

Purposed Bylaw Changes Comparison 2025

The 2024–2025 Bylaws Committee was comprised of the following dedicated members:

Horatio Rodriguez – Chair, **Sharri McGlauthing** – Member, **Kedric Brown** – Member, **Kenneth Thompson** – Member, Staff Representative (Appointed by Rev. Candace Schultis), **Jackie Marshall** – Board Vice-Moderator, **Mary Wagner** – Legal Advisor, **Billy Ray Priest, Jr.** – Board Administrator.

Throughout the year, the Bylaws Committee met regularly to carefully review and refine the existing Bylaws. Our goal was to address inconsistencies, modernize language, and ensure alignment with current church operations and technological advancements.

One of the most significant improvements is the redesigned layout of the document, developed to enhance readability and accessibility. The new format provides a clearer, more intuitive structure that enables members to navigate and understand the Bylaws more easily.

The following document presents a side-by-side comparison of the current Bylaws (left column) and the proposed revisions (right column) recommended by the Bylaws Committee and the Board of Directors. Changes are clearly marked in red, with explanatory notes provided for reference. The left column displays the existing Bylaws, while the right column shows the proposed updates. For your convenience, both the full current and proposed Bylaws are included in this packet.

To ensure an efficient and focused Annual Congregational Forum & Meeting, we will not conduct a line-by-line review of the Bylaws during the sessions. Members are strongly encouraged to review the proposed changes in advance.

If you have questions or require clarification, please email them to ray@resurrectionmcc.org by no later than **Wednesday, November 5, 2025**. During the Congregational Forum, we will address submitted questions and provide comprehensive responses. A brief period will also be available for additional questions from the floor.

At the Annual Congregational Meeting, we will request a motion from the floor to accept the proposed Bylaws changes. Once a second is received, a vote will be taken by show of hands for both in-person and virtual attendees, with voting options of Yes, No, or Abstain.

The purpose of this document is to guide you through the revisions of the current Resurrection MCC bylaws.

We encourage you to read this packet carefully to understand all proposed changes and prepare for voting at the Annual Congregational Meeting on Sunday November 16th, 2025.

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Added in TITLE TO LABEL THE DOCUMENT

Clarified what this document is called

ARTICLE I – NAME AND AFFILIATION

- A. The name of this church is Resurrection Metropolitan Community Church (hereinafter referred to as CHURCH). Except in legal documents the CHURCH may be called Resurrection MCC.
- B. The CHURCH was chartered by the Universal Fellowship of Metropolitan Community Churches (hereinafter referred to as UFMCC) on April 20, 1975, and incorporated on October 7, 1975 under the laws of the State of Texas.
- C. The CHURCH acknowledges the authority of UFMCC Bylaws as adopted and/or amended by the General Conference of UFMCC.
- D. The CHURCH agrees to follow UFMCC requirements for disaffiliation in case such a step should ever become necessary.

1. TITLE – Resurrection Metropolitan Community Church Local Bylaws.

We combined the first three Articles into one as these rarely change and are the foundation of who we are as a church.

2. ARTICLE I – NAME, AFFILIATION, and PURPOSE

SECTION 1 NAME AND AFFILIATION:

The name of this church is Resurrection Metropolitan Community Church (hereinafter referred to as CHURCH). Except in legal documents, the CHURCH may also be called Resurrection MCC or **RMCC**.

The CHURCH was chartered by the Universal Fellowship of Metropolitan Community Churches (hereinafter referred to as UFMCC) on April 20, 1975, and incorporated on October 7, 1975, under the laws of the State of Texas.

The CHURCH acknowledges the authority of UFMCC Bylaws as adopted and/or amended by the General Conference of UFMCC.

The CHURCH agrees to follow UFMCC requirements for disaffiliation **if necessary**.

(Language cleanup)

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ARTICLE II – PURPOSE

The objectives of the CHURCH are:

- A. To bind together individuals for the purpose of sharing in the worship of God in the Christian tradition, and to make God's will dominant in the lives of all people, individually and collectively, as set forth in the Holy Scriptures.
- B. To instruct people in theology and in allied subjects for the propagation of the teachings of the Christian faith.
- C. To instruct and encourage those who offer themselves to the teaching and philosophy accepted by the CHURCH.
- D. To do all things that are compatible with the work of a Christian Church.

SECTION 2 PURPOSE:

The objectives of the CHURCH are:

- A. To bind together individuals to share in the worship of God in the Christian tradition and to make God's will be dominant in the lives of all people, individually and collectively, as outlined in the Holy Scriptures.
- B. To instruct people in theology and allied subjects to propagate the teachings of the Christian faith.
- C. To instruct and encourage those who offer themselves to the teaching and philosophy accepted by the CHURCH.
- D. To do all things compatible with a Christian Church's work.

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(This was pulled from the UFMCC Article IV – Ministry and worded for RMCC)

ARTICLE IV – MINISTRY

The UFMCC affirms the universal priesthood of all believers (1 Peter 2:5-10). All members of the

Church are called by God to a ministry of the Gospel of Christ in the Church and in the world.

UFMCC decrees that all people shall have equitable access and opportunity which is free from discrimination on grounds of sex, gender identity, gender expression, sexual orientation, race, ethnicity, culture, age, physical or cognitive ability, medical diagnosis, HIV status, health status, nationality, or economic status in terms of: (1) Employment and personnel procedures and (2) Service delivery -- so that MCC will pursue justice through all we do.

3. ARTICLE II – MINISTRY

The CHURCH affirms the universal priesthood of all believers. 1 Peter 2:5-10 reads “God calls all members of the Church to a ministry of the Gospel of Christ in the Church and in the world.”

Resurrection MCC decrees that all people shall have equitable access and opportunity, which is free from discrimination on grounds of sex, gender identity, gender expression, sexual orientation, race, ethnicity, culture, age, physical or cognitive ability, medical diagnosis, HIV status, health status, nationality, or economic status in terms of (1) Employment and personnel procedures and (2) Service delivery -- so that Resurrection MCC will pursue justice through all we do.

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ARTICLE III – GOVERNMENT, ORGANIZATION, STRUCTURE, AND OFFICERS

These provisions supplement and complement UFMCC Bylaws with respect to government, organization, and officers.

A. Pastor

The PASTOR is a duly ordained and licensed clergy person of UFMCC who has been elected by the Congregation of the CHURCH at a Congregational Meeting to be PRESIDENT and Chief Executive Officer of the corporation as the primary visionary and futurist in order to advance the mission and vision of the CHURCH through the exercise of prophetic challenge, creativity, spiritual and pastoral authority, and leadership. As the primary CHURCH spokesperson, and the Chief Executive Officer, the PRESIDENT is a voting member of the BOARD, and serves as personnel director; and determines, subject to the BOARD'S approval, compensation, vacation periods, titles, and delegates such responsibilities and duties as may seem wise. The PASTOR shall be responsible for leading the visioning process for the CHURCH, having a presence at global events, teaching, training, engaging in continuous learning, community relationships, ecumenical relations, and global social justice. If no duly credentialed UFMCC clergy person is available, UFMCC may appoint an Interim Pastoral Leader annually.

4. ARTICLE III – GOVERNMENT, ORGANIZATION, STRUCTURE, and OFFICERS

These provisions supplement and complement UFMCC Bylaws with respect to government, organization, and officers.

SECTION 1: SENIOR PASTOR

(CLARITY OF WHICH PASTOR)

The **SENIOR PASTOR**, henceforth referred to as PASTOR, is a duly ordained and licensed clergy person of UFMCC whom the Congregation of the CHURCH has elected at a Congregational Meeting to be PRESIDENT and Chief Executive Officer of the corporation. The PASTOR is to be the primary visionary and futurist in order to advance the mission and vision of the CHURCH through the exercise of prophetic challenge, creativity, spiritual and pastoral authority, and leadership. As the primary CHURCH spokesperson and the Chief Executive Officer, the PRESIDENT is a voting member of the BOARD, serves as personnel director, and determines, subject to the board's approval, compensation, vacation periods, titles, and delegates such responsibilities and duties as may seem wise. The PASTOR shall be responsible for leading the visioning process for the CHURCH, having a presence at global events, teaching, training, engaging in continuous learning, community relationships, ecumenical relations, and global social justice.

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1. The BOARD shall develop a Pastoral Employment Agreement between the PASTOR and the CHURCH. The employment agreement shall include a job description and address such matters as compensation, which are consistent with equitable local standards, as well as benefits, allowances, and leave per the Resurrection Metropolitan Community Church Employee Handbook. The PASTOR and the CHURCH may choose at any time to terminate their relationship as set forth in the Pastoral Employment Agreement. All provisions of the employment agreement shall be subordinate to the Bylaws of the UFMCC.

(This PASTORAL CONFLICTS was moved up from Section H. CONFLICTS WITHIN THE CHURCH So, all the information for the Pastor will be in one place.)

A. Pastoral Employment Agreement

The BOARD OF DIRECTORS shall develop a Pastoral Employment Agreement between the PASTOR and the CHURCH. The employment agreement shall include a job description and address such matters as compensation, which are consistent with equitable local standards, as well as benefits, allowances, and leave per the Resurrection Metropolitan Community Church Employee Handbook. The PASTOR and the CHURCH may choose to terminate their relationship at any time as set forth in the Pastoral Employment Agreement. All employment agreement provisions shall be subordinate to the Bylaws of the UFMCC.

B. Pastoral Conflicts

When there are conflicts or irreconcilable differences between the PASTOR and the congregation the following shall trigger an intervention by UFMCC to attempt to resolve the conflict in accordance with UFMCC bylaws. The process can be initiated by one of the following:

1. An invitation by the PASTOR/INTERIM PASTORAL LEADER,
2. a majority vote of the BOARD OF DIRECTORS, or
3. a petition signed by a minimum of one-third (33%) of the Members in Good Standing of the church shall trigger intervention by UFMCC to attempt to resolve the conflict, in accordance with UFMCC Bylaws.

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2. The UFMCC Bylaws prescribe the reasons for and steps by which the PASTOR may be removed from office. For the purpose of that section, the duly authorized church officer will be the Clerk of the Board of Directors.

3. The Pastoral Search Committee shall be responsible for presenting a qualified candidate for election at a Congregational Meeting. The Pastoral Search Committee shall develop and implement the Pastoral Search Process, in consultation with UFMCC, as set forth in the Committee's Standard Operating Procedure.

(This section was moved down and added Pastoral search Committee to Committees)

B. PASTORAL VACANCY

In the event of a vacancy in the position of PASTOR, the BOARD shall consult with UFMCC to ensure there is interim pastoral leadership and to determine when to initiate the Pastoral Search Process, including formation of the Pastoral Search Committee.

a. Pastoral Removal

The UFMCC Bylaws prescribe the reasons for and steps by which the PASTOR may be removed from office. For that section, the duly authorized church officer will be the CLERK of the BOARD OF DIRECTORS.

b. Pastoral Vacancy

In the event of a vacancy in the position of PASTOR, the BOARD OF DIRECTORS shall consult with UFMCC to ensure interim pastoral leadership and determine when to initiate the Pastoral Search Process, including the formation of the Pastoral Search Committee.

(We flipped these two so that proper procedure is followed. For a Vacancy or known vacancy, the denomination is contacted first and consulted before the Pastoral search committee is formed)

i. INTERIM PASTORAL LEADER

a. At the discretion of the BOARD OF DIRECTORS and UFMCC, UFMCC may appoint a non-credentialed INTERIM PASTORAL LEADER (IPL) annually.

b. The INTERIM PASTORAL LEADER (IPL) may serve as SENIOR PASTOR or another pastoral role as needed.

c. The INTERIM PASTORAL LEADER (IPL) appointed by UFMCC must receive a vote of Confirmation from the CHURCH congregation at a formally called congregational meeting.

d. The vote of Confirmation will follow the same bylaws as a Congregational vote to elect a SENIOR PASTOR.

(This was added so the congregation can vote on an interim pastoral leader. After discussions with UFMCC it is harder to find ordained clergy due to Post Pandemic burnout. (<https://www.cbsnews.com/news/pastors-burnout-pandemic-survey/>) This is being added so the congregation would get a vote if clergy is appointed)

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The Pastoral Search Committee shall consist of no more than seven (7) members, and no less than five (5) members. The composition of the Pastoral Search Committee shall include two current members of the Board. The additional members of the Pastoral Search Committee shall be appointed by the Board from among the Members of the church who are not also current members of the Board. Congregants selected by the BOARD could include former BOARD members. The Pastoral Search Committee members should rank high in five (5) areas: spiritual maturity and sensitivity, ability to work well in a committee setting, listening and communication skills, discernment, and involvement in the ministries of the CHURCH. An understanding of leadership, as well as project management and administrative skills, will also be helpful.

~~C. EXECUTIVE DIRECTOR / EXECUTIVE PASTOR~~

~~The EXECUTIVE DIRECTOR / EXECUTIVE PASTOR functions as the MODERATOR of the BOARD and of Congregational Meetings. The EXECUTIVE DIRECTOR / EXECUTIVE PASTOR shall not vote at BOARD meetings but may vote at Congregational Meetings. The EXECUTIVE DIRECTOR / EXECUTIVE PASTOR shall set the Board meeting agenda with input from the PRESIDENT and VICE-MODERATOR and shall manage accountability of Board members for planning, executing, and tracking goals relevant to their perspective positions. The EXECUTIVE DIRECTOR / EXECUTIVE PASTOR is accountable to the PASTOR, partners with the BOARD, and shall have authority to implement the operating policies issued by the BOARD.~~

ii. Pastoral Search Committee

The Pastoral Search Committee shall be responsible for presenting a qualified candidate for election at a Congregational Meeting. The Pastoral Search Committee shall develop and implement the Pastoral Search Process, in consultation with UFMCC, as outlined in the Committee's Standard Operating Procedure. (Committee structure see Article III, Section 8c)

(The rest of the Pastoral Search committee got moved to Section 8: COMMITTEES so all committees will be together)

(Executive Director/ Executive Pastor is a position we no longer have. It will be removed from the bylaws)

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D. BOARD OF DIRECTORS

The BOARD OF DIRECTORS (hereinafter referred to as BOARD) shall have charge of all matters pertaining to the Articles of Incorporation or documents of legal organization, CHURCH property and financial affairs of the CHURCH. The BOARD is accountable for managing the collection and distribution of funds, maintenance of CHURCH records, managing the cash flow, and reporting to the Congregation and UFMCC. The BOARD shall also have the responsibility and authority for issuing operating policies.

1. COMPOSITION

The BOARD shall consist of nine (9) members, including the PASTOR who shall serve as PRESIDENT of the BOARD; and eight (8) members elected by a Congregational Meeting. Consideration will be given to elect members with diverse perspectives, core competencies, and complementary skills consistent with the required functions and responsibilities of the BOARD.

1. TERM OF SERVICE

The term of office is three (3) years. BOARD members may not serve more than two (2) full terms consecutively. A mandatory one-year hiatus is required of any Board of Directors members who has completed two consecutive terms before that member can re-join the BOARD, either through election or appointment. The expiration of the terms of the BOARD members shall be staggered, with no more than three (3) BOARD members transitioning off the BOARD during any election.

3. QUALIFICATIONS

Members of the BOARD must be Members in Good Standing prior to election to the BOARD. Prior to election, candidates for the BOARD must have passed a background check and are able to be bonded. Should a BOARD member no longer be able to be bonded, that individual shall immediately resign from the BOARD by written notification to the CLERK of the BOARD.

- a. Compensated employees of the CHURCH, excluding the PASTOR, are not eligible to serve as BOARD members. Any member of the BOARD who wishes to become a compensated employee must first resign from the BOARD.
- b. A person is not eligible to serve on the BOARD if they are a clergy candidate, a Lay Delegate, or an individual from the same household, family or intimate relationship with an employee, BOARD or Nominating Committee member.

SECTION 2: BOARD OF DIRECTORS

The BOARD OF DIRECTORS (hereinafter referred to as BOARD) shall oversee all matters pertaining to the Articles of Incorporation or documents of legal organization, CHURCH property, and financial affairs of the CHURCH. The BOARD is accountable for managing the collection and distribution of funds, maintenance of CHURCH records, managing the cash flow, and reporting to the Congregation and UFMCC. The BOARD shall also have the responsibility and authority for issuing operating policies.

A. Composition

The BOARD shall consist of nine (9) members, including the PASTOR, who shall serve as PRESIDENT of the BOARD, and eight (8) members elected by a Congregational Meeting. Consideration will be given to elect members with diverse perspectives, core competencies, and complementary skills consistent with the required functions and responsibilities of the BOARD.

B. Terms of Service

The term of office is three (3) years. BOARD members may not be elected to serve more than two (2) full terms consecutively. A mandatory one-year hiatus is required of any BOARD member who has been elected to and completed two consecutive terms before that member can rejoin the BOARD through election or appointment. The expiration of the BOARD members' terms shall be staggered, with no more than three (3) BOARD members transitioning off the BOARD during any election.

1. Qualifications

- a. Members of the BOARD must be Members in Good Standing before election to the BOARD. Before the election, candidates for the BOARD must have passed a background check and be bondable. Should a BOARD member no longer be able to be bonded, that individual shall immediately resign from the BOARD by written notification to the CLERK of the BOARD.
 - i. Compensated employees of the CHURCH, excluding the PASTOR, are not eligible to serve as BOARD members. Any member of the BOARD who wishes to become a compensated employee must first resign from the BOARD.
 - ii. A person is not eligible to serve on the BOARD if they are a clergy candidate, a lay delegate, or an individual from the same household or family or have an intimate relationship with an employee, BOARD, or nominating committee member.

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2. CORPORATE OFFICERS

The Corporate Officers shall be the PRESIDENT, VICE-MODERATOR, TREASURER, AND CLERK. Except for the President, the term of office of Corporate Officers shall be one (1) year. Except for the President, Corporate Officers shall be elected by and from the BOARD at the first BOARD meeting following the annual Congregational Meeting.

PRESIDENT

- a. The PASTOR shall be the PRESIDENT of the BOARD. The PRESIDENT shall establish the church's vision, provide spiritual leadership to the BOARD, and empower and guide the BOARD.

VICE-MODERATOR

- b. The VICE-MODERATOR shall work with the MODERATOR to set the BOARD meeting agenda and manage BOARD member accountability. The VICE-MODERATOR shall serve as MODERATOR in the occasional absence of the MODERATOR or upon the request of the MODERATOR. In the extended absence of the MODERATOR, the BOARD may appoint an Interim MODERATOR until such time as the MODERATOR is no longer absent.

(The expanded job description was added so it is clear what responsibilities each Corporate Officer are responsible for)

SECTION 3: CORPORATE OFFICERS

The Corporate Officers shall be the PRESIDENT, VICE-PRESIDENT, TREASURER, AND CLERK. Except for the President, the term of office of Corporate Officers shall be one (1) year. Except for the President, Corporate Officers shall be elected by and from the BOARD at the first BOARD meeting following the annual Congregational Meeting.

A. PRESIDENT

1. The SENIOR PASTOR shall be the PRESIDENT of the BOARD. The PRESIDENT shall establish the church's vision, provide spiritual leadership to the BOARD, and empower and guide the BOARD.

B. VICE-PRESIDENT (Changed so it is a clearer title)

1. The VICE-PRESIDENT shall collaborate with the PRESIDENT/SENIOR PASTOR'S input to establish the BOARD agendas and manage BOARD member accountability.
2. The VICE-PRESIDENT assumes the roles and responsibilities in the absence of the PRESIDENT of the Board. The VICE-PRESIDENT shall serve as PRESIDENT in the occasional absence of the PRESIDENT or upon the request of the PRESIDENT. In the extended absence of the PRESIDENT, the BOARD may appoint the VICE-PRESIDENT to fill the non-spiritual role until the PRESIDENT is no longer absent.
3. The VICE-PRESIDENT collaborates with the CLERK to set the agenda for BOARD meetings.
4. The VICE-PRESIDENT manages BOARD members accountability.
5. The VICE-PRESIDENT partners with the PRESIDENT to ensure that the BOARD of Directors and its members know and fulfill their governance responsibilities, comply with applicable laws and bylaws, conduct board business effectively and efficiently, and are accountable for their performance.
6. The VICE-PRESIDENT maintains the quarterly BOARD-duty schedule, ensuring representation of the Board at all assigned events.
7. The VICE-PRESIDENT proposes policies and practices and monitors the performance of the Directors and Officers
8. The VICE-PRESIDENT communicates with and mentors other BOARD members.

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TREASURER

- c. The TREASURER is responsible for ensuring the receipt and safekeeping of all funds of the CHURCH, including all subsidiary and deposited accounts, and that all monies are disbursed only in accordance with the Operating Budget as approved by the Congregational Meeting or as revised by the BOARD. The TREASURER shall ensure that whenever possible, all funds shall be disbursed by bank checks bearing two (2) authorized signatures. The TREASURER shall ensure that the CHURCH financial records shall be reviewed annually by an Internal Review Committee appointed by the BOARD, or an independent auditor named by the BOARD. The TREASURER shall be responsible for ensuring the preparation and maintenance of all financial records. This shall include a monthly financial report to the BOARD and an annual financial report to the Congregation. The monthly and annual financial reports shall reflect receipts, disbursements, and outstanding financial obligations of all CHURCH funds and accounts. The TREASURER shall perform such additional duties as may be assigned by the BOARD.

CLERK

- d. The CLERK shall perform the duties as Secretary of the Corporation. The CLERK shall be responsible for ensuring the maintenance of official correspondence and church records, proper notice of all authorized meetings of the CHURCH, including Congregational Meetings and BOARD meetings, recording minutes of all business transacted at such meetings of the BOARD and of the Congregation, and a complete record of all Members is maintained, showing time and mode of admission and other personal data. The CLERK shall also be responsible for ensuring that a record of Baptisms, Holy Unions, deaths, etc., is maintained. The CLERK if the officer authorized to receive petitions submitted to the Board of Directors. The CLERK shall perform such additional duties as may be assigned by the BOARD.

9. The VICE-PRESIDENT prepares or causes to be prepared a report to the Annual Congregational Meeting, which summarizes the past year's activities of the BOARD and outlines future goals and initiatives the BOARD seeks to accomplish.

10. The VICE-PRESIDENT submits various reports to the BOARD, funders, and other stakeholders.

11. Furthermore, the VICE-PRESIDENT shall undertake any supplementary duties as assigned by the BOARD.

C. TREASURER

1. The TREASURER is entrusted with the responsibility of overseeing the reception and secure storage of all funds belonging to the CHURCH, including both primary and subsidiary accounts. The TREASURER ensures that all expenditures are strictly disbursed in accordance with the Operating Budget sanctioned by the Congregational Meeting or as modified by the BOARD.

2. The TREASURER is obligated to ensure that the financial records of the CHURCH undergo an annual review either by an Internal Review Committee appointed by the BOARD or by an independent auditor selected by the BOARD.

3. The TREASURER is responsible for the preparation and maintenance of all financial documents. The financial documents to be prepared include monthly financial reports to the BOARD and an annual financial report to the Congregation. The monthly and annual reports must delineate receipts, expenditures, and any outstanding financial commitments pertaining to all CHURCH funds and accounts.

4. Furthermore, the TREASURER shall undertake any supplementary duties as assigned by the BOARD.

D. CLERK

1. The CLERK shall perform the duties of Secretary of the Corporation and is responsible for the following:

2. Ensuring the maintenance of official correspondence and CHURCH records.

3. Signing legal documents as required of the Secretary of the Corporation.

4. Meeting Management:

a. Providing proper notice of all authorized church meetings, including Congregational Meetings and BOARD meetings.

b. Recording accurate minutes of all business transacted at BOARD and Congregational meetings, including decisions made, actions taken, and any discussions or resolutions.

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5. BOARD MEETINGS

The BOARD shall meet at least once monthly. Upon Agreement of three (3) members of the BOARD, a special meeting may be called and may be conducted face to face or virtually. All members must be notified at least twenty-four (24) hours in advance of a special meeting, if possible, and the majority of active members must agree on a date and time. Special BOARD meetings may also be called by the MODERATOR or the PRESIDENT.

- a. QUORUM – A quorum shall consist of the MODERATOR or ACTING MODERATOR and six (6) voting members of the BOARD. A simple majority of the members present, and voting shall determine all issues except as otherwise provided for in these Bylaws.

- b. MINUTES – The approved minutes of the BOARD meetings must be made available to the Congregation upon request.

5.Membership Record Keeping:

a. Ensuring that a complete record is kept of all Members in good standing, including their time and mode of admission, personal data, and any changes to their membership status.

b. Ensure the confidentiality and security of membership information in accordance with applicable laws and regulations.

6. Record of Church Events:

a. Work with the church's membership database team to record significant church events, such as Rite of Baptism, Holy Unions, Rites of Matrimony, and Deaths. Ensure that official certificates or documents related to these events are appropriately stored for record-keeping purposes.

7. Petitions and Additional Duties:

a. Receive petitions submitted to the BOARD and ensure they are properly documented and addressed according to established procedures.

b. Furthermore, the CLERK shall undertake any supplementary duties as assigned by the BOARD.

SECTION 4: BOARD MEETINGS

A. The BOARD shall meet at least once monthly.

B. Meetings may be conducted face-to-face, virtually, or a hybrid of the two. Upon the Agreement of three (3) members of the BOARD, a special meeting may be called. All BOARD members must be notified at least twenty-four (24) hours before a special meeting. A majority of BOARD members must agree on a date and time. The PRESIDENT or VICE-PRESIDENT may also call Special BOARD meetings.

1. Quorum Requirement: A quorum, which is the minimum number of members required to conduct business, consists of six (6) voting members of the BOARD.

2. Voting and Decision-Making: A motion must pass with a majority vote of a quorum present at any meeting.

3. Voting must determine all issues under consideration unless otherwise specified in the organization's bylaws.

(Clarification on Quorum & Voting during a Board meeting)

C. MINUTES – The approved minutes of BOARD meetings must be made available to the Congregation upon request.

(These are shared in the weekly mobilizer via a link to download)

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6. RESIGNATIONS

a. ACTUAL RESIGNATIONS – Any member of the BOARD, excluding the PRESIDENT, who wishes to relinquish their position, shall submit, in writing, their request for acceptance of their resignation to the MODERATOR of the BOARD, stating reasons for the action, effective date and any other pertinent facts or information. The resignation letter shall be submitted prior to the effective date of the resignation. The MODERATOR will inform the PRESIDENT within twenty-four (24) hours of receipt of the resignation, and the BOARD at the next regular BOARD meeting. The person resigning may or may not, at that person's sole discretion, be present at the meeting of the BOARD.

b. ASSUMED RESIGNATIONS – If any member of the BOARD, excluding the PRESIDENT, fails to attend two (2) consecutive monthly meetings, that person may have their resignation assumed. By a majority vote of the BOARD, a letter will be sent by the CLERK to notify the individual that absence from the next meeting will automatically indicate their resignation. If the next meeting is missed, by a majority vote of the BOARD, a letter will be sent by the CLERK to the individual stating that the individual's implied resignation is regretfully accepted, Past services should be acknowledged with gratitude in this final letter.

7. VACANCIES

In the event of a vacancy on the BOARD, other than the PRESIDENT, the BOARD may appoint a qualified person to serve until the next Congregational Meeting when an election will be held to fill the unexpired term.

SECTION 5: BOARD RESIGNATIONS

(Clarification on who this applies to)

A. ACTUAL RESIGNATIONS – Any member of the BOARD, excluding the PRESIDENT, who wishes to relinquish their position, shall submit, in writing, their request for acceptance of their resignation to the VICE-PRESIDENT of the BOARD, stating reasons for the action, effective date, and any other pertinent facts or information. The resignation letter shall be submitted before the effective date of the resignation. The VICE-PRESIDENT will inform the PRESIDENT within twenty-four (24) hours of receipt of the resignation and the BOARD at the next regular BOARD meeting. The person resigning may or may not, at that person's sole discretion, be present at that meeting of the BOARD at which the resignation is disclosed.

B. ASSUMED RESIGNATIONS – If any member of the BOARD, excluding the PRESIDENT, fails to attend two (2) consecutive monthly meetings, that person may have their resignation assumed. By a majority vote of the BOARD, the CLERK will send a letter to notify the individual that absence from the next meeting will automatically indicate their resignation. If the next board meeting is missed by that BOARD member, then by a majority vote of the BOARD, a letter will be sent by the CLERK to the individual stating that the individual's implied resignation is regretfully accepted; past services should be acknowledged with gratitude in this final letter.

SECTION 6: VACANCIES

In the event of a vacancy on the BOARD other than the PRESIDENT, the BOARD may appoint a qualified person to serve until the next Annual Congregational Meeting, when an election will be held to fill the unexpired term.

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8. DISCIPLINE

The CHURCH cannot condone disloyalty, unbecoming conduct, or dereliction of duty on the part of any member of the BAORD and, therefore, makes the following provisions for discipline or removal:

If the BOARD determines that one of its members in unable or unwilling to fulfill the responsibilities of the position, the BOARD may, by a vote of two-thirds (2/3) of the BOARD, recommend that the BOARD remove that member from his/her position.

A petition presented to the CLERK and signed by twenty-five percent (25%) of the Members In Good Standing of the Congregation may also initiate such a procedure.

The member must be given written notice of the charges and, at that time, becomes inactive. The member has the right to appear and present his/her own defense before the BOARD on his/her own behalf. The BOARD will then review the charges, and, upon majority vote of the BOARD, may remove the member of the BOARD or take such other action as it me deem appropriate. The decision of the BOARD shall be final.

SECTION 7: BOARD DISCIPLINE *(Clarification of who)*

A. The CHURCH cannot condone disloyalty, **loss of bondability**, **violation of fiduciary responsibility**, unbecoming conduct, or dereliction of duty on the part of any member of the BOARD and, therefore, makes the following provisions for discipline or removal:

*(Bondability refers to the ability of a person or business to be issued a surety bond, which is a guarantee that they will fulfill their contractual obligations or perform honestly. A violation of fiduciary responsibility, or **breach of fiduciary duty**, occurs when a person in a position of trust (a fiduciary) fails to act in the best interests of the party they are obligated to protect (the beneficiary), often by acting with dishonesty, negligence, or prioritizing their own gain.)*

B. If the BOARD determines that one of its members is unable or unwilling to fulfill the responsibilities of the position, the BOARD may, by a vote of two-thirds (2/3) of the BOARD, recommend that the BOARD remove that member from his/her position.

C. A petition presented to the CLERK and signed by twenty-five percent (25%) of the Members in Good Standing of the Congregation may also initiate such a **procedure to remove a BOARD member**. *(Clarification of who)*

1. The **BOARD** member must be given written notice, including any charges, and at that time, becomes inactive as a **BOARD** member. The notified **BOARD** member has the right to appear in **EXECUTIVE SESSION** and present their own defense before the BOARD on their own behalf. The BOARD will then review any charges and defense, and upon a majority vote of the BOARD, may remove the member of the BOARD or take such other action as is deemed appropriate. The decision of the BOARD shall be final. *(Clarification of who and when/where they can appear: Due to this being an HR issue, it will be handled in Executive Session for confidentiality of the individual)*

Purposed Bylaw Changes Comparison 2025

E. THE BYLAWS COMMITTEE

By February 1 of each even-number year, the BOARD shall appoint a Bylaws Committee. The Committee shall prepare for BOARD review proposed Bylaw changes and statements of rationale and communicate these proposed changes, if any, to the Congregation for final approval. The Committee shall review the CHURCH Bylaws for consistency and ensure conformity of the CHURCH Bylaws and Operating Procedures with UFMCC Bylaws.

(This Operating policy & procedure section was added to ensure that the church's operational documents remain consistent with its governing Bylaws. By assigning review responsibility to the Bylaws Committee, the church establishes a structured process for accountability, alignment, and continuity between governing policy and day-to-day procedures.)

The Bylaws Committee's periodic review ensures that operational practices reflect current bylaws, church mission, and governance standards, and that any discrepancies or necessary updates are reported to the Board of Directors for appropriate action.)

The make-up of the Committee shall be: one (1) member who shall be a BOARD member and who shall act as liaison to and from the BOARD;

three (3) members from the Congregation at large, one (1) of whom shall be Chair;

and one (1) staff member who shall be appointed by the PASTOR.

Additional non-voting members may serve on the Committee at the discretion of the Chair. The term of office shall be two (2) years. During the first meeting of the Bylaws Committee, the Committee shall elect an individual from among its members as its Chair.

SECTION 8: COMMITTEES

(All committees were combined into this section for clarity.)

A. THE BYLAWS COMMITTEE

1. By February 1st of each even-number year, the BOARD shall appoint a Bylaws Committee. The Committee shall prepare for BOARD review proposed Bylaw changes and statements of rationale and communicate these proposed changes, if any, to the Congregation for final approval. The Committee shall review the CHURCH Bylaws for consistency and ensure conformity of the CHURCH Bylaws with UFMCC Bylaws by presenting any CHURCH bylaw changes to the appropriate committee of the UFMCC for their approval prior to presenting any bylaw changes to the congregation.

(Clarification on whom the bylaws need to be presented to.)

2. The Bylaws Committee will review Operating Policy and Procedures on odd numbered years. Any changes, updates, additions, or conflicts with the Policy and Procedure Manual shall be reported to the BOARD by the Bylaws Committee Chair.

3. The make-up of the Committee shall be:

1. One (1) member who shall be a BOARD member and who shall function as liaison to and from the BOARD.

2. Three (3) MEMBERS from the Congregation at large; one (1) of whom shall be Chair.

3. One (1) staff member whom the PASTOR shall appoint.

4. Additional non-voting members may serve on the Committee at the discretion of the Chair. The term of office shall be two (2) years. During the first meeting of the Bylaws Committee, the Committee shall elect an individual from among its members as its Chair.

Purposed Bylaw Changes Comparison 2025

F. THE NOMINATING COMMITTEE

The Nominating Committee reviews and develops the procedures of the Nominating Committee and leads the process for recruiting BOARD and Lay Delegate candidates. The responsibility of the Nominating Committee is to actively solicit candidates for the BOARD and Lay Delegates, review applications, interview those qualified, and select those possessing the necessary behavioral attributes, governance knowledge, and technical/professional skills to be presented to the congregation for the election. By April 1, the BOARD, with input from the EXECUTIVE DIRECTOR/EXECUTIVE PASTOR and the Congregation, shall appoint seven (7) Members in Good Standing to serve as the Nominating Committee. These appointments shall be reviewed annually.

(To ensure the Board can maintain full function and continuity of leadership when the Nominating Committee is unable to find qualified candidates, allowing essential church operations to continue until the next congregational election.)



The following individuals shall not be eligible to serve on the Nominating Committee:

1. More than one individual from the same household, family or committed relationship.
2. An employee of the CHURCH.
3. A clergy candidate.
4. A member of the BOARD or individual from the same household, family or committed relationship.
5. A Lay Delegate.

The term of the Nominating Committee shall be seven months, beginning May 1 and ending November 30 of each year. During the first meeting, the Nominating Committee shall elect an individual from among its members as its Chair.

B. NOMINATING COMMITTEE

1. The Nominating Committee reviews and develops the procedures of the Nominating Committee and leads the process of recruiting BOARD and LAY DELEGATE candidates. The responsibility of the Nominating Committee is to solicit candidates for the BOARD and LAY DELEGATES actively, review applications, interview those qualified, and select those possessing the necessary behavioral attributes, governance knowledge, and technical/professional skills to be presented to the congregation for the election. By April 1, the BOARD shall appoint seven (7) Members in Good Standing to serve as the Nominating Committee. **The Nominating Committee will follow the additional guidelines as set forth in the Resurrection MCC Policy and Procedures Manual.**

(Executive Director was removed as it is no longer a position at the church. The Policy & Procedure guidelines were added so the committee would have standard guidelines to follow in setting up the committee and soliciting for nominations.)

2. **If the nominating committee is unable to find qualified individual(s) to fill a BOARD vacancy, The BOARD is granted the authority to appoint individual(s) to fill the vacant position. This appointment is valid until the next Annual Congregational Meeting, when an election will be held to fill the unexpired term.**

3. The following individuals shall not be eligible to serve on the Nominating Committee:

1. More than one individual from the same household, family, or committed relationship.
2. An employee of the CHURCH.
3. A clergy candidate.
4. A member of the BOARD or individual from the same household, family, or committed relationship.
5. A LAY DELEGATE

6. The term of the Nominating Committee shall be seven months, beginning May 1 and ending November 30 of each year. During the first meeting, the Nominating Committee shall elect an individual from among its members as its Chair.

Purposed Bylaw Changes Comparison 2025

*(The pastoral search committee was moved from under **Pastor, B. Pastoral Vacancy** to Committees to clean up and keep all official RMCC committees together.)*

The Pastoral Search Committee shall consist of no more than seven (7) members, and no less than five (5) members. The composition of the Pastoral Search Committee shall include two current members of the Board. The additional members of the Pastoral Search Committee shall be appointed by the Board from among the Members of the church who are not also current members of the Board. Congregants selected by the BOARD could include former BOARD members. The Pastoral Search Committee members should rank high in five (5) areas: spiritual maturity and sensitivity, ability to work well in a committee setting, listening and communication skills, discernment, and involvement in the ministries of the CHURCH. An understanding of leadership, as well as project management and administrative skills, will also be helpful.

C. PASTORAL SEARCH COMMITTEE

1. The Pastoral Search Committee members are required to be Members in Good Standing. The committee shall consist of no more than seven (7) members and no less than five (5) members. The composition of the Pastoral Search Committee shall include two (2) current members of the BOARD. The additional members of the Pastoral Search Committee shall be appointed by the BOARD from among the Members of the church who are not also current members of the BOARD. Members selected by the BOARD could include former BOARD members. The Pastoral Search Committee members should rank high in five (5) areas:

1. spiritual maturity and sensitivity,
2. ability to work well in a committee setting,
3. listening and communication skills,
4. discernment,
5. and involvement in the ministries of the CHURCH.
6. An understanding of leadership, as well as project management and administrative skills, will also be helpful.

(Clarification of whom is ineligible)

A. Ineligible Members

The following individuals are not eligible to serve on the Pastoral Search Committee:

1. **More than one person from the same household, family or committed Relationship.**
2. **Any Employee of the Church.**
3. **Any clergy candidate.**

Purposed Bylaw Changes Comparison 2025

G. LAY DELEGATES

One (1) Lay Delegate shall be elected at the first Congregational Meeting following the General Conference of UFMCC for every one hundred (100) Members In Good Standing or portion thereof. Lay Delegates shall serve for three (3) years.

The duties of the Lay Delegate shall include, but not be limited to, representation of the Congregation at General Conference and to be informed of local, and UFMCC concerns and issues.

Lay Delegates shall have been Members In Good Standing at the CHURCH for at least one (1) year.

Nominees who receive votes, but are not elected as Lay Delegates, shall be considered as Alternate Lay Delegates, and shall fill vacant Lay Delegate positions according to the priority established by the number of votes received. Lay Delegates shall elect from among themselves a leader, known as the Chair. The Lay Delegate receiving the largest number of votes cast shall serve as Interim Chair and shall call an organizational meeting for the purpose of electing the Chair. The Chair shall be responsible for ensuring that all Lay Delegates are kept aware of their responsibilities, of meetings and conference dates and agenda, and shall ensure that a report of all conferences and meetings is presented to the BOARD and the Congregation in a timely manner. In the event that elected Lay Delegates or Alternates are unable to attend a particular conference, the BOARD may appoint a substitute for that conference only. In the event that the elected Lay Delegates or Alternates are unable or unwilling to perform the duties of Lay Delegate, including but not limited to, representation of the Congregation at General Conference, the BOARD may appoint a qualified person to serve until the next Congregational Meeting when an election will be held for the unexpired term.

SECTION 9: LAY DELEGATES

A. LAY DELEGATES shall be Members in Good Standing at the CHURCH for at least one (1) year.

(Classification of whom can be a LAY DELEGATE and broke out the information on a lay delegate so it is easier to under stand)

One (1) LAY DELEGATE shall be elected at the first Congregational Meeting following the General Conference of UFMCC for each one hundred (100) Members in Good Standing or a portion thereof. Lay Delegates shall serve for three (3) years.

B. LAY DELEGATE ELECTION – those nominees receiving the highest number of votes shall fill the LAY DELEGATE positions.

C. The Nominees who received votes but are not elected as Lay Delegates shall be considered ALTERNATE LAY DELEGATES and shall fill vacant LAY DELEGATE positions according to the priority established by the number of votes received.

D. LAY DELEGATES shall elect from among themselves a leader, known as the Chair. The LAY DELEGATE receiving the largest number of votes cast shall serve as Interim Chair and shall call an organizational meeting to elect the Chair. The Chair shall be responsible for ensuring that all LAY DELEGATES are kept aware of their responsibilities, of meetings and conference dates and agenda, and shall ensure that a report of all conferences and meetings is presented to the BOARD and the Congregation promptly.

E. If elected LAY DELEGATES or ALTERNATES cannot attend a particular conference, the BOARD may only appoint a substitute for that conference. If the elected LAY DELEGATES or ALTERNATES are unable or unwilling to perform the duties of LAY DELEGATE, including but not limited to being the representation of the Congregation at the General Conference, the BOARD may appoint a qualified person to serve until the next Annual Congregational Meeting when an election is held for the unexpired term.

F. Duties of the LAY DELEGATES

1. The duties of the LAY DELEGATE shall include, but not be limited to, representation of the Congregation at the General Conference and to be informed of local and UFMCC concerns and issues.

Purposed Bylaw Changes Comparison 2025

1. DISCIPLINE: The church cannot condone disloyalty, unbecoming conduct, or dereliction of duty on the part of any Lay Delegate or Alternate Lay Delegate. Therefore, the Board may remove by a majority vote of the full BOARD any Lay Delegate or Alternate Lay Delegate guilty of the above. A petition presented to the BOARD and signed by twenty-five (25%) of the Members In Good Standing of the Congregation may also initiate such a procedure.

2. APPEAL OF DISCIPLINE: A disciplined Lay Delegate or Alternate Lay Delegate may appeal the action to the Congregation at its next regular Congregational Meeting or at a special Congregational Meeting which may be called for that purpose. The decision of the Congregational Meeting is final. Until the Congregational Meeting to consider the appeal, the position held by the disciplined Lay Delegate shall be filled by an Alternate Lay Delegate.

H. CONFLICTS WITHIN THE CHURCH

When there are conflicts within the church that cannot be resolved, including apparent irreconcilable differences between the Pastor and congregation, (1) an invitation by the Pastor/Interim Pastoral Leader (2) a majority vote of the Board or (3) a petition signed by a minimum of one-third (33%) of the members of the church shall trigger intervention by UFMCC to attempt to resolve the conflict, in accordance with UFMCC Bylaws.

G. Discipline: The church cannot condone disloyalty, negligence, unbecoming conduct, or dereliction of duty on the part of any LAY DELEGATE or ALTERNATE LAY DELEGATE. Therefore, the BOARD may remove by a majority vote of the BOARD any LAY DELEGATE or ALTERNATE LAY DELEGATE guilty of the above. A petition presented to the BOARD and signed by twenty-five (25%) of the Members in Good Standing of the Congregation may also initiate such a procedure.

H. Appeal Of Discipline: A disciplined LAY DELEGATE or ALTERNATE LAY DELEGATE may appeal the action to the Congregation at its next regular Congregational Meeting or at a special Congregational Meeting which may be called for that purpose. The decision of the Congregational Meeting is final. Until the Congregational Meeting to consider the appeal, the position held by the disciplined LAY DELEGATE shall be filled by an ALTERNATE LAY DELEGATE.

(Conflicts in the church referred to Pastor/ church conflict and was moved under SECTION 1: SENIOR PASTOR B.

B. Pastoral Conflicts

When there are conflicts or irreconcilable differences between the PASTOR and the congregation the following shall trigger an intervention by UFMCC to attempt to resolve the conflict in accordance with UFMCC bylaws. The process can be initiated by one of the following:

2. *An invitation by the PASTOR/INTERIM PASTORAL LEADER,*

3. *a majority vote of the BOARD OF DIRECTORS, or*

4. *a petition signed by a minimum of one-third (33%) of the Members in Good Standing of the church shall trigger intervention by UFMCC to attempt to resolve the conflict, in accordance with UFMCC Bylaws).*

Purposed Bylaw Changes Comparison 2025

ARTICLE IV – CHURCH MEMBERS AND FRIENDS

A. CRITERIA FOR MEMBERSHIP

After completing the CHURCH membership requirements, as established by the PASTOR, and affirmed by the BOARD, a person may become a Member of the CHURCH through the Rite of Attaining Membership in the CHURCH. Members In Good Standing are members who have registered attendance, identified financial support, made a definite service contribution, and expressed interest and loyalty as determined by the BOARD. An Inactive Member is a member who has been removed from the list of Members In Good Standing by the BOARD.

A Member shall continue in membership until such time as the Member requests to be removed from the list of Members In Good Standing or until death. The BOARD may take action to remove the Member from the list of Members In Good Standing. Such action by the BOARD shall be done in accordance with the procedure as shown below:

1. The BOARD shall ensure that the membership roll is reviewed in the month of August of each year.
2. The BOARD shall make note of Members who have not registered attendance, identified financial support, made a definite service contribution, and demonstrated interest and loyalty within the preceding period of one (1) year. The BOARD shall notify these Members in writing that they are subject to being removed from the list of Members and placed on a list of inactive Members.
3. The notified Members shall be given an opportunity to respond within one (1) month.
4. Following notification, the BOARD shall have the authority, at its discretion, to drop any such Member from the local church membership roll. The BOARD shall take into account the notified Member's response before placing them on the Inactive Members list.
5. The Inactive Member may request to be restored to the list of Members In Good Standing. The BOARD may vote to restore the Inactive Member without a public reception into membership.

5. ARTICLE IV – CHURCH MEMBERS AND FRIENDS

SECTION 1: CRITERIA FOR MEMBERSHIP

After completing the CHURCH membership requirements, as established by the PASTOR, and affirmed by the BOARD, a person may become a Member of the CHURCH through the Rite of Attaining Membership in the CHURCH. Members in Good Standing (**hereinafter referred to as MEMBER**), are active members who have registered attendance, identified financial support, made a definite service contribution, and **or** expressed interest and loyalty as determined by the BOARD. (*Clarification*)

A. A MEMBER shall continue in membership until the MEMBER requests to be removed from the Members in Good Standing list or until death. The BOARD may take action to remove the MEMBER from the list of Members in Good Standing. Such action by the BOARD shall be done by the procedure as shown below:

1. The BOARD shall ensure that the membership roll is reviewed and completed by August of each year.
2. The BOARD shall note MEMBERS who have no registered attendance, no identified financial support, have not made a definite service contribution or demonstrated interest or loyalty within the preceding period of one (1) year. The BOARD shall notify these MEMBERS in writing that they are subject to being removed from the list of active Members in Good Standing and will be placed on the list of Inactive Members. The notified MEMBERS shall be allowed to respond within one (1) month. (*2&3 where combined*)
3. Following notification, the BOARD shall have the authority, at its discretion, to drop any such MEMBER from the local church membership roll. The BOARD shall consider the notified MEMBER'S response before placing them on the Inactive Members list.
4. The Inactive Member may request to be restored to a Member in Good Standing. The BOARD may vote to restore the Inactive Member without a public reception into membership.

Purposed Bylaw Changes Comparison 2025

B. FRIENDS OF THE CHURCH

A person who, for one reason or another, feels unable to become a Member but who supports the goals of the church and wants to be a part of the work of the church may be designated as a "Friend of the Church."

1. The Church shall not maintain a list of Friends of the Church.
2. Limitations on Friends of the Church – Friends may serve on appointed committees and may participate in all activities of the church. Friends may not vote at Congregational Meetings, serve on the BOARD, or serve as Lay Delegate or Alternate Lay Delegate. Friends shall not be considered in determining the number of Lay Delegates.

C. DISCIPLINE

The church cannot condone disloyalty or unbecoming conduct on the part of any Member or Friend. The BOARD is empowered to remove by majority vote any Member or Friend or take other appropriate disciplinary action.

RIGHT TO APPEAL: The action of the BOARD may be appealed to the next regular Congregational Meeting, or a Special Congregational Meeting called for that purpose. The decision of the Congregational Meeting is final. {Pending the outcome of the appeal of discipline, the disciplined Member shall remain under discipline and shall retain the right to vote at regular and Special Congregational Meetings, including the Congregational Meeting held to consider the appeal. Pending the outcome of the appeal of discipline, the disciplined Friend shall remain under discipline until a decision is reached at the next regular Congregational Meeting or a Special Congregational Meeting called for that purpose.

1. Appeal Process – The request for an appeal shall be submitted to the CLERK of the BOARD within thirty (30) days of the disciplinary action taken by the BOARD.
2. The BOARD may consider the appeal and reverse its earlier decision without taking the matter to the Congregational Meeting.
3. Should the BOARD sustain its earlier decision and the disciplined Member or Friend wishes the appeal to continue, the request shall be included as an agenda item for the next regular Congregational Meeting, or a Special Congregational Meeting called for the purpose of considering the appeal.

SECTION 2: FRIENDS OF THE CHURCH

- A. A person who, for one reason or another, feels unable to become a member but who supports the church's goals and wants to be a part of the church's work may be designated as a "Friend of the Church" (hereinafter referred to as FRIEND)
- B. The Church shall not maintain a FRIENDS list. Limitations on FRIENDS – FRIENDS may serve on appointed committees, unless otherwise noted in these Bylaws or RMCC Policy & Procedure Manual, and participate in all church activities.
- C. FRIENDS may not vote at Congregational Meetings, serve on the BOARD, or serve as LAY DELEGATE or ALTERNATE LAY DELEGATE.
- D. FRIENDS shall not be considered when determining the number of LAY DELEGATES.

SECTION 3: MEMBER AND FRIEND DISCIPLINE

(Clarification on who is being disciplined)

- A. The church cannot condone disloyalty or unbecoming conduct on the part of any MEMBER or FRIEND. The BOARD is empowered to remove any MEMBER or FRIEND by majority vote or take other appropriate disciplinary action.
- B. Right To Appeal: The action of the BOARD may be appealed at the next regular Congregational Meeting, or a Special Congregational Meeting may be called for that purpose. The decision of the Congregational Meeting is final. Pending the outcome of the appeal of discipline, the disciplined MEMBER shall remain under discipline and shall retain the right to vote at regular and Special Congregational Meetings, including the Congregational Meeting held to consider the appeal. Pending the outcome of the appeal of discipline, the disciplined FRIEND shall remain under discipline until a decision is reached at the next regular Congregational Meeting or a Special Congregational Meeting called for that purpose.
- C. Appeal Process – The request for an appeal shall be submitted to the CLERK of the BOARD within 30 days of the disciplinary action taken by the BOARD.
- D. The BOARD may consider the appeal and reverse its earlier decision without taking it to the Congregational Meeting.
- E. Should the BOARD sustain its earlier decision, and the disciplined MEMBER or FRIEND wishes the appeal to continue, the request shall be included as an agenda item for the next regular Congregational Meeting, or a Special Congregational Meeting called to consider the appeal.

Purposed Bylaw Changes Comparison 2025

ARTICLE V – CHURCH MEETINGS

Government of the CHURCH is vested in its Congregational Meeting, which exerts the right to control of its affairs, subject to the provisions of the UFMCC Articles of Incorporation, Bylaws, or documents of legal organization, and the General Conference.

- A. TIME AND PLACE: An Annual Congregational Meeting shall be held each year in the Fall. The time and place of the annual Congregational Meeting shall be determined by the BOARD.
- B. NOTIFICATION: The BOARD shall ensure that Members are notified at least two (2) weeks in advance.
- C. VOTING RIGHTS: Each Member In Good Standing has the right to vote. Proxy or any other form of absentee voting shall not be allowed.
- D. VOTES REQUIRED FOR APPROVAL: Decisions, including elections, require approval by a vote of more than fifty percent (50%) of those Members present and voting, unless otherwise required by UFMCC Bylaws or otherwise stated in these local church Bylaws. The congregational vote to elect the PASTOR requires approval by a vote of seventy-five percent (75%) or more of those members present and voting.
- E. QUORUM: In order to transact business, no less than fifteen percent (15%) of the Members In Good Standing must be present.

6. ARTICLE V – CHURCH MEETINGS

SECTION 1: CONGREGATIONAL MEETING

The government of the CHURCH is vested in its Congregational Meeting, which exerts the right to control its affairs, subject to the provisions of the UFMCC Articles of Incorporation, Bylaws, or documents of legal organization, and the General Conference.

- A. TIME AND PLACE: An Annual Congregational Meeting shall be held each year in the Fall. The BOARD shall determine the time and place of the annual Congregational Meeting.
- B. NOTIFICATION: The BOARD shall ensure that MEMBERS are notified, and the preliminary agenda is circulated at least eight (8) weeks in advance, and due diligence is made available at least two (2) weeks in advance.
- C. VOTING RIGHTS: Each MEMBER In Good Standing has the right to vote. **The right to vote is exercised when the member is present, in person, or attends virtually.**
(Clarification)

- 1. **ELECTRONIC VOTING: Is to allow eligible members of the church who are unable to attend in-person meetings the opportunity to participate in voting through secure and verifiable electronic means.**

(Clarification on Electronic Voting)

- 2. Proxy or any other form of absentee voting shall not be allowed.

SECTION 2: QUORUM

No less than fifteen percent (15%) of the Members in Good Standing must be present (in person and virtually) to transact business. A quorum to conduct business is determined when the meeting is called to order.

(To clarify that members attending virtually count toward quorum and to establish that quorum is confirmed at the start of the meeting, ensuring fairness and clear meeting procedures.)

SECTION 3: VOTES REQUIRED FOR APPROVAL

- A. **Once Quorum is established, decisions, including elections,** require approval by a vote of more than fifty percent (50%) of those MEMBERS present and voting unless otherwise required by UFMCC Bylaws or otherwise stated in these local churches Bylaws.
- B. The congregational vote to elect the PASTOR requires approval by a vote of seventy-five percent (75%) or more of those MEMBERS present and voting.
- C. **In the event of a tied vote, the outcome shall be decided by a tie-breaking vote. (listed in Section 6)**
(All changes for Clarification, C. gives the church a way to break a tie vote.)

Purposed Bylaw Changes Comparison 2025

F. AGENDA: The agenda for the Congregational Meetings shall be determined by the BOARD.

1. CONTENT: The agenda shall include, but not be limited to, election of members to the BOARD, election of Lay Delegates in the appropriate year, presentation of financial report, approval of budget, and receiving reports from the BOARD and the PASTOR.

2. ADDITIONS TO Members may request the BOARD to add agenda items by submitting additional agenda items to the CLERK no later than four (4) weeks prior to the meeting.

G. ELECTIONS: All votes for positions shall be taken by secret ballot. Votes of affirmation from the floor are not permitted.

H. SPECIAL CONGREGATIONAL MEETINGS: In addition to the Annual Congregational Meeting, special Congregational Meetings may also be held. Special Congregational Meetings are governed by the same rules as those pertaining to the Annual Congregational Meeting.

1. CALLING A SPECIAL CONGREGATIONAL MEETING: A special Congregational Meeting may be called either by (a) majority vote of the BOARD, (b) the PASTOR, or (c) a petition signed by at least twenty percent (20%) of the Members In Good Standing and submitted to the CLERK.

2. The nature and purpose of the special Congregational Meeting shall be stated in the petition and in announcements and be written into the agenda.

SECTION 4: AGENDA

The BOARD will determine the agenda for Congregational Meeting(s).

A. CONTENT: The Annual Congregational Meeting's agenda shall include, but not be limited to, the CLERK'S report containing the minutes from the last Congregational Meeting for approval, the election of members to the BOARD, the election of LAY DELEGATES in the appropriate year, the presentation of the TREASURER's financial report, approval of the budget, and receiving reports from the BOARD and the PASTOR.

B. ADDITIONS TO THE AGENDA: Members may request that the BOARD add agenda items by submitting additional agenda items to the CLERK no later than four (4) weeks before the scheduled meeting.

SECTION 5: ELECTIONS

All voting for ELECTED positions shall be conducted by secret ballot. Nominations and votes of affirmation from the floor are prohibited.

A. Virtual voting will be acknowledged using a method that ensures a secret ballot. (Allows electronic voting)

B. If a candidate for any position is not successfully elected, the BOARD is granted the authority to appoint individual(s) to fill the vacant position(s). This appointment is valid until the next Annual Congregational Meeting, when an election will be held to fill the unexpired term.

(To ensure the Board can maintain full function and continuity of leadership when the Nominating Committee is unable to find qualified candidates, allowing essential church operations to continue until the next congregational election.)

SECTION 6: TIE-BREAKING:

The VICE-PRESIDENT of the BOARD does not vote at congregational meetings unless there is a tied vote. In the absence of the VICE-PRESIDENT, the CLERK assumes this role. The VICE-PRESIDENT'S or CLERK'S vote will break the tie. (Details how to break a tie vote)

SECTION 7: SPECIAL CONGREGATIONAL MEETINGS

A. In addition to the Annual Congregational Meeting, Special Congregational Meetings may also be held. The same rules govern Special Congregational Meetings as those pertaining to the Annual Congregational Meeting except that The BOARD shall ensure that MEMBERS are notified, and the preliminary agenda circulated at least two (2) weeks in advance. (Clarification on when notification happens)

B. CALLING A SPECIAL CONGREGATIONAL MEETING: A Special Congregational Meeting may be called either by (a) a majority vote of the BOARD, (b) the PASTOR, or (c) a petition signed by at least twenty percent (20%) of the MEMBERS and submitted to the CLERK.

C. The nature and purpose of the Special Congregational Meeting shall be stated in the petition and in the announcements and be written into the agenda.

D. The BOARD will set the agenda for any Special Congregational Meeting.

(Clarification on who sets the agenda)

Purposed Bylaw Changes Comparison 2025

ARTICLE VI – CHURCH FINANCES

- A. The Church adopts and teaches tithing and stewardship as prescribed in UFMCC Bylaws.
- B. The BOARD shall ensure that all CHURCH receipts are reported each month to UFMCC as prescribed in UFMCC Bylaws.
- C. Whenever possible, all funds shall be disbursed by bank checks, which shall bear two (2) authorized signatures. Authorized signatories are the members of the BOARD.
- D. Annual income and expense budgets for the next fiscal year must be submitted by the BOARD to the Congregation for approval at the Congregational Meeting. To fulfill their responsibility to manage the cash flow, the BOARD has authority if there is a sufficient excess of income over expenses to increase the approved annual expense budget by up to ten percent (10%) of the approved annual expense budget, or if there is insufficient income to meet budgeted annual expenses to decrease the approved expense budget. A greater increase in the approved annual expense budget shall require the approval of a simple majority vote at a Congregational Meeting.
- E. Any agreements regarding lease, purchase, sale and/or physical location of the CHURCH, must be approved by a three-fourths (3/4) majority vote of the Members In Good Standing present at any Congregational Meeting.
- F. The fiscal year shall run from January 1 through December 31.
(To allow the BOARD to respond quickly in emergency situations or ministry needs by entering short-term leases (under one year) that support the church's mission without waiting for congregational approval. For example, after last year's Derecho storm, if both buildings had been damaged, this provision would have allowed the Board to lease temporary worship space without delay.)

ARTICLE VI - CHURCH FINANCES

- A. The Church adopts and teaches tithing and stewardship as prescribed in the UFMCC Bylaws.
- B. The BOARD shall ensure that all CHURCH receipts are reported each month to the UFMCC as prescribed in the UFMCC Bylaws.
- C. **All fund disbursements made via** bank checks must be endorsed by two (2) authorized signatories, who are current members of the BOARD and registered with the bank.
- D. **Disbursements made through methods other than bank checks must be transparent and traceable, clearly indicating the recipient, date, and purpose of the payment.**
(Added to reflect the use of credit card or other electronic payments.)
- E. **Two board members must approve recurring electronic payments before implementing the electronic payment process.**
(When using a CHURCH credit card or setting up any reoccurring ACH payments, they must be approved by the BOARD so the Treasurer is aware of the reoccurring payments so they can be accounted for.)
- F. Annual income and expense budgets for the next fiscal year must be submitted by the BOARD to the Congregation for approval at the Annual Congregational Meeting. To fulfill their responsibility to manage the cash flow, the BOARD has the authority if there is a sufficient excess of income over expenses to increase the approved annual expense budget by up to ten percent (10%) of the approved annual expense budget, or if there is insufficient income to meet budgeted annual expenses to decrease the approved expense budget. A greater increase in the approved annual expense budget shall require the approval of a simple majority vote at a Congregational Meeting.
- G. Any agreements made for the Church's purchase, sale, and/or physical relocation must be approved by a three-fourths (75%) majority vote of the Members in Good Standing present at any Congregational Meeting.
- H. **The board may enter short-term leases that do not exceed a one-year term without a congregational meeting for emergency situations, expanding the ministry, or as needed to support the church's mission.**
- I. **The Board may utilize former Board members, Staff, and Lay Delegates in good standing to assist with counting offerings and handling funds. At least one individual involved in handling funds must be bondable and in good standing. Additional individuals who are not bondable may assist, provided they have successfully completed a background check and are approved by the Board. (This allows the BOARD to bring in extra help when needed in handling money at events)**
- J. **All handling of cash and other funds is to be done by no less than two authorized individuals, and no two from the same household or family. One BOARD member must be present whenever cash and funds are handled.**
- K. The fiscal year shall run from January 1 through December 31.

Purposed Bylaw Changes Comparison 2025

ARTICLE VII – RESERVATION OF POWERS

All powers not delegated by UFMCC Bylaws are reserved to the CHURCH. All power not delegated by these CHURCH Bylaws are reserved to the Members In Good Standing of the CHURCH and may be exercised by the voting members in meetings of the CHURCH.

(To formally establish the authority and requirement for maintaining a Policy and Procedure Manual that supports and implements the Bylaws, ensuring consistency, accountability, and clear operational guidance for the church.)



ARTICLE VIII – AMENDMENTS

A. ADOPTION: These Bylaws shall become effective immediately upon adoption by the Congregational Meeting and approval by an Elder.

B. AMENDMENTS: These Bylaws may be amended or repealed at any duly convened Annual Congregational Meeting. Proposed amendments or repeals shall be submitted in writing to the BOARD no later than ninety (9) days prior to the Congregational Meeting at which the proposal is to be considered. Adoption of the amendment or the repeal shall require approval by a two-thirds (2/3) affirmative vote and is subject to approval by UFMCC. Amendments that are necessitated by amendments made to the UFMCC Bylaws shall not require approval by the congregation.

8. ARTICLE VII – RESERVATION OF POWERS

All powers not delegated by UFMCC Bylaws are reserved to the CHURCH. All power not delegated by these CHURCH Bylaws are reserved to the MEMBERS of the CHURCH and may be exercised by the voting MEMBERS in meetings of the CHURCH.

9. ARTICLE VIII – POLICY AND PROCEDURE MANUAL

A. The Policy and Procedure Manual is a supplementary document to the CHURCH Bylaws.

B. The Resurrection MCC Policy and Procedure Manual provides detailed operational guidelines and procedures that support the bylaws' intentions but do not replace or override them.

C. The BOARD is responsible for the creation, maintenance, and enforcement of a Policy and Procedure Manual for the operations of the church. This Manual shall outline the detail processes and responsibilities necessary to comply with the bylaws. In cases of conflict between the bylaws and the Policy and Procedure Manual, the bylaws shall take precedence.

D. The Resurrection MCC Policy and Procedure Manual shall be reviewed beginning February 1st of every odd-numbered year, as outlined in Article III, Section 8 (Bylaws Committee). Any changes, updates, additions, or conflicts with the Policy and Procedure Manual shall be reported to the BOARD OF DIRECTORS by the Bylaws Committee Chair.

10. ARTICLE IX – ADMENDMENTS

A. ADOPTION: These Bylaws, having previously been approved by the appropriate committee of the UFMCC, shall become effective immediately upon a two-thirds (66%) affirmative vote of the Congregation at a Congregational Meeting. (Clarifying how the Bylaws become effective)

B. These by-laws may be amended or repealed at a duly convened Congregational Meeting. Proposed amendments or repeals shall be submitted in writing to the BOARD clerk no later than Ninety (90) days before the Congregational Meeting at which the proposal is to be considered. Adopting the amendment or the repeal shall require approval by a two-thirds (66%) affirmative vote of the Members in Good Standing at the Congregational Meeting and is subject to approval by UFMCC.

C. Amendments to the Resurrection Metropolitan Community Church Bylaws required by amendments made to the Universal Fellowship of Metropolitan Community Churches (UFMCC) Bylaws shall not require congregation approval.