



**BYLAWS  
OF THE  
MICHIGAN CONFERENCE  
UNITED CHURCH OF CHRIST**

Revised: 05/17/08

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of the  
MICHIGAN CONFERENCE UNITED CHURCH OF CHRIST**

**PREAMBLE**

We, the members of the Michigan Conference of the United Church of Christ, are the members of the Body of Christ—the Christian Church. We have been commissioned by our Lord Jesus who guides us by His teachings and His life and who gives us vision and strength as we are able to receive them. Looking to God’s Word and responding to the empowering guidance of the Holy Spirit, we work and pray together to advance the mission to which we have been called.

Under the Lordship of Christ, we proclaim our need for and fellowship with all other members of the Body of Christ. We seek the eternal life which has already begun in us and the fulfillment of the Kingdom of God already in our midst.

We recognize the Michigan Conference as a tangible and visible instrument which binds together “faithful people of all ages, tongues, and races” in the churches and Associations of the United Church of Christ for fellowship, mutual support, and cooperative mission and action in the name of Christ.

The Conference seeks to equip Associations to work with churches to fulfill their ministries. It challenges Associations, churches, and ministers to be prophetic and loving in their ministries. It enables them, through human and material resources, to accomplish their task more effectively.

The Conference relates the churches and Associations in Michigan to the General Synod and the Covenanted, Affiliated, and Associated Ministries of the United Church of Christ, to other denominations, and to ecumenical councils. (6-2-01)

**DEFINITIONS**

**Annual Meeting**

The Annual Meeting of the Michigan Conference United Church of Christ.

**Area**

A geographic portion of the state to which a Conference staff person is assigned.

**Associate Member**

A person given privilege of voice, but not vote, at meetings of the Conference.

### **Association**

An Association is that body within the Conference which is composed of all Local Churches in a geographical area, all Ordained Ministers holding standing or ordained ministerial partner standing therein, all Commissioned Ministers of that Association, and those Licensed Ministers who have been granted voting membership in that Association. (6-2-01)

### **Autonomy**

The right of self-government.

### **Body of Christ**

The Church universal of which Christ is the head.

### **Church**

When spelled with a small “c,” it refers to the local church which is the basic unit of the life and organization of the United Church of Christ. (See latest edition of the Bylaws of the United Church of Christ.) When spelled with a capital “C,” it refers to the denomination or wider fellowship of Christians.

### **Conference**

The Conference is that body of the United Church of Christ which is composed of all Local Churches in Michigan, all Ordained Ministers holding standing or ordained ministerial partner standing in its Associations or in the Conference itself when acting as an Association, all Commissioned Ministers in its Associations, and those Licensed Ministers who have been granted voting membership in its Associations. (6-2-01)

### **Covenant**

A commitment of faith in response to God’s loving acts which bind us together, individually and corporately, with God in a common Christian life and mission. Within the United Church of Christ, the various expressions of the church relate to each other in a covenantal manner. Each expression of the church has responsibilities and rights in relation to the others, to the end that the whole church will seek God’s will and be faithful to God’s mission. Decisions are made in consultation and collaboration among the various parts of the structure. As members of the Body of Christ, each expression of the church is called to honor and respect the work and ministry of each other part. Each expression of the church listens, hears, and carefully considers the advice, counsel, and requests of others. In this covenant, the various expressions of the United Church of Christ seek to walk together in all God’s ways. (6-2-01)

### **Covenanted Ministries**

There are four Covenanted ministries as defined and set forth in *The Constitution and the Bylaws of the United Church of Christ*: Office of General Ministries, Local Church Ministries, Wider church Ministries, and Justice and Witness Ministries.

## **CUE**

An acronym for the three closely related seminaries, Chicago-United-Eden, for which the Michigan Conference carries special responsibility, CUE is an organization representing the seminaries, Parish Life and Leadership Ministry, and the sixteen neighboring Conferences to help provide support for the seminaries.

## **Fellowship**

Christian fellowship is a two fold relationship; a vertical relationship in and with Christ and a horizontal relationship between Christians as a result of their common sharing in Christ. The horizontal relationship is expressed in love, unity, and special sympathy and service.

## **General Synod**

The General Synod is the representative body of the United Church of Christ and is composed of delegates chosen by the Conferences, voting members of Boards of Directors of Covenanted Ministries who have been elected by General Synod, and ex officio delegates. (6-2-01)

## **Mission Area Team**

A small group of members of the Board of Directors plus volunteers appointed by the Board of Directors with oversight responsibility for programming related to various areas defined by the Michigan Conference's Mission Statement.

## **Mission Project Task Force**

A small group of volunteers, appointed by a Mission Area Team, for a limited term, to carry out a specific project in support of the Michigan Conference's Mission Statement.

## **Ordained Minister**

An ordained person who has standing in an Association or in the Conference. This does not deny the ministry of all Christians.

## **Ordained Ministerial Partner Standing**

Ordained Ministerial Partner Standing is authorization granted to an Ordained Minister with ordained ministerial standing in the Christian Church (Disciples of Christ) who has a call to perform the duties and exercise the prerogatives of ordained ministry in the United Church of Christ. (6-2-01)

## **United Church of Christ**

The denomination formed June 25, 1957, by the union of the Evangelical and Reformed Church and the General Council of the Congregational Christian Churches of the United States.

## **VISION**

A wholly owned subsidiary of the Michigan Conference United Church of Christ, Incorporated, a Michigan non-profit corporation, incorporated by action of the Conference at its spring 1998 Annual Meeting, offering programming in the areas of outdoor ministry, educational events, youth ministry, and global partnerships.

## **ARTICLE I – Polity**

The Conference, Association, and churches are autonomous and covenanting bodies seeking to be responsible in their mutual relationships. No one has authority over any of the others. (See latest edition of the Bylaws of the United Church of Christ and Art. V, Michigan Articles of Incorporation.)

## **ARTICLE II – Conference Membership**

The Conference shall be composed of all Local Churches, all Ordained Ministers holding standing or Ordained Ministerial Partner Standing in its Associations or in the Conference itself when acting as an Association, all Commissioned Ministers in its Associations, and those Licensed Ministers who have been granted voting membership in its Associations. (6-2-01)

## **ARTICLE III – Conference Meetings**

### **Sec. A – Annual Meeting**

The Annual Meeting of the Conference shall be held in May or June. The place and dates of the meeting shall be determined by the Board of Directors or the Annual Meeting. Notification to all members shall be made at least sixty days prior to the meeting and an agenda shall be adopted by the Board and mailed at least thirty days prior to the meeting. The official agenda shall be adopted at the first business session of the meeting. (See Art. VI, Sec. C, Para. 3a)

### **Sec. B – Special Meetings**

Special meetings of the Conference may be called by the Board of Directors or shall be called upon petition to the Secretary of the Conference by three Associations or not less than one-tenth of the member churches representing at least three Associations. The time and place of Special Meetings of the Conference shall be determined by the Executive Committee of the Board of Directors. Notification to all members shall be made at least thirty days prior to the meeting. The purpose of the meeting shall be stated in the call.

### **Sec. C – Voting Membership**

Par. 1 Churches holding standing in Associations are voting members of the Conference through their elected delegates. Each church may be represented by up to three lay delegates; if three, one shall be a youth representative under 22 years of age at time of election.

- Par. 2 Ordained ministers, those with Ordained Ministerial Partner Standing, Commissioned Ministers, and those Licensed Ministers who have been granted voting membership in an Association of the Michigan Conference, are voting members. (6-2-01)
- Par. 3 Members of the Board of Directors, unordained members of the Conference staff, and presiding officers of Associations are ex officio members with right of vote.
- Par. 4 Directors of Christian education who have been certified by the United Church of Christ and are employed by member churches are voting members.

### **Sec E – Associate Members**

- Par. 1 Licensed Ministers of the United Church of Christ who have not been granted voting membership in an Association of the Michigan Conference, ordained ministers of other denominations not holding dual Standing serving UCC churches, chairpersons of Conference Mission Area Teams, full-time uncertified Directors of Christian Education, and those elected by the General Synod from Michigan to serve on the UCC Executive Council and to the Boards of Directors of the UCC Covenanted Ministries shall be associate members with privilege of voice, but not vote. (6-2-01)
- Par. 2 Accredited visitors elected by the meeting as associate members shall be accorded the privilege of voice in the meeting.

### **Sec. F – Resolutions Process**

Resolutions may be presented to any Annual or Special Meeting by a church, Association, voting delegate, or the Board of Directors.

- Par. 1 All voting members then known to the Conference Registrar shall be informed of the resolution process at least 120 days prior to such a meeting by Prophetic Integrity Mission Area Team.
- Par. 2 The Prophetic Integrity Mission Area Team shall receive resolutions no later than seventy-five days before a meeting and shall accept or revise resolutions in consultation with the authors(s). If the resolution refers to a legislative bill, that bill shall be attached. The Team shall mail all resolutions to the delegates no less than thirty days before a meeting.
- Par. 3 The Prophetic Integrity Mission Area Team may reject a resolution as out of order or inappropriate for presentation. The Team must submit to the author(s) in writing the reason for rejection. A rejected resolution must be reported to the Conference in meeting. The author(s) may request the Annual or Special Meeting to consider it with a majority vote required for consideration. There shall be no debate on a question to consider.

Par. 4 The Prophetic Integrity Mission Area Team may receive other resolutions after the seventy-five day limit. They will be treated as prescribed below in Art. III, Sec. G.

**Sec. G – Agenda Adjustments**

Should new business be presented for consideration at the Annual Meeting about which Conference members have not been previously informed, the Executive Committee of the Board of Directors shall review the content of the new business and the context within which it is presented and shall recommend the propriety of the Annual Meeting hearing it. A majority vote of the delegates shall be required for such new business to be heard.

**Sec. H – Quorum**

Seventy-five persons present at any meeting and entitled to vote shall constitute a quorum; provide that churches from the majority of the Associations are represented.

**Sec. I – Parliamentary**

A person trained in parliamentary law shall be present at all business meetings of the Conference to serve as the authority on procedure for business meetings. The parliamentarian shall be appointed by the Board for a period of one year and may be re-appointed. The parliamentarian shall not hold any elected office in the Conference.

**ARTICLE IV – Nominations**

**Sec. A – Responsibility**

The Core Infrastructure Mission Area Team shall nominate persons for election as officers of the Michigan Conference, members of the Michigan Conference Board of Directors, members of the VISION Board of Directors, and delegates to the General Synod.

**Sec. B – Inclusiveness**

The Conference’s commitment to inclusiveness in regard to laity, clergy, race, age, sex, differing abilities, sexual orientations, and geographical distribution shall guide nominations for elected positions.

## **ARTICLE V – Officers**

### **Sec. A – Officers and Election**

The officers of the Conference shall be Moderator, President of the Board of Directors, Vice President of the Board of Directors, Secretary, Treasurer, and Conference Minister. The Conference Minister shall be elected by the Conference in meeting for an indefinite period in accordance with Article VIII hereof. The Moderator and Treasurer shall be elected by the Annual Meeting for a period of two years from the close of the meeting at which they are elected and thereafter until they are re-elected or replaced. These terms may be renewable once. The President and the Vice-President of the Board of Directors and the Secretary shall be elected annually by the Board of Directors from its voting members. Such officers shall be elected by the Board at its last meeting prior to the Annual Meeting of the Conference. They shall be elected for a period of one year from the close of such Annual Meeting, and thereafter until they are re-elected or replaced.

### **Sec. B – Accountability**

The elected officers will be responsible and accountable to the Annual Meeting or any Special meeting of the Conference. In addition, they will submit reports and recommendations to the Board of Directors as may from time to time be requested.

### **Sec. C – Removal of Officers**

The Annual Meeting or any Special Meeting of the Conference may remove any officer elected by a meeting of the Conference, except the Conference Minister, whenever in its judgment the best interests of the Conference will be served thereby. The Conference Minister may be removed only in accordance with Article VIII hereof.

### **Sec. D – Vacancies**

See Art. VI, Sec. G

### **Sec. E – Duties of Officers**

- Par. 1 The Moderator shall be the senior officer of the Conference, shall preside at all meetings of the Conference, and shall be a member ex officio, with voice and vote, of the Board of Directors and the Annual Meeting Planning Committee.
- Par. 2 The President of the Board of Directors shall be a member of the Board with voice and vote, shall be responsible for the effective functioning of the Board and its Executive Committee, and shall preside at all their meetings.
- Par. 3 The Vice President of the Board of Directors shall be a member of the Board with voice and vote and shall serve in the absence of the President.
- Par. 4 The Secretary shall issue notices and record minutes of all meetings of the Conference and of the Board of Directors and its Executive Committee, and shall have such other duties as specified by the Board.

Par. 5 The Treasurer shall be the chief financial officer of the Conference, responsible for supervising the record keeping for all funds and properties of the Conference. The Treasurer shall supervise the rendering of such accounts and present such statements to the Board and meetings of the Conference as the Board shall require. The Treasurer shall see that all funds of the Conference are deposited in such bank or banks as the Board may designate and that all accounts shall be kept in the of the Conference. The Treasurer shall make the books and accounts available to the Board or officers of the Conference upon request, shall supervise the disbursements of monies as the business of the Conference may require upon the order of the properly constituted officers or agents of the Conference, and shall also perform such other duties as may be delegated by the Board. The Treasurer shall be a member ex officio, with voice and vote, of the Board and shall be assigned to the Compassionate Generosity Mission Area Team.

Par. 6 The Conference Minister shall be the chief executive officer of the Conference. (See Art. VIII, Sec. B)

#### **Sec. F – Fidelity Bond**

The Board of Directors will provide for a fidelity bond for all officers and employees of the Conference who handle money or securities.

### **Article VI – Board of Directors**

#### **Sec. A – Membership**

Par. 1 The elected membership of the Board of Directors shall include twelve persons who shall be members of the churches in this Conference and who shall reflect the racial and ethnic diversity of the Conference. They shall be elected to staggered three-year terms by the Annual Meeting. These terms may be renewed once. Six (6) members shall be nominated by the Associations, one (1) by each Association. Six (6) shall be nominated at-large by the Core Infrastructure Mission Area Team. Having served two full terms, a person may not be re-elected until two years have elapsed.

Par. 2 The Moderator and Treasurer of the Conference shall be members of the Board with voice and vote. (See Art. V, Sec. E)

Par. 3 The Conference Minister and all Associate Conference Ministers shall be members ex officio, with voice but no vote, of the Board of Directors. (6-1-02)

Par. 4 A Disciples of Christ representative may be named by the Michigan Region of the Christian Church (Disciples of Christ) to be a member of the Michigan Conference Board of Directors with voice and vote. Representative named under this subparagraph shall not serve more than a four (4) year term.

Par. 5 A representative selected by the UCC Women of Michigan shall be a member of the Board of Directors with voice and vote.

Par. 6 The Conference Representative selected by the General Synod of the United Church of Christ to the Executive Council shall be a member of the Board of Directors with voice and vote.

### **Sec. B – Duties**

The Board of Directors shall provide oversight for the general mission of the Michigan Conference.

Par. 1. The Board shall meet at least twice each year (March/April and October/November) for these purposes:

- i. To set the mission of the Michigan Conference;
- ii. To determine the policies guiding that mission;
- iii. To allocate and exercise fiduciary responsibility over the resources underwriting that mission;
- iv. To adjust the structure to accomplish that mission;
- v. To oversee the ministry of the Conference Minister in carrying out that mission.

Par. 2 The Board shall receive and act upon the reports and requests of the VISION Board of Directors, and implement the directions of the Conference taken at Annual and Special Meetings regarding the VISION, provided that a sale or lease of real estate for longer than one year shall not be made without the expressed consent of the Conference acting at its Annual or Special Meeting.

Par. 3 All members of the Board will receive financial reports on a monthly basis.

Par. 4 The Executive Committee shall meet at least once between Board meetings for fiduciary and monitoring purposes.

Par. 5 An Audit Committee will report directly to the Board of Directors, with an advance report provided to the Conference Minister and the Business Manager.

### **Sec. C – Organization**

Par. 1 At the first meeting following the Annual Meeting the Board of Directors shall hold its organizing meeting.

Par. 2 The Executive Committee shall consist of the five (5) officers and Conference Minister. The President of the Board of Directors shall chair the Executive Committee and the Secretary of the Conference shall be the secretary of the Committee. The Executive Committee shall meet as needed and authorized by the Board of Directors. Unless the Board of Directors so acts, the Executive Committee shall serve as the Business Committee for the Conference meetings.

- Par. 3 The Board of Directors shall divide into Mission Area Teams Consistent with the mission for the purposes of authorizing and providing oversight for the specific mission projects.
- i. Each Director shall rotate among the Mission Area Teams during his/her first year on the Board, annually thereafter being assigned by the President to serve on one Mission Area Team.
  - ii. Each Mission team is empowered to create Mission Project Task Groups to implement authorized mission projects.
  - iii. The work of the Conference shall be defined in terms of specific mission projects, with beginning and ending dates, and specific measurable goals and objectives.
  - iv. Initially there shall be five Mission Area teams: “Spiritual Discernment,” “Prophetic Integrity,” “Compassionate Generosity,” “Vitality and Growth,” and “Core Infrastructure.”
- Par. 4 The Board of Directors may expand the size of each Mission Area Team by naming volunteers to serve for a specific period of time.
- i. The Conference Minister will assign Conference Staff to resource the Mission Area Teams.
  - ii. When Conference Staff are to be assigned to resource Mission Project Task Groups, the Conference Minister will make those assignments so as to maintain equity in workloads.
- Par. 5 The Conference’s representative to the Covenanted Ministries shall be assigned as follows:
- i. Our representative on UCC Local Church Ministries to “Spiritual Discernment.”
  - ii. Our representative on UCC Justice and Witness Ministries to “Prophetic Integrity.”
  - iii. Our representative on UCC Wider Church Ministries to “Compassionate Generosity.”
  - iv. Our representative on UCC Office of General Ministries to “Core Infrastructure.”

#### **Sec. D – Meetings**

The Board of Directors shall meet at least twice each year (March/April and October/November). At its organizing meeting, it will establish dates, time, and place for its regular meetings and for regular meetings of the Executive Committee for the ensuing year. Special Meetings of the Board or the Executive Committee may be called by the President or the Conference Minister. The Secretary, upon written petition of one-third of the members, may also call a special meeting of the Board.

**Sec E – Notice of Meetings**

Members shall be notified of the date, time, place, and agenda of each meeting of the Board by written notice or electronic device at least seven days prior to the meeting. In the case of a special meeting, the purpose of the meeting shall be specified. Only business specified in the notice shall be acted upon at a special meeting. The Board may act upon matters not included on the notice agenda of any regular meeting.

**Sec. F – Quorum**

A majority of the voting members shall constitute a quorum to do business at meetings of the Board of Directors and the executive Committee.

**Sec G – Vacancies**

Mindful of the Conference’s commitment to be inclusive in regard to laity, clergy, race, age, sex, differing abilities, sexual orientation, and geographical distribution, the Board shall fill all vacancies on the Board of Directors, on the VISION Board of Directors, among officers, and among delegates to General Synod, with persons appointed serving until the next Annual Meeting, when persons shall be elected by the Conference to fulfill the remainder of the unexpired terms.

**Sec. I – Accountability**

The Board of Directors shall be directly accountable to the Conference in meeting.

**ARTICLE VII – Mission Area Teams**

**Sec. A – Spiritual Discernment**

The Spiritual Discernment Mission Area Team’s mandate will focus on empowering local churches and clergy with respect to worship and education.

Par. 1 The Spiritual Discernment Mission Area Team will assume responsibilities currently entrusted to the Commission for Church and Pastoral Ministries, the STEM Board, and The Resource Connection Board.

**Sec. B – Prophetic Integrity**

The Prophetic Integrity Mission Area Team’s mandate will focus on educating local churches and clergy with respect to matters calling for the public voice of the church.

Par. 1 The Prophetic Integrity Mission Area Team will assume the social justice responsibilities currently entrusted to the Commission for Church in Society and World Mission as well as those given to the Resolution Committee.

### **Sec. C – Compassionate Generosity**

The Compassionate Generosity Mission Area Team’s mandate will focus on challenging local churches and clergy with respect to matters of stewardship and benevolences, as well as securing the financial resources necessary to underwrite the ministry of the Conference and to support the wider church.

Par. 1 The Compassionate Generosity Mission Area Team will assume the mission interpretation responsibilities currently entrusted to the Commission for Church in Society and World Mission, as well as, those responsibilities given to the Stewardship Education Committee and the Finance and Budget Committee and the Finance and Budget Committee.

### **Sec. D – Vitality and Growth**

The Vitality and Growth Mission Area Team’s mandate will focus on UCC identity, local church evangelism, member retention, parish revitalization, new church starts, marketing and advertising.

Par. 1. The Vitality and Growth Mission Area Team will assume the responsibilities currently entrusted to the Commission for Church Development and the Communications Committee.

### **Sec E – Core Infrastructure**

The Core Infrastructure Mission Area Team’s mandate will focus on caring for the administrative life of the Conference.

Par. 1 The Core Infrastructure Mission Area Team will assume the responsibilities currently entrusted to the Annual Meeting Planning, the Bylaws, the Ecumenical Relations, the Nominating, the Personnel, and the Property Committees.

### **Sec. F – VISION Board**

The VISION Board will continue with its original mandates, which are understood to include outdoor ministry, educational events, youth ministry, and global partnerships.

## **ARTICLE VIII – Executive Staff**

### **Sec A – Executive Staff**

The Executive Staff shall be composed of the Conference Minister, all Associate Conference Ministers and such other employees as the Board of Directors shall designate as members of the Executive Staff. (6-1-02)

## **Sec. B – Conference Minister**

The Conference Minister shall be the executive officer of the Conference and shall have general oversight and direction of the program and operations of the Conference.

### Par. 1 Election, Accountability, and Termination

- i. When a vacancy occurs in the office of Conference Minister, a Search Committee shall be appointed by the Board. It shall include representatives from the constituencies to be served. It shall recommend a candidate to the Board. A candidate then shall be nominated by the Board and elected by the Conference for an indefinite period.
- ii. The Conference Minister shall be responsible and accountable to the Conference in annual and special meetings and to the Board between Conference meetings.
- iii. Employment of the Conference Minister is at will and is terminable by the Conference Minister, or by the Board of Directors, upon ninety days written notice without having to provide or prove cause.

### Par. 2 Duties; the Conference Minister shall:

- i. Serve as chief of the Conference staff, planning and consulting with them, supervising and supporting them in their work, and coordinating their efforts to achieve the purpose of the Conference.
- ii. Serve as ex officio, with voice but no vote, member and executive officer of the Board.
- iii. Be responsible for the pastoral care of ordained ministers and their families.
- iv. Be responsible for working with churches and ordained ministers in pastoral placement.
- v. Be responsible for relationships between the Conference and denominational and ecumenical bodies.
- vi. Be responsible for the custody of the Conference records and maintain a record of the standing of churches and ordained ministers.
- vii. Be able to delegate any portion of these duties while retaining responsibility for their performance.
- viii. Perform such duties as may be determined necessary by action of the Conference in meeting or by the Board of Directors.
- ix. Serve as ex officio, with voice and vote, member of the VISION Board of Directors. (6-5-1999)

### **Sec C – Associate Conference Ministers**

There shall be as many Associate Conference Ministers as determined by the recommendation of the Board of Directors and vote of the Conference. The Conference Minister, with the confirmation of the Board, shall assign them to specific program portfolios of Conference work. Each Area shall be assigned an Associate Conference Minister. One or more Associate Conference Ministers may be employed to implement a specific program portfolio without Area assignment.

#### **Par. 1 Election, Accountability, and Termination**

- i. When a vacancy occurs in the office of an Associate Conference Minister, a Search Committee shall be appointed by the Board. It shall include representatives from the constituencies to be served. With the concurrence of the Conference Minister, it shall recommend a candidate to the Board. A candidate shall be elected by the Board for an indefinite period.
- ii. The Associate Conference Minister shall be responsible and accountable to the Conference Minister and, ultimately, to the Board of Directors.
- iii. Employment of the Associate Conference Minister is at will and is terminable by the Associate Conference Minister or the Board of Directors, upon ninety days written notice without having to provide or prove cause. (6-1-02)

#### **Par. 2 Duties; Associate Conference Ministers shall:**

- i. Be staff to Conference Mission Area Teams.
- ii. Provide pastoral care for ordained minister and their families.
- iii. Assist churches in search for professional leadership.
- iv. Serve as liaison between Conference and Associations and churches, enabling them to fulfill their purposes.
- v. Serve as ex officio, with voice but no vote, members of the Board.
- vi. Perform such other duties as may be assigned by the Conference Minister.

### **Sec. D – Other Executive Staff**

The Board of Directors may designate employees as members of the Executive Staff with such duties and powers as it may from time-to-time determine. Such employment is at will and is terminable by such employee, or by either the Conference Minister or the Board of Directors, upon ninety days written notice without having to provide or prove cause.

### **Sec. E – Conference Staff**

The Conference Minister, with the confirmation of the Board of Directors, is authorized to assign on a trial basis, members of the Conference staff to joint or shared tasks with the staff of the Michigan Region of the Disciples of Christ and to accept staff of the said Michigan Regions of the Disciples of Christ on a reciprocal basis within the Conference.

### **Sec. F – Evaluations**

There shall be annual performance evaluation of the Executive Staff in accordance with personnel policies in effect from time-to-time. (6-1-02)

## **ARTICLE IX – Delegates**

### **Sec. A – General Synod, United Church of Christ**

The Conference shall participate in the fellowship and cooperate in the program of the United Church of Christ and shall elect delegates to the General Synod of that Church in the manner prescribed in the Constitution and Bylaws of the United Church of Christ (latest edition).

#### Par. 1 Responsibilities

- i. Delegates shall be responsible for attending pre-Synod orientations, participating in the full range of activities at the regular and special meetings, being available to churches and Associations following Synod meetings to report and interpret the actions of the body, and assuming an advocacy role in the life of the Conference as conscience permits in behalf of those issues to which Conference are called to respond.

#### Par. 2 Selection Process

- ii. Synod delegates shall be representative of the Conference Areas and comply with the requirements stipulated by the Constitution and Bylaws of the United Church of Christ with regard to race, sex, clergy, laity, youth, and number.
- iii. The Core Infrastructure Mission Area Team shall be sensitive to nominate delegates over sixty as well as under thirty years of age.
- iv. Each Association shall name one delegate and one alternate, the balance to be elected at large from the Conference membership.
- v. The Core Infrastructure Mission Area Team shall consult with Associations and churches in identifying potential nominees.

#### Par. 3 Length of Term

- i. A delegate shall be elected to a four year term which commences at the opening of the next regular meeting of the General Synod following election and terminates at the opening of the third regular meeting of the Synod following election.
- ii. No person shall be re-elected until at least two years have elapsed.
- iii. A delegate shall cease to represent the Conference if the delegate moves church membership or ministerial standing or residence outside the Conference. However, if church membership, ministerial standing, or residence change occurs from one church to another within the Conference, a person shall continue to serve as a Synod delegate.
- iv. Should a delegate be unable to fulfill the term of office, the delegate shall immediately notify the Board of Directors of the resignation in order that an alternate may be secured.

Par. 4 Nominees

- i. The Core Infrastructure Mission Area Team shall nominate two persons for each vacancy.
- ii. No two delegates shall be nominated from the same church
- iii. Additional nominations may occur at the Annual Meeting provided the nominee's permission has been secured and the nominee fulfills the qualifications of the vacancy.
- iv. The nominee receiving the majority of votes shall be the Synod delegate, the nominee receiving fewer votes shall be the alternate delegate.
- v. If an alternate cannot serve as a delegate, the Executive Committee of the Board of Directors shall nominate a person who fulfills the qualifications prescribed by the UCC and these Bylaws.

**Sec. B – Denominational, interdenominational, and Ecumenical Representation**

Representatives or delegates to denominational, interdenominational, or ecumenical organizations shall be named as provided in Art. VI, Sec. B

**ARTICLE X – Parliamentary Authority**

Robert's Rules of Order shall be the standard for all parliamentary procedures of the Conference, subject to special rules which have been or will be adopted.

**ARTICLE XI – Amendments**

These Bylaws may be amended at a duly called meeting by a two-thirds vote of those present and voting provided that such amendments shall have been:

1. Recommended to the Conference by the Board of Directors or requested by the official action of not less than ten member churches, such request, including the official action, having been received in writing by the Conference Secretary.
2. Mailed with notice of meeting to all voting members then known to the Conference Registrar not less than 60 days prior to the meeting at which action on the proposed amendment is to be taken. (6-1-02)

Revisions:

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