

Plymouth Congregational Church Draft Bylaws

Table of Contents

1		
2		
3	Article I. Mission.....	1
4	Article II. Membership	1
5	Section 1. Membership Rolls	1
6	Section 2. Members	1
7	A. Member	1
8	B. Inactive Status.....	2
9	Section 3. Termination of Membership	2
10	A. Methods of Termination of Membership.....	2
11	B. Archival Roll	2
12	Article III. Worship	3
13	Article IV. Congregational Meetings	3
14	Section 1. Called Congregational Meeting.....	3
15	Section 2. Annual Meeting.....	3
16	Section 3. Notice of a Called Congregational Meeting	4
17	Section 4. Procedures of a Called Congregational Meeting	4
18	Article V. Governance	4
19	Section 1. Officers	4
20	A. Moderator.....	5
21	B. Moderator-Elect.....	5
22	C. Immediate Past Moderator	5
23	D. Clerk.....	5
24	E. Treasurer.....	5
25	F. Terms and Limitations.....	5
26	Section 2. Council.....	6
27	A. Purpose	6
28	B. Composition.....	6
29	C. Operation	6
30	D. Duties.....	7
31	E. Council Committees	8
32	F. Emergency Powers.....	8
33	Section 3. Governing and Operating Documents	8
34	A. Overview	8
35	B. Policies	8

1 C. Resolutions..... 9

2 D. Memoranda of Understanding..... 9

3 E. Procedures 9

4 Section 4. General Governance 9

5 A. History and Heritage..... 9

6 B. Meetings and Voting..... 9

7 C. Nominating Committee 9

8 D. Pastor-Parish Committee 10

9 E. Limits on Elected and Appointed Positions..... 10

10 F. Speaking in the Name of Plymouth..... 10

11 Article VI. Ministries..... 10

12 Section 1. Purpose and Operation..... 10

13 Section 2. Standing Ministries..... 11

14 Section 3. Ministry Teams..... 11

15 Article VII. Pastors and Staff..... 11

16 Section 1. Senior Pastor 11

17 A. Senior Pastor Search Committee..... 11

18 B. Call 12

19 C. Duties 12

20 D. Resignation 12

21 E. Termination..... 13

22 Section 2. Associate Pastor 13

23 A. Associate Pastor Search Committee..... 13

24 B. Call 14

25 C. Duties 14

26 D. Resignation 14

27 E. Termination..... 14

28 Section 3. Assistant Pastor 14

29 Section 4. Interim Pastor..... 14

30 Section 5. Other Staff..... 14

31 Article VIII. Amendment of Bylaws 14

32

The Bylaws of Plymouth Congregational Church

Article I. Mission

Consistent with the Purpose of Plymouth from our Constitution, the mission of Plymouth from our covenant is "In the love of truth and in the spirit of Jesus, we unite for the worship of God and the service of all."

Article II. Membership

Section 1. Membership Rolls

(1) The Senior Pastor or designee shall oversee maintenance of two Plymouth membership rolls:

(a) Members Roll for current members, and an

(b) Archival Roll for inactive and former members.

(2) The Senior Pastor or designee shall report the current membership count annually at the Annual Meeting.

Section 2. Members

Plymouth recognizes every person as part of the family of God and every Christian as part of the community of faith. In this community of faith, we include any child who has not yet owned the covenant and every member who through death has entered into the communion of saints.

A. Member

(1) A member is any baptized person who has made public acceptance of the polity and covenant of Plymouth and participates actively in the life of Plymouth. Persons do not need to sever membership in another church to be a member of Plymouth.

(2) Persons may be received into Plymouth membership by the Pastors through:

(a) Profession of Faith (baptism and confirmation);

(b) Presentation of a letter of transfer from another Christian church; or

(c) Reaffirmation of Faith if a letter of transfer is not available.

(3) Any former member of Plymouth who has been issued a letter of transfer or withdrawn from membership may be received again into membership by letter of transfer or reaffirmation.

(4) Participating actively in the life of Plymouth as a member includes, to the extent to which the member is able:

(a) Attending public worship and sharing in the sacraments, fellowship, and programs of Plymouth;

(b) Contributing to the financial support of Plymouth;

(c) Participating in the affairs of Plymouth by contributing time and talent; and

(d) Attending the Annual Meeting and Called Congregational Meetings.

(5) The rights of members include:

(a) Eligibility to hold elective positions of Plymouth and to vote in Annual and Called Congregational Meetings; and

1 (b) Access to meetings and minutes of Council and organizations of the Congregation
2 unless otherwise restricted by these Bylaws.

3 (6) Length of membership is determined from the date of first being received as a member,
4 regardless of any interruptions in membership.

5 B. Inactive Status

6 (1) A member on inactive status is someone who:

7 (a) Has not requested to withdraw their membership;

8 (b) Does not participate actively in the life of Plymouth for a period of two or more years;
9 and

10 (c) Does not indicate they would like to remain as a member.

11 (2) A member on inactive status does not share the responsibilities and rights of a member.

12 (3) A member on inactive status is not considered in determining quorum requirements.

13 (4) Council shall develop and maintain a process to annually determine members who should
14 be moved to and from inactive status. The process shall include attempting to contact such
15 members.

16 Section 3. Termination of Membership

17 A. Methods of Termination of Membership

18 Membership may be terminated by any of the following steps:

19 (1) Letter of Transfer

20 A letter of transfer to another church shall be prepared for any member upon written request to
21 the Senior Pastor or designee. Upon such notice, the Senior Pastor or designee shall promptly
22 issue such letter of transfer and remove the person's name from the Membership Roll and place it
23 on the Archival Roll.

24 (2) Withdrawal

25 Any member who desires to withdraw membership from Plymouth may do so by written request
26 to the Senior Pastor or designee. Upon such notice, the Senior Pastor or designee shall ensure the
27 removal of the person's name from the Membership Roll and have it placed on the Archival Roll.
28 That person shall then have no privileges of transfer unless the person requests reinstatement by
29 reaffirmation of faith.

30 (3) Removal of Membership

31 Council may develop and maintain a process to remove the membership of a member on inactive
32 status for more than two years and place their name on the Archival Roll of former members
33 unless the member requests to remain on inactive status.

34 B. Archival Roll

35 (1) The Senior Pastor or designee shall oversee maintenance of an Archival Roll that shall
36 include the names of all inactive and former members of Plymouth.

37 (2) A former member includes any member who has:

38 (a) Died;

39 (b) Terminated their membership; or

- 1 (c) Had their membership terminated by Council following the process outlined in policy
2 for those on inactive status.

3 Article III. Worship

4 Public services of worship are held each Sunday except when determined by the Senior Pastor to be
5 impractical. The sacraments of Baptism and Communion are celebrated, and other services of worship
6 may be held, as determined by the Senior Pastor in consultation with the Deacons.

7 Article IV. Congregational Meetings

8 As used in these Bylaws, a Called Congregational Meeting is a meeting of the membership of Plymouth
9 assembled, which has been properly called and has a sufficient quorum to exercise its governing
10 authority.

11 Section 1. Called Congregational Meeting

12 A Called Congregational Meeting of Plymouth shall be held by one of the following:

- 13 (1) On call of the Moderator;
14 (2) On call of Council; or
15 (3) On delivery to the Moderator or Clerk of a written petition signed by at least 5% of
16 Plymouth membership reported at the previous Annual Meeting. Such petition shall state
17 the purpose of the called meeting, including any proposed language to be adopted.

18 Section 2. Annual Meeting

- 19 (1) A Called Congregational Meeting known as the Annual Meeting shall be held during the
20 month of January or within the first 15 days of February.
21 (2) The Annual Meeting of Plymouth shall:
22 (a) Elect members to fill all vacancies in elective offices and positions;
23 (b) Adopt a budget for the year;
24 (c) Receive an annual report of the current membership count;
25 (d) Receive annual reports of the Officers, Pastors, and appropriate organizations; and
26 (e) Transact such other business as may come before it.
27 (3) The Moderator shall develop the agenda with the advice of Council, except that:
28 (a) An agenda item shall be added upon receipt of a written petition delivered to the
29 Moderator or Clerk. The petition shall:
30 (i) State the item requested to be added to the agenda and include a brief
31 explanation of the item, including any proposed language to be adopted;
32 (ii) Be signed by at least 5% of Plymouth's membership reported at the previous
33 Annual Meeting; and
34 (iii) Be delivered with sufficient time for proper notice to be given to the
35 Congregation.
36 (4) The organizational year of Plymouth shall begin following the adjournment of the Annual
37 Meeting. All newly elected officers and other holders of elected positions shall assume their
38 duties at that time and continue in office until the following Annual Meeting or a successor
39 has been selected.

Section 3. Notice of a Called Congregational Meeting

Notice of an Annual or a Called Congregational Meeting shall:

- (1) State the subject and objective of the meeting;
- (2) Be given by:
 - (a) Best reasonable method available to reach as many members as possible at least 10 days prior to the meeting date;
 - (b) Announcement during worship for a minimum of two Sundays prior to such meeting; and
 - (c) Include, if the meeting is for a proposal to amend the Constitution or Bylaws, the language proposed for deletion or addition, and a brief explanation.

Section 4. Procedures of a Called Congregational Meeting

- (1) The Moderator shall preside at all meetings of the Congregation, and the Clerk shall act as secretary.
- (2) A quorum is 10% of the Plymouth's membership as reported at the previous Annual Meeting. If a quorum is not present, the members may adjourn such meeting to the same day and hour of the following week, at which time the members present shall constitute a quorum for any purposes stated in the original call, except for amendment of the Constitution.
- (3) Each member has the right to act and vote at any Annual or Called Congregational Meeting. A majority vote of those present and voting is decisive, except as otherwise required by the Constitution or Bylaws.
- (4) In addition to nominees made by the Nominating Committee, or if a nominee is not named for a position, nominations may be made by any member with the agreement of the nominee and one second.
- (5) If no more than one person is nominated for an elective office, election may be by acclamation. A written ballot is required if more than one person is nominated for an office.
- (6) The rules of parliamentary procedure compiled in the most recent edition of Robert's Rules of Order shall govern all Called Congregational Meetings unless otherwise provided by Council. The Moderator shall appoint and announce a Parliamentarian at each Called Congregational Meeting. Whatever the rules may be, the intent of the rules is to provide a civil and courteous meeting where members can be heard, the rights of the minority are respected, the majority decides, and action is facilitated.

Article V. Governance

Section 1. Officers

The Officers of Plymouth are the Moderator, Moderator-Elect, Immediate Past Moderator, Clerk, and Treasurer. In addition to the listed duties, all Officers serve in such capacities as provided by Bylaws and Policies. The Moderator, Moderator-Elect, and Immediate Past Moderator are collectively the Moderator Team.

1 **A. Moderator**

- 2 (1) Is the lay leader of Plymouth and principal spokesperson for the Congregation on church
3 matters;
- 4 (2) Presides over all meetings of the Congregation and meetings of Council and performs
5 such other duties as provided by Bylaws or policy;
- 6 (3) Oversees an annual report to the Congregation consisting of reports from the Moderator,
7 the Senior Pastor, and such others as appropriate. The annual report shall provide
8 members with an overview of the past year's activities and the current status of Plymouth.
9 The report shall be made available to the Congregation each year at a time chosen by
10 Council in consultation with staff; and
- 11 (4) Serves as President for corporate filings and other purposes.

12 **B. Moderator-Elect**

- 13 (1) Serves in such capacities as the Moderator may request;
- 14 (2) Serves as Chair of the Nominating Committee; and
- 15 (3) Prepares to serve as the next Moderator.

16 **C. Immediate Past Moderator**

- 17 (1) Fulfills the duties of the Moderator in the absence of the Moderator; and
- 18 (2) Serves in such other capacities as the Moderator may request.

19 **D. Clerk**

- 20 (1) Serves as secretary of meetings of the Congregation and meetings of Council;
- 21 (2) Oversees staff maintenance of the membership rolls; and
- 22 (3) Serves as Secretary for corporate filings and other purposes.

23 **E. Treasurer**

- 24 (1) Supervises the receiving of money and the making of payments consistent with the
25 budget and as otherwise authorized by Council;
- 26 (2) Oversees deposits of all money and other valuables in the name and to the credit of
27 Plymouth with such financial institutions as may be designated by Council;
- 28 (3) Is responsible for development and overview of financial accounting and reporting
29 systems;
- 30 (4) Shall be bonded for such amount as required by policy; and
- 31 (5) Serves as Treasurer for corporate filings and other purposes.

32 **F. Terms and Limitations**

- 33 (1) The Moderator-Elect is elected for a three-year term of one year as Moderator-Elect,
34 followed by a one-year term as Moderator, and then a one-year term as Immediate Past
35 Moderator.
- 36 (2) If the Moderator-Elect is unable to assume the office of Moderator, a Moderator shall be
37 elected at the Annual or other Called Congregational Meeting for a term of one year,
38 followed by a one-year term as Immediate Past Moderator.

1 (3) If the Moderator position becomes vacant, the post shall be filled with the Immediate
2 Past Moderator. Council shall appoint a former Moderator to serve the remainder of the
3 Immediate Past Moderator's term. If the Immediate Past Moderator cannot serve as
4 Moderator, Council shall appoint a member to serve as Moderator until the next Annual
5 Meeting.

6 (4) The Clerk and the Treasurer are each elected to one-year terms with no more than six
7 consecutive terms before a break of at least one year.

8 (5) If any office becomes vacant and is not filled by steps in these Bylaws, Council shall
9 appoint a replacement to serve until the next Annual Meeting.

10 Section 2. Council

11 A. Purpose

12 Council is the governing, planning, evaluating, and coordinating body of Plymouth. Unless
13 otherwise stated in the Constitution or these Bylaws, Council is the final decision-making body of
14 Plymouth, subject to the will of the Congregation acting in a Called Congregational Meeting.
15 Voting members of Council are the trustees of Plymouth.

16 B. Composition

17 (1) The 10 voting members of Council are the:

- 18 (a) Moderator;
- 19 (b) Moderator-Elect;
- 20 (c) Immediate Past Moderator;
- 21 (d) Treasurer; and
- 22 (e) Six at-large members.

23 (2) The ex officio members, who are without vote, are the:

- 24 (a) Senior Pastor; and
- 25 (b) Associate Pastor(s).

26 (3) The Clerk shall serve as secretary and keep minutes.

27 (4) The six at-large members shall be elected at the Annual Meeting. Two shall be elected
28 each year to serve a three-year term, except in the first year of the approval of these
29 Bylaws when two shall be elected for a three-year term, two shall be elected for a two-
30 year term, and two shall be elected for a one-year term. At-large members may serve two
31 consecutive three-year terms. Those serving a partial term of one year or less may serve
32 two additional three-year terms. Members may be reelected following a break of at least
33 one year.

34 (5) If a vacancy occurs, Council shall appoint a member to serve until the next Annual
35 Meeting.

36 C. Operation

37 (1) Council shall meet at least nine times per year.

38 (2) A special meeting may be called by the Moderator, the Senior Pastor, or three members
39 of Council upon two days notice to all members of Council.

- 1 (3) Any Council meeting is open to each member of Plymouth except as otherwise provided
2 in these Bylaws.
- 3 (4) The agenda and minutes of all open Council meetings shall be available to the
4 membership of Plymouth in an easily accessible manner.
- 5 (5) The agenda for any regular meeting shall include an open forum period to allow any
6 member a reasonable opportunity to address Council on any Plymouth-related matter.
- 7 (6) Council may, by a majority vote, go into a closed executive session.
- 8 (a) The motion will declare the justification for the executive session. Justification
9 includes, but is not limited to, personnel matters, privileged discussions with an
10 attorney, a real estate transaction, or other sensitive matter requiring privacy.
- 11 (b) Only voting members of Council and anyone named in the motion to enter into
12 executive session may attend.
- 13 (c) The motion will state the time at which the open meeting is expected to resume.
14 Executive sessions may be shortened or extended.
- 15 (d) While consensus may be reached in executive session, any decision of Council shall be
16 made in an open meeting and recorded in the minutes.
- 17 (7) If any member of Council fails to attend three consecutive meetings of Council without
18 acceptable reason, the position shall be declared vacant. Remaining Council members will
19 determine acceptability of reason.
- 20 (8) A vacancy in an elected position on Council or other position that reports to Council may
21 be filled by Council appointment for the unexpired term, subject to confirmation at the
22 Annual Meeting if the unexpired term exceeds one year.
- 23 (9) A simple majority of the voting members of Council shall constitute a quorum. When a
24 quorum is present at any meeting of Council, the vote of a majority of those voting
25 members present shall decide any question considered at the meeting unless otherwise
26 stated in Bylaws or policy.

27 D. Duties

- 28 (1) Council shall:
- 29 (a) Implement the decisions of the membership;
- 30 (b) Exercise general powers authorized by the laws of the State of Kansas and by the
31 Annual and Called Congregational Meetings;
- 32 (c) Conduct, manage, and control the business and affairs of Plymouth consistent with the
33 Charter of Incorporation, Constitution, Bylaws, and the actions of Called
34 Congregational Meetings;
- 35 (d) Oversee the fiscal year of Plymouth;
- 36 (e) Oversee the management and development of a Plymouth Congregational Church
37 Endowment Fund;
- 38 (f) Assure that the ministry of Plymouth is accomplished through the development of
39 appropriate policies, annual goals, and long-range plans;
- 40 (g) Hold sessions for the Congregation to explain a proposed budget and solicit feedback
41 on that budget prior to approval by Council; and

1 (h) Approve a proposed budget to present to the Congregation for its consideration at the
2 Annual Meeting.

3 (2) Council may adjust the budget approved by the Congregation at the Annual Meeting
4 within the following constraints:

5 (a) Council may not increase or decrease the budget more than 3% without approval of a
6 Called Congregational Meeting;

7 (b) Council may increase or decrease the budget 3% or less with a positive vote of at least
8 two-thirds of voting Council membership; and

9 (c) Council shall notify the Congregation at least three weeks in advance of a Council
10 meeting at which Council intends to vote on a motion to increase or decrease the
11 annual budget approved by the Congregation at the Annual Meeting.

12 (3) Council is responsible for establishing all staff positions, funding all paid positions, and
13 working with the Senior Pastor to ensure that employment policies and contractual
14 obligations with employees are properly administered.

15 E. Council Committees

16 Council may create and dissolve standing and ad-hoc committees as needed to assist in carrying
17 out its fiduciary responsibilities and other duties. Unless otherwise stated, committee
18 membership shall be determined by Council.

19 F. Emergency Powers

20 (1) In an emergency the Moderator, Moderator-Elect, Immediate Past Moderator, and
21 Treasurer, by majority vote of those able to take part and, in consultation with the Senior
22 Pastor, may make decisions normally requiring Council approval.

23 (2) "Emergency" means a major national or local emergency caused by a natural disaster,
24 fire, pandemic, terrorist act, or other significant event resulting in serious disruption.

25 (3) Any action taken by these emergency powers is subject to review and ratification by
26 Council at its next meeting.

27 Section 3. Governing and Operating Documents

28 A. Overview

29 Plymouth is governed by:

30 (1) Constitution and Bylaws approved and amended by the Congregation;

31 (2) Policies approved and amended by Council. These are details for implementing the
32 Constitution and Bylaws;

33 (3) Resolutions approved by the Congregation or Council. These are statements of Plymouth
34 beliefs;

35 (4) Memoranda of Understanding approved by Council. These are for operations of a
36 temporary nature; and

37 (5) Procedures created and approved by staff. These are operational details.

38 B. Policies

39 (1) Policies are details for implementing the Constitution and Bylaws.

1 (2) Council may adopt, repeal, or amend such policies as it views necessary consistent with
2 the Plymouth Constitution and Bylaws.

3 (3) Council shall consolidate adopted policies into a Policy Book. The Policy Book shall be
4 available to the membership. Council shall ensure the maintenance of the Policy Book and
5 include dates of adoption or amendment.

6 (4) Proposed policy language shall be published as part of the agenda for the Council meeting
7 at which it is to be considered for final approval. This shall be accompanied by an
8 explanation of why it is being considered and stating the authority from the Bylaws for the
9 policy.

10 (5) Adopted language shall be part of Council minutes and shall include explanatory
11 language.

12 C. Resolutions

13 (1) Resolutions are statements of opinion, concern, celebration, or such other statements as
14 the Congregation or Council believes appropriate.

15 (2) The membership at a Called Congregational Meeting may adopt, repeal, or amend such
16 Resolutions as it views appropriate, consistent with the Plymouth Constitution and Bylaws.

17 (3) Council may also adopt, repeal, or amend such Resolutions not previously adopted by the
18 membership as it views necessary, consistent with the Plymouth Constitution and Bylaws.

19 (4) Council may request the membership, at a Called Congregational Meeting, to discuss and
20 determine any Resolution or potential Resolution that Council believes needs a broader
21 Church discussion.

22 D. Memoranda of Understanding

23 Council may adopt, repeal, or amend Memoranda of Understanding for matters not requiring a
24 permanent policy.

25 E. Procedures

26 The Senior Pastor, as Head of Staff, may adopt, repeal, or amend Procedures for staff and
27 volunteers to follow in performing their duties.

28 Section 4. General Governance

29 In addition to the following areas, Council may, consistent with the Constitution and these Bylaws,
30 adopt such policies as appropriate to ensure good governance of Plymouth.

31 A. History and Heritage

32 Maintaining the history of Plymouth is critical to the health of Plymouth. Council shall ensure the
33 preservation, appreciation, understanding, and utilization of the heritage of Plymouth.

34 B. Meetings and Voting

35 Meetings, voting, and attendance may be in person, electronically, or a combination of the two
36 unless changed by Bylaws or Policy. If a written ballot is required, reasonable effort shall be made
37 to ensure that votes of members casting electronic votes are as confidential as possible.

38 C. Nominating Committee

39 (1) Membership

1 Annually, the Moderator-Elect shall form a Nominating Committee that shall include three
2 additional members chosen to reflect the diversity of Plymouth.

3 (2) Duties

4 The Nominating Committee shall:

- 5 (a) Consult with members of the Congregation and the Senior Pastor concerning
6 candidates for nomination;
- 7 (b) Nominate at least one eligible member of Plymouth as a candidate for each elected
8 position in Plymouth and publish the list of nominees at least 10 days prior to the
9 Annual Meeting;
- 10 (c) Seek nominees that reflect the diversity of Plymouth; and
- 11 (d) Assist Council in selecting members for appointment by Council to appointed
12 positions.

13 **D. Pastor-Parish Committee**

14 (1) Membership

15 The Pastor-Parish Committee shall consist of the Moderator, Immediate Past Moderator,
16 Moderator-Elect, Senior Pastor, and Associate Pastor(s). Council may choose to have separate
17 Pastor-Parish Committees for each Pastor and may change the membership. The meetings are
18 not open to the general membership.

19 (2) Purpose

20 The purpose of this Committee is to facilitate informal communications between the lay
21 leadership and the Pastors. Topics may include concerns of the Congregation, nurture of the
22 Pastors, prevention and resolution of conflict and misunderstanding, and such other matters
23 as may come before the Committee. A meeting may be called by any of its members.

24 **E. Limits on Elected and Appointed Positions**

25 Unless otherwise stated in these Bylaws, any person holding a position listed in these Bylaws may:

- 26 (1) Not serve more than seven consecutive years in that position;
- 27 (2) Be removed from that position by a majority vote of a Called Congregational Meeting or,
28 if holding an appointed position, be removed from that position by a majority vote of
29 Council.

30 **F. Speaking in the Name of Plymouth**

31 Any statement made in the name of Plymouth must be approved in advance by a majority of the
32 membership at a Called Congregational Meeting or Council.

33 **Article VI. Ministries**

34 **Section 1. Purpose and Operation**

35 (1) Standing Ministries and Ministry Teams:

- 36 (a) Assist staff in developing and implementing the purpose, mission, and goals of
37 Plymouth and the activities in their specified area; and

1 (b) Provide energy, ideas, feedback, and help in implementing the services needed to
2 fulfil their ministry in their specified area.

3 (2) Council shall create policies to develop and support Standing Ministries and Ministry
4 Teams.

5 Section 2. Standing Ministries

6 (1) Standing Ministries are advisory groups that work with staff to help consider, develop,
7 and design programs within their area to fulfill the purpose, mission, and goals of
8 Plymouth.

9 (2) Standing Ministries may be created, changed, or dissolved by Council as it determines
10 how best to meet the purpose, mission, and goals of Plymouth.

11 (3) Membership of Standing Ministries and its purpose shall be determined by Council in
12 Policy it shall create to establish each Standing Ministry.

13 Section 3. Ministry Teams

14 (1) Ministry Teams are action groups that work with staff to implement the purpose, mission,
15 and goals of Plymouth.

16 (2) Ministry Teams may be created or approved by staff in response to the interests and
17 needs of the congregation, and in accordance with applicable Bylaws and Policies.

18 (3) Ministry Teams are encouraged to operate collaboratively and creatively, seeking to
19 engage the passions and interests of individual team members.

20 (4) A Ministry Team may be a subgroup of a Standing Ministry.

21 Article VII. Pastors and Staff

22 Section 1. Senior Pastor

23 The Senior Pastor shall be an ordained minister with full standing in the United Church of Christ.

24 A. Senior Pastor Search Committee

25 A Senior Pastor Search Committee shall be established by the Moderator whenever a vacancy
26 occurs in the Office of Senior Pastor.

27 (1) Membership

28 (a) The Moderator shall consult with the Kansas-Oklahoma Conference concerning United
29 Church of Christ recommendations for conducting a search;

30 (b) The Search Committee shall have at least nine and no more than 12 voting members.
31 The Moderator, Moderator-Elect, and Immediate Past Moderator are three of the
32 voting members, plus an additional six to nine voting members nominated by the
33 Moderator;

34 (c) Nominees shall be members of Plymouth and reflect the diversity of Plymouth;

35 (d) The names of the nominees shall be published to the Congregation and presented to
36 Council for consideration. Additional nominations may be made by members of the
37 Congregation at that time; and

38 (e) The membership of the Search Committee, beyond the three members of the
39 Moderator Team, must be approved by a majority vote of Council.

- 1 (2) Organization and Operation
2 (a) At the first meeting of the Committee, the Committee shall elect a chair, vice-chair,
3 and secretary. The Committee shall propose a budget for Council approval;
4 (b) The Committee shall meet with sufficient frequency to accomplish its responsibilities
5 expeditiously;
6 (c) Minutes of all meetings shall be submitted by the secretary and approved by the
7 Committee;
8 (d) Meetings of the Committee are closed and confidential unless the Committee by
9 majority vote opens a meeting to the Congregation;
10 (e) Persons may be invited to attend for advice and consultation; and
11 (f) Minutes of the meetings may be disposed of as decided by the Committee once a
12 Senior Pastor is called by the Congregation.

13 (3) Recommendation

- 14 (a) When the search is completed, the Committee shall report its recommendation to
15 Council for its consideration; and
16 (b) Approval by at least a three-quarters vote of Council is required before submitting the
17 name of the candidate to the Congregation.

18 **B. Call**

19 The Senior Pastor is called by a vote of at least three-fourths of the membership present and
20 voting at a Called Congregational Meeting. Votes shall be by written ballot. The Senior Pastor is
21 called for an indefinite term.

22 **C. Duties**

23 The Senior Pastor:

- 24 (1) Serves with professional freedom and responsibility as the spiritual leader of the
25 Congregation;
26 (2) Seeks to enlist persons as followers of Christ, preaches the gospel, administers the
27 sacraments, and has care of all services of public worship in consultation with the
28 Deacons;
29 (3) Is the Chief Executive Officer and administers the activities of Plymouth in cooperation
30 with the membership;
31 (4) Is head of staff and all staff, including other Pastors employed by Plymouth, answer to the
32 Senior Pastor in the execution of their duties; and
33 (5) Performs other duties required by these Bylaws or by Policy.

34 **D. Resignation**

35 A Senior Pastor may resign by written notice submitted to the Moderator. Resignation of services
36 is effective not earlier than 60 days after written notice has been given unless a different period
37 was agreed upon in writing at the time of call or by mutual agreement of the Senior Pastor and
38 Council.

1 **E. Termination**

2 The Senior Pastor's call is terminated by a vote of at least three-fourths of the membership
3 present and voting at a Called Congregational Meeting. Votes shall be by written ballot.
4 Termination is effective immediately after the end of the Congregational Meeting at which the
5 vote for termination is passed unless a different period is agreed upon in writing during that
6 meeting.

7 **Section 2. Associate Pastor**

8 An Associate Pastor is an ordained minister with full standing in the United Church of Christ.

9 **A. Associate Pastor Search Committee**

10 An Associate Pastor Search Committee shall be established by the Moderator when there is a
11 need to call an Associate Pastor.

12 (1) Membership

13 (a) The Moderator shall consult with the Kansas-Oklahoma Conference concerning United
14 Church of Christ recommendations for conducting a search;

15 (b) The Search Committee shall have at least nine and no more than 12 voting members.
16 The Moderator, Moderator-Elect, Immediate Past Moderator, and Senior Pastor are
17 four of the voting members plus an additional five to eight voting members nominated
18 by the Moderator;

19 (c) Nominees shall be members of Plymouth and reflect the diversity of Plymouth;

20 (d) The names of the nominees shall be published to the Congregation and presented to
21 Council for consideration. Additional nominations may be made by members of the
22 Congregation at that time; and

23 (e) The membership of the Search Committee beyond the four members of the
24 Moderator Team and the Senior Pastor must be approved by a majority vote of
25 Council.

26 (2) Organization and Operation

27 (a) At the first meeting of the Committee, the Committee shall elect a chair, vice-chair,
28 and secretary. The Committee shall propose a budget for Council approval;

29 (b) The Committee shall meet with sufficient frequency to accomplish its responsibilities
30 expeditiously;

31 (c) Minutes of all meetings shall be submitted by the secretary and approved by the
32 Committee;

33 (d) Meetings of the Committee are closed and confidential unless the Committee by
34 majority vote opens a meeting to the Congregation;

35 (e) Persons may be invited to attend for advice and consultation; and

36 (f) Minutes of the meetings may be disposed of as decided by the Committee once an
37 Associate Pastor is called by the Congregation.

38 (3) Recommendation

39 (a) When the search is completed, the Committee shall report its recommendation to
40 Council its consideration.

1 (b) Approval by at least a three-quarters vote of Council is required before submitting the
2 name of the candidate to the Congregation.

3 **B. Call**

4 An Associate Pastor is called by a vote of at least three-fourths of the membership present and
5 voting at a Called Congregational Meeting. Votes shall be by written ballot. An Associate Pastor is
6 called for an indefinite term.

7 **C. Duties**

8 An Associate Pastor:

9 (1) Serves with professional freedom to supplement and complement the spiritual leadership
10 of the Senior Pastor; and

11 (2) Shall carry out duties assigned by the Senior Pastor including the duties of the Senior
12 Pastor in the Senior Pastor’s absence.

13 **D. Resignation**

14 An Associate Pastor may resign by written notice submitted to the Moderator and Senior Pastor.
15 Resignation is effective not earlier than 60 days after written notice has been given unless a
16 different period was agreed upon in writing at the time of call or by mutual agreement of the
17 Associate Pastor, Council, and Senior Pastor.

18 **E. Termination**

19 An Associate Pastor’s call is terminated by a vote of at least three-fourths of Council. Termination
20 is effective immediately after a sufficient vote is announced at the Council meeting at which the
21 vote for termination is passed unless a different period is agreed upon in writing during that
22 meeting.

23 **Section 3. Assistant Pastor**

24 One or more Assistant Pastors who are ordained ministers with full standing in the United Church
25 of Christ or another denomination may be hired by the Senior Pastor who shall consult with the
26 Kansas-Oklahoma Conference. Such a position requires approval by Council by a majority vote of
27 Council voting members present.

28 **Section 4. Interim Pastor**

29 One or more Interim Pastors who are ordained ministers with full standing in the United Church
30 of Christ or another denomination may be hired by Council by a majority vote of Council voting
31 members present. An Interim Pastor is to temporarily fill a Senior or Associate Pastor position.
32 Council shall consult the Kansas-Oklahoma Conference. Such a hire will be for no more than six
33 months but may be renewed by Council by a majority vote of Council voting members present.

34 **Section 5. Other Staff**

35 Other staff may be employed as needed to carry out the activities of Plymouth.

36 **Article VIII. Amendment of Bylaws**

37 These Bylaws may be amended as provided in the Plymouth Constitution.

38 Adopted _____ Signed _____ (Clerk)