

RMC UCC Bylaws for Amendment

Summary of Proposed Changes

1. **Treasurer:** Eliminate position of Finance Chair. Treasurer will chair the Finance Committee. (*Bylaws VI, 6.1*)
2. **Personnel Committee Chair:** Remove provision that the Personnel Committee recommend a chair from its constituency. Position will continue to be elected at annual meeting. (*Bylaws VI, 6.1*) Changed term of chair of Personnel Committee to a 2-year term with 1 renewal. Was previously a 1-year term with 1 renewal. (*Bylaws VIII, 8.7*)
3. **Additional Board positions:** Clarify that additional Board positions may be added, elected at annual meeting, with portfolios specified by the Board. 2-year terms with one renewal (*Bylaws VI, 6.1 and VIII, 8.9*)
4. **Evaluations of Conference Minister and Staff:** Change evaluation of Conference Minister from annual to every 2 years (bi-annual) and change role of Personnel Committee to assure evaluation of other staff rather than conducting reviews. (*Bylaws, VII, 7.3.a.2*)
5. **Nominating Committee:** Update and clarify the process and timeline by which the Nominating Committee communicates openings to the conference prior to the annual meeting. Clarify the role of the Nominating Committee to assist the Board in filling positions between annual meetings. (*Bylaws, VIII, 8.1.d&e*)
6. **Update titles and terminology:** “Assistant Moderator” to “Vice Moderator” and “chairperson” to “chair” to confirm with practice. (throughout Constitution and Bylaws) Change “Executive Council” to “National Office” as the Executive Council is no longer an entity. (*Bylaws, VI, 6.3.c*)

Rocky Mountain Conference United Church of Christ

CONSTITUTION

PREAMBLE

The Rocky Mountain Conference of the United Church of Christ acknowledges as its sole Head, Jesus Christ, Lord of the Church and Lord of Life. It acknowledges as kindred in Christ all who share this confession. It looks to the Word of God in the Scriptures, and to the presence and power of the Holy Spirit, to prosper its creative and redemptive work in the world. It claims as its own the faith of the historic Church expressed in the ancient creeds and reclaimed in the basic insights of the Protestant Reformers. It affirms the responsibility of the Church in each generation to make this faith its own in reality of worship, in honesty of thought and expression, and in purity of heart before God.

ARTICLE I NAME

The name of this corporation shall be THE ROCKY MOUNTAIN CONFERENCE OF THE UNITED CHURCH OF CHRIST. It shall so be incorporated under the laws of the State of Colorado as a corporation not for profit.

ARTICLE II PURPOSES

The purposes of the Conference shall be:

- A. To continue without break the ecclesiastical and legal identity of THE COLORADO CONGREGATIONAL CONFERENCE, THE ROCKY MOUNTAIN SYNOD OF THE EVANGELICAL AND REFORMED CHURCH, THE COLORADO CONFERENCE OF GERMAN CONGREGATIONAL CHURCHES, THE COLORADO CONFERENCE UNITED CHURCH OF CHRIST and THE INTERMOUNTAIN CONFERENCE OF THE UNITED CHURCH OF CHRIST, and to conduct their work and to have all their powers, duties and obligations.
- B. To be a Conference of the United Church of Christ composed of each of the local churches which were a part of THE COLORADO CONGREGATIONAL CONFERENCE, the ROCKY MOUNTAIN SYNOD OF THE EVANGELICAL AND REFORMED CHURCH, the COLORADO CONFERENCE OF GERMAN CONGREGATIONAL CHURCHES, and which were upon merger a member of THE COLORADO CONFERENCE UNITED CHURCH OF CHRIST and THE INTERMOUNTAIN CONFERENCE OF THE UNITED CHURCH OF CHRIST, and of all ministers who composed such Conferences or Synod and of all local churches and ministers that are hereafter received into and granted standing by any Associations of the United Church of Christ within the boundaries of this Conference.
- C. To promote the life and strength of the churches, the Associations within its boundaries, and to relate the churches and Associations to the total life and work of the United Church of Christ. It shall seek to promote and interpret the work of the General Synod in the Conference through its Associations, churches and committees by all reasonable means consistent with the spirit of Christ. It shall seek to develop the spiritual life, Christian education, stewardship, Christian social concern, and support of Our Church's Wider Mission in the churches and shall be responsible for the relationship of the Conference to ecumenical bodies within the boundaries of the Conference. It shall undertake to assist churches having special needs, establish new churches, and promote the general welfare of churches and ministers through the ministries of its committees, ministry teams, and staff.
- D. To acquire by purchase, gift, devise, bequest or otherwise and to own, hold, invest, reinvest or dispose of property both real and personal for such religious, educational, philanthropic and other related work as the Conference may undertake and to 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 Conference; to 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 with the United Church of Christ and to invest or reinvest the same; and to make any contracts for promoting the objects and purposes of the

Conference which are not inconsistent with the laws of the State of Colorado.

- E. To provide leadership to the local churches, associations, and organizations as we seek to share in faith and minister in the world,
- F. To nurture and strengthen the clergy, lay leadership and local churches of the Conference.
- G. To help identify, develop, and use resources that equip disciples for ministry,
- H. To strengthen the covenant among local churches, the Conference and the wider church, both denominationally and ecumenically.
- I. To exercise the functions of an Association of the United Church of Christ when they are delegated to it by such an Association or where no such Association exists.
- J. In general, have the authority to exercise any, all and every power for which a nonprofit corporation organized under the laws of the State of Colorado applicable to the Conference can be authorized to exercise, but no other power. No part of the assets of this corporation or income derived there from shall be given to or inure to the benefit of any person, corporation or organization if the gift or inurement would cause the Conference to cease to be tax exempt under the Internal Revenue Code of the United States of America. In the event of dissolution of this corporation, its property shall be distributed in accordance with the provisions of its Articles of Incorporation.

ARTICLE III MEMBERSHIP

The Rocky Mountain Conference of the United Church of Christ is composed of local churches which have membership in the Associations within the Conference boundaries, and of ministers who hold standing in such Associations or in the Conference itself. Voting membership shall be all ministers holding such ministerial standing and lay delegates selected by those local churches, as specified in the by-laws.

ARTICLE IV AFFILIATIONS

The Rocky Mountain Conference of the United Church of Christ shall have that relation to the General Synod of the United Church of Christ as is described in those portions of the Constitution and By-Laws of the United Church of Christ adopted July 4, 1961, and as revised, and which relate to Conferences of the United Church of Christ.

ARTICLE V ORGANIZATION

- A. Meetings. The administration of the Rocky Mountain Conference of the United Church of Christ shall be the responsibility of its members. It shall hold an annual meeting and such other special meetings as defined in the Bylaws.

- B. Officers. The officers of this Conference shall be a Moderator, Assistant Vice Moderator, Conference Minister who shall be Secretary of the Conference, and Treasurer, with such other officers as the Conference or the Board of Directors may, from time to time, determine, all of whom shall be members of local churches composing this Conference. The powers and duties of the officers of this Conference shall be set forth in its Bylaws provided, however, that the Conference Minister shall be the chief executive and administrative officer and spiritual leader of the Conference.
- C. Board of Directors. There shall be a Board of Directors who shall administer the affairs of the Conference between its meetings and shall be the trustees of all Conference properties. Members of the Board of Directors shall be appointed or elected as provided in the Bylaws.
- D. Meetings of the Conference shall be conducted under Roberts Rules of Order as amended except as provided otherwise in the Bylaws.
- E. Associations. An Association is that body within the Rocky Mountain Conference of the United Church of Christ which is composed of Local Churches in a geographical area, all Ordained Ministers holding standing or ordained ministerial partner standing therein, all Commissioned Ministers of that Association, and those Licensed Ministers who have been granted voting membership in that Association.

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

An Association is that body which grants, certifies to, transfers and terminates ministerial standing or ministerial partner standing in the United Church of Christ.

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

Each Association may have one representative of the Association serving as a member of the Conference Board of Directors. Association Representatives will be nominated by the respective Associations and elected by a majority vote at a Conference Annual Meeting. Should resignation or termination occur, the vacancy shall be filled in accordance with bylaw provision 6.3 (g).

- F. Work of the Conference. The work of the Conference shall be done through the Board of Directors, committees, ministry teams, and staff as provided for in the Bylaws.
- G. Indemnification of Officials and Agents.
 - (1) The Conference shall indemnify any Board of Directors member, Committee member, Ministry Team member, officer, employee or agent, either current or former, against any and all liability or expenses incurred in connection with any proceeding arising out of their role on behalf of the Conference to the fullest extent permitted by law. Expenses are intended to be broadly interpreted to include attorney's

fees, costs and any other reasonable and necessarily incurred expenses.

- (2) The Conference shall maintain liability insurance for the benefit of any corporate official, agent, or employee against any liability asserted against or incurred by a corporate official, agent, or employee.
- (3) It is the intention of this section to provide the maximum protection available under Colorado law. This coverage shall extend to any and all acts or omissions other than willful misconduct. The Conference may advance expenses or undertake the defense of any individual covered in this section provided, however, that the individual shall reimburse the Conference for these expenses if it should ultimately be determined that the individual is not entitled to indemnification based on willful misconduct.

ARTICLE VI DURATION

The duration and term the Conference is to continue is perpetual.

ARTICLE VII CORPORATE SEAL

The Conference shall have a corporate seal as described in the By-Laws.

ARTICLE VIII AMENDMENTS

The Constitution of this Conference may be amended at a duly called meeting by a two-thirds vote of those present and voting, provided that such amendment shall have been:

- A. Presented to the Conference at the last previous regularly called meeting of the Conference, signed by not less than ten (10) of the local churches composing the Conference, or
- B. Recommended to the Conference by the Board of Directors and a copy thereof sent to each church and minister of which the Conference is comprised not less than thirty (30) days prior to the meeting at which action on the proposed amendment is to be taken.

ARTICLE IX INTERPRETATION

Except as specifically provided to the contrary in the Articles of Incorporation, this Constitution or any agreement between a local church and the Conference, nothing in the Constitution or Bylaws of the Conference shall destroy or limit the right of each local church to continue to operate in the way customary to it; nor be construed as giving to the Conference now or at any future time the power to abridge or impair the autonomy of any local church in the management of its own

affairs.

ARTICLE X AMENDMENTS TO BYLAWS

The Bylaws of the Conference may be amended as follows: Amendments of the Bylaws may be proposed by the Board of Directors, by an Association, or by five local churches; notice of the proposed amendments, including the full text of the amendments, must be given thirty (30) days prior to any duly called annual or special meeting at which action on the proposed amendment is to be taken. An affirmative vote of two-thirds of the delegates present and voting at the meeting shall be necessary to adopt an amendment of the Bylaws.

(Adopted June 6, 1962. Amendments: May 25, 1973, May 9, 1974 and June 11, 2005)

BYLAWS

PREAMBLE

These Bylaws, consistent with the Constitution of the Rocky Mountain Conference of the United Church of Christ and with the Constitution of the United Church of Christ, further define and regulate the Rocky Mountain Conference and those agencies established by or responsible to it and describe the free and voluntary relationships which the local churches, associations, and ministers sustain with the Rocky Mountain Conference and with each other.

ARTICLE I STATEMENT OF PURPOSE

- 1.1 The purposes of the Rocky Mountain Conference of the United Church of Christ (hereafter, "Conference") are the purposes stated in the Constitution of the Conference.

ARTICLE II MEMBERSHIP

- 2.1 The following shall be deemed to be churches and ministers with membership in the Conference:
 - a) Churches and ministers with standing which were members of the predecessor bodies of this Colorado Conference of the United Church of Christ: the Rocky Mountain Synod of the Evangelical and Reformed Church; the Colorado Conference of the German Congregational Churches; the Colorado Congregational Conference.
 - b) Churches and ministers with standing which were members of one of the associations of the Intermountain Conference of the United Church of Christ as of July 1, 1974.
 - c) All other churches and ministers with standing in the States of Colorado, Wyoming, and Utah who are admitted to membership into an association of the United Church of Christ within this Conference.

- 2.2 When any church connected with the Conference, or with one of the Associations recognized by the Conference, or which has at any time been a member of the Conference and not released from its jurisdiction, has ceased to hold regular church services or church school, for a period of two years, upon the recommendation of the Association of which it is a member, the Board of Directors of the Conference shall declare it to be an extinct church. If a church has been declared to be an extinct church, then any unpaid investments, subsidies, grants or loans which may have been made to such a church by the Conference or its predecessors and/or any agent of and/or group within the United Church of Christ or its predecessors, shall come immediately under the control and jurisdiction of the Conference for the purpose of safeguarding the interest of the extinct church's ministry and the Conference. No extinct church or any organization or society related to it shall dispose of any property of the church, real or personal, without the consent and approval of the Conference, and the title to such property, real or personal, shall revert to the Conference. A church, which is a member of the Conference or an Association recognized by the Conference, shall be deemed to have agreed by becoming a member to the provisions of this Article II, Section 2.2.
- 2.3 The Conference shall cooperate with associations of the United Church of Christ within its boundaries and, in accordance with the Conference Constitution; the Conference itself may act as an association.

ARTICLE III MEETINGS

- 3.1 Meetings. The Rocky Mountain Conference of the United Church of Christ shall hold an annual meeting and such other special meetings as it may determine. Special meetings shall be called by the Moderator upon the request by either the Board of Directors of the Conference, or the Executive Committee of that Board, or by one Association, or by ten (10) churches of the Conference. Written notice shall be given to the churches thirty (30) days prior to any annual or special meeting. Notice of an annual or special meeting shall include a description of any matter required to be included by law, the Constitution, or these Bylaws. The purpose of each special meeting shall be included in the notice. A quorum for any duly called meeting shall consist of official representatives from one third of the member churches of the Conference. Proxies may not be used at any annual or special meeting of the Conference.

At each Annual Meeting the sacrament of the Lord's Supper shall be celebrated.

- 3.2 Fiscal Year. The fiscal year of the Conference shall be the calendar year.

ARTICLE IV VOTING MEMBERSHIP

- 4.1 Every local church with standing in an association of the Conference shall be entitled to voting representatives in the Conference by two lay delegates, plus one additional lay delegate for each 200 members, or major fraction thereof above 200 members, provided that no church may thus be represented by more than seven lay delegates, of which one can be a youth (age 15-20 years.) The last annual Year Book statistics will be the basis for computing the number of delegates. Delegates shall be elected or appointed by each church and, unless otherwise ordered by the church, shall serve for a term of one year or until their successors have been elected, except that a delegate's term of office shall terminate upon removal from membership in the local church. Each church may appoint or elect alternates which shall be designated by the church as voting delegates in the event any one or more of regular delegates cannot be in attendance at the annual or special meetings. The recommendation is that no delegate be self-succeeding for more

than three successive years and that, so far as possible, delegates should be representative of the church and reflective of the diversity of people within the congregation.

- 4.2 All persons holding ordained ministerial standing in an association of the Conference, and commissioned ministers, and licensed ministers who have been authorized for ministry by an association of the Conference shall be voting members at the annual or special meetings of the Conference.
- 4.3 The members of the Board of Directors shall be voting members of the Conference during their terms of office.

ARTICLE V VISITORS

- 5.1 At all meetings of the Conference, visitors who are members of a Rocky Mountain Conference Church shall have the privilege of voice but not vote. There is no limit to the number of visitors who may attend.
- 5.2 Ordained ministers holding standing in other denominations while serving as ministers or interim ministers in local churches in associations of the Conference may have the privilege of voice but not vote at meetings of the Conference.

ARTICLE VI THE BOARD OF DIRECTORS

- 6.1 The Board of Directors shall be composed of the Moderator who shall also be chair of the Board of Directors, an ~~Assistant~~ Vice Moderator, and a Treasurer, who shall also serve as the chair of the Finance Committee, all of whom shall be duly elected by the Conference membership at the annual meeting; the Conference Minister who shall be Executive Secretary of the Conference; the chair ~~persons~~ of the ~~Finance and~~ Personnel committee, who shall be duly elected by the Conference membership at the annual meeting; and one representative from each of the associations as nominated by the association and elected by the Conference membership at the annual meeting. Additional positions may be added to the Board as needed to conduct the business of the Conference. Such positions shall be duly elected by the Conference membership at the annual meeting. The number of directors may be increased or decreased by a resolution adopted by the Board of Directors or the voting members. The total membership of the Board of Directors may not be less than 10 or more than 15.
 - (a) If a board member misses two consecutive meetings without reason or acts improperly or illegally, the ~~Assistant~~ Vice Moderator shall contact the person and may request a resignation. In the absence of a resignation, the board may vote to terminate the membership. Should resignation or termination occur, the vacancy shall be filled in accordance with bylaw provision 6.3 (g).
- 6.2 Meetings. The Board of Directors shall meet at least six (6) times a year and on call of the Conference Minister, the Moderator, or three of its members. Notice by any means shall be given at least forty-eight (48) hours in advance. A majority of the directors shall constitute a quorum for the transaction of business. Meetings may be conducted by teleconference, or other means as are allowed under Colorado statutes.
- 6.3 Duties. The Board of Directors shall use all reasonable means within its power to maintain the objectives and purpose of the Conference and the United Church of Christ. It shall ascertain by frequent review of services and accounts whether contributions are

administered faithfully and responsibly. The Board of Directors shall be the executive arm of the Conference, providing correlation and direction for the Conference staff, committees and other groups authorized by the Board of Directors to strengthen the witness and mission of the United Church of Christ.

- a) The Directors shall correlate and oversee the work of the Conference committees and ministry teams established pursuant to Article VII. The committees and ministry teams shall be accountable to the Board of Directors.
 - b) The Board of Directors shall have the responsibility of regularly evaluating the work of the Conference Minister in cooperation with the Personnel Committee, and generally directing the work of the Conference Minister, and, through him or her, the Conference staff.
 - c) The Board of Directors, through direction to the Conference Minister, shall consult on a regular basis with the ~~Executive Council~~ National Office of the United Church of Christ, acting on behalf of the General Synod, to reach mutual agreement upon the percentage, or dollar amount, of the undesignated gifts for Our Church's Wider Mission to be retained for the support of the Conference.
 - d) The Board of Directors shall be responsible and accountable for the fiscal management of the Conference, including all properties.
 - e) The Board of Directors shall submit an annual budget for the succeeding fiscal year or biennium to the Annual Meeting of the Conference for approval.
 - f) The Board of Directors shall have the power to make minor adjustments in the budget as may be needed for the current fiscal year.
 - g) The Board of Directors shall have the power to fill vacancies on the Board, committees, and ministry teams by appointment until the next Annual Meeting.
 - h) In case of a vacancy in the office of Conference Minister, the Board of Directors shall appoint an Acting or Interim Conference Minister to serve.
 - i) The Board of Directors shall have authority to design, appoint, and subsequently give oversight to such Task Forces or Ad Hoc groups as may be necessary to fulfill the responsibilities of the Board. The Board shall dissolve such groups upon completion of their task.
 - j) The Board of Directors shall have power to designate persons authorized to sign checks and legal documents on behalf of the Conference and shall arrange for the bonding of those persons.
 - k) The Board of Directors may engage the services of an attorney or attorneys, an accountant or accountants and other consultants or agents on behalf of the Conference.
 - l) The Board of Directors shall have the power to enter into contractual agreements on behalf of the Conference.
- 6.4 The Executive Committee shall be composed of the following members: Moderator, Assistant Vice Moderator, Executive Secretary, and Treasurer. The Executive Committee shall meet as needed to deal with business authorized by the Board of Directors, to call special meetings of the Board of Directors, or to carry out the duties of the Board of Directors if the Board of Directors is unable to meet. All actions of the Executive Committee shall be subject to approval or ratification by the entire Board of Directors.

ARTICLE VII COMMITTEES AND MINISTRY TEAMS

- 7.1 Committees and Ministry Teams shall be elected to exercise the work and ministries of the Conference.
- 7.2 Election of Chairpersons. Each year, no later than sixty (60) days before the Annual Meeting of the Conference, each Committee and Ministry Team, other than the Finance, Personnel and Nominating committees, shall recommend to the Nominating Committee a nominee from its constituency to serve as chairperson for the next year. Individuals may serve as chairpersons on any given Committee or Ministry Team for no more than two consecutive one-year terms.
- 7.3 Duties. Each of the Committees and Ministry Teams shall have authority to design, appoint, and subsequently give oversight to such task force or ad hoc groups as may be necessary to fulfill their responsibilities and objectives. The Committee or Ministry Team shall terminate such groups at their discretion. Members of the ad hoc groups shall be enlisted from the general Conference constituency with the length of term stated in the appointment.
- (a) Committees There shall be four committees to address the administrative and fiduciary functions of the Conference. Three of these committees, Finance, Personnel, and Nominating committees shall consist of Conference constituents as elected by the members at the Conference Annual Meeting. These committee members shall be elected for a term of two years and may succeed themselves for a second two-year term. If a Committee member misses two consecutive meetings without reason, the chair shall contact the person and may request a resignation. In the absence of a resignation, the Committee may vote to terminate the membership. Should resignation or termination occur, the vacancy may be filled in accordance with Bylaw provision 6.3 (g)). The Business Committee shall be appointed by the Board of Directors.
- (1) Finance Committee
This committee shall solicit input from Conference Committees and Ministry Teams and other parties regarding the annual budget of the Conference. It shall prepare a proposed annual budget, monitor income and expenses, and present recommendations to the Board of Directors regarding budget adjustments. It shall conduct a continuing review of Conference accounting and financial management procedures. The committee will oversee and evaluate budget building procedures; provide consultation and guidance regarding accounting procedures, practice and policy; recommend an independent audit when determined to be advisable; and make recommendations to the Board of Directors for policy and/or procedural changes. This committee shall implement investment policies of the Conference, and shall propose, oversee and evaluate the management of liquid assets as well as all the long term assets of the Conference: the investment portfolio and capital assets. This committee shall consist of no fewer than five and no more than eight persons, and shall meet as needed. The Treasurer shall be an ex-officio member chair of the Finance Committee.
- (2) Personnel Committee.
This committee shall recommend to the Board of Directors for approval, policies regarding employment and/or dismissal of all Conference employees; shall create and maintain job descriptions for said employees; shall cause personnel policies of the Conference to be fairly administered; shall conduct an bi-annual performance review of the Conference Minister, and, in consultation with the Conference Minister, assure an annualy review of other staff performance; in consultation with the Conference Minister may make

recommendation for salary and benefits for all employees; and may make recommendations for any changes to the Board of Directors for budget preparation. This committee shall consist of no fewer than five and no more than eight persons, and shall meet as needed.

(3) Nominating Committee.

The Nominating Committee shall consist of six members elected at the Annual Meeting of the Conference to serve for a period of two years. ~~In addition, the~~ The Assistant Vice Moderator of the Conference shall be a member of the Nominating Committee and shall serve as the chair ~~person~~ of the Committee. Each association shall be represented on the committee. Associations shall submit a nominee to serve as a representative of the association on the Committee. A member of the Nominating Committee who has served two full terms shall not be eligible for re-election until one year has elapsed. Terms of members shall begin at the close of the Annual Meeting at which they were elected.

(4) Business Committee.

The Board of Directors shall appoint three of the Association representatives who are members of the Board to act as the business committee for the meetings of the Conference. The Business Committee shall receive resolutions in accordance with the Standing Rules for Annual Meetings and manage the business agenda for meetings of the Conference.

(b) Ministry Teams shall consist of Conference constituents as elected by the members at the Conference Annual Meeting. Ministry Team members shall be elected for a term of two years and may succeed themselves for a second two-year term. If a Ministry Team member misses two consecutive meetings without reason, the chair shall contact the person and may request a resignation. In the absence of a resignation, the Ministry Team may vote to terminate the membership. Should resignation or termination occur, the vacancy may be filled in accordance with Bylaw provision 6.3 (g)).

(1) Ministry Teams shall implement the purpose and work of the Conference. The Board of Directors shall have authority to design, appoint, and give oversight to such Ministry Teams as may be necessary to fulfill the Board's objectives. Ministry Teams shall meet at least three times per year. Each Ministry Team shall submit a written report of its activities to the Annual Meeting.

(2) By January of each year, the Board of Directors shall define a list of Ministry Teams for the succeeding year and specify the task of each Ministry Team and the number of members who are to serve on each. Those descriptions will be given to the Nominating Committee. The Nominating Committee shall seek to provide a balanced constituency of elected members for all Ministry Teams; i.e., geography, gender, sexual orientation, age, ethnic background, laity, clergy. The Nominating Committee shall also consider any specialized skills, interests or experiences that would enhance the work of the Ministry Team.

(3) When a new Ministry Team is formed, the Nominating Committee shall propose members nominated to staggered terms, and shall name a candidate to be elected as chairperson.

(4) A member of the Board of Directors shall serve as a liaison to each Ministry Team. The designated liaison shall maintain regular contact with the chair of the Ministry Team, sufficient to communicate actions or concerns of the Board, and to inform the Board of the plans and accomplishments of the Ministry Team. At least once a year the Board of Directors will convene a gathering of all members of the Ministry Teams and the Board

of Directors to strengthen communications and encourage cooperative ministries.

- (5) The Board of Directors may determine that an existing Ministry Team is no longer necessary, and discontinue that Ministry Team. The Board shall report to the Annual Meeting when a Ministry Team is discontinued, and the Ministry Team shall cease to exist at the close of that Annual Meeting.

ARTICLE VIII ELECTIONS

- 8.1 The Nominating Committee shall make a report to the Annual Meeting of all nominations for each office and all committees as provided in the Bylaws.
 - (a) When selecting candidates for office, the Nominating Committee shall consider all names submitted.
 - (b) Members of committees and ministry teams shall be selected in accordance with job descriptions and specific qualifications as established by the Board of Directors.
 - (c) The Committee may make more than one nomination for each office. Nominations may also be made from the floor.
 - (d) The Nominating Committee shall ~~notify mail to~~ each church of the Conference during the first quarter of each election year of vacancies to be filled at the next Annual Meeting of the following: during January, to be returned in February of each year, a form listing of vacancies to be filled on the Board positions, in-office, Committees, Ministry Teams, and delegate assignments at the next Annual Meeting.
 - (e) The Nominating Committee may assist the Board of Directors in filling vacancies in committees or ministry teams created throughout the year.
 - (f) Persons named on the Nominating Committee slate shall have been notified in advance of their nomination and shall have indicated their acceptance.
 - (g) The Nominating Committee shall provide each nominee with a committee, ministry team, or job description as promulgated by the Board of Directors.
- 8.2 The Nominating Committee shall request from each association the name of a representative to serve on the Board of Directors. The Nominating Committee shall present the name of each association representative for election at the Annual Meeting. Service shall be one term of three years in duration. Association nominees may be currently serving as an officer of the association, or may be designated to serve specifically for the purpose of representing the association on the Conference Board of Directors.
- ~~8.3 The Nominating Committee shall request from each Conference Committee and Ministry Team a recommendation for chairperson. The report of the Nominating Committee shall designate a chair for each Committee and Ministry Team. Each term as chairperson shall be one year in duration.~~
- 8.4 The Nominating Committee shall invite and consider nominations from associations for General Synod delegates. The Rocky Mountain Conference delegation shall conform to General Synod guidelines.

8.5 Moderator and Assistant Vice Moderator

- a) The Moderator and Assistant Vice Moderator shall be elected at the Annual Meeting to serve for a term of one year, and be eligible for reelection once, to begin at the adjournment of the Annual Meeting and shall serve until their successors are elected and installed. Moderator and Assistant Vice Moderator shall be alternately a lay person and a minister; if the Moderator is a lay person the Assistant Vice Moderator shall be a minister, and vice versa.
- b) The Moderator shall preside at all meetings of the Conference.
- c) The Moderator shall be President of the Conference and chairperson of the Board of Directors and shall report all findings and acts of the Board to the Conference at the annual meeting or at such other times as the Moderator or the Board shall determine to be appropriate.
- d) The Assistant Vice Moderator shall perform the duties of the Moderator in case of absence or inability to act or by request of the Moderator and shall perform other duties as specified in these Bylaws or by the Board of Directors.
- e) The Assistant Vice Moderator of the Conference shall be a member of the Nominating Committee and shall serve as the chairperson of the Committee.

8.6 Treasurer. The Treasurer shall be elected at an Annual Meeting for a term of two years, to begin July 1 after election, and shall be eligible for reelection for one additional term. The Treasurer shall receive and be custodian of all funds, securities and personal property belonging to or entrusted to or in any manner committed to the care or custody of the Conference. The Treasurer shall disburse, pay over, and deliver same as authorized in the Conference budget, or as shall from time to time be ordered by the Board of Directors. Direct gifts received by the Conference shall be processed as indicated by the donor. The Treasurer shall make reports to the Board of Directors and an Annual Report to the Conference. The Treasurer shall give bond for the faithful discharge of duties in such sum as the Board may require, the expense of such bond to be paid by the Conference. The Treasurer shall ~~be an ex-officio member of~~ chair the Finance Committee.

8.7 Chair of the Personnel Committee. The Chair of the Personnel Committee shall be elected at an Annual Meeting for a term of two years and be eligible for reelection once.

8.8 Assistant Treasurer and Assistant Secretary. The Board of Directors may appoint an Assistant Treasurer and an Assistant Secretary, specifying term and assignment of duties. The Assistant Treasurer shall also be bonded and otherwise subject to all regulations applicable to the Treasurer. The Assistant Secretary shall perform the duties of the Executive Secretary as instructed by, or in the absence of, the Executive Secretary. The Assistant Treasurer and the Assistant Secretary may be employees of the Conference.

8.9 Additional Board Members. As needed to support the work of the Conference, additional Board members may be elected at an Annual Meeting for a term of two years and be eligible for reelection once. Such Board members may be given specific portfolio responsibilities by the Board of Directors.

8.10 The Conference Minister.

- (a) The Conference Minister shall be an ordained minister with standing in the United Church of Christ and shall be nominated by the Board of Directors and elected at the annual meeting of the Conference or a special meeting called for that purpose. The Conference Minister shall serve at the pleasure of the Conference under a Call Agreement between the Conference and the Conference Minister. The Conference Minister may resign by giving

three months written notice to the Board of Directors. The Call Agreement with the Conference Minister may be terminated by three-fourths (3/4) of the directors. If the directors vote to terminate the Call Agreement, the Conference Minister may, by written request submitted to the Conference Moderator with in ten (10) days of notification, appeal the termination to the members of the Conference at the next annual meeting or, a special meeting of the Conference called to consider the appeal. In addition, three Directors, two associations or ten churches of the Conference may request the termination of the Call Agreement. In that case the Board shall consider the request and if it determines by a majority vote of all the directors that the request should be submitted to a meeting of the Conference it shall submit the request to a meeting of the Conference held within sixty (60) days after the Board makes its determination. The Call Agreement shall then be terminated if the request receives a majority vote at the meeting of the Conference. Upon a vote to terminate, the Conference Minister may immediately be relieved of all duties. Upon a vote to terminate, the Conference Minister shall be compensated a minimum of three months salary and benefits, not including business expenses.

- (b) The Conference Minister shall have general supervision over the work of the Conference under the guidance of the Board of Directors. The Conference Minister, in consultation with the Personnel Committee and the Board of Directors, shall recommend job descriptions for the staff. select, employ and evaluate staff and supervise the services of all staff members.
- (c) The Conference Minister shall be Executive Secretary of the Corporation and be authorized to sign checks and negotiate legal documents, and shall be bonded in such amounts as the Board of Directors shall determine, the expense of such bonds to be paid by the Conference. Further, the Conference Minister shall act as Registrar of the Conference acting as an Association. The Conference Minister shall report to the Board of Directors and shall make an annual report to the Conference
- (d) The Conference Minister shall attend the meetings of the Conference, the Board of Directors, and he/she, or a designated staff member, shall be a member ex-officio of all committees and ministry teams of the Conference. The Conference Minister shall be the liaison officer between the Conference and denominational, ecumenical and interfaith bodies.
- (e) The Conference Minister shall facilitate communications with and between ministers, churches, associations of the Conference, the Conference, and the national settings of the United Church of Christ; be available to consult with and advise individuals and/or congregations on matters affecting the faithful functioning of the church; and upon request, shall represent, or appoint another to represent, the Conference at ceremonies and functions related to the missions and ministries of the Conference.
- (f) On adjournment of the Annual Meeting, the Conference Minister shall ensure that all persons who have been appointed or elected to any position by the Conference or the Board of Directors are notified and welcomed. The Conference Minister shall work with each chair to convene all Committees and Ministry Teams within four months after the Annual Meeting.
- (g) The Conference Minister shall cause to be published the minutes of the Conference and such other data connected with the office as may be instructed by the Conference.
- (h) The Conference Minister shall be custodian of the records, papers, pamphlets and general archives of the Conference and shall see that these are arranged in an orderly manner and carefully preserved in the office of the Conference.

- (i) The Conference Minister shall facilitate the Search and Call Process within the Conference, assisting clergy seeking calls and congregations searching for ministerial leadership.
- (j) The salary of the Conference Minister shall be determined by the Board of Directors. The Conference Minister shall recommend to the Board of Directors the compensation of staff members. Total compensation of the Conference Minister and the staff members shall not exceed the amount for compensation included in the budget for approval by the Conference.

8.11 The Board of Directors, upon recommendation of the Conference Minister, may employ one or more assistant or associate ministers. With approval of the Board of Directors, the Conference Minister may employ staff members as may be desired for the efficient work of the Conference. Services of installation or recognition may be held for such persons.

ARTICLE IX SEAL

9.1 The Conference shall have a corporate seal, consisting of a circle containing the words, "The Rocky Mountain Conference of the United Church of Christ" and such other words or emblems as may be determined by the Board of Directors.

ARTICLE X AMENDMENTS

10.1 These Bylaws may be amended pursuant to Article X of the Constitution. Colorado Conference UCC Bylaws adopted October 30-31, 1962. Amended May 13-15, 1966 and May 25, 1973.
Further amended May 9, 1974, to form the Rocky Mountain Conference 7/1/74. Amended May 9, 1975 and May 11, 1984.
Revised and Amended May 30, 1987; June 2, 1990; May 25, 1991; May 19, 1996; and June 13, 1998.
Revised and Amended June 10, 2000
Revised and Amended June 11, 2005
Revised and Amended July 7, 2009
Revised and Amended June 8, 2013