



The Church of the Palms

United Church of Christ

14808 N. Boswell

Sun City, AZ 85351

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www.thepalms.org

Constitution & ByLaws

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CONSTITUTION

PREAMBLE

The Church of the Palms is a justice seeking church welcoming all people regardless of age, race or gender, personal, mental or physical ability, gender identity or expression, sexual orientation, ethnic, cultural or religious background, marital, social or economic status or life history. Its mission is to share God's unconditional love, justice and extravagant welcome.

ARTICLE I – NAME, LOCATION and PURPOSE

This Church, called “The Church of the Palms, United Church of Christ,” located in the community of Sun City, Arizona at 14808 N. Boswell Boulevard, is a non-profit corporation organized and operating under the Laws of the State of Arizona. Its purpose is to glorify God and to promote the teachings of Jesus Christ through worship, education, evangelism, ministry, fellowship and stewardship.

ARTICLE II – GOVERNANCE

A. Local Governance

1. The governance of this Church is vested in its members who exercise the right of control in all its affairs, through its duly elected Executive Board and subject to laws of the State of Arizona relating to non-profits.
2. The Executive Board, as elected by Church membership, acts on behalf of the congregation between annual meetings.
3. The Executive Board may sell, mortgage, sue or be sued, or otherwise manage assets with the acknowledgement and permission of the congregation.

B. Church Affiliation

This Church is a member of the Southwest Conference of the United Church of Christ (UCC) and is independent of UCC and accepts the responsibilities of mutual counsel and cooperation in that free association.

ARTICLE III – MEMBERSHIP

Any person can apply for membership to this Church. Any person willing to journey with this Church may be received into membership at any service. The clergy may also receive members in instances when a person is unable to attend a service. Upon a member's request, that member's name will be removed from the membership roll and membership will be terminated.

ARTICLE IV – CHURCH OFFICERS

The Church Officers shall be made up of the Executive Board, Ministry Council and Operations Council.

A. Executive Board

1. Executive Board shall include the following:
 - a. Executive Board Chairperson
 - b. Vice-Chair for Ministry
 - c. Vice-Chair for Operations
 - d. Treasurer
 - e. Member-at-Large
 - f. Senior Pastor(s)
 - g. Associate Pastor(s)
 - h. Executive Secretary (non-voting member)
2. The Executive Board shall have ultimate responsibility for accomplishing the church mission and assisting all Boards, Teams, Committees, and Work Groups in achieving their respective missions and objectives.

B. Ministry Council

1. The Ministry Council shall include the Vice-Chair for Ministry and a representative from the following:
 - a. Worship Team
 - b. Mission & Outreach Team
 - c. Lifelong Learning Team
 - d. Evangelism & Growth Team
 - e. Fellowship Team
 - f. Volunteer Engagement Committee

2. The Ministry Council shall be responsible for ministerial functions of the Church growing and developing peoples' faith and attracting new members.

C. Operations Council

- A. The Operations Council shall include the Vice Chair for Operations and representatives from the following:
 - a. Board of Finance
 - b. Board of Trustees
 - c. Board of Stewards
 - d. Personnel Board
 - e. Volunteer Engagement Committee
- B. The Boards shall have authority in the acquisition and expenditure of time, talent and treasure.

D. Volunteer Engagement Committee

1. The Volunteer Engagement Committee shall be responsible for recruitment, orientation and recommendations of Church member to fill all elected and appointed positions.

ARTICLE V - CHURCH STAFF

- A. The Church shall have the following pastoral staff:
 1. Senior Pastor(s)
 2. Associate Pastor(s)
- B. The Church may hire a Director of Worship/Pastoral Assistant.
- C. Other staff may be employed as necessary to conduct the business of the Church.

C. ARTICLE VI – RATIFICATION

A quorum consists of ten percent (10 %) of the Church membership. The ratification of the Constitution shall be done by two-thirds ($\frac{2}{3}$) vote of Church membership present or a quorum in attendance at the annual or a special meeting. The initial approval and proposed changes to the Constitution must be available to membership at least two (2) weeks prior to the meeting.

ARTICLE VII – AMENDMENTS

Amendments to the Constitution may be proposed by the Executive Board or by Church members at either the annual meeting or a special meeting. Proposed amendments must be submitted in writing at least two (2) weeks prior to the meeting. Approval of amendments to the Constitution require a two-thirds ($\frac{2}{3}$) approval vote of Church membership or a quorum in attendance at the annual or a special meeting.

ARTICLE VIII – PARLIAMENTARY AUTHORITY

Robert's Rules of Order shall be the authority for all matter of procedure not specifically covered by the Constitution.

ARTICLE IX – CONSTITUTIONAL INTERPRETATION

Questions concerning the interpretation of this document shall be addressed by the Executive Board.

ARTICLE X - DISSOLUTION

In the event of a dissolution, the Executive Board must formally propose and ratify a document of dissolution. A vote by the membership must follow. The Church's assets and all property of any kind and interest which it owns, including any device, bequests, gifts, or grants contained in any will or instrument, in trust or otherwise, be made before or after such dissolution shall be transferred to and vested in the Southwest Conference of the United Church of Christ or its successor.

BYLAWS

ARTICLE I – CHURCH OFFICERS

The Church Officers shall be made up of the Executive Board, Ministry Council and Operations Council.

A. Executive Board

1. Executive Board shall include the following:
 - a. Executive Board Chair
 - b. Vice-Chair for Ministry
 - c. Vice-Chair for Operations
 - d. Treasurer
 - e. Member-at-Large
 - f. Senior Pastor(s)
 - g. Associate Pastor(s)
 - h. Executive Secretary (non-voting member)
2. The Executive Board shall have ultimate responsibility for accomplishing the church mission and assisting all Boards, Teams, Committees, and Work Groups in achieving their respective missions and objectives.
3. The five (5) Executive Board members shall be elected to a term of one (1) year at the annual meeting and are eligible for reelection not to exceed three (3) terms.
4. The Executive Board shall select (by consensus) which elected individuals shall fill the roles of Executive Chair, Vice-Chair for Ministry, Vice-Chair for Operations and Member-at-Large.
 - a. Executive Chair prepares agendas, convenes meetings, facilitates discussions, and calls for votes when necessary and serves as chair of the Volunteer Engagement Committee.
 - b. Vice-Chair for Ministry shall serve as Chair in the absence of the Executive Chair and serve as a Chair OF the Ministry Council.
 - c. Vice-Chair for Operations shall serve as Chair in the absence of the Executive Chair and Vice-Chair for Ministry and serve as Chair of the Operations Council.
 - d. Member-at-large serves as a liaison to the general membership to receive input, provide feedback, and become a spokesperson for members as necessary.

- e. The Executive Secretary shall keep the minutes of the Church and the Executive Board proceedings.
5. The Executive Board shall meet monthly unless modified by consent.
6. A quorum for the transaction of business at a meeting of the Executive Board shall be two-thirds (2/3) of its members or designees.

B. Ministry Council

1. The Ministry Council, appointed by the Executive Board, is responsible for the growing and developing of people's faith and attracting new members. The Ministry Council shall be composed of representatives of the following:
 - a. Worship Team
 - b. Mission & Outreach Team
 - c. Evangelism & Growth Team
 - d. Lifelong Learning Team
 - e. Fellowship Team
 - f. Volunteer Engagement Committee
2. The Ministry Council shall be chaired by the Executive Board Vice-Chair for Ministry. A secretary will be selected from members for the purpose of recording meeting minutes.
3. The Ministry Council's main function shall be to facilitate communication and coordination of activities of Council Teams.
4. Meetings shall be held quarterly unless modified by consent.
5. The Ministry Council shall receive and consolidate Team members' annual reports to be included in the Church's Annual Report.
6. Refer to the procedure manual for specific functions and duties.

a. Worship Team

- 1) The Worship Team shall oversee and lead the programs of the Church that show devotion and admiration to the Lord through praise and music. "It is good to praise the Lord and make music to your name, O Most High" Psalm 92:1. Their functions shall include but not be limited to the following:
 - a) Sanctuary prep and Order of Worship
 - b) Deacons (Ushers, Greeters)
 - c) Digital/Technical Services
 - d) Choir(s)
 - e) Transportation Services (Bus, Golf Cart)

- 2) The Worship Team shall consist of at least three (3) members submitted by the Volunteer Engagement Committee and appointed by the Executive Board.
- 3) The length of service shall be from one (1) to three (3) years with re-appointments annually, not to exceed six (6) consecutive years.
- 4) The Worship Team shall select a Chair and secretary for recording minutes of meetings.
- 5) The Chair or a representative of the Worship Team shall serve on the Ministry Council.
- 6) Meetings shall be held quarterly unless modified by consent.
- 7) The Senior Pastor(s) and Associate Pastor(s) shall be ex-officio members of the Team.
- 8) The Worship Team shall establish standing committees, ad-hoc committees, task forces, including non-team members, as necessary to achieve the purpose and mission of the Church.
- 9) The Worship Team will work collaboratively with the other teams on the Ministry Council to assist the Church in achieving its mission of "Sharing God's Unconditional Love, Justice and Extravagant Welcome".
- 10) The Worship Team shall submit an annual written report to the Ministry Council for inclusion in the Church's Annual Report.
- 11) Refer to the procedure manual for specific functions and duties.

b. Mission & Outreach Team

- 1) The Mission & Outreach Team shall oversee and lead the programs of the Church that provide understanding and support for missions and care programs internally and locally, that furthers the work of Jesus Christ (Being the Palms of Jesus). These may include but are not limited to the following:
 - a) Social Justice Action Team
 - b) Care Team
 - c) Welcoming/Inclusive/Supportive/Engaged (W.I.S.E.) Team for Mental Wellness
 - d) Mission Fund distributions
- 2) The Mission & Outreach Team shall oversee the benevolence programs of The Church with reference to the contribution of both money and service.
- 3) The Mission & Outreach Team shall consist of at least three (3) members selected from a list of volunteers submitted by the Volunteer Engagement Committee and appointed by the Executive Board.
- 4) The length of service shall be from one (1) to three (3) years with reappointments annually, not to exceed six (6) consecutive years.

- 5) The Mission & Outreach Team shall select a Chair for the purpose of conducting meetings and a secretary for recording meeting minutes.
- 6) The Chair or a representative of the Ministry & Outreach Team shall serve on the Ministry Council.
- 7) Meetings shall be held quarterly unless modified by consent.
- 8) The Senior Pastor(s) and Associate Pastor(s) shall be ex-officio members of the Team.
- 9) The Mission & Outreach Team shall establish standing committees, ad-hoc committees, task forces, including non-team members, as necessary to achieve the purpose and mission of the Church.
- 10) The Mission & Outreach Team shall work collaboratively with the other Ministry Council Teams to assist the Church in achieving its mission of "Sharing God's unconditional love, justice and extravagant welcome."
- 11) The Mission & Outreach Team shall submit an annual written report to the Ministry Council for inclusion in the Church's Annual Report.
- 12) Refer to the Procedural Manual for specific functions and duties.

c. Evangelism & Growth Team

- 1) The Evangelism & Growth Team shall oversee and lead the programs of the Church that spread and share the message and teachings of Jesus Christ, providing an extravagant welcome to all. These shall include but not limited to the following:
 - a) Media Productions
 - b) Welcome Center
 - c) New Member Orientation
 - d) Spaulding Memorial Thanksgiving
 - e) "Bring a Friend" Sunday
- 2) The Evangelism & Growth Team shall consist of at least three (3) members submitted by the Volunteer Engagement Committee and appointed by the Executive Board.
- 3) The length of service shall be from one (1) to three (3) years with reappointments annually, not to exceed six (6) consecutive years.
- 4) The Evangelism & Growth Team shall select a Chair and secretary for recording meeting minutes.
- 5) The Chair or a representative of the Evangelism & Growth Team shall serve on the Ministry Council.
- 6) Meetings shall be held quarterly unless modified by consent.
- 7) The Senior Pastor(s) and Associate Pastor(s) shall be ex-officio members.

- 8) The Evangelism & Growth Team shall establish standing committees, ad-hoc committees, task forces, including non-team members, as necessary to achieve the purpose and mission of the Church.
- 9) The Evangelism & Growth Team shall work collaboratively with the other Ministry Council Teams to assist the Church in achieving its mission of "Sharing God's unconditional love, justice and extravagant welcome".
- 10) The Evangelism & Growth Team shall submit an annual written report to the Ministry Council for inclusion in the Church's Annual Report.
- 11) Refer to the Procedural Manual for specific functions and duties.

Lifelong Learning Team

- 1) The Lifelong Learning Team shall coordinate programs/activities that
- 2) support the Christian Statement of Faith and Purpose of the church.
These shall include, but are not limited to:
 - a) Classes / Events / Programs
 - b) Retreats / Seminars
 - c) Interreligious / Ecumenical Events
- 3) The Lifelong Learning Team shall consist of at least three (3) members submitted by the Volunteer Engagement Committee and appointed by the Executive Board.
- 4) The length of service shall be from one (1) to three (3) years with reappointments annually, not to exceed six (6) consecutive years.
- 5) The Lifelong Learning Team shall select a Chair and secretary for recording meeting minutes.
- 6) The Chair or a representative of the Lifelong Learning Team shall serve on the Ministry Council.
- 7) Meetings shall be held quarterly unless modified by consent.
- 8) The Senior Pastor(s) and Associate Pastor(s) shall be ex-officio members of the Team.
- 9) The Lifelong Learning Team shall establish standing committees, ad-hoc committees, task forces, including non-team members, as necessary to achieve the purpose and mission of the Church.
- 10) The Lifelong Learning Team shall work collaboratively with the other teams on the Ministry Council to assist the Church in achieving its mission of "Sharing God's Unconditional Love, Justice and Extravagant Welcome."
- 11) The Lifelong Learning Team shall submit an annual written report to the Ministry Council for inclusion in the Church's Annual Report.
- 12) Refer to the procedure manual for specific functions and duties.

d. Fellowship Team

- 1) The Fellowship Team shall oversee and lead the programs of the Church which promotes and organizes the sharing of God's love with and for one another. These shall include, but are not limited to:
 - a) Sunday Fellowship Hour
 - b) Social Events
 - c) Sewing/Service Group
 - d) Fellowship & Discussion Groups
- 2) The Fellowship Team shall consist of at least three (3) members submitted by the Volunteer Engagement Committee and appointed by the Executive Board.
- 3) The length of service shall be from one (1) to three (3) years with reappointments annually, not to exceed six (6) consecutive years.
- 4) The Fellowship Team shall select a Chair and secretary for recording meeting minutes.
- 5) The Chair or a representative of the Fellowship Team shall serve on the Ministry Council.
- 6) Meetings shall be held quarterly unless modified by consent.
- 7) The Senior Pastor(s) and Associate Pastor(s) shall be ex-officio members.
- 8) The Fellowship Team shall establish standing committees, ad-hoc committees, task forces, including non-team members, as necessary to achieve the purpose and mission of the Church.
- 9) The Fellowship Team shall work collaboratively with the other teams on the Ministry Council to assist the Church in achieving its mission of "Sharing God's Unconditional Love, Justice and Extravagant Welcome.
- 10) The Fellowship Team shall submit an annual written report to the Ministry Council for inclusion in the Church's Annual Report.
- 11) Refer to the Procedural Manual for specific functions and duties.

C. Operations Council

1. The Operations Council, elected by the Church congregation, has the authority in the acquisition and expenditure of time, talent and treasure. The Operations Council shall include the Vice Chair for Operations, Treasurer, Volunteer Engagement Committee representative and a representative of the following:
 - a. Board of Finance
 - b. Board of Trustees
 - c. Board of Stewards
 - d. Personnel Board

2. Meetings shall be held quarterly unless modified by consent.
3. The Ministry Council shall be chaired by the Executive Board Vice-Chair for Operations.
4. A secretary will be selected from members for the purpose of recording meeting minutes.
5. The Senior Pastor(s) and Associate Pastor(s) shall be ex-officio members of the Operations Council.
6. The Operations Council shall receive and consolidate Boards' annual reports to be included in the Church's Annual Report.

a. Board of Finance

- 1) The Board of Finance shall provide financial oversight for the Church. Responsibilities include, but are not limited to:
 - a) Provide financial oversight
 - b) Prepare & monitor annual budget
 - c) Prepare 3-year rolling budget
 - d) Manage Church investments
 - e) Promote estate giving
 - f) Manage memorial gifts
- 2) The Board of Finance shall consist of at least three (3) members elected at the annual meeting.
- 3) The length of service shall be from one (1) to three (3) years not to exceed x six (6) consecutive years.
- 4) The Board of Finance shall select a Chair and secretary for recording meeting minutes.
- 5) The Chair or a representative of the Board of Finance shall serve on the Operations Council.
- 6) Meetings shall be held quarterly unless modified by consent.
- 7) The Senior Pastor(s) and Associate Pastor(s) shall be ex-officio members.
- 8) The Board of Finance shall establish standing committees, ad-hoc committees, task forces, including non-team members, as necessary to achieve the purpose and mission of the Church.
- 9) The Board of Finance shall work collaboratively with the other teams on the Operations Council to assist the Church in achieving its mission of "Sharing God's Unconditional Love, Justice and Extravagant Welcome."
- 10) The Board of Finance shall submit an annual written report to the Operations Council for inclusion in the Church's Annual Report.
- 11) Refer to the Procedural Manual for specific functions and duties.

b. Board of Trustees

- 1) The Board of Trustees shall provide oversight of the Church property and grounds. Responsibilities include, but are not limited to:
 - a) Church property & grounds
 - b) Security & insurance
 - c) Use of church facilities
- 2) The Board of Trustees shall consist of at least three (3) members elected at the annual meeting.
- 3) The length of service shall be from one (1) to three (3) years not to exceed six (6) consecutive years.
- 4) The Board of Trustees shall select a Chair and secretary for recording meeting minutes.
- 5) The Chair or a representative of the Board of Trustees shall serve on the Operations Council.
- 6) Meetings shall be held quarterly unless modified by consent.
- 7) The Senior Pastor(s) and Associate Pastor(s) shall be ex-officio members.
- 8) The Board of Trustees shall establish standing committees, ad-hoc committees, task forces, including non-team members, as necessary to achieve the purpose and mission of the Church.
- 9) The Board of Trustees shall work collaboratively with the other teams on the Operations Council to assist the Church in achieving its mission of "Sharing God's Unconditional Love, Justice and Extravagant Welcome."
- 10) The Board of Trustees shall submit an annual written report to the Operations Council for inclusion in the Church's Annual Report.
- 11) Refer to the Procedural Manual for specific functions and duties.

c. Board of Stewards

- 1) The Board of Stewards shall lead and provide oversight of Church programs that promote maximizing the resources of time, talent and treasure of members. Responsibilities include, but are not limited to:
 - a) Oversee stewardship campaign
 - b) Oversee fund raising activities
 - c) Promote special project gifts
 - d) Oversee "Why I Love My Church"
- 2) The Board of Stewards shall consist of at least three (3) members elected at the annual meeting.
- 3) The length of service shall be from one (1) to three (3) years not to exceed six (6) consecutive years.

- 4) The Board of Stewards shall select a Chair and secretary for recording meeting minutes.
- 5) The Chair or a representative of the Board of Stewards shall serve on the Operations Council.
- 6) Meetings shall be held quarterly unless modified by consent.
- 7) The Senior Pastor(s) and Associate Pastor(s) shall be ex-officio members.
- 8) The Board of Stewards shall establish standing committees, ad-hoc committees, task forces, including non-team members, as necessary to achieve the purpose and mission of the Church.
- 9) The Board of Stewards shall work collaboratively with the other teams on the Operations Council to assist the Church in achieving its mission of "Sharing God's Unconditional Love, Justice and Extravagant Welcome."
- 10) The Board of Stewards shall submit an annual written report to the Operations Council for inclusion in the Church's Annual Report.
- 11) Refer to the Procedural Manual for specific functions and duties.

d. Personnel Board

- 1) The Personnel Board shall manage and oversee the Personnel policies of the Church, ensuring that they are in compliance with all laws and ethical guidelines. Responsibilities include, but are not limited to:
 - a) Maintain the Personnel Policy Manual
 - b) Conduct annual evaluations of staff
 - c) Oversee hiring and termination of non-pastoral staff
 - d) Monitor compensation of staff to ensure fair and equitable salaries and wages
 - e) Establish a Pastoral Search Committee when needed
 - f) Appoint a Pastoral Relations Sub-committee
- 2) The Personnel Board shall consist of at least three members elected at the annual meeting.
- 3) The length of service shall be from one (1) to three (3) years not to exceed six (6) consecutive years.
- 4) The Personnel Board shall select a Chair and secretary for recording meeting minutes.
- 5) The Chair or a representative of the Personnel Board shall serve on the Operations Council.
- 6) Meetings shall be held quarterly unless modified by consent.
- 7) The Senior Pastor(s) and Associate Pastor(s) shall be ex-officio members.
- 8) The Personnel Board shall establish standing committees, ad-hoc committees, task forces, including non-team members, as necessary to achieve the purpose and mission of the Church.

- 9) The Personnel Board shall work collaboratively with the other teams on the Operations Council to assist the Church in achieving its mission of “Sharing God’s Unconditional Love, Justice and Extravagant Welcome.”
- 10) The Personnel Board shall submit an annual written report to the Operations Council for inclusion in the Church’s Annual Report.
- 11) Refer to the Procedural Manual for specific functions and Duties.

D. Volunteer Engagement Committee

1. The Volunteer Engagement Committee shall be responsible for recruitment, orientation, and recommendation of Church members to fill all elected and appointed positions for the Teams and Boards which are represented on the Ministry and Operations Councils. The members of the Volunteer Engagement Committee, who are elected at the annual meeting, shall include as a minimum of the following:
 - a) A minimum of four (4) Church members
 - b) Executive Council Chair
 - c) Senior Pastor(s) and Associate Pastor(s)
2. Their duties shall include but not limited to:
 - a) Recruit & provide orientation for Board and Team members represented on the Church Councils.
 - b) Make recommendations to the Executive Board individuals to fill vacated position as they arise.
 - c) Maintain an active list of potential Board and Team members.
 - d) Assist the Church Councils in filling positions on standing committees, ad-hoc committees, task forces, and work groups.
 - e) Members will be elected to serve from one (1) to three (3) years not to exceed six (6) consecutive years.
3. The Volunteer Engagement Committee shall select a secretary for recording meeting minutes.
4. The Chair shall be the Executive Board Chair.
5. Meetings shall be held quarterly unless modified by consent.
6. The Senior Pastor(s) and Associate Pastor(s) shall be ex-officio members.
7. The Volunteer Engagement Committee shall establish standing committees, ad-hoc committees, task forces, including non-team members, as necessary to achieve the purpose and mission of the Church.
8. The Volunteer Engagement Committee shall work collaboratively with the other teams on the Operations Council to assist the Church in achieving its mission of “Sharing God’s Unconditional Love, Justice and Extravagant Welcome.”

9. The Volunteer Engagement Committee shall work collaboratively with other groups that are part of the Ministry Council to assist the church in “growing and developing people’s faith and attracting new members.”
10. The Volunteer Engagement Committee shall submit an annual written report to the Executive Board for inclusion in the Church’s Annual Report.
11. Refer to the Procedural Manual for specific functions and duties.

ARTICLE II – RATIFICATION

The ratification of the ByLaws will be done by two-thirds ($\frac{2}{3}$) vote of Church membership present or a quorum of ten percent (10 %) of church membership at the annual or special meeting. Proposed ByLaws must be available to membership at least 2 weeks prior to the meeting.

ARTICLE III – AMENDMENTS

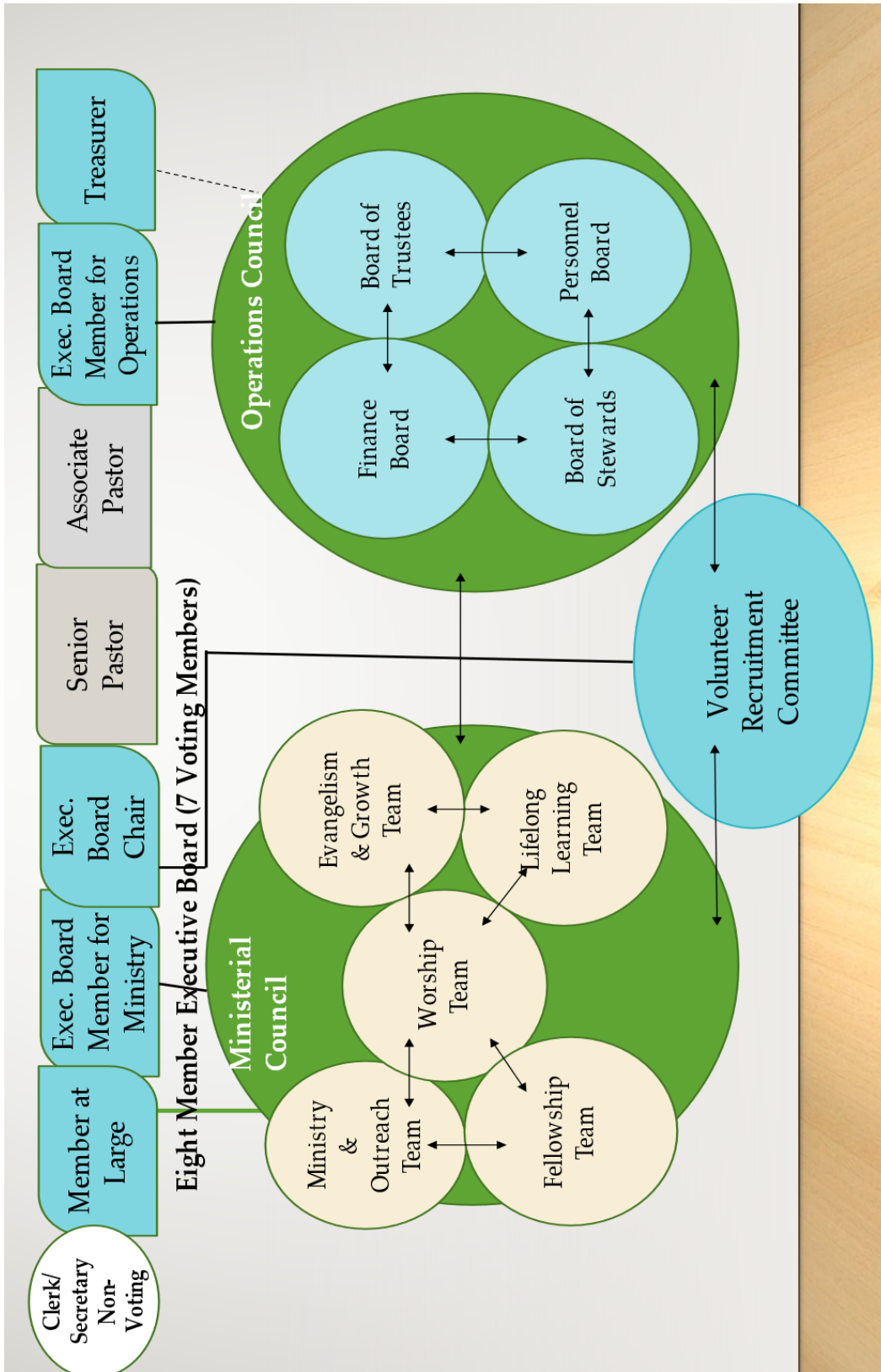
ByLaws may be adopted, amended or replaced by two-thirds ($\frac{2}{3}$) vote of the Executive Board or a quorum of ten percent (10%) of Church members at either the annual or a special meeting. Proposed amendments must be submitted in writing at least two (2) weeks prior to the meeting. In the event of a disputed ByLaw change between the Executive Board and Church members, the vote of the church members shall prevail.

ARTICLE IV – PARLIAMENTARY AUTHORITY

Robert’s Rules of Order will be the authority for all matter of procedure not specifically covered by the By-Laws.

ARTICLE V – BYLAWS INTERPRETATION

Questions concerning the interpretation of the ByLaws will be decided by the Executive Board.



Ministerial Council (Seven members)

One representative from each **Team** and one representative from the Volunteer Engagement Committee

Chaired by the Executive Board Member for Ministry

Sharing God's Unconditional Love, Justice, and Extravagant Welcome

Ministry & Outreach Team

- Mission Fund Donations
- Care Team
- W.I.S.E. Team
- Social Justice Action Team
- .

Worship Team

- Sanctuary prep & Order of Worship
- Choirs
- Deacons (Ushers, Greeters)
- Digital/Technical Service
- Transportation Services (bus & golf cart)
- .

Fellowship Team

- Sunday Fellowship Hour
- Planning and leading Social Events
- Sewing/Service Group
- Woman's Fellowship Group
- .

Evangelism & Growth Team

- Media Promotion
- Welcome Center
- New Member Orientation
- Community Thanksgiving
- Bring a Friend Sunday
- .

Lifelong Learning Team

- Classes
- Fellowship Breakfasts
- Retreats/Seminars
- Interreligious/Ecumenical Events
- Seasonal Devotionals
- .

Operations Council (Seven members)

One representative of each Board, one rep from the Volunteer Recruitment Committee, and the Treasurer

Chaired by the Executive Board Member for Operations

Utilizing our God given Time, Talent & Treasure

Finance Board

- Provides financial oversight
- Prepares and monitors annual budget
- Prepares three-year rolling budget
- Manages church investments
- Promotes estate giving
- Manages memorial gifts

Board of Trustees

- Maintains church property and grounds
- Provides security and insurance for church property and grounds
- Oversees the use of church facilities to outside organizations

Board of Stewards

- Conducts Stewardship Campaign
- Plans Fundraising Activities and Events
- Promotes special project gifts
- Plans "Why I love my church" talks

Personnel Board

- Maintains Personnel Policy Manual
- Conducts annual evaluations of staff
- Oversees hiring and termination of non pastoral staff
- Establishes a Pastoral Search Committee
- Appoints a Pastoral Relations Committee
- Recommends salary and hourly pay amounts.

Volunteer Engagement Committee (Five Members)

Four elected members – Chaired by the Executive Board Chair

- Recruits, orients and recommends Board members for election and & Team members for appointment.
- Recommends to the Executive Board individuals to fill vacated positions as they arise.
- Maintains an active list of potential Board & Team members.
- Assists the Ministry & Operation Councils in filling positions on standing committee, ad-hoc committees, task forces, & work groups.

