

WAYZATA COMMUNITY CHURCH COUNCIL

RESTATED RULES OF PROCEDURE

Restated by resolution of the WCC Council on August 20, 2024

Wayzata Community Church
Restated Council Rules of Procedure
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Wayzata Community Church

Restated Council Rules of Procedure

The Constitution adopted by Members of Wayzata Community Church (Members and Church) in section 7.4 authorizes the Church Council (Council) to prescribe rules of procedure. Rules must be consistent with the Constitution and establish lay leadership governing bodies and processes for the orderly transaction of business, implementation of its authority, discharge of its responsibilities, and conduct of Church ministries. By that authority, Council hereby adopts these Restated Rules of Procedure previously restated on April 16, 2019.

Section One – Committees of Council

1.1 Executive Committee. The Executive Committee shall consist of the Moderator, Vice-Moderator, Senior Minister and such other Members they may invite to meet and collaborate. Its primary responsibility shall be to set Council meeting agendas to direct its work. This committee also may determine which issues of Church business should be addressed and direct them to the Committees of Council, Boards, Committees, Other Groups or Church staff it determines should address them.

1.2 Finance Committee of Council. The Finance Committee of Council shall consist of the Finance Director who shall serve as its chair, Moderator and/or Vice-Moderator as directed by the Moderator, Church Director of Operations and two or more members of the Church Council. The Director of Operations shall serve as an ex-officio non-voting member. Council also may nominate for election by the congregation at an Annual Meeting to serve as at-large voting members one or more persons who are not Council members. At-large members shall serve terms of three years and terms shall be staggered if two or more members are elected. The Finance Committee of Council shall meet when Council directs and have responsibility and authority, subject to the approval of the Church Council, to:

1.2.1 Assist Council efforts to acquire, care for, maintain, improve and authorize use of Church property including furniture, furnishings and equipment, including the authority to commit up to one hundred thousand dollars (\$100,000) for the improvement of Church property, with commitments over that amount requiring approval from the full Council;

1.2.2 Prepare annual or other budgets of the Church and submit them for approval to Council prior to Annual or Special Meetings of Members;

1.2.3 Monitor Church income and expenses and consult with members of Committees of Council and Boards selected by Council to prepare funding priorities for Council review and approval;

1.2.4 Recommend to Council for its approval the dedication and use of memorial funds and the acceptance or denial of cash, in-kind, and designated gifts to the Church after consideration

of valuation and overall program need issues, subject to Council or Human Resources Committee of Council approval of cash gifts creating or expanding staff positions;

1.2.5 If requested by Council employ a Certified Public Accountant to make annual audits, prescribing the extent and nature of work and reporting audit results to Council for approval; and

1.2.6 Assist Council with managing the financial assets of the Church and reviewing strategy and results.

1.2.7 Give prior approval or disapproval to requests by Church Members or third parties to conduct fundraising activities and merchandise sales on Church property or elsewhere in the name of the Church. Give prior approval or disapproval to requests by Staff to solicit cash and in-kind gifts from Members and non-Members.

1.3 **Human Resources Committee of Council.** The Human Resources Committee of Council shall consist of the Human Resources Director who shall retain the title of Personnel Director and serve as its chair; the Senior Minister, Moderator, and/or Vice-Moderator as the Moderator directs; the Director of Operations, and two or more members of Council. The Senior Minister and Director of Operations shall serve as ex-officio non-voting members. Council also may nominate for election by the congregation at an Annual Meeting one or more persons who are not Council members to serve as at-large voting members. At-large members shall serve terms of three years and terms shall be staggered if two or more members are elected.

1.3.1 **Human Resources Policies.** The Human Resources Committee of Council shall meet when Council directs and have responsibility and authority, subject to the approval of Council, to monitor and implement the human resources policies of the Church and recommend modifications of policies to Council, specifically including those addressing the hiring, retention, annual review, and discharge of employees.

1.3.2 **Compensation.** The Human Resources Committee of Council shall make compensation and benefit recommendations to the Finance Committee of Council.

1.4 **Generosity Committee of Council.** The Generosity Committee of Council shall be led by a chairperson nominated by Council and elected by the congregation to serve a term of three years and only one successive term of three additional years. Council may nominate one of its own members or an at-large congregation Member to serve on the Committee. The Generosity Chair shall report to Council at such times and on such matters as Council and Executive Committee direct.

Also serving on the Committee shall be the Moderator and/or Vice-Moderator as directed by the Moderator, Senior Minister, Church Director of Operations, and two or more members of Council. The Senior Minister and Director of Operations shall serve as ex-officio non-voting members, while all others shall be voting members.

Council also may nominate for election by the Congregation at an Annual Meeting one or more Members who are not Council members to serve as at-large voting members of this Committee.

At-large members shall serve terms of three years that shall be staggered if Members elect two or more of them in the same year.

Council shall direct the responsibility and authority of the Generosity Committee of Council. The Committee shall coordinate fundraising communications for annual, planned and special giving to the Church. It may form subcommittees of members to perform tasks in those categories. In fulfilling this charge, its functions and responsibilities shall include the following:

1.4.1 Ensure that the work and mission of the Church will be faithfully advanced for generations to come by implementing annual giving campaigns to fund the Church's annual operating budgets;

1.4.2 Provide Members and friends of Members with means of extending their support of Church programs and projects beyond their lifetimes;

1.4.3 Coordinate with Church staff and lay leaders to develop an integrated "ask" communication plan and calendar, and develop consistent giving messages and donation priorities, for all fundraising activities of the Church;

1.4.4 Consolidate and make accessible information on the results of fundraising and giving efforts so the Church can celebrate Member gifts.

1.5 **Succession Committee of Council.** The Succession Committee of Council shall be composed of the Immediate Past Moderator, Moderator, and Vice-Moderator, and all outgoing members of Council. The Moderator or Immediate Past Moderator in their discretion may add to the Committee one or more members of Council who have remaining terms. The Immediate Past Moderator shall be its chair unless otherwise determined by Council. If the Immediate Past Moderator is unwilling or unable to serve, Council shall appoint a chair from Succession Committee of Council members.

This Committee shall:

1.5.1 Nominate the Moderator and Vice-Moderator for the following year.

1.5.2 Recommend to Council the congregation Members it identifies for service as at-large voting members on Committees of Council. Each year Council shall determine the number of at-large position vacancies and advise the Succession Committee of its need for recommendations for those positions.

1.5.3 Nominate seven to nine candidates to serve on the Nominating Board described in Article Nine of the Constitution for the following year. Nominees generally should represent the makeup and diverse interests of the congregation and be Members active for a sufficient length of time to know and appreciate the ministries and business of the Church.

1.6 **Investment Committee of Council.** The Investment Committee of Council shall consist of the Finance Director and at least one member of the Finance Committee of Council who shall be voting members. Council also may nominate for election by the congregation at an Annual Meeting to serve as at-large voting members one or more persons who are not Council members. At-large members shall serve terms of three years and terms shall be staggered if two or more members are elected. This

body shall meet at least quarterly, review Church investments, and make recommendations to the Finance Committee of Council for changes to the Church's investments or investment policy.

Section Two – Boards

2.1 **Boards.** The Constitution authorizes Council to delegate duties to Boards to carry out ongoing work of the Church. Council has established the following Boards: Adult Faith Formation, Building and Grounds, Camp and Retreat, Children's Ministry, , Fellowship, High School Ministry, Middle School Ministry, Mission and Outreach, and Parables Disability Ministry.

2.2 **Composition.** Boards shall consist of eight to twelve lay volunteer Church Members as determined by Council. Members shall elect them at Annual Meetings to hold office for a three year term or until their successors are elected and their terms shall be staggered. After serving a full term of three years, a member shall be ineligible for reelection to the same Board for one year.

2.3 **Statements of Purpose.** Each Board shall issue a Statement of Purpose and all Board Statements shall be appended below as Attachment 1. Boards may modify their Statements with Council approval.

2.4 **Delegation.** Boards may recommend to Council the formation of Committees and Other Groups (defined below) of Members and delegate duties to them consistent with the Statements of Purpose of the Boards.

Section Three - Committees

3.1 **Committees.** The Constitution authorizes Council to delegate duties to Committees from time to time to carry out its functions. Council has established the Arts and Design, Engagement, and Rummage Committees. Church Members shall elect Committee members at Annual Meetings to hold office for definite or indefinite terms determined by Council or until their successors are elected. Their terms shall be staggered.

3.2 **Composition.** Committees shall consist of four to twelve members as Council determines. Thirty percent (30%) or more of their members (rounded up) shall have served three or fewer cumulative years of service when Members elect new or replacement members at Annual Meetings as provided in Section 5.7 below. Council and Boards may invite non-Member guests of the Church to serve as Committee members so long as Church Members compose a majority.

3.3 **Statements of Purpose.** Committees are encouraged but not required to create statements of purpose to be included in Attachment 1 to these Rules.

3.4 **Delegation.** Committees may encourage formation of Other Groups (defined below) of Members and delegate duties to them consistent with the Statements of Purpose of the Committees.

Section Four – Other Groups

4.1 **Other Groups.** Other Groups shall mean task forces and other project or task-specific groups of Members that Council, Committees of Council, Boards or Committees may create from time to time subject to Council approval. The governing bodies that create them shall determine their duties and activities.

4.2 **Composition.** Other Groups shall consist of members appointed by and serving such terms as determined by the governing bodies that create them. These bodies may invite non-Member guests of the Church to serve as members so long as Church Members compose a majority. Terms of members may be indefinite.

4.3 **Statements of Purpose.** Other Groups are encouraged but not required to create statements of purpose to be included in Attachment 1 to these Rules.

Section Five – Conduct Of Business And Elections

5.1 **Meeting Frequency and Quorum.** Committees of Council, Boards, and Committees shall meet at least bi-monthly unless Council otherwise directs. Attendance by a majority of members entitled to vote shall constitute a quorum for the transaction of business at their meetings. Members may attend physically or by voice transmission. If a quorum exists when a duly called meeting is convened, attending members may continue to transact business until adjournment, even if the withdrawal of one or more members leaves fewer attending than the number originally required for a quorum. Other Groups shall meet as needed to complete their projects as Council directs.

5.2 **Majority Vote.** At meetings where the quorum requirement is met, Committees of Council, Boards and Committees shall take action by the affirmative vote of a majority of voting members attending physically or by voice transmission. Proxy voting is not permitted.

5.3 **Action by Writing or Electronic Communication Without a Meeting.** Any action Committees of Council, Boards and Committees can take at a meeting may be taken without a meeting if approved by written resolution signed by, or if consent is given in authenticated electronic communication by, a majority of its voting members. Authenticated means the communication contains information from which recipients can reasonably conclude it was sent by purported senders.

5.4 **Rules of Order.** Meetings of Committees of Council, Boards and Committees shall be conducted under Robert's Rules of Order if the presiding chair determines that the orderly transaction of Church business requires it.

5.5 **Lay Leadership Officers, Records, Confidentiality.** Boards and Committees shall elect chairs, vice-chairs and secretaries from among their members. Committees of Council and Boards shall keep reasonably detailed minutes and records of meetings and submit summaries of their actions to Council in a timely manner upon its request. Committees may choose to keep minutes and records if they wish. Other Groups may conduct business informally without voting, rules of order and record-keeping requirements. All leadership bodies in their creation of minutes, summaries and records shall respect the confidentiality of Church members and staff where appropriate.

5.6 Nominations. Chairs and members whose terms are expiring on Committees of Council (at-large only), Boards and Committees shall nominate persons to serve as members in succeeding years. They shall meet as necessary beginning at least three months before the Annual Meeting. They shall:

5.6.1 Submit nominations for chair positions for the following year to their respective governing bodies for approval.

5.6.2 Seek from current members, Church staff and Church Members the names of potential members and submit nominations to their bodies for approval. Committees of Council, Boards and Committees then shall submit the slate of approved nominees to Council for confirmation prior to Annual Meetings.

5.6.3 In the event of a vacancy during the term of an at-large member of a Committee of Council or a member of a Board or Committee these Rules require them or it wishes to fill, its chair and outgoing member shall furnish one or more nominees to fill the vacancy. The governing body shall appoint one such nominee to fill the vacancy, subject to the approval of Council, until the next Annual Meeting.

5.7 Elections. At Annual Meetings, Members shall elect Committees of Council at-large, Board, and Committee members to serve new terms or to complete the unexpired terms of members who have vacated their positions. Candidates for those positions shall be nominees approved by Council or persons nominated by Members from the floor. Council, Boards and Committees shall approve the members of Other Groups they create and manage.

5.8 Concurrent Service. At-large members of Committees of Council and members of Boards created under these Rules may not serve concurrently on another of those bodies, and also may not serve concurrently on the Board of Deacons or Nominating Board described in the Church Constitution. However, a member of a Committee may serve on a second Committee. Also, Council may appoint at-large members of Committees of Council and members of the Board of Deacons, Nominating Board, Boards and Committees to Other Groups based on the needs of the Church and the temporary nature of the duties required.

5.9 Working and Reporting Relationships. From time to time Council may establish working and reporting relationships among Committees of Council, Boards, Committees, Other Groups, and Council itself.

5.10 Organization Chart. Council has created and shall keep current in Attachment 3 below an organization chart illustrating the lay leadership governing bodies of the Church.

5.11 Member Access to Meetings. Meetings of Committees of Council, Boards, Committees, and Other Groups shall be open to Members except for executive sessions they convene to address confidential matters as provided in Robert's Rules of Order.

Section Six - Processes

This section sets out general key milestones and due dates for accomplishing annual processes of the Church. These provisions shall not prevent Committees of Council, Boards, Committees and Other Groups from developing more detailed procedures that exceed these requirements. Attachment 2 provides a summary of key dates and responsibilities for these processes.

6.1 Annual Budget Process. The Church Director of Operations or designee shall notify the Finance Committee of Council and Moderator of the following requirements at the beginning of September and follow up as needed.

6.1.1 By July 15, the Director of Operations or designee shall distribute departmental budget request worksheets to staff that are due back to the office by August 15.

6.1.2 During September through November the Church Director of Operations shall work with the Finance Committee of Council, in consultation with the Human Resources Committee of Council, to prepare a preliminary budget.

6.1.3 In November, the Executive Committee shall review the preliminary draft of the budget.

6.1.4 By the end of December, the Finance Committee of Council shall approve a preliminary budget and present it to Council for review.

6.1.5 By the end of February, Council shall approve an annual budget.

6.1.6 At the Annual Meeting, an annual budget shall be presented to and voted upon by the congregation.

6.2 Annual Nominating Process. The Moderator or designee shall notify the Nominating Board of the following schedule at the beginning of November and follow up as needed.

6.2.1 The Nominating Board shall meet as necessary beginning at least three months before the Annual Meeting in order to present to Council at its regular meeting prior to the Annual Meeting a final slate of nominees for Council, Board of Deacons and Officers.

6.2.2 The Chair of the Nominating Board or designee shall present at the Annual Meeting the slate of nominees for Council, Board of Deacons and Officers for election by Church Members.

6.2.3 The Nominating Board shall meet as necessary beginning at least three months before the Annual Meeting in order to present to Council at its regular meeting prior to the Annual Meeting a final slate of nominees for Council, Board of Deacons, Nominating Board, Officers, Committees of Council at-large members, Boards and Committees.

6.2.4 The Chair of the Nominating Board or designee shall present at the Annual Meeting the slate of nominees for Council, Board of Deacons, Nominating Board, Officers, Committees of Council at-large members and Board and Committee members for election by Church Members.

6.3 Annual Committee and Board Nominations and Reports Process. The Moderator or designee shall notify all Committees of Council, Boards and Committees of the following requirements

at the beginning of December and follow up with them as needed.

6.3.1 Council shall monitor and support Committees of Council, Boards and Committees to ensure they submit to the Church office by mid-March complete slates of nominees to fill their vacancies.

6.3.2 Between mid-March and end of March, Council shall review Committee of Council at-large, Board and Committee nominees to identify duplicates that would violate the provisions against concurrent service in Constitution section 7.11 or Rules section 5.8 above. Council also shall verify nominee compliance with Constitutional term limits for lay leaders including breaks in service required in section 11.12. If Council finds duplicate nominees, it shall promptly notify the nominating bodies to comply with these provisions.

6.3.3 **Annual Reports.** Annual reports from Committees of Council, Boards and Committees are due by mid-March and shall be printed for distribution to Members at the Annual Meeting. These bodies must approve their reports before the mid-March deadline.

6.3.4 **Nominations.** At least three months before the Annual Meeting, these bodies shall begin to identify and compile lists of candidates to fill their member vacancies and nominate chairpersons for terms beginning on the day of the Annual Meeting. They shall approve and give their lists of candidates to the Moderator or designated Staff person in the Church office on or before Mid-March for approval.

6.3.5 **Annual Goals and Objectives.** Boards and Committees shall prepare and deliver to the Moderator or designee by August 31 their annual goals and objectives for the next Program Year beginning September 1 for review and recommendations to Council.

6.3.6 **Minutes.** Minutes of Committee of Council and Board meetings shall be prepared and submitted to office Staff for posting to the Church's online membership platform within two weeks of each meeting. If these bodies make significant changes to minutes when they approve them thereafter, the approved minutes shall be submitted to and posted by Staff to replace the original versions. Committees and Other Groups are encouraged but not required to compile and submit meeting minutes for publication.

6.4 **Annual Council Member Assignments**

6.4.1 Within a week after the Annual Meeting, the Moderator in consultation with the Vice-Moderator and other Officers shall assign Council members to the Finance, Human Resources, and Generosity Committees of Council.

6.4.2 Council may assign a member to a Board, Committee, or Other Group as a Council Liaison to support its processes and purposes. See Attachment 4 for a more detailed description of the Council Liaison position. Council must, however, request and accept a member of the Board of Deacons chosen by Deacons as a non-voting liaison to Council. That person shall collaborate and communicate with Council on matters involving the spiritual life of the Church over which Deacons has primary authority under our Constitution.

6.5 **Hiring Process**

6.5.1 Search Committees. For the purpose of recruiting and hiring clergy, Council shall authorize the formation of search committees. For directors and other upper management positions, Council may authorize search committees at the request of the Human Resources Director or on its own initiative. The Executive Committee shall invite Church members to serve on search committees making best efforts to include members of Committees of Council or Boards on which candidates would serve or to which they would report. Council may value prior search experience when considering committee members, but not require it. The Human Resources Director shall provide Council with the names of proposed search committee members and Council may approve or modify membership. The charge to search committees shall be to bring hiring recommendations to Council.

Search committees shall give clergy and director position descriptions the widest possible dissemination and screening in order to reach and identify the best-qualified applicants. If possible, top candidates will come to the local area for personal interviews conducted by search committees and a Senior Minister.

This effort may include, but is not limited to:

- Notification at United Church of Christ (UCC) conferences
- Advertisements in “The Christian Century” and other pertinent publications
- Letters to UCC churches requesting recommendations
- Letters to highly rated divinity schools requesting recommendations

Thorough screening by committees for the most qualified applicants can include:

- Checking listed and other identifiable references
- Checking breaks in service indicated in applications
- Checking prior employment without jeopardizing current positions of applicants

Search committees may require applicants to undergo psychological evaluations to assess problem-solving skills, judgment, maturity, and fit with the Church staff and work environment. Those with access to evaluations shall be responsible for the security and confidentiality of the information. The Church may pay psychological testing fees and travel expenses for personal interviews.

6.5.2 Hires Without Search Committees. The Director of Operations in consultation with the Human Resources Director shall direct the hiring of employees where Council has not authorized search committees. The Director of Operations, in her, his, or their discretion, may enter into written employment agreements with chosen candidates including start dates, duties and compensation not exceeding budget limits. On occasion the Council, or by its direction the Executive Committee, may give prior approval for unbudgeted positions and compensation based on a reasonable expectation of additional income to the Church. Employees shall give the Director of Operations appropriate documents verifying their identities and eligibility for employment in the United States.

6.5.3 Job Descriptions. Search committees shall prepare initial job descriptions according to Council guidelines and in collaboration with the Human Resources Committee and a Senior Minister. The descriptions shall identify broad visioning and objectives, specific tasks if determined, and optimum qualifications for the positions. Where search committees are not created, the Director of Operations or designee shall prepare initial job positions in collaboration with the Human Resources Director.

A Senior Minister, Director of Operations, Human Resources Committee and supervisors cooperatively shall update job descriptions for Clergy and Church Staff to reflect changes in duties, enable effective communications and enhance overall productivity. The Director of Operations shall maintain files of initial and updated descriptions.

Section Seven - Key Dates

7.1 Annual Meeting. The date of the Annual Meeting of Members shall be a Sunday in late April or early May as set by the Executive Committee, unless otherwise set by Council.

7.2 Leadership Meetings. Council, Committees of Council, Boards, and Committees shall gather together for leadership meetings a minimum of twice each year.

7.2.1 The Spring meeting shall take place within one month of the Annual Meeting, unless otherwise set by Council, and all members of Committees of Council, Boards, and Committees shall attend, unless otherwise directed by Council. The meeting shall include a commissioning of leaders, the opportunity to establish key goals and objectives for the next Program Year, and any other business Council may introduce.

7.2.2 Chairpersons of Committees of Council, Boards and Committees at minimum shall attend to represent their governing bodies and encourage their members to attend. Those attending shall discuss the progress of their annual goals and objectives and other topics chosen by the Moderator and/or Council.

7.2.3 The Moderator and/or Council may decide to conduct other leadership meetings during the year.

7.3 Terms of Service. Terms of service for new or replacement members of Council, Board of Deacons, Nominating Board, Committees of Council, Boards, Committees and Officers defined in the Constitution and these Rules shall begin upon election at the Annual Meeting.

7.4 Council Minutes. The Council Secretary shall complete minutes of Council meetings and send them to the Executive Committee of Council within two weeks of each meeting. The Executive Committee within three weeks after receipt shall edit these pending minutes for accuracy and confidentiality and forward them to Council, Boards and Committees. Upon final approval of minutes by Council, the Secretary shall coordinate with staff to upload them to the members only area of the Church's online membership platform, post them to the Church bulletin board, and deliver them to any Church Member requesting them, as required by section 11.8.2 of the Constitution.

Section Eight – Amendments

Council may amend these Rules of Procedure from time to time pursuant to authority granted by the Church Constitution.

ATTACHMENT 1

STATEMENTS OF PURPOSE OF BOARDS AND COMMITTEES OF WAYZATA COMMUNITY CHURCH

BOARD STATEMENTS

- 1. Adult Faith Formation.** The purpose of the Adult Faith Formation Board shall be to cooperate with and counsel the ministers, staff and members in the adult educational program of the Church. In fulfilling this purpose, the functions and responsibilities of this Board shall include the following:
 - 1.1. Advise and support clergy and staff in adult faith formation;
 - 1.2. Coordinate and participate in the recruitment of leaders and support people for all adult faith formation programs; and
 - 1.3. Recommend annual budgets for its planned expenditures and administer funds provided.
- 2. Building and Grounds.** The purpose of the Building and Grounds Board is to provide leadership and cooperate with the Finance Committee of Council, Council and Church Members in maintaining, preserving, and improving the building and grounds of the Church. In fulfilling this purpose, the functions and responsibilities of this Board shall include the following:
 - 2.1. Provide a comfortable and attractive place for worship, meetings and events;
 - 2.2. Keep facilities in good repair;
 - 2.3. Provide leadership in developing an awareness and desire of members and friends to be efficient in the use of utilities including heating, cooling, lighting and water; and
 - 2.4. Identify high priority improvements to Church facilities and implement the construction of improvements or capital maintenance items approved by the Finance Committee of Council.
- 3. Camp and Retreat.** The purpose of the Camp and Retreat Board shall be to collaborate with and support Clergy, Church Staff, and Church members in the retreat and camp ministries of the

Church. In fulfilling this purpose, the functions and responsibilities of this Board shall include the following:

- 3.1 Advise and support clergy and staff,
- 3.2 Assist in the recruitment of leaders and support personnel for retreat and camp programs,
- 3.3 Make recommendations and help program staff administer annual budgets,
- 3.4 Approve, facilitate, and monitor retreat and camp activities, and
- 3.5 Help clergy and program staff develop short and long term goals and strategies in collaboration with parents of children and youth and members of the Church.

4. Children's Ministry. The purpose of the Children's Ministry Board shall be to cooperate and consult with the ministers, staff, nursery school director and participants in the children's (birth through fifth grade) programs of the Church. In fulfilling this purpose, the functions and responsibilities of this Board shall include the following:

- 4.1 Advise and support clergy and staff;
- 4.2 Coordinate and participate in the recruitment of leaders and support people for all Children's Ministry programs;
- 4.3 Recommend annual budgets for its planned expenditures and administer funds provided; and
- 4.4 Foster relationship building opportunities and collaborate with the Nursery School Parent Organization.

5. Fellowship. The purpose of the Fellowship Board shall be to sustain and nurture the membership of the church in providing means and occasion for members to come together in Christian fellowship. In fulfilling this purpose the functions and responsibilities of this Board shall include the following:

- 5.1 Develop and coordinate fellowship activities that deepen friendship and spiritual development among members through social activities; and
- 5.2 Recommend annual budgets for its planned expenditures and administer funds provided.

6. High School Ministry. The purpose of the High School Ministry Board shall be to cooperate with and counsel the ministers, staff and members in the high school (grades 9 through 12) ministry programs of the Church. In fulfilling this purpose, the functions and responsibilities of this Board shall include the following:

- 6.1 Advise and support clergy and staff in High School ministry;
- 6.2 Assist and support clergy and staff in confirmation and other youth programs;

6.3 Coordinate and participate in the recruitment of leaders and support people for all High School Ministry programs;

6.4 Approve and monitor youth activities sponsored by the Church; and

6.5 Recommend annual budgets for its planned expenditures and administer funds provided.

7 Middle School Ministry. The purpose of the Middle School Ministry Board shall be to cooperate with and counsel clergy, staff and members in the middle school (grades 6 through 8) educational program of the Church. In fulfilling this purpose, the functions and responsibilities of this Board shall include the following:

7.1 Advise and support the ministers and staff in Middle School Ministry programs;

7.2 Coordinate and participate in the recruitment of leaders and support people for all Middle School Ministry programs;

7.3 Approve and monitor youth activities sponsored by the Church, including scouting programs; and

7.4 Recommend annual budgets for its planned expenditures and administer funds provided.

8. Mission and Outreach. The purpose of the Mission and Outreach Board shall be to seek the enlistment of all persons as members of the Church, to encourage member involvement in areas of social responsibility and mission, and administer the concern and compassion of members in raising and distributing benevolence. In fulfilling this purpose the functions and responsibilities of this Board shall include the following:

8.1 Create awareness within the community of the life, aims and purpose of the church universal;

8.2 Create awareness within the community of the various aspects of church life, its programs and facilities;

8.3 Explain, encourage and enlist the commitment of new members;

8.4 Educate and stimulate church membership to commitment toward programs of benevolence, mission and social responsibility;

8.5 Evaluate requests for financial assistance for social, mission and benevolence activities; and

8.6 Recommend annual budgets for its planned expenditures and administer funds provided.

9. Parables Disability Ministry. The purpose of the Parables Disability Board shall be to cooperate with and counsel clergy, staff, Parables Director and participants in Parables worship and ministry programs of the Church. In fulfilling this purpose, the functions and responsibilities of this Board shall include the following:

9.1. Advise and support clergy and staff in Parables Disability programs;

9.2 Coordinate and engage in the recruitment of leaders and support persons for Parables Disability programs;

9.3. Approve and monitor activities and programs sponsored by the Church; and

9.4. Recommend annual budgets for planned expenses and administer funds provided.

COMMITTEE STATEMENTS

1. Arts and Design. The purpose of the Arts and Design Committee is to collaborate with the Building and Grounds Board to:

1.1 Advise and consult on the artwork and overall beautification of the Church to enhance the artistic experience of members and visitors, including seasonal decorations and everyday art displays throughout the public areas of the Church;

1.2 Decorate the Church and order appropriate flowers for Advent and Easter seasons; and

1.3 Recognize the artistic talents of members by executing art shows and other artistic programs that promote participation and spiritual growth.

2. Engagement. The purpose of the Engagement Committee is to create a nurturing, welcoming environment for Members and guests that promotes intergenerational connection and engagement of minds, hearts, and hands. In fulfilling these purposes, the functions and responsibilities of this Committee shall include the following:

2.1 Promote the commitment of Members to the Church community through connection, attendance, generosity, involvement and service.

2.2 Openly and inclusively discuss and create strategies to increase participation and a sense of belonging and safety in our members and guests, and

2.3 Develop, sponsor and support experiences and resources that help Church Members create new and deepen current relationships.

3. Rummage Sale. The purpose of the Rummage Sale Committee is to collaborate with and report to the Mission and Outreach Board to:

3.1 Offer an opportunity for the general public and especially those having special needs to purchase a wide variety of high-quality, serviceable used merchandise at affordable prices and to initiate and to facilitate connections with and between local non-profit organizations to help each partner succeed with its charitable goals.

- 3.2 Build community and fellowship among members, non-members, men, women, children, youth, seniors and community partners by offering them opportunities to participate in this mission of service through their gifts of volunteer time and talent.
- 3.3 Distribute the residual merchandise and the net proceeds of the Rummage Sale to local, state and worldwide organizations engaged in social service and other caring mi

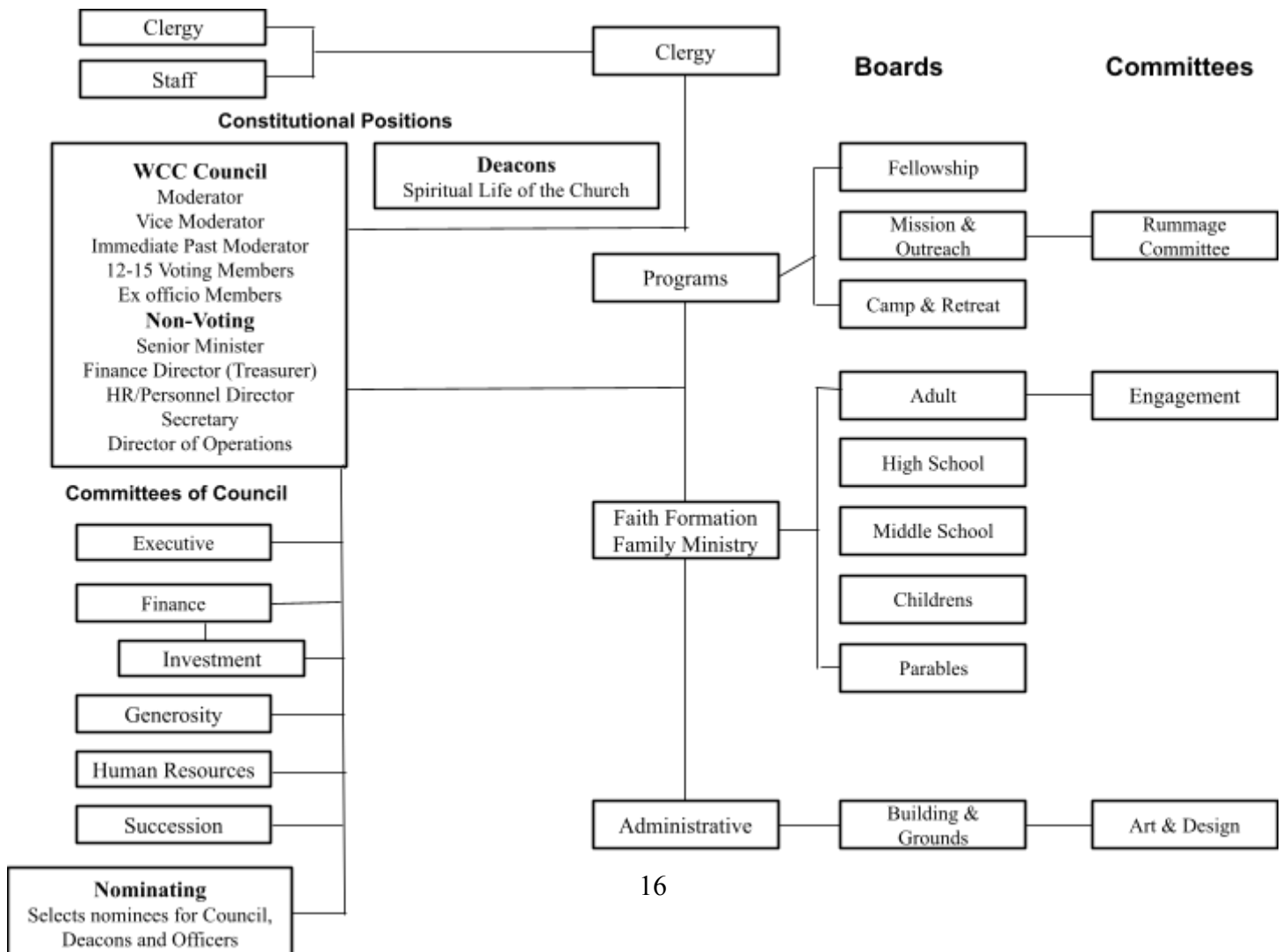
ATTACHMENT 2

Summary of Processes

	Budget Process (Finance Comm)	Nominating Process (Nominating Board)	Board and Committee Reports & Nominations	Leadership Meetings	Human Resources Committee of Council
Aug			Boards & Comms Develop Goals By August 31st For Upcoming Program Year		Submit Staff Comp Surveys to Council by Aug 31 Supervisors Conduct First and Second Review Meetings with Staff in Aug/Sept or when set by Comm
Sept	Director of Operations works with Finance and Human Resources Comms to Develop Preliminary Budget				
Oct				Leadership Meeting with Chairs/Vice-Chairs & Council	Comm Submits Staff Comp Recs to Finance Comm
Nov	Preliminary Budget Discussed At Executive Comm				Review Human Resources Policies When Scheduled by HR Comm
Dec	Preliminary Budget Presented To Council	1) Nominating Board Identifies Nominees for Council/Deacons/Officers and 2) Council Ensures Boards & Committees Fill Their Member Vacancies Succession Committee Of Council: 1) Selects Vice-Moderator Nominee			
Jan			Boards and Comms Begin Work On (1) Annual Report (2) Nominations	Meeting Of Board/Committee Chairs (Optional)	

Feb	Final Budget Approved At Council	2) Determines Nominees For Nominating Board			
Mar		Nominations Presented To Council	Nominations Due Mid-March		
April	Final Budget Approved At Annual Meeting	Nominations Approved By Members At Annual Meeting, Council Members Assigned To Committees Of Council.	Boards & Comms Review What Worked/Didn't Work		
May		Council Liaisons Assigned To Boards/Committees	Boards & Comms begin work on goals for upcoming Program Year	Leadership Mtg & Commissioning for Leadership Body Members & Program Staff	

ATTACHMENT 3 Lay Leadership Structure



ATTACHMENT 4

Description of Council Liaisons to Boards, Committees, and Other Groups

The primary function of Liaisons assigned by Council to Boards, Committees, and Other Groups is to facilitate communication among those bodies, Church staff, and Council. Liaisons shall communicate with the leaders of those bodies, and give direction, guidance, and support to those bodies. Liaisons should give their best efforts to understand their assigned bodies' ministry missions and to advocate and speak on their behalf. Key responsibilities include:

- Facilitating clear and effective communication between Council and leaders and members of Boards, Committees, and Other Groups, including reporting to them Council actions impacting their work, and reporting to Council their work that affects Council's business;
- Ensuring those bodies complete their assigned tasks and responsibilities including reports to Council and setting goals with progress assessments;
- Communicating and coordinating in their discretion with bodies other than the one to which Council has assigned them when they see potential for collaboration, efficiencies and growth;
- Advocating for their assigned bodies during Council meetings; and
- Actively engaging in meetings and conversations with their assigned bodies despite their non-voting status.