

**Proposed Amended and Restated**

**Bylaws**

**Of**

**The Community Christian Church of**

**Kansas City, Missouri**



**DRAFT ONLY**

**FOR DISCUSSION ONLY**

**7/12/2024**

Prepared by Dorothy Elliott

**Introduction to the**

**Proposed  
Amended and Restated  
Bylaws  
of**

**The Community Christian Church of Kansas City, Missouri**

Since the current Bylaws of the Church were approved on November 18, 2018, the Congregation has experienced changes in its demographics, a pandemic, and the introduction of new technologies which have resulted in major changes in worshipping, meeting, and communicating.

The Bylaws need to be realistic and practical, as concise and explicit as possible. They are a governing document, not an extended statement of faith or theology.

These proposed revisions are submitted after years of observation, conversations with members, and the invaluable and substantive input of Jeanne Martin, a longtime lay leader, and Ann Thompson, a former Moderator during a time of great challenges, who as an attorney has written hundreds of bylaws for clients.

#### **ARTICLE I. NAME**

The name is what was submitted by the officers of the Congregation to the Circuit Court of Jackson County, Missouri and attested on November 28, 1983.

#### **ARTICLE II. PURPOSE**

Language has been added to reflect the Congregation's voted commitment since the last Bylaws were approved as well as core values which bear repetition and official endorsement.

## **ARTICLE III. MEMBERSHIP**

This section recognizes online participation for active members and accepts an in-kind contribution in addition to a financial one as one of the requirements of active membership.

## **ARTICLE IV. GOVERNANCE AND MEETINGS OF THE CONGREGATION**

This section has been renamed and reconfigured.

### **4.1 Organization**

The role of the Administrative Council as the governing body of the Church is emphasized, and its responsibilities slightly expanded.

### **4.2 Annual Meeting**

The date of the annual Congregational meeting is flexible enough to go later in the year, because projected income or pledges are often not known by the third Sunday of November.

### **4.3 Special Meetings**

Reflecting a reduction in the number of members of the Congregation, a written request for a special meeting may be made by fewer members.

### **4.4 Notices**

Notices of meetings require less lead time; electronic announcement of meetings is expanded; and meetings are restricted to stated purposes only.

### **4.6 Voting and 4.7 Electronic Meeting Participation**

Means of voting and meeting participation are expanded.

### **4.8 Rules of Order**

Confirmation of adherence to some form of Robert's is being restored.

## **ARTICLE V. LAY LEADERSHIP OF THE CONGREGATION**

The duties of the Moderator and the Immediate Past Moderator have been augmented.

Language about the authority and responsibilities of the Administrative Council has been strengthened, expanded, and made more explicit. The size of the Administrative Council, which

has been too large, has been reduced by two positions, one member-at-large from the Elders and one member-at-large from the Diaconate.

The required number of Elders and Deacons has been reduced from twelve (12) to eight (8), with some flexibility built in to reflect acknowledgement of difficulty in recruitment. Term limits for both Elders and Deacons have been eliminated. The language of responsibilities has been updated to reflect current practices.

## **5.6 Executive Committee**

A significant omission in the current Bylaws, for which Dorothy Elliott accepts full responsibility, is the lack of a description of the responsibilities of the Executive Committee, aside from the power to call a special meeting. Duties of the Executive Committee are outlined, and they include personnel matters. The Personnel Committee is eliminated; accordingly, the Moderator-Elect no longer chairs it. The size of the Executive Committee has been reduced by two positions.

## **5.8 Standing Committees**

The Standing Committees are listed, along with their general responsibilities.

Descriptions of individual committees have been rewritten.

# **ARTICLE VI. MINISTERIAL LEADERSHIP OF THE CONGREGATION**

## **6.2 Associate Ministers**

Authority and responsibilities have been expanded.

## **6.3 Ministerial Vacancies**

This section applies to both the Senior Minister and Associate Ministers.

The Ministerial Selection Committee has been renamed the Search and Call Committee, and its size has been reduced from nine (9) members to seven (7).

A Search and Call Committee is involved in the recruitment of not only a Senior Minister but also any Associate Minister.

The preparation of employment agreements has been revised.

The section on resignations or terminations has been revised.

## **ARTICLE VIII. DISSOLUTION**

In the event of dissolution, the Administrative Council has been given more flexibility in deciding the disposal of any remaining assets.



DRAFT  
ONLY

FOR DISCUSSION ONLY

4/13/2025

Prepared/Compiled  
by Dorothy Elliott

Suggested additions are in red and have been underlined; suggested deletions are in red and have been struck through.

AMENDED AND RESTATED

Bylaws  
of  
The Community Christian Church  
of Kansas City, Missouri  
(Disciples of Christ)

Effective ~~November 18, 2018~~  
Effective \_\_\_\_\_, 2025

ARTICLE I. NAME

The name of this Congregation is The Community Christian Church of Kansas City, Missouri (Disciples of Christ), a Missouri benevolent (~~domestic~~) corporation, now worshipping at 4601 Main Street, Kansas City, Missouri 64112, (the "Church.")

ARTICLE II. PURPOSE

We are called to grow as an inclusive community of independent, thinking Christians, willing to be challenged by the Gospel and by each other. ~~As Disciples of Christ, As an Open and Affirming Congregation of the Christian Church (Disciples of Christ),~~ we strive to live out our identity as "a movement for wholeness in a fragmented world." We are committed to our core values of worshipping joyfully, celebrating the arts, and doing justice. We welcome and celebrate people of all ages, abilities, and identities to be known as God's beloved.

## ARTICLE III. MEMBERSHIP

Membership in this Congregation is open to anyone who accepts our purpose in faith and who wishes to exercise the privilege and responsibility of membership. To hold a position of lay leadership of the Congregation and to vote ~~in at~~ the annual Congregational meeting and ~~in at~~ any special meetings of the Congregation, a member must be considered active. Active members must have submitted to the ~~ehureh~~ Church office at least one form of current contact information, including a physical or electronic mailing address; must have documented attendance, either in-person or online, at a minimum of three (3) regularly scheduled worship services in the previous twelve-month period; and must have made at least one recorded financial or in-kind contribution in the previous twelve (12)-month period (an "Active Member"). ~~Exceptions may be made for those members on active military duty and for those members who are considered homebound.~~

## ARTICLE IV. THE CONGREGATION GOVERNANCE AND MEETINGS OF THE CONGREGATION

### 4.1 **Organization**

To conduct the business of and to support the purpose of the Congregation, the Congregation delegates authority to the Administrative Council to act on its behalf as the governing body of the Church. The Congregation retains final authority for the approval of ~~an extension of~~ a call to a prospective Senior Minister or Associate Minister; for the approval or disapproval of an involuntary resignation or termination of a Senior Minister or Associate Minister; for the approval of an annual slate of nominations; and for the approval of an annual operating budget.

### 4.2 **Annual Meeting**

An annual Congregational meeting will be held ~~on the third Sunday of November~~ no later than the second Sunday in December to approve a slate of nominations and an annual operating budget and to transact any other business which might come before it.

### 4.3 **Special Meetings**

Special meetings of the Congregation may be called by the Executive Committee, by the Senior Minister, by the Administrative Council, or by a written request signed by ~~forty-five (45)~~ at least thirty (30) members of the Congregation.

### 4.4 **Notices**

Notice of the annual or of a special Congregational meeting must be made at regular Sunday morning worship services at least ~~fourteen (14)~~ seven (7) days in advance of the meeting. An announcement of a meeting must also be made in ~~any or~~ all newsletters, Church-wide emails, or other communications ~~of to~~ the Congregation, in electronic or print format. Notice of a meeting must state the purpose(s) ~~or purposes~~ of the meeting, and no matter may be considered which is



not explicitly stated in the purpose(s) ~~or purposes~~ of the meeting.

#### 4.5 Quorum

A total of one hundred (100) ~~a~~Active ~~m~~ Members constitutes a quorum at all annual and special meetings of the Congregation. Written, electronic, or verifiable proxy votes may be counted to achieve a quorum.

#### ~~4.6 Distribution on Dissolution or Liquidation~~

~~In the event that The Community Christian Church should terminate its ministry, or leave the denomination of The Christian Church (Disciples of Christ), any assets remaining after payment or provision for payment of all current and contingent liabilities shall be invested with the Christian Church Foundation Inc., of the Christian Church (Disciples of Christ) with instructions concerning future spending.~~

#### 4.6 Voting

Voting at any Congregational meeting may be in-person, in writing, electronically, or by verifiable proxy, so long as it can be determined that the vote was authorized by the Active Member.

#### 4.7 Electronic Meeting Participation

The Church may conduct and members may participate in any Congregational, Administrative Council, committee or team meeting of the Church by means of conference call, videoconference, or similar electronic means of communication where all persons participating in the meeting can hear each other and be heard. Participation in this manner shall constitute presence in person at such meeting.

#### 4.8 Rules of Order

All meetings of the Congregation shall be governed by the latest edition of *Robert's Rules of Order Newly Revised In Brief*.

### ARTICLE V. LAY LEADERSHIP OF THE CONGREGATION

#### 5.1 Qualifications

To hold a position of lay leadership of the Congregation, ~~a member must be considered active, in accordance with the criteria set forth in Article III above.~~ an individual must be an Active Member. Candidates for the nominating slate of officers, the Elders, the Diaconate, and Chairs of Committees and Ministry Teams are also expected to pray regularly; to engage in regular **public** worship; to read the Scriptures; to build community within the Congregation by serving and engaging others in group activity; to give generously of time, talent, and financial resources; and to share and to demonstrate their faith by action in the larger community.



## 5.2 Officers

The ~~o~~Officers of the Congregation, ~~constituting the Executive Committee,~~ include the Moderator, the Moderator-Elect, the Immediate Past Moderator, the Secretary, the Treasurer, the Chair of the Elders, and the Chair of the Diaconate. The term of office is for one year, beginning January 1, or until successors are elected. Officers must be ~~a~~Active ~~m~~ Members of the Congregation. ~~Prior service on the Elders or the Diaconate is highly recommended.~~ No two offices may be held by the same person.

### 5.2.1 Moderator

The Moderator, ~~as the lay leader of the Congregation,~~ presides at all meetings of the Congregation, the Administrative Council, and the Executive Committee. The Moderator, working with other lay leaders, serves as a liaison between the Congregation and the Ministers and staff to ensure communication and collaboration regarding the priorities and direction of the Church. Under the authority of the Administrative Council or the Congregation, the Moderator executes all contractual agreements, including deeds, mortgages, and other conveyances affecting real estate of the Congregation. The Moderator also performs other duties as may be assigned by the Administrative Council and communicates in a timely manner actions of the Administrative Council and Executive Committee to the Congregation.

### 5.2.2 Moderator-Elect

The Moderator-Elect performs the duties of the Moderator on the occasion of his or her absence, disability, or death and the inability or refusal to act. The Moderator-Elect also serves on the Executive Committee, and chairs the Nominating Committee, and the Personnel Committee.

### 5.2.3 Immediate Past Moderator

The Immediate Past Moderator provides continuity and guidance to lay leaders of the Church, serves on the Executive Committee, and chairs the Nominating Committee.

### 5.2.4 Secretary

The Secretary keeps accurate minutes records of the meetings of the Congregation, and of the Administrative Council, and of the Executive Committee, including records of all votes and resolutions of such bodies; receives and files any and all reports made at meetings of the Congregation, and of the Administrative Council, and of the Executive Committee; attests all documents authorized to be executed by the Congregation, by the Administrative Council, or by the Executive Committee; and performs such other duties usually assigned to a Secretary.

### 5.2.5 Treasurer

The Treasurer oversees the receipt of all income of the Congregation and expenditures budgeted by the Congregation or authorized by special action of the Administrative Council. The Treasurer makes regular written reports to the Administrative Council and the Stewardship and Finance

Committee on the finances of the Church; and signs and countersigns such financial instruments as require such a signature; and assists the staff in developing the annual operating budget. The Treasurer serves as Chair of the Stewardship and Finance Committee.

#### 5.2.6 Chair of the Elders

The Chair of the Elders represents the Elders on the Administrative Council, ~~and on the Executive Committee.~~

#### 5.2.7 Chair of the Diaconate

The Chair of the Diaconate represents the Diaconate on the Administrative Council, ~~and on the Executive Committee.~~

### 5.3 Administrative Council

#### 5.3.1 Membership

The Administrative Council, whose term begins January 1, is comprised of the Moderator; the Moderator-Elect; the Immediate Past Moderator; the Secretary; the Treasurer; the Chair of the Elders; the Chair of the Diaconate; the Chair of the Property Committee ~~or his or her designee;~~ and the Chairs of Ministry Teams (Children and Youth Faith Formation, Worship, Fellowship, Cultural Arts, and Justice and Mercy) ~~or their designees; two (2) members one (1) member-at-large from the Elders; and two (2) members one (1) member-at-large from the Diaconate.~~ Ministers of the Congregation serve as nonvoting members of the Administrative Council. Other professional staff and other persons appointed by the Moderator may also serve as nonvoting ~~members~~ advisers.

#### 5.3.2 Authority and Responsibilities

As the governing body of the Church, The the Administrative Council transacts the general business of the Church with all authority not otherwise delegated in these Bylaws, including but not limited to and manages managing the property of the Church; ~~recommends recommending~~ an annual operating budget to the Congregation; authorizing the expenditure of non-budgeted funds; recommends recommending to the Congregation ~~the extension of~~ a call to a prospective Senior or Associate Minister; ~~recommends recommending~~ to the Congregation the approval of an involuntary resignation or termination of a Senior or Associate Minister; ~~establishes establishing~~ ministries, committees, and other groups ~~or task forces to carry out the purposes of the Church;~~ receives receiving regular written reports from the ~~Senior Minister Ministers;~~ ~~recommends recommending~~ policies to the Congregation; recommending approval or disapproval of any proposed amendments to these Bylaws; and ~~approves approving~~ voting representatives to assemblies of the Christian Church (Disciples of Christ).

#### 5.3.3 Meetings

The Administrative Council meets a minimum of five times per year. Special meetings may be



called by the Moderator, by the Moderator-Elect, by the Senior Minister, or by a written petition to the Moderator of half of the membership of the Administrative Council plus one. Notice of a special Administrative Council meeting must be made at regular Sunday morning worship services at least four (4) days in advance of the meeting. An announcement of a special Administrative Council meeting must also be made in ~~any or~~ all newsletters, Church-wide emails, or other communications ~~of to~~ the Congregation, in electronic or print format. Notice of a special Administrative Council meeting must state the purpose(s) ~~or purposes~~ of the meeting, and no matter may be considered which is not explicitly stated in the purpose(s) ~~or purposes~~ of the meeting. ~~Half of the membership of the Administrative Council plus one constitute a simple quorum. Half of the membership of the Administrative Council plus three constitute a super quorum for the approval of a proposed annual operating budget and for the approval of a proposed revision of the Bylaws. All meetings of the Administrative Council are open to Active Members of the Congregation.~~

#### 5.3.4 Quorum and Voting

A majority of the total number of members of the Administrative Council as constituted from time to time constitutes a quorum for the transaction of business. At any Administrative Council meeting at which a quorum is present, the vote of a majority of the Council members present shall be the act of the Council, except as otherwise provided by law or these Bylaws. Each Council member shall have one vote. Voting at any Administrative Council meeting may be in-person, in writing, by verifiable proxy, or electronic means, so long as it can be determined that the vote was authorized by the Administrative Council member.

~~All meetings of the Administrative Council are open to active members of the Congregation.~~

#### 5.3.5 Officer or Administrative Council Vacancies

Any officer vacancy or other vacancy on the Administrative Council may be filled at any time by a majority vote of the Administrative Council on a nomination submitted by the Moderator. The individual filling such vacancy will hold office or membership for the unexpired term of his or her predecessor.

#### 5.3.6 Rules of Order

All meetings of the Administrative Council shall be governed by the latest edition of *Robert's Rules of Order Newly Revised In Brief*.

### **5.4 Elders**

#### 5.4.1 Membership and Election

Elders are elected during the annual meeting of the Congregation. ~~One half of the~~ There shall be eight (8) Elders, or such fewer number as are nominated by the Nominating Committee in any given year. ~~twelve (12) members~~ Elders are elected each year for a term of two years, or until their successors are seated, beginning on January 1 following their election. An Elder may be re-



electd for ~~two successive terms; any number of terms, successive or not.~~ In the event of a vacancy, the Chair of the Elders, in consultation with the Senior Minister and the Moderator, appoints a new Elder to fill the vacancy for the remainder of the term. In the event of a vacancy, the Chair of the Elders shall submit a name to the Administrative Council for approval to fill the vacancy for the remainder of the term. Elders must have been a Active mMembers of the Congregation for at least ~~two (2) years; one (1) year,~~ or for have at least ~~two (2) years plus one (1) year of~~ demonstrated comparable commitment and experience in another congregation.

#### 5.4.2 Responsibilities

Elders ~~promote an active prayer life for members pray regularly for the life and ministries of the Church; encourage an active prayer life for members; preside at the Lord's Table assist with communion during worship; help with other worship roles as needed; greet and welcome others;~~ and care for and nurture members through ~~Caring Circles, whose membership is assigned according to residence; small groups as are assigned to them.~~ The Elders must meet at least ~~twice~~ four times a year for the purposes of planning and training.

### 5.5 Diaconate

#### 5.5.1 Membership and Election

Members of the Diaconate are elected during the annual meeting of the Congregation. ~~One half of the~~ There shall be eight (8) Deacons, or such fewer number as are nominated by the Nominating Committee in any given year. ~~twelve (12) members~~ Deacons are elected each year for a term of two years, or until their successors are seated, beginning on January 1 following their election. A member of the Diaconate may be re-elected for ~~two successive terms; any number of terms, successive or not.~~ In the event of a vacancy on the Diaconate, the Chair of the Diaconate, in consultation with the Senior Minister and the Moderator, appoints a member of the Congregation to fill the vacancy for the remainder of the term. In the event of a vacancy, the Chair of the Diaconate shall submit a name to the Administrative Council for approval to fill the vacancy for the remainder of the term. Diaconate members must have been a Active mMembers of the Congregation for at least ~~two (2) years; one (1) year,~~ or for at least ~~two (2) years plus one year of~~ demonstrated comparable commitment and experience in another congregation.

#### 5.5.2 Responsibilities

The Diaconate ~~assists with developing a program of Christian education for adults; recruiting volunteers to serve communion and to collect offerings; and orienting and assimilating new members; prays regularly for the life and ministries of the Church; helps with worship and offering collection as needed; greets and welcomes others to worship and Church events; and cares for and nurtures members through small groups as are assigned to them.~~ The Diaconate must meet at least ~~twice~~ four times a year for the purposes of planning and training.

### 5.6 Executive Committee



The Executive Committee is comprised of the Moderator, the Moderator-Elect, the Immediate Past Moderator, the Secretary, and the Treasurer, ~~the Chair of the Elders, and the Chair of the Diaconate. Ministers of the Congregation~~ The Senior Minister serves as a non-voting member of the Executive Committee. ~~Other professional staff and other persons appointed by the Moderator may also serve as non-voting members. The Executive Committee is consulted by the Senior Minister about an intended voluntary resignation before its submission in writing to the Administrative Council. It is also authorized to call special meetings of the Congregation.~~

5.6.1 The Executive Committee meets at least four (4) times a year. The Executive Committee has the authority to act on behalf of the Administrative Council only in emergencies, and its decisions must be ratified at the next Administrative Council meeting.

5.6.2 The Executive Committee supervises the activities of the Senior Minister and conducts annual performance evaluations of the Senior Minister.

5.6.3 The Executive Committee also has responsibility for other personnel matters of the Church. It recommends personnel policies to the Administrative Council; oversees pay schedules; develops and oversees a process for the performance evaluation of Ministers and staff; and fosters a positive relationship between the staff and the Congregation.

## 5.7 Ministry Teams

Ministry Teams of the Administrative Council plan, implement, administer, and evaluate the programs and ministries of the Congregation Church. Ministry Team Chairs are elected at the annual Congregational meeting. Any a Active m Member of the Congregation may serve on a Ministry Team. Ministry Teams hold meetings frequently enough to carry out their respective responsibilities; submit regular written reports to the Administrative Council ~~for information and possible action~~; and expend manage funds budgeted annually to their Ministry Team by the Congregation or authorized by the Administrative Council. All meetings of Ministry Teams are open to Active Members of the Church.

5.7.1 The ~~Children and Youth Ministry Team~~ Faith Formation Ministry Team provides a program of Christian education and growth for ~~children and youth~~ the Congregation.

5.7.2 The **Worship Ministry Team**, in support of the Congregation's core value of worshiping joyfully, works with clergy to oversee and to provide feedback for public worship, including music and the administration of communion and baptism. The Worship Ministry Team, which includes the Chair of the Elders and the Chair of the Diaconate, coordinates its activities with those of the Fellowship Ministry Team and the Cultural Arts Ministry Team.

5.7.3 The **Fellowship Ministry Team** promotes a spirit of fellowship and inclusion by



coordinating social gatherings and recruiting volunteers for special occasions. It coordinates its activities with those of the Worship Ministry Team and the Cultural Arts Ministry Team.

5.7.4 The **Cultural Arts Ministry Team** supports the Congregation's core value of celebrating the arts by promoting the visual and performing arts to engage all ages of the Congregation and the public through exhibits, performances, and special events. The Team collaborates with the Artist in Residence and Church staff on the decor of the Church. ~~The Cultural Arts Ministry Team also~~ coordinates its activities with those of the Worship Ministry Team ~~to support the Congregation's core value of worshipping joyfully.~~

5.7.5 The **Justice and Mercy Ministry Team** supports the Congregation's core value of doing justice by promoting general eChurch and ecumenical causes; providing education on important social issues; administering an effective program of community service for local and world concerns; and managing the use of investment income for purposes approved by the Justice and Mercy Ministry Team.

## 5.8 Standing Committees

The Standing Committees are the Nominating Committee, the Stewardship and Finance Committee, and the Property Committee. Standing Committee Chairs are elected at the annual Congregational meeting. Any Active Member of the Congregation may serve on a Standing Committee. Standing Committees hold meetings as specified below, or frequently enough to carry out their respective responsibilities; submit regular written reports to the Administrative Council; and manage any funds budgeted annually to their Standing Committee by the Congregation or authorized by the Administrative Council. All meetings of Standing Committees are open to Active Members of the Congregation.

~~5.8.1 The Nominating Committee, chaired by the Moderator-Elect, nominates candidates for officers of the Congregation; the Elders; the Diaconate; and Chairs of Ministry Teams and Standing Committees. The Nominating Committee includes the Chair of the Elders; the Chair of the Diaconate; and the Chairs of Standing Committees and Ministry Teams, as well as four (4) at-large members of the Congregation. The Nominating Committee is chaired by the Immediate Past Moderator and includes the Moderator and up to two (2) additional members of the Administrative Council appointed by the Immediate Past Moderator. It nominates candidates for officers of the Congregation; Chairs of Ministry Teams and Standing Committees; the Elders; the Diaconate; and any at-large members of the Administrative Council. The Nominating Committee submits its candidates to the Administrative Council for initial approval and then to the Congregation at its annual meeting, ~~when additional candidates may be suggested~~ Candidates may also be nominated during the Administrative Council meeting or during the Annual Meeting of the Congregation from the floor.~~



~~5.8.2 The Stewardship and Finance Committee, chaired by the Treasurer, oversees the financial affairs of the Congregation and educates the Congregation about the principles of Christian stewardship, as they apply to the giving of time, talent, and financial resources to support the purpose of the Congregation. It administers special funds and recommends to the Administrative Council for approval either acceptance or non-acceptance of any monetary or non-monetary gifts following its review of any proposed uses. With recommendations from Standing Committees and Ministry Teams, it presents an annual budget to the Administrative Council for approval and to the Congregation for final adoption. During the fiscal year, the Stewardship and Finance Committee may approve expenditures in excess of those authorized in the adopted budget following approval of the Administrative Council.~~

5.82 The Stewardship and Finance Committee, chaired by the Treasurer, oversees the financial affairs of the Church, ensuring compliance with the financial policies and procedures of the Church. The Committee reviews and makes recommendations to the Administrative Council on the Church's annual operating budget; proposals for any non-budgeted expenditures; proposals to affiliate with other churches or entities that would have financial ramifications for the Church; use of any non-designated monetary or non-monetary gifts; and any changes to the financial policies of the Church.

5.8.3 The Property Committee oversees the maintenance of the buildings, grounds, and personal property of the Congregation where worship of the Congregation occurs (the "Church Property"); recommends and administers appropriate improvements, maintenance, and repair of the Church Property and equipment purchases to be installed therein, and makes arrangements to secure and maintain proper amounts of insurance on the Church Property.

~~5.8.4 The Personnel Committee, chaired by the Moderator Elect, is comprised of designated members from Standing Committees and Ministry Teams and two (2) members at large. It recommends personnel policies to the Administrative Council; oversees pay schedules; receives any recommendation from the Senior Minister regarding the hiring of any Associate Minister and submits its recommendation for an approved candidate to the Administrative Council; and fosters a positive relationship between the staff and the Congregation. The Personnel Committee meets on an as needed basis at least annually.~~

## ARTICLE VI. MINISTERIAL LEADERSHIP OF THE CONGREGATION

### 6.1 Senior Minister

The Senior Minister serves as the spiritual leader of the Congregation, as its executive director, and as the coordinator of its ~~spiritual, programmatic, and administrative work~~ spirituality, programming, and administration. The Senior Minister is a nonvoting member of the Administrative Council, and any and all committees, Ministry Teams, and groups of the Congregation. The Senior Minister also serves as ~~and is~~ the supervisor of all paid staff.



## 6.2 Associate Ministers

~~Any Associate Minister assists the Senior Minister in the fulfillment of his or her responsibilities and may act on behalf of the Senior Minister during any absence from the Church.~~

Associate Ministers assist the Senior Minister in providing for the spiritual needs of the Congregation, performing duties as described in their employment agreement or as otherwise assigned by the Senior Minister or Executive Committee. Associate Ministers may act on behalf of the Senior Minister during the Senior Minister's absence from the Church.

## 6.3 Ministerial Vacancies

~~In the event of a vacancy, a Ministerial Selection Committee, comprised of six (6) members of the Administrative Council and three (3) members from the Congregation at large, is appointed by the Administrative Council. The Ministerial Selection Committee utilizes the services of the Regional Minister of the Christian Church (Disciples of Christ) of Greater Kansas City and/or the appropriate denominational offices responsible for search and call, for the purposes of receiving information and counsel concerning prospective candidates.~~

In the event of a vacancy in the position of the Senior Minister or of an Associate Minister, a Search and Call Committee, chaired by the Moderator, comprised of three (3) additional members of the Administrative Council and three (3) members from the Congregation at large, is appointed by the Administrative Council. The Search and Call Committee may utilize the resources of the Region of the Christian Church (Disciples of Christ) of Greater Kansas City and/or the appropriate denominational offices responsible for search and call for the purposes of receiving information and counsel concerning prospective candidates.

## 6.4 Search and Call

~~The Administrative Council, at a called meeting, receives the recommendation of the Ministerial Selection Committee for a prospective Senior Minister and may approve the recommendation by at least a two-thirds (2/3) majority of a super-quorum. The Congregation, at a properly noticed meeting, may approve the recommendation of the Administrative Council by at least a two-thirds (2/3) majority vote of the quorum. Upon approval of the Congregation, the Administrative Council, on behalf of the Congregation, extends a call to the prospective Senior Minister.~~

The Search and Call Committee shall recommend extending a call to a Senior or Associate Minister candidate to the Administrative Council. If the Council approves the recommendation by a two-thirds (2/3) majority vote, the recommendation will be put before the Congregation.



The Congregation must approve extension of a call to a prospective minister by a two-thirds (2/3) majority vote at any annual or special meeting of the Congregation with a quorum present. Upon approval of the Congregation, the Administrative Council, on behalf of the Congregation, extends a call to the prospective Senior or Associate Minister.

#### 6.5 Employment Agreements

~~An agreement of employment setting forth the salary and other conditions of the call is provided to the Senior Minister by the Moderator, with a copy filed in the church office. The term of ministry is for an indefinite period and may be terminated by either party upon sixty (60) days' notice in writing.~~

The Search and Call Committee, in consultation with the Executive Committee, will negotiate the terms of an employment agreement with any Senior or Associate Minister called by the Congregation. The Executive Committee, or its designee, will present an employment agreement setting forth salary, benefits, duration and other terms and conditions of the call to the Senior or Associate Minister who has been called. Once executed, the employment agreement will be kept on file in the Church office.

#### 6.6 Resignations or Terminations

~~A voluntary resignation of the Senior Minister is submitted in writing to the Administrative Council, after consultation with the Moderator and the Executive Committee. The Moderator and the Moderator-Elect consult with the Regional Minister regarding a potential involuntary resignation. The Congregation, in a called meeting, shall take final action in approving or disapproving an involuntary resignation after it is approved by at least a two-thirds (2/3) majority of those present at a called meeting of the Administrative Council.~~

6.6.1 A voluntary resignation of the Senior Minister shall be submitted in writing to the Administrative Council, after consultation with the Executive Committee and pursuant to the terms of any applicable employment agreement and the personnel policies of the Church. A voluntary resignation of an Associate Minister shall be submitted in writing to the Senior Minister and the Executive Committee pursuant to the terms of any applicable employment agreement and the current personnel policies of the Church.

6.6.2 The Executive Committee, after consultation with the Regional Office of the Christian Church (Disciples of Christ) of Greater Kansas City and any other appropriate advisors, may recommend an involuntary resignation or termination of the Senior Minister or any Associate Minister to the Administrative Council in accordance with the terms of any applicable employment agreement and the personnel policies of the Church. The Administrative Council may recommend approval of an involuntary resignation or termination to the Congregation upon a two-thirds (2/3) majority vote in favor of such recommendation. The Congregation may approve an involuntary resignation or termination of the Senior Minister or any Associate Minister by a two-thirds (2/3) majority vote at any annual or special meeting of the Congregation with a quorum present.



## ~~6.2 Associate Ministers~~

~~Any Associate Minister assists the Senior Minister in the fulfillment of his or her responsibilities and may act on behalf of the Senior Minister during any absence from the Church.~~

~~An Associate Minister Selection Committee, comprised of three (3) members of the Personnel Committee and two (2) additional members of the Congregation, is appointed by the Moderator in consultation with the Senior Minister. The Associate Minister Selection Committee works closely with the Senior Minister in the recruitment process. The Senior Minister recommends a prospective Associate Minister to the Personnel Committee for approval after appropriate consultation with the Associate Minister Selection Committee. The Personnel Committee submits its recommendation for an approved candidate to the Administrative Council, following whose approval a call is extended to the prospective Associate Minister.~~

~~An agreement of employment setting forth the salary and other conditions of the call is provided to the Associate Minister, with a copy filed in the church office. The term of ministry is for an indefinite period and may be terminated upon sixty (60) days' notice in writing.~~

~~A voluntary resignation of any Associate Minister is submitted in writing to the Senior Minister and to the Moderator. An involuntary resignation follows all procedures of the most current personnel policy. The Administrative Council takes final action in approving or disapproving an involuntary resignation of any Associate Minister by at least a two-thirds (2/3) majority of those present and voting.~~

## **ARTICLE VII. CHURCH YEAR**

The fiscal year and the program year are January 1 through December 31.

## **ARTICLE VIII. DISSOLUTION**

In the event that the Church should terminate its ministry and the Congregation vote to dissolve according to Missouri law, the Administrative Council shall direct the winding up of the affairs of the Church, satisfying all liabilities of the Church and filing an affidavit of dissolution or such other paperwork with the Secretary of State as required by law. Following such process, the Administrative Council shall vote on and direct the disposition of any remaining assets.

## **ARTICLE IX. AMENDMENTS**

~~These Bylaws may be amended by a two-thirds (2/3) majority vote at any annual or special meeting of the Congregation with a quorum present and voting after the approval of any and all amendments by the Administrative Council.~~

Proposed amendments to these Bylaws shall be submitted to the Administrative Council who shall recommend approval or disapproval of such proposed amendments to the full Congregation. These Bylaws may be amended by a two-thirds (2/3) majority vote at any annual or special meeting of the Congregation with a quorum present.