

Church Council has been working for several months on updating our Constitution and Bylaws. (The last major update was done in 2016.) Please review the attached document so that you can bring any questions to the **Congregational Meeting on November 17** when church members will vote on the amended constitution.

We realize it is *a lot* of information to review, which is why we making it available well in advance of the meeting. *Please*, take the time to review the proposed amended Constitution and Bylaws and see any Council member to ask questions or get clarification on anything that you are unsure about. *Thank you!*

In this document you will see text that is in ~~bold and has a line through it~~ and text that is in **(bold in parenthesis)**. What this means is:

1. The text that is in ~~bold and has a line through it~~ is the previous text that is to be changed and/or deleted.
2. The text that is in **(bold and in parenthesis)** is the new text that we are proposing to be added.

Your Church Council

Pastor Kearstin Bailey	Kris Dornan, Moderator	Diana Goode, Vice-Moderator
Krista O'Neill, At-Large	Karen Veliconia, At-Large	Lynne Petroff, Clerk
Linda Matis, Treasurer	Renee Dornan & Kelsey Styr, Co-Chairs, Christian Ed	
Karen Dreger, Acting Chair, Deacons	Edie Phillips, Acting Chair, Outreach	
Roy Dreger & Jack Fitts, Co-Chairs, Trustees	Matt Karlovec, Chair, Pastor Parish	

CONSTITUTION

Adopted October 5, 1986, Amended January 15, 1989, Amended December 20, 1989, Amended January 20, 1991, Amended January 29, 1995, Amended October 29, 1995, Amended September 27, 1998, Amended October 27, 2001, Amended September 17, 2006, Addition to Article II, Section C October 30, 2011, Amended November 20, 2016, Amended January 19, 2020

ARTICLE I – NAME

- A. The name of this church shall be THE FIRST CONGREGATIONAL CHURCH OF NORTH RIDGEVILLE, hereinafter referred to as THE FIRST CONGREGATIONAL U.C.C.

ARTICLE II – PURPOSE

- A. The purpose of this church shall be to bind together followers of Jesus Christ for the purpose of sharing in the worship of God(.) ~~and in making his will dominant in persons' lives, individually and collectively, especially as that will is set forth in the life and teachings of Jesus Christ.~~
- B. The First Congregational U.C.C. acknowledges as its sole head, Jesus Christ, the Son of God and the Savior of all people. It acknowledges as ~~brothers and sisters (siblings)~~ in Christ all who share this confession. It looks to the Word of God in the Scriptures, and to the presence and power of the Holy Spirit, to prosper its creative and redemptive work in the world. It claims as its own the faith of the historic church expressed in the ancient creeds and reclaimed in the basic insights of the Protestant Reformers. It affirms the responsibility of the Church in each generation to make this faith its own in reality of worship, in honesty of thought and expression, and in purity of heart before God. In accordance with the teaching of our Lord and the practice prevailing among evangelical Christians, it recognizes two sacraments: Baptism and the Lord's Supper or Holy Communion.
- C. The mission of our church is to make Christ and his gospel known in the world; to provide opportunities for fellowship, for sharing in experiences of worship, renewal and refreshment, for learning to cope with the problems of life, and for understanding the faith; to be a **force (presence)** in the community and world helping to establish a more Christian social order; to be aware of the needs of our members, the community and the world, and to serve those needs with concern and compassion. To share faith, hope and love with all, we, the First Congregational ~~United Church of Christ of North Ridgeville, Ohio (U.C.C.),~~ believing we have been led by the Spirit of Jesus Christ, declare our congregation to be Open and Affirming. We acknowledge God's acceptance of every individual and Jesus' commandment to love one another. Our faith leads us to welcome all races, ethnicities, ages, sexual orientations, gender identities and expressions, family structures, faith backgrounds, abilities and economic circumstances, into the full life and ministry of this church. As we grow together in faith and love, we strive to celebrate the diversity in which God has created us and commit ourselves to justice and equality for all.

ARTICLE III – GOVERNMENT AND FELLOWSHIP

- A. The government of this church is vested in and permanently the responsibility of its active members, who exercise the right of control in all its affairs. It is subject to the control of no other ecclesiastical body, but it accepts the obligations of mutual counsel, comity, and cooperation involved in the free fellowship of the United Church of Christ, and pledges itself to share common aims and work. This church is in direct fellowship with the Living Water Association, the Heartland Conference, and the General Synod of the United Church of Christ. We cherish

fellowship with all churches which seek to promote the **Kingdom (Kin-dom)** of our Lord Jesus Christ.

ARTICLE IV – FAITH

- A. We believe in the freedom and responsibility of the individual soul and the right of private judgment. We join with the fellowship of the United Church of Christ in the Statement of Faith adopted by the General Synod. Declaring our steadfast allegiance to the faith which our ancestors confessed, which from age to age has found its expression in the historic creeds of the church universal and of our Communion, and affirming our loyalty to the basic principles of our representative democracy, we hereby set forth the things more surely believed among us concerning faith, polity, and fellowship.

~~“We believe in God, the Eternal Spirit, Father of our Lord Jesus Christ and our Father, and to his deeds we testify; He calls the worlds into being, creates man in his own image, and sets before him the ways of life and death. He seeks in holy love to save all people from aimlessness and sin. He judges men and nations by his righteous will declared through prophets and apostles. In Jesus Christ, the man of Nazareth, our crucified and risen Lord, he has come to us and shared our common lot, conquering sin and death and reconciling the world to himself. He bestows upon us his Holy Spirit, creating and renewing the Church of Jesus Christ, binding in covenant faithful people of all ages, tongues, and races. He calls us into his Church to accept the cost and joy of discipleship, to be his servants in the service of men, to proclaim the gospel to all the world and resist the powers of evil, to share in Christ’s baptism and eat at his table, to join him in his passion and victory. He promises to all who trust him forgiveness of sins and fullness of grace, courage in the struggle for justice and peace, his presence in trial and rejoicing, and eternal life in his kingdom which has no end. Blessing and honor, glory and power be unto him. Amen.”~~

(“We believe in you, O God, Eternal Spirit, God of our Savior Jesus Christ and our God, and to your deeds we testify:
You call the worlds into being, create persons in your own image, and set before each one the ways of life and death. You seek in holy love to save all people from aimlessness and sin. You judge people and nations by your righteous will declared through prophets and apostles. In Jesus Christ, the man of Nazareth, our crucified and risen Savior, you have come to us and shared our common lot, conquering sin and death and reconciling the world to yourself. You bestow upon us your Holy Spirit, creating and renewing the church of Jesus Christ, binding in covenant faithful people of all ages, tongues, and races. You call us into your church to accept the cost and joy of discipleship, to be your servants in the service of others, to proclaim the gospel to all the world and resist the powers of evil, to share in Christ’s baptism and eat at his table, to join him in his passion and victory. You promise to all who trust you forgiveness of sins and fullness of grace, courage in the struggle for justice and peace, your presence in trial and rejoicing, and eternal life in your realm which has no end.
Blessing and honor, glory and power be unto you.
Amen.”)

ARTICLE V - COVENANT

- A. We are united in striving to know the will of God as taught in Holy Scriptures and in our purpose to walk in the ways of the Lord made known or to be made known to us. We hold it to be the mission of the Church to proclaim the gospel to all humanity, exalting the worship of ~~the one true~~ God and laboring for the progress of knowledge, the promotion of justice, the reign of peace, and the realization of reconciliation with all. Depending as did our ancestors, upon the continued guidance of the Holy Spirit to lead us into all truth, we work and pray for the transformation of the world into the **Kingdom (Kin-dom)** of God; and we look with faith to ~~the triumph of righteousness and the~~ **(a righteous future and)** life everlasting.

ARTICLE VI - MEMBERSHIP

A. QUALIFICATION

This church will welcome into its membership any person who loves the Lord Jesus Christ and who proposes to live according to His law to love.

B. CONDITIONS

The active membership of this church shall consist of those who heretofore have been received into membership and are presently enrolled as members and those who hereafter shall be received by the congregation after approval by the Board of Deacons. Approval shall be governed by the intention of fulfilling one or more of the following conditions:

1. Confession of Faith (and baptism if not previously baptized),
2. Presentation of satisfactory letters of transfer from other Christian churches,
3. Reaffirmation of Faith - if letters of transfer are not available,
4. Presentation of a statement of membership in another Christian church and a request for temporary admission to this church as "Active Associate Member". This condition is meant for those who wish to be affiliated with this church during residence in this area while remaining in full and regular standing with their home church. Such persons may, upon approval of the Board of Deacons, be admitted as active associate members. They shall have all the privileges and obligations of other active members except that upon removal from this area, their membership shall automatically cease.

C. RECEPTION

All persons desiring to become members of this church shall, upon recommendation of the Pastor and Board of Deacons, be received in a service of worship upon the acceptance of the spirit expressed in the Covenant of Church membership. Where ~~physical infirmity of absence from the city makes it impossible for a person to assent publicly to the covenant of this church (needed)~~, such assent to the covenant may be administered by the Pastor in such manner or form as is satisfactory and acceptable to the Pastor.

D. DUTIES

Active members are expected(**, when possible,**) to be faithful to all duties essential to the Christian life, to attend regularly the services of the church, to give systematically for its support and its benevolences, to share in its organized work, and to seek diligently the spiritual welfare of the church ~~and the winning of others to Christ.~~

E. RIGHTS

Active members in good standing may act and vote in **all (appropriate)** transactions of the church.

F. TERMINATION

1. A member in good standing, on request and by vote of the Board of Deacons acting on behalf of the church, may terminate **his/her (their)** membership.
 - a. **He/she (A member)** may be granted a letter of transfer to any specific Christian church named in the letter of transfer. The name of the member shall then be removed from the church roll. A general letter without specification shall not be granted.
 - b. **He/she (A member)** may be given a certificate of church membership and **his/her (their)** name removed from the roll if **he/she (they)** wishes to join a body not in fellowship with this church.
 - c. **He/she (A member)** may be released from membership upon request to the Pastor or Board of Deacons.
2. Active members who, ~~because of their own indifference or their non-resident status,~~ have not fulfilled the obligations of active membership for a period of two years, ~~in spite of kindly reminders,~~ may be transferred to inactive or non-resident membership status by action of the Board of Deacons.
3. If a member has been on the inactive ~~or non-resident~~ list for more than one year and repeated efforts of the church have failed to re-establish an active relationship, **his/her (their)** membership may be terminated by a two-thirds vote of the Board of Deacons.

G. RESTORATION

Any person whose membership has terminated may, ~~for good and sufficient reasons,~~ be restored to membership by vote of the Board of Deacons acting on behalf of the church.

ARTICLE VII - OFFICERS

A. The Officers of this church shall be:

1. The Pastor,
2. The Moderator and Vice-Moderator,
3. ~~Chairperson(s)~~ **Chairperson or Representative** of the Board of Deacons,
4. ~~Chairperson(s)~~ **Chairperson or Representative** of the Board of Trustees,
5. ~~Chairperson(s)~~ **Chairperson or Representative** of the Board of Christian Education,
6. ~~Chairperson(s)~~ **Chairperson or Representative** of the Board of Christian Outreach,
7. Clerk,
8. Treasurer,

9. (Members-at-Large (refer to bylaws),)

10. Other officers may be elected by the congregation as need shall dictate.

B. All Officers shall be active members of the church.

ARTICLE VIII - CHURCH COUNCIL

A. There shall be a Church Council.

ARTICLE IX - STANDING COMMITTEES

A. The Standing Committees of the church shall be:

1. Pastor Parish Relations Committee,
2. Endowment Fund Committee,
3. (Safe Church Committee,)
4. (Social Media Committee,)
5. Other committees may be appointed for such purposes and for such periods of time as need shall dictate.

ARTICLE X – REPRESENTATIVES

A. The church shall be represented by delegates to meetings of the denominational and interdenominational bodies with which the church is affiliated. All representatives shall be active members of the church.

ARTICLE XI - SERVICES AND MEETINGS

A. Services shall be held at stated hours each Sunday, except when temporarily suspended by vote of the ~~Board of Deacons~~ **(Church Council)**. Special services may be held upon the recommendation of the Pastor and the Board of Deacons, for worship, prayer, inspiration and study.

B. THE SACRAMENTS

1. The Lord's Supper or Holy Communion shall be observed ordinarily as scheduled by the Board of Deacons in cooperation with the ~~minister~~ **(Pastor)**. The service shall be open to all who wish to come in quest of its spiritual enrichment.
2. Baptism ~~of adults and the baptism or consecration of children~~ shall be administered ~~at such times as~~ **(by)** the ~~minister~~ **(Pastor.)** In ~~his/her~~ **(the Pastor's)** absence, **(baptism may be administered by a suitable replacement chosen by)** the Board of Deacons ~~may determine~~.

C. BUSINESS MEETINGS

1. The Annual Meeting shall be held in January and the Congregational Meeting in November. The Church Council shall set the date and time for the meetings. The January meeting shall hear reports of officers, official boards and committees, and other organizations, hear plans for the new year, adopt a final budget, and act upon any other matter scheduled to come before it. The November meeting will elect officers, adopt a **(preliminary)** budget for the following year, and act upon any other matters scheduled to come before it.

2. Special Congregational Meetings for the transaction of business shall be called by the Moderator upon the request of the Pastor, any board, the Church Council, or any six active members of the church.
3. Notice of every Annual, Congregational or Special Meeting, stating the time, place and purpose thereof, shall be given orally by the Pastor or the Clerk from the pulpit and **by mail (in print, or on social media)** by the Church Secretary to each active member. At least 10 days' notice shall be given of all meetings.
4. A quorum shall consist of 20 percent of the active members as of January 1 of the current year.
5. **(Active members may be able to participate in voting via phone or live internet).**

ARTICLE XII – AMENDMENTS

- A. These regulations may be altered or amended by a two-thirds vote of the active members present at any regular or special meeting, provided that a notice specifying the time of the meeting and the substance of the proposed amendment shall have been given as herein before provided.
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BY-LAWS

ARTICLE I – ORGANIZATION AND DUTIES OF OFFICERS

A. PASTOR

1. The Pastor shall be called by vote of the Congregation at a meeting called for that purpose, the call being for an indefinite time. When a vacancy occurs in the pastorate, the Church Council shall appoint a Search Committee composed of seven active members of the church who shall consult at once with the Association Minister of the Living Water Association, and with **his/her (their)** cooperation shall make a canvass of available pastors, agree upon the one who in their opinion shall be called to the pastorate, request a candidate to appear before the congregation during a regular Sunday service, and at a duly constituted meeting following the service propose **his/her (their)** election. An 80% affirmative vote of the active members present shall constitute a call. The candidate is to be informed at once of **his/her (their)** election or rejection. Whether the congregation accepts or rejects the candidate proposed by the Search Committee, the committee will be dissolved. If no call is issued, a new committee shall be chosen to repeat the process. When the congregation extends the call, it shall be in writing and include a complete statement of the contractual arrangements.
2. While the term of the Pastor shall be indefinite, the church may at any time by majority vote at a meeting called for that purpose, request **his/her (their)** resignation with the expectation that it will be presented within 60 days. On the other hand, the Pastor shall give 60 days' notice in case **he/she (they)** wishes to leave of **his/her (their)** own volition. But, in the case of loss of ministerial standing on the part of the Pastor, relations shall cease at once. The Pastor shall become a member of the church and shall hold ministerial standing within the Living Water Association of the Heartland Conference of the United Church of Christ.

3. The Pastor shall have charge of the spiritual welfare of the church with the assistance of the Church Council. The Pastor shall seek to enlist ~~men and women as~~ followers of Christ, preach the gospel, administer the services of the church, have under ~~his/her~~ **(their)** care all services of public worship, and administer the activities of the church in cooperation with the various boards and committees. The Pastor shall be ex-officio and advisory member of all boards and committees.

B. MODERATOR AND VICE-MODERATOR

1. The Moderator shall preside over all business meetings of the church. The Moderator shall be chairperson of the Church Council and coordinate the activities of the Council. The Moderator shall assist the Pastor generally in carrying on the work of the church. In the absence of the Moderator, the Vice-Moderator shall preside. In their absence the chairperson of the Board of Deacons shall act as Moderator.

C. CLERK

1. The Church Clerk shall keep a faithful record of the proceedings of the church. ~~He/she~~ **(They)** shall keep a register with the names of the members of the church, with dates and modes of their reception and removal, and maintain a record of baptisms, marriages, and funerals. The Clerk shall preserve on file all written official reports; keep a record of all persons elected to offices and committees; conduct all correspondence so far as this is not otherwise provided for; request the ~~mailing of notices (notification)~~ of all meetings when such notices are necessary, and perform such other duties as are prescribed ~~by law, or usually pertain~~ **(,pertaining)** to the office of clerk ~~of an assembly~~.

D. TREASURER

1. The Treasurer shall be responsible for keeping accounts of all ~~moneys (funds) received by him/her for the expense and expansion of the church and those received for benevolences and special funds(.)~~ **moneys (funds) received** The Treasurer of the church shall be an ex-officio member of the Board of Trustees and have the right to vote on all matters before the Board of Trustees.
2. The Treasurer shall pay all bills as directed by the Board of Trustees. ~~He/she~~ **(The Treasurer)** shall make monthly reports ~~(of the church's financial status)~~ **(of the church's financial status)** to the Church Council and the Board of Trustees ~~of the church's financial status~~ and provide statements to other committees. The Treasurer shall present a financial statement at the Annual Meeting and ~~his/her~~ **(the)** accounts shall be certified by ~~an auditor (a financial review committee)~~ **an auditor (a financial review committee)** appointed by the Board of Trustees. The Treasurer shall be bonded in such an amount as decided by the Board of Trustees.

E. BOARD OF DEACONS

1. This board shall consist of five or more members. The Board of Deacons shall cooperate with the Pastor in ministering to the spiritual interests of the church and community. They shall assist in the preparation and administration of the ordinances, in caring for the poor, the sick, ~~the sorrowing and the indifferent of the church family (and the grieving)~~. They shall ~~provide for the ushering and (oversee the)~~ **provide for the ushering and (oversee the)** receiving of the offering ~~at all services~~. They shall call upon visitors and new members, introduce new families into the life of the church, and ~~do everything possible to~~ maintain a spirit of fellowship within the church. They shall provide for the supply of the pulpit in case of a temporary vacancy or the absence of the Pastor. They shall have responsibility relating to admission and termination of membership as provided for in the constitution.

2. The Board of Deacons with the Pastor shall recommend to Church Council the time, place, and order of all regularly scheduled **(and special)** services of worship. ~~The Board of Deacons with the minister shall determine time, place and order of special services.~~ The Board of Deacons shall coordinate the music programs of the church with the assistance of the Pastor and the Music ~~directors~~ **(Director(s))**.

F. BOARD OF TRUSTEES

1. The Board of Trustees shall consist of five or more active members. The Board of Trustees shall have the care and custody of the property of the church and have charge of its business and financial affairs. The Trustees shall have no power to buy, sell, mortgage, lease or transfer real property without the specific authority by the vote of the church active membership.
2. The Board of Trustees shall make provisions for an annual **audit (review)** of the financial records of the church **(to begin)** within 30 days of the end of the fiscal year.
3. The Board of Trustees shall appoint a Financial Secretary for a term of one year. ~~He/she (who)~~ shall keep adequate records of all pledges. ~~He/she shall (,) keep an accurate account with each envelope user, and furnish all envelope users with statements.~~
4. **(The Board of Trustees shall provide for the counting and recording of weekly offerings.)**
5. **(The Board of Trustees shall develop and manage an annual Stewardship Campaign in accordance with provisions specified in Article V of these Bylaws).**

G. BOARD OF CHRISTIAN EDUCATION

1. The Board of Christian Education shall consist of five or more members. The functions of the board are to interpret the aims, needs, and methods of the church's education program to the church membership and to work with the Pastor **(, Christian Education Director)** and other officers and teachers in the administration of said program. The Board will also outline the general policies and procedures of the education program including ~~the choosing of (the)~~ curriculum; ~~recruit and train (recruiting and training)~~ teachers, assistants and other leadership needed to do the best teaching job; also to provide for the necessary equipment and materials needed for effective teaching.

H. BOARD OF CHRISTIAN OUTREACH

1. The Board of Christian Outreach shall consist of five or more members. This board shall be in charge of the ~~supervision and correlation of the~~ benevolence plans of the church. ~~together(Together)~~ with objectives for regular or special offerings through the year, they shall promote systematic giving to ~~Benevolence (benevolence)~~ and direct the apportionment and distribution of benevolence funds. This board shall assist in promoting outreach interest, projects, and programs.
2. The board shall cooperate to these ends with the Church Council. It shall be the duty of the board to acquaint itself with matters in the community, state, nation, and world which are worthy of Christian ethical and moral concern, to make these matters known to the Church Council and congregation and to request appropriate action where the Council deems action to be helpful to the cause of Christian justice, compassion, and love.

3. The board may issue such statements as it deems fit on its own behalf, but shall not speak on behalf of the congregation without approval of the membership.

I. (COUNCIL-AT-LARGE REPRESENTATIVE

1. **Two Council-at-Large positions shall be filled by members of the church and shall represent the congregation as a whole at all Council Meetings.)**

J. ELECTION OF OFFICERS

1. All officers shall be active members of the church. At the Congregational Meeting the Moderator, Vice-Moderator, Clerk, ~~and the Treasurer,~~ **and Council-at-large representatives** shall be elected to office for a term of three years or until their successors are elected and qualified. The Moderator and Vice-Moderator shall for one year be ineligible for re-election to the same office after serving two consecutive terms.
2. At the Congregational Meeting approximately one-half of the specified membership of each of the several standing boards shall be elected to office for a term of three years or until their successors are elected and qualified. All terms shall commence on January 1. A full term shall be defined as serving more than one half of a stated term. Each board shall choose its own officers and committees. Regular attendance to all board and committee meetings and events is expected of all members, except in cases with sufficient and due cause.
3. Should a vacancy occur in any elected office, the remaining members of the Board or Council shall appoint a successor to serve the unexpired term. Such appointments shall be subject to the approval of the Church Council.

ARTICLE II - CHURCH COUNCIL

- A. The Church Council shall consist of the Moderator as chairperson, the Pastor, the Vice-Moderator, **(the Treasurer,)** the Clerk, the chairperson or **his/her (their)** representative of each of the boards, a representative of the various fellowship groups of the church as requested by the Council and two Members-at-Large.
- B. It shall be the function of the Church Council to visualize and coordinate the ~~entire task and~~ programs of the church and shall issue to the various boards and committees such directives as may be required to implement them. The Council shall advise the Pastor on the general direction of the church's activities, and coordinate with **him/her (the Pastor)** in the formulation of a well-rounded program. The Council shall have general supervision of the Pastor and church Secretary. The Council shall appoint the members of the Endowment Fund Committee as required in Article III, section C of these By-Laws. In the event of a tie vote on any issue before a church board, the issue will be taken before the Church Council.
- C. The Church Council shall meet once a month ~~during the church program year~~. Fifty percent of the members shall constitute a quorum. Special meetings may be called by the Pastor or Moderator. ~~Members shall serve until their successors are selected and qualified.~~

ARTICLE III - COMMITTEES

A. NOMINATING COMMITTEE

1. The Nominating Committee shall consist of one **member (representative)** from each board. A chairperson who is not a member of any board shall be elected at the annual

meeting for the ensuing year. The committee will meet prior to the congregational meeting in November to fill the vacated board positions collaboratively.

B. PASTOR PARISH RELATIONS COMMITTEE

1. The Pastor Parish Relations Committee shall consist of five or more members from the Pastor's Search Committee, with one member being replaced each year **(by an active church member)**.
2. This committee shall serve as a support group for the Pastor, a liaison between the Pastor and the congregation, and shall meet at least quarterly or as requested by the congregation or Pastor.

C. ENDOWMENT FUND COMMITTEE

1. The Endowment Fund Committee shall consist of three active church members appointed by and responsible to the Church Council. The members shall be appointed for three-year terms, with one new member appointed each year at the ~~January council meeting.~~ **(Congregational Meeting)**.
2. This committee shall manage ~~the Endowment Fund~~ **(all endowment funds)** in accordance with provisions specified in Article VI of these Bylaws, and such other monies and/or securities as directed by the Church Council.

ARTICLE IV - DELEGATES AND REPRESENTATIVES

- A. The church's quota of Delegates and alternates to denominational and interdenominational bodies with which the church is affiliated shall be elected for one year at the Congregational Meeting.

ARTICLE V - BUDGET

- A. The Board of Trustees shall develop and ~~run~~ **(manage)** an annual Stewardship Campaign. This campaign shall start in the month of October.
- B. When the results of this campaign are known, the Council, in consultation with the Boards, shall prepare and present a **(preliminary)** budget to the congregation **(at the November meeting, and) for-(present a final budget for)** adoption at the ~~November~~ **(January)** meeting as the budget for the year.
- C. All budgeted amounts are under the general jurisdiction of the related boards or committees. All non-budgeted askings are subject to Church Council approval.

ARTICLE VI - ENDOWMENT FUND

- A. There shall be an Endowment Fund designated as the Endowment Fund of the First Congregational UCC of North Ridgeville.
- B. ~~This Endowment Fund~~ **(funds)** shall be managed by ~~an~~ **(the appointed)** Endowment Fund Committee.
- C. The Endowment Fund shall be made up of such gifts, devises and bequests as may be made thereto and of such monies and securities as may be placed therein by direction of the Endowment Fund Committee.

- D.** The principal of said Endowment Fund, except as hereinafter specifically provided, shall be held in perpetuity for the Church, and any successor or successors in interest and shall be invested and reinvested in such securities as may be lawful investments. The income of the current calendar year only of said Endowment Fund may be used for the religious, charitable and educational purposes of said church including maintenance and upkeep of its physical properties. This does not include routine operating expenses of said Church. Expenditures from the income of the Endowment Fund will be recommended by the Endowment Committee and must be approved by the Church Council.
- E.** Any net income not expended or allocated for future expenditure for the purposes set forth in this section in any calendar year shall be added to the principal of the Fund. No expenditures of any amount or for any purpose may be made from the principal, including, without limitation, net realized or unrealized appreciation of the Fund except as noted in section E of this article. The committee shall determine what is principal and income according to accepted accounting procedures.
- F.** Notwithstanding anything to the contrary contained in this document, all or any part of the principal of the Endowment Fund may be expended for any church purpose in the nature of an emergency, provided that such emergency use shall first be approved by the affirmative vote of not less than two thirds of the full Endowment Fund Committee, and shall also be approved by the voting members of the Church at an Annual Meeting or a special business meeting, called and conducted in the manner provided by the Constitution of the Church. At such Annual Meeting or special business meeting, the vote shall be by written ballot only, and the favorable vote of not less than two thirds of the active members present at such meeting shall be necessary to authorize the use of the principal or any part of the Endowment Fund for such emergency purpose.
- G.** All references in this document to the Endowment Fund Committee, the voting members, and the Constitution of the Church shall be construed to include, by whatever name called the Endowment Fund Committee, the voting members, and the constitution of any successor or successors in interest of the Church.
- H.** The First Congregational UCC of North Ridgeville hereby covenants with every person, firm or corporation that shall intake, or promise to make, a gift devise or bequest to said Endowment Fund that the principal thereof will be held in trust in perpetuity as provided in this document and will not be invaded except as otherwise provided herein or as directed by the donor.
- I.** In the event of dissolution of the Church, the endowment fund's assets and all property and interests of which it shall then be possessed, including any devise, bequest, gift or grant contained in any will or instrument, in trust or otherwise, made before or after such dissolution, shall be transferred to the Living Water Association of the Heartland Conference, United Church of Christ, or its successor or as directed by the donor.
- J.** The church shall separately account for all property allocable to the fund as a separate and distinct restricted fund which shall always be maintained and accounted for at the First Congregational UCC of North Ridgeville Endowment Fund. The restrictions set forth herein are not intended to limit the Church's title to any property allocable to the Fund and the Fund shall not be deemed a separate trust fund.

- K. Members of the Committee shall not be liable for any losses which may be incurred upon the investments of the assets of the Fund except to the extent such losses shall have been caused by bad faith or gross negligence. No member shall be personally liable as long as he/she acts in good faith and with ordinary prudence. Each member shall be liable only for his/her own acts and not the commissions of any other member. No member shall engage in any self-dealing or transactions with the Fund in which the member has direct or indirect financial interest and shall at all times refrain from any conduct in which his/her personal interests would conflict with the interest of the Fund.

ARTICLE VII - AUXILIARY ORGANIZATIONS

- A. All organizations connected with the church and using its equipment are regarded as integral parts of the church and under its general jurisdiction.

ARTICLE VIII – SAFE CHURCH POLICY

- A. All staff members are required to have criminal background checks completed prior to the beginning of their employment.
- B. Windows in classroom doors must be free from obstruction, providing a clear view of all occupants in the room.
- C. All congregants, visitors and staff members are expected to follow the expectations and guidelines as stated in the Safe Church Policy.

ARTICLE IX - AMENDMENTS

- A. These By-Laws may be amended according to provisions specified in Article XII in the Constitution.