees. The
20 Trustees shall have the care and custody of the property of the church and have charge
21 of its financial affairs. However, it shall have no power to buy, sell, mortgage, lease, or
22 transfer real property or borrow money without specific authority from the
23 congregation. Disbursements to pay budgeted items shall be made by the Treasurer
24 according to a priority set by the board. It may approve expenditures for purposes not
25 included within the adopted budget from all church accounts except those accounts
26 designated as special-purpose accounts as described in this section to a limit of \$2500;
27 such expenditures up to \$5,000 must be approved by the Church Council; such
28 expenditures above \$5,000 must be approved by the congregation. No such
29 expenditures for purposes not included within the adopted budget shall be made from
30 funds designated for items of the adopted budget.

31
32 The Trustees will manage the long-term rentals of the Church Building and negotiate the
33 contracts for same, as well as supervision of the single or short-term rentals.

34
35 The Trustees shall oversee the collection and recording of all moneys received by the
36 Church and will oversee the transfer of confidential donor information to the Financial
37 Secretary.

38
39 The Board of Trustees, with the approval of the Church Council and the congregation,
40 may designate certain special-purpose accounts held by the church to be administrative
41 accounts. These accounts, which must further the goals of the church, will be managed
42 by an administrator, to be appointed by the Board of Trustees and approved by the
43 Church Council. Disbursements from these accounts will be directed by the
44 administrator and will not require approval from the Board of Trustees, the Church
45 Council or the congregation. Interest accrued by administrative accounts will be
46 assigned to the general fund, and the administrator of each account will be required to
47 provide the Board of Trustees with an annual audit of that account.

48
49 **Building and Grounds Committee**

50
51 The Building and Grounds Committee shall consist of several members who are

1 selected annually. The chair of the committee shall be a member of the Board of
2 Trustees. The committee shall make an annual survey of the condition of the church
3 properties and make recommendations to the Board of Trustees for repairs and
4 improvements. The committee shall be in charge of all building repairs and
5 improvements and shall supervise the care, upkeep, and improvements of gardens and
6 grounds. The committee shall have charge of all church furnishings and shall take an
7 annual inventory.

8
9 The committee shall be in charge of any new church construction and in the event of
10 major construction the committee may be enlarged for the special project.

11
12 The committee shall see that a custodian or services are employed in consultation with
13 the Board of Trustees and the Church Council. It shall outline the duties of the custodian
14 or services and provide the necessary equipment for the discharge of these duties.

15
16 The committee shall prepare and maintain rules and regulations for the use of the
17 church building and grounds, subject to the approval of the Board of Trustees and
18 Church Council. It shall have charge of the distribution of all keys for the church building.

19 20 21 **C. Board of Christian Education**

22
23 The Board of Christian Education shall consist of at least three members, one of whom
24 shall be selected chair. In co-operation with the pastorate, it shall be charged with the
25 formulation of well-defined objectives and policies of Christian education and shall direct
26 the educational functions of the church. Its responsibilities shall include, but not be
27 limited to, the church school, recruitment, appointment, training, and removal of
28 teachers, youth fellowships and other youth organizations as may come under the
29 supervision of the church, and adult education. It shall supervise the expenditure of
30 funds budgeted for Christian education, oversee the activities of the Director of Religious
31 Education, if one is called, and the Church School Superintendent, if one is elected, and
32 report annually to the congregation.

33 34 Church School Superintendent

35
36 A Church School Superintendent may be selected annually at the annual meeting. The
37 term of office shall be for one year beginning on the following July 1. The Church School
38 Superintendent shall be the administrative officer of the Church School, functioning
39 under the Board of Christian Education. The Board may appoint such assistant
40 superintendents as are required to fulfill the functions of this office. The newly selected
41 Superintendent shall work with the current Superintendent (if any) during the interim
42 period. The Church School Superintendent shall be an ex-officio member of the Board
43 of Christian Education.

44 45 **D. Board of Social Action**

46
47 The board shall consist of at least three members, one of whom shall be elected
48 chair. The board shall study, publicize and promote programs of action in areas of social
49 concern including, but not limited to, social problems, health and welfare, human
50 relations, and non-partisan political matters. It shall be acquainted with the missionary
51 program of the United Church of Christ, both national and foreign, and promote those

1 causes within the church by informing the membership and urging participation by such
2 means as it devises. It shall seek to raise the church's goal for "giving to others" to be
3 an amount equal to one-third of the church's current expense budget, shall approve
4 requests for special offerings within the church, and report annually to the congregation.
5

6 **E. Board of Communications**
7

8 The Communications Board shall consist of an elected chair and some interested
9 members of the congregation. The Board will be in charge of all communications for the
10 church, including the church website and the church calendar, as well as the monthly
11 Messenger and advertising. The chair will be a member of the Church Council.
12

13
14 **ARTICLE IV Auxiliary Organizations**
15

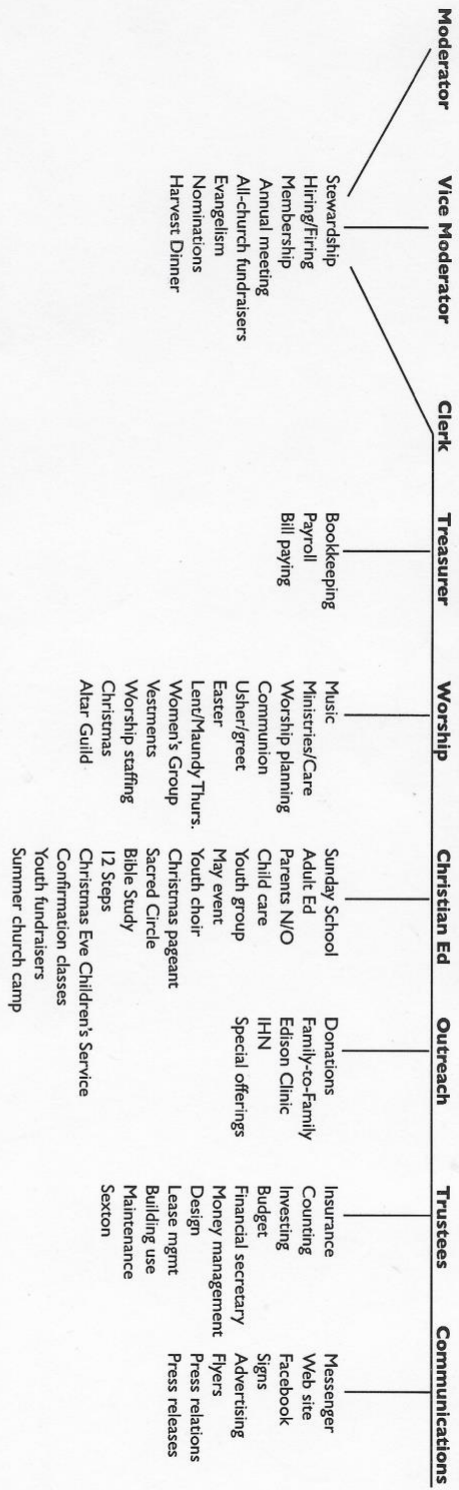
16 All Auxiliary Organizations shall be approved by the Church Council and shall be under
17 its general overview.
18

19
20 **ARTICLE V Amendments**
21

22 These by-laws may be amended by a two-thirds (2/3) vote of the members present and
23 voting at any Annual Meeting or at a special meeting called for that
24 purpose. Amendments to these by-laws shall not diminish the terms of any persons
25 previously elected to boards and committees.
26

27 Revised, January 2024, revisions approved at Annual Meeting.
28

CHURCH COUNCIL



- Notes:
1. The Church Council also would have 2 or 3 at-large members with no specific responsibilities.
 2. The tasks or jobs listed below each chair would be accomplished by individual employees or task forces/committees/ministries (titles are interchangeable) with assigned responsibilities, who would report to the chair.
 3. The column on the left is meant to indicate responsibilities that would rest with the Council as a whole.
 4. The is a document in progress.