



TO: General Synod Delegates, Local Churches, and Conferences of the United Church of Christ

FROM: Office of the General Minister & President, Rev. Dr. John C. Dorhauer

DATE: February 24, 2021

RE: United Church of Christ Bylaws Amendments

Dear Delegates,

I very much look forward to our first ever virtual General Synod. We are going to learn much in this experience that will inform our future capabilities as we gather to discern the movement of the Spirit in our times. In preparation for some of that work we will do together, and in compliance with our Constitution and Bylaws, I am sending notice of proposed amendments to the United Church of Christ Bylaws. The Governance Committee of the United Church of Christ Board is always looking to refine our documents to be consistent with emerging best practices and with our core values. I stand in full support of these changes.

On October 2, 2020, the United Church of Christ Board voted to recommend to the Thirty-Third General Synod amendments to the United Church of Christ Bylaws. The proposed amendments are attached to this memo, along with an explanatory memorandum from the UCCB Governance Committee Chair, Rev. Carla Gregg-Kearns. In compliance with the United Church of Christ Constitution, Paragraph 81, I am transmitting these proposed amendments to General Synod Delegates, Local Churches, and the Conferences of the United Church of Christ.

A handwritten signature in black ink, appearing to read 'John C. Dorhauer'.

Officers of the Church

Rev. John C. Dorhauer
General Minister and President

Rev. Traci D. Blackmon
Associate General Minister
Justice and Local Church Ministries

Rev. Karen Georgia A. Thompson
Associate General Minister
Wider Church Ministries and Operations



To: General Synod Delegates, Local Churches, and Conferences of the United Church of Christ

From: Carla Gregg-Kearns, Chair, United Church of Christ Board Governance Committee

Date: February 3, 2021

RE: United Church of Christ Bylaws Amendments

MEMORANDUM

On October 2, 2020, the United Church of Christ Board (UCCB), on recommendation of the Governance Committee, voted to recommend to the General Synod the amendments to the United Church of Christ Bylaws indicated in UCCB-20-09-GOV-04. The purpose of this memorandum is to identify and explain the amendments.

Paragraph 191 (Lines 481-85)

The provision relating to meetings of General Synod being governed by Robert's Rules of Order is deleted, allowing for more flexibility. Currently, the system of parliamentary process is described in the General Synod Standing Rules as well, which are not as difficult to amend.

A provision is added explicitly allowing electronic meetings of the General Synod so long as delegates can communicate contemporaneously with one another.

Paragraph 195 (Lines 512-515)

Language relating to diversity in Conference delegates is amended to be more generalized and to include gender and gender expression. Amendments are partially in response to 2019 General Synod Resolution 12.

Paragraph 212 (Lines 675-682)

The provision is amended to have the Credentials Committee designated from the members of the UCCB. The rationale for this change is that the Credentials Committee is largely staff-driven and staff spend a good deal of time trying to identify delegates who qualify for the Credentials Committee and are willing to serve, as well as trying to schedule and prepare information for meetings, and guide the tasks of the Committee. It is anticipated that the Governance Committee or a subcommittee thereof will be appointed as the Credentials Committee, and these members, who are familiar with the UCC bylaws and delegate demographic requirements, can complete the work of the Credentials Committee easily.

Paragraphs 228-29 (Lines 851-875)

Language relating to race and gender in United Church of Christ Board membership is amended to include gender, gender expression, and sexuality. Quotas are amended to require a majority of at-large members be persons of color, and to require a majority of members to be persons who

identify as women. A requirement that at least one member be transgender, non-binary, or gender non-conforming is added. Amendments are partially in response to 2019 General Synod Resolution 12.

Paragraphs 255-258 (Lines 1171-1216)

Provisions relating to Common Services Corporation are deleted. The rationale for this change is to give Common Services Corporation more flexibility in its governing board and bylaws. CSC dates back to before unified governance, when each of the Covenanted Ministries had a separate governing board and thus needed representation on the board of Common Services. Operations today are much more unified and the role of staff on the CSC governing board is perfunctory. Decisions relating to the Common Services budget are not driven by the CSC governing board but by the UCCB budget realities. Services continue to be driven by the needs of the ministries.

BYLAWS OF THE UNITED CHURCH OF CHRIST

PREAMBLE

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

ARTICLE I. THE MINISTRY

Members in Discernment

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

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

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

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

Ordained Ministry

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

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

Association may opt for further examination or proceed immediately to authorize the ordination, subject to a call recognized by the Association.

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

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

Ordained Ministerial Standing

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

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

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

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

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

114 An Ordained Minister of the United Church of Christ serving a church not affiliated with the United Church of Christ, the Christian Church (Disciples of Christ), or The United Church of Canada, or serving a local church of the Christian Church (Disciples of Christ) or The United Church of Canada without Ordained Ministerial Partner Standing retains Ordained Ministerial Standing in the United Church of Christ so long as the Ordained Minister's Association approves.

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

Ordained Ministers from the Christian Church (Disciples of Christ)

116 An ordained minister from the Christian Church (Disciples of Christ) may hold Ordained Ministerial Partner Standing in the United Church of Christ only when serving a United Church of Christ calling body or serving in a ministry capacity directly relating to the United Church of Christ.

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

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

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

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

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

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

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

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

- (a) shall maintain Ordained Ministerial Standing in the United Church of Christ. Ordained Ministerial Standing shall be held in the Association in which local church membership is held;
- (b) shall hold local church membership in a local church of the Christian Church (Disciples of Christ); and
- (c) shall relate to the Christian Church (Disciples of Christ) for the Ordained Minister's primary support and accountability in ordained ministry.

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

125 Primary oversight of an Ordained Minister from the United Church of Christ holding
Ordained Ministerial Partner Standing in the Christian Church (Disciples of Christ) is with the
Christian Church (Disciples of Christ). In the event of a disciplinary procedure, the United
Church of Christ Association in which standing is held shall be informed and invited to
participate in the procedures. The Association may accept the procedures and outcome of the
Region or utilize its own procedures to determine the person's ongoing standing in the United
Church of Christ.

126 When a person no longer has Ordained Ministerial Standing in either the United Church of
Christ or Christian Church (Disciples of Christ), that person is no longer an Ordained Ministerial
Partner and no longer has Ordained Ministerial Partner Standing.

Ordained Ministers from The United Church of Canada

127 An ordained minister from The United Church of Canada may hold Ordained Ministerial
Partner Standing in the United Church of Christ only when serving a United Church of Christ
calling body or serving in a ministry capacity directly relating to the United Church of Christ.

128 Upon demonstrating knowledge of, and appreciation for, the history, polity, and practices of
the United Church of Christ to an Association, an Ordained Ministerial Partner from The United
Church of Canada may seek a call in the United Church of Christ.

129 An Ordained Ministerial Partner from The United Church of Canada who accepts a call in the
United Church of Christ joins a Local Church of the United Church of Christ, and applies for
Ordained Ministerial Partner Standing to the Association in which Local Church membership is
held.

130 An ordained minister from The United Church of Canada who holds Ordained Ministerial
Partner Standing in an Association shall also maintain ordained ministerial standing within their
current presbytery of The United Church of Canada.

131 In the United Church of Christ, Ordained Ministerial Partner Standing is granted by the
Association where the ordained minister from The United Church of Canada is called to serve
and is for the period of call for which it is granted. If a new consecutive call to perform the duties
and exercise the prerogatives of ordained ministry in the United Church of Christ is extended,
then Ordained Ministerial Partner Standing may be transferred across Associations pursuant to
the process for transferring standing.

132 Ordained ministers from The United Church of Canada holding Ordained Ministerial Partner
Standing in the United Church of Christ are expected to maintain requirements for ongoing
ministerial standing from both denominations.

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

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

134 An Ordained Minister from the United Church of Christ who holds Ordained Ministerial
Partner Standing in The United Church of Canada

- (a) shall maintain Ordained Ministerial Standing in the United Church of Christ. Ordained Ministerial Standing shall be held in the Association in which Local Church membership is held.
- (b) shall hold Local Church membership in a Local Church of the United Church of Christ and in a presbytery of The United Church of Canada.
- (c) shall relate to The United Church of Canada for the Ordained Minister's primary support and accountability in ordained ministry.

135 Ordained Ministers from the United Church of Christ holding Ordained Ministerial Partner Standing in The United Church of Canada are expected to maintain requirements for ongoing ministerial standing from both denominations.

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

137 When a person no longer has Ordained Ministerial Standing in either the United Church of Christ or The United Church of Canada, that person is no longer an Ordained Ministerial Partner and no longer has Ordained Ministerial Partner Standing.

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

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

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

140 An ordained minister of another denomination other than the Christian Church (Disciples of Christ) or The United Church of Canada who wishes to retain ordained ministerial standing in that denomination and who has become pastor of a Local Church of the United Church of Christ, or serves in a Covenanted, Affiliated or Associated Ministry of the United Church of Christ, or has become pastor of a yoked charge or a federated church one part of which is affiliated with the United Church of Christ, or has been called to an ecumenical ministry one constituent of which is the United Church of Christ, may apply to the Association for dual ordained ministerial standing which is limited to duration of that pastorate or that responsibility, and during that period may have all the rights and privileges of such membership.

Commissioned Ministers

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

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

143 Commissioned Ministers are listed separately from Ordained Ministers and from Licensed Ministers on the rolls of the Association.

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

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

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

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

Licensed Ministers

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

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

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

151 Licensed Ministers are listed separately from Ordained Ministers and from Commissioned Ministers on the rolls of the Association.

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

Calling, Installing and Terminating a Pastor

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

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

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

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

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

158 The committee of the Local Church presents to the Local Church the name of a candidate it recommends to fill the vacancy. The Local Church determines whether or not it wishes to call the person recommended.

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

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

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

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

Ministerial Accountability

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

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

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

ARTICLE II. ASSOCIATIONS AND CONFERENCES

Associations

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

167 An Association determines its own method for securing financial support.

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

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

170 An Association offers encouragement, guidance, and assistance in the organization of new Local Churches.

171 An Association, with the counsel of the Conference, receives Local Churches into the United Church of Christ.

172 An Association covenants with members of the United Church of Christ within that Association as together they discern God's call to authorized ministry and prepare for ordination, commissioning or licensing.

173 An Association ordains, commissions, and licenses qualified candidates; grants standing as a covenantal relationship with Ordained Ministers, Licensed Ministers, Commissioned Ministers, and persons with Ordained Ministerial Partner Standing; certifies to, transfers, and terminates Ordained Ministerial Standing, Ordained Ministerial Partner Standing, commissioned ministerial standing and licenses; installs Ordained Ministers and persons with Ordained Ministerial Partner Standing; covenants with Licensed Ministers, Commissioned Ministers, and the Local Churches to which they are called; grants Privilege of Call and Leaves of Absence; reviews and ecclesiastically oversees Ordained, Commissioned, and Licensed Ministers and persons with Ordained Ministerial Partner Standing; and verifies that an Ordained Ministerial Partner has demonstrated knowledge of, and appreciation for, the history, polity, and practices of the United Church of Christ.

406 174 An Association receives and acts upon business referred to it by its Local Churches, its
407 Conference, the General Synod, and other bodies.

408
409 175 An Association may petition and overture its Conference or the General Synod.

410
411 **Conferences**

412 176 A Conference elects officers and elects or appoints such committees as it deems necessary
413 for the transaction of its business and the correlation of its work with that of the General Synod.

414
415 177 A Conference employs such salaried personnel as its program may require.

416
417 178 A Conference receives and acts upon business, requests, counsel, and references from Local
418 Churches, Associations, the General Synod, and other bodies.

419
420 179 A Conference provides names to the General Synod Nominating Committee as requested.

421
422 180 A Conference may petition and overture the General Synod.

423
424 181 A Conference chooses delegates and alternate delegates to the General Synod in accordance
425 with the Constitution of the United Church of Christ and these Bylaws.

426
427 182 A Conference receives from the Local Churches contributions for denominational support
428 and keeps detailed records of the same.

429
430 183 A Conference consults on a regular basis with the General Minister and President, or the
431 General Minister and President's designee, acting on behalf of the General Synod, to reach
432 mutual agreement upon the percentage, or the dollar amount, of the undesignated gifts for
433 denominational support to be retained for its own support.

434
435 184 Upon the basis of the agreed upon percentage, or dollar amount, the Conference each month
436 retains the amount necessary for its own support and forwards the balance to the treasury office of
437 the National Setting.

438
439 185 A Conference, in the interest of the Local Churches, discharges those duties and provides
440 those services which will strengthen the witness of the United Church of Christ, such as:

- 441
442 a) Coordinating the work and witness of the Local Churches and Associations;
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444 b) Rendering counsel to Local Churches and ministers in situations calling for help
445 beyond their own resources;
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447 c) Rendering an advisory service to Local Churches and to ministers with reference to
448 pastoral search;
449
450 d) Establishing and maintaining Conference offices, Conference centers, institutions, and
451 other agencies needful to its growth and welfare;
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453 e) Sponsoring in-service training for ministers; and
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455 f) Conducting conferences, retreats, clinics, and workshops.
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186 A Conference maintains ecumenical and interfaith relations within its boundaries with other fellowships to the end that mutual understanding and cooperation may be advanced.

ARTICLE III. THE GENERAL SYNOD

Meetings of the General Synod

187 Regular meetings of the General Synod shall be held biennially.

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

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

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

~~191 All proceedings of the General Synod shall, unless otherwise provided for, be governed by the current edition of Robert's Rules of Order Newly Revised, as amended. Any regular or special meeting of the General Synod may be held remotely, as determined by the United Church of Christ Board, with all delegates attending through communications equipment that allows delegates to communicate contemporaneously with one another.~~

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

Membership of the General Synod

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

Voting Delegates

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

Conference Delegates

195 The number of Conference delegates shall be allocated to each Conference by the United Church of Christ Board on the basis of the number of persons who have membership in the Local Churches of the Conference. There shall not, however, be fewer than three delegates allocated to any Conference. The total number of Conference delegates in any biennium shall not be fewer than 675 nor more than 725. Delegates and alternate delegates shall be chosen by each

Conference from among its authorized ministers in full standing and persons with Ordained Ministerial Partner Standing and the members of its Local Churches. Conferences may initiate and consider nominations from the Associations. From each Conference, except in Conferences having three delegates, (a) lay persons shall constitute at least fifty percent of the delegates and (b) the delegation shall reflect the United Church of Christ's commitment to affirmative action the values of diversity, equity, and inclusion; it shall be representative of people of diverse races, ethnicities, genders, gender expressions ; it shall be representative of racial and ethnic persons (Blacks, Hispanics, American Indians, Asian-Americans, and Pacific Islanders), women and youth and young adults (at least twenty percent of each delegation shall be under 30 years of age at the time of the commencing of their terms, and where possible, be represented equally by (1) youth, persons of high school age; and (2) young adults, persons graduated from high school or over 19 years of age). In Conferences with three delegates the above requirements for representation are recommended but shall not be mandatory. Despite any lack of exact compliance with these requirements, actions of a General Synod which is constituted in substantial compliance with these representation requirements, as determined by the United Church of Christ Board, shall be valid.

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

United Church of Christ Board Delegates

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

Historically Underrepresented Groups Delegates

198 There shall be forty (40) Historically Underrepresented Groups delegates, four (4) from each of the Historically Underrepresented Groups: Council for American Indian Ministry; The Colectivo de UCC Latinx Ministries; Ministers for Racial, Social and Economic Justice; Pacific Islander and Asian American Ministries; United Black Christians; UCC Disabilities Ministries; Council for Youth and Young Adult Ministries; the United Samoan Ministries; the Open and Affirming Coalition of the United Church of Christ; and the UCC Mental Health Network. The term of Historically Underrepresented Groups delegates, other than any elected to fill unexpired terms, shall begin at the opening of the next regular meeting of the General Synod following their election and shall continue for a period of four years, terminating at the opening of the third regular meeting of the General Synod following such election. No delegate who has served a full term shall again be elected until after at least two years have elapsed.

Associate Delegates

199 Unless otherwise serving as a voting delegate to

the General Synod, the chairperson of the governing body and the principal minister(s) or executive(s) of each Conference; the chairperson of each Task Force created by the General Synod not otherwise represented on the United Church of Christ Board; the chairperson of each General Synod standing committee; a representative of the Christian Churches (Disciples of Christ); and one representative of each of the seminaries of the United Church of Christ not otherwise represented, chosen by the seminary, shall be Associate Delegates, with voice but without vote.

Ecumenical Delegates

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

Moderators of the General Synod

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

202 The Moderator shall preside at the sessions of the General Synod.

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

204 The Moderator and Assistant Moderator shall include an authorized minister or a person with Ordained Ministerial Partner Standing and a layperson, and shall reflect the diversity to which the United Church of Christ is committed.

Committees of the General Synod

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

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

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

member moving to the Conference currently served by another member shall continue to serve as a member of the Nominating Committee until the end of the biennium. The position on the Nominating Committee held by the member who moved becomes vacant at the end of the biennium during which the above change in Conference occurs.

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

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

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

e) A member of the Nominating Committee who has served a full term shall not be eligible for re-election until a biennium has elapsed. Terms of members shall begin at the close of the General Synod at which the members have been elected and continue to the close of the third regular General Synod after their election. The Chairperson of the Nominating Committee shall be named by the United Church of Christ Board from the members of the Nominating Committee within six months after each regular meeting of the General Synod.

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

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

209 The Nominating Committee is responsible for ensuring that the membership of the United Church of Christ Board embodies the commitment of the United Church of Christ to diversity and balance, both in its overall composition and in its internal segments. In order to achieve this end, the Nominating Committee may, if necessary, approach any group submitting and/or recommending names with the request that they assist in that task by presenting additional names.

210 When selecting candidates for offices, the Nominating Committee shall consider all names submitted.

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

Credentials Committee

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

Budget Committee, Business Committee, and Committee of Disposition

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

Officers of the United Church of Christ

214 The General Synod shall call by election, from among the members of the United Church of Christ, the General Minister and President, the Associate General Ministers, and such other officers of the United Church of Christ as the General Synod may from time to time determine.

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

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

General Minister and President

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

a) Spiritual Leader of the Church:

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

b) Theological Interpreter:

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

c) Convener:

The General Minister and President will convene and preside at the meetings of the Officers of the United Church of Christ. The General Minister and President is responsible for coordinated communication, fund raising and planning in collaboration with the Associate General Ministers. The General Minister and President is a member of the Mission Planning Council.

d) Chief Executive Officer:

The General Minister and President is the Chief Executive Officer of the General Synod and is its principal spokesperson. The General Minister and President oversees the administration of the National Setting offices. The General Minister and President leads and directs the work of the Associate General Ministers and the Officers of the United Church of Christ. The General Minister and President is the executive ultimately responsible for all hiring and termination decisions in the National Setting of the United Church of Christ. The General Minister and President may from time to time delegate administrative responsibilities as the needs of the Church and good judgment dictate.

The General Minister and President serves as the corporate President of the United Church of Christ Board, each of the Covenanted Ministries, ~~the Common Services Corporation of the United Church of Christ~~, and all other corporations related to the Covenanted Ministries. The General Minister and President determines the delegation and direction of the work of the Covenanted Ministries to the Associate General Ministers, with the affirmation of the United Church of Christ Board.

The General Minister and President serves as an ex-officio member in all meetings of the Affiliated and Associated Ministries. The General Minister and President shall serve as an ex-officio member, with voice, but not vote, in the meetings of all Commissions, Councils, and Committees of the United Church of Christ, except as otherwise provided in the Constitution and Bylaws of the United Church of Christ; except that the General Minister and President shall not participate in the work of the Search Committee for the General Minister and President. The

General Minister and President shall be the official representative of the Church in ecumenical, interdenominational, and interfaith relations. The General Minister and President may appoint a representative for such occasions as the General Minister and President deems advisable.

218 The General Minister and President is accountable to the General Synod and the United Church of Christ Board, acting as the General Synod ad interim.

219 The candidate for the position of General Minister and President is nominated for an initial term by a search committee of the United Church of Christ, broadly representative of the Church, and appointed by the United Church of Christ Board. The search committee includes at least one Conference Minister named by the Council of Conference Ministers and one representative of the Council for Racial and Ethnic Ministries to be selected, in the first instance, from the COREM members on the United Church of Christ Board, each with voice and vote. At least one member shall be a youth or young adult. The affirmative action commitment of the Church is to be fully respected in the search process and diversity maintained in the membership of the Officers of the United Church of Christ. The candidate chosen by the search committee is confirmed by a two-thirds vote of the United Church of Christ Board before the candidate's name is placed before the General Synod. Only one nominee may be presented for election, and nominations may not be made from the floor. An affirmative vote of at least sixty percent of the General Synod is necessary for election and call. The General Minister and President does not participate in the work of the search committee choosing a successor. The General Minister and President is evaluated regularly through a process approved by the United Church of Christ Board. In the event that the General Minister and President is unable to discharge the responsibilities of that Office, or if there is a vacancy in that Office, the United Church of Christ Board shall name an Associate General Minister to serve as Acting General Minister and President until the General Minister and President returns to service or is replaced by a successor elected by the General Synod after a search process.

Associate General Ministers

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

221 Each Associate General Minister will be responsible for the work of the Covenanted Ministries, as delegated and directed by the General Minister and President and affirmed by the United Church of Christ Board of Directors.

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

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

224 Each Associate General Minister is an Officer of the United Church of Christ.

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

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

United Church of Christ Board

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

228 The United Church of Christ Board shall consist of up to 52 members. Thirty-six members shall serve in at-large positions and up to 16 members shall be appointed members with voice and vote. The composition of the United Church of Christ Board shall embody the commitment of the United Church of Christ to be a ~~multicultural and multiracial~~ diverse, equitable, and inclusive Church open and accessible to all, reflecting ~~the racial and ethnic diversity of society with a~~ balance of leadership ~~between women and men~~ among people of diverse races, ethnicities, genders, gender expressions, and sexuality, ~~open and accessible to all~~. All members of the United Church of Christ Board shall be voting members, except as legally proscribed and noted below.

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

- ~~50% or more~~ A majority shall be persons of color.

- ~~50% or more~~ A majority shall be persons who identify as women, both transgender and cisgender; non-binary persons; or gender non-conforming persons. The remaining members may be persons who identify as men, both transgender and cisgender.
- ~~1/3~~ One-third shall be authorized ministers or persons with Ordained Ministerial Partner Standing.
- ~~1/3 shall be laymen.~~
- ~~1/3 shall be laywomen~~ Two-thirds shall be laypersons.
- ~~20%~~ Twenty percent shall be under 30 years of age. To the extent possible, the under 30 years of age members shall include both youth of high school age and young adults. All such members shall be voting members except as legally proscribed.
- At least one member shall be a person who self-identifies as having a disability.
- At least one member shall be a person who self-identifies as gay, lesbian, bisexual, or asexual.
- At least one member shall be a person who self-identifies as transgender, non-binary, or gender non-conforming.
- a) At-large members shall serve one term of three regular meetings of the General Synod, which shall commence at the close of the General Synod at which the person is elected and qualified and shall terminate at the close of the General Synod in which a successor is elected and qualified. At-large members shall be divided into three classes of 12 members each, with a class of 12 members being elected at each General Synod. No at-large member who has served more than one-half of a full term shall be nominated to serve again until at least one regular meeting of the General Synod has elapsed. Nominations for the at-large positions shall be solicited from all entities and organizations within the United Church of Christ. There shall not be more than three at-large members from any one Conference at the time of an individual's election.
- b) The General Synod Nominating Committee nominates these persons after submission of names, according to the procedures established in these Bylaws, and criteria determined by the Nominating Committee. In order to fulfill its responsibilities to ensure that the membership of the United Church of Christ Board reflects the diversity to which the United Church of Christ is committed, the Nominating Committee may ask for additional names to be submitted.
- 230 Appointed members of the United Church of Christ Board with voice and vote shall include:
- a) The Officers of the United Church of Christ.
- b) The Moderator and the Assistant Moderator of the General Synod.
- c) One member designated by the Christian Church (Disciples of Christ) to serve a term of two years. Any such member shall be eligible to serve up to two additional terms and not to exceed three terms.
- d) Six principal ministers of Conferences, one to be elected from each Region by the Council of Conference Ministers for a term of two years, not to exceed two consecutive terms. If any such member ceases during the member's term of office on the United Church of Christ Board to be the principal minister of a Conference within the Region from which said member was elected, a vacancy shall be thereby created to be filled by election by the Council of Conference Ministers.
- e) The Executive of the United Church Funds, Inc.

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

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

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

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

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

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

Responsibilities of the United Church of Christ Board

235 The United Church of Christ Board shall act for the General Synod ad interim, and, in cooperation with the Officers of the United Church of Christ, shall provide coordination and evaluation of the work of the Church and shall carry out such other responsibilities as may be from time to time delegated to it by the General Synod or as provided for in these Bylaws or the Constitution.

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

b) The United Church of Christ Board is responsible for policies relating to the mission of the United Church of Christ in its National Setting. It shall support the on-going work of the General Synod through its various ministries, planning for and encouraging cooperation among those ministries, with Local Churches, Associations, and Conferences, and with other expressions of the Church which contribute to and embody God's mission in Jesus Christ. It shall support the spiritual and financial health of the Church, and shall ensure the presence and implementation of policies which contribute to the health of the Covenanted Ministries in relationship with one another and their accountability to the General Synod. It shall receive reports from the Officers of the United Church of Christ and provide oversight and support for the work of that body. It

964 shall facilitate the business of the General Synod and assume such other tasks as may be
965 assigned to it by the General Synod. It shall be a focal point for decision-making, overall
966 planning and evaluation, and budgeting in the National Setting. It shall receive and report
967 upon divergent points of view and maintain an open channel for the consideration of
968 minority or dissenting opinion. It shall submit a report of its work to the General Synod at
969 each regular meeting. In cooperation with the Covenanted, Affiliated, and Associated
970 Ministries it shall make an annual informational report to the Local Churches and the
971 Conferences about the total program of the Church in the National Setting.
972

973 236 Vacancies occurring in offices, commissions, or committees of the General Synod, or in the
974 membership of the United Church of Christ Board, shall, unless otherwise provided, be filled by
975 the United Church of Christ Board acting as the General Synod ad interim, such actions to be
976 reported to the next General Synod.
977

978 237 The United Church of Christ Board shall make such elections, nominations or appointments
979 as these Bylaws or action of the General Synod may require.
980

981 238 Acting as the Budget Committee for the General Synod, the United Church of Christ Board
982 shall determine the allocation of funds from denominational support. The United Church of Christ
983 Board, acting as the Budget Committee, shall also receive and review the past and projected use
984 of denominational funds allocated to each Covenanted Ministry and recommend the
985 denominational support threshold amount for ~~the~~ each General Synod regular meeting interval.
986

987 239 The United Church of Christ Board shall be an incorporated body in order to ensure that it
988 may effectively and expeditiously perform all legal functions of the General Synod and all of its
989 other functions as provided for in the Constitution and Bylaws of the United Church of Christ.
990 The membership of the Corporation shall consist of those persons described in the Bylaws as
991 members of the Board of Directors of the United Church of Christ, who shall be elected or
992 affirmed in the manner therein provided and who shall have the right to vote only to the extent
993 granted by the Bylaws. Those members shall also be the Directors of the Corporation. The
994 Corporation shall have such officers as required by law and as provided in these Bylaws. The
995 Corporation may adopt for its government and the management of its affairs bylaws and rules not
996 inconsistent with its Articles of Incorporation nor with the Constitution, Bylaws, Rules and
997 regulations of the General Synod of the United Church of Christ.
998

999 240 The United Church of Christ Board shall serve as the Business Committee of the General
1000 Synod during its sessions, and as such shall prepare the agenda and schedule for all meetings of
1001 the General Synod, recommend changes therein during sessions, and appoint committees not
1002 otherwise provided.
1003

1004 **Administration of the National Setting Offices**

1005 241 The General Minister and President shall oversee the administration of the National Setting
1006 offices.
1007

1008 **Committees of the United Church of Christ Board**

1009 242 The United Church of Christ Board shall have such other Committees as it may deem
1010 necessary, including but not limited to those named hereafter, and each may draw on expertise
1011 beyond the Board if necessary.
1012

1013 **Ministry Committees**

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

Executive Committee

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

- a) Chairperson and vice-chairperson of the United Church of Christ Board
- b) Chairperson of the Audit Committee, Finance and Budget Committee, Governance Committee, Investment and Endowment Committee, and Development Committee
- c) The Officers of the United Church of Christ
- d) One Conference Minister
- e) Moderator of the General Synod
- f) Three additional at-large members, one from each of the three classes
- g) To the extent possible while still maintaining diversity and expertise, the composition of the Executive Committee shall embody the commitment of the United Church of Christ to a multicultural and multiracial Church, with membership reflecting age, race, and gender diversity, open and accessible to all.

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

Finance and Budget Committee

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

- 1065
1066 a) Chairperson or vice-chairperson of the United Church of Christ Board
1067
1068 b) Six representatives of the United Church of Christ Board
1069
1070 c) General Minister and President
1071
1072 247 The duties and responsibilities of the Committee include:
1073
1074 a) Reviewing the annual available resources and being responsible for financial planning.
1075
1076 b) Reviewing the proposed Annual Budget recommended by the General Minister and
1077 President in consultation with key staff and mission partners, such as Common Global
1078 Ministries.
1079
1080 c) Recommending the Annual Budget to the United Church of Christ Board.
1081
1082 d) Receiving and reviewing regular financial reports.
1083

1084 **Investment and Endowment Committee**

1085 248 The Investment and Endowment Committee shall consist of up to 14 members and shall be
1086 members of the United Church of Christ Board (except as noted below), including:
1087

- 1088 a) Six representatives from the United Church of Christ Board
1089
1090 b) The Officers of the United Church of Christ
1091
1092 c) The Executive of the United Church Funds, Inc., with voice but without vote
1093
1094 d) The United Church of Christ Board, by vote of its membership, may add up to three
1095 individuals with legal and/or investment expertise who are not members of the United
1096 Church of Christ Board but are members of the United Church of Christ.
1097
1098 249 The duties and responsibilities of the Committee include:
1099
1100 a) Assuring that the legacy/historic restrictions on the use of restricted funds and the
1101 intended use restrictions of the unrestricted funds of each of the historic ministries are
1102 monitored, accounted for, maintained and reported to the United Church of Christ Board
1103 annually. The Committee shall monitor and oversee the allocation of both restricted and
1104 unrestricted funds to ensure that they will be allocated based on donor intent, whenever
1105 that can be determined and to provide the full Board an overview of all funds in order to
1106 encourage the most effective collaborative and holistic use of those funds to meet the
1107 missional needs of the Church.
1108
1109 b) Recommending to the United Church of Christ Board investment policies including
1110 investment screens that reflect the commitment of the United Church of Christ to
1111 corporate social responsibility.
1112
1113 c) Managing the investment of the endowed funds and other assets including real
1114 property in accordance with investment policies approved by the United Church of Christ
1115 Board.

- d) Monitoring and reporting on the management of invested funds to the United Church of Christ Board.
- e) Recommending to the United Church of Christ Board the annual draw rate on invested funds that may be used to carry out the mission entrusted to the Covenanted Ministries. Recommendations as to the annual draw rate and as to the allocation of the annual dollar amounts resulting from the application of the annual draw rate to each of the restricted endowment funds and to each of the historic donor intended uses of each of the unrestricted endowment funds shall be accepted by the United Church of Christ Board unless modified by a vote of two-thirds of the members present of the full Board.
- f) Reviewing, monitoring and recommending to the United Church of Christ Board the allocation of the annual dollar amounts resulting from the application of the spending rate to each of the restricted endowment funds and to each of the historic donor intended uses of each of the unrestricted endowment funds.
- g) Providing Board representation to the Investment Committee of the United Church Funds, Inc.

Audit Committee

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

251 The duties and responsibilities of the Committee include:

- a) Retaining the audit firm to perform the annual financial audit.
- b) Receiving and reviewing the audit report from the auditors and reporting to the United Church of Christ Board.
- c) Such other duties as assigned by the United Church of Christ Board.

Regions

252 The United Church of Christ Board shall make an appropriate assignment of the several Conferences into Regions. The Regions as thus determined shall form the basis for Conference representation on national bodies wherever required by the Bylaws.

Organization of the United Church of Christ Board

253 The United Church of Christ Board shall organize itself as it deems necessary to carry out its responsibilities and fulfill its mandates.

Advisory Commissions

254 The United Church of Christ Board may provide for special advisory commissions on subjects of pervasive interest to the entire Church on which the United Church of Christ Board and/or the General Minister and President need policy or substantive advice. Members of such commissions and its chairperson shall be appointed by the United Church of Christ Board

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

Common Services

255 In covenant with the Covenanted Ministries, the United Church of Christ Board, through and by the Common Services Corporation of the United Church of Christ, shall provide for common services, including, but not limited to, common treasury services, accounting services, personnel services, logistical services, information services and office support services. It shall also provide for a common salary program and shall provide common personnel policies.

256 Each Covenanted Ministry shall use the aforementioned common services, program and policies whenever legally permissible and otherwise appropriate, all as determined by its own board of directors.

257 A nonprofit corporation shall be formed for the purpose of providing the above-described common services. The corporation, to be named the Common Services Corporation of the United Church of Christ, shall be governed by its articles of incorporation, rules, and bylaws, and the Constitution and Bylaws of the United Church of Christ. The General Minister and President shall be the principal executive of the Common Services Corporation of the United Church of Christ. The number of directors of the Common Services Corporation of the United Church of Christ shall be up to ten, consisting of:

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

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

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

iv. General Minister and President; and

v. Key operations, financial services, and human resources personnel as deemed necessary by the General Minister and President.

The directors of the Common Services Corporation of the United Church of Christ shall be the members of the corporation. The board of directors shall appoint such committees, with such responsibilities, as it deems necessary to carry out its work. The corporate officers of the Common Services Corporation of the United Church of Christ shall be the following:

(i) General Minister and President, who as President of this corporation shall be accountable to the board of directors;

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

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

258 Policy decisions related to the Common Services Corporation of the United Church of Christ shall be the responsibility of the board of directors of the Common Services Corporation of the United Church of Christ.

ARTICLE IV. ORGANIZATION

259 The work of the United Church of Christ shall be carried out by the United Church of Christ Board, the Covenanted, Affiliated, Associated Ministries, Councils, and other such bodies as may from time to time be created by, or related to, the General Synod or the United Church of Christ Board.

COVENANTED MINISTRIES

260 The Covenanted Ministries are Local Church Ministries, Justice and Witness Ministries, and Wider Church Ministries.

261 The General Minister and President oversees the programmatic work of the Covenanted Ministries, which shall be carried out in accordance with the policies, planning, and broad oversight of the United Church of Christ Board as provided in these Bylaws.

LOCAL CHURCH MINISTRIES

Purpose and Mission

262 The purpose and mission of Local Church Ministries shall be to encourage and support the Local Churches of the United Church of Christ in the fulfillment of God's mission. It continues the work of, and acts as agent for, predecessor bodies, and continues other ministries, as specified in the Constitution of the United Church of Christ and as described in its articles of incorporation. The program, administrative, and financial development functions of Local Church Ministries shall be carried out in cooperation with the United Church of Christ Board. The United Church of Christ Board shall oversee these functions, which will be coordinated and implemented by staff assigned by the General Minister and President. Local Church Ministries shall retain responsibility for all legacies and other property received, maintained or held by it, and shall have sole authority to approve any use, expenditure or disposal of its legacies or other property.

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

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

Governance and Leadership

265 Pursuant to the Constitution of the United Church of Christ, Local Church Ministries shall be incorporated and governed by a Board of Directors comprised of the members of the United Church of Christ Board. It shall act pursuant to the provisions as defined in the Constitution and Bylaws of the United Church of Christ, its own articles of incorporation and bylaws, and by the rules of its Board of Directors. The Board of Directors of Local Church Ministries performs the functions normally associated with boards of directors, and such additional tasks necessary to carry out its purposes and mandates, including the formation of associated auxiliary corporations. Pursuant to the Constitution of the United Church of Christ, it has legal corporate status for the purpose of holding, receiving, and managing unrestricted, restricted, and designated allocated

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

266 Members of the Board of Directors of Local Church Ministries serve on behalf of the whole Church.

JUSTICE AND WITNESS MINISTRIES

Purpose and Mission

267 The purpose and mission of Justice and Witness Ministries shall be to enable and encourage Local Churches, Associations, Conferences, and national expressions of the United Church of Christ to engage in God's mission globally by direct action for the integrity of creation, justice, and peace. It continues the work of, and acts as agent for, predecessor bodies, and continues other ministries, as specified in the Constitution of the United Church of Christ and as described in its articles of incorporation. The program, administrative, and financial development functions of Justice and Witness Ministries shall be carried out in cooperation with the United Church of Christ Board. The United Church of Christ Board shall oversee these functions, which will be coordinated and implemented by staff assigned by the General Minister and President. Justice and Witness Ministries shall retain responsibility for all legacies and other property received, maintained or held by it, and shall have sole authority to approve any use, expenditure or disposal of its legacies or other property.

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

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

Governance and Leadership

270 Pursuant to the Constitution of the United Church of Christ, Justice and Witness Ministries shall be incorporated and governed by a Board of Directors comprised of the members of the United Church of Christ Board. It shall act pursuant to the provisions as defined in the Constitution and Bylaws of the United Church of Christ, its own articles of incorporation and bylaws, and by the rules of its Board of Directors. The Board of Directors of Justice and Witness Ministries performs the functions normally associated with boards of directors, and such additional tasks necessary to carry out its purposes and mandates, including the formation of associated auxiliary corporations. Pursuant to the Constitution of the United Church of Christ, it has legal corporate status for the purpose of holding, receiving, and managing unrestricted,

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

271 Members of the Board of Directors of Justice and Witness Ministries serve on behalf of the whole Church.

WIDER CHURCH MINISTRIES

Purpose and Mission

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

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

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

275 Governance and Leadership Pursuant to the Constitution of the United Church of Christ, Wider Church Ministries shall be incorporated and governed by a Board of Directors comprised of the members of the United Church of Christ Board. It shall act pursuant to the provisions as defined in the Constitution and Bylaws of the United Church of Christ, its own articles of incorporation and bylaws, and by the rules of its Board of Directors. The Board of Directors of Wider Church Ministries performs the functions normally associated with boards of directors, and such additional tasks necessary to carry out its purposes and mandates, including the formation of associated auxiliary corporations. Pursuant to the Constitution of the United Church of Christ, it has legal corporate status for the purpose of holding, receiving, and managing unrestricted, restricted, and designated allocated funds, and funds donated to it from all sources. It is

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

276 Members of the Board of Directors of Wider Church Ministries serve on behalf of the whole Church.

OFFICERS OF THE UNITED CHURCH OF CHRIST

277 The Officers of the United Church of Christ, defined in Article IV of the Constitution of the United Church of Christ, support and consult with the United Church of Christ Board and the Covenanted Ministries in carrying out their work in a spirit of coordination and cooperation. The General Minister and President is the presiding Officer. Led by the General Minister and President, the Officers of the United Church of Christ are responsible for providing leadership for the mission programming in the United Church of Christ and for the proper implementation of General Synod actions. The Officers of the United Church of Christ coordinate research, long-range planning, program evaluation, and report on the ongoing programs of the United Church of Christ.

278 The Officers of the United Church of Christ are convened by the General Minister and President as the presiding officer and consult with the United Church of Christ Board and the General Synod. They shall consult regularly with the leaders of the Affiliated and Associated Ministries of the United Church of Christ. They meet regularly with the Cabinet of the Council of Conference Ministers.

MISSION PLANNING COUNCIL

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

AFFILIATED MINISTRY

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

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

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

ASSOCIATED MINISTRY

283 Pursuant to the Constitution of the United Church of Christ, the United Church Funds, Inc., is an Associated Ministry of the United Church of Christ Board of the United Church of Christ, and serves the Church, the United Church of Christ Board and the Covenanted Ministries as a separate corporation related to the United Church of Christ Board.

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

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

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

Other Provisions

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

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

ARTICLE V. INDEMNIFICATION

289 Any Officer of the United Church of Christ, or any member, including officers and directors, of the General Synod, the United Church of Christ Board or the Councils, Commissions, and Committees of the General Synod may, to the full extent allowed by law, be indemnified by the United Church of Christ Board against all judgments, fines, and amounts paid in settlement of, and against all reasonable expenses, including attorney's fees, actually and necessarily, incurred in defense of any lawsuit, proceeding or prosecution (including appeal thereof) wherein such person is made a party by reason of being such officer or member to the extent such person is not otherwise indemnified by another entity. This provision shall also extend to any lawsuit, proceeding, or prosecution in which such officer or member is made a party in such person's capacity as an officer or member of another organization in which the person serves at the request of any of the above entities or bodies.

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

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

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

ARTICLE VI. OTHER BODIES

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

COUNCILS

Council for American Indian Ministry

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

Council for Higher Education

294 The Council for Higher Education (CHE) shall be composed of the academies, colleges, and theological schools that indicate their desire to be recognized as related to the United Church of Christ and that are accepted by the Council as conforming to its standards; and of representative(s) from the United Church of Christ Board. For purposes of business and policy making, member academies, colleges, and theological schools shall be represented by each institution's executive head or other key officer as designated by each institution's executive head. The Council shall organize with its own chairperson, secretary, and any other officers needed to carry on its work. All officers shall be executive heads of their institutions. The Council shall be administratively related to the General Synod through the United Church of Christ Board; this provision not precluding the Council's right to direct access to the General Synod concerning any matters in which it may feel that its interests in program or budget require the exercise of such access. An Associate General Minister appointed by the General Minister and President shall be an advisory member of the Council with voice but without vote. The Council shall be

organized in two sub-sections: College and Academy Section, and Seminary Section. The Council for Higher Education shall advance and interpret higher education in the United Church of Christ, including the cultivation of closer relationships between the educational institutions and the Church, the expression of the connection between faith and knowledge in those institutions, and, in cooperation with the United Church of Christ Board, the promotion of education as an integral part of the Church's mission.

Council for Racial and Ethnic Ministries

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

Council for Theological Education

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

Council for Youth and Young Adult Ministries

297 The Council for Youth and Young Adult Ministries (CYYAM) shall serve to advocate, support programs, and be a resource for youth and young adult ministries throughout the United Church of Christ and shall report to the United Church of Christ Board and to the General Synod on issues, developments, and concerns in youth and young adult ministries in church and society.

It shall monitor to ensure that the unique gifts and talents of youth and young adults are present in all aspects of the life of the Church. It shall inform, envision, and shape national youth and young adult ministry priorities across the Church. The Council and its membership will act as a resource regarding youth and young adult ministry opportunities across the Church (including but not limited to internships, mission trips, Regional Youth Events, National Youth Event, and the General Synod). The Council shall organize itself as needed in order to carry out its work and shall have direct access to the United Church of Christ Board and the General Synod in areas of program and budget. The Council's composition shall reflect the United Church of Christ's commitment to having a diversity of perspectives in church governance.

Council of Conference Ministers

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

Historical Council

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

Council for Health and Human Service Ministries

300 The Council for Health and Human Services Ministries (CHHSM) was recognized by the Fifteenth General Synod as an organization composed of institutions and programs in health and welfare related to the United Church of Christ and accepted by the CHHSM as conforming to its standards. The CHHSM is organized with its own Directorate and Officers. The purposes and functions of the CHHSM shall include: 1) The support and nurture for its member institutions and programs in fulfillment of their ministries as part of the mission of the United Church of Christ; 2) Representation of the ministries of its member institutions and programs to the General Synod and United Church of Christ Board in the conduct of the mission of the United Church of Christ in health and welfare; 3) Cooperation with the Conferences and the United Church of Christ Board in the process of Conference recognition of health and human service ministries, monitoring the authorization to seek funds within Conferences, and approval of requests to conduct capital campaigns; 4) Provision, annually, to the United Church of Christ Board, the names of those member institutions and programs which conform to the standards set by CHHSM; 5) Cooperation with the United Church of Christ Board in collecting information on

institutions and programs in health and welfare to be listed in the *United Church of Christ Yearbook*; and 6) Participation in secular, ecumenical, and inter-faith networks in the field of health and welfare.

SELF-CREATED GROUPS

The Colectivo de UCC Latinx Ministries

301 The Colectivo de UCC Latinx Ministries is a diverse community of children of a God who created us to flourish in this world, to live in interconnection with one another and creation through intentional relationships grounded in love, justice, and peace. We believe in Jesus' Good News message of extravagant welcome to ALL at the table of God, the acknowledgement and value of the diversity of people and their gifts, the promise of life in abundance, and freedom and wholeness for all of creation. In the spirit of mutual accountability, The Colectivo de UCC Latinx Ministries commits to sharing our experience and gifts with the whole church as we claim our place within the body of Christ, seeking to be members, not a mission of the United Church of Christ. Our membership is comprised of individuals, congregations, Associations, Conferences, and nationally based ministries of United Church of Christ who have endorsed the values and goals of the Colectivo and agree to join in covenant to strengthen and support the mission and ministry of Latinx people in the UCC. We also welcome dialogue and connections with ecumenical partners and community-based organizations that share our values.

Ministers for Racial, Social and Economic Justice

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

UCC Disabilities Ministries

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

Pacific Islander and Asian American Ministries

304 Pacific Islander and Asian American Ministries (PAAM), organized in 1974 and recognized by the Tenth General Synod, advocates for the presence, participation and contributions of PAAM in the life of the United Church of Christ and serves its constituent members and churches, initiating and supporting their life, and working for greater representation in wider church settings. It seeks to strengthen Local Churches, to nurture and develop lay and clergy leadership for the church, and to address issues of justice. As an advocate group for the rights of people, PAAM is involved in issues of the rights of Pacific Islander and Asian people in the United States and in the United Church of Christ and works in the areas of rights for women and children, the poor on welfare, institutional racism, and political prisoners.

United Black Christians

305 United Black Christians (UBC) is a special interest group which represents over 50,000 African-American members of the United Church of Christ. It stands in the affirmation that each person has gifts to offer to the Church, and that each is entitled to full rights and privileges as children of God. UBC dedicates itself to providing voice for all African-American members of the United Church of Christ, seeking to witness to, and preserve the history and legacy of the African-American people and churches. UBC is an active advocate for liberation and social justice at home and abroad.

The Open and Affirming Coalition of the United Church of Christ

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

United Samoan Ministries

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

UCC Mental Health Network

308 The UCC MHN faithfully seeks to understand and address the impact of mental health challenges on the members of our congregations, in our communities, and our society. We encourage all settings of the UCC to be welcoming, inclusive, supportive, and engaged with persons who are living with a mental health challenge, brain disorder, and substance use disorder. All are invited into the Body of Christ, and those living with mental health conditions are welcomed into the work and leadership of the Church. Through educational materials, conferences across the country, practical resources, stories from individuals and congregations, and the WISE for Mental Health certification, the UCC MHN answers Jesus’ call to build the Kingdom of God. We urge congregations, Associations, and Conferences of the UCC to become

WISE about mental health as a way to live fully with justice, peace, and love. The UCC MHN Board of Directors does this work through a diversity of people, especially those who are personally living with mental health challenges, brain disorders, substance use disorders, and their loved ones, as well as professionals in mental health and recovery from addiction.

Relationships

309 Unless otherwise designated in these Bylaws, each of the aforementioned bodies shall have a primary relationship with the United Church of Christ Board which shall serve as its primary linkage to the national expressions of the United Church of Christ, to which it shall report annually. This primary relationship shall be defined by the United Church of Christ Board in consultation with the respective group. The designated relationship shall be reviewed each biennium by the appropriate partners, and may be changed upon the mutual consent of those partners, and so declared by vote of the United Church of Christ Board. The General Minister and President shall be responsible for initiating said review.

In effect July 3, 2017; amendments approved by the General Synod in 2017 that were contingent upon ratification of the amendments to the Constitution were effective October 13, 2018. Updated effective June 25, 2019 upon recognition by the General Synod of The Colectivo de UCC Latinx Ministries and UCC Mental Health Networks as Historically Underrepresented Groups.