

BYLAWS

First Christian Church of Greensboro, Inc.

We, the members of First Christian Church of Greensboro, Inc., a congregationally governed body, in order to know and love God, nurture each other and reach out and welcome all people in the name of Jesus Christ, do hereby adopt these Bylaws on July 1, 2018. Upon this date, any previous written or implied Constitution and Bylaws are hereby nullified.

I. The Church and Fiscal Year

A. The Church and Fiscal year shall begin on January, 1.

II. Congregation

A. Membership

1. Membership in this congregation shall consist of those who are members of the congregation upon adoption of this document, those who unite with it by confession of faith in Jesus Christ and subsequent baptism by immersion, those who unite by transfer of membership, and those who elect to unite with this church as an associate member while retaining their membership in their home church.
2. Elected officers and Board members must be members of First Christian Church of Greensboro. Associate members may not vote on church business or hold elective office.

B. Responsibilities

1. The congregation shall faithfully define and carry out its mission, vision and goals.
2. The congregation shall own, control and may encumber its property.
3. The congregation shall establish its budgets and financial policies.
4. The congregation shall call its minister(s) and sustain its minister(s) in faithfulness and honor.
5. The congregation shall participate, through voting representatives, in Regional and General assemblies of the Christian Church (Disciples of Christ).
6. The congregation shall follow the Ethical Guidelines for Congregational Conduct, Christian Church (Disciples of Christ).

C. Meetings

1. A congregational meeting may be called by the Board Chair or by vote of the Board.
2. A congregational meeting shall be called upon request of 10% of participating membership as defined in the most recent Yearbook and Directory of Christian Church (Disciples of Christ) or 26 members (whichever is less) when presented to the Board Chair.
3. Notice of a congregational meeting and its stated purpose shall be given two weeks prior to such meeting.
4. Congregational meetings shall be conducted according to *Robert's Rules of Order Newly Revised*.

III. Officers

A. Election

- 47 1. The following officers shall be elected by the congregation by a majority vote of  
48 members present at an annual congregational meeting held for this purpose: Board  
49 Chair, Vice Chair, Secretary, Treasurer.  
50 2. These officers shall also serve as officers of First Christian Church of Greensboro, Inc.  
51 3. A slate of officers shall be presented by the Personnel Team and nominations shall be  
52 taken from the floor.  
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54 B. Term of Office

- 55 1. The Board Chair shall be elected to a term of one year. The Board Chair may be elected  
56 to a consecutive one year term, after which one year must elapse before being eligible  
57 for re-election.  
58 2. The Vice Chair shall be elected to a term of one year. The Vice Chair may be elected to a  
59 consecutive one year term, after which one year must elapse before being eligible for re-  
60 election.  
61 3. The Secretary shall be elected to a term of one year. The Secretary may be elected to a  
62 second and a third consecutive one year term, after which one year must elapse before  
63 being eligible for re-election.  
64 4. The Treasurer(s) shall be elected to a term of one year and may be re-elected for up to  
65 two additional consecutive one year terms.  
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67 IV. Board

68 A. Membership

69 The Board shall consist of:

- 70 • Board Chair  
71 • Vice Chair  
72 • Secretary  
73 • Treasurer(s)  
74 • Chair of the Elders  
75 • Chair of the Trustees  
76 • Chair of the Connection Team  
77 • Chair of the Outreach Team  
78 • Chair of the Worship Team  
79 • Chair of the Faith Formation Team  
80 • Chair of the Property Team  
81 • Chair of the Stewardship and Finance Team  
82 • Chair of the Personnel Team  
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84 B. Election and Terms of Office for Board Members Other than Officers

- 85 1. Chairs of the teams listed above shall be elected by the congregation by a majority  
86 vote of members present at an annual congregational meeting held for this  
87 purpose.  
88 2. Board members, other than Officers, shall be elected for one year and may be re-  
89 elected for up to two (2) additional consecutive one year terms.  
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91 C. Meetings

- 92 1. The Board shall determine and publicize meeting dates.  
93 2. The Board shall meet no less than eight (8) times per year.

- 94 3. Board meetings are open and members of the congregation have the right to  
95 attend these meetings and express opinions.  
96 4. Special meetings of the Board may be called by the Board Chair or upon request of  
97 at least 50% of the Board.  
98 5. In order to conduct the business of the church, at least two thirds (2/3) of the voting  
99 members must be present at a meeting.  
100 6. Board meetings shall follow an agenda and be governed by *Robert's Rule of Order*  
101 *Newly Revised*.  
102 7. The agenda shall be made available to the congregation prior to the Board meeting.  
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104 D. Authority

- 105 1. The Board shall perform its duties according to the authority granted in the Articles  
106 of Incorporation or otherwise delegated by the congregation.  
107 2. In keeping with the traditions of the Christian Church (Disciples of Christ), the  
108 ultimate authority for all actions shall rest with the congregation.  
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110 E. Responsibilities

- 111 1. The Board shall serve as the Board of Directors of the corporation.  
112 2. The Board shall conduct its affairs in harmony with these Bylaws. Regular reports  
113 of Board activity shall be made to the congregation.  
114 3. The Board shall be responsible for conducting the business of the congregation. It  
115 shall oversee the planning, coordination, research, evaluation, and implementation  
116 of congregational activities.  
117 4. The Board shall approve, when necessary, the creation of a Search Committee for  
118 the purpose of securing a minister for the congregation.  
119 5. The Board shall review, in coordination with the Trustees, these Bylaws every three  
120 (3) years and present proposed amendments to the congregation.  
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122 V. Elders, Trustees, Financial Secretaries and Deacons

123 A. Election and Term of Office

- 124 1. Elders, one Trustee, one Financial Secretary, and Deacons shall be elected by the  
125 congregation by a majority vote of members present at an annual congregational  
126 meeting held for this purpose.  
127 2. There shall be a total of twelve (12) Elders. Elders are elected for a term of one year  
128 with option to extend term to total of three (3) consecutive years, not to succeed  
129 themselves for a period of one year. The Elders shall elect a Chair, from the serving  
130 Elders, who will serve on the Board.  
131 3. Trustees are elected for terms of three (3) years, not to succeed themselves for a  
132 period of one year, for a total of three (3) Trustees. The Trustees shall elect a Chair,  
133 from the serving Trustees, who will serve on the Board.  
134 4. Financial Secretaries are elected for terms of two (2) years, not to succeed  
135 themselves for a period of one year, for a total of three (3) Financial Secretaries.  
136 5. There shall be at total of 24 Deacons elected for terms of one year and may be  
137 elected for two (2) additional consecutive one year terms.  
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139 VI. Leadership Teams

140 A. Team Functions

- 141 1. The Connections Team oversees and coordinates the nurture and wellbeing of the  
142 congregation, individually and collectively, to promote a sense of wholeness and  
143 inclusion of the entire church membership.
- 144 2. The Outreach Team oversees and coordinates the financial and human interaction  
145 of First Christian Church and its' members with the needs of the broader community  
146 outside the doors of the church.
- 147 3. The Worship Team oversees and coordinates, with the ministerial staff, all the  
148 components which provide a meaningful worship experience through regularly  
149 scheduled and special services, and the music program.
- 150 4. The Faith Formation Team oversees and coordinates all education and faith  
151 formative activities of the congregation, providing opportunities and resources for  
152 personal faith growth, as well as engagement with issues of the larger community.
- 153 5. The Property Team oversees and coordinates the care of all real property and  
154 capital equipment, supervises all services for property and grounds, and cooperates  
155 with the Trustees to study needs and recommend improvements.
- 156 6. The Stewardship and Finance Team oversees and coordinates, with the Senior  
157 Minister, Treasurer(s), and Financial Secretaries, the financial activities of the  
158 church. This will include, at minimum, promoting an ongoing program of  
159 stewardship and financial awareness, preparation of an annual budget and  
160 solicitation of pledges, and providing for a systematic method of annual review.
- 161 7. The Personnel Team oversees and coordinates the hiring and administration of all  
162 staff of First Christian Church, as well as the selection and recruitment of volunteers  
163 to provide a full slate of leaders for annual approval by the congregation.  
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165 VII. Ministerial Staff

166 A. Positions

- 167 1. The congregation shall be served by a Senior Minister. If the Senior Minister  
168 position is vacated, an Interim Senior Minister shall be called.
- 169 2. In addition to the Senior Minister, the congregation may be served by other  
170 ministerial staff. If another ministerial position is vacated, an Interim Minister may  
171 be called.

172 B. Ministerial Responsibilities

- 173 1. The Senior Minister shall be the spiritual leader of the congregation.
- 174 2. The Senior Minister, in cooperation with the Board, shall be the chief administrator  
175 for the congregation.
- 176 3. The Senior Minister shall assure that the life and work of the congregation complies  
177 with the congregation's Bylaws, policies and procedures.
- 178 4. The Senior Minister shall be an ex-officio, non-voting member of all teams and  
179 groups of the congregation.
- 180 5. The Senior Minister shall supervise and evaluate the work of the church staff.
- 181 6. The responsibilities of ministerial positions shall be adapted to meet current  
182 congregational needs.  
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- C. Selection
  - 1. The Board Chair shall select a Search Committee to be approved by the Board.
  - 2. The Search Committee shall present its recommendation to the congregation at a congregational meeting.
  - 3. If at least three fourths of those voting at this congregational meeting approve the recommendation, the Chair of the Search Committee shall extend a call to the prospective minister on behalf of the congregation.

- D. Terms of Employment
  - 1. Compensation, terms of employment, and termination procedures shall be stipulated in a letter of call/employment agreement.
  - 2. Copies of this letter of call/employment agreement are to be kept by the Personnel Team Chair, the Treasurer and the Minister.

VIII. Amendments to Bylaws

- 1. A proposed amendment to these Bylaws must be presented to the Board Chair in written form and must be accompanied by the written support of at least fifteen (15) congregational members or all serving Trustees.
- 2. The Board Chair shall assure that a proposed amendment is provided to the members of the Board at least two (2) weeks prior to the Board meeting at which the amendment will be considered.
- 3. The Board shall present a proposed amendment to the congregation. The Board will also present its recommendation, non-recommendation or no comment.
- 4. A copy of the proposed amendment and the Board's opinion must be made available to the members of the congregation at least two (2) weeks prior to a vote being taken at a congregational meeting.
- 5. A proposed amendment shall be approved by a two thirds (2/3) majority of the members of the congregation voting on the proposed amendment.
- 6. An approved amendment is recorded by the Secretary and forwarded to the Trustees, who shall ensure the amendment is incorporated into these Bylaws.