

BY-LAWS – 2017

FIRST CONGREGATIONAL CHURCH OF FAIR HAVEN UCC

Founded 1803 - By-laws Adopted October 16, 1939

Revised as of 10/2000 and 6/2001, 11/2009, 11/2011, 11/2012, 11/2013, 2/2014, 11/2017 and 5/2018.

ARTICLE I. NAME

The name of this church shall be the First Congregational Church of Fair Haven, United Church of Christ, Inc.

ARTICLE II. COVENANT

The object of this church shall be to bind together followers of Jesus Christ through the power of the Holy Spirit for the purpose of sharing in the worship of God, and in making God's will dominant in the lives of all people, individually and collectively, especially as that will is set forth in the life, teachings, death and resurrection of Jesus Christ.

ARTICLE III. GOVERNMENT

The church acknowledges Jesus Christ as its head, and finds in the Holy Scriptures, interpreted by the Holy Spirit through reason, faith and conscience, its guidance in matters of faith and discipline. The government of this church is vested in its members, who exercise the right of control in all its affairs, subject in legal matters to the Articles of Incorporation granted it by the State of Vermont. While the church is not subordinate to any ecclesiastical authority, it accepts the obligations of mutual Council, and co-operation involved in the fellowship of the United Church of Christ, and pledges itself to share its common aims and work.

ARTICLE IV. FAITH

This church recognizes the Bible as the sufficient rule of faith and practice and holds that living in accordance with the teachings of Jesus Christ is the true test of fellowship. Each member shall have the undisturbed right to follow the Word of God according to the dictates of his or her own conscience, under the enlightenment of the Holy Spirit. The following statement of faith, therefore, expresses the spirit in which the church interprets the Word of God.

We believe in you, O God, Eternal Spirit,
God of our Savior Jesus Christ and our God,
And to your deeds we testify:
You call the worlds into being,
create persons in your own image,
and set before each one the ways of life and death.
You seek in holy love to save all people from aimlessness and sin.
You judge people and nations by your righteous will
declared through prophets and apostles.
In Jesus Christ, the man of Nazareth, our crucified and risen Lord,
You have come to us and shared our common lot,

conquering sin and death and reconciling the world to yourself.
You bestow upon us the Holy Spirit,
creating and renewing the Church of Jesus Christ,
binding in faithful covenant people of all ages, tongues and races.
You call us into your church to accept the cost and joys of discipleship,
to be your servants in the service of others,
to proclaim the gospel to all the world
and resist the powers of evil,
to share in Christ's baptism and eat at his table,
to join him in passion and victory.

You promise to all who trust you
forgiveness of sins and fullness of grace,
courage in the struggle for justice and peace,
your presence in trial and rejoicing,
and eternal life in your realm which has no end.

Blessing and power, glory and honor be unto you.

AMEN.

ARTICLE V – MEMBERSHIP

A. Membership

Members will be received into this Church when they publicly accept the Purpose (Article II) of this Church, through either:

- (1) confirmation of faith or baptism
- (2) letter of transfer from another Church
- (3) reaffirmation of their faith

B. Associate Membership

A person who wishes to participate in the life of this Church while maintaining membership in another Church may be received as an associate member by the same process that regular active members are received. Associate members shall have all the rights and duties of regular members, except the right to a letter of transfer to another Church.

C. Responsibility

It shall be the continuing responsibility of all members to strive to uphold the Covenant of the Church, to help in the work of the Church, and to contribute to the Church through their time, talent, financial support, and attending business meetings.

D. Inactive Members

Members who for a period of one year have not attended Church services, communicated with the Church, nor contributed to its support shall be contacted by a member of the Spiritual Life Board and encouraged to become active in the Church. After an additional year, they shall be considered to be inactive and will have their names moved from the active to the inactive membership list by the Clerk after consultation with the Pastor and the Church Council. Inactive members may be restored to active status by request of the Clerk or Pastor.

E. Friends of the Church

It is recognized that from time to time individuals may choose to become affiliated with the Church but for some reason may not wish to join. Such Friends of the Church who are active in the Church may serve on any Board, but shall not serve as the chair of any of the Boards. Friends of the Church may participate in all aspects of the Church life, but may not serve as an Officer of the Church, as an Auditor, nor will have voting powers (and shall not be counted as part of the quorum) at duly warned meetings of the Congregation.

F. Withdrawal of Membership

A member may be released from his or her covenant with this Church by transfer to another Church or by written request to the Clerk or Pastor.

ARTICLE VI - HIRING AND TERMINATION OF A PASTOR

A. Hiring

When the office of Pastor becomes vacant, the Church Council shall (1) arrange for an Interim Pastor to serve until a Settled Pastor is called, and (2) appoint a Pastoral Search Committee consisting of at least five, but not more than seven, members from a broad spectrum of the active Church membership. With the help of the Vermont Conference of the United Church of Christ, the Pastoral Search Committee shall create a Church profile, review the profile of the possible candidates and interview them to determine their capacity to serve as Pastor of this Church. When the Committee has agreed on a single candidate, and outlined the terms of call with the candidate, the candidate must then be ratified by an affirmative two-thirds (2/3) vote of the Church membership in attendance at a duly warned special meeting of the Congregation.

B. Termination of Call Agreement

The relationship of the Pastor may be agreeably dissolved on 60 days notice by either the Pastor's accepted written resignation or by mutual agreement. In the event of conflict or dissatisfaction on the part of either the Pastor or the Church membership, termination of the terms of call may be considered with consultation with an executive staff member of the Vermont Conference of the United Church of Christ. Termination of call must be ratified by an affirmative two-thirds (2/3) vote of the Church membership in attendance at a warned special meeting of the Congregation.

ARTICLE VII – MEETINGS

A. Worship

Worship services shall be held at given hours as defined by the Church Council except when temporarily suspended by the Moderator in consultation with the Pastor.

B. Annual Meeting

An Annual Meeting of the Church membership shall be held after proper warning by the Clerk, on a Sunday in November of each year to hear and act on all reports, to consider for election those brought forth by the Church Council, to adopt an annual operational budget for the Church,

and to transact any regular or special business as may properly come before said annual meeting. A special meeting shall be held in May 2018 to elect officers and Board members for the remainder of terms.

C. Congregational/Special Meetings

A Congregational Meeting of the Church membership may be held after proper warning by the Clerk. Congregational Meetings may be called by the Pastor, the Church Council, the Moderator, or seven (7) active Church members who have signed a written application for the same.

D. Robert's Rules of Order (latest addition) shall govern all warned meetings of the congregation.

E. A warning of the annual meeting or any special meetings shall be read to the Church membership at Sunday worship and posted publically, mailed and or emailed for two consecutive weeks prior to the proposed date of said meeting, noting the time, place, and proposed business of such.

F. Emergency Meeting:

In matters of importance which require immediate action and where delay might work to the detriment of the Church, the waiting period of two Sundays may be suspended and an emergency meeting may be held within twenty-four hours provided such action has the majority approval of the following officers: Moderator, Clerk, and chairpersons of the Spiritual Life Board, Board of Trustees, and Christian Services Board. It shall be the duty of the above named officers to notify all possible members, both active and associate, of the emergency meeting and request them to notify others. Action taken at such emergency meetings shall be binding upon the Church; such action must be ratified, within thirty days by a majority vote of the Church, except where a 2/3 vote is required by the By Laws, at a regularly warned meeting for that purpose.

G. Quorum

Twenty members shall constitute a quorum for the transaction of business, and a majority vote shall carry except when specified.

H. Absentee Voting

If a member is obliged to be absent from town or is seriously ill at the time of an important meeting, which may require ballot voting; they may notify the Clerk or Moderator, in writing, how they desire to vote, duly signing the same. Absentee votes shall be included in vote tallies if there are no amendments to the article. The Clerk will then see that such information is properly voted at the meeting, indicating the same to be an absentee ballot. If a member who voted by absentee ballot decides to attend the meeting, they may request that their absentee ballot be returned to them by the Clerk and participate fully in the meeting.

I. Remote Attendance

Electronic voting and remote attendance are allowed. Members participating in a meeting remotely shall notify the Moderator by 9:00 AM on the day of the meeting. Remote participants shall be included as members in attendance for determining a quorum. Remote participants are responsible for electronic media connections and media used at both their locations and the

Church. The Church is not responsible for providing electronic equipment for participants, dropped connections, or failed Internet services.

ARTICLE VIII. - FINANCES

Everything we have and are has been entrusted to our use and care by God. Therefore, every decision about finances shall be guided by the Word of God to carry out God's will. In gratitude to God, we encourage generous and regular financial support of God's work.

A. Offerings. The church shall seek support by contributions of individuals and organizations. Opportunity shall be offered to members and friends of the church to make estimates of financial and time and talent giving. The expenditure of money for current expenses, missions and specific projects shall be according to plans or budgets approved by vote of the church. Auxiliary organizations are encouraged to make contributions of their choosing through the church treasury.

B. Mission Support. The church will support missions through offerings and projects and will cooperate with the Southwest Association and the Vermont Conference of the United Church of Christ in financial support of the wider mission of the church.

C. Per Capita Contribution

The church will contribute to the Vermont Conference of the United Church of Christ and the Southwest Association of the United Church of Christ. Members and associate members shall be included in the count.

Article IX - OFFICERS, BOARDS, OFFICIALS, COMMITTEES & COUNCIL

Section I. GENERAL PROVISIONS

The following provisions shall apply to all officers, officials, and board members of this church, except the Pastor. They shall be active members, associate members, or friends of the Church. No person shall hold more than two offices or board memberships, at one time. A person having been elected to an office who becomes unable to serve shall present his resignation in writing to the Council which will act upon the same at their next meeting. They may fill the vacancy by appointment until the next Annual meeting

An Officer, Board member, or elected Official may be removed from office for misconduct or failure to perform the duties of the office by a 2/3 vote of the Congregation at a duly warned meeting.

Committees may be formed by one of the Boards at the Boards discretion. The committees must be renewed annually.

All officers elected at the Annual Meeting of this Church shall assume office on the second day following their election.

Section II. OFFICERS AND ELECTED OFFICIALS

Officers: The officers of this church shall be Pastor-ex-officio, Moderator, Vice Moderator, Clerk, Treasurer, Assistant Treasurer and Delegates.

1. All officers shall be elected every two years. Moderator, Clerk, and Assistant Treasurer will be elected on even number years. Vice Moderator, Treasurer and Delegates will be elected in odd number years.
2. The Moderator, Vice Moderator, Clerk, and Treasurer shall be permanent members of the Church Council.
3. In 2018, all Officers will be elected with Moderator, Clerk and Treasurer elected for two years and Vice Moderator, Assistant Treasurer and delegates elected for a two year term.
4. No person shall hold the same office for more than two (2) three (3) consecutive three (2) two (3) year terms, unless there is no other member to fill the office. After a lapse of one year he/she is again eligible for that office position.

Duties of Elected Officers and Officials

A. Pastor:

1. **Calling & Installing:** The Pastor shall be called for an indefinite period by a two-thirds vote of the members voting at a meeting called for that purpose. The pastor shall be a minister in good standing. If the Pastor does not have standing in the United Church of Christ, he/she shall request dual standing with the Southwest Association of the United Church of Christ within sixty (60) days of appointment. The church may request an Ecclesiastical Council to install the Pastor.

2. **Pastor-Congregation Roles & Duties:** It shall be the Pastor's duty to preach the word, to care for the stated service of public worship, to administer the ordinances and promote the spiritual welfare of the Church and those whom it serves. He shall be an ex-officio member of all boards and committees.

The Council shall seek and respond to positive and negative feedback about the performance of the Pastor and of the Congregation annually. Each year the Council shall conduct an evaluation of the performance of the Pastor and of the Congregation.

B. Moderator and Vice-Moderator: The Moderator or Vice-Moderator shall preside at all business meetings of the church and shall be Chairperson of the Council.

C. Clerk: The Clerk shall (1) issue the call for all business meetings of the church; (2) keep a complete record of all proceedings of the church; (3) keep a register of the members and associate members of the church, together with the date of the reception or removal, etc.; (4) issue letters of transfer voted by the Spiritual Life Board and notify the church to which they are addressed; (5) keep a record of all baptisms, marriages, and deaths; (6) make a report at each annual meeting, showing all changes in the church rolls during the preceding year; (7) present to the Council a complete list of all members, associate members, inactive and retired members

with all available telephone numbers and addresses at the beginning of each year; (8) serve as secretary of the Council; and (9) perform such other duties as usually pertain to the office of clerk or secretary.

D. Treasurer The Treasurer shall be the principle financial officer. The Treasurer shall be elected at the annual meeting from the active Church membership for a term of two years. The Treasurer shall pay bills of the Church on orders drawn by the Board of Trustees. The Treasurer shall have a working knowledge of all disbursements of the Church, and be the primary signer of checks issued on behalf of the Church. The Treasurer is to ensure that appropriate and accurate financial records are kept by the Church and working collaboratively with the Board of Trustees and Church Council will prepare and present a budget for the annual meeting.

E. Assistant Treasurer The Assistant Treasurer shall be a financial officer of the Church. The Assistant Treasurer shall be elected at the annual meeting from the active Church membership for a term of two years. The Assistant Treasurer shall be responsible for handling incoming funds, making bank deposits, recording monies from collection plates, special offerings, gifts, and fees received. The Assistant Treasurer shall be assisted by two (2) or three (3) Collection Counters appointed by the Board of Trustees.

F. Delegates Two Delegates will be elected at annual meeting for a two year term to attend meetings of the Vermont Conference UCC if it is reasonably possible for them to do so. Delegates shall cast their vote at such meetings, in the name of the Church as it seems best to them at that time. In case the required number of delegates is unavailable, the pastor is hereby authorized to appoint or secure other members to serve and act for the Church.

Four Delegates shall be authorized by the Pastor to attend meetings of the Southwest Association of the Vermont UCC. Delegates shall cast their vote at such meetings, in the name of the Church as it seems best to them at that time.

Elected Officials:

A. One person shall be elected as an at large member to Council.

Section III. CHURCH COUNCIL

Council shall be the overall governing body of the Church. The Council is to be a forum for communication NOT for making decisions except what is expressly written below.

The Church Council acts on behalf of the congregation between meetings of the congregation. The Church Council is the coordinating body for all Ministries in the Church. It is the primary source for leadership and guidance in all issues that pertain to policies and procedures. The Church Council is responsible for approving decisions on matters not expressly delegated to one of the three Boards the Ministries or covered by each Ministry's annual budget. The Church Council is not responsible for writing policies or procedures. The Church Council works closely with the Boards in envisioning and goal setting for the good of the broader Church.

The Moderator or Vice-Moderator will be the Chief Lay Officer and Chairperson of the Church Council.

The Church Council will consist of the following Church members: the Pastor, Moderator, Vice-Moderator, Clerk, and Treasurer. It shall also include a designated member of each Board and one representative of the Congregation for a total of no more than nine (9) members.

A quorum shall consist of a majority of the sitting Church Council members. The Council will meet a minimum of once per calendar quarter (4x a year) and is accountable to the congregation. The Council may call additional meetings as needed.

The Church Council is responsible for appointing a Pastoral Search Team, when necessary. The Church Council will also appoint a Personnel Relations Team that will deal with any personnel issues that arise and any other circumstances which may require a change in employee status.

Section IV. BOARDS

The Boards shall be: Spiritual Life, Trustees, and Christian Service.

The following policy regarding serving on a Board applies to all three Boards.

Each Board shall have five (5) members who are active members or associate members of the Church. Board members shall be elected for a term of three (3) years. A Board member may be reelected to a second term. After serving for two three year terms, under normal circumstances, a member is required leave the Board for at least one year. However, if there are no other Church members, willing to serve on the Board, the member serving may be reelected to a third three (3) year term.

The terms of current members of each Board shall expire as follows: one (1) in 2018, two (2) in 2019, and (2) in 2020. After 2020, Board membership shall expire one (1) in the first year, two (2) in the second year, and two (2) in the third year. Current members of each Board shall determine term expiration years for their members.

Each Board shall elect a representative to Church Council.

- A. The Board of Spiritual Life shall cooperate with the Pastor in ministering to the spiritual interest of the church and the community. They shall work with the Pastor in planning and coordinating worship services. They shall assist in the administration of the sacraments of the Church preparing for communion and cleaning up afterward.

The Spiritual Life Board members shall provide for the orientation and assimilation of new members in the church. It shall be their duty to decide upon letters of transfer and to pass upon the fitness of all applicants for membership in accordance with Articles II, IV and V.

Members of the Board will be required to have training in pastoral care.

The Board of Spiritual Life responsibilities include:

Planning and sustaining programs of educational, spiritual and emotional development for all ages

Preparing and serving sacraments,

Assisting pastor as needed with funerals and baptisms.

Pastoral care, calling on sick and grieving members and people in the community when pastor is not available.

Christian education – adults and children

Coordinating service assistants (ushers, lay readers, media ministers, Praise (music).

Prayer chain

Maintaining membership roles.

Orienting new members. Shepherding members.

Appoint individuals to serve in specific areas.

Appoint committees as needed

Recruit prospective members to be future members of the Board (subject to election by the congregation)

- B. The Board of Trustees is the business head of the Church. They shall have the responsibility for the care and custody of the property of the Church and its financial affairs, unless otherwise provided for; but they shall have no power to buy, sell, mortgage, lease or transfer property without the specific vote of the Church. They shall also perform any other duties that may be necessary in the proper conduct of the business of the Church and not otherwise provided for. The Trustees shall have power to borrow money and pledge the credit of the church to meet current expenses. All bills shall be approved by the majority of the Board of Trustees before orders are drawn for their payment by the Treasurer. They shall meet once a month. One member shall represent the group on the Annual Giving Committee if one is appointed by the Board.

The Board of Trustees responsibilities include:

Maintain the physical aspects of the Church (Buildings), including upkeep and maintenance of buildings and grounds.

Oversee finances

Develop annual budget

Track expenses

Develop and implement investment policy. Present investment policy at a meeting of congregation for approval by the Congregation.

Maintain financial records.

Coordinate annual financial review by an individual or business not associated with the Church

Conduct an audit of financial records every five years

Comply with local, state, and federal regulations (zoning, wages, hours, personnel, taxes, and subsequent reports required by each agency)

Appoint individuals to serve in specific areas.

Appoint committees as needed

Recruit prospective members to be future members of the Board (subject to election by the congregation)

Set Ministerial Compensation recommendations

Manage Endowment fund as defined in the “Endowment and Trust Fund Policy” as approved by Members.

C. The Board of Christian Service. The Board shall be responsible for all Missions and Christian outreach programs. The Board shall prepare an annual budget for programs and submit the budget to the Board of Trustees by dates set by the Board of Trustees

The Board of Christian Service shall have no direct control over non budgeted items and self-funded projects and programs.

The Board of Christian Service responsibilities include:

Establish and promote local missions

Keep funds local in the community when possible.

Oversee and coordinate Church activity in UCC Missions (OCWM, Neighbors in Need, OGHS, Strengthen the Church, and The Christmas Fund) and other special offerings.

Appoint individuals to serve in specific areas.

Appoint committees as needed

Recruit prospective members to be future members of the Board (subject to election by the congregation)

Receptions, meals and other activities designed to promote Christian services.

ARTICLE X. DISSOLVING OR CLOSING THE CHURCH

The Church may be dissolved by a vote of 2/3 of the members in attendance at a duly warned meeting. In the event the Church is dissolved, all assets (financial, real estate, and personal property) shall be liquidated and donated to programs to benefit the people of Fair Haven with a focus on helping those in need, educational scholarships, and providing camping opportunities for children. The Board of Trustees is responsible for developing and putting forth a plan for disbursement of assets for approval by a majority of the Congregation.

ARTICLE XI. AMENDMENTS

Amendments to these by-laws must be warned in writing prior to a regular or special meeting of the Congregation for two (2) weeks in advance of said meeting. All amendments require a two-thirds vote of the members present and voting to be adopted.