

Federated Church
2023 Fall Congregational Meeting
Agenda
Sunday, October 29, 2023

Call to Order	Julie Graham, President
Opening Prayer	Brenda Sand
Approval of the Agenda	
Nominating Committee Report & Vote on Slate of Officers for 2024 <i>(Ballot on reverse side)</i>	Alison Wagner, Vice President Nominating Committee
Vote on Budget for 2024 <i>(budget on pages 3 - 4)</i>	Mark Weeder, Co-Chair Finance & Property Committee
Vote on Constitution changes	Clark Grant
Closing Prayer	Rev. Edward Yang

VOTE ENTIRE SLATE YES NO

President - Class of 2024	YES	NO	Nominating Committee - Class of 2024	YES	NO
Alison Wagner			Marilyn Vrana		
			Dave Melick		
Vice-President - Class of 2024			Roland Augspurger		
Georgia Behlen			Jill Miller		
			Marilyn Abrego		
Governing Council - Class of 2026					
Chris Dixon			Order of St. Andrew - Class of 2026		
Nila Novotny			Tammi Gotschall		
Max Porter			Steve McClure		
			Jesse Abrego		
Christian Education Committee - Class of 2026					
Bob Arp			Social Concerns/Missions Cmtee - Class of 2026		
Marie Bruegger			Mike Beard		
			Katie Claus		
Endowment Committee - Class of 2026			Chris Warren (2025)		
Terry Norris					
			Stewardship Committee - Class of 2026		
Finance & Property Committee - Class of 2026			Deb Curry		
Tim Warren					
Marv Zoucha			Worship & Music Committee - Class of 2026		
			Steve Heinisch		
Membership & Growth Committee - Class of 2026			Jenny Young		
Sunnie Yang					
Beth Sharpe (2024)			Youth Ministry Committee - Class of 2026		
Toni Gumm			Kristi Wolfe		
Personnel Committee - Class of 2026			Eliot Yang		
Cola Hahn					
All nominees are in the specified class unless otherwise stated by the year behind their name					
2024 Proposed Budget			Constitution Changes		

FEDERATED CHURCH PROPOSED 2024 BUDGET

DENOMINATIONAL SUPPORT	2022 Budget	2022 Actual	2023 Budget	2024 Budget	2023 Budget	2024 Budget	
UCC OCWM	\$4,059.00	\$4,059.00	\$4,140.00	\$3,432.00	\$4,140.00	\$3,432.00	60% of Presb. Per Capita
UCC Association Dues	\$2,706.00	\$2,706.00	\$2,760.00	\$2,288.00	\$2,760.00	\$2,288.00	40% of Presb. Per Capita
Presbyterian Per Capita	\$6,765.00	\$6,765.00	\$6,900.00	\$5,720.00	\$6,900.00	\$5,720.00	Aug. Presby Meeting: Per Capita at \$40 per person, 143 total members reported in '21; 40*143 = \$5720
Seminary Support PCUSA	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	
Seminary Support UCC	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	\$600.00	
Denominational Meetings	\$500.00	\$427.43	\$500.00	\$500.00	\$500.00	\$500.00	
Hastings College (PCUSA)	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	
Doane College (UCC)	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	
Calvin Crest (PCUSA)	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	
Kamp Kaleo (UCC)	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	
Ghana Partnership (UCC)	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	
Disaster Relief (PCUSA)	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00	
Neighbors In Need	\$125.00	\$125.00	\$125.00	\$125.00	\$125.00	\$125.00	
SUB-TOTAL	\$16,855.00	\$16,782.43	\$17,125.00	\$14,765.00	\$17,125.00	\$14,765.00	
LOCAL BENEVOLENCES AND MISSIONS	2022 Budget	2022 Actual	2023 Budget	2024 Budget	2023 Budget	2024 Budget	
Social Concerns/Missions	\$200.00	\$125.11	\$250.00	\$250.00	\$250.00	\$250.00	SC & M Emailed 20230818
Platte County Food Pantry	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	
Harbor of Hope/Rescue Mission	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	
Center for Survivors	\$350.00	\$350.00	\$350.00	\$350.00	\$350.00	\$350.00	
Operation Education Nariobi	\$0.00	\$0.00	\$350.00	\$350.00	\$350.00	\$350.00	
SUB-TOTAL	\$1,550.00	\$1,475.11	\$1,950.00	\$1,950.00	\$1,950.00	\$1,950.00	
CHRISTIAN EDUCATION	2022 Budget	2022 Actual	2023 Budget	2024 Budget	2023 Budget	2024 Budget	
Church School Expense	\$2,500.00	\$1,761.74	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00	P. Anderson & Committee approved 20230815
Vacation Bible Camp	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	
Confirmation Expense	\$300.00	\$199.40	\$300.00	\$300.00	\$300.00	\$300.00	
Youth Ministry	\$1,800.00	\$904.37	\$1,750.00	\$1,750.00	\$1,750.00	\$1,750.00	P. Grant & Committee approved 20230817
Youth Mission Trip/Work Camps	\$750.00	\$0.00	\$750.00	\$750.00	\$750.00	\$750.00	
Adult Education/SALT	\$500.00	\$412.22	\$500.00	\$500.00	\$500.00	\$500.00	
Puppet Ministry	\$250.00	\$0.00	\$250.00	\$250.00	\$250.00	\$250.00	
Triennium	\$3,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
SUB-TOTAL	\$9,600.00	\$3,777.73	\$6,550.00	\$6,550.00	\$6,550.00	\$6,550.00	
WORSHIP AND MEMBER MINISTRY	2022 Budget	2022 Actual	2023 Budget	2024 Budget	2023 Budget	2024 Budget	
Memberships & Church Growth	\$600.00	\$656.99	\$650.00	\$650.00	\$650.00	\$650.00	J. Abrego & Committee approved 20230811
Advertising	\$1,750.00	\$1,746.40	\$1,750.00	\$2,000.00	\$1,750.00	\$2,000.00	
Stewardship Committee	\$600.00	\$359.76	\$650.00	\$650.00	\$650.00	\$650.00	A. Wagner & Committee approved 20230818
Worship & Music	\$2,500.00	\$2,187.48	\$2,750.00	\$2,750.00	\$2,750.00	\$2,750.00	S. McClure & Committee approved 20230801
Visiting Pastoral Care	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	
Pulpit Supply	\$3,000.00	\$2,985.48	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00	
Order of St. Andrew	\$550.00	\$408.02	\$600.00	\$500.00	\$600.00	\$500.00	P. Meyer & Committee approved 20230814
SUB-TOTAL	\$9,100.00	\$8,444.13	\$9,500.00	\$9,650.00	\$9,500.00	\$9,650.00	

FEDERATED CHURCH PROPOSED 2024 BUDGET

<u>FACILITY AND CAPITAL EXPENDITURES</u>	<u>2022 Budget</u>	<u>2022 Actual</u>	<u>2023 Budget</u>	<u>2024 Budget</u>	<u>2024 Budget</u>
Utilities	\$37,500.00	\$36,729.73	\$37,500.00	\$41,000.00	
Building Maintenance	\$12,000.00	\$7,258.77	\$12,000.00	\$12,000.00	
Grounds Care	\$6,500.00	\$3,363.08	\$6,500.00	\$7,750.00	
Custodial Care Supplies	\$1,500.00	\$871.90	\$1,500.00	\$2,000.00	
New Equipment	\$2,500.00	\$2,461.75	\$2,500.00	\$1,250.00	
Equipment Maintenance	\$3,500.00	\$3,354.42	\$3,500.00	\$4,000.00	
Custodial Services	\$21,366.00	\$20,116.68	\$0.00	\$0.00	
SUB-TOTAL	\$84,866.00	\$74,156.33	\$63,500.00	\$68,000.00	
<u>ADMINISTRATION</u>	<u>2022 Budget</u>	<u>2022 Actual</u>	<u>2023 Budget</u>	<u>2024 Budget</u>	<u>2024 Budget</u>
Insurance & Workmen's Comp	\$24,006.00	\$24,748.75	\$24,784.00	\$26,025.00	
Printing/Postage/Office	\$7,000.00	\$6,467.26	\$7,000.00	\$7,500.00	
Copier Rental / Overage	\$5,000.00	\$4,939.59	\$5,000.00	\$5,000.00	
Pensions/Insurance - Solo Pastor	\$27,505.60	\$20,834.33	\$28,905.60	\$29,000.00	
Medical Insurance - Non-Clergy Full-time Staff	\$6,124.92	\$6,124.90	\$6,732.12	\$7,500.00	
Social Security/Offset	\$14,265.20	\$15,667.67	\$22,677.10	\$23,032.30	7.65% for employed, 15.30% for self-employed
Continuing Education / Solo Pastor	\$750.00	\$750.00	\$750.00	\$1,000.00	
Continuing Education/ Non-Clergy Staff	\$400.00	\$190.99	\$400.00	\$400.00	
Professional Expense / Solo Pastor	\$1,500.00	\$1,494.71	\$1,500.00	\$1,500.00	
Auto/Transportation Solo Pastor	\$1,000.00	\$999.14	\$1,000.00	\$1,200.00	
Personnel Committee Expense	\$350.00	\$184.68	\$350.00	\$350.00	Committee approved on 20230808
Financial Review	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00	
Church Leadership	\$200.00	\$219.77	\$200.00	\$200.00	
SUB-TOTAL	\$91,101.72	\$85,621.79	\$102,298.82	\$105,707.30	
<u>STAFF SALARIES</u>	<u>2022 Budget</u>	<u>2022 Actual</u>	<u>2023 Budget</u>	<u>2024 Budget</u>	<u>2024 Budget</u>
Solo Pastor Salary & Housing	\$70,000.00	\$58,933.00	\$72,100.00	\$74,263.00	3% proposed by Personnel Committee
Other Staff Salaries	\$116,473.23	\$110,028.37	\$152,232.65	\$152,549.82	3% proposed by Personnel Committee
SUB-TOTAL	\$186,473.23	\$168,961.37	\$224,332.65	\$226,812.82	
TOTAL BUDGET	\$399,545.95	\$359,218.89	\$425,256.46	\$433,435.12	

Proposed
“Amended and Restated Constitution of the Federated Church of Columbus, Nebraska”
By action of Governing Council (09/26/2023) to the Congregational Meeting (10/29/2023)

Word of Explanation

When I was elected to the office of President of the Congregation, I read our church constitution. There were several areas that needed updating. I met with Pastor Edward Yang, and we decided that it would be a good time to review the entire constitution. The Governing Council agreed, so I appointed an Ad Hoc Constitution Review Committee. The committee met over the course of a year, making their final report to the Governing Council on September 26, 2023. The Council voted unanimously to recommend the Amended and Restated Constitution of the Federated Church of Columbus, Nebraska, to you, the Congregation, to be acted upon at the Fall Congregational Meeting on October 29, 2023. I want to thank the committee for their hard work and dedication: Clark Grant, John McClure, John McPhail, Pastor Edward Yang and myself as Chair. Suggested changes have the unanimous support of the committee and pastor.

Wayne McCormick, Past President of the Congregation

Summary of Proposed Changes in Federated Church Constitution

1. Renumbered the Articles to separate the introduction from the details of the agreement
2. Changed all references of “Governing Body” to “Congregation” to better reflect that the governance of the church is vested in its members
3. Allowed for absentee ballots for Congregational meetings
4. Changed “auditing of financial records” to “reviewing of financial records”: This gives the Governing Council the flexibility of determining the depth of a financial review needed each year.
5. Clarified the make-up of the Governing Council
6. Allowed the President to initiate electronic voting outside of the regular meetings, as necessary, which shall be reflected in the minutes of the next regular meeting
7. Corrected Committee names
8. Clarified that the Vice-President will be automatically nominated for President for following year
9. Removed Bookkeeper and Church Secretary from the list of church officers, as these are church employees
10. Removed the terms Associate, Head, Solo, Senior from the references to Pastor
11. Added “reaffirmation of faith and confirmation” to Becoming a Member section
12. Changed opening statement in Commitment for Membership to correct grammar
13. Clarified “Reserve Roll” procedures
14. Added “upon their request” to reasons for termination
15. Clarified that the Governing Council will establish policies for the purchase, sale, or disposal of personal property.

Revised 2018

CONSTITUTION OF THE FEDERATED CHURCH OF COLUMBUS, NEBRASKA

Being a Federation of the Presbyterian Church in the United States of America and the United Church of Christ

Amended & Restated 2023

AMENDED AND RESTATED CONSTITUTION OF THE FEDERATED CHURCH OF COLUMBUS, NEBRASKA

Being a Federation of the Presbyterian Church (U.S.A.) and the United Church of Christ

INTRODUCTION ~ Article I

Believing that the spiritual well-being and the prosperity of the Church would be promoted by a union of effort; and realizing the strong denominational attachments in the memberships of both churches, we, the membership of the above-named churches, enter into the following agreement:

NAME ~ Article II

This organization, originally formed by the federation of the Presbyterian and Congregational churches and their successors, shall be known as THE FEDERATED CHURCH OF COLUMBUS, NEBRASKA. The term "federation" shall be defined to mean a uniting of the efforts of the churches for local operation without interfering with statewide, national, and international responsibilities and privileges of the churches entering into this agreement.

PURPOSE ~ Article III

The purpose of this Federation shall be to carry on the local work of the two churches above-named, under one united effort and management to realize this Mission Statement:

“The Federated Church is a group of Christians bonded together for the purpose of communicating with Christ, and with each other. Our objective is to learn about and to extend the teachings of Jesus Christ to our members and the community, through word and deed.”

“Our concern is for the welfare of humanity both spiritually and physically. We strive for a healthy relationship of people to God and people to people. We seek to respond to the Gospel and to the needs around us. With God's grace we can make an effort toward providing for individual, church and community needs, while continuing to support national and world missions.”

INTRODUCTION

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Article II

PURPOSE

The purpose of this federation shall be to carry on the local work of the two churches above-named, under one united effort and management to realize this Mission Statement:

“The Federated Church is a group of Christians bonded together for the purpose of communicating with Christ, and with each other. Our objective is to learn about and to extend the teachings of Jesus Christ to our members and the community, through word and deed.”

“Our concern is for the welfare of humanity both spiritually and physically. We strive for a healthy relationship of people to God and people to people. We seek to respond to the Gospel and to the needs around us. With God's grace we can make an effort toward providing for individual, church and community needs, while continuing to support national and world missions.”

ORGANIZATION ~ Article IV Section 1. Governing Body

(a) The government of this church shall be vested in its members, who shall exercise the right of control in all its affairs, subject, however, to the applicable laws of the State of Nebraska.

(b) The Governing Body of this church shall be the membership assembled in church meetings which shall meet at least annually at a time fixed by the Governing Council. The vote of a majority of the members voting shall be the action of the church, provided that a quorum shall consist of seventy-five (75) members. Election of church officers and program committees shall take place on the last Sunday of October, following the last worship service. The annual meeting shall be on a date and time as set by the Governing Council.

(c) The following decisions shall be reserved exclusively to the congregation acting in accordance with the provisions of Section 1, paragraphs (a) and (b) of this Article:

- (1) The calling and dismissal of Pastors and Associate Pastors.
- (2) Purchase, sale or mortgaging of church real estate.
- (3) Approval of amendment of the annual budget.
- (4) Election of the Governing Council members and Church President.
- (5) Election of members of the Nominating Committee and the Order of St. Andrew.
- (6) Amendment of the church Constitution in accordance with provisions of Article X.

Section 2. Governing Council

(a) The management of the affairs of the church between annual meetings shall be vested in a Governing Council to be elected by the congregation.

(b) The Governing Council shall be the policy-making body and shall transact the business of the church, make provisions for the determining and raising of the current expense budget, and its Christian service and benevolences, and provide for the auditing of financial accounts.

(c) The Governing Council shall, through the Governing Council Secretary keep a complete and accurate record of its proceedings, be the custodian of

Article III
ORGANIZATION

Section 1. Congregation

(a) The government of this church shall be vested in its members (“Congregation”), who shall exercise the right of control in all its affairs, subject, however, to applicable laws.

(b) The Congregation of this church shall be the membership assembled in church meetings which shall meet at least annually at a time fixed by the Governing Council. The vote of a majority of the members voting shall be the action of the church, provided that a quorum shall consist of seventy-five (75) members. Election of church officers and committees shall take place on the last Sunday of October, following the worship service. The annual meeting shall be on a date and time as set by the Governing Council. The Governing Council may provide for absentee voting.

(c) The following decisions shall be reserved exclusively to the congregation acting in accordance with the provisions of Section 1, paragraphs (a) and (b) of this Article:

- (1) The calling and dismissal of Pastors
- (2) Purchase, sale or mortgaging of church real estate
- (3) Approval of the annual budget
- (4) Election of church officers, including Governing Council, Order of St. Andrew, Nominating Committee and Standing Committee members
- (5) Amendment of the Constitution in accordance with provisions of Article IX

Section 2. Governing Council

(a) The management of the affairs of the church between annual meetings shall be vested in a Governing Council to be elected by the Congregation.

(b) The Governing Council shall be the policy-making body and shall transact the business of the church, make provisions for the determining and raising of the current expense budget, and its Christian service and benevolences, and provide for the reviewing of financial accounts.

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all church records, and report to the Governing Council at its regular and special meetings.

(d) All acts of the Governing Council are subject to the control of the Governing Body. All Governing Council meetings shall be open to members of the Governing Body.

(e) The Governing Council shall be composed of nine (9) individuals elected by the Congregation plus one (1) Vice President serving a one-year term and certain ex-officio members hereafter provided. The elected members of the Governing Council will consist of three classes of three (3) members each serving three-year terms. All elected members of the Governing Council shall be ordained as life Ruling Elders. The number of nine (9) will be reached as of January 2018.

(f) An elected member of the Governing Council may not succeed in office after serving a full three-year-term, but may be reelected after three (3) full years have elapsed.

(g) The Governing Council shall cause an annual financial review of the books of the church to be prepared by a qualified accountant. A copy of the review shall be filed with the Governing Council and shall be open for inspection at any time by any member of the church.

(h) By the time of the annual meeting, the Governing Council shall organize itself, and shall appoint, either from its membership or from the membership of the church at large, the following officers to serve for a term of one (1) year, with term renewable annually: Head Usher and Church Historian.

(i) Functions of the Governing Council shall be:

- (1) To meet monthly or as frequently as deemed necessary to carry out its work.
- (2) To appoint and dismiss such committees, boards, and task forces as it deems appropriate to carry out the work of the church.
- (3) To recommend to the Governing Body what it believes to be an appropriate position on matters reserved to the Governing Body for decision.
- (4) To recommend such other matters to the Governing Body for action as it shall deem appropriate. The Governing Council may call a special meeting of the Governing Body at any time it deems appropriate by giving two weeks notice thereof in the Sunday Bulletin.
- (5) To give direction, review and general supervision to the work of the Senior Pastor,

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(c) The Governing Council shall, through the Governing Council Secretary keep a complete and accurate record of its proceedings.

(d) All Governing Council meetings shall be open to members of the Congregation.

(e) The Governing Council shall be composed of nine (9) individuals elected by the Congregation plus one (1) President and one (1) Vice President serving a one-year term and certain ex-officio members hereafter provided. The elected members of the Governing Council will consist of three classes of three (3) members each serving three-year terms. All elected members of the Governing Council shall be ordained as Ruling Elders.

(f) An elected member of the Governing Council may not succeed in office after serving a full three-year-term, but may be reelected after three (3) full years have elapsed.

(g) The Governing Council shall cause an annual review of financial accounts of the church to be prepared by a qualified accountant. A copy of the review shall be filed with the Governing Council and shall be open for inspection at any time by any member of the church.

(h) By the time of the annual meeting, the Governing Council shall organize itself, and shall appoint, either from its membership or from the membership of the church at large, the following officers to serve for a term of one (1) year, with term renewable annually: Head Usher and Church Historian.

(i) Functions of the Governing Council shall be:

- (1) To meet monthly or as frequently as deemed necessary to carry out its work.
- (2) To appoint and dismiss such Ad Hoc committees, boards, and task forces as it deems appropriate to carry out the work of the church.
- (3) To recommend to the Congregation what it believes to be an appropriate position on matters reserved to the Congregation for decision.
- (4) To recommend such other matters to the Congregation for action as it shall deem appropriate. The Governing Council may call a special meeting of the Congregation at any time it deems appropriate by giving two weeks notice thereof in the Sunday Bulletin.
- (5) To give direction, review and general supervision to the work of the Pastor, committees, boards, task forces, and other groups as it may appoint.

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Associate Pastor, committees, boards, task forces, and other groups as it may appoint.

(6) To fill vacancies that may occur in the Governing Council. A vacancy shall be deemed to occur when a member resigns or moves away from the area intending to remain away permanently. Appointees shall serve until the next regular annual meeting of the Governing Body at which time the unexpired term shall be filled by the election of the Governing Body in a manner prescribed elsewhere in this Constitution. If a member of the Governing Council is absent from three (3) consecutive regular meetings, except for illness, the Governing Council may, at its discretion, vote to declare said member no longer a member of the Governing Council and proceed to fill the vacancy as provided herein.

(7) To instruct the proper officers in all fiscal matters, including the payment of bills.

(8) To have care and custody of the property of the Church, real and personal, as a sacred trust in accordance with the provisions of applicable state laws and this Constitution.

(9) The Governing Council may establish such Standing Committees as it shall deem appropriate from time to time. The Chairperson of each Standing Committee shall be selected by the Governing Council and Church President. Standing Committees will have at least three members at large from the Governing Body elected by the Governing Body, as well as one or two Governing Council members themselves. Elected Standing Committee members shall serve for a term of three (3) years unless the committee is sooner dismissed by the Governing Council. The Standing Committees shall be established to care for these basic church needs.

1. Worship and Music
2. Christian Education
3. Stewardship
4. Finance and Properties
5. Social Concerns and Missions
6. Membership, Fellowship and Church Growth
7. Personnel oversight
8. Youth Ministries Advisory Committee

(j) A quorum of the Governing Council shall be declared whenever a majority of its voting members are present. The vote of a majority of members present and voting shall be the action of the Governing Council.

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(6) To fill vacancies that may occur in the Governing Council. A vacancy shall be deemed to occur when a member dies, resigns or moves away. Appointees shall serve until the next regular annual meeting of the Congregation at which time the unexpired term shall be filled by the election of the Congregation in a manner prescribed elsewhere in this Constitution. If a member of the Governing Council is absent from three (3) consecutive regular meetings, except for illness, the Governing Council may, at its discretion, vote to declare said member no longer a member of the Governing Council and proceed to fill the vacancy as provided herein.

(7) To oversee the proper officers in all fiscal matters, including the payment of bills.

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1. Christian Education
2. Finance and Property
3. Membership and Growth
4. Personnel
5. Social Concerns and Mission
6. Stewardship
7. Worship and Music
8. Youth Ministry

(j) A quorum of the Governing Council shall be declared whenever a majority of its members are present. The vote of a majority of members present and voting shall be the action of the Governing Council. The Church President may initiate electronic voting outside of regular meetings, as necessary, which shall be reflected in minutes of the next regular meeting.

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(k) A special meeting of the Governing Council may be called by the Church President, Pastor, or upon the request of any five (5) members of the Governing Council upon reasonable notice thereof to all members of the Governing Council.

(l) The Governing Council shall prepare and submit to the Governing Body for its action at the annual meeting a proposed church budget for the ensuing year, which when approved by the Governing Body shall constitute the guide for expenditures for the ensuing year.

(m) Roberts Rules of Order shall be the parliamentary authority for all matters of procedure not specifically covered by this Constitution.

Amended & Restated 2023

(k) A special meeting of the Governing Council may be called by the Church President, Pastor, or upon the request of any five (5) members of the Governing Council upon reasonable notice thereof to all members of the Governing Council.

(l) The Governing Council shall prepare and submit to the Congregation for its action at the annual meeting a proposed church budget for the ensuing year, which when approved by the Congregation shall constitute the guide for expenditures for the ensuing year.

(m) Robert's Rules of Order shall be the parliamentary authority for all matters of procedure not specifically covered by this Constitution.

Section 3. Officers

(a) The Church President. The Church President shall be elected by the Governing Body at the fall meeting for a one-year term. The person who was elected and served as the Vice President the previous year will be placed on the ballot as the Church President the following year. (See Section 3. part (b) below). The Church President shall preside at the meetings of the Governing Council and Congregational meetings. The Church President shall be responsible for the preparation of the Agenda for such meetings in cooperation with the Senior Pastor and Committee Chairpersons of the matters to be presented. Any vacancy in the office of Church President shall be filled by the Vice President. The President shall vote on the Governing Council when the vote is taken by ballot and in any other case when the vote is equally divided, unless the Church President refuses to vote. The Church President will be considered the Clerk for reporting to the Presbyterian Church (USA)

(b) Vice-President. The Vice-President shall be elected by the Governing Body at the fall meeting for a one-year term. The Vice President shall in effect be the Church President-Elec. For at the end of their one-year term they will automatically be placed on the ballot for the fall Governing Body meeting as Church President nominee. The Vice-President shall preside at the meetings of the Governing Council and Governing Body meetings in the absence of the President. Any vacancy in the office of Vice President shall be filled by appointment by the

Section 3. Officers

(a) Church President. The Church President shall be elected by the Congregation at the fall meeting for a one-year term. The person who was elected and served as the Vice President the previous year will be placed on the ballot as the Church President the following year. (See Section 3. part (b) below). The Church President shall preside at the meetings of the Governing Council and Congregational meetings. The Church President shall be responsible for the preparation of the Agenda for such meetings in cooperation with the Pastor and Committee Chairpersons of the matters to be presented. Any vacancy in the office of Church President shall be filled by the Vice President. The President shall vote on the Governing Council when the vote is taken by ballot and in any other case when the vote is equally divided, unless the Church President refuses to vote. The Church President will be considered the Clerk of Session for reporting to the Presbyterian Church (U.S.A.).

(b) Vice-President. The Vice-President shall be elected by the Congregation at the fall meeting for a one-year term. At the end of their one-year term they will automatically be placed on the ballot for the fall congregational meeting as Church President nominee. The Vice-President shall preside at the Governing Council and congregational meetings in the absence of the President. Any vacancy in the office of Vice President shall be filled by appointment by the Governing Council until the next fall meeting of the Congregation.

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Governing council until the next fall meeting of the Governing Body.

(c) Financial Administrators. The Financial Administrators (a minimum of 4, maximum of 6) shall be appointed by the Governing Council. They shall receive all money which may be paid or contributed to the church and deposit the same in the name of the church in any bank approved by the Governing Council, turning over all deposit slips to the Bookkeeper. They shall pay all bills by check with two signatures. The Governing Council may employ a staff person to serve this role provided that an adequate system of checks and balances is provided and assessed annually.

(d) Bookkeeper. The Bookkeeper is a staff position of the church. S/he shall receive all deposit slips received from the Financial Administrators. S/he shall prepare all checks for payments to be signed by two of the Financial Administrators. S/he shall make monthly reports to the Governing Council and to the annual meeting of the Governing body showing total amounts received, all payments made, account balances and of the financial condition of the church.

(e) The Church Secretary. The Church Secretary shall be appointed by the Governing Council to be responsible for the membership roll of the church and the supervision of the minutes and records and minutes of the Church.

(f) The Governing Council Secretary. The Governing Council Secretary shall be appointed by the Governing Council; and shall keep an accurate record of all Governing Council and Governing Body meetings.

(g) The Head Usher. The Head Usher shall be appointed by the Governing Council. The Head Usher shall appoint, develop and instruct an ushers' corps from the members of the church; to see that they attend to the seating of the congregation at all public meetings; to take up the offering at worship services; see that the church is properly lighted, ventilated and song books in all pews. The Head Usher shall also see that the ushers greet all persons attending the service in a friendly manner and furnish the Senior Pastor with the names and addresses of new people attending meetings. The Head Usher shall report to the church office attendance at all worship services.

(h) The Church Historian. The Church Historian shall be appointed by the Governing Council; and shall be responsible for maintaining the church archives.

Amended & Restated 2023

(c) Financial Administrators. The Financial Administrator(s) shall be appointed by the Governing Council. They shall receive all money which may be paid or contributed to the church and deposit the same in the name of the church in any bank approved by the Governing Council, turning over all deposit slips to the bookkeeper. They shall pay all bills by check with two signatures. The Governing Council may employ a staff person to serve this role provided that an adequate system of checks and balances is provided and assessed annually.

(d) Governing Council Secretary. The Governing Council Secretary shall be appointed by the Governing Council; and shall keep an accurate record of all Governing Council and Congregation meetings.

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(f) Church Historian. The Church Historian shall be appointed by the Governing Council; and shall be responsible for maintaining the church archives.

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Section 4. The Order of St. Andrew

(a) The Order of St. Andrew shall be responsible for the caregiving ministry in the congregation. Their special ministry shall be to the elderly, to the bereaved, to families in crisis situations, to the shut-ins, those living in rest homes, and those with special needs.

(b) The Order of St. Andrew shall have as members those designated as "Deacons and Deaconesses". There shall be nine (9) persons on this order. Three classes of three (3) members each shall be elected by the Governing Body. They shall serve for one (1) term of three (3) years. All elected members shall be ordained as life Deacon or Deaconess.

(c) The officers shall be a Chairperson and a Secretary elected from the group

(d) The Order shall report at least annually to the Governing Body, and at least quarterly to the Governing Council.

NOMINATING COMMITTEE AND ELECTION ~ Article V

The Nominating Committee shall consist of the President, Vice-President and five (5) members elected at the fall meeting. The Nominating Committee shall serve for a term of one (1) year. At least sixty (60) days prior to the fall meeting the Nominating Committee shall meet and select a list of names to be submitted as nominees for all offices to be filled by election, including the five (5) members of the Nominating Committee. Before submitting such names to the fall meeting, all such proposed nominees shall be contacted and shall have expressed their willingness to serve in the proposed office if elected. At the fall meeting nominations for all offices may be made from the floor but all such nominees from the floor shall have been contacted and shall have indicated their willingness to serve if elected. The Pastors shall serve as ex-officio members of the Nominating Committee. The Nominating Committee shall consider as a basis for nomination to office in the church a member's demonstrated interest as shown by church attendance, financial support, and participation in other church activities.

THE PASTOR ~ Article VI

The Senior Pastor or Associate Pastor shall be called to serve as long as it is mutually agreeable. Both shall be ex-officio members of the Governing Council and

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(b) The Order of St. Andrew shall have as members those designated as Deacons. There shall be nine (9) persons on this order. Three classes of three (3) members each shall be elected by the Congregation to serve for a term of three (3) years. All elected members shall be ordained as Deacon.

(c) The officers shall be a Chairperson and a Secretary elected by the Order.

(d) The Order shall report at least annually to the Congregation.

Article IV

NOMINATING COMMITTEE AND ELECTION

The Nominating Committee shall consist of the President, Vice-President and five (5) members elected at the fall meeting. The Nominating Committee shall serve for a term of one (1) year. At least sixty (60) days prior to the fall meeting the Nominating Committee shall meet and select a list of names to be submitted as nominees for all offices to be filled by election, including the five (5) members of the Nominating Committee. Before submitting such names to the fall meeting, all such proposed nominees shall be contacted and shall have expressed their willingness to serve in the proposed office if elected. At the fall meeting nominations for all offices may be made from the floor but all such nominees from the floor shall have been contacted and shall have indicated their willingness to serve if elected. The Pastor(s) shall serve as an ex-officio member of the Nominating Committee.

Article V

PASTOR

The Pastor(s) shall be called to serve as long as it is mutually agreeable and shall be ex-officio member(s) of the Governing Council and all Standing

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all Standing Committees of the Governing Council, the Nominating Committee and the Order of St. Andrew. The Senior Pastor may preside at the meeting of the Governing Council or Governing Body in the absence of the Church President and Vice-President. In the event of a vacancy in the Pastorate (including Associate Pastor), a Pastor Search Committee shall be elected by the Governing Body. The Church President shall call a meeting of the Federated Church to elect six (6) members to serve with the President as a Pastor Search Committee. The Church President shall, with Governing Council consent, direct the Nominating Committee to nominate candidates for membership on the Pastor Search Committee. This Pastor Search Committee shall meet with the Church President as temporary chairperson, shall elect a Chairperson and Secretary, and shall have as its duties the screening of nominees, interviewing and recommending a new Senior Pastor or Associate Pastor as the case may be. In the selection of a Pastor, or Associate Pastor, there shall be no requirement that the pastorate alternate between the two denominations. However, the Pastor Search Committee shall be careful to give full and fair consideration to candidates from both denominations and shall endeavor to consider several candidates from both denominations. The Senior Pastor or Associate Pastor shall be elected at a meeting of the Governing Body called for the purpose at the request of Pastor Search Committee. A three-fourths affirmative vote of those present shall be necessary for the election of a new Senior Pastor or Associate Pastor. The Senior Pastor as head of staff shall be in charge of administering the whole church program and shall oversee the work of the Associate Pastor and the other Staff. The Associate Pastor shall perform duties in consultation with the Senior Pastor and shall be responsible directly to the Governing Body for the satisfactory completion of those duties.

If the conditions arise where the Senior Pastor should resign, the Associate Pastor shall carry on as the Associate Pastor at least until such time as a Senior Pastor is selected, installed and as long as an agreeable working relationship exists between the two pastors.

The procedure and requirements of both the denominations shall be followed in the hiring and termination of a Pastor or Associate Pastor.

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Committees, the Nominating Committee and the Order of St. Andrew. The Pastor may preside at the meeting of the Governing Council or Congregation in the absence of the Church President and Vice-President. In the event of a vacancy in the Pastorate, a pastor search committee shall be elected by the Congregation. The Church President shall call a meeting of the Congregation to elect six (6) members to serve with the President as a pastor search committee. The Church President shall, with Governing Council consent, direct the Nominating Committee to nominate candidates for membership on the pastor search committee. This pastor search committee shall meet with the Church President as temporary chairperson, shall elect a Chairperson and Secretary, and shall have as its duties the screening of nominees, interviewing and recommending a new Pastor as the case may be. The pastor search committee, including the church President, shall continue to serve until the congregation approves the Terms of Call.

In the selection of a Pastor, there shall be no requirement that the pastorate alternate between the two denominations. However, the pastor search committee shall be careful to give full and fair consideration to candidates from both denominations and shall endeavor to consider several candidates from both denominations. The Pastor shall be elected at a meeting of the Congregation called for the purpose at the request of pastor search committee. A three-fourths affirmative vote of those present shall be necessary for the election of a new Pastor. The Pastor as head of staff shall be in charge of administering the whole church program and shall oversee the work of the church staff.

The procedure and requirements of the applicable denomination shall be followed in the hiring and termination of a Pastor.

DISSATISFACTION WITHIN THE CHURCH ~
Article VII

In the event that a lack of harmony and cooperation becomes apparent among the members of the Federated Church, or between the Pastors, or between the Pastors and the members of the Church, or among the Governing Council, or between the Church President and any of the above, then the Church President, or any five voting members of the Governing Council or any ten members of the Church, may, by written request, call a special meeting of the Governing Council to consider a problem. The Governing Council shall then make a study of, and determine the reasons for lack of harmony and consider ways and means of resolving the difficulty. If the lack of harmony involves the Senior Pastor or Associate Pastor, the applicable denominational structure shall be involved and its procedures followed in the resolution of any such difficulty. If the Governing Council is unable to work out a satisfactory resolution within its powers, it shall then call a meeting of the Governing Body to hear its report and recommendations. The Governing Body shall have authority to commend or reprimand, and ask for and accept the resignation of the Senior Pastor, Associate Pastor, or the Church President, or any member of the Governing Council, or take such other action as it deems advisable to bring harmony and cooperation within the church.

MEMBERSHIP ~ Article VIII Section 1.

When persons join the membership of Federated Church, either by letter of transfer or otherwise, they are listed as members of Federated Church. Any member of Federated Church can be involved in the life of both of our denominations, including holding office and being on committees of the denominations. All new members shall be received into membership by action of the Governing Council, as well as requests for transfer or dismissal. Upon graduation from the covenant confirmation class, or upon reaching the age of sixteen, whichever occurs first, youth shall be admitted to membership in this church. All full covenanting members shall be eligible to vote and hold office.

Article VI

DISSATISFACTION WITHIN THE CHURCH

In the event that a lack of harmony and cooperation becomes apparent among the members of the Federated Church, or between the Pastor and members of the Congregation, or among the Governing Council, or between the Church President and any of the above, then the Church President, or any three voting members of the Governing Council or any ten members of the Congregation, may call a special meeting of the Governing Council to address the concern. The Governing Council shall then make a study of, and determine the reasons for lack of harmony and consider ways and means of resolving the difficulty. If the lack of harmony involves the Pastor, the applicable denominational structure shall be involved and its procedures followed in the resolution of any such difficulty. If the Governing Council is unable to work out a satisfactory resolution within its powers, it shall then call a meeting of the Congregation to hear its report and recommendations. The Congregation shall have authority to commend or reprimand, and ask for and accept the resignation of the Pastor, or the Church President, or any member of the Governing Council, or take such other action as it deems advisable to bring harmony and cooperation within the church.

Article VII

MEMBERSHIP

Section 1. Becoming a Member

When persons join the membership of Federated Church, either by letter of transfer, re-affirmation of faith, or confirmation, they are listed as members of Federated Church. Any member of Federated Church can be involved in the life of both of our denominations, including holding office and being on committees of the denominations. All new members shall be received into membership by action of the Governing Council. Upon completion of the confirmation class, youth shall be admitted to membership in this church. All full members shall be eligible to vote and hold office.

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Membership is reported 50% to each denomination for their annual reports. Financial and benevolence support is also done on 50%-50% distribution.

Section 2. Commitment for Membership Membership in this church is open to all who dedicate themselves to the following:

I commit myself to endeavor to live the Christian life, to attend services of this church regularly, (unless really incapacitated or infirm) and to practice stewardship of my time, talent and treasure, for the work of this church in the world; thus making the following covenant have meaning and enabling it to come to life:

"We covenant with Jesus Christ, and with one another, and do bind ourselves in the presence of God to walk together in Christian love. We seek to worship God in spirit and in truth, to love God with all our heart, soul and mind, and to love our neighbors as ourselves. With God's help, we will honor the Federated Church in our conduct, supporting its life and ministry by our attendance, prayers, talents and treasure so as to extend the influence of Christ in our midst and throughout the world."

The members of this church, in order to fulfill this covenant, should attend church services at least once a month, partake in Holy Communion once a year, contribute a portion of their time and money to the support and work of their church and be actively concerned with all other members of this church.

Section 3. Reserve Roll

The names of those members who move away or who do not attend this church and do not contribute to its support, or by their own request, are to be placed on a Reserve Roll, not subject to per-capita dues. Those whose addresses have been unknown for a period of one (1) year following transfer to the Reserve Roll, or who, regardless of kindly reminders have not communicated with or given financially to the church for three (3) years, may be dropped from the Roll by a vote of the Governing Council. A list of these members is to be reported in the Annual Report to the Governing Body. Should anyone on this Reserve Roll ask for a letter of transfer, then by action of the Governing Council this name should be re-instated and a letter of transfer issued, and if there be any member in this church who supports other members of their family in their Annual Pledge, the names and

Amended & Restated 2023

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We covenant with Jesus Christ, and with one another, and do bind ourselves in the presence of God to walk together in Christian love. We seek to worship God in spirit and in truth, to love God with all our heart, soul and mind, and to love our neighbors as ourselves. With God's help, we will honor the Federated Church in our conduct, supporting its life and ministry by our attendance, prayers, talents and treasure so as to extend the influence of Christ in our midst and throughout the world."

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The names of those members who move away or who do not attend this church and do not contribute to its support, or by their own request, are to be placed on a Reserve Roll, not subject to per-capita dues. Those whose addresses have been unknown for a period of one (1) year following transfer to the Reserve Roll, or who, regardless of kindly reminders have not communicated with or given financially to the church for three (3) years, may be dropped from the Roll by a vote of the Governing Council.

addresses of such shall be placed on their pledge card during the member canvass, and such names stay on the Active Roll.

Section 4. Termination A member may on request and by vote of the Governing Council:

- (a) Be given a letter of transfer to any Christian church, which shall be named in the letter of transfer.
- (b) Be released from membership if, after due conference and deliberation one is insistent in their request for such release.

Section 5. Friends

This church may accept under the title of Friends any person affiliated with another Christian church, who may be residing in this vicinity without requiring removal of membership from such other church, and without the voting rights of a full member.

OWNERSHIP AND DISPOSAL OF PROPERTY ~ Article IX

Purchase, sell and disposal of church land and facilities shall be in accordance with the Articles of Incorporation for Federated Church, and in compliance with the practices and regulations of both denominations.

AMENDMENTS ~ Article X

Amendments to the Constitution may be proposed by any five (5) members of the Federated Church or by the Governing Council and may be submitted at the annual Meeting or at a special meeting of the Governing Body called for such purpose. In either case, notice of the proposed amendment shall be given by publication in the Sunday morning bulletin for at least thirty (30) days before the meeting in which the proposed amendment shall be set forth in full and three-fourths vote shall be sufficient for its adoption.

Revised February 2018 Governing Council
Congregational Approval February 2018

Section 4. Termination

A member may on request and by vote of the Governing Council:

- (a) Be given a letter of transfer to any Christian church, which shall be named in the letter of transfer.
- (b) Be released from membership upon their request for such release.

Section 5. Friends

This church may accept under the title of Friends any person affiliated with another Christian church, who may be residing in this vicinity without requiring removal of membership from such other church, and without the voting rights of a full member.

Article VIII

OWNERSHIP AND DISPOSAL OF PROPERTY

Purchase, sale, or disposal of church land and facilities shall be in accordance with the Articles of Incorporation for Federated Church, and in compliance with the practices and requirements of both denominations. The Governing Council shall establish policies for the purchase, sale, or disposal of personal property.

Article IX

AMENDMENTS

Amendments to the Constitution may be proposed by any ten (10) members of the Federated Church or by the Governing Council and may be submitted at the annual meeting or at a special meeting of the Congregation called for such purpose. In either case, notice of the proposed amendment shall be given by publication in the Sunday morning bulletin for at least four weeks before the meeting in which the proposed amendment shall be set forth in full and three-fourths vote shall be sufficient for its adoption.

Proposed amended and restated: June 2023
Governing Council approval:
Congregational approval: