

THE BY-LAWS
for Evangelical United Church of Christ
presented 02/07/2010

GOAL

To define a structure for Evangelical United Church of Christ that will enable the congregation to achieve our stated purpose:

The avowed purpose of this congregation shall be to worship God, to preach the Gospel of Jesus Christ and to celebrate the Sacraments; to realize Christian fellowship and unite within this congregation and the church universal; to render loving service toward humanity; and to strive for righteousness, justice and peace.

This structure will:

- be flexible, allowing all members and friends to participate fully,
- enable a pattern of shared decision making and working together,
- foster spiritual growth and strengthen our community.

ARTICLE I. MEMBERSHIP

1. After persons express the desire to join the church, the Pastor and congregation shall publicly accept them as members. The names of all new members will be communicated to the People Team to be entered on the rolls of the church.
2. Members shall pledge themselves to attend regular worship of the congregation; to share in the life and work of the church; to contribute to its support and benevolences; and to seek diligently the spiritual welfare of the membership and the community.
3. Any member may, on request, be granted a Letter of Transfer.
4. If a member requests to be released from membership obligations, the congregation shall patiently endeavor to secure continuance in its fellowship. If such effort fails, the request shall be approved by the Pastor and/or the Governing Body.
5. A member whose address has long been unknown or who for a period of two (2) years, in spite of spiritual care by the congregation, has not attended the congregation's worship or contributed to its support, may, by recommendation of the Pastor or the People Team be removed from membership by vote of the Governing Body.
6. The membership rolls of the church shall be maintained on a regular basis by the People Team.

ARTICLE II. CONGREGATION

The members assembled in congregational meeting shall constitute the congregation. The vote of a majority of members present at the meeting shall be the action of the congregation unless otherwise provided in the Constitution. A quorum shall consist of fifteen percent (15%) of the members of the congregation.

ARTICLE III. GOVERNING BODY

Composition: President, Secretary, seven Team Conveners, and two Circle Conveners nominated by the People Team and elected by the congregation for two-year renewable terms (not to exceed five consecutive years). One Youth Representative will be annually chosen by the youth of the congregation. The Pastor serves as an ex-officio non-voting member of the Governing Body.

Each of the seven ministry teams (Worship, Community, Servant, Learning, People, Financial, and Facilities) is led by a **Team Convener**. Two ministry teams (Servant and Community) have a **Circle Convener** in addition to the Team Convener.

- **Team Convener** serves as a member of the Governing Body and provides leadership to a ministry team. Primary responsibility is to develop goals and objectives for a ministry team in alignment with Governing Body's long-term objectives and ensure those goals and objectives are embodied in Ministry Circles.
- **Circle Convener** serves as a member of the Governing Body and coordinates the efforts of the Ministry Circles. Primary responsibility is to manage the work assigned by the ministry team and identify, support Ministry Circles to perform ongoing tasks for the successful operation of the church as well as enabling initiatives identified by the ministry team.

The Governing Body meets monthly to determine the long-term objectives (three to five years) for each area of ministry (Worship, Learning, Community, Servant, Financial, People and Facilities) to achieve the stated purpose of Evangelical UCC. The Governing Body also has responsibility for functions assigned to the Council in the Constitution.

The Governing Body shall be the policy-making body and shall transact the business of the congregation, making provisions for the determining and raising of the current expense budget as well as for benevolences, and provide for the auditing of financial accounts and for the adequate support of the staff. The Governing Body shall employ and terminate employment of all staff, with the exception of the Pastor(s). It shall keep a complete and accurate record of its proceedings, be the custodian of all congregational records, and report to the congregation at its annual and special meetings. All acts and deliberations of the Governing Body are subject to the will of and direction by the congregation.

The budget as adopted by the congregation shall be the guide for expenditure of funds by the Financial Team. The Governing Body may authorize any extraordinary expenditure from the General Fund, but if that expenditure exceeds five thousand dollars (\$5,000), it must receive the approval of the congregation.

When need arises, the Governing Body shall appoint a Pastoral Search Committee and set forth guidelines for that appointed group (i.e. diversity, number, authorization, requirements).

ARTICLE IV. MINISTRY TEAMS

Two types of Ministry Teams work together, Administration Teams (People, Facilities, and Financial) and Program Teams (Worship, Servant, Learning, and Community). Ministry Teams meet at least quarterly to develop strategies to achieve the long-term objectives identified by the Governing Body. With feedback and approval from the Governing Body, the teams identify short-term objectives (six to twelve months), define action plans, and determine necessary resources.

Composition: Team Convener and at least three additional members appointed by the Team Convener for two year renewable terms (not to exceed five consecutive years). The Community and Servant Teams also have a Circle Convener. President serves on Finance Team. A staff member is assigned to each ministry team as a non-voting member and serves as advisors offering expertise and resources.

Worship Team

Empower experiences of the transcendent through support for the corporate worship environment and encouragement of members/friends seeking spiritual growth in individual and small group settings.

Servant Team

Actively engage in community affairs to foster Christian charity (benevolence), prophetic justice (social action), and gospel witness (evangelism).

Community Team

Enable our growth as a community through fellowship and caring ministries.

Learning Team

Enable our growth as a community through education.

People Team

Ensure the successful recruitment, training, support and recognition of volunteers and paid staff. In addition, the People Team shall be responsible to make nominations to the congregation annually to serve on the Governing Body, provide for Pastor-Parish relations support as deemed appropriate, and define personnel policies as needed.

Financial Team

Ensure the financial health of the congregation, both in terms of generating income, anticipating expense, and advising. This team will have responsibility for supporting pledge campaigns as deemed appropriate, presenting an annual budget to the Governing Body and congregation, and define financial policies as needed.

Facilities Team

Provide for the maintenance and enhancement of our facilities. This team will review and update the Master Plan and provide support and oversight for ongoing projects within that plan.

ARTICLE V. MINISTRY CIRCLES

Ministry Circles are the working groups for each area of ministry as identified by Ministry Teams. Ministry Circles may be individuals or small groups, volunteers and/or staff. Circles may work independently, receiving direction and support from the Convener as needed. Members of Ministry Circles meet biannually with their Ministry Team to recognize their ongoing contributions and to identify any areas needing improvement or additional support.

Composition: Conveners work with the People Team to recruit volunteers/staff to work independently or in small groups on the specific task.

ARTICLE VI. PASTOR

Skills and Commitments: The Pastor shall be an ordained clergy in good standing with the St. Louis Association of the Missouri Mid-South Conference of the United Church of Christ.

Accountability: The pastor is responsible to the People Team and the Governing Body and is accountable to the congregation. Provides counsel, advice, and direction for staff and lay leadership. Mentors student pastor. Empowers members to be involved in the community of the church by planning programs and performing various responsibilities needed to operate the church programs.

Position Description

- Works closely with the Worship Team to develop and to implement long-term plans to provide worship that expresses the Gospel in contemporary language and forms. Tends to the spiritual needs of the congregation and provides liturgical leadership.
- Provides leadership for a caring ministry with the sick, shut-in and bereaved members and friends of our congregation. Demonstrates a strong commitment to Christian Education by supporting the leadership and by being a resource person for educational endeavors. Encourages and participates in the fellowship program of the community.
- Advises, directs, and empowers church staff. Directly involves the laity in the planning and leadership of our church programs and events. Works with lay leadership to develop proposals regarding the direction of the church.
- Enters into community affairs to express, in part, the congregation's sense of mission and as an aid to the congregation's evangelism. Models a commitment to mission according to particular gifts.

Term: The Pastor shall be called by the congregation for an indefinite period. When the Pastor decides

to terminate the relationship, the action upon termination shall be by the Governing Body, and the President of the Governing Body shall send notice of such action to the Conference Minister and to the Association for appropriate action. For the dismissal of a Pastor, it shall require a two-thirds (2/3) majority of those present at a congregational meeting called for that specific purpose.

Vacancy: As soon as a pastoral vacancy occurs, it shall be reported to the Conference Minister. The Pastoral Search Committee shall be appointed by the Governing Body and shall consult with appropriate judicatory personnel. This committee shall present to the congregation the name of the candidate it recommends to fill the vacancy. A favorable vote of the congregation constitutes a call. The minister, the congregation, the Association, and the Conference Minister shall each receive a copy of the call and arrange for transfer of standing and installation.

ARTICLE VII. CONGREGATIONAL MEETINGS

1. The annual meeting of the congregation shall be held in the month of January for purposes of adopting a budget, electing leadership, and evaluating ministry. The Governing Body shall set the date and time of each meeting. At this meeting the Governing Body, Ministry Teams, the Pastor and all church organizations and committees shall submit their annual reports in writing.
2. Special congregational meetings may be called by the Governing Body or by petition to the Governing Body signed by not less than ten percent (10%) of the members of the congregation. The Governing Body shall call such meetings within twenty-one (21) days from the receipt of the petition. At least fourteen (14) days' notice in writing of such meeting shall be sent to the members of the congregation by the Secretary.

ARTICLE VIII. RULES OF ORDER

Roberts Rules of Order shall be the parliamentary authority for all matters of procedure not specifically covered in these By-Laws.

ARTICLE IX. AMENDMENTS

Amendments to the By-Laws may be made at any duly called congregational meeting by a two-thirds (2/3) affirmative vote of the members present, public announcement of the text of the proposed amendment(s) having been made fourteen (14) days prior to this meeting.