

1 **BYLAWS OF THE UNITED CHURCH OF CHRIST**

2 **PREAMBLE**

3 100 These Bylaws, consistent with the Constitution of the United Church of Christ, further define
4 and/or regulate the General Synod and its relationships with the Covenanted, Affiliated, and
5 Associated Ministries and Other Bodies which are related to the General Synod, and the United
6 Church of Christ Board, and describe the free and voluntary relationships which the Local
7 Churches, Associations, Conferences, and Ordained, Commissioned and Licensed Ministers
8 sustain with the General Synod and with one another. The pattern of relationships and procedures
9 so described is recommended to Local Churches, Associations, Conferences, and authorized
10 ministers to enable them more effectively to accomplish their tasks and the work of the United
11 Church of Christ.

12
13 **ARTICLE I. THE MINISTRY**

14 **Members in Discernment**

15 101 A member of a United Church of Christ Local Church wishing to explore God's call to
16 ministry, and the potential of that call leading to authorized ministry (ordained, commissioned or
17 licensed), requests, along with the member's Local Church, to enter a covenant of discernment
18 with the Association.

19
20 102 The Committee on Ministry of the member's Association interviews the member to decide
21 whether to join with the member and the Local Church in a covenant of discernment. The goal of
22 discernment is to determine whether the member is called to authorized ministry, what the
23 specific character of that ministry might be, and, if authorization is appropriate, what steps are to
24 be taken toward authorization. Normally a covenant of discernment leading to authorization is
25 expected to be for not less than two years.

26
27 103 The Association and the Local Church are in a mutual covenant with the Member in
28 Discernment to offer support, counsel, and direction during this time of decision making and
29 preparation.

30
31 104 A Member in Discernment who is called to authorized ministry will follow a plan of
32 preparation for that ministry which has been prepared with the Association Committee on
33 Ministry. With respect to ordained ministry, a bachelor's degree and Master of Divinity may be
34 included in the plan.

35
36 **Ordained Ministry**

37 105 Not more than six months prior to the completion of theological preparation for
38 authorization, a Member in Discernment preparing for the ordained ministry applies with the
39 Member in Discernment's Local Church to its Association for approval as a candidate for
40 ordination. If the service of ordination is to be performed within an Association other than that of
41 the Member, the procedure, including that described in the following paragraph, is initiated by
42 that Association after consultation with the Association which is in covenant with the Member in
43 Discernment.

44
45 106 The Committee on Ministry of the Association examines the Member in Discernment with
46 respect to Christian faith; character; ability to do the work expected; preparation to meet the
47 responsibilities of the office; educational and theological attainments; and knowledge of the
48 history, polity, and practices of the United Church of Christ. If, following this examination, the
49 committee is satisfied with the fitness of the Member in Discernment, it makes an affirmative
50 recommendation to the Association. In turn, upon receipt of this recommendation, the

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

53
54 107 Ordination by an Association of the United Church of Christ, in cooperation with the Local
55 Church, confers Ordained Ministerial Standing as an Ordained Minister of the United Church of
56 Christ and recognition as an Ordained Ministerial Partner of the Christian Church (Disciples of
57 Christ) and The United Church of Canada.

58
59 108 After the ordination or in anticipation of it, a certificate is issued bearing the signatures of the
60 proper officers of the Association and the General Minister and President of the United Church of
61 Christ.

62
63 **Ordained Ministerial Standing**

64 109 An Ordained Minister moving from the bounds of one Association to another applies for a
65 transfer of Ordained Ministerial Standing to the new Association.

66
67 110 An Ordained Minister engaged in Local Church ministry has standing in the Association in
68 which the Local Church served has standing. An Ordained Minister engaged in other than Local
69 Church ministry has standing in the Association where the Ordained Minister's Local Church
70 membership is held.

71
72 111 An Ordained Minister engaged in a ministry requiring prolonged absence from the United
73 States, or one that does not permit a fixed residence, may apply to have Ordained Ministerial
74 Standing in the Association of the Ordained Minister's choice.

75
76 112 An Ordained Minister who withdraws from active service in the ordained ministry prior to
77 retirement applies to the Ordained Minister's Association for Leave of Absence. The Association
78 may grant such Leave of Absence for one year at a time. Except in special cases such Leave of
79 Absence is not granted for more than five years in succession.

80
81 113 An Ordained Minister retiring from active service by reason of age or disability retains
82 Ordained Ministerial Standing in the Association of the Ordained Minister's choice. Membership
83 in a Local Church must be maintained.

84
85 114 An Ordained Minister of the United Church of Christ serving a church not affiliated with the
86 United Church of Christ, the Christian Church (Disciples of Christ), or The United Church of
87 Canada, or serving a local church of the Christian Church (Disciples of Christ) or The United
88 Church of Canada without Ordained Ministerial Partner Standing retains Ordained Ministerial
89 Standing in the United Church of Christ so long as the Ordained Minister's Association approves.

90
91 115 The church membership of an authorized minister serving in Local Church ministry shall be
92 in the Local Church served. The church membership of an authorized minister serving in a setting
93 other than Local Church Ministry, or of an authorized minister without fixed residence shall be in
94 a Local Church of the United Church of Christ in the Association where the authorized minister
95 holds or seeks authorized ministerial standing.

96
97 **Ordained Ministers from the Christian Church (Disciples of Christ)**

98 116 An ordained minister from the Christian Church (Disciples of Christ) may hold Ordained
99 Ministerial Partner Standing in the United Church of Christ only when serving a United Church
100 of Christ calling body or serving in a ministry capacity directly relating to the United Church of
101 Christ.

102
103 117 Upon demonstrating knowledge of, and appreciation for, the history, polity, and practices of
104 the United Church of Christ to the Association in which the person resides, an Ordained
105 Ministerial Partner from the Christian Church (Disciples of Christ) may seek a call in the United
106 Church of Christ.
107
108 118 An Ordained Ministerial Partner from the Christian Church (Disciples of Christ) who accepts
109 a call in the United Church of Christ joins a Local Church in the United Church of Christ and
110 applies for Ordained Ministerial Partner Standing to the Association in which Local Church
111 membership is held.
112
113 119 An ordained minister from the Christian Church (Disciples of Christ) who holds Ordained
114 Ministerial Partner Standing in an Association shall maintain ordained ministerial standing within
115 the Christian Church (Disciples of Christ) Region in which the United Church of Christ calling
116 body is located.
117
118 120 In the United Church of Christ, Ordained Ministerial Partner Standing is granted by the
119 Association where the ordained minister from the Christian Church (Disciples of Christ) is called
120 to serve and is for the period of call for which it is granted. If a new consecutive call to perform
121 the duties and exercise the prerogatives of ordained ministry in the United Church of Christ is
122 extended, then Ordained Ministerial Partner Standing may be transferred across Associations
123 pursuant to the process for transferring standing.
124
125 121 Ordained ministers from the Christian Church (Disciples of Christ) holding Ordained
126 Ministerial Partner Standing in the United Church of Christ are expected to maintain
127 requirements for ongoing ministerial standing from both denominations.
128
129 122 Primary oversight of an ordained minister from the Christian Church (Disciples of Christ)
130 holding Ordained Ministerial Partner Standing is with the United Church of Christ. In the event of
131 a fitness review, the Region of the Christian Church (Disciples of Christ) in which the person's
132 ordained ministerial standing is maintained shall be informed and invited to participate in the
133 procedures.
134
135 **United Church of Christ Ordained Ministers Serving in the Christian Church (Disciples of**
136 **Christ)**
137 123 An Ordained Minister of the United Church of Christ who holds Ordained Ministerial Partner
138 Standing in the Christian Church (Disciples of Christ)
139
140 (a) shall maintain Ordained Ministerial Standing in the United Church of Christ.
141 Ordained Ministerial Standing shall be held in the Association in which local
142 church membership is held;
143
144 (b) shall hold local church membership in a local church of the Christian Church
145 (Disciples of Christ); and
146
147 (c) shall relate to the Christian Church (Disciples of Christ) for the Ordained
148 Minister's primary support and accountability in ordained ministry.
149
150 124 Ordained Ministers from the United Church of Christ holding Ordained Ministerial Partner
151 Standing in the Christian Church (Disciples of Christ) are expected to maintain requirements for
152 ongoing ministerial standing from both denominations.

153
154 125 Primary oversight of an Ordained Minister from the United Church of Christ holding
155 Ordained Ministerial Partner Standing in the Christian Church (Disciples of Christ) is with the
156 Christian Church (Disciples of Christ). In the event of a disciplinary procedure, the United
157 Church of Christ Association in which standing is held shall be informed and invited to
158 participate in the procedures. The Association may accept the procedures and outcome of the
159 Region or utilize its own procedures to determine the person's ongoing standing in the United
160 Church of Christ.
161
162 126 When a person no longer has Ordained Ministerial Standing in either the United Church of
163 Christ or Christian Church (Disciples of Christ), that person is no longer an Ordained Ministerial
164 Partner and no longer has Ordained Ministerial Partner Standing.
165
166 **Ordained Ministers from The United Church of Canada**
167 127 An ordained minister from The United Church of Canada may hold Ordained Ministerial
168 Partner Standing in the United Church of Christ only when serving a United Church of Christ
169 calling body or serving in a ministry capacity directly relating to the United Church of Christ.
170
171 128 Upon demonstrating knowledge of, and appreciation for, the history, polity, and practices of
172 the United Church of Christ to an Association, an Ordained Ministerial Partner from The United
173 Church of Canada may seek a call in the United Church of Christ.
174
175 129 An Ordained Ministerial Partner from The United Church of Canada who accepts a call in the
176 United Church of Christ joins a Local Church of the United Church of Christ, and applies for
177 Ordained Ministerial Partner Standing to the Association in which Local Church membership is
178 held.
179
180 130 An ordained minister from The United Church of Canada who holds Ordained Ministerial
181 Partner Standing in an Association shall also maintain ordained ministerial standing within their
182 current presbytery of The United Church of Canada.
183
184 131 In the United Church of Christ, Ordained Ministerial Partner Standing is granted by the
185 Association where the ordained minister from The United Church of Canada is called to serve
186 and is for the period of call for which it is granted. If a new consecutive call to perform the duties
187 and exercise the prerogatives of ordained ministry in the United Church of Christ is extended,
188 then Ordained Ministerial Partner Standing may be transferred across Associations pursuant to
189 the process for transferring standing.
190
191 132 Ordained ministers from The United Church of Canada holding Ordained Ministerial Partner
192 Standing in the United Church of Christ are expected to maintain requirements for ongoing
193 ministerial standing from both denominations.
194
195 133 Primary oversight of an ordained minister from The United Church of Canada holding
196 Ordained Ministerial Partner Standing is with the United Church of Christ. In the event of a
197 fitness review, The United Church of Canada Ministry Personnel Office shall be informed and
198 invited to participate in the procedures.
199
200 **United Church of Christ Ordained Ministers Serving in The United Church of Canada**
201 134 An Ordained Minister from the United Church of Christ who holds Ordained Ministerial
202 Partner Standing in The United Church of Canada
203

- 204 (a) shall maintain Ordained Ministerial Standing in the United Church of Christ.
205 Ordained Ministerial Standing shall be held in the Association in which Local
206 Church membership is held.
207
208 (b) shall hold Local Church membership in a Local Church of the United Church of
209 Christ and in a presbytery of The United Church of Canada.
210
211 (c) shall relate to The United Church of Canada for the Ordained Minister's primary
212 support and accountability in ordained ministry.
213

214 135 Ordained Ministers from the United Church of Christ holding Ordained Ministerial Partner
215 Standing in The United Church of Canada are expected to maintain requirements for ongoing
216 ministerial standing from both denominations.
217

218 136 Primary oversight of an Ordained Minister from the United Church of Christ who holds
219 Ordained Ministerial Partner Standing in The United Church of Canada is with The United
220 Church of Canada. In the event of a disciplinary procedure, the United Church of Christ
221 Association in which standing is held shall be informed and invited to participate. The
222 Association may accept the procedures and outcome of The United Church of Canada or utilize
223 its own procedures to determine the person's ongoing standing in the United Church of Christ.
224

225 137 When a person no longer has Ordained Ministerial Standing in either the United Church of
226 Christ or The United Church of Canada, that person is no longer an Ordained Ministerial Partner
227 and no longer has Ordained Ministerial Partner Standing.
228

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

231 138 An ordained minister of a denomination other than the Christian Church (Disciples of Christ)
232 who desires to enter the ordained ministry of the United Church of Christ applies for Privilege of
233 Call to the Association within whose bounds the minister resides.
234

235 139 The Committee on Ministry of the Association examines the applicant as to the applicant's
236 abilities, reasons for desiring to enter the ordained ministry of the United Church of Christ,
237 educational and theological attainments, knowledge of the history, polity, and practices of the
238 United Church of Christ, and Christian faith and experience. If the applicant is found to be
239 qualified, the Association grants Privilege of Call, thereby declaring said applicant eligible to
240 seek a call in the United Church of Christ. Privilege of Call shall be granted for a period of one
241 year and may be renewed. After accepting a call, the ordained minister applies for Ordained
242 Ministerial Standing in the United Church of Christ to the Association of which the Local Church
243 of membership is a part.
244

245 140 An ordained minister of another denomination other than the Christian
246 Church (Disciples of Christ) or The United Church of Canada who wishes to retain ordained
247 ministerial standing in that denomination and who has become pastor of a Local Church of the
248 United Church of Christ, or serves in a Covenanted, Affiliated or Associated Ministry of the
249 United Church of Christ, or has become pastor of a yoked charge or a federated church one part
250 of which is affiliated with the United Church of Christ, or has been called to an ecumenical
251 ministry one constituent of which is the United Church of Christ, may apply to the Association
252 for dual ordained ministerial standing which is limited to duration of that pastorate or that
253 responsibility, and during that period may have all the rights and privileges of such membership.
254

255 **Commissioned Ministers**
256 141 A Member in Discernment seeking initial recognition and authorization as a Commissioned
257 Minister applies with the Member in Discernment's Local Church to the Association of which
258 that church is a member.
259
260 142 The Committee on Ministry of the Association examines the Member in Discernment with
261 respect to Christian faith, character, ability to do the work expected and preparation to meet the
262 responsibilities of the office to be filled, and make its recommendation of fitness to the
263 Association. If upon acceptance of the recommendation or upon further examination and decision
264 by the Association itself, the applicant is found to be qualified, commissioning thereby is
265 authorized.
266
267 143 Commissioned Ministers are listed separately from Ordained Ministers and from Licensed
268 Ministers on the rolls of the Association.
269
270 144 A Commissioned Minister moving from the bounds of one Association to another and who
271 continues in the specific church-related ministry, applies for a transfer of the commission to the
272 new Association.
273
274 145 A Commissioned Minister seeking to be commissioned for a new or different church-related
275 ministry applies to the Association for commissioning for the new ministry.
276
277 146 A Commissioned Minister who ceases to function in the specific church-related ministry to
278 which the minister was commissioned resigns the commission or applies to the Association for
279 Leave of Absence. Leave of Absence is granted for one year at a time, but not more than three
280 consecutive years.
281
282 147 A Commissioned Minister who retires from service as a Commissioned Minister may be
283 recognized by the Association as a Retired Commissioned Minister of the United Church of
284 Christ. Voting membership in that Association is thereby granted. Such recognition is regularly
285 reviewed.
286
287 **Licensed Ministers**
288 148 A Member in Discernment seeking recognition and authorization as a Licensed Minister
289 applies with the Member in Discernment's Local Church to the Association of which that church
290 is a member.
291
292 149 The Committee on Ministry of the Association examines the Member in Discernment with
293 respect to Christian faith, character, ability to do the work expected, preparation to meet the
294 responsibilities of the office, educational and theological attainments, and knowledge of the
295 history, polity, and practices of the United Church of Christ. If the applicant is found to be
296 qualified, a license is granted by the Association for not more than one year to serve in a
297 designated Local Church or within that Association. Following a review by the Committee on
298 Ministry, the license may be renewed annually for two more years after which the Association
299 may grant the license for a time determined to be appropriate.
300
301 150 At the request of the Local Church which the person serves, the Association may grant the
302 Licensed Minister the right to administer the sacraments and rites of the Church for this Local
303 Church.
304

305 151 Licensed Ministers are listed separately from Ordained Ministers and from Commissioned
306 Ministers on the rolls of the Association.

307
308 152 A Licensed Minister who retires from service as a Licensed Minister may be recognized by
309 the Association as a Retired Licensed Minister of the United Church of Christ. Voting
310 membership in that Association is thereby granted. Such recognition is regularly reviewed.

311
312 **Calling, Installing and Terminating a Pastor**

313 153 It is the responsibility of a committee of the Local Church to seek a candidate for a vacancy
314 in the office of pastor.

315
316 154 In filling a vacancy or in securing pastoral services during the period of a vacancy, the
317 committee of the Local Church, through its Conference Minister, obtains counsel and access to
318 the services of the “Search and Call” process of the United Church of Christ.

319
320 155 The committee of a Local Church requests the Conference Minister to secure relevant
321 information about any Ordained Minister, Ordained Ministerial Partner, or Licensed Minister
322 whom it wishes to consider or who requests to be considered for the vacancy.

323
324 156 Any Ordained Minister, Ordained Ministerial Partner, or Licensed Minister may confer with
325 the Conference Minister concerning a pastoral vacancy. At the Ordained Minister’s request or at
326 the request of the Ordained Ministerial Partner, that person’s name shall be submitted by the
327 Conference Minister for consideration by the committee of any Local Church where there is a
328 pastoral vacancy.

329
330 157 All vacancies within the Conference shall be reported promptly to the designated
331 administrative office in the National Setting of the Church.

332
333 158 The committee of the Local Church presents to the Local Church the name of a candidate it
334 recommends to fill the vacancy. The Local Church determines whether or not it wishes to call the
335 person recommended.

336
337 159 In the call agreement the terms of the pastoral relationship are stated, including the agreement
338 of the Local Church to participate in the pension fund on the pastor’s behalf. The pastor, the
339 Local Church, Association Committee on Ministry, and the Conference Minister should each
340 receive a copy of the call agreement. The Conference Minister shall inform the designated
341 administrative office in the National Setting of the Church when the call has been accepted.

342
343 160 When an Ordained Minister or Licensed Minister accepts a call to a Local Church, the
344 Minister and the Local Church join in requesting the Association to arrange for a service of
345 installation or recognition.

346
347 161 Report of the service of installation or recognition is signed by the proper officer of the
348 Association and by the Conference Minister, and is reported to the designated administrative
349 office in the National Setting of the Church.

350
351 162 When a pastor or a Local Church decides to terminate the pastoral relationship, notice of the
352 decision is sent to the Conference Minister and the Association. The Association takes action
353 appropriate to the dissolution of the pastoral relationship. The Conference Minister promptly
354 informs the designated administrative office in the National Setting of the Church.

355

356 **Ministerial Accountability**
357 163 All authorized ministers of the United Church of Christ are active partners in a covenant of
358 mutual accountability with their Association of standing, their Local Church, and, in the case of
359 those serving in settings other than a Local Church, with their calling body. Such a covenant
360 includes, but is not limited to, mutual support and care, continued discernment of call, and
361 lifelong learning.
362
363 164 All authorizations for Ordained Ministerial Standing, for Ordained Ministerial Partner
364 Standing, and for commissioned and licensed ministry granted by an Association are subject to
365 oversight by that Association, including periodic consultation and review.
366
367 165 The ecclesiastical oversight of Ordained Ministers, persons with Ordained Ministerial Partner
368 Standing, Commissioned Ministers, and Licensed Ministers is the responsibility of the
369 Association in which their current ecclesiastical authorization is held.
370
371 **ARTICLE II. ASSOCIATIONS AND CONFERENCES**
372 **Associations**
373 166 An Association elects officers and elects or appoints such committees as it deems necessary
374 for the transaction of its business and the correlation of its work with that of the Conference and
375 the General Synod.
376
377 167 An Association determines its own method for securing financial support.
378
379 168 An Association is concerned with the welfare of all Local Churches within its boundaries.
380
381 169 An Association seeks ways and means to assist Local Churches when they are undergoing
382 unusual difficulties requiring help beyond their own resources.
383
384 170 An Association offers encouragement, guidance, and assistance in the organization of new
385 Local Churches.
386
387 171 An Association, with the counsel of the Conference, receives Local Churches into the United
388 Church of Christ.
389
390 172 An Association covenants with members of the United Church of Christ within that
391 Association as together they discern God’s call to authorized ministry and prepare for ordination,
392 commissioning or licensing.
393
394 173 An Association ordains, commissions, and licenses qualified candidates; grants standing as a
395 covenantal relationship with Ordained Ministers, Licensed Ministers, Commissioned Ministers,
396 and persons with Ordained Ministerial Partner Standing; certifies to, transfers, and terminates
397 Ordained Ministerial Standing, Ordained Ministerial Partner Standing, commissioned ministerial
398 standing and licenses; installs Ordained Ministers and persons with Ordained Ministerial Partner
399 Standing; covenants with Licensed Ministers, Commissioned Ministers, and the Local Churches
400 to which they are called; grants Privilege of Call and Leaves of Absence; reviews and
401 ecclesiastically oversees Ordained, Commissioned, and Licensed Ministers and persons with
402 Ordained Ministerial Partner Standing; and verifies that an Ordained Ministerial Partner has
403 demonstrated knowledge of, and appreciation for, the history, polity, and practices of the United
404 Church of Christ.
405

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;
443
444 b) Rendering counsel to Local Churches and ministers in situations calling for help
445 beyond their own resources;
446
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;
452
453 e) Sponsoring in-service training for ministers; and
454
455 f) Conducting conferences, retreats, clinics, and workshops.
456

457 186 A Conference maintains ecumenical and interfaith relations within its boundaries with other
458 fellowships to the end that mutual understanding and cooperation may be advanced.

459

460 **ARTICLE III. THE GENERAL SYNOD**

461 **Meetings of the General Synod**

462 187 Regular meetings of the General Synod shall be held biennially.

463

464 188 Special meetings of the General Synod may be called by resolution of the General Synod, by
465 the United Church of Christ Board, or upon receipt of a petition from at least twenty percent of
466 the Conferences. A special meeting so petitioned shall be convened not earlier than three months
467 nor later than four months after the petition is received by the General Minister and President of
468 the United Church of Christ. The petition and the call for a special meeting shall contain a
469 statement of the purpose of the meeting. In any special meeting only such business may be
470 transacted as is specified in the call.

471

472 189 The time and place of all meetings of the General Synod shall be determined by the United
473 Church of Christ Board unless otherwise directed by the General Synod.

474

475 190 The call for any meeting of the General Synod shall be signed by the General Minister and
476 President of the United Church of Christ. Such call shall be issued at least six months prior to a
477 regular meeting and at least three months prior to a special meeting of the General Synod. All
478 calls shall be sent to the Conferences and the Covenanted, Affiliated, and Associated Ministries,
479 and notice of these calls shall be transmitted to the Local Churches by the Conferences.

480

481 191 All proceedings of the General Synod shall, unless otherwise provided for, be governed by
482 the current edition of Robert's Rules of Order Newly Revised, as amended. Any regular or
483 special meeting of the General Synod may be held remotely, as determined by the United Church
484 of Christ Board, with all delegates attending through communications equipment that allows
485 delegates to communicate contemporaneously with one another.

486

487 192 Expenses of General Synod delegates, including travel expenses for meetings of the General
488 Synod, shall be the responsibility of the sending groups, except expenses of Conference voting
489 delegates as negotiated with the Conferences shall be borne by the General Synod.

490

491 **Membership of the General Synod**

492 193 The membership of the General Synod shall consist of voting delegates and associate
493 delegates. Visitors shall be welcome.

494

495 **Voting Delegates**

496 194 Voting delegates shall consist of Conference delegates, all members of the United Church of
497 Christ Board, and delegates named by the Historically Underrepresented Groups, as these are
498 hereinafter defined. All voting delegates shall be members of a Local Church of the United
499 Church of Christ. Each voting delegate to the General Synod shall be entitled to a single vote at
500 the General Synod.

501

502 **Conference Delegates**

503 195 The number of Conference delegates shall be allocated to each Conference by the United
504 Church of Christ Board on the basis of the number of persons who have membership in the Local
505 Churches of the Conference. There shall not, however, be fewer than three delegates allocated to
506 any Conference. The total number of Conference delegates in any biennium shall not be fewer
507 than 675 nor more than 725. Delegates and alternate delegates shall be chosen by each

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

522

523 196 The term of Conference delegates, other than any elected to fill unexpired terms, shall begin
524 at the opening of the next regular meeting of the General Synod following their election and shall
525 continue for a period of four years, terminating at the opening of the third regular meeting of the
526 General Synod following such election; provided, however, that each Conference delegation shall
527 be divided into two classes with terms expiring in alternate bienniums. When the number in one
528 class from a given Conference exceeds the number in the other class by more than one, the
529 Conference shall at the earliest possible opportunity make use of a two-year term for one delegate
530 or fill any delegate vacancy that may occur in such a way as to equalize the two classes. No
531 delegate who has served a full term shall again be elected until after at least two years have
532 elapsed. Delegates shall be members of all regular and special meetings of the General Synod
533 which are held during their term of office unless they have become separated from the
534 Conference which elected them.

535

536 **United Church of Christ Board Delegates**

537 197 The members of the United Church of Christ Board shall be voting delegates at the General
538 Synod, and their term shall be concurrent with their terms as members of the United Church of
539 Christ Board.

540

541 **Historically Underrepresented Groups Delegates**

542 198 There shall be forty (40) Historically Underrepresented Groups delegates, four (4) from each
543 of the Historically Underrepresented Groups: Council for American Indian Ministry; The
544 Colectivo de UCC Latinx Ministries; Ministers for Racial, Social and Economic Justice; Pacific
545 Islander and Asian American Ministries; United Black Christians; UCC Disabilities Ministries;
546 Council for Youth and Young Adult Ministries; the United Samoan Ministries; the Open and
547 Affirming Coalition of the United Church of Christ; and the UCC Mental Health Network. The
548 term of Historically Underrepresented Groups delegates, other than any elected to fill unexpired
549 terms, shall begin at the opening of the next regular meeting of the General Synod following their
550 election and shall continue for a period of four years, terminating at the opening of the third
551 regular meeting of the General Synod following such election. No delegate who has served a full
552 term shall again be elected until after at least two years have elapsed.

553

554 **Associate Delegates**

555 199 Unless otherwise serving as a voting delegate to the General Synod, the chairperson of the
556 governing body and the principal minister(s) or executive(s) of each Conference; the chairperson
557 of each Task Force created by the General Synod not otherwise represented on the United Church
558 of Christ Board; the chairperson of each General Synod standing committee; a representative of

559 the Christian Churches (Disciples of Christ); and one representative of each of the seminaries of
560 the United Church of Christ not otherwise represented, chosen by the seminary, shall be
561 Associate Delegates, with voice but without vote.

562

563 **Ecumenical Delegates**

564 200 In each biennium the United Church of Christ Board may invite a representative from each of
565 its U.S. and Canada full communion partners as an associate delegate to the General Synod of the
566 United Church of Christ. In addition, the United Church of Christ Board may invite a
567 representative from up to three other partner churches in the United States. These representatives
568 shall be accorded the same privileges as Associate Delegates.

569

570 **Moderators of the General Synod**

571 201 The Moderator shall be elected by the General Synod. The office of Moderator shall be filled
572 alternately by lay persons and authorized ministers or persons with Ordained Ministerial Partner
573 Standing. The Moderator shall take office upon the adjournment of the regular meeting at which
574 the Moderator is elected and shall hold office through the next regular meeting or until a
575 successor has been qualified and installed.

576

577 202 The Moderator shall preside at the sessions of the General Synod.

578

579 203 There shall be elected an Assistant Moderator of the General Synod to assist the Moderator in
580 presiding at sessions of the General Synod. The Assistant Moderator shall take office upon
581 adjournment of the regular meeting at which the Assistant Moderator was elected and shall hold
582 office through the next regular meeting. The Assistant Moderator will be eligible for nomination
583 and election to the position of Moderator, upon completion of the term of Assistant Moderator.

584

585 204 The Moderator and Assistant Moderator shall include an authorized minister or a person with
586 Ordained Ministerial Partner Standing and a layperson, and shall reflect the diversity to which the
587 United Church of Christ is committed.

588

589 **Committees of the General Synod**

590 205 The General Synod shall have such Committees as it may deem necessary, including but not
591 limited to those named hereafter.

592

593 206 **Nominating Committee** The Nominating Committee shall consist of 16 members elected by
594 the General Synod as follows:

595

596 a) Ten members will be elected from a pool of nominees provided by the Conferences, as
597 follows: At least nine months before each regular meeting of the General Synod, the
598 United Church of Christ Board shall invite each Conference not currently represented on
599 the Nominating Committee to submit the name of an authorized minister or a person with
600 Ordained Ministerial Partner Standing and the name of a layperson for possible
601 membership on the Nominating Committee as an at-large member. The United Church of
602 Christ Board shall submit these names, to the General Synod. Not more than one of the
603 at-large members of the Nominating Committee shall be from any one Conference.
604 Notwithstanding this requirement, if a member of the Nominating Committee moves to a
605 Conference from which there is another member of the Committee currently serving, the
606 member moving to the Conference currently served by another member shall continue to
607 serve as a member of the Nominating Committee until the end of the biennium. The
608 position on the Nominating Committee held by the member who moved becomes vacant
609 at the end of the biennium during which the above change in Conference occurs.

610
611 b) Four members will be elected from a pool of nominees provided by the following
612 groups: the Council for American Indian Ministry; The Colectivo de UCC Latinx
613 Ministries; Ministers for Racial, Social and Economic Justice; Pacific Islander and Asian
614 American Ministries; United Black Christians; United Samoan Ministries, the Open and
615 Affirming Coalition of the United Church of Christ; UCC Disabilities Ministries; the
616 Council for Youth and Young Adult Ministries; and the UCC Mental Health Network. At
617 least nine months before each regular meeting of the General Synod, the United Church
618 of Christ Board shall invite each of the six groups not currently represented on the
619 Nominating Committee to submit the names of an authorized minister or a person with
620 Ordained Ministerial Partner Standing and a layperson for possible membership on the
621 Nominating Committee. The United Church of Christ Board shall submit to the General
622 Synod for election the number of names needed to maintain four members from these
623 groups on the Nominating Committee. Two members will be an authorized minister or a
624 person with Ordained Ministerial Partner Standing and two members will be laypersons.
625 The Conference affiliations of the representatives from these groups will not affect the
626 determination of the Conference affiliation of the at-large members elected in accordance
627 with paragraph 201a.

628
629 c) Two members will be appointed from among the members of the United Church of
630 Christ Board.

631
632 d) The diversity of the Nominating Committee shall reflect the diversity requirements for
633 the United Church of Christ Board, as set forth in these bylaws.

634
635 e) A member of the Nominating Committee who has served a full term shall not be
636 eligible for re-election until a biennium has elapsed. Terms of members shall begin at the
637 close of the General Synod at which the members have been elected and continue to the
638 close of the third regular General Synod after their election. The Chairperson of the
639 Nominating Committee shall be named by the United Church of Christ Board from the
640 members of the Nominating Committee within six months after each regular meeting of
641 the General Synod.

642
643 207 The Nominating Committee of the General Synod, prior to the call for nominations, reviews
644 the composition of the continuing membership of the United Church of Christ Board and
645 determines the needed nominations. In its call for suggestions of names, the Nominating
646 Committee will indicate the criteria consistent with the provisions of these Bylaws which will be
647 used for filling positions on the United Church of Christ Board. Each Conference or group to be
648 represented shall provide at least two names for each of the positions.

649
650 208 The Nominating Committee shall make all nominations for election by the General Synod for
651 which the Constitution and Bylaws do not otherwise provide. The Nominating Committee shall
652 consider, but not be limited to, such attributes as candidates' leadership, a wide range of life
653 experience and background including socio-economic, cultural competency, financial knowledge,
654 fund raising experience, community building skills, commitment to justice, and understanding of
655 good governance. The Nominating Committee shall maintain records of suggested nominees and
656 their qualifications.

657
658 209 The Nominating Committee is responsible for ensuring that the membership of the United
659 Church of Christ Board embodies the commitment of the United Church of Christ to diversity and
660 balance, both in its overall composition and in its internal segments. In order to achieve this end,

661 the Nominating Committee may, if necessary, approach any group submitting and/or
662 recommending names with the request that they assist in that task by presenting additional names.

663
664 210 When selecting candidates for offices, the Nominating Committee shall consider all names
665 submitted.

666
667 211 The Nominating Committee shall submit its report to the General Synod at least twenty-four
668 hours before the elections are scheduled to take place, unless the General Synod, by a three-
669 fourths vote, consents to an earlier election.

670
671 **Credentials Committee**

672 212 The Credentials Committee shall be the United Church of Christ Board or persons designated
673 by the United Church of Christ Board from its own membership. The Credentials Committee will
674 review the composition of the Conference and other voting delegations for compliance with the
675 composition requirements of these Bylaws and is empowered to request changes in membership
676 to all voting delegations so that said delegations and the Delegation as a Whole will be in
677 compliance with the provisions of these Bylaws.

678
679 **Budget Committee, Business Committee, and Committee of Disposition**

680 213 The Budget Committee, the Business Committee, and the Committee of Disposition at each
681 regular and special meeting of the General Synod shall be the United Church of Christ Board or
682 persons designated by the United Church of Christ Board from its own membership. The role and
683 scope of the Budget Committee, Business Committee and the Committee of Disposition shall be
684 determined by the United Church of Christ Board.

685
686 **Officers of the United Church of Christ**

687 214 The General Synod shall call by election, from among the members of the United Church of
688 Christ, the General Minister and President, the Associate General Ministers, and such other
689 officers of the United Church of Christ as the General Synod may from time to time determine.

690
691 215 Each Officer of the United Church of Christ serves at the will of the General Synod, and may
692 be terminated as an Officer of the United Church of Christ by the United Church of Christ Board
693 acting as the General Synod ad interim in accordance with the United Church of Christ Board's
694 procedures.

695
696 216 The term of each Officer of the United Church of Christ shall be two regular meetings of the
697 General Synod, terminating at the opening of the third regular meeting of the General Synod
698 following such election, not to exceed three terms, and shall commence within ninety days
699 following call by election by the General Synod. Officers of the United Church of Christ shall
700 hold office until their successors have been elected and qualified and have assumed the duties of
701 their office. Officers of the United Church of Christ may be reelected, but not more than twice,
702 subject to the call by election of the General Synod.

703
704 **General Minister and President**

705 217 The General Minister and President, who shall have Ordained Ministerial Standing or
706 Ordained Ministerial Partner Standing, is called to ministry in and on behalf of the United Church
707 of Christ upon election by the General Synod.

708
709 a) Spiritual Leader of the Church:

710 The General Minister and President is the spiritual leader and pastor of the Church,
711 charged with the care and nurture of the spiritual life of the Church. The General Minister

712 and President is responsible for the unity and well-being of the Church, and for nurturing
713 its covenantal life and ecumenical and interfaith relationships, and leading the visioning,
714 planning, coordination and implementation of the total mission of the United Church of
715 Christ.

716

717 b) Theological Interpreter:

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

723

724 c) Convener:

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

730

731 d) Chief Executive Officer:

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

740

741 The General Minister and President serves as the corporate President of the United Church of
742 Christ Board, each of the Covenanted Ministries, and all other corporations related to the
743 Covenanted Ministries. The General Minister and President determines the delegation and
744 direction of the work of the Covenanted Ministries to the Associate General Ministers, with the
745 affirmation of the United Church of Christ Board.

746

747 The General Minister and President serves as an ex-officio member in all meetings of the
748 Affiliated and Associated Ministries. The General Minister and President shall serve as an ex-
749 officio member, with voice, but not vote, in the meetings of all Commissions, Councils, and
750 Committees of the United Church of Christ, except as otherwise provided in the Constitution and
751 Bylaws of the United Church of Christ; except that the General Minister and President shall not
752 participate in the work of the Search Committee for the General Minister and President. The
753 General Minister and President shall be the official representative of the Church in ecumenical,
754 interdenominational, and interfaith relations. The General Minister and President may appoint a
755 representative for such occasions as the General Minister and President deems advisable.

756

757 218 The General Minister and President is accountable to the General Synod and the United
758 Church of Christ Board, acting as the General Synod ad interim.

759

760 219 The candidate for the position of General Minister and President is nominated for an initial
761 term by a search committee of the United Church of Christ, broadly representative of the Church,
762 and appointed by the United Church of Christ Board. The search committee includes at least one

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

780

781 **Associate General Ministers**

782 220 An Associate General Minister may be a lay person, an authorized minister, or a person with
783 Ordained Ministerial Partner Standing. Each Associate General Minister serves as an appointed
784 member of the United Church of Christ Board and accordingly as a member of the Board of
785 Directors of each Covenanted Ministry.

786

787 221 Each Associate General Minister will be responsible for the work of the Covenanted
788 Ministries, as delegated and directed by the General Minister and President and affirmed by the
789 United Church of Christ Board of Directors.

790

791 222 As led by the General Minister and President, each Associate General Minister will be
792 involved in the overall functions of the National Setting, including visioning and planning,
793 communications, development and management of budgets, development and leadership of staff,
794 and implementation of policies adopted by the General Synod and the United Church of Christ
795 Board.

796

797 223 Each Associate General Minister will be accountable to the General Synod through the
798 United Church of Christ Board. Each Associate General Minister serves at the will of the United
799 Church of Christ Board and may be terminated by the United Church of Christ Board, acting as
800 the General Synod ad interim, in accordance with its procedures.

801

802 224 Each Associate General Minister is an Officer of the United Church of Christ.

803

804 225 Each Associate General Minister is to be nominated for an initial term by a search committee
805 of the United Church of Christ broadly representative of the Church, appointed by and from the
806 United Church of Christ Board. The search committee shall include the General Minister and
807 President; one Conference Minister, named by the Council of Conference Ministers; one
808 representative of the Council for Racial and Ethnic Ministries to be selected, in the first instance,
809 from the COREM members on the Board of Directors and one representative of the UCC
810 Disabilities Ministries to be selected, in the first instance, from the UCC Disabilities Ministries
811 member on the Board of Directors, each with voice and vote. At least one member shall be a
812 youth or young adult. The affirmative action commitment of the Church is to be fully respected in
813 the search process and diversity maintained in the membership of the Officers of the United

814 Church of Christ. The candidate chosen by the search committee is to be confirmed by a two-
815 thirds vote of the United Church of Christ Board of Directors before the candidate's name is
816 placed in nomination before the General Synod. Only one nominee may be presented for election,
817 and nominations may not be made from the floor. An affirmative vote of at least sixty percent of
818 the General Synod is necessary for the call by election. An Associate General Minister does not
819 participate in the work of the search committee choosing a successor. The Associate General
820 Minister is evaluated regularly by a process approved by the United Church of Christ Board of
821 Directors. The evaluation process shall include the General Minister and President, with voice
822 and vote. Terms of office shall begin within ninety days following their election. An Associate
823 General Minister shall hold office until the Associate General Minister's successor has been
824 elected and qualified and has assumed the duties of the Office.
825

826 226 In the event that an Associate General Minister is unable to discharge the responsibilities of
827 that position, or if there is a vacancy in the office, the United Church of Christ Board of
828 Directors, in consultation with the General Minister and President, may appoint an Acting
829 Associate General Minister, who shall be an Acting Officer of the Church, according to its rules
830 and procedures acting as the General Synod ad interim. An Acting Associate General Minister
831 shall serve until the Associate General Minister returns to service, or is replaced by a successor
832 called by election by the General Synod.
833

834 **United Church of Christ Board**

835 227 The United Church of Christ Board continues the work of, and acts as agent for, predecessor
836 bodies, and continues other ministries, as specified in the Constitution of the United Church of
837 Christ.
838

839 228 The United Church of Christ Board shall consist of up to 52 members. Thirty-six members
840 shall serve in at-large positions and up to 16 members shall be appointed members with voice and
841 vote. The composition of the United Church of Christ Board shall embody the commitment of the
842 United Church of Christ to be a diverse, equitable, and inclusive Church open and accessible to
843 all, reflecting a balance of leadership among people of diverse races, ethnicities, genders, gender
844 expressions, and sexuality. All members of the United Church of Christ Board shall be voting
845 members, except as legally proscribed and noted below.
846

847 229 The 36 at-large members, nominated by the General Synod Nominating Committee, and
848 elected by the General Synod as members of the United Church of Christ Board, shall reflect the
849 following composition at the time of their election:
850

- 851 • A majority shall be persons of color.
- 852 • A majority shall be persons who identify as women, both transgender and cisgender; non-binary
- 853 persons; or gender non-conforming persons. The remaining members may be persons who
- 854 identify as men, both transgender and cisgender.
- 855 • One-third shall be authorized ministers or persons with Ordained Ministerial Partner Standing.
- 856 • Two-thirds shall be laypersons.
- 857 • Twenty percent shall be under 30 years of age. To the extent possible, the under 30 years of age
- 858 members shall include both youth of high school age and young adults. All such members shall
- 859 be voting members except as legally proscribed.
- 860 • At least one member shall be a person who self-identifies as having a disability.
- 861 • At least one member shall be a person who self-identifies as gay, lesbian, bisexual, or asexual.
- 862 At least one member shall be a person who self-identifies as transgender, non-binary, or gender
- 863 non-conforming.
- 864

865 a) At-large members shall serve one term of three regular meetings of the General Synod,
866 which shall commence at the close of the General Synod at which the person is elected
867 and qualified and shall terminate at the close of the General Synod in which a successor
868 is elected and qualified. At-large members shall be divided into three classes of 12
869 members each, with a class of 12 members being elected at each General Synod. No at-
870 large member who has served more than one-half of a full term shall be nominated to
871 serve again until at least one regular meeting of the General Synod has elapsed.
872 Nominations for the at-large positions shall be solicited from all entities and
873 organizations within the United Church of Christ. There shall not be more than three at-
874 large members from any one Conference at the time of an individual's election.
875

876 b) The General Synod Nominating Committee nominates these persons after submission
877 of names, according to the procedures established in these Bylaws, and criteria
878 determined by the Nominating Committee. In order to fulfill its responsibilities to ensure
879 that the membership of the United Church of Christ Board reflects the diversity to which
880 the United Church of Christ is committed, the Nominating Committee may ask for
881 additional names to be submitted.
882

883 230 Appointed members of the United Church of Christ Board with voice and vote shall include:
884

885 a) The Officers of the United Church of Christ.
886

887 b) The Moderator and the Assistant Moderator of the General Synod.
888

889 c) One member designated by the Christian Church (Disciples of Christ) to serve a term
890 of two years. Any such member shall be eligible to serve up to two additional terms and
891 not to exceed three terms.
892

893 d) Six principal ministers of Conferences, one to be elected from each Region by the
894 Council of Conference Ministers for a term of two years, not to exceed two consecutive
895 terms. If any such member ceases during the member's term of office on the United
896 Church of Christ Board to be the principal minister of a Conference within the Region
897 from which said member was elected, a vacancy shall be thereby created to be filled by
898 election by the Council of Conference Ministers.
899

900 e) The Executive of the United Church Funds, Inc.
901

902 f) The Executive of The Pension Boards—United Church of Christ
903

904 g) The Executive of the Council for Health and Human Service Ministries
905

906 231 Although members of the United Church of Christ Board may be nominated or selected by
907 particular groups, each member serves on behalf of, and bears responsibility for, the well-being of
908 the whole Church.
909

910 232 The United Church of Christ Board shall elect, from its members who are elected by the
911 General Synod, a chairperson and a vice-chairperson according to its own Standing Rules.
912

913 233 The United Church of Christ Board shall appoint a Secretary and a Treasurer, who shall not
914 be members of the United Church of Christ Board, and shall have voice but no vote. The
915 Secretary and the Treasurer may be appointed from staff members at the National Setting, who

916 shall report to the General Minister and President, who is directly accountable to the United
917 Church of Christ Board.

918
919 234 The Secretary and the Treasurer shall have the customary duties of a corporate secretary and
920 treasurer to the General Synod of the United Church of Christ.

921
922 **Responsibilities of the United Church of Christ Board**

923 235 The United Church of Christ Board shall act for the General Synod ad interim, and, in
924 cooperation with the Officers of the United Church of Christ, shall provide coordination and
925 evaluation of the work of the Church and shall carry out such other responsibilities as may be
926 from time to time delegated to it by the General Synod or as provided for in these Bylaws or the
927 Constitution.

928
929 a) The United Church of Christ Board shall be responsible for strategic planning and
930 policymaking. The Committees of the United Church of Christ Board shall make
931 recommendations to the members of the United Church of Christ Board for strategic
932 planning, policymaking, and oversight purposes. The United Church of Christ Board
933 shall receive recommendations from the Investment and Endowment Committee
934 regarding the annual draw rate on invested funds that may be used to carry out the
935 mission entrusted to the Covenanted Ministries. Recommendations as to the annual draw
936 rate and as to the allocation of the annual dollar amounts resulting from the application of
937 the annual draw rate to each of the restricted endowment funds and to each of the historic
938 donor intended uses of each of the unrestricted endowment funds shall not be modified
939 by the United Church of Christ Board except upon a two-thirds vote of the members
940 present of the full Board.

941
942 b) The United Church of Christ Board is responsible for policies relating to the mission
943 of the United Church of Christ in its National Setting. It shall support the on-going work
944 of the General Synod through its various ministries, planning for and encouraging
945 cooperation among those ministries, with Local Churches, Associations, and
946 Conferences, and with other expressions of the Church which contribute to and embody
947 God's mission in Jesus Christ. It shall support the spiritual and financial health of the
948 Church, and shall ensure the presence and implementation of policies which contribute to
949 the health of the Covenanted Ministries in relationship with one another and their
950 accountability to the General Synod. It shall receive reports from the Officers of the
951 United Church of Christ and provide oversight and support for the work of that body. It
952 shall facilitate the business of the General Synod and assume such other tasks as may be
953 assigned to it by the General Synod. It shall be a focal point for decision-making, overall
954 planning and evaluation, and budgeting in the National Setting. It shall receive and report
955 upon divergent points of view and maintain an open channel for the consideration of
956 minority or dissenting opinion. It shall submit a report of its work to the General Synod at
957 each regular meeting. In cooperation with the Covenanted, Affiliated, and Associated
958 Ministries it shall make an annual informational report to the Local Churches and the
959 Conferences about the total program of the Church in the National Setting.

960
961 236 Vacancies occurring in offices, commissions, or committees of the General Synod, or in the
962 membership of the United Church of Christ Board, shall, unless otherwise provided, be filled by
963 the United Church of Christ Board acting as the General Synod ad interim, such actions to be
964 reported to the next General Synod.

965

966 237 The United Church of Christ Board shall make such elections, nominations or appointments
967 as these Bylaws or action of the General Synod may require.

968
969 238 Acting as the Budget Committee for the General Synod, the United Church of Christ Board
970 shall determine the allocation of funds from denominational support. The United Church of Christ
971 Board, acting as the Budget Committee, shall also receive and review the past and projected use
972 of denominational funds allocated to each Covenanted Ministry and recommend the
973 denominational support threshold amount for each General Synod regular meeting interval.

974
975 239 The United Church of Christ Board shall be an incorporated body in order to ensure that it
976 may effectively and expeditiously perform all legal functions of the General Synod and all of its
977 other functions as provided for in the Constitution and Bylaws of the United Church of Christ.
978 The membership of the Corporation shall consist of those persons described in the Bylaws as
979 members of the Board of Directors of the United Church of Christ, who shall be elected or
980 affirmed in the manner therein provided and who shall have the right to vote only to the extent
981 granted by the Bylaws. Those members shall also be the Directors of the Corporation. The
982 Corporation shall have such officers as required by law and as provided in these Bylaws. The
983 Corporation may adopt for its government and the management of its affairs bylaws and rules not
984 inconsistent with its Articles of Incorporation nor with the Constitution, Bylaws, Rules and
985 regulations of the General Synod of the United Church of Christ.

986
987 240 The United Church of Christ Board shall serve as the Business Committee of the General
988 Synod during its sessions, and as such shall prepare the agenda and schedule for all meetings of
989 the General Synod, recommend changes therein during sessions, and appoint committees not
990 otherwise provided.

991
992 **Administration of the National Setting Offices**

993 241 The General Minister and President shall oversee the administration of the National Setting
994 offices.

995
996 **Committees of the United Church of Christ Board**

997 242 The United Church of Christ Board shall have such other Committees as it may deem
998 necessary, including but not limited to those named hereafter, and each may draw on expertise
999 beyond the Board if necessary.

1000
1001 **Ministry Committees**

1002 243 The United Church of Christ Board shall establish committees relating to the mission and
1003 ministry of the United Church of Christ (the Ministry Committees). Each Ministry Committee
1004 shall make recommendations to the United Church of Christ Board regarding ministry priorities
1005 and policy. The Ministry Committees will honor the diversity commitments of the United Church
1006 of Christ and work in covenant with each other and National Setting staff. To the extent possible
1007 while still maintaining expertise needed on the Ministry Committees, the composition of each
1008 Ministry Committee shall embody the commitment of the United Church of Christ to a
1009 multicultural and multiracial Church, with leadership reflecting race and gender diversity, open
1010 and accessible to all. To the extent possible while still maintaining expertise needed on the
1011 Ministry Committees, each United Church of Christ Board member will be assigned to a Ministry
1012 Committee based on that individual's experience, expertise, personal passion and spiritual calling.
1013 Individuals also will be considered based on the role that they may serve as members of the
1014 Common Global Ministries Board, the mission partnership between the United Church of Christ
1015 and the Christian Church (Disciples of Christ). Each Ministry Committee will elect a chairperson

1016 and a vice-chairperson, subject to the requirement that at least one of these positions must be held
1017 by a person of color in each Ministry Committee.

1018
1019 **Executive Committee**

1020 244 The Executive Committee shall consist of up to 16 members of the United Church of Christ
1021 Board, as follows:

- 1022
- 1023 a) Chairperson and vice-chairperson of the United Church of Christ Board
 - 1024
 - 1025 b) Chairperson of the Audit Committee, Finance and Budget Committee, Governance
1026 Committee, Investment and Endowment Committee, and Development Committee
 - 1027
 - 1028 c) The Officers of the United Church of Christ
 - 1029
 - 1030 d) One Conference Minister
 - 1031
 - 1032 e) Moderator of the General Synod
 - 1033
 - 1034 f) Three additional at-large members, one from each of the three classes
 - 1035
 - 1036 g) To the extent possible while still maintaining diversity and expertise, the composition
1037 of the Executive Committee shall embody the commitment of the United Church of
1038 Christ to a multicultural and multiracial Church, with membership reflecting age, race,
1039 and gender diversity, open and accessible to all.

1040

1041 245 The Executive Committee shall have the responsibility to ensure that visioning and strategic
1042 planning be done on behalf of the National Setting of the Church. It will lead the United Church
1043 of Christ Board in developing and articulating comprehensive and integrated strategies and goals
1044 for the National Setting. The Executive Committee will facilitate the United Church of Christ
1045 Board's identification of concerns and ideas related to communications, identity, fundraising,
1046 fund development, strategic planning, evangelism, and other critical issues for the life of the
1047 whole Church. The decision-making power and authority of the Executive Committee shall be
1048 governed by the standing rules of the United Church of Christ Board.

1049

1050 **Finance and Budget Committee**

1051 246 The Finance and Budget Committee shall consist of up to 12 members of the United Church
1052 of Christ Board, including:

- 1053
- 1054 a) Chairperson or vice-chairperson of the United Church of Christ Board
 - 1055
 - 1056 b) Six representatives of the United Church of Christ Board
 - 1057
 - 1058 c) General Minister and President

1059

1060 247 The duties and responsibilities of the Committee include:

- 1061
- 1062 a) Reviewing the annual available resources and being responsible for financial planning.
 - 1063
 - 1064 b) Reviewing the proposed Annual Budget recommended by the General Minister and
1065 President in consultation with key staff and mission partners, such as Common Global
1066 Ministries.

- 1067
1068 c) Recommending the Annual Budget to the United Church of Christ Board.
1069
1070 d) Receiving and reviewing regular financial reports.
1071

1072 **Investment and Endowment Committee**

1073 248 The Investment and Endowment Committee shall consist of up to 14 members and shall be
1074 members of the United Church of Christ Board (except as noted below), including:

- 1075
1076 a) Six representatives from the United Church of Christ Board
1077
1078 b) The Officers of the United Church of Christ
1079
1080 c) The Executive of the United Church Funds, Inc., with voice but without vote
1081
1082 d) The United Church of Christ Board, by vote of its membership, may add up to three
1083 individuals with legal and/or investment expertise who are not members of the United
1084 Church of Christ Board but are members of the United Church of Christ.
1085

1086 249 The duties and responsibilities of the Committee include:

- 1087
1088 a) Assuring that the legacy/historic restrictions on the use of restricted funds and the
1089 intended use restrictions of the unrestricted funds of each of the historic ministries are
1090 monitored, accounted for, maintained and reported to the United Church of Christ Board
1091 annually. The Committee shall monitor and oversee the allocation of both restricted and
1092 unrestricted funds to ensure that they will be allocated based on donor intent, whenever
1093 that can be determined and to provide the full Board an overview of all funds in order to
1094 encourage the most effective collaborative and holistic use of those funds to meet the
1095 missional needs of the Church.
1096
1097 b) Recommending to the United Church of Christ Board investment policies including
1098 investment screens that reflect the commitment of the United Church of Christ to
1099 corporate social responsibility.
1100
1101 c) Managing the investment of the endowed funds and other assets including real
1102 property in accordance with investment policies approved by the United Church of Christ
1103 Board.
1104
1105 d) Monitoring and reporting on the management of invested funds to the United Church
1106 of Christ Board.
1107
1108 e) Recommending to the United Church of Christ Board the annual draw rate on invested
1109 funds that may be used to carry out the mission entrusted to the Covenanted Ministries.
1110 Recommendations as to the annual draw rate and as to the allocation of the annual dollar
1111 amounts resulting from the application of the annual draw rate to each of the restricted
1112 endowment funds and to each of the historic donor intended uses of each of the
1113 unrestricted endowment funds shall be accepted by the United Church of Christ Board
1114 unless modified by a vote of two-thirds of the members present of the full Board.
1115
1116 f) Reviewing, monitoring and recommending to the United Church of Christ Board the
1117 allocation of the annual dollar amounts resulting from the application of the spending rate

1118 to each of the restricted endowment funds and to each of the historic donor intended uses
1119 of each of the unrestricted endowment funds.

1120
1121 g) Providing Board representation to the Investment Committee of the United Church
1122 Funds, Inc.
1123

1124 **Audit Committee**

1125 250 The Audit Committee shall consist of such members as determined by the United Church of
1126 Christ Board, provided that members of the Board must comprise a majority of the members of
1127 the Audit Committee. The United Church of Christ Board, by vote of its membership, may
1128 include on the Audit Committee individuals with legal and/or financial expertise who are not
1129 members of the United Church of Christ Board but are members of the United Church of Christ.
1130 All Committee members shall be voting members.

1131
1132 251 The duties and responsibilities of the Committee include:

- 1133 a) Retaining the audit firm to perform the annual financial audit.
- 1134 b) Receiving and reviewing the audit report from the auditors and reporting to the United
1135 Church of Christ Board.
- 1136 c) Such other duties as assigned by the United Church of Christ Board.

1140
1141 **Regions**

1142 252 The United Church of Christ Board shall make an appropriate assignment of the several
1143 Conferences into Regions. The Regions as thus determined shall form the basis for Conference
1144 representation on national bodies wherever required by the Bylaws.

1145
1146 **Organization of the United Church of Christ Board**

1147 253 The United Church of Christ Board shall organize itself as it deems necessary to carry out its
1148 responsibilities and fulfill its mandates.

1149
1150 **Advisory Commissions**

1151 254 The United Church of Christ Board may provide for special advisory commissions on
1152 subjects of pervasive interest to the entire Church on which the United Church of Christ Board
1153 and/or the General Minister and President need policy or substantive advice. Members of such
1154 commissions and its chairperson shall be appointed by the United Church of Christ Board
1155 pursuant to its Standing Rules and shall include at least one member of the United Church of
1156 Christ Board.

1157
1158 **ARTICLE IV. ORGANIZATION**

1159 255 The work of the United Church of Christ shall be carried out by the United Church of Christ
1160 Board, the Covenanted, Affiliated, Associated Ministries, Councils, and other such bodies as may
1161 from time to time be created by, or related to, the General Synod or the United Church of Christ
1162 Board.

1163
1164 **COVENANTED MINISTRIES**

1165 256 The Covenanted Ministries are Local Church Ministries, Justice and Witness Ministries, and
1166 Wider Church Ministries.

1167

1168 257 The General Minister and President oversees the programmatic work of the Covenanted
1169 Ministries, which shall be carried out in accordance with the policies, planning, and broad
1170 oversight of the United Church of Christ Board as provided in these Bylaws.

1171

1172 **LOCAL CHURCH MINISTRIES**

1173 **Purpose and Mission**

1174 258 The purpose and mission of Local Church Ministries shall be to encourage and support the
1175 Local Churches of the United Church of Christ in the fulfillment of God's mission. It continues
1176 the work of, and acts as agent for, predecessor bodies, and continues other ministries, as specified
1177 in the Constitution of the United Church of Christ and as described in its articles of incorporation.
1178 The program, administrative, and financial development functions of Local Church Ministries
1179 shall be carried out in cooperation with the United Church of Christ Board. The United Church of
1180 Christ Board shall oversee these functions, which will be coordinated and implemented by staff
1181 assigned by the General Minister and President. Local Church Ministries shall retain
1182 responsibility for all legacies and other property received, maintained or held by it, and shall have
1183 sole authority to approve any use, expenditure or disposal of its legacies or other property.

1184

1185 259 In overseeing the purpose and mission of Local Church Ministries, the United Church of
1186 Christ Board shall encourage Local Churches to shape their life and mission in partnership with
1187 one another, with other expressions of the Church, and with ecumenical and interfaith
1188 communities. The United Church of Christ Board will work to promote the vocation of all
1189 members, leadership of laity and clergy, and facilitate a system of ecclesiastical call. The United
1190 Church of Christ Board will nurture stewards, and will coordinate and promote denomination-
1191 wide mission funding. The United Church of Christ Board will work with Local Churches in
1192 striving for the vitality of Local Churches as inclusive and accessible communities of mission,
1193 evangelism, church development, education, unity, worship, nurture, and justice so that the good
1194 news of Jesus Christ will be proclaimed in word and deed.

1195

1196 260 The United Church of Christ Board shall work in interactive partnership with Local
1197 Churches, Associations, Conferences, and national expressions of the Church.

1198

1199 **Governance and Leadership**

1200 261 Pursuant to the Constitution of the United Church of Christ, Local Church Ministries shall be
1201 incorporated and governed by a Board of Directors comprised of the members of the United
1202 Church of Christ Board. It shall act pursuant to the provisions as defined in the Constitution and
1203 Bylaws of the United Church of Christ, its own articles of incorporation and bylaws, and by the
1204 rules of its Board of Directors. The Board of Directors of Local Church Ministries performs the
1205 functions normally associated with boards of directors, and such additional tasks necessary to
1206 carry out its purposes and mandates, including the formation of associated auxiliary corporations.
1207 Pursuant to the Constitution of the United Church of Christ, it has legal corporate status for the
1208 purpose of holding, receiving, and managing unrestricted, restricted, and designated allocated
1209 funds, and funds donated to it from all sources. It is responsible for its articles of incorporation
1210 and required corporate documents, and establishes its own rules and bylaws. It has responsibility
1211 for organizing its ministries in order to carry out its mandates, for providing necessary staffing,
1212 and for determining the manner and site(s) of its office(s). The Board of Directors may grant
1213 authority to sub-units, ministry teams, or other appropriate entities, to speak and act on its behalf
1214 within its own broad policy statements and those of the General Synod of the United Church of
1215 Christ. The Board of Directors may form task groups representing a variety of groups of the
1216 Church necessary for implementing its mission.

1217

1218 262 Members of the Board of Directors of Local Church Ministries serve on behalf of the whole
1219 Church.

1220

1221 **JUSTICE AND WITNESS MINISTRIES**

1222 **Purpose and Mission**

1223 263 The purpose and mission of Justice and Witness Ministries shall be to enable and encourage
1224 Local Churches, Associations, Conferences, and national expressions of the United Church of
1225 Christ to engage in God's mission globally by direct action for the integrity of creation, justice,
1226 and peace. It continues the work of, and acts as agent for, predecessor bodies, and continues other
1227 ministries, as specified in the Constitution of the United Church of Christ and as described in its
1228 articles of incorporation. The program, administrative, and financial development functions of
1229 Justice and Witness Ministries shall be carried out in cooperation with the United Church of
1230 Christ Board. The United Church of Christ Board shall oversee these functions, which will be
1231 coordinated and implemented by staff assigned by the General Minister and President. Justice and
1232 Witness Ministries shall retain responsibility for all legacies and other property received,
1233 maintained or held by it, and shall have sole authority to approve any use, expenditure or disposal
1234 of its legacies or other property.

1235

1236 264 In overseeing the purpose and mission of Justice and Witness Ministries, the United Church
1237 of Christ Board shall encourage the Church in all of its expressions to speak prophetically on
1238 matters of justice, power, and public policy. The United Church of Christ Board shall assist the
1239 Church in all of its expressions to confront expressions of injustice and alienation in the Church
1240 and in the society. The United Church of Christ Board shall provide support for the Church's
1241 ministry of service on behalf of those who are poor, the forgotten and the oppressed, and for those
1242 marginalized by stigma and discrimination because of their sexual orientation or their disabilities,
1243 including mental illness. The United Church of Christ Board may provide public witness on
1244 behalf of the justice and witness policies of the General Synod.

1245

1246 265 The United Church of Christ Board shall work in interactive partnership with Local
1247 Churches, Associations, Conferences, national expressions of the Church, and with ecumenical
1248 and interfaith groups, and community organizations.

1249

1250 **Governance and Leadership**

1251 266 Pursuant to the Constitution of the United Church of Christ, Justice and Witness Ministries
1252 shall be incorporated and governed by a Board of Directors comprised of the members of the
1253 United Church of Christ Board. It shall act pursuant to the provisions as defined in the
1254 Constitution and Bylaws of the United Church of Christ, its own articles of incorporation and
1255 bylaws, and by the rules of its Board of Directors. The Board of Directors of Justice and Witness
1256 Ministries performs the functions normally associated with boards of directors, and such
1257 additional tasks necessary to carry out its purposes and mandates, including the formation of
1258 associated auxiliary corporations. Pursuant to the Constitution of the United Church of Christ, it
1259 has legal corporate status for the purpose of holding, receiving, and managing unrestricted,
1260 restricted, and designated allocated funds, and funds donated to it from all sources. It is
1261 responsible for its articles of incorporation and required corporate documents, and establishes its
1262 own rules and bylaws. It has responsibility for organizing its ministries in order to carry out its
1263 mandates, for providing necessary staffing, and for determining the manner and site(s) of its
1264 office(s). The Board of Directors may grant authority to sub-units, ministry teams, or other
1265 appropriate entities, to speak and act on its behalf within its own broad policy statements and
1266 those of the General Synod of the United Church of Christ. The Board of Directors may form task
1267 groups representing a variety of groups of the Church necessary for implementing its mission.

1268

1269 267 Members of the Board of Directors of Justice and Witness Ministries serve on behalf of the
1270 whole Church.

1271

1272 **WIDER CHURCH MINISTRIES**

1273 **Purpose and Mission**

1274 268 The purpose and mission of Wider Church Ministries shall be to encourage and support
1275 Local Churches, Associations, Conferences, and national expressions of the United Church of
1276 Christ to participate in the global, multiracial, multicultural church, accessible to all, and to
1277 support United Church of Christ ministries around the world and the nation. It continues the work
1278 of, and acts as agent for, predecessor bodies and continues other ministries, as specified in the
1279 Constitution of the United Church of Christ and as described in its articles of incorporation. The
1280 program, administrative, and financial development functions of Wider Church Ministries shall
1281 be carried out in cooperation with the United Church of Christ Board. The United Church of
1282 Christ Board shall oversee these functions, which will be coordinated and implemented by staff
1283 assigned by the General Minister and President. Wider Church Ministries shall retain
1284 responsibility for all legacies and other property received, maintained or held by it, and shall have
1285 sole authority to approve any use, expenditure or disposal of its legacies or other property.

1286

1287 269 In overseeing the purpose and mission of Wider Church Ministries, the United Church of
1288 Christ Board shall strengthen relationships with partner churches and oversee participation in the
1289 Common Global Ministries Board in joint venture with the Christian Church (Disciples of
1290 Christ). The United Church of Christ Board shall provide support for institutional ministries in
1291 health care, education, disaster relief, and social services in the United States and internationally.
1292 It shall also coordinate volunteer ministries in all expressions of the Church. In cooperation with
1293 partner churches it shall promote interfaith dialogue and global education and advocacy issues.
1294 Through the Common Global Ministries Board, the United Church of Christ Board shall oversee
1295 the sending and receiving of missionaries.

1296

1297 270 The United Church of Christ Board shall work in interactive partnership with Local
1298 Churches, Associations, Conferences, and national expressions of the Church and of the
1299 ecumenical and interfaith bodies.

1300

1301 **271 Governance and Leadership** Pursuant to the Constitution of the United Church of Christ,
1302 Wider Church Ministries shall be incorporated and governed by a Board of Directors comprised
1303 of the members of the United Church of Christ Board. It shall act pursuant to the provisions as
1304 defined in the Constitution and Bylaws of the United Church of Christ, its own articles of
1305 incorporation and bylaws, and by the rules of its Board of Directors. The Board of Directors of
1306 Wider Church Ministries performs the functions normally associated with boards of directors, and
1307 such additional tasks necessary to carry out its purposes and mandates, including the formation of
1308 associated auxiliary corporations. Pursuant to the Constitution of the United Church of Christ, it
1309 has legal corporate status for the purpose of holding, receiving, and managing unrestricted,
1310 restricted, and designated allocated funds, and funds donated to it from all sources. It is
1311 responsible for its articles of incorporation and required corporate documents, and establishes its
1312 own rules and bylaws. It has responsibility for organizing its ministries in order to carry out its
1313 mandates, for providing necessary staffing, and for determining the manner and site(s) of its
1314 office(s). The Board of Directors may grant authority to sub-units, ministry teams, or other
1315 appropriate entities, to speak and act on its behalf within its own broad policy statements and
1316 those of the General Synod of the United Church of Christ. The Board of Directors may form task
1317 groups representing a variety of groups of the Church necessary for implementing its mission.

1318

1319 272 Members of the Board of Directors of Wider Church Ministries serve on behalf of the whole
1320 Church.

1321

1322 **OFFICERS OF THE UNITED CHURCH OF CHRIST**

1323 273 The Officers of the United Church of Christ, defined in Article IV of the Constitution of the
1324 United Church of Christ, support and consult with the United Church of Christ Board and the
1325 Covenanted Ministries in carrying out their work in a spirit of coordination and cooperation. The
1326 General Minister and President is the presiding Officer. Led by the General Minister and
1327 President, the Officers of the United Church of Christ are responsible for providing leadership for
1328 the mission programming in the United Church of Christ and for the proper implementation of
1329 General Synod actions. The Officers of the United Church of Christ coordinate research, long-
1330 range planning, program evaluation, and report on the ongoing programs of the United Church of
1331 Christ.

1332

1333 274 The Officers of the United Church of Christ are convened by the General Minister and
1334 President as the presiding officer and consult with the United Church of Christ Board and the
1335 General Synod. They shall consult regularly with the leaders of the Affiliated and Associated
1336 Ministries of the United Church of Christ. They meet regularly with the Cabinet of the Council of
1337 Conference Ministers.

1338

1339 **MISSION PLANNING COUNCIL**

1340 275 The Mission Planning Council provides a multi-missional setting which brings together the
1341 Officers of the United Church of Christ, and principal staff of the United Church of Christ Board
1342 and the Covenanted, Associated, and Affiliated Ministries of the United Church of Christ, for
1343 planning coordinated ministries and for visioning and exploring new perspectives over a wide
1344 range of mission, theological, ecumenical, spiritual, stewardship, financial, justice,
1345 communications, gender, disability, and racial issues and concerns. The Mission Planning
1346 Council is responsible for the coordination and correlation of mission and purpose and for
1347 maintaining mutual trust, mutual accountability, and the wise use of leadership and talents. It is
1348 designed to encourage cooperation and sharing of talents among the Ministries. The Mission
1349 Planning Council may invite others to participate, including representatives of Conferences and
1350 partner churches, as it deems appropriate. The General Minister and President coordinates the
1351 tasks, meetings, agendas, and follow-up actions of the Mission Planning Council.

1352

1353 **AFFILIATED MINISTRY**

1354 276 Pursuant to the Constitution of the United Church of Christ, The Pension Boards—United
1355 Church of Christ is an Affiliated Ministry of the United Church of Christ and serves the Church
1356 and its United Church of Christ Board and Covenanted Ministries as a separate corporation.

1357

1358 277 The purpose of The Pension Boards—United Church of Christ is to make available
1359 ministerial welfare activities and a system of employee benefit programs designed to assist
1360 authorized ministers and lay workers in achieving financial security during working and
1361 retirement years.

1362

1363 278 The Pension Boards—United Church of Christ continues as a nonprofit membership
1364 corporation which determines its own governance and leadership. The Pension Boards—United
1365 Church of Christ will have membership on the United Church of Christ Board.

1366

1367 **ASSOCIATED MINISTRY**

1368 279 Pursuant to the Constitution of the United Church of Christ, the United Church Funds, Inc., is
1369 an Associated Ministry of the United Church of Christ Board of the United Church of Christ, and

1370 serves the Church, the United Church of Christ Board and the Covenanted Ministries as a
1371 separate corporation related to the United Church of Christ Board.
1372

1373 280 The purpose of the United Church Funds, Inc. is to provide a means by which individuals and
1374 organizations of the Church may further exercise their stewardship of resources for the sake of
1375 strengthening the mission of the Church as set forth in the Constitution of the United Church of
1376 Christ.
1377

1378 281 The United Church Funds, Inc. will work cooperatively with the United Church of Christ
1379 Board to facilitate comprehensive financial planning and development; and will continue its
1380 relationship with The Pension Boards–United Church of Christ. It shall have membership on the
1381 United Church of Christ Board.
1382

1383 282 The corporate membership of the United Church Funds, Inc. shall consist of 15 persons
1384 nominated and elected by the United Church of Christ Board for terms of six years, one-third to
1385 be elected each biennium and to serve until their respective successors are elected and qualified.
1386 The General Minister and President of the United Church of Christ and the chairperson of the
1387 United Church of Christ Board shall be appointed members. At least two of the members elected
1388 each biennium shall not be members of the United Church Funds, Inc. at the time of their
1389 election. The United Church of Christ Board may remove a member of the United Church Funds,
1390 Inc. and shall fill vacancies for unexpired terms.
1391

1392 **Other Provisions**

1393 283 No person shall serve in more than one General Synod elected position simultaneously.
1394 Further, no employee of a Covenanted, Associated, or Affiliated Ministry shall serve as a voting
1395 member of the United Church of Christ Board, except as otherwise set forth in these Bylaws.
1396

1397 284 All members of the United Church of Christ Board, with the exception of the representatives
1398 from the Christian Church (Disciples of Christ), shall be members of the United Church of Christ.
1399

1400 **ARTICLE V. INDEMNIFICATION**

1401 285 Any Officer of the United Church of Christ, or any member, including officers and directors,
1402 of the General Synod, the United Church of Christ Board or the Councils, Commissions, and
1403 Committees of the General Synod may, to the full extent allowed by law, be indemnified by the
1404 United Church of Christ Board against all judgments, fines, and amounts paid in settlement of,
1405 and against all reasonable expenses, including attorney’s fees, actually and necessarily, incurred
1406 in defense of any lawsuit, proceeding or prosecution (including appeal thereof) wherein such
1407 person is made a party by reason of being such officer or member to the extent such person is not
1408 otherwise indemnified by another entity. This provision shall also extend to any lawsuit,
1409 proceeding, or prosecution in which such officer or member is made a party in such person’s
1410 capacity as an officer or member of another organization in which the person serves at the request
1411 of any of the above entities or bodies.
1412

1413 286 In all other lawsuits, proceedings, or prosecutions, indemnity shall not be made unless the
1414 officer or member acted in good faith and for a purpose which the person reasonably believed to
1415 be in the best interests of the Entity or body of which the person is an officer or member and in
1416 criminal actions or proceedings only upon the additional requirement that the person had no
1417 reasonable cause to believe that the operative conduct or inaction was unlawful.
1418

1419 287 These indemnity provisions shall also operate for the benefit of anyone duly serving in a
1420 representative capacity for such member or officer.

1421
1422 288 The United Church of Christ Board is authorized to purchase insurance providing
1423 indemnification pursuant to the provisions of the preceding. Any such contract of insurance may
1424 afford coverage for matters as to which the United Church of Christ Board may not give
1425 indemnity.

1426
1427 **ARTICLE VI. OTHER BODIES**

1428 The following groups are identified as related in covenant to the United Church of Christ, through
1429 a primary relationship with the United Church of Christ Board.

1430

1431 **COUNCILS**

1432 **Council for American Indian Ministry**

1433 289 Created by the Eighth General Synod in 1971 (71-GS-77) and given its present mandate by
1434 the Sixteenth General Synod in 1987 (87-GS-58), the Council for American Indian Ministry
1435 (CAIM) is a national body with primary responsibility for providing Christian ministry and
1436 witness in American Indian settings, and is a resource to the whole United Church of Christ in
1437 understanding and supporting American Indian churches and communities. The Council for
1438 American Indian Ministry supports and gives general direction to the American Indian members
1439 and congregations of the United Church of Christ, advocating with them, through CAIM's
1440 Recognized Unit of Ministry, to embody their own cultures and values and to be vital parts of the
1441 United Church of Christ and the Conferences in which they are located. The Council for
1442 American Indian Ministry encourages and supports the identification, enlistment, and support of
1443 American Indian candidates for authorized ministry in the United Church of Christ. Working with
1444 American Indian people throughout the United Church of Christ, the Council seeks to develop
1445 broad bases of visibility, nurture and support for American Indian people, communities, and
1446 churches. The Sixteenth General Synod vote calls for CAIM to be accountable to the General
1447 Synod through the United Church of Christ Board and to be funded from one-third of the net
1448 income of the neighbors in need offering.

1449

1450 **Council for Higher Education**

1451 290 The Council for Higher Education (CHE) shall be composed of the academies, colleges, and
1452 theological schools that indicate their desire to be recognized as related to the United Church of
1453 Christ and that are accepted by the Council as conforming to its standards; and of
1454 representative(s) from the United Church of Christ Board. For purposes of business and policy
1455 making, member academies, colleges, and theological schools shall be represented by each
1456 institution's executive head or other key officer as designated by each institution's executive
1457 head. The Council shall organize with its own chairperson, secretary, and any other officers
1458 needed to carry on its work. All officers shall be executive heads of their institutions. The Council
1459 shall be administratively related to the General Synod through the United Church of Christ Board;
1460 this provision not precluding the Council's right to direct access to the General Synod concerning
1461 any matters in which it may feel that its interests in program or budget require the exercise of
1462 such access. An Associate General Minister appointed by the General Minister and President
1463 shall be an advisory member of the Council with voice but without vote. The Council shall be
1464 organized in two sub-sections: College and Academy Section, and Seminary Section. The
1465 Council for Higher Education shall advance and interpret higher education in the United Church
1466 of Christ, including the cultivation of closer relationships between the educational institutions and
1467 the Church, the expression of the connection between faith and knowledge in those institutions,
1468 and, in cooperation with the United Church of Christ Board, the promotion of education as an
1469 integral part of the Church's mission.

1470

1471 **Council for Racial and Ethnic Ministries**

1472 291 Created by the Fourteenth General Synod (83-GS-43) the Council for Racial and Ethnic
1473 Ministries (COREM) provides a place where racial and ethnic groups can develop their common
1474 agenda, collaborate with appropriate program and mission bodies of the United Church of Christ
1475 so that resources for racial and ethnic ministries will be effective and relevant, discern appropriate
1476 ways by which the many and varied gifts of racial and ethnic groups may be made available to the
1477 Church, and advocate for racial and ethnic concerns within the United Church of Christ. It is
1478 composed of two representatives each from the Pacific Islander and Asian American Ministry
1479 (PAAM), The Colectivo de UCC Latinx Ministries, the Council for American Indian Ministry
1480 (CAIM), United Black Christians (UBC), Ministers for Racial, Social and Economic Justice
1481 (MRSEJ), and United Samoan Ministries (USM) who are accountable to the groups that send
1482 them. COREM is accountable to the United Church of Christ Board.

1483

1484 **Council for Theological Education**

1485 292 The Council for Theological Education (CTE) shall be responsible for fostering mutual
1486 accountability between the United Church of Christ and the Seminaries of the United Church of
1487 Christ, for periodic reviews of the criteria for being designated as a Seminary of the United
1488 Church of Christ, and for the general well-being of the relationship between the seminaries and
1489 the United Church of Christ. The Council will exercise care for the Seminaries, explore ways by
1490 which theological education contributes to the leadership needs of the Church, foster cooperation
1491 among the Seminaries, and facilitate communication and appropriate engagement between the
1492 Seminaries of the United Church of Christ and Historically Related Seminaries and with other
1493 seminaries which provide theological education for persons preparing for authorized ministry in
1494 the United Church of Christ. Seminaries of the United Church of Christ retain full membership
1495 and responsibility in the Council for Higher Education and its seminary section. The Council will
1496 provide comment to the United Church of Christ Board whenever the United Church of Christ
1497 Board prepares to recommend a seminary for recognition as a Seminary of the United Church of
1498 Christ. The Council shall be composed of the President and one additional representative from
1499 each of the Seminaries of the United Church of Christ, a representative from one of the
1500 Historically Related Seminaries, two representatives from the Council of Conference Ministers
1501 elected by that Council, two conference staff persons who relate to a Committee on Ministry
1502 and/or work with the search and call process from a conference not otherwise represented on the
1503 Council, four persons who serve on a Committee on Ministry, the General Minister and President,
1504 and an Associate General Minister appointed by the General Minister and President. The General
1505 Minister and President will assign staff members as necessary to support the programmatic work
1506 of the Council. An intentional effort will be made to ensure that those who have been historically
1507 under-represented be present in the membership of the Council. The Council shall meet annually
1508 and shall elect its own officers each biennium.

1509

1510 **Council for Youth and Young Adult Ministries**

1511 293 The Council for Youth and Young Adult Ministries (CYIAM) shall serve to advocate,
1512 support programs, and be a resource for youth and young adult ministries throughout the United
1513 Church of Christ and shall report to the United Church of Christ Board and to the General Synod
1514 on issues, developments, and concerns in youth and young adult ministries in church and society.
1515 It shall monitor to ensure that the unique gifts and talents of youth and young adults are present in
1516 all aspects of the life of the Church. It shall inform, envision, and shape national youth and young
1517 adult ministry priorities across the Church. The Council and its membership will act as a resource
1518 regarding youth and young adult ministry opportunities across the Church (including but not
1519 limited to internships, mission trips, Regional Youth Events, National Youth Event, and the
1520 General Synod). The Council shall organize itself as needed in order to carry out its work and
1521 shall have direct access to the United Church of Christ Board and the General Synod in areas of

1522 program and budget. The Council's composition shall reflect the United Church of Christ's
1523 commitment to having a diversity of perspectives in church governance.

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1525 **Council of Conference Ministers**

1526 294 The Council of Conference Ministers (CCM) shall be composed of the Conference Ministers
1527 of the several Conferences. The General Minister and President shall be a member ex-officio,
1528 without vote, of the Council and its Cabinet. It shall select a chairperson and such other officers
1529 and committees as it shall deem necessary. It shall elect from its members those who are to serve
1530 on the United Church of Christ Board and in other representative positions, distributing those
1531 positions among the Regions. It shall maintain a close relationship with the Officers of the United
1532 Church of Christ, the United Church of Christ Board, and national units the Covenanted
1533 Ministries, the Affiliated Ministry, and the Associated Ministry with respect to matters affecting
1534 the life of the Church.

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1536 **Historical Council**

1537 295 The Historical Council (HC) shall be composed of twelve members, with at least one
1538 representing the following historical organizations: Eden Seminary Archives, Evangelical and
1539 Reformed Historical Society (ERHS), Congregational Library and Archives, the Amistad Center,
1540 the Franklinton Center, and the UCC Archives. The remaining six shall be appointed by the
1541 United Church of Christ Board (including one rep from the Christian Connection/Christian
1542 Tradition). One-third shall be named each biennium for a term of six years, to serve until their
1543 respective successors are named and qualified, and not to exceed two terms. The United Church
1544 of Christ Board will name from these twelve members the chairperson. The Council shall meet at
1545 the call of the General Minister and President or the chairperson. It shall act in an advisory
1546 capacity to the General Minister and President and the United Church of Christ Board in
1547 engaging with the archives of the United Church of Christ and of the other historical
1548 organizations, in expressing interest and concern for all archival collections related to the several
1549 heritages of the denomination, in recommending the amount to be allocated in the contributions
1550 budget for the historical organizations, and in reminding the United Church of Christ of its
1551 traditions. The Council shall receive financial support through the United Church of Christ Board
1552 and staff support as assigned by the General Minister and President.

1553

1554 **Council for Health and Human Service Ministries**

1555 296 The Council for Health and Human Services Ministries (CHHSM) was recognized by the
1556 Fifteenth General Synod as an organization composed of institutions and programs in health and
1557 welfare related to the United Church of Christ and accepted by the CHHSM as conforming to its
1558 standards. The CHHSM is organized with its own Directorate and Officers. The purposes and
1559 functions of the CHHSM shall include: 1) The support and nurture for its member institutions and
1560 programs in fulfillment of their ministries as part of the mission of the United Church of Christ;
1561 2) Representation of the ministries of its member institutions and programs to the General Synod
1562 and United Church of Christ Board in the conduct of the mission of the United Church of Christ
1563 in health and welfare; 3) Cooperation with the Conferences and the United Church of Christ
1564 Board in the process of Conference recognition of health and human service ministries,
1565 monitoring the authorization to seek funds within Conferences, and approval of requests to
1566 conduct capital campaigns; 4) Provision, annually, to the United Church of Christ Board, the
1567 names of those member institutions and programs which conform to the standards set by
1568 CHHSM; 5) Cooperation with the United Church of Christ Board in collecting information on
1569 institutions and programs in health and welfare to be listed in the *United Church of Christ*
1570 *Yearbook*; and 6) Participation in secular, ecumenical, and inter-faith networks in the field of
1571 health and welfare.

1572

1573 **SELF-CREATED GROUPS**
1574 **The Colectivo de UCC Latinx Ministries**
1575 297 The Colectivo de UCC Latinx Ministries is a diverse community of children of a God who
1576 created us to flourish in this world, to live in interconnection with one another and creation
1577 through intentional relationships grounded in love, justice, and peace. We believe in Jesus' Good
1578 News message of extravagant welcome to ALL at the table of God, the acknowledgement and
1579 value of the diversity of people and their gifts, the promise of life in abundance, and freedom and
1580 wholeness for all of creation. In the spirit of mutual accountability, The Colectivo de UCC Latinx
1581 Ministries commits to sharing our experience and gifts with the whole church as we claim our
1582 place within the body of Christ, seeking to be members, not a mission of the United Church of
1583 Christ. Our membership is comprised of individuals, congregations, Associations, Conferences,
1584 and nationally based ministries of United Church of Christ who have endorsed the values and
1585 goals of the Colectivo and agree to join in covenant to strengthen and support the mission and
1586 ministry of Latinx people in the UCC. We also welcome dialogue and connections with
1587 ecumenical partners and community-based organizations that share our values.
1588
1589 **Ministers for Racial, Social and Economic Justice**
1590 298 Ministers for Racial, Social and Economic Justice (MRSEJ) is a group which brings together
1591 clergy who advocate on behalf of African Americans in church and society, providing a caucus of
1592 ministers for fellowship, for sharing mutual concerns, and for actions regarding the agenda of the
1593 black constituency within the United Church of Christ. MRSEJ challenges, monitors, initiates,
1594 and supports the cause of African American involvement to the fullest possible measure in the
1595 life of the United Church of Christ.
1596
1597 **UCC Disabilities Ministries**
1598 299 The UCC Disabilities Ministries (UCCDM) strives for the full inclusion of persons with
1599 disabilities in the life and mission of the Church. The UCCDM encourages all settings of the
1600 United Church of Christ to be open, inclusive, affirming, and accessible in their buildings,
1601 worship, education, fellowship, and service so that they may proclaim God's word to and with all
1602 persons, including those with disabilities. It seeks to enable all members of the United Church of
1603 Christ to affirm the theological/biblical affirmations of the wholeness of all people, and to
1604 recognize the ministry to and with persons with disabilities as a part of the ministry of all the
1605 baptized. The UCCDM Board of Directors includes persons with disabilities, members of
1606 families of persons with disabilities, experts on disabilities, and other persons from the United
1607 Church of Christ who support the purposes of the UCCDM and reflect the diversity of the United
1608 Church of Christ.
1609
1610 **Pacific Islander and Asian American Ministries**
1611 300 Pacific Islander and Asian American Ministries (PAAM), organized in 1974 and recognized
1612 by the Tenth General Synod, advocates for the presence, participation and contributions of
1613 PAAM in the life of the United Church of Christ and serves its constituent members and
1614 churches, initiating and supporting their life, and working for greater representation in wider
1615 church settings. It seeks to strengthen Local Churches, to nurture and develop lay and clergy
1616 leadership for the church, and to address issues of justice. As an advocate group for the rights of
1617 people, PAAM is involved in issues of the rights of Pacific Islander and Asian people in the
1618 United States and in the United Church of Christ and works in the areas of rights for women and
1619 children, the poor on welfare, institutional racism, and political prisoners.
1620
1621 **United Black Christians**
1622 301 United Black Christians (UBC) is a special interest group which represents over 50,000
1623 African-American members of the United Church of Christ. It stands in the affirmation that each

1624 person has gifts to offer to the Church, and that each is entitled to full rights and privileges as
1625 children of God. UBC dedicates itself to providing voice for all African-American members of
1626 the United Church of Christ, seeking to witness to, and preserve the history and legacy of the
1627 African-American people and churches. UBC is an active advocate for liberation and social
1628 justice at home and abroad.
1629

1630 **The Open and Affirming Coalition of the United Church of Christ**

1631 302 The Open and Affirming Coalition of the United Church of Christ (The Coalition) is
1632 composed of members and friends of the United Church of Christ who affirm the good news that
1633 all persons of all sexual orientations and gender identities and expressions are loved and
1634 empowered by God. The Coalition actively works to combat prejudice and seeks justice for, and
1635 the full inclusion and involvement of, lesbian, gay, bisexual, and transgender Christians in all
1636 expressions of the United Church of Christ. In its leadership and outreach, The Coalition is
1637 committed to ending exclusion based on sexual orientation, gender, gender identity and
1638 expression, race, age, size, class and/or ableness. It promotes mutual ministries of pastoral care,
1639 education, and advocacy within the United Church of Christ and society as a whole; encourages
1640 Local Churches, Associations and Conferences to become “Open and Affirming” (ONA); and
1641 organizes within Conferences to make resources of The Coalition available to all.
1642

1643 **United Samoan Ministries**

1644 303 United Samoan Ministries was organized in 2010 and recognized by the Twenty Ninth
1645 General Synod in Long Beach, California, in 2013. USM conducted its reorganization process
1646 between 2011 and 2014. USM is established to provide a setting for members of Samoan
1647 congregations in the United Church of Christ to gather for fellowship, spiritual nurturing, mutual
1648 support, and communications to strengthen our faith in Jesus Christ. USM also seeks but is not
1649 limited to: strengthening channels of communication among Samoan congregations in the United
1650 Church of Christ (UCC) and their respective ministries; exchanging of information and building
1651 communication about the UCC in all its settings including local congregations, Associations,
1652 Conferences, National Ministries and Global Partners; establishing a setting for collective
1653 decision-making that will fulfill the USM Mission Statement and strengthen the covenantal
1654 relationships among Samoan congregations within the UCC; providing a setting to develop and
1655 enhance the leadership and cultural identities among Samoan congregations in order to empower
1656 them in the UCC; and recognizing and celebrating the unique insights and contributions of
1657 Samoans throughout the life of the UCC. USM encourage all Samoans of all ages to affirm their
1658 unique ethnic and cultural identities while embracing the Still Speaking God and find joy,
1659 spiritually “no matter who you are or where you are on life’s journey, you are welcome here.”
1660

1661 **UCC Mental Health Network**

1662 304 The UCC MHN faithfully seeks to understand and address the impact of mental health
1663 challenges on the members of our congregations, in our communities, and our society. We
1664 encourage all settings of the UCC to be welcoming, inclusive, supportive, and engaged with
1665 persons who are living with a mental health challenge, brain disorder, and substance use disorder.
1666 All are invited into the Body of Christ, and those living with mental health conditions are
1667 welcomed into the work and leadership of the Church. Through educational materials,
1668 conferences across the country, practical resources, stories from individuals and congregations,
1669 and the WISE for Mental Health certification, the UCC MHN answers Jesus’ call to build the
1670 Kingdom of God. We urge congregations, Associations, and Conferences of the UCC to become
1671 WISE about mental health as a way to live fully with justice, peace, and love. The UCC MHN
1672 Board of Directors does this work through a diversity of people, especially those who are
1673 personally living with mental health challenges, brain disorders, substance use disorders, and
1674 their loved ones, as well as professionals in mental health and recovery from addiction.

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Alliance of Associate Conference Ministers

305 The Alliance of Associate Conference Ministers (AACM) is in service of all persons who serve in the role either designated as Associate Conference Minister or all the various titles of those functioning in similar job responsibilities and expectations. The AACM serves to support, equip, and network those who serve in a staff or called position doing Conference ministry in the support of the Conference Minister and the Conference.

Relationships

306 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.

In effect July 18, 2021; amendments approved by the General Synod; Alliance of Associate Conference Ministers was recognized by the General Synod as a Self-Created Group; Historical Council description updated.