

# OFFICIAL CALL

The Board of Directors of the Rhode Island Conference,  
United Church of Christ issues this call for

## The 212<sup>th</sup> Autumnal Meeting

The Rhode Island Conference, United Church of Christ

Saturday, November 3, 2018

Meeting with lunch – 7:30 am – 2:00 pm \$10.00 per person

Doors open at 7:30      Meeting starts at 8:30      Lunch served at 1:00

**Please register in advance at this link:** [Click here to Register for the Annual Meeting](#)

Pay by credit card or mail in your check.

First Congregational Church UCC in Bristol  
300 High Street    Bristol, RI 02809

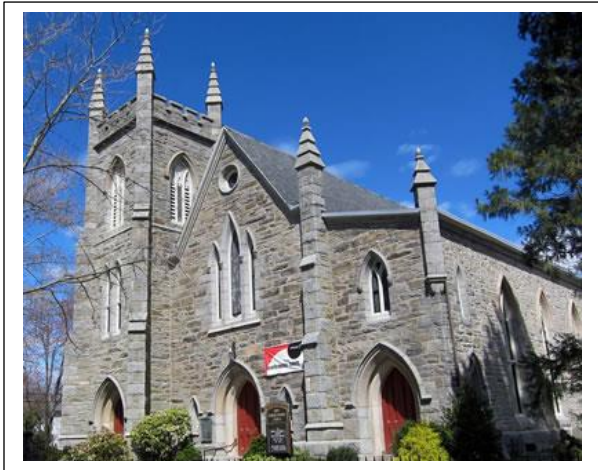
To all Authorized Ministers, Delegates, Conference Board,  
Committee members and All Interested Persons!

Everyone is **welcome** to join us for worship and the business of the Conference,



*“Carry each other’s  
burdens, and in this  
way you will fulfill  
the law of Christ” ...  
Galatians 6:2*

We will come together as the **Community of Christ**.  
Celebrating our Rhode Island Conference Ministries  
This event is accessible to all and daycare is provided.



*First Congregational Church in Bristol*  
*300 High Street*  
*Bristol, RI 02879*  
*401-789-7313*

*Welcome to the First Congregational Church in Bristol!*

First Congregational Church in Bristol is a vital, progressive community of faith with long roots in our community. Just how long?

We are Bristol's first and founding church! We have been here since 1680, formed at the same time as Bristol itself. One hundred and 5 years after our founding, our congregation and its 6th pastor, Reverend Henry Wight, began what is now known as the Bristol 4th of July Parade and Patriotic Exercises! That was in 1785! We are the founders of America's Oldest Fourth of July Celebration!™. In 1862, Rev. J.P. Lane, the 12<sup>th</sup> pastor of our church, compiled and wrote the history of our congregation from 1687-1872. Wonderful details of our early congregation are included in this book, which can be seen and downloaded here.

We are now in our third building, built in the 1850s. Our first building was on the Town Common and our second building stood where the Andrews School is located, on Bradford Street. Our current buildings have recently been preserved and updated through the historic efforts of our Preserve Our Heritage Campaign and Prepare for Our Future Capital Campaign.

Today, our congregation is known for its broad support for our community, and our willingness to speak out regarding social justice issues.

For detailed directions to the First Congregational Church in Bristol, please click the map below and enter your starting location in the appropriate field.



[View Larger Map](#)

**AUTUMNAL MEETING AGENDA**  
**Rhode Island Conference United Church of Christ**  
**Saturday, November 3, 2018**  
**First Congregational Church UCC in Bristol**  
**Bristol, RI**

- 7:30 am            REGISTRATION – Side Entry  
                      DISPLAYS - Hallways  
                      COFFEE “AND” – End of Hallway
- 8:00am            NEW DELEGATE ORIENTATION –      Kleo Becker  
   Youth Room     Rev. Cleo Graham
- 8:30am            PROCESSION OF CHURCHES  
   Hold your banner – march into worship
- 8:40am            ROLL CALL OF CHURCHES
- 9:00am            WORSHIP – SACRED DANCE – COMMUNION  
   Sanctuary     Rev. Burton Bagby-Grose  
   Your offerings will support Youth Ministry of the Conference
- 9:45am            VENDOR WALK / BREAK / COFFEE “AND”
- 10:10am           WELCOME & OPENING REMARKS  
   Fellowship Hall  
   ➤ Welcome – Rev. Marilyn B. Kendrix  
   ➤ Thanks to the Planning Committee  
   ➤ Introduction of RICUCC Staff  
   ➤ Introduction of Special Guests
- 10:20am           BUSINESS MEETING  
   ➤ Call to order – Pres. Frances Munro  
   ➤ Registrar announces a quorum – Ruth Graham  
   ➤ Vote to approve the Minutes of the Spring Meeting

10:30am	<b>CELEBRATING OUR MINISTRIES</b> <ul style="list-style-type: none"> <li>➤ Children &amp; Youth Ministries</li> <li>➤ Outdoor Ministries</li> <li>➤ Our Mission in Haiti</li> <li>➤ Congregational Health</li> <li>➤ Justice &amp; Witness</li> <li>➤ Church Life and Vitality</li> </ul>	Kristin Putney Rev. Jennifer Geary Suzanne Swanson Peggy Matteson Rev. Brendan Curran Rev. Timoth Sylvia
11:45	<b>VOTE ON BYLAWS</b> <ul style="list-style-type: none"> <li>➤ Vote on Riverpoint Congregational Church withdrawal</li> <li>➤ Rhode Island Conference Historical Bylaws</li> <li>➤ Rhode Island Association Bylaws</li> <li>➤ New United Church of Christ (UCC) Constitution and Bylaws</li> <li>➤ Presentation of the 2019 Budget &amp; Finance Report &amp; Vote</li> <li>➤ Compensation Guidelines – 2019</li> </ul>	
12:30pm	<b>SPEAK OUTs</b>	
12:45pm	<b>CLOSING WORSHIP</b>	
1:00pm	<b>LUNCH</b> Fellowship Hall	

# Minutes For The Annual Meeting Of The Rhode Island Conference Of The UCC

## 218<sup>th</sup> Meeting

Saturday, June 16, 2018

MassMutual Center, Springfield, MA

1. Call to order by Frances Munro at 10:15 am
2. Introductions of Conference Staff and Special Guests- Barbara Libby
  - a. Staff- Bob Nolan, Jennifer Geary, Sandy Tremblay, Kristin Putney, Peggy Matteson, Tiffany Vale, Barbara Gregory
  - b. Special Guests- Rev. Daehler Hayes (in absentia), Rev. Bonnie Bates( Conference Minister from Pennsylvania North East Conference)
  - c. Cleo Graham introduced our new Transitional Conference Minister, the Rev. Marilyn Kendrix.
3. Determination of Quorum- Grace Steere announced there were 17 churches represented and indeed we had a quorum
4. **Business meeting**
  - a) **Consent Agenda**
    - I. Minutes from the June 17, 2017 Annual Meeting and the 2017 Autumnal Meeting- (available online)
    - II. Annual Reports (except Nominating Committee) (full reports are online at the RICUCC website and were distributed in advance)
    - III. Action to accept the 1/19/16 request from Riverpoint Congregational Church to be removed from the RICUCC roles. This is the first of two votes required by the bylaws.

**Motion to accept the consent items by George Peters and seconded by Susan Rotblat-Walker. Vote was unanimous in favor with no abstentions**

- b) **Resolutions/ Documents** (Resolution is online and was distributed)
  - I. Anti-Racism and Racial Justice training for all authorized ministers. Committee on Church and Ministry seeks to make training available for all authorized ministers and to Members in Discernment. Gary Bagley noted that this training will be required and will not be included with Boundary Training. Financial resources will be available to facilitate the training.

**Motion to approve the above resolution proposed by Timothy Sylvia and seconded by Leslie Simonson. The vote in favor was unanimous, with no abstentions.**

- II. **Together As 1 Documents** (certificate of vote was distributed) The certificate cannot be amended because all 3 Conferences are voting on the same Certificate of Vote in the same form.  
The Certificate has 3 parts: 1.) Covenant agreement with CT Conference and MA Conference for the purpose of creating a regional conference 2.) Affirmation of Covenant Documents, which are, attached as Exhibit A 3.) Delegation to the RI Conference Board of Directors, working with the TA-1 planning team, the legal authority to finalize the Covenant Documents. George Peters assured everyone that the UCC Bylaws and Constitution clearly states that the local church has autonomy in case of a dispute. Each Conference will be represented by 7 people on the new

TA-1 Board. All endowments and monies will remain in control by their respective historic Conferences.

1. Proposed Covenant and Affiliation Agreement-the covenants, schedules, and technical documents will be put online. The RI Board will review all documents.
2. Proposed Bylaws for the new Together As One Conference
3. Elections of the new TA1 Board of Directors-proposed nominees were distributed. From RI the nominees are Cleo Graham, Larry Kellam, Rebecca Floyd Marshall, Frances Munro, Bob Nolan, Linda Sable, and Grace Steere

**Motion to vote on all the Together As One documents in one vote was proposed by Timoth Sylvia and seconded by Susan Rotblat-Walker. The vote in favor was 91, 3 nays, and no abstentions.**

- c) **Nominating Committee Report-** (Betsy Garland reported for Evelyn Watkins)(full report is online and was distributed.)

New members to the Board are Rev. Burton Bagby-Grose, Rev. David Pierce, Rev. Claudia Demick, Tracy Baron, and Rev. Brendan Curran.

Ruth Graham is the new registrar.

Corrections to Church and Ministry Committee: Rev. Gary Bagley term expiration is 2020, Wayne Gage is from Newman and his term expires in 2021, Valerie Tutson is from Beneficent and her term expires in 2020, Rev. Kurt Walker's term expires in 2021.

**Betsy Garland, on behalf of the Nominating Committee, moves to adopt the slate.**

**Jennifer Geary moved for the clerk to cast 1 ballot for the slate as corrected. The motion was seconded. The vote in favor was unanimous with no abstentions.**

- d) **Financial Report-** (Bob Nolan)(report was distributed)

**Thumbnail sketch is as follows for revenue:**

Total Actual Net Revenue in 2017- \$392,000

Budgeted Revenue- \$446,500

Unfavorable Variance -\$55,000

Per capita actual-\$88,000

Per Capita Budget- \$95,000

Unfavorable Variance- \$7,000

Basic Support actual- \$156,000

Basic Support budget- \$200,00

Unfavorable Variance-\$44,000

Local Missions actual- \$15,500 (primarily goes to support the Hispanic Church)

Local Missions budget-\$14,000

Favorable variance-\$1,000

Discussion:

- Numbers on the roles do not truly reflect pledging members
- Difficulties in removing names from roles- many churches are using “associate member” designation.
- Suggestion to educate our members about the \$20 per capita fee
- Finance Committee asks for each church’s annual report so that the Conference budget can be more accurate
- Churches are encouraged to pay monthly
- Jennifer Geary noted that the income for Irons Homestead, \$34,000 is not reflected in the report. Bob noted that income from Irons Homestead and income from the Haiti Mission is not comingled with our operating funds.
- It has not been decided how funds from the 3 Conferences will eventually be distributed.
- Everything for understanding UCC’s mission work is online!

#### **Thumbnail sketch for expenses:**

Basic operations actual- \$326,000  
 Basic operations budget--\$312,000  
Unfavorable Variance- \$14,000  
 Program Expense actual- \$71,000  
 Program expense budget- \$73,000  
Unfavorable variance- \$2,000  
 Missions expense actual- \$40,000  
 Missions budget- \$42,000  
Favorable variance- \$2,000  
 Ecumenical Support Actual- \$18,000  
 Ecumenical Support budget- \$18,000  
Net Variance Expenses Total- unfavorable at \$14,000

- We also have a \$100,000 line of credit, which needs to get paid down.
- We are moving our office to save money.
- Office admin position may be changed.

**Rev. Burton Bagby-Grose moved to accept the treasurer’s report with a second by Wayne Patenaude.**

**The vote in favor was unanimous with no abstentions.**

#### **e) Recognitions-report by Barbara Libby**

**Newly Installed Pastors-** Rev. Cleo Graham, Beneficent Church; Rev. John Ecklund, Chepachet Union Church; Rev. Burton Bagby-Grose, First Congregational Church Bristol.

**Newly ordained-** Rev. Shelley Moses, Rev. Helen Bodell

**Members In discernment-** Chontel Washington, Gabrielle Sclafani, Brendon Yaghjian - Tison, Alyssa Browning Gray

**4 Members of the Board who have completed service-** Wayne Patenaude,

Susan Rotblat-Walker, Nancy Soukup, Jeff Richardson

**Ordination Anniversaries-** Rebecca Floyd Marshall-5y; Cleo graham- 5y; Timoth Sylvia-10y; Marilyn Ricci-15y; Jack Jones-25y; Weldon Palmer-25y; Patricia Hazeltine-30y; Bill Sterrett-30y; Joy Utter-35y; Julio Filomeno-35y; George Peters-45y; Charlie Simonson-50y

Rev Joe Runner has served as the Annuitant Visitor for RI and Cape Cod for 28 years and is now retiring.

Leslie Simonson is now beginning her service as the new Annuitant Visitor for RI and Cape Cod.

**7 Churches Are 5 For 5-** FCC Bristol, Edgewood Congregational, Moosup Valley congregational, Newman Congregational Church, Park Place Congregational, United Congregational of Warwick, United Congregational Church of Westerly UCC

**22 Churches for Basic Support Contributors-** Amicable, Barrington, Beneficent, Chapel Street, Central, Edgewood, 4 Corners Community Chapel, FCC Bristol, FCC Warwick, Hispanic Evangelical, Hope, Kingston, Moosup Valley, Newman, Park Place, Peacedale, Seekonk, Slatersville, Smithfield Avenue, Little Compton, Westerly

**f) Parting Service for Interim Conference Minister, Barbara Libby- (Cleo Graham)**

George Peters gave moving words for Barbara's retirement. He expressed the tremendous gratitude of the Conference for her service.

Frances Munro gave Barbara a gift card and a book of photos to remember her time here. Linda Sable expressed her profound gratitude for their relationship and work together on the Committee on Church and Ministry.

Barbara Libby expressed her gratitude for being part of TA-1 and the discussions about what it means to be the church of Jesus Christ in the 21<sup>st</sup> century, as we imagine a new future together. Today's vote moves all 3 of our Conferences together.

Service of Parting for Rev. Barbara Jane Libby

**g) Introduction of Transitional Conference Minister, Marilyn Kendrix-**

Final prayer delivered by Marilyn

Benediction delivered by Barbara and Marilyn.

Announcement to please join Barbara for an ice cream social farewell party on June 24, 3-5 pm, at Beneficent Church.

Meeting was adjourned at 12 pm.

Respectfully Submitted,

*Grace Steere*

Grace Steere, Clerk





## **Compensation Guidelines for 2019**

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**Authorized Ministers (ordained, licensed, commissioned)  
Church Office Personnel  
Church Musicians  
Church Educators  
Faith Community Nurse**

**Prepared by the Rhode Island Church and Ministry Committee**

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**As voted at the 2016 Autumnal Meeting of the RICUCC, these Compensation Guidelines shall remain in effect with annual cost-of-living adjustments as recommended by the Church and Ministry Committee until such time as the RI Conference adopts new Clergy Compensation Guidelines.**

**These Compensation Guidelines for 2018 appear online in their entirety at [ricucc.org](http://ricucc.org)  
The RICUCC congregations are asked to prayerfully consider the Guidelines to determine fair compensation for all their church staff.**

**The only modification for the Compensation Guidelines for 2019 as approved by the RI Church and Ministry Committee is an increase in the Cost of Living by 2.8%**

**Updated Medical Insurance rates for 2019 from the Pension Board of the UCC have been added to the website version.**

**Updated Medical Insurance rates for 2019 from the Blue Cross and Blue Shield plan will be added upon receipt to the website version.**

***PROPOSED* Draft 09-10-2018**  
**BYLAWS**  
**of the**  
**HISTORIC RHODE ISLAND CONFERENCE OF THE UNITED CHURCH OF CHRIST**

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**ARTICLE I:           Name**

The incorporated name of this conference is the historic Rhode Island Conference of the United Church of Christ, hereinafter referred to as the historic Conference.

**ARTICLE II:           Purpose and Mission**

- Section 1:**     The purpose and mission of the historic Rhode Island Conference of the United Church of Christ is to engage in the following activities:
- to proclaim and teach the Gospel of Christ;
  - to live and act in covenant with the Rhode Island Association of the TA1 Conference of the United Church of Christ and with the TA1 Conference;
  - to preserve and manage the endowment funds entrusted to the historic Rhode Island Conference by the congregations in the State of Rhode Island and contiguous communities in adjacent states which were formerly members of the historic Conference, in a manner consistent with the historic mission of the historic Conference.
- Section 2:**     The historic Rhode Island Conference is a not-for-profit organization within the meaning of Section 501(c)(3) of the Internal Revenue Code.
- Section 3:**     The historic Conference may:
- acquire by purchase, gift, bequest or otherwise, and further may own, invest, reinvest or dispose of property both real and personal for such religious, educational, philanthropic or other related work in the service of the investing congregations and entities;
  - purchase, own, receive, hold, manage, care for and transfer, rent, lease, mortgage or otherwise encumber, sell, assign, transfer and convey such property for the general purposes of the historic Conference;
  - receive and hold in trust both real and personal property for churches, boards, institutions and instrumentalities of the United Church of Christ or which are affiliated therewith and to invest and reinvest the same; and
  - make contracts for promoting the objects and purposes of the historic Conference which are not inconsistent with the laws of the State of Rhode Island or Section 501(c)3 of the Internal Revenue Code.

**ARTICLE III:         Membership**

- Section 1:**     Membership in the historic Conference shall consist of the Officers and Directors of the Rhode Island Association of the Together, As One Conference of the United Church of Christ and of one representative from each of the congregations whose funds are managed by the historic Conference.

**ARTICLE IV:         OFFICERS and COMMITTEES**

**Section 1: OFFICERS**

The officers of this historic Conference shall be a President, Vice President, Clerk, Registrar, Treasurer and Assistant Treasurer. All officers shall be elected for a term of two (2) years, with a limit of two (2) consecutive terms.

**Section 2: DUTIES**

- (a) President:
  - presides at meetings;
  - provides such representation to the TA1 Conference Board as is called for in the TA1 Conference Bylaws.
  - conducts other such activities as may be authorized.
- (b) Vice President:
  - presides at meetings at the request of or in the absence of the President;
  - conducts all other duties as delegated;
- (c) Clerk:
  - keeps the roll of members;
  - serves as scribe at meetings;
  - issues call for meetings;
  - conducts correspondence as delegated;
  - maintains the copy of the certificate of incorporation
- (d) Registrar:
  - serves in the absence of the Clerk
- (e) Treasurer:
  - reviews all monies due, received and disbursed by the historic Conference
  - presents report of all investments made, and monies received and disbursed;
  - serves on the Board of Directors of the Together, As One Conference of the United Church of Christ.
- (f) Assistant Treasurer:
  - assists the Treasurer

**ARTICLE V COMMITTEES****Section 1: INVESTMENT COMMITTEE**

This Committee shall counsel and advise the Board of Directors and any other fund holding agencies in the Rhode Island Association of the Together, As One Conference of the United Church of Christ in the investment of their funds, and shall, subject to review of the Board of Directors, manage the investment of all funds held by the historic Conference arising from gifts, devises and bequests. The Investment Committee shall consist of nine (9) members, two (2) of whom shall be the Treasurer and Assistant Treasurer. Seven additional members shall be appointed by the Board of Directors.

**Section 2: NOMINATING COMMITTEE**

It shall be the duty of the Nominating Committee to recommend names of individuals from the geographical area served by the historic Conference to the Nominating Committee of the Together, As One Conference of the United Church of Christ.

- (a) The Nominating Committee shall consist of a chairperson and at least three (3)

other members, selected from the Board of Directors of the historic Conference. The chairperson shall rotate between lay and clergy members;

(b) The Nominating Committee shall submit names for nomination to the annual meeting of the TA1 Conference for positions described in their Bylaws, and at such other times as requested.

### **Section 3: AD HOC COMMITTEES**

The Board of Directors may create such additional committees as it deems necessary and appropriate to carry on the work of the historic Conference. Any such committees created shall be subject to annual review and renewal, and may be discontinued at any time by a majority vote of the Board of Directors present and voting.

## **ARTICLE IV: Meetings**

### **Section 1: ANNUAL MEETING**

The historic Conference will hold an annual meeting at least once per year. Notice shall be sent by the Registrar to the Rhode Island Association of the TA1 Conference and to each investing congregation at least thirty (30) days prior the date set.

### **Section 2: SPECIAL MEETINGS**

Special meetings of the historic Conference may be called at any time by the Board of Directors or upon the written request of any two (2) churches holding funds invested by the historic Conference, upon thirty (30) days notice. Notice shall include time, place and business to be transacted.

### **Section 3: QUORUM**

A quorum for a meeting of the historic Conference shall consist of a majority of the Board of Directors. No business requiring a vote of the Association shall be transacted in the absence of a quorum.

**Section 4:** Unless otherwise required in these bylaws or by Robert's Rules of Order, business of the historic Conference shall be transacted by a majority of those present and voting at any duly called meeting.

**Section 5:** Parliamentary procedure shall be governed by Roberts Rules of Order.

## **ARTICLE V: Fiscal Year**

The fiscal year of the historic Conference shall be from January 1 to December 31.

## **ARTICLE VI: Amendment**

The Bylaws of this historic Conference may be amended at any regular meeting by a two-thirds (2/3) majority of members present and voting, provided that a notice containing the substance of the proposed amendment has been sent to all members at least thirty (30 ) days prior to the meeting at which it is to be considered.

**PROPOSED** *Draft 09-10-2018*  
**BYLAWS**  
**of the**  
**RHODE ISLAND ASSOCIATION OF THE UNITED CHURCH OF CHRIST**

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**ARTICLE I:           Name**

This Association shall be called the Rhode Island Association of the Together, As One Conference of the United Church of Christ, hereinafter called TA1 Conference.

**ARTICLE II:           Purpose and Mission**

**Section 1:**     The purpose of the Association is to be that body of the TA1Conference— United Church of Christ which is composed of local churches in Rhode Island and contiguous communities in adjacent states, all ordained and commissioned ministers holding standing in the Association, and all licensed ministers who have been granted voting membership.

**Section 2:**     The Association claims as its own the historic mission of the church, which is: to proclaim and teach the Gospel of Christ; to live and act in covenant with its member churches and with the United Church of Christ; to be in mutual relationship and mission with other Christian churches, as well as ecumenical and interfaith partners; to be a community of faith which is welcoming and inclusive; to work for health and justice and peace; and to serve the community and the world as an agent of reconciliation by means of the ministry of the Gospel.

**ARTICLE III:          Membership**

**Section 1:     CHURCHES**

- (a)     The churches listed in the official records of the Association;
- (b)     Such other churches as accept the purpose of the Association may become members by a two-thirds (2/3) vote of delegates present and voting at any meeting of the Association, following the holding of an Ecclesiastical Council to review the qualifications of the applicant church.
- (c)     Any church requesting to withdraw from membership may be removed from the roll of the Association by a two-thirds (2/3) vote of the delegates present and voting at two successive regular meetings of the Association. A church's membership may be terminated in the absence of its request for withdrawal upon recommendation of a duly constituted Ecclesiastical Council.

**Section 2:     INDIVIDUALS**

- (a)     **MINISTERS** – The ordained, commissioned, and licensed ministers serving churches which are members of this Association as pastors, associate pastors, assistant pastors or directors of religious education, or as members of the Association staff; and other ministers whose ministerial standing is in the Association.
- (b)     **Members of the BOARD OF DIRECTORS.**
- (c)     **INDIVIDUALS**, including
  - (1) any delegate representing a church of this Association
  - (2) in-care students
  - (3) delegates from this Association to General Synod of the United Church of Christ elected by the Rhode Island Association shall be voting members at all meetings of this Association, with all its rights and privileges.
- (d)     **REPRESENTATION** – Each church in the Association shall be represented by five (5) delegates, plus one (1) additional delegate for every one hundred (100) members or major fraction thereof. Each church delegation shall attempt to reflect diversity of membership in terms of age,

gender, race and sexual preference, and shall include at least one (1) youth delegate under the age of twenty (20).

#### **ARTICLE IV: OFFICERS and COMMITTEES**

##### **Section 1: OFFICERS**

The officers of this Association shall be a President, Vice President, Clerk, Registrar, Treasurer and Assistant Treasurer. All officers shall be elected for a term of two (2) years, with a limit of two (2) consecutive terms.

##### **Section 2: DUTIES**

###### **(a) President:**

- presides at meetings;
- provides such representation to the TA1 Conference Board as is called for in the TA1 Conference Bylaws.

- conducts other such activities as may be authorized.

###### **(b) Vice President:**

- presides at meetings at the request of or in the absence of the President;
- conducts all other duties as delegated;

###### **(c) Clerk:**

- keeps the roll of members;
- serves as scribe at meetings;
- issues call for meetings of the Association;
- conducts correspondence as delegated;
- maintains the copy of the certificate of incorporation should the Board decide to incorporate the Association;

###### **(d) Registrar:**

- records all meetings of the Church and Ministry Committee;
- issues calls for ecclesiastical councils, etc.;
- issues letters of dismissal and recommendation;
- keeps account and list of memberships, both church and ministerial;
- makes annual report to the TA1 Conference – UCC.

###### **(e) Treasurer:**

- reviews all monies due, received and disbursed by the Association
- presents report of all monies received and disbursed;
- works with the Treasurer and CFO of the TA1 Conference – UCC, as requested;

###### **(f) Assistant Treasurer:**

- assists the Treasurer

##### **Section 3: STANDING COMMITTEES**

###### **(a) EXECUTIVE COMMITTEE – shall be composed of the following:**

###### **(1) Officers**

###### **(2) Chairpersons of Standing Committees or their representatives**

###### **(3) Eight (8) other members, elected four (4) annually for two (2)-year terms**

###### **(4) The Executive Committee shall maintain a balance between lay and clergy**

###### **(5) Limit of two (2) consecutive two (2)-year terms.**

###### **(6) Duties of the Executive Committee :**

- make provision for the stated meetings of the Association;
- prepare a budget and present it at the Association annual meeting;
- manage and disburse any moneys of the Association – e.g. scholarship funds;

- hear fitness review appeals;
- consider any other matters which may be directly referred to it;
- fill such vacancies as may occur among officers and committees in the interim between meetings;

(7) The Executive Committee will meet at least four (4) times per year.

(b) CHURCH AND MINISTRY COMMITTEE

- (1) The Church and Ministry Committee shall consist of a chairperson and eight (8) members – the eight consisting of four (4) ministers with standing in the Association and four (4) lay members to be elected from the membership, and the Registrar of the Association. Members of the Church and Ministry Committee shall be elected three per year for three (3) year terms, and shall not serve more than two (2) consecutive terms. The chairperson shall serve no more than two (2) years consecutively.
- (2) The Committee shall have the responsibility for establishing and maintaining the standing of member churches, and for recognizing, authorizing and maintaining ordained, commissioned, and licensed ministry in the Rhode Island Association.
- (3) The Committee shall be responsible for matters of ministerial standing on all its levels, and shall operate under the provisions of the Ministerial Code set forth in the UCC Manual on Ministry and under such rules and procedures as the Association may adopt from time to time. Decisions on ordained ministerial standing, members in discernment and limited standing, and standing as a commissioned minister shall reside solely with the Church and Ministry Committee.
- (4) The Church and Ministry Committee shall seek to promote fellowship, mutual understanding and harmony in the relationships which involve member churches and/or those authorized for ministry by the Association. The Committee shall seek to act as a reconciling force when there are disputes in those relationships. The Committee shall seek to provide and/or communicate opportunities for continued spiritual and professional growth.
- (5) The Committee shall offer training in such courses as may be periodically required for ministers to maintain their ordained ministerial standing, and shall monitor participation therein.
- (6) The Committee shall respond to allegations of violations of the covenants of the UCC Ministerial Code, in accordance with a Unified Fitness Review process.
- (7) When a concern is brought against an authorized minister with standing in the Rhode Island Association, the Church and Ministry Committee shall determine whether or not the concern raises the question of ministerial fitness in and on behalf of the UCC. Upon voting in the affirmative to initiate a Fitness Review for the minister in question, the Committee will follow the process as delineated in the UCC Manual on Ministry for a fitness review, and shall make a finding whether the concern is valid or invalid in whole or in part, and shall decide on whatever corrective action is deemed appropriate.
- (8) If an oversight decision of the fitness review is appealed, the matter will be referred to the Association Board of Directors.

(c) NOMINATING COMMITTEE

- (1) The Nominating Committee shall consist of a chairperson and at least three (3) other members, elected to two (2) year terms, with not more than two (2) consecutive terms. The chairperson shall rotate between lay and clergy members;
- (2) The Executive Committee will nominate candidates for the Nominating

Committee;

- (3) Duties: - submit nominations to the annual meeting of the Association for positions described in the Bylaws.

- (d) AD HOC COMMITTEES – The Executive Committee may create such additional committees as it deems necessary and appropriate to carry on the work of the Association. Any such committees created shall be subject to annual review and renewal, and may be discontinued at any time by vote of the Executive Committee.

#### **ARTICLE IV: Meetings**

##### **Section 1: ANNUAL MEETING**

The Association will hold an annual meeting at least once per year, in the fall. Notice shall be sent by the Registrar to each member church, delegate and minister at least thirty (30) days prior the date set.

##### **Section 2: SPECIAL MEETINGS**

Special meetings of the Association may be called at any time by the Executive Committee acting on its own behalf or upon the written request of ten (10) delegates from at least six (6) churches, upon thirty (30) days notice to the membership. Notice shall include time, place and business to be transacted.

##### **Section 3: QUORUM**

A quorum for a meeting of the Association shall consist of at least seven (7) ministers and at least one (1) lay delegate from each of eight (8) churches. No business requiring a vote of the Association shall be transacted in the absence of a quorum.

##### **Section 4: Unless otherwise required in these bylaws or by Robert's Rules of Order, business of the Association shall be transacted by a majority of those present and voting at any duly called meeting.**

##### **Section 5: Parliamentary procedure shall be governed by Roberts Rules of Order.**

#### **ARTICLE V: Fiscal Year**

The fiscal year of the Association shall be from January 1 to December 31.

#### **ARTICLE VI: Conflict of Interest**

Any members of an Association board or committee, or participants in an Association oversight action who have a financial, official or personal interest in, or conflict, or appearance of conflict, with any matter pending, of such nature that it may prevent the member from acting impartially, shall identify a conflict of interest to fellow board or committee participants, and shall recuse themselves from discussion and/or voting on the matter. If there is a conflict, either real or perceived, and the individuals do not voluntarily recuse themselves, the Association board or committee may require an involuntary recusal by a vote of two-thirds (2/3) of the members of the respective body present and voting.

#### **ARTICLE VII: Amendment**

The Bylaws of this Association may be amended at any regular meeting by a two-thirds (2/3) majority of members present and voting, provided that a notice containing the substance of the proposed amendment has been sent to all members of the Association at least thirty (30 ) days prior to the meeting at which it is to be considered.



# THE CONSTITUTION OF THE UNITED CHURCH OF CHRIST

2

## 3 PREAMBLE

4 1 The United Church of Christ, formed June 25, 1957, by the union of the Evangelical and  
5 Reformed Church and The General Council of the Congregational Christian Churches of the  
6 United States in order to express more fully the oneness in Christ of the churches composing it, to  
7 make more effective their common witness in Him, and to serve His kingdom in the world,  
8 hereby adopts this Constitution.

9

10 2 The United Church of Christ acknowledges as its sole Head, Jesus Christ, Son of God and  
11 Savior. It acknowledges as kindred in Christ all who share in this confession. It looks to the Word  
12 of God in the Scriptures, and to the presence and power of the Holy Spirit, to prosper its creative  
13 and redemptive work in the world. It claims as its own the faith of the historic Church expressed  
14 in the ancient creeds and reclaimed in the basic insights of the Protestant Reformers. It affirms the  
15 responsibility of the Church in each generation to make this faith its own in reality of worship, in  
16 honesty of thought and expression, and in purity of heart before God. In accordance with the  
17 teaching of our Lord and the practice prevailing among evangelical Christians, it recognizes two  
18 sacraments: Baptism and the Lord's Supper or Holy Communion.

19

20 3 The provisions herein define and regulate the General Synod, the United Church of Christ  
21 Board and those Covenanted Ministries, Affiliated Ministries, and Associated Ministries, as  
22 hereinafter set forth, of the United Church of Christ which are related to the General Synod and  
23 describe the free and voluntary relationships which the Local Churches, Associations,  
24 Conferences and ministers sustain with the General Synod and with each other. The pattern of  
25 relationships and procedures so described is recommended to Local Churches, Associations,  
26 Conferences and authorized ministers, to enable them more effectively to accomplish their tasks  
27 and the work of the United Church of Christ.

28

## 29 ARTICLE I. NAME

30 4 The name of this Church shall be UNITED CHURCH OF CHRIST.

31

## 32 ARTICLE II. STRUCTURE

33 5 The United Church of Christ is composed of Local Churches, Associations, Conferences and  
34 the General Synod.

35

## 36 ARTICLE III. COVENANTAL RELATIONSHIPS

37 6 Within the United Church of Christ, the various expressions of the church relate to each other in  
38 a covenantal manner. Each expression of the Church has responsibilities and rights in relation to  
39 the others, to the end that the whole Church will seek God's will and be faithful to God's  
40 mission. Decisions are made in consultation and collaboration among the various parts of the  
41 structure. As members of the Body of Christ, each expression of the Church is called to honor  
42 and respect the work and ministry of each other part. Each expression of the Church listens,  
43 hears, and carefully considers the advice, counsel, and requests of others. In this covenant, the  
44 various expressions of the United Church of Christ seek to walk together in all God's ways.

45

## 46 ARTICLE IV. OFFICERS OF THE UNITED CHURCH OF CHRIST

47 7 The Officers of the United Church of Christ shall be a General Minister and President, an  
48 Executive Minister for Local Church Ministries, an Executive Minister for Wider Church  
49 Ministries, an Executive Minister for Justice and Witness Ministries, the Associate General  
50 Ministers, and such other Officers as the General Synod may from time to time determine. They

2

shall be responsible to and called by election of the General Synod as Officers 51 of the United Church of Christ.

53

#### 54 **Collegium of Officers**

55 8 **Composed of the** Officers of the United Church of Christ shall attend to the quality of  
56 relationships among the United Church of Christ Board and the Covenanted Ministries. The  
57 General Minister and President is the presiding Officer. The Officers of the United Church of  
58 Christ support and consult with the United Church of Christ Board and the Covenanted Ministries  
59 in carrying out their work in a spirit of coordination and cooperation. Led by the General Minister  
60 and President, the Officers of the United Church of Christ are responsible for providing  
61 leadership for the mission programming of the United Church of Christ and for the proper  
62 implementation of General Synod actions. The Officers of the United Church of Christ coordinate  
63 research, long-range planning, program evaluation, and report on the ongoing programs of the  
64 United Church of Christ. The election of Officers of the United Church of Christ shall reflect the  
65 commitment of the United Church of Christ to be an inclusive church. meeting as peers, the  
66 Collegium of Officers is responsible for providing leadership for the mission programming of the  
67 United Church of Christ and for the implementation of General Synod actions. The General  
68 Minister and President is the presiding officer of the Collegium. The Collegium shall attend to the  
69 quality of relationships among the United Church of Christ Board and the Covenanted Ministries  
70 and foster a climate of respect, collaboration, and collegiality among various expressions of the  
71 church. The Collegium provides a setting for mutual accountability, for mutual reporting, and for  
72 assessing the ongoing programs of the United Church of Christ. It shall reflect the commitment of  
73 the United Church of Christ to be an inclusive church.

74

#### 75 **ARTICLE V. LOCAL CHURCHES**

76 9 The basic unit of the life and organization of the United Church of Christ is the Local Church.

78 10 A Local Church is composed of persons who, believing in the triune God, accepting Jesus  
79 Christ as Lord and Savior, and depending on the guidance of the Holy Spirit, are organized for  
80 Christian worship, for the furtherance of Christian fellowship, and for the ongoing work of  
81 Christian witness.

82

83 11 In accordance with the custom and usage of a Local Church, persons become members by (a)  
84 baptism and either confirmation or profession of faith in Jesus  
85 Christ as Lord and Savior; (b) reaffirmation or reprofession of faith; or (c) letter of transfer or  
86 certification from other Christian churches.

87

88 12 All persons who are or shall become members of a Local Church of the  
89 United Church of Christ are thereby members of the United Church of Christ.

90

91 13 Congregational Christian Churches and the Evangelical and Reformed  
92 Church unite in the United Church of Christ without break in their respective historic continuities  
93 and traditions.

94

95 14 The following Local Churches compose the United Church of Christ:

96

97 a) The Local Churches of the Evangelical and Reformed Church;

98

99 b) The Local Churches of the Congregational Christian fellowship which vote to become a part of  
100 the United Church of Christ, or which vote to approve this Constitution;

101

c) Any Congregational Christian Local Church which, although it has not 102 voted to become a part 103 of the United Church of Christ, or to approve this Constitution, votes to join the United Church of 104 Christ after this Constitution is declared in force;

105

106 d) Any Local Church which, after this Constitution is declared in force, is accepted, on any basis 107 other than that described in paragraph 16, into an Association, or Conference, of the United 108 Church of Christ;

109

110 e) The Local Churches of any denomination which, after this Constitution is declared in force, 111 unites with the United Church of Christ; and

112

113 f) Any Local Church in a category not otherwise defined in this article, received upon its request, 114 subject to such provisions as in consultation with the Conference may be specified by the 115 Association within whose bounds it is located, and which are not inconsistent with this 116 Constitution and the Bylaws of the United Church of Christ.

117

118 15 Local Churches of the United Church of Christ are represented in the General Synod by the 119 delegates from the Conferences to which they belong.

120

121 16 An Association or a Conference of the United Church of Christ may, under such provisions as 122 it deems wise, admit, or continue to fellowship with, any Congregational Christian Local 123 Church which is not part of the United Church of Christ. The names and statistics of such 124 churches shall be kept separately; their members shall not be counted in determining the number 125 of delegates which the Conference is entitled to send to the General Synod or hold elective office 126 in that body, except that no Ordained Minister who has full Standing or Ordained 127 Ministerial Partner Standing in the United Church of Christ shall be ineligible to be a 128 delegate to the General Synod or to hold elective office in that body. No direct or indirect 129 participation by any such Local Church in, or support of, the work of the United Church of 130 Christ, or of any of its Covenanted Ministries, The Pension Boards—United Church of Christ, 131 United Church Funds, or of any Conference or Association, shall be construed as making it a 132 Local Church of the United Church of Christ.

133

134 17 The Local Churches of the United Church of Christ have, in fellowship, a God-given 135 responsibility for that Church, its labors and its extension, even as the United Church of Christ 136 has, in fellowship, a God-given responsibility for the wellbeing and needs and aspirations of its 137 Local Churches. In mutual Christian concern and in dedication to Jesus Christ, the Head of the 138 Church, the one and the many share in common Christian experience and responsibility.

139

140 18 The autonomy of the Local Church is inherent and modifiable only by its own action. Nothing 141 in this Constitution and the Bylaws of the United Church of Christ shall destroy or limit the right 142 of each Local Church to continue to operate in the way customary to it; nor shall be construed as 143 giving to the General Synod, or to any Conference or Association now, or at any future time, the 144 power to abridge or impair the autonomy of any Local Church in the management of its own 145 affairs, which affairs include, but are not limited to, the right to retain or adopt its own methods of 146 organization, worship and education; to retain or secure its own charter and name; to adopt its 147 own constitution and bylaws; to formulate its own covenants and confessions of faith; to admit 148 members in its own way and to provide for their discipline or dismissal; to call or dismiss its 149 pastor or pastors by such procedure as it shall determine; to acquire, own, manage and dispose of 150 property and funds; to control its own benevolences; and to withdraw by its own decision from 151 the United Church of Christ at any time without forfeiture of ownership or control of any real or

152 personal property owned by it.

4

153

154 19 Actions by, or decisions or advice emanating from, the General Synod, a Conference or an  
155 Association, should be held in the highest regard by every Local Church.

156

## 157 **ARTICLE VI. THE MINISTRY**

158 20 The United Church of Christ recognizes that God calls the whole Church and every member to  
159 participate in and extend the ministry of Jesus Christ by witnessing to the Gospel in church and  
160 society. The United Church of Christ seeks to undergird the ministry of its members by nurturing  
161 faith, calling forth gifts, and equipping members for Christian service.

162

163 21 The United Church of Christ recognizes that God calls certain of its members to various forms  
164 of ministry in and on behalf of the church for which ecclesiastical authorization is required.  
165 Recognizing God's call, the ecclesiastical authorization is granted by an Association through the  
166 rite of ordination, through commissioning, licensing, granting either **O**rdained **M**inisterial  
167 **S**tanding or **O**rdained **M**inisterial **P**artner **S**tanding and other acts of authorization.

168

169 22 Ordination is the rite whereby the United Church of Christ through an Association, in  
170 cooperation with the person and a Local Church of the United Church of Christ, recognizes and  
171 authorizes that member whom God has called to ordained ministry, and sets that person apart by  
172 prayer and the laying on of hands. By this rite **O**rdained **M**inisterial **S**tanding and **status**  
173 **recognition** as an Ordained Ministerial Partner is conferred and authorization given to perform the  
174 duties and exercise the prerogatives of ordained ministry in the United Church of Christ.

175

176 23 An Ordained Minister of the United Church of Christ is one of its members who has been  
177 called by God and ordained to preach and teach the gospel, to administer the sacraments and rites  
178 of the Church, and to exercise pastoral care and leadership.

179

180 24 Ordained **M**inisterial **S**tanding is an ongoing covenant of mutual accountability, as  
181 described in **Paragraph 25** **herein**, which recognizes and continues the authorization of that person  
182 to perform the duties and exercise the prerogatives of ordained ministry. Ordained **M**inisterial  
183 **S**tanding in the United Church of Christ is granted by and held in an Association in cooperation  
184 with a **L**ocal **C**hurch and confers voting membership in the Association.

185

186 25 The Call of an Ordained Minister or Ordained Ministerial Partner (**see Article VII**)- to a Local  
187 Church establishes a covenantal relationship among the Ordained Minister or Ordained  
188 Ministerial Partner, the Local Church, and the United Church of Christ as represented by an  
189 Association. The Call of an Ordained Minister or Ordained Ministerial Partner to other forms of  
190 ministry recognized by an Association of the United Church of Christ establishes a covenantal  
191 relationship among the Ordained Minister or Ordained Ministerial Partner, the calling body, the  
192 United Church of Christ as represented by an Association and the Local Church where the  
193 Ordained Minister or Ordained Ministerial Partner is a member.

194

195 26 Commissioning is the act whereby the United Church of Christ through an  
196 Association, in cooperation with a person and a Local Church of the United Church of Christ,  
197 recognizes and authorizes that member whom God has called to a specific church-related ministry  
198 which is recognized by that Association, but not requiring ordination or licensing. By this act the  
199 **status standing** of Commissioned Minister is conferred and authorization granted to perform  
200 duties necessary to and for the specific ministry, and voting membership in that Association is  
201 granted.

202

5

203 A Commissioned Minister in the United Church of Christ is one of its 203 members who has been  
204 called by God and commissioned for a specific church-related ministry.

205

206 28 Licensing is the act whereby the United Church of Christ through an Association, in  
207 cooperation with a person and a Local Church of the United Church of Christ, recognizes and  
208 authorizes that member whom God has called to perform specified duties in a designated Local  
209 Church or within that Association, mainly preaching and conducting services of worship, for a  
210 designated time within a covenant of mutual accountability that includes appropriate supervision  
211 and guidance of that Association. The license may be renewed. Voting membership in that  
212 Association is granted.

213

214 29 A Licensed Minister of the United Church of Christ is one of its members whom God has  
215 called and who has been recognized and authorized by an Association to perform specified duties  
216 in a designated Local Church or within that Association, mainly preaching and conducting  
217 services of worship, for a designated time within a covenant of mutual accountability that  
218 includes appropriate supervision and guidance of that Association. The license may be renewed.

219

220 30 A Member in Discernment is a member of the United Church of Christ who has been called by  
221 God and who is, in covenant with that member's Local Church and Association, engaging in a  
222 time of discernment of that call and preparation for the potential of authorized ministry in  
223 response to that call.

224

225 **ARTICLE VII. RECOGNITION AND RECONCILIATION OF THE ORDAINED**  
226 **MINISTRIES OF THE UNITED CHURCH OF CHRIST AND THE CHRISTIAN**  
227 **CHURCH (DISCIPLES OF CHRIST)**

228 31 The United Church of Christ and the Christian Church (Disciples of Christ) recognize the  
229 ordained ministries of the other church to be efficacious ministries of grace within that church  
230 and these ministries to be valid and full ministries of the one Church of Jesus Christ.

231

232 32 The ordained ministries of the United Church of Christ and the Christian Church (Disciples of  
233 Christ) are reconciled. An oOrdained mMinister with ordained ministerial standing in one church  
234 may function, whenever invited, and as established procedures permit, as an ordained minister to  
235 the other.

236

237 33 The designations "Ordained Ministerial Partner" and "Oordained Mministerial Ppartner  
238 Sstanding" manifest the corporate and individual nature of the recognition and reconciliation of  
239 the ordained ministries of the United Church of Christ and the Christian Church (Disciples of  
240 Christ).

241

242 34 Each member of the Christian Church (Disciples of Christ) who holds ordained ministerial  
243 standing in the Christian Church (Disciples of Christ) is an Ordained Ministerial Partner of the  
244 United Church of Christ.

245

246 35 Each member of the United Church of Christ who holds Oordained Mministerial Sstanding in  
247 the United Church of Christ is an Ordained Ministerial Partner of the Christian Church (Disciples  
248 of Christ).

249

250 36 Ordained Mministerial Ppartner Sstanding is authorization granted to an oOrdained  
251 mMinister with ordained ministerial standing in the Christian Church (Disciples of



252 Christ) who has a call to perform the duties and exercise the prerogatives of ordained ministry in  
253 the United Church of Christ. This authorization assumes knowledge of, and appreciation for, the  
6

history, polity, and practices of the United Church of Christ. Ordained 254 Ministerial Partner  
255 Standing provides ongoing ecclesiastical authorization to perform the duties and exercise the  
256 prerogatives of ordained ministry in the United Church of Christ.

257

258 **[New ARTICLE]. RECOGNITION AND RECONCILIATION OF THE ORDAINED**  
259 **MINISTRIES OF THE UNITED CHURCH OF CHRIST AND THE UNITED CHURCH**  
260 **OF CANADA**

261 [New ¶] The United Church of Christ and The United Church of Canada recognize the ordained  
262 ministries of the other church to be efficacious ministries of grace within that church and these  
263 ministries to be valid and full ministries of the one Church of Jesus Christ.

264

265 [New ¶] The ordained ministries of the United Church of Christ and The United Church of  
266 Canada are reconciled. An ordained minister with ordained ministerial standing in one church  
267 may function, whenever invited, and as established procedures permit, as an ordained minister to  
268 the other.

269

270 [New ¶] The designations “Ordained Ministerial Partner” and “Ordained Ministerial Partner  
271 Standing” manifest the corporate and individual nature of the recognition and reconciliation of  
272 the ordained ministries of the United Church of Christ and The United Church of Canada.

273

274 [New ¶] Each member of The United Church of Canada who holds ordained ministerial standing  
275 in The United Church of Canada is an Ordained Ministerial Partner of the United Church of  
276 Christ.

277

278 [New ¶] Each member of the United Church of Christ who holds Ordained Ministerial Standing  
279 in the United Church of Christ is an Ordained Ministerial Partner of The United Church of  
280 Canada.

281

282 [New ¶] Ordained Ministerial Partner Standing is authorization granted to an ordained minister  
283 with ordained ministerial standing in The United Church of Canada who has a call to perform the  
284 duties and exercise the prerogatives of ordained ministry in the United Church of Christ. This  
285 authorization assumes knowledge of, and appreciation for, the history, polity, and practices of the  
286 United Church of Christ. Ordained Ministerial Partner Standing provides ongoing ecclesiastical  
287 authorization to perform the duties and exercise the prerogatives of ordained ministry in the  
288 United Church of Christ.

289

290

291 **ARTICLE VIII. ASSOCIATIONS AND CONFERENCES**

292 37 Associations and Conferences are bodies organized on a territorial basis to perform functions  
293 in accordance with the provisions of the Constitution and the Bylaws of the United Church of  
294 Christ.

295

296 **Associations**

297 38 An Association is that body within a Conference of the United Church of Christ which is  
298 composed of all Local Churches in a geographical area, all Ordained Ministers holding Standing  
299 or Ordained Ministerial Partner Standing therein, all Commissioned Ministers and Licensed  
300 Ministers in that Association.

301

302 39 Subsequent to the initial organization of Associations in the United Church of Christ, tThe  
303 boundaries of any new Association, or any adjustment of boundaries between Associations, shall  
304 be determined by the Associations concerned with the approval of the Conference or Conferences  
7

involved. The standing of an Association as a body of the United Church of Christ 305 is determined  
306 by the Conference in which it is located.

307

308 40 An Association is that body which determines, confers, and certifies to the standing of the  
309 Local Churches of the United Church of Christ within its area.

310

311 41 An Association is that body which grants authorization that is required for various forms of  
312 ministry in and on behalf of the Church. Such authorization is granted through the rite of  
313 ordination, through commissioning, licensing, granting either Oordained Mministerial Sstanding  
314 or Oordained Mministerial Ppartner Sstanding and other acts of authorization. Such authorization  
315 may be terminated by the Association.

316

317 42 An Association may retain or secure its own charter, and adopt its own constitution, bylaws  
318 and other rules which it deems essential to its own welfare and not inconsistent with this  
319 Constitution and the Bylaws of the United Church of Christ.

320

321 43 An Association is related to the General Synod through its Conference.

322

323 44 When an Association meets, its voting membership includes the lay delegates selected by and  
324 representing the Local Churches of that Association, all Ordained Ministers holding Sstanding or  
325 Oordained Mministerial Ppartner Sstanding therein, all Commissioned Ministers and Licensed  
326 Ministers of that Association, and such additional members as may be specified by the  
327 Association in its constitution or bylaws..

328

329 45 Meetings of the Association are held annually and at such other times as may be necessary for  
330 the discharge of its responsibilities.

331

### 332 Conferences

333 46 A Conference is that body of the United Church of Christ which is composed of all Local  
334 Churches in a geographical area, all Ordained Ministers holding Sstanding or Oordained  
335 Mministerial Ppartner Sstanding in its Associations or in the Conference itself when acting as an  
336 Association, all Commissioned Ministers and Licensed Ministers in its Associations.

337

338 47 Subsequent to the initial organization of Conferences in the United Church of Christ, tThe  
339 boundaries of any new Conference, or any adjustment of boundaries between Conferences, shall  
340 be determined by the Conferences concerned with the approval of the General Synod. The  
341 standing of a Conference as a body of the United Church of Christ is determined by the General  
342 Synod.

343

344 48 A Conference may retain or secure its own charter, and adopt its own constitution, bylaws and  
345 other rules which it deems essential to its own welfare and not inconsistent with this Constitution  
346 and the Bylaws of the United Church of Christ.

347

348 49 A Conference is related to the General Synod as described in the Bylaws of the United Church  
349 of Christ.

350

351 50 When a Conference meets, its voting membership includes lay delegates selected by and

352 representing the Local Churches of that Conference, all Ordained Ministers holding Standing or  
353 Oordained Mministerial Ppartner Sstanding in its Associations or in the Conference itself when  
354 acting as an Association, all Commissioned Ministers and Licensed Ministers in its Associations,  
355 and such additional members as may be specified by the Conference.

8

356

357 51 Meetings of the Conference are held annually and at such other times as may be necessary for  
358 the discharge of its responsibilities.

359

#### 360 **Conferences Acting as Associations**

361 52 A Conference may exercise the functions of an Association when they are delegated to it by an  
362 Association or where no Association exists.

363

#### 364 **ARTICLE IX. THE GENERAL SYNOD**

365 53 The General Synod is the gathering of a faith community representative of the wider church to  
366 listen for and discern the call of God to the United Church of Christ. The General Synod  
367 deliberates, discerns, and identifies the mission of the wider church of the United Church of  
368 Christ in God's world and receives and offers suggestions, invitations, challenges, and assistance  
369 in covenant with Local Churches, Conferences, and other settings as they engage in mission  
370 together. The General Synod is the representative body of the United Church of Christ and is  
371 composed of voting delegates, as described in the Bylaws of the United Church of Christ. A  
372 quorum for the conduct of business shall consist of one-third of the voting delegates, provided  
373 that in this number at least two-thirds of the Conferences are represented by at least one delegate  
374 each. There shall also be associate delegates and ecumenical delegates, without vote, as  
375 determined by the Bylaws of the United Church of Christ or action of the General Synod.

376

#### 377 **Powers and Responsibilities of the General Synod**

378 54 The General Synod has the following powers and responsibilities, provided, however, that no  
379 power vested in the General Synod shall invade the autonomy of Conferences, Associations, and  
380 Local Churches, or impair their right to acquire, own, manage, and dispose of property and funds:

381

382 a) To carry on, directly and through the United Church of Christ Board, as well as through the  
383 Covenanted, Affiliated, and Associated Ministries and other bodies, the work of the United  
384 Church of Christ, and to provide for the financial support of this work;

385

386 b) To create such bodies, temporary or permanent, incorporated or unincorporated, suitable for  
387 the discharge of its responsibilities;

388

389 c) To organize as required for the transaction of business;

390

391 d) To call and elect Officers of the United Church of Christ who shall be chosen from the  
392 membership of the United Church of Christ and who shall serve as Officers of the General Synod;

393

394 e) To elect all the at-large members of the United Church of Christ Board, which shall act as the  
395 General Synod ad interim and carry out the United Church of Christ Board's other responsibilities  
396 as described in the Bylaws of the United Church of Christ;

397

398 f) To establish and maintain national headquarters for the United Church of Christ;

399

400 g) To establish a Treasury, which shall receive funds contributed to the General Synod for the  
401 support of the United Church of Christ and for its Covenanted Ministries;



402

403 h) To determine the relationships of the United Church of Christ with ecumenical organizations,  
404 world confessional bodies, interfaith and other interdenominational agencies;

405

9

i) To encourage conversations with other communions and when appropriate 406 to authorize and  
407 guide negotiations with them, looking toward formal union;

408

409 j) To amend this Constitution as hereinafter provided; and

410

411 k) To adopt Bylaws for the United Church of Christ and, as hereinafter provided, to amend them.

412

### 413 **Meetings of the General Synod**

414 55 The General Synod shall hold meetings at regular intervals as provided in the Bylaws of the  
415 United Church of Christ. Special meetings may be called in the manner provided in those Bylaws.

416

### 417 **Correlation**

418 56 a) The General Synod and the United Church of Christ Board shall consider the work of all  
419 Covenanted, Affiliated, and Associated Ministries. It shall also correlate their work, publicity and  
420 promotion, preventing duplication and effecting economies of administration, so as to secure  
421 maximum effectiveness and efficiency through careful stewardship of personnel and financial  
422 resources.

423

424 b) The General Synod and the United Church of Christ Board and each of the Board of Directors  
425 of all Covenanted, Affiliated, and Associated Ministries shall assure that due protection shall be  
426 given to all assets, trust funds, including pension funds so that the legacy/historic restrictions on  
427 the use of restricted funds and the intended use restrictions of the unrestricted funds of each of the  
428 historic ministries are monitored, accounted for, maintained and reported to the United Church of  
429 Christ Board to assure that the use of all such assets and funds will be allocated and used based  
430 on donor intent, whenever that can be determined.

431

### 432 **ARTICLE XI. UNITED CHURCH OF CHRIST BOARD**

433 57 The United Church of Christ Board is the successor to and agent for the Executive Council  
434 and the Office of General Ministries (including its predecessor offices and bodies: President,  
435 Secretary, and Director of Finance and Treasurer of the United Church of Christ; Commission on  
436 Development; Stewardship Council; Office of Communication; and ministries of research  
437 formerly conducted by the United Church Board for Homeland Ministries), and as such continues  
438 the work, mandates and legacies of these predecessor bodies and offices. The members of the  
439 United Church of Christ Board shall serve as the directors of each of the Covenanted Ministries.  
440 The United Church of Christ Board shall be responsible for strategic planning and policymaking.  
441 The United Church of Christ Board shall be responsible, with the General Minister and President,  
442 for the ecumenical and interfaith relationships of the United Church of Christ in the national  
443 setting. In all its work, the United Church of Christ Board shall be guided by the policies  
444 established by the General Synod. The United Church of Christ Board shall be incorporated in  
445 order to carry out its mandates and responsibilities, including without limitation, performing all  
446 legal functions of the General Synod, as set forth in the Constitution and Bylaws of the United  
447 Church of Christ. The members of the United Church of Christ Board shall be elected and or  
448 serve ex officio appointed and shall serve as provided in the Bylaws of the United Church of  
449 Christ.

450

### 451 **ARTICLE XII. COVENANTED MINISTRIES**

452 58 The United Church of Christ recognizes the call to proclaim the good news of Jesus Christ in  
453 word and deed through the work of Local Churches; Associations; Conferences; national  
454 expressions; and global, ecumenical, and interfaith relationships. The United Church of Christ is  
455 and seeks to be an inclusive, multiracial, multicultural church, accessible to all, engaging in  
10

ministries of justice, witness, healing, teaching, and preaching. There 456 are three Covenanted  
457 Ministries **as defined and set forth in the Constitution and the Bylaws of the United Church of**  
458 **Christ:** Local Church Ministries, Wider Church Ministries, Justice and Witness Ministries. A  
459 Covenanted Ministry may retain or secure its own charter and adopt its own bylaws and other  
460 rules which it deems essential to its own welfare and not inconsistent with this Constitution and  
461 the Bylaws of the United Church of Christ and in accordance with advice and counsel given from  
462 time to time by the General Synod.

463

#### 464 **Powers and Responsibilities of Covenanted Ministries**

465 59 Each Covenanted Ministry shall have the following powers and responsibilities:

466

467 a) To carry out the Covenanted Ministry's programmatic work, including the historical mandates  
468 of its predecessor bodies, as set forth in its Charter and Bylaws, or referred from the General  
469 Synod, or as set forth in the Constitution and the Bylaws of the United Church of Christ;

470

471 b) To retain responsibility for all legacies and other property received, maintained or held by it,  
472 and to approve any use, expenditure or disposal of its legacies or other property;

473

474 c) To work in covenantal relationship with the General Synod, the United Church of Christ  
475 Board, and other Ministries to fulfill its mandates;

476

477 **d) To participate through its Executive Minister in the Collegium of Officers;**

478

479 e) To participate in the Mission Planning Council;

480

481 **f) To nominate and elect its Executive Minister as set forth in paragraph 61b;**

482

483 g) To organize itself as it deems necessary to carry out its programmatic work, including the  
484 fulfillment of historical mandates, which shall be carried out in accordance with this Constitution  
485 and the Bylaws of the United Church of Christ, through the United Church of Christ Board;

486

487 h) To determine its budget to be submitted to the United Church of Christ Board in accordance  
488 with the Bylaws of the United Church of Christ;

489

490 i) To adopt its own charter, bylaws, and rules of procedure which it deems essential to its own  
491 welfare, not inconsistent with the Constitution and the Bylaws of the United Church of Christ;

492

493 j) To hold in highest regard actions by, or decisions or advice emanating from, the General  
494 Synod, the United Church of Christ Board, another Covenanted Ministry, a Conference, an  
495 Association, or a Local Church.

496

497 60 Each Covenanted Ministry shall be incorporated in order to fulfill its mandates; fulfill all  
498 normal, lawful purposes; and receive, hold, manage, and distribute real and personal property,  
499 endowments, and restricted funds in compliance with the terms, conditions, and requirements of  
500 said funds. The voting membership of each Covenanted Ministry shall be the members of that  
501 corporation's Board of Directors.

502

503 61 The corporation documents of Local Church Ministries, Justice and Witness Ministries, and  
504 Wider Church Ministries shall reflect their covenantal relationship with the General Synod and  
505 shall provide:

506

11

a) that the members of the United Church of Christ Board comprise the Board 507 of Directors of the  
508 Covenanted Ministry;

509

510 b) that the Covenanted Ministry shall vest the General Synod with the power to call by election  
511 the Executive Minister of the Covenanted Ministry;

512

513 c) that any modification of the provisions or powers in a or b above shall be authorized  
514 only after consultation with the Collegium of Officers and the United Church of Christ Board and  
515 after presentation to the General Synod, and shall require an affirmative vote of not  
516 less than two-thirds of all voting members of the Covenanted Ministry;

517

518 d) that the Covenanted Ministry must approve any use, expenditure or disposal of its legacies or  
519 other property;

520

521 e) that dissolution of the Covenanted Ministry shall occur only with an affirmative vote of not  
522 less than two-thirds of all members of the Covenanted Ministry, after advice and consultation  
523 with the General Synod, and only with provision for the transfer of the ownership, management,  
524 and control of its assets and funds to a successor corporation that is legally obligated and  
525 empowered to own and carry out the obligations, terms, conditions, and requirements of said  
526 assets and funds, as the Board of Directors shall determine. In keeping with the covenantal basis  
527 of the United Church of Christ, such successor corporation shall be related to the United Church  
528 of Christ whenever legally permissible and appropriate, all as determined by the Board of  
529 Directors of the Covenanted Ministry.

530

531 62 The General Synod, in covenant with a Covenanted Ministry, may, from time to time, delegate  
532 or assign to a Covenanted Ministry such responsibilities as fall within that Covenanted Ministry's  
533 purpose and mission as set forth in the Constitution and the Bylaws of the United Church of  
534 Christ and in that Covenanted Ministry's corporate documents.

535

536 63 Each Covenanted Ministry of the United Church of Christ shall report its finances annually to  
537 the United Church of Christ Board and to each regular meeting of the General Synod. Each  
538 Covenanted Ministry shall submit to the United Church of Christ Board, acting as the Budget  
539 Committee of the General Synod, a detailed request for support of its work through funds  
540 allocated from the biennial income goal to be recommended to the General Synod.

541

#### 542 **Incorporation of Existing and Prior Agencies**

543 64 The Covenanted Ministries listed in paragraph 58 above, acting as successors to and agents for  
544 all predecessor bodies related to the United Church of Christ, continue the work, mandates, and  
545 legacies previously carried on by the American Board of Commissioners for Foreign Missions,  
546 the Board of International Missions, the Commission on World Service, the Congregational  
547 Christian Service Committee, the United Church Board for World Ministries, Board of National  
548 Missions, Board of Christian Education and Publication, Board of Business Management, Board  
549 of Home Missions of the Reformed Church in the U. S., the American Missionary Association,  
550 Congregational Church Building Society, Congregational Education Society, Congregational  
551 Home Missionary Society, Congregational Publishing Society, The Congregational Sunday

552 School Extension Society, the Congregational Women's Home Missionary Federation, the United  
553 Church Board for Homeland Ministries, Coordinating Center for Women in Church and Society,  
554 Commission for Racial Justice, Office for Church Life and Leadership, Office for Church in  
555 Society, Stewardship Council, and Office of Communication.

556

#### 557 **Local Church Ministries**

12

65 The purpose and mission of Local Church Ministries, to be carried 558 out in accordance with the  
559 Bylaws of the United Church of Christ, shall be to encourage and support the Local Churches of  
560 the United Church of Christ in the fulfillment of God's mission. Specifically, Local Church  
561 Ministries continues the work of, and acts as agent for, the following predecessor bodies: the  
562 Office for Church Life and Leadership, the Coordinating Center for Women in Church and  
563 Society, the Stewardship Council, the United Church Board for Homeland Ministries, and its  
564 predecessor bodies: The Board of National Missions, Board of Christian Education and  
565 Publication, Board of Business Management, Board of Home Missions of the Reformed Church  
566 in the U.S., the American Missionary Association, Congregational Church Building Society,  
567 Congregational Education Society, Congregational Home Mission Society, Congregational  
568 Publishing Society, The Congregational Sunday School Extension Society, the Congregational  
569 Women's Home Missionary Federation.

570

#### 571 **Justice and Witness Ministries**

572 66 The purpose and mission of Justice and Witness Ministries, to be carried out in accordance  
573 with the Bylaws of the United Church of Christ, shall be to enable and encourage Local  
574 Churches, Associations, Conferences, and the national expressions of the United Church of Christ  
575 to engage in God's mission globally by direct action for the integrity of creation, justice, and  
576 peace. Justice and Witness Ministries continues the work of, and acts as agent for, the following  
577 predecessor bodies: the Office for Church in Society, the Commission for Racial Justice, the  
578 Coordinating Center for Women in Church and Society. It also continues the following:  
579 ministries of public policy advocacy in the area of communications formerly conducted by the  
580 Office of Communication, ministries of prophetic service and action formerly conducted by the  
581 Division of the American Missionary Association of the United Church Board for Homeland  
582 Ministries, ministries of global advocacy in the U.S.A. formerly conducted by the United Church  
583 Board for World Ministries.

584

#### 585 **Wider Church Ministries**

586 67 The purpose and mission of Wider Church Ministries, to be carried out in accordance with the  
587 Bylaws of the United Church of Christ, shall be to encourage and support Local Churches,  
588 Associations, Conferences, and the national expressions of the United Church of Christ to  
589 participate in the global, multiracial, multicultural church, and to support United Church of Christ  
590 ministries around the world and the nation. Wider Church Ministries continues the work of, and  
591 acts as agent for, the following predecessor bodies: the United Church Board for World  
592 Ministries, the American Board of Commissioners for Foreign Missions, the Board of  
593 International Missions, the Commission on World Service, and the Congregational Christian  
594 Service Committee. It also continues the following: ministries of volunteer services formerly  
595 conducted by the Division of the American Missionary Association of the United Church Board  
596 for Homeland Ministries; ministries of the Health and Welfare Coordinating Council formerly  
597 related to the United Church Board for Homeland Ministries.

598

#### 599 **ARTICLE XII. AFFILIATED AND ASSOCIATED MINISTRIES**

600 68 An Affiliated Ministry of the United Church of Christ is a nonprofit corporation which  
601 provides services to or for the United Church of Christ, and whose Board of Trustees is elected by

602 its corporate membership, and which was recognized previously as an Instrumentality by the  
603 General Synod.

604

605 69 An Associated Ministry of the United Church of Christ Board of the General Synod of the  
606 United Church of Christ is a nonprofit corporation which provides services to or for the United  
607 Church of Christ, and whose corporate membership is nominated and elected by the United  
608 Church of Christ Board, and which was recognized previously as an Instrumentality by the

609 General Synod.

610

#### 611 **Pension and Relief Activities**

612 70 The pension activities of the United Church of Christ are administered by a nonprofit  
613 membership corporation(s) known as The Pension Boards—United  
614 Church of Christ and designated as an Affiliated Ministry of the United Church of  
615 Christ. The control of each such corporation lies in its members through a Board of Trustees  
616 chosen by the members from a list of persons whose names have been presented to and approved  
617 by the General Synod or by the United Church of Christ Board in accordance with the Bylaws.  
618 Persons for this list may be proposed by any member of the corporation(s) or by the Trustees  
619 thereof. Such corporation(s) shall report its program and finance annually to its members and to  
620 the United Church of Christ Board and to each regular meeting of the General Synod. The  
621 General Synod shall from time to time make examination of the practices and developments of  
622 such corporation(s).

623

624 71 The ministerial relief activities of the United Church of Christ, by whatever corporate bodies  
625 administered, are coordinated with the pension activities of the Church through corporation(s)  
626 above described. The pension and the relief corporation(s) shall submit to the United Church of  
627 Christ Board, acting as the Budget Committee of the General Synod, a request for allocation of  
628 sufficient funds, from the budget to be approved by the United Church of Christ Board, for the  
629 payment of ministerial relief benefits and such other benefits as the United Church of Christ  
630 Board may provide. Payment of such benefits shall be limited to the funds received for that  
631 purpose.

632

#### 633 **United Church Funds**

634 72 The United Church Funds, Inc., is designated as an Associated Ministry of the United Church  
635 of Christ Board of the United Church of Christ to receive gifts from individuals and  
636 organizations, to hold such funds and property as may be entrusted or conveyed to it by the  
637 General Synod and other organizations, and administer, invest, and reinvest the same and other  
638 funds in trust or otherwise, as set forth in the Bylaws.

639

640 73 The United Church Funds shall report its program and finances annually to the United Church  
641 of Christ Board and to each regular meeting of the General Synod, and shall submit to the United  
642 Church of Christ Board, acting as the Budget Committee of the General Synod, a detailed request  
643 for support of its work through funds allocated from the biennial income goal to be recommended  
644 to the General Synod.

645

### 646 **ARTICLE XIII. AMENDMENTS**

#### 647 **The Constitution**

648 74 Amendments to this Constitution may be proposed by a Conference, the General Synod or the  
649 United Church of Christ Board. Such proposed amendments shall be submitted in writing to the  
650 General Minister and President of the United Church of Christ at least three months prior to a  
651 meeting of the General Synod to which they are to be presented. At least two months prior to the

652 meeting of the General Synod, the General Minister and President shall transmit such proposed  
653 amendments to the delegates, to the Conferences and to the Local Churches. Adoption of an  
654 amendment to the Constitution shall require a two-thirds affirmative vote of those present and  
655 voting in the General Synod and, before the next regular meeting of the General Synod, an  
656 affirmative vote of two-thirds of the Conferences. If so approved the General Synod, if in session,  
657 or the United Church of Christ Board, shall declare the amendment adopted and in force.1

658

14

#### 659 **The Bylaws**

660 75 Amendments to the Bylaws of the United Church of Christ may be proposed by an  
661 Association, a Conference, the General Synod, or the United Church of Christ Board. Such  
662 proposed amendments shall be submitted in writing to the General Minister and President of the  
663 United Church of Christ at least three months prior to the meeting of the General Synod to which  
664 they are to be presented. At least two months prior to the meeting of the General Synod, the  
665 General Minister and President shall transmit such proposed amendments to the delegates, to the  
666 Conferences and to the Local Churches. Any Bylaw that is contingent upon a  
667 Constitutional provision shall not be effective until after the Constitutional provision is ratified  
668 and declared in force. Adoption of an amendment to the Bylaws shall require a two-thirds  
669 affirmative vote of those present and voting in the General Synod, and shall be effective upon  
670 adoption unless otherwise set forth in the vote.

671

672 1The General Synod declared the original Constitution of the United Church of Christ in force June, 1961, upon  
673 ratification of 2/3 of the Synods of the Evangelical and Reformed Church and by 2/3 of the Congregational Christian  
674 churches voting.

675

676

677 In effect July 3, 2017 (tracked changes awaiting ratification by the Conferences pursuant to United Church of Christ Constitution para.

678 75)



1  
2

### 3 **BYLAWS OF THE UNITED CHURCH OF CHRIST**

#### 4 **PREAMBLE**

5 100 These Bylaws, consistent with the Constitution of the United Church of Christ, further define  
6 and/or regulate the General Synod and its relationships with the Covenanted, Affiliated, and  
7 Associated Ministries and Other Bodies which are related to the General Synod, and the United  
8 Church of Christ Board, and describe the free and voluntary relationships which the Local  
9 Churches, Associations, Conferences, and Ordained, Commissioned and Licensed Ministers  
10 sustain with the General Synod and with one another. The pattern of relationships and procedures  
11 so described is recommended to Local Churches, Associations, Conferences, and authorized  
12 ministers to enable them more effectively to accomplish their tasks and the work of the United  
13 Church of Christ.

14

#### 15 **ARTICLE I. THE MINISTRY**

##### 16 **Members in Discernment**

17 101 A member of a United Church of Christ Local Church wishing to explore God's call to  
18 ministry, and the potential of that call leading to authorized ministry (ordained, commissioned or  
19 licensed), requests, along with the member's Local Church, to enter a covenant of discernment  
20 with the Association.

21

22 102 The Committee on Ministry of the member's Association interviews the member to decide  
23 whether to join with the member and the Local Church in a covenant of discernment. The goal of  
24 discernment is to determine whether the member is called to authorized ministry, what the  
25 specific character of that ministry might be, and, if authorization is appropriate, what steps are to  
26 be taken toward authorization. Normally a covenant of discernment leading to authorization is  
27 expected to be for not less than two years.

28

29 103 The Association and the Local Church are in a mutual covenant with the Member in  
30 Discernment to offer support, counsel, and direction during this time of decision making and  
31 preparation.

32

33 104 A Member in Discernment who is called to authorized ministry will follow a plan of  
34 preparation for that ministry which has been prepared with the Association Committee on  
35 Ministry. With respect to ordained ministry, a bachelor's degree and Master of Divinity may be  
36 included in the plan.

37

## 38 **Ordained Ministry**

39 105 Not more than six months prior to the completion of theological preparation for  
40 authorization, a Member in Discernment preparing for the ordained ministry applies with the  
41 Member in Discernment's Local Church to its Association for approval as a candidate for  
42 ordination. If the service of ordination is to be performed within an Association other than that of  
43 the Member, the procedure, including that described in the following paragraph, is initiated by  
44 that Association after consultation with the Association which is in covenant with the Member in  
45 Discernment.

46

47 106 The Committee on Ministry of the Association examines the Member in Discernment with  
48 respect to Christian faith; character; ability to do the work expected; preparation to meet the  
49 responsibilities of the office; educational and theological attainments; and knowledge of the  
50 history, polity, and practices of the United Church of Christ. If, following this examination, the  
51 committee is satisfied with the fitness of the Member in Discernment, it makes an affirmative

2

recommendation to the Association. In turn, upon receipt of this 52 recommendation, the  
53 Association may opt for further examination or proceed immediately to authorize the ordination,  
54 subject to a call recognized by the Association.

55

56 107 Ordination by an Association of the United Church of Christ, in cooperation with the Local  
57 Church, confers Ordained Ministerial Standing as an Ordained Minister of the United Church of  
58 Christ and recognition as an Ordained Ministerial Partner of the Christian Church (Disciples of  
59 Christ) [and The United Church of Canada](#).

60

61 108 After the ordination or in anticipation of it, a certificate is issued bearing the signatures of the  
62 proper officers of the Association and the General Minister and President of the United Church of  
63 Christ.

64

## 65 **Ordained Ministerial Standing**

66 109 An Ordained Minister moving from the bounds of one Association to another applies for a  
67 transfer of Ordained Ministerial Standing to the new Association.

68

69 110 An Ordained Minister engaged in Local Church ministry has standing in the Association in  
70 which the Local Church served has standing. An Ordained Minister engaged in other than Local  
71 Church ministry has standing in the Association where the Ordained Minister's Local Church  
72 membership is held.

73

74 111 An Ordained Minister engaged in a ministry requiring prolonged absence from the United  
75 States, or one that does not permit a fixed residence, may apply to have Ordained Ministerial  
76 Standing in the Association of the Ordained Minister's choice.

77

78 112 An Ordained Minister who withdraws from active service in the ordained ministry prior to  
79 retirement applies to the Ordained Minister's Association for Leave of Absence. The Association  
80 may grant such Leave of Absence for one year at a time. Except in special cases such Leave of  
81 Absence is not granted for more than five years in succession.

82

83 113 An Ordained Minister retiring from active service by reason of age or disability retains  
84 Ordained Ministerial Standing in the Association of the Ordained Minister's choice. Membership  
85 in a Local Church must be maintained.

86

87 114 An Ordained Minister of the United Church of Christ serving a church not affiliated with the



88 United Church of Christ, **or** the Christian Church (Disciples of Christ), **or The United Church of**  
89 **Canada**, or serving a local church of the Christian Church (Disciples of Christ) **or The United**  
90 **Church of Canada** without Ordained Ministerial Partner Standing retains Ordained Ministerial  
91 Standing in the United Church of Christ so long as the Ordained Minister's Association approves.  
92

93 115 The church membership of an authorized minister serving in Local Church ministry shall be  
94 in the Local Church served. The church membership of an authorized minister serving in a setting  
95 other than Local Church Ministry, or of an authorized minister without fixed residence shall be in  
96 a Local Church of the United Church of Christ in the Association where the authorized minister  
97 holds or seeks authorized ministerial standing.  
98

**99 Ordained Ministers from the Christian Church (Disciples of Christ)**

100 116 An ordained minister from the Christian Church (Disciples of Christ) may hold Ordained  
101 Ministerial Partner Standing in the United Church of Christ only when serving a United Church  
3

of Christ calling body or serving in a ministry capacity directly relating 102 to the United Church of  
103 Christ.

104

105 117 Upon demonstrating knowledge of, and appreciation for, the history, polity, and practices of  
106 the United Church of Christ to the Association in which the person resides, an Ordained  
107 Ministerial Partner from the Christian Church (Disciples of Christ) may seek a call in the United  
108 Church of Christ.

109

110 118 An Ordained Ministerial Partner from the Christian Church (Disciples of Christ) who accepts  
111 a call in the United Church of Christ joins a Local Church in the United Church of Christ and  
112 applies for Ordained Ministerial Partner Standing to the Association in which Local Church  
113 membership is held.

114

115 119 An ordained minister from the Christian Church (Disciples of Christ) who holds Ordained  
116 Ministerial Partner Standing in an Association shall maintain ordained ministerial standing within  
117 the Christian Church (Disciples of Christ) Region in which the United Church of Christ calling  
118 body is located.

119

120 120 In the United Church of Christ, Ordained Ministerial Partner Standing is granted by the  
121 Association where the ordained minister from the Christian Church (Disciples of Christ) is called  
122 to serve and is for the period of call for which it is granted. If a new consecutive call to perform  
123 the duties and exercise the prerogatives of ordained ministry in the United Church of Christ is  
124 extended, then Ordained Ministerial Partner Standing may be transferred across Associations  
125 pursuant to the process for transferring standing.

126

127 121 Ordained ministers from the Christian Church (Disciples of Christ) holding Ordained  
128 Ministerial Partner Standing in the United Church of Christ are expected to maintain  
129 requirements for ongoing ministerial standing from both denominations.

130

131 122 Primary oversight of an ordained minister from the Christian Church (Disciples of Christ)  
132 holding Ordained Ministerial Partner Standing is with the United Church of Christ. In the event of  
133 a fitness review, the Region of the Christian Church (Disciples of Christ) in which the person's  
134 ordained ministerial standing is maintained shall be informed and invited to participate in the  
135 procedures.

136

**137 United Church of Christ Ordained Ministers Serving in the Christian Church (Disciples of**

138 **Christ)**

139 123 An Ordained Minister of the United Church of Christ who holds Ordained Ministerial Partner  
140 Standing in the Christian Church (Disciples of Christ)

141

142 (a) shall maintain Ordained Ministerial Standing in the United Church of Christ.

143 Ordained Ministerial Standing shall be held in the Association in which local

144 church membership is held;

145

146 (b) shall hold local church membership in a local church of the Christian Church

147 (Disciples of Christ); and

148

149 (c) shall relate to the Christian Church (Disciples of Christ) for the Ordained

150 Minister's primary support and accountability in ordained ministry.

151

4

124 Ordained Ministers from the United Church of Christ holding Ordained Ministerial 152 Partner

153 Standing in the Christian Church (Disciples of Christ) are expected to maintain requirements for

154 ongoing ministerial standing from both denominations.

155

156 125 Primary oversight of an Ordained Minister from the United Church of Christ holding

157 Ordained Ministerial Partner Standing in the Christian Church (Disciples of Christ) is with the

158 Christian Church (Disciples of Christ). In the event of a disciplinary procedure, the United

159 Church of Christ Association in which standing is held shall be informed and invited to

160 participate in the procedures. The Association may accept the procedures and outcome of the

161 Region or utilize its own procedures to determine the person's ongoing standing in the United

162 Church of Christ.

163

164 126 When a person no longer has Ordained Ministerial Standing in either the United Church of

165 Christ or Christian Church (Disciples of Christ), that person is no longer an Ordained Ministerial

166 Partner and no longer has Ordained Ministerial Partner Standing.

167

168 **Ordained Ministers from The United Church of Canada**

169 [New ¶] An ordained minister from The United Church of Canada may hold Ordained Ministerial

170 Partner Standing in the United Church of Christ only when serving a United Church of Christ

171 calling body or serving in a ministry capacity directly relating to the United Church of Christ.

172

173 [New ¶] Upon demonstrating knowledge of, and appreciation for, the history, polity, and

174 practices of the United Church of Christ to an Association, an Ordained Ministerial Partner from

175 The United Church of Canada may seek a call in the United Church of Christ.

176

177 [New ¶] An Ordained Ministerial Partner from The United Church of Canada who accepts a call

178 in the United Church of Christ joins a Local Church of the United Church of Christ, and applies

179 for Ordained Ministerial Partner Standing to the Association in which Local Church membership

180 is held.

181

182 [New ¶] An ordained minister from The United Church of Canada who holds Ordained

183 Ministerial Partner Standing in an Association shall also maintain ordained ministerial standing

184 within their current presbytery of The United Church of Canada.

185

186 [New ¶] In the United Church of Christ, Ordained Ministerial Partner Standing is granted by the

187 Association where the ordained minister from The United Church of Canada is called to serve

188 and is for the period of call for which it is granted. If a new consecutive call to perform the duties  
189 and exercise the prerogatives of ordained ministry in the United Church of Christ is extended,  
190 then Ordained Ministerial Partner Standing may be transferred across Associations pursuant to  
191 the process for transferring standing.

192

193 [New ¶] Ordained ministers from The United Church of Canada holding Ordained Ministerial  
194 Partner Standing in the United Church of Christ are expected to maintain requirements for  
195 ongoing ministerial standing from both denominations.

196

197 [New ¶] Primary oversight of an ordained minister from The United Church of Canada holding  
198 Ordained Ministerial Partner Standing is with the United Church of Christ. In the event of a  
199 fitness review, The United Church of Canada Ministry Personnel Office shall be informed and  
200 invited to participate in the procedures.

201

202 **United Church of Christ Ordained Ministers Serving in The United Church of Canada**

5

203

204 [New ¶] An Ordained Minister from the United Church of Christ who holds Ordained Ministerial  
205 Partner Standing in The United Church of Canada

206

207 (a) shall maintain Ordained Ministerial Standing in the United Church of Christ.  
208 Ordained Ministerial Standing shall be held in the Association in which Local  
209 Church membership is held.

210

211 (b) shall hold Local Church membership in a Local Church of the United Church of  
212 Christ and in a presbytery of The United Church of Canada.

213

214 (c) shall relate to The United Church of Canada for the Ordained Minister's primary  
215 support and accountability in ordained ministry.

216

217 [New ¶] Ordained Ministers from the United Church of Christ holding Ordained Ministerial  
218 Partner Standing in The United Church of Canada are expected to maintain requirements for  
219 ongoing ministerial standing from both denominations.

220

221 [New ¶] Primary oversight of an Ordained Minister from the United Church of Christ who holds  
222 Ordained Ministerial Partner Standing in The United Church of Canada is with The United  
223 Church of Canada. In the event of a disciplinary procedure, the United Church of Christ  
224 Association in which standing is held shall be informed and invited to participate. The  
225 Association may accept the procedures and outcome of The United Church of Canada or utilize  
226 its own procedures to determine the person's ongoing standing in the United Church of Christ.

227

228 [New ¶] When a person no longer has Ordained Ministerial Standing in either the United Church  
229 of Christ or The United Church of Canada, that person is no longer an Ordained Ministerial  
230 Partner and no longer has Ordained Ministerial Partner Standing.

231

232 **Ordained Ministers from Denominations Other than the Christian Church (Disciples of**  
233 **Christ) or The United Church of Canada**

234 127 An ordained minister of a denomination other than the Christian Church (Disciples of Christ)  
235 who desires to enter the ordained ministry of the United Church of Christ applies for Privilege of  
236 Call to the Association within whose bounds the minister resides.

237

238 128 The Committee on Ministry of the Association examines the applicant as to the applicant's  
239 abilities, reasons for desiring to enter the ordained ministry of the United Church of Christ,  
240 educational and theological attainments, knowledge of the history, polity, and practices of the  
241 United Church of Christ, and Christian faith and experience. If the applicant is found to be  
242 qualified, the Association grants Privilege of Call, thereby declaring said applicant eligible to  
243 seek a call in the United Church of Christ. Privilege of Call shall be granted for a period of one  
244 year and may be renewed. After accepting a call, the ordained minister applies for Ordained  
245 Ministerial Standing in the United Church of Christ to the Association of which the Local Church  
246 of membership is a part.

247

248

249 129 An ordained minister of another denomination other than the Christian  
250 Church (Disciples of Christ) [or The United Church of Canada](#) who wishes to retain ordained  
251 ministerial standing in that denomination and who has become pastor of a Local Church of the  
252 United Church of Christ, or serves in a Covenanted, Affiliated or Associated Ministry of the  
253 United Church of Christ, or has become pastor of a yoked charge or a federated church one part  
6

of which is affiliated with the United Church of Christ, or has been 254 called to an ecumenical  
255 ministry one constituent of which is the United Church of Christ, may apply to the Association  
256 for dual ordained ministerial standing which is limited to duration of that pastorate or that  
257 responsibility, and during that period may have all the rights and privileges of such membership.  
258

### 259 **Commissioned Ministers**

260 130 A Member in Discernment seeking initial recognition and authorization as a Commissioned  
261 Minister applies with the Member in Discernment's Local Church to the Association of which  
262 that church is a member.

263

264 131 The Committee on Ministry of the Association examines the Member in Discernment with  
265 respect to Christian faith, character, ability to do the work expected and preparation to meet the  
266 responsibilities of the office to be filled, and make its recommendation of fitness to the  
267 Association. If upon acceptance of the recommendation or upon further examination and decision  
268 by the Association itself, the applicant is found to be qualified, commissioning thereby is  
269 authorized.

270

271 132 Commissioned Ministers are listed separately from Ordained Ministers and from Licensed  
272 Ministers on the rolls of the Association.

273

274 133 A Commissioned Minister moving from the bounds of one Association to another and who  
275 continues in the specific church-related ministry, applies for a transfer of the commission to the  
276 new Association.

277

278 134 A Commissioned Minister seeking to be commissioned for a new or different church-related  
279 ministry applies to the Association for commissioning for the new ministry.

280

281 135 A Commissioned Minister who ceases to function in the specific church-related ministry to  
282 which the minister was commissioned resigns the commission or applies to the Association for  
283 Leave of Absence. Leave of Absence is granted for one year at a time, but not more than three  
284 consecutive years.

285

286 136 A Commissioned Minister who retires from service as a Commissioned Minister may be  
287 recognized by the Association as a Retired Commissioned Minister of the United Church of

288 Christ. Voting membership in that Association is thereby granted. Such recognition is regularly  
289 reviewed.

290

### 291 **Licensed Ministers**

292 137 A Member in Discernment seeking recognition and authorization as a Licensed Minister  
293 applies with the Member in Discernment's Local Church to the Association of which that church  
294 is a member.

295

296 138 The Committee on Ministry of the Association examines the Member in Discernment with  
297 respect to Christian faith, character, ability to do the work expected, preparation to meet the  
298 responsibilities of the office, educational and theological attainments, and knowledge of the  
299 history, polity, and practices of the United Church of Christ. If the applicant is found to be  
300 qualified, a license is granted by the Association for not more than one year to serve in a  
301 designated Local Church or within that Association. Following a review by the Committee on  
302 Ministry, the license may be renewed annually for two more years after which the Association  
303 may grant the license for a time determined to be appropriate.

304

7

139 At the request of the Local Church which the person serves, the Association may grant the  
306 Licensed Minister the right to administer the sacraments and rites of the Church for this Local  
307 Church.

308

309 140 Licensed Ministers are listed separately from Ordained Ministers and from Commissioned  
310 Ministers on the rolls of the Association.

311

312 141 A Licensed Minister who retires from service as a Licensed Minister may be recognized by  
313 the Association as a Retired Licensed Minister of the United Church of Christ. Voting  
314 membership in that Association is thereby granted. Such recognition is regularly reviewed.

315

### 316 **Calling, Installing and Terminating a Pastor**

317 142 It is the responsibility of a committee of the Local Church to seek a candidate for a vacancy  
318 in the office of pastor.

319

320 143 In filling a vacancy or in securing pastoral services during the period of a vacancy, the  
321 committee of the Local Church, through its Conference Minister, obtains counsel and access to  
322 the services of the "Search and Call" process of the United Church of Christ.

323

324 144 The committee of a Local Church requests the Conference Minister to secure relevant  
325 information about any Ordained Minister, Ordained Ministerial Partner, or Licensed Minister  
326 whom it wishes to consider or who requests to be considered for the vacancy.

327

328 145 Any Ordained Minister, Ordained Ministerial Partner, or Licensed Minister may confer with  
329 the Conference Minister concerning a pastoral vacancy. At the Ordained Minister's request or at  
330 the request of the Ordained Ministerial Partner, that person's name shall be submitted by the  
331 Conference Minister for consideration by the committee of any Local Church where there is a  
332 pastoral vacancy.

333

334 146 All vacancies within the Conference shall be reported promptly to the designated  
335 administrative office in the National Setting of the Church.

336

337 147 The committee of the Local Church presents to the Local Church the name of a candidate it

338 recommends to fill the vacancy. The Local Church determines whether or not it wishes to call the  
339 person recommended.

340

341 148 In the call agreement the terms of the pastoral relationship are stated, including the agreement  
342 of the Local Church to participate in the pension fund on the pastor's behalf. The pastor, the  
343 Local Church, Association Committee on Ministry, and the Conference Minister should each  
344 receive a copy of the call agreement. The Conference Minister shall inform the designated  
345 administrative office in the National Setting of the Church when the call has been accepted.

346

347 149 When an Ordained Minister or Licensed Minister accepts a call to a Local Church, the  
348 Minister and the Local Church join in requesting the Association to arrange for a service of  
349 installation or recognition.

350

351 150 Report of the service of installation or recognition is signed by the proper officer of the  
352 Association and by the Conference Minister, and is reported to the designated administrative  
353 office in the National Setting of the Church.

354

8

151 When a pastor or a Local Church decides to terminate the pastoral relationship, 355 notice of the  
356 decision is sent to the Conference Minister and the Association. The Association takes action  
357 appropriate to the dissolution of the pastoral relationship. The Conference Minister promptly  
358 informs the designated administrative office in the National Setting of the Church.

359

#### 360 **Ministerial Accountability**

361 152 All authorized ministers of the United Church of Christ are active partners in a covenant of  
362 mutual accountability with their Association of standing, their Local Church, and, in the case of  
363 those serving in settings other than a Local Church, with their calling body. Such a covenant  
364 includes, but is not limited to, mutual support and care, continued discernment of call, and  
365 lifelong learning.

366

367 153 All authorizations for Ordained Ministerial Standing, for Ordained Ministerial Partner  
368 Standing, and for commissioned and licensed ministry granted by an Association are subject to  
369 oversight by that Association, including periodic consultation and review.

370

371 154 The ecclesiastical oversight of Ordained Ministers, persons with Ordained Ministerial Partner  
372 Standing, Commissioned Ministers, and Licensed Ministers is the responsibility of the  
373 Association in which their current ecclesiastical authorization is held.

374

## 375 **ARTICLE II. ASSOCIATIONS AND CONFERENCES**

### 376 **Associations**

377 155 An Association elects officers and elects or appoints such committees as it deems necessary  
378 for the transaction of its business and the correlation of its work with that of the Conference and  
379 the General Synod.

380

381 156 An Association determines its own method for securing financial support.

382

383 157 An Association is concerned with the welfare of all Local Churches within its boundaries.

384

385 158 An Association seeks ways and means to assist Local Churches when they are undergoing  
386 unusual difficulties requiring help beyond their own resources.

387



388 159 An Association offers encouragement, guidance, and assistance in the organization of new  
389 Local Churches.  
390  
391 160 An Association, with the counsel of the Conference, receives Local Churches into the United  
392 Church of Christ.  
393  
394 161 An Association covenants with members of the United Church of Christ within that  
395 Association as together they discern God's call to authorized ministry and prepare for ordination,  
396 commissioning or licensing.  
397  
398 162 An Association ordains, commissions, and licenses qualified candidates; grants standing as a  
399 covenantal relationship with Ordained Ministers, Licensed Ministers, Commissioned Ministers,  
400 and persons with Ordained Ministerial Partner Standing; certifies to, transfers, and terminates  
401 Ordained Ministerial Standing, Ordained Ministerial Partner Standing, commissioned ministerial  
402 standing and licenses; installs Ordained Ministers and persons with Ordained Ministerial Partner  
403 Standing; covenants with Licensed Ministers, Commissioned Ministers, and the Local Churches  
404 to which they are called; grants Privilege of Call and Leaves of Absence; reviews and  
405 ecclesiastically oversees Ordained, Commissioned, and Licensed Ministers and persons with  
9  
Ordained Ministerial Partner Standing; and verifies that an Ordained 406 Ministerial Partner has  
407 demonstrated knowledge of, and appreciation for, the history, polity, and practices of the United  
408 Church of Christ.  
409  
410 163 An Association receives and acts upon business referred to it by its Local Churches, its  
411 Conference, the General Synod, and other bodies.  
412  
413 164 An Association may petition and overture its Conference or the General Synod.  
414  
415 **Conferences**  
416 165 A Conference elects officers and elects or appoints such committees as it deems necessary  
417 for the transaction of its business and the correlation of its work with that of the General Synod.  
418  
419 166 A Conference employs such salaried personnel as its program may require.  
420  
421 167 A Conference receives and acts upon business, requests, counsel, and references from Local  
422 Churches, Associations, the General Synod, and other bodies.  
423  
424 168 A Conference provides names to the General Synod Nominating Committee as requested.  
425  
426 169 A Conference may petition and overture the General Synod.  
427  
428 170 A Conference chooses delegates and alternate delegates to the General Synod in accordance  
429 with the Constitution of the United Church of Christ and these Bylaws.  
430  
431 171 A Conference receives from the Local Churches contributions for denominational support  
432 and keeps detailed records of the same.  
433  
434 172 A Conference consults on a regular basis with the General Minister and President, or the  
435 General Minister and President's designee, acting on behalf of the General Synod, to reach  
436 mutual agreement upon the percentage, or the dollar amount, of the undesignated gifts for  
437 denominational support to be retained for its own support.

438

439 173 Upon the basis of the agreed upon percentage, or dollar amount, the Conference each month  
440 retains the amount necessary for its own support and forwards the balance to the treasury office of  
441 the National Setting.

442

443 174 A Conference, in the interest of the Local Churches, discharges those duties and provides  
444 those services which will strengthen the witness of the United Church of Christ, such as:

445

446 a) Coordinating the work and witness of the Local Churches and Associations;

447

448 b) Rendering counsel to Local Churches and ministers in situations calling for help  
449 beyond their own resources;

450

451 c) Rendering an advisory service to Local Churches and to ministers with reference to  
452 pastoral search;

453

454 d) Establishing and maintaining Conference offices, Conference centers, institutions, and  
455 other agencies needful to its growth and welfare;

456

10

e) Sponsoring in-service training 457 for ministers; and

458

459 f) Conducting conferences, retreats, clinics, and workshops.

460

461 175 A Conference maintains ecumenical and interfaith relations within its boundaries with other  
462 fellowships to the end that mutual understanding and cooperation may be advanced.

463

### 464 **ARTICLE III. THE GENERAL SYNOD**

#### 465 **Meetings of the General Synod**

466 176 Regular meetings of the General Synod shall be held biennially.

467

468 177 Special meetings of the General Synod may be called by resolution of the General Synod, by  
469 the United Church of Christ Board, or upon receipt of a petition from at least twenty percent of  
470 the Conferences. A special meeting so petitioned shall be convened not earlier than three months  
471 nor later than four months after the petition is received by the General Minister and President of  
472 the United Church of Christ. The petition and the call for a special meeting shall contain a  
473 statement of the purpose of the meeting. In any special meeting only such business may be  
474 transacted as is specified in the call.

475

476 178 The time and place of all meetings of the General Synod shall be determined by the United  
477 Church of Christ Board unless otherwise directed by the General Synod.

478

479 179 The call for any meeting of the General Synod shall be signed by the General Minister and  
480 President of the United Church of Christ. Such call shall be issued at least six months prior to a  
481 regular meeting and at least three months prior to a special meeting of the General Synod. All  
482 calls shall be sent to the Conferences and the Covenanted, Affiliated, and Associated Ministries,  
483 and notice of these calls shall be transmitted to the Local Churches by the Conferences.

484

485 180 All proceedings of the General Synod shall, unless otherwise provided for, be governed by  
486 the current edition of Robert's Rules of Order Newly Revised, as amended.

487



488 181 Expenses of General Synod delegates, including travel expenses for meetings of the General  
489 Synod, shall be the responsibility of the sending groups, except expenses of Conference voting  
490 delegates as negotiated with the Conferences shall be borne by the General Synod.

491

#### 492 **Membership of the General Synod**

493 182 The membership of the General Synod shall consist of voting delegates and associate  
494 delegates. Visitors shall be welcome.

495

#### 496 **Voting Delegates**

497 183 Voting delegates shall consist of Conference delegates, all members of the United Church of  
498 Christ Board, and delegates named by the Historically Underrepresented Groups, as these are  
499 hereinafter defined. All voting delegates shall be members of a Local Church of the United  
500 Church of Christ. Each voting delegate to the General Synod shall be entitled to a single vote at  
501 the General Synod.

502

#### 503 **Conference Delegates**

504 184 The number of Conference delegates shall be allocated to each Conference by the United  
505 Church of Christ Board on the basis of the number of persons who have membership in the Local  
506 Churches of the Conference. There shall not, however, be fewer than three delegates allocated to  
507 any Conference. The total number of Conference delegates in any biennium shall not be fewer

11

than 675 nor more than 725. Delegates and alternate delegates shall 508 be chosen by each  
509 Conference from among its authorized ministers in full standing and persons with Ordained  
510 Ministerial Partner Standing and the members of its Local Churches. Conferences may initiate  
511 and consider nominations from the Associations. From each Conference, except in Conferences  
512 having three delegates, (a) lay persons shall constitute at least fifty percent of the delegates and  
513 (b) the delegation shall reflect the United Church of Christ's commitment to affirmative action; it  
514 shall be representative of racial and ethnic persons (Blacks, Hispanics, American Indians, Asian  
515 Americans, and Pacific Islanders), women and youth and young adults (at least twenty percent of  
516 each delegation shall be under 30 years of age at the time of the commencing of their terms, and  
517 where possible, be represented equally by (1) youth, persons of high school age; and (2) young  
518 adults, persons graduated from high school or over 19 years of age). In Conferences with three  
519 delegates the above requirements for representation are recommended but shall not be mandatory.  
520 Despite any lack of exact compliance with these requirements, actions of a General Synod which  
521 is constituted in substantial compliance with these representation requirements, as determined by  
522 the United Church of Christ Board, shall be valid.

523

524 185 The term of Conference delegates, other than any elected to fill unexpired terms, shall begin  
525 at the opening of the next regular meeting of the General Synod following their election and shall  
526 continue for a period of four years, terminating at the opening of the third regular meeting of the  
527 General Synod following such election; provided, however, that each Conference delegation shall  
528 be divided into two classes with terms expiring in alternate bienniums. When the number in one  
529 class from a given Conference exceeds the number in the other class by more than one, the  
530 Conference shall at the earliest possible opportunity make use of a two-year term for one delegate  
531 or fill any delegate vacancy that may occur in such a way as to equalize the two classes. No  
532 delegate who has served a full term shall again be elected until after at least two years have  
533 elapsed. Delegates shall be members of all regular and special meetings of the General Synod  
534 which are held during their term of office unless they have become separated from the  
535 Conference which elected them.

536

#### 537 **United Church of Christ Board Delegates**

538 186 The members of the United Church of Christ Board shall be voting delegates at the General  
539 Synod, and their term shall be concurrent with their terms as members of the United Church of  
540 Christ Board.

541

542 **Historically Underrepresented Groups Delegates**

543 187 There shall be thirty-six (36) Historically Underrepresented Groups delegates, four (4) from  
544 each of the Historically Underrepresented Groups: Council for American Indian Ministry;  
545 Council for Hispanic Ministries; Ministers for Racial, Social and Economic Justice; Pacific  
546 Islander and Asian American Ministries; United Black Christians; UCC Disabilities Ministries;  
547 Council for Youth and Young Adult Ministries; the United Samoan Ministries; and the Open and  
548 Affirming Coalition of the United Church of Christ. The term of Historically Underrepresented  
549 Groups delegates, other than any elected to fill unexpired terms, shall begin at the opening of the  
550 next regular meeting of the General Synod following their election and shall continue for a period  
551 of four years, terminating at the opening of the third regular meeting of the General Synod  
552 following such election. No delegate who has served a full term shall again be elected until after  
553 at least two years have elapsed.

554

555 **Associate Delegates**

556 188 Unless otherwise serving as a voting delegate to  
557 the General Synod, the chairperson of the governing body and the principal minister(s) or  
558 executive(s) of each Conference; the chairperson of each Task Force created by the General  
12

Synod not otherwise represented on the United Church of Christ Board; the chairperson of each  
560 General Synod standing committee; a representative of the Christian Churches (Disciples of  
561 Christ); and one representative of each of the seminaries of the United Church of Christ not  
562 otherwise represented, chosen by the seminary, shall be Associate Delegates, with voice but  
563 without vote.

564

565 **Ecumenical Delegates**

566 189 In each biennium the United Church of Christ Board may invite a representative from each of  
567 its U.S. and Canada full communion partners as an associate delegate to the General Synod of the  
568 United Church of Christ. In addition, the United Church of Christ Board may invite a  
569 representative from up to three other partner churches in the United States. These representatives  
570 shall be accorded the same privileges as Associate Delegates.

571

572 **Moderators of the General Synod**

573 190 The Moderator shall be elected by the General Synod. The office of Moderator shall be filled  
574 alternately by lay persons and authorized ministers or persons with Ordained Ministerial Partner  
575 Standing. The Moderator shall take office upon the adjournment of the regular meeting at which  
576 the Moderator is elected and shall hold office through the next regular meeting or until a  
577 successor has been qualified and installed.

578

579 191 The Moderator shall preside at the sessions of the General Synod.

580

581 192 There shall be elected an Assistant Moderator of the General Synod to assist the Moderator in  
582 presiding at sessions of the General Synod. The Assistant Moderator shall take office upon  
583 adjournment of the regular meeting at which the Assistant Moderator was elected and shall hold  
584 office through the next regular meeting. The Assistant Moderator will be eligible for nomination  
585 and election to the position of Moderator, upon completion of the term of Assistant Moderator.

586

587 193 The Moderator and Assistant Moderator shall include an authorized minister or a person with

588 Ordained Ministerial Partner Standing and a layperson, and shall reflect the diversity to which the  
589 United Church of Christ is committed.

590

591 **Committees of the General Synod**

592 194 The General Synod shall have such Committees as it may deem necessary, including but not  
593 limited to those named hereafter.

594

595 195 **Nominating Committee** The Nominating Committee shall consist of 16 members elected by  
596 the General Synod as follows:

597

598 a) Ten members will be elected from a pool of nominees provided by the Conferences, as  
599 follows: At least nine months before each regular meeting of the General Synod, the  
600 United Church of Christ Board shall invite each Conference not currently represented on  
601 the Nominating Committee to submit the name of an authorized minister or a person with  
602 Ordained Ministerial Partner Standing and the name of a layperson for possible  
603 membership on the Nominating Committee as an at-large member. The United Church of  
604 Christ Board shall submit these names, to the General Synod. Not more than one of the  
605 at-large members of the Nominating Committee shall be from any one Conference.  
606 Notwithstanding this requirement, if a member of the Nominating Committee moves to a  
607 Conference from which there is another member of the Committee currently serving, the  
608 member moving to the Conference currently served by another member shall continue to  
609 serve as a member of the Nominating Committee until the end of the biennium. The

13

position on the Nominating Committee held by the member who moved 610 becomes vacant  
611 at the end of the biennium during which the above change in Conference occurs.

612

613 b) Four members will be elected from a pool of nominees provided by the following  
614 groups: the Council for American Indian Ministry; the Council for Hispanic Ministries;  
615 Ministers for Racial, Social and Economic Justice; Pacific Islander and Asian American  
616 Ministries; United Black Christians; United Samoan Ministries, the Open and Affirming  
617 Coalition of the United Church of Christ; UCC Disabilities Ministries; and the Council  
618 for Youth and Young Adult Ministries. At least nine months before each regular meeting  
619 of the General Synod, the United Church of Christ Board shall invite each of the five  
620 groups not currently represented on the Nominating Committee to submit the names of an  
621 authorized minister or a person with Ordained Ministerial Partner Standing and a  
622 layperson for possible membership on the Nominating Committee. The United Church of  
623 Christ Board shall submit to the General Synod for election the number of names needed  
624 to maintain four members from these groups on the Nominating Committee. Two  
625 members will be an authorized minister or a person with Ordained Ministerial Partner  
626 Standing and two members will be laypersons. The Conference affiliations of the  
627 representatives from these groups will not affect the determination of the Conference  
628 affiliation of the at-large members elected in accordance with paragraph 201a.

629

630 c) Two members will be appointed from among the members of the United Church of  
631 Christ Board.

632

633 d) The diversity of the Nominating Committee shall reflect the diversity requirements for  
634 the United Church of Christ Board, as set forth in these bylaws.

635

636 e) A member of the Nominating Committee who has served a full term shall not be  
637 eligible for re-election until a biennium has elapsed. Terms of members shall begin at the

638 close of the General Synod at which the members have been elected and continue to the  
639 close of the third regular General Synod after their election. The Chairperson of the  
640 Nominating Committee shall be named by the United Church of Christ Board from the  
641 members of the Nominating Committee within six months after each regular meeting of  
642 the General Synod.

643

644 196 The Nominating Committee of the General Synod, prior to the call for nominations, reviews  
645 the composition of the continuing membership of the United Church of Christ Board and  
646 determines the needed nominations. In its call for suggestions of names, the Nominating  
647 Committee will indicate the criteria consistent with the provisions of these Bylaws which will be  
648 used for filling positions on the United Church of Christ Board. Each Conference or group to be  
649 represented shall provide at least two names for each of the positions.

650

651 197 The Nominating Committee shall make all nominations for election by the General Synod for  
652 which the Constitution and Bylaws do not otherwise provide. The Nominating Committee shall  
653 consider, but not be limited to, such attributes as candidates' leadership, a wide range of life  
654 experience and background including socio-economic, cultural competency, financial knowledge,  
655 fund raising experience, community building skills, commitment to justice, and understanding of  
656 good governance. The Nominating Committee shall maintain records of suggested nominees and  
657 their qualifications.

658

659 198 The Nominating Committee is responsible for ensuring that the membership of the United  
660 Church of Christ Board embodies the commitment of the United Church of Christ to diversity and  
14

balance, both in its overall composition and in its internal segments. In order 661 to achieve this end,  
662 the Nominating Committee may, if necessary, approach any group submitting and/or  
663 recommending names with the request that they assist in that task by presenting additional names.

664

665 199 When selecting candidates for offices, the Nominating Committee shall consider all names  
666 submitted.

667

668 200 The Nominating Committee shall submit its report to the General Synod at least twenty-four  
669 hours before the elections are scheduled to take place, unless the General Synod, by a three670  
fourths vote, consents to an earlier election.

671

#### 672 **Credentials Committee**

673 201 The Credentials Committee shall consist of ten delegates to the General Synod, five of whom  
674 shall come from each of the two classes of General Synod delegates. At least three months before  
675 each regular meeting of the General Synod the United Church of Christ Board shall appoint five  
676 members from the latest class of delegates and shall designate one of the ten members of the  
677 Committee as chairperson. Terms of members shall be for four years, beginning with their  
678 appointment and terminating with the appointment of their successors. The Credentials  
679 Committee will review the composition of the Conference and other voting delegations for  
680 compliance with the composition requirements of these Bylaws and is empowered to request  
681 changes in membership to all voting delegations so that said delegations and the Delegation as a  
682 Whole will be in compliance with the provisions of these Bylaws.

683

#### 684 **Budget Committee, Business Committee, and Committee of Disposition**

685 201 The Budget Committee, the Business Committee, and the Committee of Disposition at each  
686 regular and special meeting of the General Synod shall be the United Church of Christ Board or  
687 persons designated by the United Church of Christ Board from its own membership. The role and

688 scope of the Budget Committee, Business Committee and the Committee of Disposition shall be  
689 determined by the United Church of Christ Board.

690

#### 691 **Officers of the United Church of Christ**

692 203 The General Synod shall call by election, from among the members of the United Church of  
693 Christ, the following Officers of the United Church of Christ who shall also be members of the  
694 Collegium of Officers, the Mission Planning Council, the United Church of Christ Board, and  
695 General Synod: General Minister and President, Executive Minister for Local Church Ministries,  
696 Executive Minister for Justice and Witness Ministries, and Executive Minister for Wider Church  
697 Ministries, the Associate General Ministers, and such other officers of the United Church of  
698 Christ as the General Synod may from time to time determine.

699

700 204 Each Officer of the United Church of Christ serves at the will of the General Synod, and may  
701 be terminated as an Officer of the United Church of Christ by the United Church of Christ Board  
702 acting as the General Synod ad interim in accordance with the United Church of Christ Board's  
703 procedures.

704

705 205 The term of each Officer of the United Church of Christ shall be two regular meetings of the  
706 General Synod, terminating at the opening of the third regular meeting of the General Synod  
707 following such election, not to exceed three terms, and shall commence within ninety days  
708 following call by election by the General Synod. Officers of the United Church of Christ shall  
709 hold office until their successors have been elected and qualified and have assumed the duties of  
710 their office. Officers of the United Church of Christ may be reelected, but not more than twice,  
711 subject to the call by election of the General Synod.

15

712

#### 713 **General Minister and President**

714 206 The General Minister and President, who shall have Ordained Ministerial Standing or  
715 Ordained Ministerial Partner Standing, is called to ministry in and on behalf of the United Church  
716 of Christ upon election by the General Synod.

717

#### 718 a) Spiritual Leader of the Church:

719 The General Minister and President is the spiritual leader and pastor of the Church,  
720 charged with the care and nurture of the spiritual life of the Church. The General Minister  
721 and President is responsible for the unity and well-being of the Church, and for nurturing  
722 its covenantal life and ecumenical and interfaith relationships, and leading the visioning,  
723 planning, coordination and implementation of the total mission of the United Church of  
724 Christ.

725

#### 726 b) Theological Interpreter:

727 The General Minister and President is the principal leader in interpreting the theological  
728 perspectives and values of the United Church of Christ as guided by the General Synod  
729 and in consultation with the Collegium Officers of the United Church of Christ. The  
730 General Minister and President is the chief representative of the United Church of Christ  
731 in the public square and at ecumenical, interdenominational and interfaith tables.

732

#### 733 c) Convener:

734 The General Minister and President will convene and preside at the meetings of the  
735 Collegium Officers of the United Church of Christ. The General Minister and President is  
736 responsible for coordinated communication, fund raising and planning in collaboration  
737 with the Executive Ministers Associate General Ministers. The General Minister and



738 President is a member of the Mission Planning Council.

739

740 d) Chief Executive Officer:

741 The General Minister and President is the Chief Executive Officer of the General Synod

742 and is its principal spokesperson. The General Minister and President oversees the

743 administration of the National Setting offices. The General Minister and President leads

744 and directs the work of [the Associate General Ministers and](#) the Officers of the United

745 Church of Christ. The General Minister and President is the executive ultimately

746 responsible for all hiring and termination decisions in the National Setting of the United

747 Church of Christ. The General Minister and President may from time to time delegate

748 administrative responsibilities as the needs of the Church and good judgment dictate.

749

750 The General Minister and President serves as the corporate President of the United Church of

751 Christ Board, each of the Covenanted Ministries, the Common Services Corporation of the

752 United Church of Christ, and all other corporations related to the Covenanted Ministries. The

753 General Minister and President determines the delegation and direction of the work of the

754 Covenanted Ministries [to the Associate General Ministers](#), with the affirmation of the United

755 Church of Christ Board.

756

757 The General Minister and President serves as an ex-officio member in all meetings of the

758 Affiliated and Associated Ministries. The General Minister and President shall serve as an ex759

officio member, with voice, but not vote, in the meetings of all Commissions, Councils, and

760 Committees of the United Church of Christ, except as otherwise provided in the Constitution and

761 Bylaws of the United Church of Christ; except that the General Minister and President shall not

762 participate in the work of the Search Committee for the General Minister and President. The

16

General Minister and President shall be the official representative of 763 the Church in ecumenical,

764 interdenominational, and interfaith relations. The General Minister and President may appoint a

765 representative for such occasions as the General Minister and President deems advisable.

766

767 207 The General Minister and President is accountable to the General Synod and the United

768 Church of Christ Board, acting as the General Synod ad interim.

769

770 208 The candidate for the position of General Minister and President is nominated for an initial

771 term by a search committee of the United Church of Christ, broadly representative of the Church,

772 and appointed by the United Church of Christ Board. The search committee includes at least one

773 Conference Minister named by the Council of Conference Ministers and one representative of the

774 Council for Racial and Ethnic Ministries to be selected, in the first instance, from the COREM

775 members on the United Church of Christ Board, each with voice and vote. At least one member

776 shall be a youth or young adult. The affirmative action commitment of the Church is to be fully

777 respected in the search process and diversity maintained in the membership of the [Collegium of](#)

778 Officers of the United Church of Christ. The candidate chosen by the search committee is

779 confirmed by a two-thirds vote of the United Church of Christ Board before the candidate's name

780 is placed before the General Synod. Only one nominee may be presented for election, and

781 nominations may not be made from the floor. An affirmative vote of at least sixty percent of the

782 General Synod is necessary for election and call. The General Minister and President does not

783 participate in the work of the search committee choosing a successor. The General Minister and

784 President is evaluated regularly through a process approved by the United Church of Christ

785 Board. In the event that the General Minister and President is unable to discharge the

786 responsibilities of that Office, or if there is a vacancy in that Office, the United Church of Christ

787 Board shall name [one of the Executive Ministers](#) [an Associate General Minister](#) to serve as

788 Acting General Minister and President until the General Minister and President returns to service  
789 or is replaced by a successor elected by the General Synod after a search process.

790

791 **Executive Ministers of Justice and Witness Ministries, Local Church Ministries, and Wider**  
792 **Church Ministries** **Associate General Ministers**

793 209 An **Executive Minister** **Associate General Minister** may be a lay person, an authorized  
794 minister, or a person with Ordained Ministerial Partner Standing. Each **Executive**  
795 **Minister** **Associate General Minister** serves as an appointed member of the United Church of  
796 Christ Board and accordingly as a member of the Board of Directors of each Covenanted  
797 Ministry.

798

799 210 Each **Executive Minister** **Associate General Minister** will be responsible for the work of the  
800 Covenanted Ministries, as delegated and directed by the General Minister and President and  
801 affirmed by the United Church of Christ Board of Directors.

802

803 211 As led by the General Minister and President, each **Executive** **Associate General** Minister  
804 will be involved in the overall functions of the National Setting, including visioning and planning,  
805 communications, development and management of budgets, development and leadership of staff,  
806 and implementation of policies adopted by the General Synod and the United Church of Christ  
807 Board.

808

809 212 Each **Executive** **Associate General** Minister will be accountable to the General Synod  
810 through the United Church of Christ Board. Each **Executive** **Associate General** Minister serves at  
811 the will of the **United Church of Christ Board** and may be terminated by **the United Church of**  
812 **Christ Board, acting as the General Synod ad interim**, in accordance with its procedures.

813

17

213 **As an Officer of the Church, each Executive Minister is a member** 814 **of the Collegium of**  
815 **Officers** **Each Associate General Minister is an Officer of the United Church of Christ.**

816

817 214 Each **Executive Minister** **Associate General Minister** is to be nominated for an initial term by  
818 a search committee of the United Church of Christ broadly representative of the Church,  
819 appointed by and from the **United Church of Christ Board**. The search committee shall include  
820 the General Minister and President; one Conference Minister, named by the Council of  
821 Conference Ministers; one representative of the Council for Racial and Ethnic Ministries to be  
822 selected, in the first instance, from the COREM members on the Board of Directors and one  
823 representative of the UCC Disabilities Ministries to be selected, in the first instance, from the  
824 UCC Disabilities Ministries member on the Board of Directors, each with voice and vote. At least  
825 one member shall be a youth or young adult. The affirmative action commitment of the Church is  
826 to be fully respected in the search process and diversity maintained in the membership of the  
827 **Collegium of Officers** **Officers of the United Church of Christ**. The candidate chosen by the  
828 search committee is to be confirmed by a two-thirds vote of the United Church of Christ Board of  
829 Directors before the candidate's name is placed in nomination before the General Synod. Only  
830 one nominee may be presented for election, and nominations may not be made from the floor. An  
831 affirmative vote of at least sixty percent of the General Synod is necessary for the call by election.  
832 An **Executive** **Associate General** Minister does not participate in the work of the search  
833 committee choosing a successor. The **Executive Minister** **Associate General Minister** is evaluated  
834 regularly by a process approved by the United Church of Christ Board of Directors. The  
835 evaluation process shall include the General Minister and President, with voice and vote. Terms  
836 of office shall begin within ninety days following their election. An **Executive** **Associate General**  
837 Minister shall hold office until **the Associate General Minister's** successor has been elected and

838 qualified and has assumed the duties of the Office.

839

840 215 In the event that an **Executive Associate General** Minister is unable to discharge the  
841 responsibilities of that position, or if there is a vacancy in the office, the United Church of Christ  
842 Board of Directors, in consultation with the General Minister and President, may appoint an  
843 Acting **Executive Associate General** Minister, who shall be an Acting Officer of the Church,  
844 according to its rules and procedures acting as the General Synod ad interim. An Acting  
845 **Executive Associate General** Minister shall serve until the **Executive Associate General** Minister  
846 returns to service, or is replaced by a successor called by election by the General Synod.

847

#### 848 **United Church of Christ Board**

849 216 The United Church of Christ Board continues the work of, and acts as agent for, predecessor  
850 bodies, and continues other ministries, as specified in the Constitution of the United Church of  
851 Christ.

852

853 217 The United Church of Christ Board shall consist of up to 52 members. Thirty-six members  
854 shall serve in at-large positions and up to 16 members shall be appointed members with voice and  
855 vote. The composition of the United Church of Christ Board shall embody the commitment of the  
856 United Church of Christ to be a multicultural and multiracial Church, reflecting the racial and  
857 ethnic diversity of society with a balance of leadership between women and men, open and  
858 accessible to all. All members of the United Church of Christ Board shall be voting members,  
859 except as legally proscribed and noted below.

860

861 218 The 36 at-large members, nominated by the General Synod Nominating Committee, and  
862 elected by the General Synod as members of the United Church of Christ Board, shall reflect the  
863 following composition at the time of their election:

864

18

- 50% or more 865 shall be persons of color.

- 866 • 50% or more shall be women.

- 867 • 1/3 shall be authorized ministers or persons with Ordained Ministerial Partner Standing.

- 868 • 1/3 shall be laymen.

- 869 • 1/3 shall be laywomen.

- 870 • 20% shall be under 30 years of age. To the extent possible, the under 30 years of age members  
871 shall include both youth of high school age and young adults. All such members shall be voting  
872 members except as legally proscribed.

- 873 • At least one member shall be a person who self-identifies as having a disability.

- 874 • At least one member shall be a person who self-identifies as gay, lesbian, bisexual, or  
875 transgender.

876

877 a) At-large members shall serve one term of three regular meetings of the General Synod,  
878 which shall commence at the close of the General Synod at which the person is elected  
879 and qualified and shall terminate at the close of the General Synod in which a successor  
880 is elected and qualified. At-large members shall be divided into three classes of 12  
881 members each, with a class of 12 members being elected at each General Synod. No at882  
large member who has served more than one-half of a full term shall be nominated to  
883 serve again until at least one regular meeting of the General Synod has elapsed.  
884 Nominations for the at-large positions shall be solicited from all entities and  
885 organizations within the United Church of Christ. There shall not be more than three at886  
large members from any one Conference at the time of an individual's election.

887



888 b) The General Synod Nominating Committee nominates these persons after submission  
889 of names, according to the procedures established in these Bylaws, and criteria  
890 determined by the Nominating Committee. In order to fulfill its responsibilities to ensure  
891 that the membership of the United Church of Christ Board reflects the diversity to which  
892 the United Church of Christ is committed, the Nominating Committee may ask for  
893 additional names to be submitted.

894

895 219 Appointed members of the United Church of Christ Board with voice and vote shall include:

896

897 a) The Officers of the United Church of Christ.

898

899 b) The Moderator and the Assistant Moderator of the General Synod.

900

901 c) One member designated by the Christian Church (Disciples of Christ) to serve a term  
902 of two years. Any such member shall be eligible to serve up to two additional terms and  
903 not to exceed three terms.

904

905 d) Six principal ministers of Conferences, one to be elected from each Region by the  
906 Council of Conference Ministers for a term of two years, not to exceed two consecutive  
907 terms. If any such member ceases during the member's term of office on the United  
908 Church of Christ Board to be the principal minister of a Conference within the Region  
909 from which said member was elected, a vacancy shall be thereby created to be filled by  
910 election by the Council of Conference Ministers.

911

912 e) The Executive of the United Church Funds, Inc.

913

914 f) The Executive of The Pension Boards—United Church of Christ

915

19

g) The Executive of the Council for Health and Human 916 Service Ministries

917

918 220 Although members of the United Church of Christ Board may be nominated or selected by  
919 particular groups, each member serves on behalf of, and bears responsibility for, the well-being of  
920 the whole Church.

921

922 221 The United Church of Christ Board shall elect, from its members who are elected by the  
923 General Synod, a chairperson and a vice-chairperson according to its own Standing Rules.

924

925 222 The United Church of Christ Board shall appoint a Secretary and a Treasurer, who shall not  
926 be members of the United Church of Christ Board, and shall have voice but no vote. The  
927 Secretary and the Treasurer may be appointed from staff members at the National Setting, who  
928 shall report to the General Minister and President, who is directly accountable to the United  
929 Church of Christ Board.

930

931 223 The Secretary and the Treasurer shall have the customary duties of a corporate secretary and  
932 treasurer to the General Synod of the United Church of Christ.

933

#### 934 **Responsibilities of the United Church of Christ Board**

935 224 The United Church of Christ Board shall act for the General Synod ad interim, and, in  
936 cooperation with the Collegium of Officers of the United Church of Christ, shall provide  
937 coordination and evaluation of the work of the Church and shall carry out such other

938 responsibilities as may be from time to time delegated to it by the General Synod or as provided  
939 for in these Bylaws or the Constitution.

940

941 a) The United Church of Christ Board shall be responsible for strategic planning and  
942 policymaking. The Committees of the United Church of Christ Board shall make  
943 recommendations to the members of the United Church of Christ Board for strategic  
944 planning, policymaking, and oversight purposes. The United Church of Christ Board  
945 shall receive recommendations from the Investment and Endowment Committee  
946 regarding the annual draw rate on invested funds that may be used to carry out the  
947 mission entrusted to the Covenanted Ministries. Recommendations as to the annual draw  
948 rate and as to the allocation of the annual dollar amounts resulting from the application of  
949 the annual draw rate to each of the restricted endowment funds and to each of the historic  
950 donor intended uses of each of the unrestricted endowment funds shall not be modified  
951 by the United Church of Christ Board except upon a two-thirds vote of the members  
952 present of the full Board.

953

954 b) The United Church of Christ Board is responsible for policies relating to the mission  
955 of the United Church of Christ in its National Setting. It shall support the on-going work  
956 of the General Synod through its various ministries, planning for and encouraging  
957 cooperation among those ministries, with Local Churches, Associations, and  
958 Conferences, and with other expressions of the Church which contribute to and embody  
959 God's mission in Jesus Christ. It shall support the spiritual and financial health of the  
960 Church, and shall ensure the presence and implementation of policies which contribute to  
961 the health of the Covenanted Ministries in relationship with one another and their  
962 accountability to the General Synod. It shall receive reports from the **Collegium of**  
963 Officers of the United Church of Christ and provide oversight and support for the work of  
964 that body. It shall facilitate the business of the General Synod and assume such other  
965 tasks as may be assigned to it by the General Synod. It shall be a focal point for decision  
966 making, overall planning and evaluation, and budgeting in the National Setting. It shall

20

receive and report upon divergent points of view and maintain an 967 open channel for the  
968 consideration of minority or dissenting opinion. It shall submit a report of its work to the  
969 General Synod at each regular meeting. In cooperation with the Covenanted, Affiliated,  
970 and Associated Ministries it shall make an annual informational report to the Local  
971 Churches and the Conferences about the total program of the Church in the National  
972 Setting.

973

974 225 Vacancies occurring in offices, commissions, or committees of the General Synod, or in the  
975 membership of the United Church of Christ Board, shall, unless otherwise provided, be filled by  
976 the United Church of Christ Board acting as the General Synod ad interim, such actions to be  
977 reported to the next General Synod.

978

979 226 The United Church of Christ Board shall make such elections, nominations or appointments  
980 as these Bylaws or action of the General Synod may require.

981

982 227 Acting as the Budget Committee for the General Synod, the United Church of Christ Board  
983 shall determine the allocation of funds from denominational support. The United Church of Christ  
984 Board, acting as the Budget Committee, shall also receive and review the past and projected use  
985 of denominational funds allocated to each Covenanted Ministry and recommend the  
986 denominational support threshold amount for the each General Synod regular meeting interval.

987

988 228 The United Church of Christ Board shall be an incorporated body in order to ensure that it  
989 may effectively and expeditiously perform all legal functions of the General Synod and all of its  
990 other functions as provided for in the Constitution and Bylaws of the United Church of Christ.  
991 The membership of the Corporation shall consist of those persons described in the Bylaws as  
992 members of the Board of Directors of the United Church of Christ, who shall be elected or  
993 affirmed in the manner therein provided and who shall have the right to vote only to the extent  
994 granted by the Bylaws. Those members shall also be the Directors of the Corporation. The  
995 Corporation shall have such officers as required by law and as provided in these Bylaws. The  
996 Corporation may adopt for its government and the management of its affairs bylaws and rules not  
997 inconsistent with its Articles of Incorporation nor with the Constitution, Bylaws, Rules and  
998 regulations of the General Synod of the United Church of Christ.

999

1000 229 The United Church of Christ Board shall serve as the Business Committee of the General  
1001 Synod during its sessions, and as such shall prepare the agenda and schedule for all meetings of  
1002 the General Synod, recommend changes therein during sessions, and appoint committees not  
1003 otherwise provided.

1004

#### 1005 **Administration of the National Setting Offices**

1006 230 The General Minister and President shall oversee the administration of the National Setting  
1007 offices.

1008

#### 1009 **Committees of the United Church of Christ Board**

1010 231 The United Church of Christ Board shall have such other Committees as it may deem  
1011 necessary, including but not limited to those named hereafter, and each may draw on expertise  
1012 beyond the Board if necessary.

1013

#### 1014 **Ministry Committees**

1015 232 The United Church of Christ Board shall establish committees relating to the mission and  
1016 ministry of the United Church of Christ (the Ministry Committees). Each Ministry Committee  
1017 shall make recommendations to the United Church of Christ Board regarding ministry priorities  
21

and policy. The Ministry Committees will honor the diversity commitments 1018 of the United Church  
1019 of Christ and work in covenant with each other and National Setting staff. To the extent possible  
1020 while still maintaining expertise needed on the Ministry Committees, the composition of each  
1021 Ministry Committee shall embody the commitment of the United Church of Christ to a  
1022 multicultural and multiracial Church, with leadership reflecting race and gender diversity, open  
1023 and accessible to all. To the extent possible while still maintaining expertise needed on the  
1024 Ministry Committees, each United Church of Christ Board member will be assigned to a Ministry  
1025 Committee based on that individual's experience, expertise, personal passion and spiritual calling.  
1026 Individuals also will be considered based on the role that they may serve as members of the  
1027 Common Global Ministries Board, the mission partnership between the United Church of Christ  
1028 and the Christian Church (Disciples of Christ). Each Ministry Committee will elect a chairperson  
1029 and a vice-chairperson, subject to the requirement that at least one of these positions must be held  
1030 by a person of color in each Ministry Committee.

1031

#### 1032 **Executive Committee**

1033 233 The Executive Committee shall consist of up to 16 members of the United Church of Christ  
1034 Board, as follows:

1035

1036 a) Chairperson and vice-chairperson of the United Church of Christ Board

1037

1038 b) Chairperson of the Audit Committee, Finance and Budget Committee, Governance  
1039 Committee, Investment and Endowment Committee, and Development Committee  
1040

1041 c) The Officers of the United Church of Christ  
1042

1043 d) One Conference Minister  
1044

1045 e) Moderator of the General Synod  
1046

1047 f) Three additional at-large members, one from each of the three classes  
1048

1049 (g) To the extent possible while still maintaining diversity and expertise, the composition  
1050 of the Executive Committee shall embody the commitment of the United Church of  
1051 Christ to a multicultural and multiracial Church, with membership reflecting age, race,  
1052 and gender diversity, open and accessible to all.  
1053

1054 234 The Executive Committee shall have the responsibility to ensure that visioning and strategic  
1055 planning be done on behalf of the National Setting of the Church. It will lead the United Church  
1056 of Christ Board in developing and articulating comprehensive and integrated strategies and goals  
1057 for the National Setting. The Executive Committee will facilitate the United Church of Christ  
1058 Board's identification of concerns and ideas related to communications, identity, fundraising,  
1059 fund development, strategic planning, evangelism, and other critical issues for the life of the  
1060 whole Church. The decision-making power and authority of the Executive Committee shall be  
1061 governed by the standing rules of the United Church of Christ Board.  
1062

#### 1063 **Finance and Budget Committee**

1064 235 The Finance and Budget Committee shall consist of up to 12 members of the United Church  
1065 of Christ Board, including:

1066

1067 a) Chairperson or vice-chairperson of the United Church of Christ Board

1068

22

b) Six representatives of the United 1069 Church of Christ Board

1070

1071 c) General Minister and President

1072

1073 236 The duties and responsibilities of the Committee include:

1074

1075 a) Reviewing the annual available resources and being responsible for financial planning.

1076

1077 b) Reviewing the proposed Annual Budget recommended by the General Minister and

1078 President in consultation with key staff and mission partners, such as Common Global

1079 Ministries.

1080

1081 c) Recommending the Annual Budget to the United Church of Christ Board.

1082

1083 d) Receiving and reviewing regular financial reports.

1084

#### 1085 **Investment and Endowment Committee**

1086 237 The Investment and Endowment Committee shall consist of up to 14 members and shall be

1087 members of the United Church of Christ Board (except as noted below), including:

1088

1089 a) Six representatives from the United Church of Christ Board

1090

1091 b) The Officers of the United Church of Christ

1092

1093 c) The Executive of the United Church Funds, Inc., with voice but without vote

1094

1095 d) The United Church of Christ Board, by vote of its membership, may add up to three

1096 individuals with legal and/or investment expertise who are not members of the United

1097 Church of Christ Board but are members of the United Church of Christ.

1098

1099 238 The duties and responsibilities of the Committee include:

1100

1101 a) Assuring that the legacy/historic restrictions on the use of restricted funds and the

1102 intended use restrictions of the unrestricted funds of each of the historic ministries are

1103 monitored, accounted for, maintained and reported to the United Church of Christ Board

1104 annually. The Committee shall monitor and oversee the allocation of both restricted and

1105 unrestricted funds to ensure that they will be allocated based on donor intent, whenever

1106 that can be determined and to provide the full Board an overview of all funds in order to

1107 encourage the most effective collaborative and holistic use of those funds to meet the

1108 missional needs of the Church.

1109

1110 b) Recommending to the United Church of Christ Board investment policies including

1111 investment screens that reflect the commitment of the United Church of Christ to

1112 corporate social responsibility.

1113

1114 c) Managing the investment of the endowed funds and other assets including real

1115 property in accordance with investment policies approved by the United Church of Christ

1116 Board.

1117

1118 d) Monitoring and reporting on the management of invested funds to the United Church

1119 of Christ Board.

23

1120

1121 e) Recommending to the United Church of Christ Board the annual draw rate on invested

1122 funds that may be used to carry out the mission entrusted to the Covenanted Ministries.

1123 Recommendations as to the annual draw rate and as to the allocation of the annual dollar

1124 amounts resulting from the application of the annual draw rate to each of the restricted

1125 endowment funds and to each of the historic donor intended uses of each of the

1126 unrestricted endowment funds shall be accepted by the United Church of Christ Board

1127 unless modified by a vote of two-thirds of the members present of the full Board.

1128

1129 f) Reviewing, monitoring and recommending to the United Church of Christ Board the

1130 allocation of the annual dollar amounts resulting from the application of the spending rate

1131 to each of the restricted endowment funds and to each of the historic donor intended uses

1132 of each of the unrestricted endowment funds.

1133

1134 g) Providing Board representation to the Investment Committee of the United Church

1135 Funds, Inc.

1136

1137 **Audit Committee**

1138 239 The Audit Committee shall consist of such members as determined by the United Church of  
1139 Christ Board, provided that members of the Board must comprise a majority of the members of  
1140 the Audit Committee. The United Church of Christ Board, by vote of its membership, may  
1141 include on the Audit Committee individuals with legal and/or financial expertise who are not  
1142 members of the United Church of Christ Board but are members of the United Church of Christ.  
1143 All Committee members shall be voting members.

1144

1145 240 The duties and responsibilities of the Committee include:

1146

1147 a) Retaining the audit firm to perform the annual financial audit.

1148

1149 b) Receiving and reviewing the audit report from the auditors and reporting to the United

1150 Church of Christ Board.

1151

1152 (c) Such other duties as assigned by the United Church of Christ Board.

1153

#### 1154 **Regions**

1155 241 The United Church of Christ Board shall make an appropriate assignment of the several

1156 Conferences into Regions. The Regions as thus determined shall form the basis for Conference

1157 representation on national bodies wherever required by the Bylaws.

1158

#### 1159 **Organization of the United Church of Christ Board**

1160 242 The United Church of Christ Board shall organize itself as it deems necessary to carry out its

1161 responsibilities and fulfill its mandates.

1162

#### 1163 **Advisory Commissions**

1164 243 The United Church of Christ Board may provide for special advisory commissions on

1165 subjects of pervasive interest to the entire Church on which the United Church of Christ Board

1166 and/or the General Minister and President need policy or substantive advice. Members of such

1167 commissions and its chairperson shall be appointed by the United Church of Christ Board

1168 pursuant to its Standing Rules and shall include at least one member of the United Church of

1169 Christ Board.

1170

24

#### 1171 **Common Services**

1172 244 In covenant with the Covenanted Ministries, the United Church of Christ Board, through and

1173 by the Common Services Corporation of the United Church of Christ, shall provide for common

1174 services, including, but not limited to, common treasury services, accounting services, personnel

1175 services, logistical services, information services and office support services. It shall also provide

1176 for a common salary program and shall provide common personnel policies.

1177

1178 245 Each Covenanted Ministry shall use the aforementioned common services, program and

1179 policies whenever legally permissible and otherwise appropriate, all as determined by its own

1180 board of directors.

1181

1182 246 A nonprofit corporation shall be formed for the purpose of providing the above-described

1183 common services. The corporation, to be named the Common Services Corporation of the United

1184 Church of Christ, shall be governed by its articles of incorporation, rules, and bylaws, and the

1185 Constitution and Bylaws of the United Church of Christ. The General Minister and President

1186 shall be the principal executive of the Common Services Corporation of the United Church of

1187 Christ. The number of directors of the Common Services Corporation of the United Church of

1188 Christ shall be up to ten, consisting of:

1189

1190 i. Two representatives of, and selected by, Local Church Ministries;

1191

1192 ii. Two representatives of, and selected by, Justice and Witness Ministries;

1193

1194 iii. Two representatives of, and selected by, Wider Church Ministries;

1195

1196 iv. General Minister and President; and

1197

1198 v. Key operations, financial services, and human resources personnel as deemed

1199 necessary by the General Minister and President.

1200

1201 The directors of the Common Services Corporation of the United Church of Christ shall be the

1202 members of the corporation. The board of directors shall appoint such committees, with such

1203 responsibilities, as it deems necessary to carry out its work. The corporate officers of the

1204 Common Services Corporation of the United Church of Christ shall be the following:

1205

1206 (i) General Minister and President, who as President of this corporation shall be

1207 accountable to the board of directors;

1208

1209 (ii) A Secretary, who shall be appointed by and report to the General Minister and

1210 President;

1211

1212 (iii) A Treasurer, who shall be appointed by and report to the General Minister and

1213 President.

1214

1215 247 Policy decisions related to the Common Services Corporation of the United Church of Christ

1216 shall be the responsibility of the board of directors of the Common Services Corporation of the

1217 United Church of Christ.

1218

#### 1219 **ARTICLE IV. ORGANIZATION**

1220 248 The work of the United Church of Christ shall be carried out by the United Church of Christ

1221 Board, the Covenanted, Affiliated, Associated Ministries, Councils, and other such bodies as may

25

from time to time be created by, or related to, the General Synod or the United 1222 Church of Christ

1223 Board.

1224

#### 1225 **COVENANTED MINISTRIES**

1226 249 The Covenanted Ministries are Local Church Ministries, Justice and Witness Ministries, and

1227 Wider Church Ministries.

1228

1229 250 The General Minister and President oversees the programmatic work of the Covenanted

1230 Ministries, which shall be carried out in accordance with the policies, planning, and broad

1231 oversight of the United Church of Christ Board as provided in these Bylaws.

1232

#### 1233 **LOCAL CHURCH MINISTRIES**

##### 1234 **Purpose and Mission**

1235 251 The purpose and mission of Local Church Ministries shall be to encourage and support the

1236 Local Churches of the United Church of Christ in the fulfillment of God's mission. It continues

1237 the work of, and acts as agent for, predecessor bodies, and continues other ministries, as specified



1238 in the Constitution of the United Church of Christ and as described in its articles of incorporation.  
1239 The program, administrative, and financial development functions of Local Church Ministries  
1240 shall be carried out in cooperation with the United Church of Christ Board. The United Church of  
1241 Christ Board shall oversee these functions, which will be coordinated and implemented by staff  
1242 assigned by the General Minister and President. Local Church Ministries shall retain  
1243 responsibility for all legacies and other property received, maintained or held by it, and shall have  
1244 sole authority to approve any use, expenditure or disposal of its legacies or other property.

1245

1246 252 In overseeing the purpose and mission of Local Church Ministries, the United Church of  
1247 Christ Board shall encourage Local Churches to shape their life and mission in partnership with  
1248 one another, with other expressions of the Church, and with ecumenical and interfaith  
1249 communities. The United Church of Christ Board will work to promote the vocation of all  
1250 members, leadership of laity and clergy, and facilitate a system of ecclesiastical call. The United  
1251 Church of Christ Board will nurture stewards, and will coordinate and promote denomination1252  
wide mission funding. The United Church of Christ Board will work with Local Churches in  
1253 striving for the vitality of Local Churches as inclusive and accessible communities of mission,  
1254 evangelism, church development, education, unity, worship, nurture, and justice so that the good  
1255 news of Jesus Christ will be proclaimed in word and deed.

1256

1257 253 The United Church of Christ Board shall work in interactive partnership with Local  
1258 Churches, Associations, Conferences, and national expressions of the Church.

1259

#### 1260 **Governance and Leadership**

1261 254 Pursuant to the Constitution of the United Church of Christ, Local Church Ministries shall be  
1262 incorporated and governed by a Board of Directors comprised of the members of the United  
1263 Church of Christ Board. **Its executive officer shall be an Executive Minister, who is also an**  
1264 **Officer of the Church, called by election of the General Synod.** It shall act pursuant to the  
1265 provisions as defined in the Constitution and Bylaws of the United Church of Christ, its own  
1266 articles of incorporation and bylaws, and by the rules of its Board of Directors. The Board of  
1267 Directors of Local Church Ministries performs the functions normally associated with boards of  
1268 directors, and such additional tasks necessary to carry out its purposes and mandates, including  
1269 the formation of associated auxiliary corporations. Pursuant to the Constitution of the United  
1270 Church of Christ, it has legal corporate status for the purpose of holding, receiving, and managing  
1271 unrestricted, restricted, and designated allocated funds, and funds donated to it from all sources. It  
1272 is responsible for its articles of incorporation and required corporate documents, and establishes  
26

its own rules and bylaws. It has responsibility for organizing its ministries in 1273 order to carry out its  
1274 mandates, for providing necessary staffing, and for determining the manner and site(s) of its  
1275 office(s). The Board of Directors may grant authority to sub-units, ministry teams, or other  
1276 appropriate entities, to speak and act on its behalf within its own broad policy statements and  
1277 those of the General Synod of the United Church of Christ. The Board of Directors may form task  
1278 groups representing a variety of groups of the Church necessary for implementing its mission.

1279

1280 255 Members of the Board of Directors of Local Church Ministries serve on behalf of the whole  
1281 Church.

1282

#### 1283 **JUSTICE AND WITNESS MINISTRIES**

##### 1284 **Purpose and Mission**

1285 256 The purpose and mission of Justice and Witness Ministries shall be to enable and encourage  
1286 Local Churches, Associations, Conferences, and national expressions of the United Church of  
1287 Christ to engage in God's mission globally by direct action for the integrity of creation, justice,

1288 and peace. It continues the work of, and acts as agent for, predecessor bodies, and continues other  
1289 ministries, as specified in the Constitution of the United Church of Christ and as described in its  
1290 articles of incorporation. The program, administrative, and financial development functions of  
1291 Justice and Witness Ministries shall be carried out in cooperation with the United Church of  
1292 Christ Board. The United Church of Christ Board shall oversee these functions, which will be  
1293 coordinated and implemented by staff assigned by the General Minister and President. Justice and  
1294 Witness Ministries shall retain responsibility for all legacies and other property received,  
1295 maintained or held by it, and shall have sole authority to approve any use, expenditure or disposal  
1296 of its legacies or other property.

1297

1298 257 In overseeing the purpose and mission of Justice and Witness Ministries, the United Church  
1299 of Christ Board shall encourage the Church in all of its expressions to speak prophetically on  
1300 matters of justice, power, and public policy. The United Church of Christ Board shall assist the  
1301 Church in all of its expressions to confront expressions of injustice and alienation in the Church  
1302 and in the society. The United Church of Christ Board shall provide support for the Church's  
1303 ministry of service on behalf of those who are poor, the forgotten and the oppressed, and for those  
1304 marginalized by stigma and discrimination because of their sexual orientation or their disabilities,  
1305 including mental illness. The United Church of Christ Board may provide public witness on  
1306 behalf of the justice and witness policies of the General Synod.

1307

1308 258 The United Church of Christ Board shall work in interactive partnership with Local  
1309 Churches, Associations, Conferences, national expressions of the Church, and with ecumenical  
1310 and interfaith groups, and community organizations.

1311

### 1312 **Governance and Leadership**

1313 259 Pursuant to the Constitution of the United Church of Christ, Justice and Witness Ministries  
1314 shall be incorporated and governed by a Board of Directors comprised of the members of the  
1315 United Church of Christ Board. **Its executive officer shall be an Executive Minister, who is also**  
1316 **an Officer of the Church, called by election of the General Synod.** It shall act pursuant to the  
1317 provisions as defined in the Constitution and Bylaws of the United Church of Christ, its own  
1318 articles of incorporation and bylaws, and by the rules of its Board of Directors. The Board of  
1319 Directors of Justice and Witness Ministries performs the functions normally associated with  
1320 boards of directors, and such additional tasks necessary to carry out its purposes and mandates,  
1321 including the formation of associated auxiliary corporations. Pursuant to the Constitution of the  
1322 United Church of Christ, it has legal corporate status for the purpose of holding, receiving, and  
1323 managing unrestricted, restricted, and designated allocated funds, and funds donated to it from all  
27

sources. It is responsible for its articles of incorporation and required 1324 corporate documents, and  
1325 establishes its own rules and bylaws. It has responsibility for organizing its ministries in order to  
1326 carry out its mandates, for providing necessary staffing, and for determining the manner and  
1327 site(s) of its office(s). The Board of Directors may grant authority to sub-units, ministry teams, or  
1328 other appropriate entities, to speak and act on its behalf within its own broad policy statements  
1329 and those of the General Synod of the United Church of Christ. The Board of Directors may form  
1330 task groups representing a variety of groups of the Church necessary for implementing its  
1331 mission.

1332

1333 260 Members of the Board of Directors of Justice and Witness Ministries serve on behalf of the  
1334 whole Church.

1335

### 1336 **WIDER CHURCH MINISTRIES**

#### 1337 **Purpose and Mission**

1338 261 The purpose and mission of Wider Church Ministries shall be to encourage and support  
1339 Local Churches, Associations, Conferences, and national expressions of the United Church of  
1340 Christ to participate in the global, multiracial, multicultural church, accessible to all, and to  
1341 support United Church of Christ ministries around the world and the nation. It continues the work  
1342 of, and acts as agent for, predecessor bodies and continues other ministries, as specified in the  
1343 Constitution of the United Church of Christ and as described in its articles of incorporation. The  
1344 program, administrative, and financial development functions of Wider Church Ministries shall  
1345 be carried out in cooperation with the United Church of Christ Board. The United Church of  
1346 Christ Board shall oversee these functions, which will be coordinated and implemented by staff  
1347 assigned by the General Minister and President. Wider Church Ministries shall retain  
1348 responsibility for all legacies and other property received, maintained or held by it, and shall have  
1349 sole authority to approve any use, expenditure or disposal of its legacies or other property.

1350

1351 262 In overseeing the purpose and mission of Wider Church Ministries, the United Church of  
1352 Christ Board shall strengthen relationships with partner churches and oversee participation in the  
1353 Common Global Ministries Board in joint venture with the Christian Church (Disciples of  
1354 Christ). The United Church of Christ Board shall provide support for institutional ministries in  
1355 health care, education, disaster relief, and social services in the United States and internationally.  
1356 It shall also coordinate volunteer ministries in all expressions of the Church. In cooperation with  
1357 partner churches it shall promote interfaith dialogue and global education and advocacy issues.  
1358 Through the Common Global Ministries Board, the United Church of Christ Board shall oversee  
1359 the sending and receiving of missionaries.

1360

1361 263 The United Church of Christ Board shall work in interactive partnership with Local  
1362 Churches, Associations, Conferences, and national expressions of the Church and of the  
1363 ecumenical and interfaith bodies.

1364

1365 264 **Governance and Leadership** Pursuant to the Constitution of the United Church of Christ,  
1366 Wider Church Ministries shall be incorporated and governed by a Board of Directors comprised  
1367 of the members of the United Church of Christ Board. **Its executive officer shall be an Executive**  
1368 **Minister, who is also an Officer of the Church, called by election of the General Synod.** It shall  
1369 act pursuant to the provisions as defined in the Constitution and Bylaws of the United Church of  
1370 Christ, its own articles of incorporation and bylaws, and by the rules of its Board of Directors.  
1371 The Board of Directors of Wider Church Ministries performs the functions normally associated  
1372 with boards of directors, and such additional tasks necessary to carry out its purposes and  
1373 mandates, including the formation of associated auxiliary corporations. Pursuant to the  
1374 Constitution of the United Church of Christ, it has legal corporate status for the purpose of

28

holding, receiving, and managing unrestricted, restricted, and designated 1375 allocated funds, and  
1376 funds donated to it from all sources. It is responsible for its articles of incorporation and required  
1377 corporate documents, and establishes its own rules and bylaws. It has responsibility for  
1378 organizing its ministries in order to carry out its mandates, for providing necessary staffing, and  
1379 for determining the manner and site(s) of its office(s). The Board of Directors may grant authority  
1380 to sub-units, ministry teams, or other appropriate entities, to speak and act on its behalf within its  
1381 own broad policy statements and those of the General Synod of the United Church of Christ. The  
1382 Board of Directors may form task groups representing a variety of groups of the Church  
1383 necessary for implementing its mission.

1384

1385 265 Members of the Board of Directors of Wider Church Ministries serve on behalf of the whole  
1386 Church.

1387

1388 **COLLEGIUM OF OFFICERS OF THE UNITED CHURCH OF CHRIST**

1389 266 The Collegium of Officers of the United Church of Christ, defined in Article IV of the  
1390 Constitution of the United Church of Christ, supports and consults with the United Church of  
1391 Christ Board and the Covenanted Ministries in carrying out their work in a spirit of coordination  
1392 and cooperation. The General Minister and President is the presiding Officer. Led by the General  
1393 Minister and President, the Officers of the United Church of Christ are responsible for providing  
1394 leadership for the mission programming in the United Church of Christ and for the proper  
1395 implementation of General Synod actions. **Composed of the Officers of the**  
1396 **United Church of Christ meeting as peers, the Collegium of Officers provides a setting for mutual**  
1397 **accountability, mutual reporting, and for assessing the on-going programs of the United Church**  
1398 **of Christ.** The Collegium of Officers of the United Church of Christ coordinates research, long  
1399 range planning, and program evaluation, and report on the ongoing programs of the United  
1400 Church of Christ.

1401

1402 267 The Collegium of Officers of the United Church of Christ is convened by the General  
1403 Minister and President as the presiding officer and consults with the United Church of Christ  
1404 Board and the General Synod. **It** They shall consult regularly with the leaders of the Affiliated  
1405 and Associated Ministries of the United Church of Christ. They meet regularly with the Cabinet  
1406 of the Council of Conference Ministers.

1407

1408 **MISSION PLANNING COUNCIL**

1409 268 The Mission Planning Council provides a multi-missional setting which brings together the  
1410 Officers of the United Church of Christ, and principal staff of the United Church of Christ Board  
1411 and the Covenanted, Associated, and Affiliated Ministries of the United Church of Christ, for  
1412 planning coordinated ministries and for visioning and exploring new perspectives over a wide  
1413 range of mission, theological, ecumenical, spiritual, stewardship, financial, justice,  
1414 communications, gender, disability, and racial issues and concerns. The Mission Planning  
1415 Council is responsible for the coordination and correlation of mission and purpose and for  
1416 maintaining mutual trust, mutual accountability, and the wise use of leadership and talents. It is  
1417 designed to encourage cooperation and sharing of talents among the Ministries. The Mission  
1418 Planning Council may invite others to participate, including representatives of Conferences and  
1419 partner churches, as it deems appropriate. The General Minister and President coordinates the  
1420 tasks, meetings, agendas, and follow-up actions of the Mission Planning Council.

1421

1422 **AFFILIATED MINISTRY**

1423 269 Pursuant to the Constitution of the United Church of Christ, The Pension Boards—United  
1424 Church of Christ is an Affiliated Ministry of the United Church of Christ and serves the Church  
1425 and its United Church of Christ Board and Covenanted Ministries as a separate corporation.

29

1426

1427 270 The purpose of The Pension Boards—United Church of Christ is to make available  
1428 ministerial welfare activities and a system of employee benefit programs designed to assist  
1429 authorized ministers and lay workers in achieving financial security during working and  
1430 retirement years.

1431

1432 271 The Pension Boards—United Church of Christ continues as a nonprofit membership  
1433 corporation which determines its own governance and leadership. The Pension Boards—United  
1434 Church of Christ will have membership on the United Church of Christ Board.

1435

1436 **ASSOCIATED MINISTRY**

1437 272 Pursuant to the Constitution of the United Church of Christ, the United Church Funds, Inc., is

1438 an Associated Ministry of the United Church of Christ Board of the United Church of Christ, and  
1439 serves the Church, the United Church of Christ Board and the Covenanted Ministries as a  
1440 separate corporation related to the United Church of Christ Board.

1441

1442 273 The purpose of the United Church Funds, Inc. is to provide a means by which individuals and  
1443 organizations of the Church may further exercise their stewardship of resources for the sake of  
1444 strengthening the mission of the Church as set forth in the Constitution of the United Church of  
1445 Christ.

1446

1447 274 The United Church Funds, Inc. will work cooperatively with the United Church of Christ  
1448 Board to facilitate comprehensive financial planning and development; and will continue its  
1449 relationship with The Pension Boards–United Church of Christ. It shall have membership on the  
1450 United Church of Christ Board.

1451

1452 275 The corporate membership of the United Church Funds, Inc. shall consist of 15 persons  
1453 nominated and elected by the United Church of Christ Board for terms of six years, one-third to  
1454 be elected each biennium and to serve until their respective successors are elected and qualified.  
1455 The General Minister and President of the United Church of Christ and the chairperson of the  
1456 United Church of Christ Board shall be appointed members. At least two of the members elected  
1457 each biennium shall not be members of the United Church Funds, Inc. at the time of their  
1458 election. The United Church of Christ Board may remove a member of the United Church Funds,  
1459 Inc. and shall fill vacancies for unexpired terms.

1460

#### 1461 **Other Provisions**

1462 276 No person shall serve in more than one General Synod elected position simultaneously.  
1463 Further, no employee of a Covenanted, Associated, or Affiliated Ministry shall serve as a voting  
1464 member of the United Church of Christ Board, except as otherwise set forth in these Bylaws.

1465

1466 277 All members of the United Church of Christ Board, with the exception of the representatives  
1467 from the Christian Church (Disciples of Christ), shall be members of the United Church of Christ.

1468

#### 1469 **ARTICLE V. INDEMNIFICATION**

1470 278 Any Officer of the United Church of Christ, or any member, including officers and directors,  
1471 of the General Synod, the United Church of Christ Board or the Councils, Commissions, and  
1472 Committees of the General Synod may, to the full extent allowed by law, be indemnified by the  
1473 United Church of Christ Board against all judgments, fines, and amounts paid in settlement of,  
1474 and against all reasonable expenses, including attorney's fees, actually and necessarily, incurred  
1475 in defense of any lawsuit, proceeding or prosecution (including appeal thereof) wherein such  
1476 person is made a party by reason of being such officer or member to the extent such person is not  
30

otherwise indemnified by another entity. This provision shall 1477 also extend to any lawsuit,  
1478 proceeding, or prosecution in which such officer or member is made a party in such person's  
1479 capacity as an officer or member of another organization in which the person serves at the request  
1480 of any of the above entities or bodies.

1481

1482 279 In all other lawsuits, proceedings, or prosecutions, indemnity shall not be made unless the  
1483 officer or member acted in good faith and for a purpose which the person reasonably believed to  
1484 be in the best interests of the Entity or body of which the person is an officer or member and in  
1485 criminal actions or proceedings only upon the additional requirement that the person had no  
1486 reasonable cause to believe that the operative conduct or inaction was unlawful.

1487



1488 280 These indemnity provisions shall also operate for the benefit of anyone duly serving in a  
1489 representative capacity for such member or officer.

1490

1491 281 The United Church of Christ Board is authorized to purchase insurance providing  
1492 indemnification pursuant to the provisions of the preceding. Any such contract of insurance may  
1493 afford coverage for matters as to which the United Church of Christ Board may not give  
1494 indemnity.

1495

## 1496 **ARTICLE VI. OTHER BODIES**

1497 The following groups are identified as related in covenant to the United Church of Christ, through  
1498 a primary relationship with the United Church of Christ Board.

1499

## 1500 **COUNCILS**

### 1501 **Council for American Indian Ministry**

1502 282 Created by the Eighth General Synod in 1971 (71-GS-77) and given its present mandate by  
1503 the Sixteenth General Synod in 1987 (87-GS-58), the Council for American Indian Ministry  
1504 (CAIM) is a national body with primary responsibility for providing Christian ministry and  
1505 witness in American Indian settings, and is a resource to the whole United Church of Christ in  
1506 understanding and supporting American Indian churches and communities. The Council for  
1507 American Indian Ministry supports and gives general direction to the American Indian members  
1508 and congregations of the United Church of Christ, advocating with them, through CAIM's  
1509 Recognized Unit of Ministry, to embody their own cultures and values and to be vital parts of the  
1510 United Church of Christ and the Conferences in which they are located. The Council for  
1511 American Indian Ministry encourages and supports the identification, enlistment, and support of  
1512 American Indian candidates for authorized ministry in the United Church of Christ. Working with  
1513 American Indian people throughout the United Church of Christ, the Council seeks to develop  
1514 broad bases of visibility, nurture and support for American Indian people, communities, and  
1515 churches. The Sixteenth General Synod vote calls for CAIM to be accountable to the General  
1516 Synod through the United Church of Christ Board and to be funded from one-third of the net  
1517 income of the neighbors in need offering.

1518

### 1519 **Council for Higher Education**

1520 283 The Council for Higher Education (CHE) shall be composed of the academies, colleges, and  
1521 theological schools that indicate their desire to be recognized as related to the United Church of  
1522 Christ and that are accepted by the Council as conforming to its standards; and of  
1523 representative(s) from the United Church of Christ Board. For purposes of business and policy  
1524 making, member academies, colleges, and theological schools shall be represented by each  
1525 institution's executive head or other key officer as designated by each institution's executive  
1526 head. The Council shall organize with its own chairperson, secretary, and any other officers  
1527 needed to carry on its work. All officers shall be executive heads of their institutions. The Council  
31

shall be administratively related to the General Synod through the United Church 1528 of Christ Board;  
1529 this provision not precluding the Council's right to direct access to the General Synod concerning  
1530 any matters in which it may feel that its interests in program or budget require the exercise of  
1531 such access. [An Associate General Minister appointed by the General Minister and President](#)  
1532 shall be an advisory member of the Council with voice but without vote. The Council shall be  
1533 organized in two sub-sections: College and Academy Section, and Seminary Section. The  
1534 Council for Higher Education shall advance and interpret higher education in the United Church  
1535 of Christ, including the cultivation of closer relationships between the educational institutions and  
1536 the Church, the expression of the connection between faith and knowledge in those institutions,  
1537 and, in cooperation with the United Church of Christ Board, the promotion of education as an

1538 integral part of the Church's mission.

1539

1540 **Council for Racial and Ethnic Ministries**

1541 284 Created by the Fourteenth General Synod (83-GS-43) the Council for Racial and Ethnic  
1542 Ministries (COREM) provides a place where racial and ethnic groups can develop their common  
1543 agenda, collaborate with appropriate program and mission bodies of the United Church of Christ  
1544 so that resources for racial and ethnic ministries will be effective and relevant, discern appropriate  
1545 ways by which the many and varied gifts of racial and ethnic groups may be made available to the  
1546 Church, and advocate for racial and ethnic concerns within the United Church of Christ. It is  
1547 composed of two representatives each from the Pacific Islander and Asian American Ministry  
1548 (PAAM), the Council for Hispanic Ministries (CHM), the Council for American Indian Ministry  
1549 (CAIM), United Black Christians (UBC), Ministers for Racial, Social and Economic Justice  
1550 (MRSEJ), and United Samoan Ministries (USM) who are accountable to the groups that send  
1551 them. COREM is accountable to the United Church of Christ Board.

1552

1553 **Council for Theological Education**

1554 285 The Council for Theological Education (CTE) shall be responsible for fostering mutual  
1555 accountability between the United Church of Christ and the Seminaries of the United Church of  
1556 Christ, for periodic reviews of the criteria for being designated as a Seminary of the United  
1557 Church of Christ, and for the general well-being of the relationship between the seminaries and  
1558 the United Church of Christ. The Council will exercise care for the Seminaries, explore ways by  
1559 which theological education contributes to the leadership needs of the Church, foster cooperation  
1560 among the Seminaries, and facilitate communication and appropriate engagement between the  
1561 Seminaries of the United Church of Christ and Historically Related Seminaries and with other  
1562 seminaries which provide theological education for persons preparing for authorized ministry in  
1563 the United Church of Christ. Seminaries of the United Church of Christ retain full membership  
1564 and responsibility in the Council for Higher Education and its seminary section. The Council will  
1565 provide comment to the United Church of Christ Board whenever the United Church of Christ  
1566 Board prepares to recommend a seminary for recognition as a Seminary of the United Church of  
1567 Christ. The Council shall be composed of the President and one additional representative from  
1568 each of the Seminaries of the United Church of Christ, a representative from one of the  
1569 Historically Related Seminaries, two representatives from the Council of Conference Ministers  
1570 elected by that Council, two conference staff persons who relate to a Committee on Ministry  
1571 and/or work with the search and call process from a conference not otherwise represented on the  
1572 Council, four persons who serve on a Committee on Ministry, the General Minister and President,  
1573 and **the Executive Minister from Local Church Ministries** **an Associate General Minister**  
1574 **appointed by the General Minister and President.** The General Minister and President will assign  
1575 staff members as necessary to support the programmatic work of the Council. An intentional  
1576 effort will be made to ensure that those who have been historically under-represented be present  
1577 in the membership of the Council. The Council shall meet annually and shall elect its own  
1578 officers each biennium.

32

1579

1580 **Council for Youth and Young Adult Ministries**

1581 286 The Council for Youth and Young Adult Ministries (CYYAM) shall serve to advocate,  
1582 support programs, and be a resource for youth and young adult ministries throughout the United  
1583 Church of Christ and shall report to the United Church of Christ Board and to the General Synod  
1584 on issues, developments, and concerns in youth and young adult ministries in church and society.  
1585 It shall monitor to ensure that the unique gifts and talents of youth and young adults are present in  
1586 all aspects of the life of the Church. It shall inform, envision, and shape national youth and young  
1587 adult ministry priorities across the Church. The Council and its membership will act as a resource



1588 regarding youth and young adult ministry opportunities across the Church (including but not  
1589 limited to internships, mission trips, Regional Youth Events, National Youth Event, and the  
1590 General Synod). The Council shall organize itself as needed in order to carry out its work and  
1591 shall have direct access to the United Church of Christ Board and the General Synod in areas of  
1592 program and budget. The Council's composition shall reflect the United Church of Christ's  
1593 commitment to having a diversity of perspectives in church governance.

1594

#### 1595 **Council of Conference Ministers**

1596 287 The Council of Conference Ministers (CCM) shall be composed of the Conference Ministers  
1597 of the several Conferences. The General Minister and President shall be a member ex-officio,  
1598 without vote, of the Council and its Cabinet. It shall select a chairperson and such other officers  
1599 and committees as it shall deem necessary. It shall elect from its members those who are to serve  
1600 on the United Church of Christ Board and in other representative positions, distributing those  
1601 positions among the Regions. It shall maintain a close relationship with the Officers of the United  
1602 Church of Christ, the United Church of Christ Board, and national units the Covenanted  
1603 Ministries, the Affiliated Ministry, and the Associated Ministry with respect to matters affecting  
1604 the life of the Church.

1605

#### 1606 **Historical Council**

1607 288 The Historical Council (HC) shall be composed of 12 members, three elected by each of the  
1608 Historical Societies, Congregational Christian and Evangelical and Reformed, and six at large  
1609 appointed by the United Church of Christ Board. One-third shall be named each biennium for a  
1610 term of six years, to serve until their respective successors are named and qualified, and not to  
1611 exceed two terms. The United Church of Christ Board will name from these 12 members the  
1612 chairperson. The Council shall meet at the call of the General Minister and President or the  
1613 chairperson. It shall act in an advisory capacity to the General Minister and President and the  
1614 United Church of Christ Board in overseeing the archives of the United Church of Christ and of  
1615 the two Historical Societies, in expressing interest and concern for all archival collections related  
1616 to the several heritages of the denomination, in recommending the amount to be allocated in the  
1617 contributions budget for the Historical Societies, and in reminding the United Church of Christ of  
1618 its traditions. The Council shall receive financial support through the United Church of Christ  
1619 Board and staff support as assigned by the General Minister and President.

1620

#### 1621 **Council for Health and Human Service Ministries**

1622 289 The Council for Health and Human Services Ministries (CHHSM) was recognized by the  
1623 Fifteenth General Synod as an organization composed of institutions and programs in health and  
1624 welfare related to the United Church of Christ and accepted by the CHHSM as conforming to its  
1625 standards. The CHHSM is organized with its own Directorate and Officers. The purposes and  
1626 functions of the CHHSM shall include: 1) The support and nurture for its member institutions and  
1627 programs in fulfillment of their ministries as part of the mission of the United Church of Christ;  
1628 2) Representation of the ministries of its member institutions and programs to the General Synod  
1629 and United Church of Christ Board in the conduct of the mission of the United Church of Christ

33

in health and welfare; 3) Cooperation with the Conferences and the United 1630 Church of Christ  
1631 Board in the process of Conference recognition of health and human service ministries,  
1632 monitoring the authorization to seek funds within Conferences, and approval of requests to  
1633 conduct capital campaigns; 4) Provision, annually, to the United Church of Christ Board, the  
1634 names of those member institutions and programs which conform to the standards set by  
1635 CHHSM; 5) Cooperation with the United Church of Christ Board in collecting information on  
1636 institutions and programs in health and welfare to be listed in the *United Church of Christ*  
1637 *Yearbook*; and 6) Participation in secular, ecumenical, and inter-faith networks in the field of

1638 health and welfare.

1639

#### 1640 **SELF-CREATED GROUPS**

##### 1641 **Council for Hispanic Ministries**

1642 290 The Council for Hispanic Ministries (CHM) is an autonomous body working cooperatively  
1643 with Local Churches, Associations, Conferences, Regions and other Ministries of the United  
1644 Church of Christ. It offers a perspective that honors the context and culture of its members while  
1645 encouraging inter-cultural, inter-faith, and international dialogue among all constituencies. The  
1646 Council shall promote its mission within the United Church of Christ and work with the Church  
1647 to monitor boards and ministries that deal with concerns and issues important to  
1648 Hispanics/Latinos/Latinas in the USA, Puerto Rico, Mexico, and other nations of the Caribbean  
1649 and Central and South America.

1650

##### 1651 **Ministers for Racial, Social and Economic Justice**

1652 291 Ministers for Racial, Social and Economic Justice (MRSEJ) is a group which brings together  
1653 clergy who advocate on behalf of African Americans in church and society, providing a caucus of  
1654 ministers for fellowship, for sharing mutual concerns, and for actions regarding the agenda of the  
1655 black constituency within the United Church of Christ. MRSEJ challenges, monitors, initiates,  
1656 and supports the cause of African American involvement to the fullest possible measure in the  
1657 life of the United Church of Christ.

1658

##### 1659 **UCC Disabilities Ministries**

1660 292 The UCC Disabilities Ministries (UCCDM) strives for the full inclusion of persons with  
1661 disabilities in the life and mission of the Church. The UCCDM encourages all settings of the  
1662 United Church of Christ to be open, inclusive, affirming, and accessible in their buildings,  
1663 worship, education, fellowship, and service so that they may proclaim God's word to and with all  
1664 persons, including those with disabilities. It seeks to enable all members of the United Church of  
1665 Christ to affirm the theological/biblical affirmations of the wholeness of all people, and to  
1666 recognize the ministry to and with persons with disabilities as a part of the ministry of all the  
1667 baptized. The UCCDM Board of Directors includes persons with disabilities, members of  
1668 families of persons with disabilities, experts on disabilities, and other persons from the United  
1669 Church of Christ who support the purposes of the UCCDM and reflect the diversity of the United  
1670 Church of Christ.

1671

##### 1672 **Pacific Islander and Asian American Ministries**

1673 293 Pacific Islander and Asian American Ministries (PAAM), organized in 1974 and recognized  
1674 by the Tenth General Synod, advocates for the presence, participation and contributions of  
1675 PAAM in the life of the United Church of Christ and serves its constituent members and  
1676 churches, initiating and supporting their life, and working for greater representation in wider  
1677 church settings. It seeks to strengthen Local Churches, to nurture and develop lay and clergy  
1678 leadership for the church, and to address issues of justice. As an advocate group for the rights of  
1679 people, PAAM is involved in issues of the rights of Pacific Islander and Asian people in the

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United States and in the United Church of Christ and works in the areas 1680 of rights for women and  
1681 children, the poor on welfare, institutional racism, and political prisoners.

1682

##### 1683 **United Black Christians**

1684 294 United Black Christians (UBC) is a special interest group which represents over 50,000  
1685 African-American members of the United Church of Christ. It stands in the affirmation that each  
1686 person has gifts to offer to the Church, and that each is entitled to full rights and privileges as  
1687 children of God. UBC dedicates itself to providing voice for all African-American members of

1688 the United Church of Christ, seeking to witness to, and preserve the history and legacy of the  
1689 African-American people and churches. UBC is an active advocate for liberation and social  
1690 justice at home and abroad.

1691

#### 1692 **The Open and Affirming Coalition of the United Church of Christ**

1693 295 The Open and Affirming Coalition of the United Church of Christ (The Coalition) is  
1694 composed of members and friends of the United Church of Christ who affirm the good news that  
1695 all persons of all sexual orientations and gender identities and expressions are loved and  
1696 empowered by God. The Coalition actively works to combat prejudice and seeks justice for, and  
1697 the full inclusion and involvement of, lesbian, gay, bisexual, and transgender Christians in all  
1698 expressions of the United Church of Christ. In its leadership and outreach, The Coalition is  
1699 committed to ending exclusion based on sexual orientation, gender, gender identity and  
1700 expression, race, age, size, class and/or ableness. It promotes mutual ministries of pastoral care,  
1701 education, and advocacy within the United Church of Christ and society as a whole; encourages  
1702 Local Churches, Associations and Conferences to become “Open and Affirming” (ONA); and  
1703 organizes within Conferences to make resources of The Coalition available to all.

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#### 1705 **United Samoan Ministries**

1706 296 United Samoan Ministries was organized in 2010 and recognized by the Twenty Ninth  
1707 General Synod in Long Beach, California, in 2013. USM conducted its reorganization process  
1708 between 2011 and 2014. USM is established to provide a setting for members of Samoan  
1709 congregations in the United Church of Christ to gather for fellowship, spiritual nurturing, mutual  
1710 support, and communications to strengthen our faith in Jesus Christ. USM also seeks but is not  
1711 limited to: strengthening channels of communication among Samoan congregations in the United  
1712 Church of Christ (UCC) and their respective ministries; exchanging of information and building  
1713 communication about the UCC in all its settings including local congregations, Associations,  
1714 Conferences, National Ministries and Global Partners; establishing a setting for collective  
1715 decision-making that will fulfill the USM Mission Statement and strengthen the covenantal  
1716 relationships among Samoan congregations within the UCC; providing a setting to develop and  
1717 enhance the leadership and cultural identities among Samoan congregations in order to empower  
1718 them in the UCC; and recognizing and celebrating the unique insights and contributions of  
1719 Samoans throughout the life of the UCC. USM encourage all Samoans of all ages to affirm their  
1720 unique ethnic and cultural identities while embracing the Still Speaking God and find joy,  
1721 spiritually “no matter who you are or where you are on life’s journey, you are welcome here.”

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#### 1723 **Relationships**

1724 297 Unless otherwise designated in these Bylaws, each of the aforementioned bodies shall have a  
1725 primary relationship with the United Church of Christ Board which shall serve as its primary  
1726 linkage to the national expressions of the United Church of Christ, to which it shall report  
1727 annually. This primary relationship shall be defined by the United Church of Christ Board in  
1728 consultation with the respective group. The designated relationship shall be reviewed each  
1729 biennium by the appropriate partners, and may be changed upon the mutual consent of those

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partners, and so declared by vote of the United Church of Christ Board. The General 1730 Minister and  
1731 President shall be responsible for initiating said review.

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1734 In effect July 3, 2017 (tracked changes awaiting ratification by the Conferences pursuant to United Church of Christ Constitution para.  
1735 75)

1736