

## BYLAWS OF THE CONGREGATIONAL CHURCH (UCC) IN TRYON, NC

These bylaws were approved by the Governing Board on March 17, 2022.

### ARTICLE I. MEMBERSHIP

1. Classification of Membership
  - a) Active Members: Those who have been received into membership (i) by Confession of Faith and Baptism (if not previously baptized); (ii) by the Rite of Confirmation, upon completion of an appropriate course of study; (iii) by the presentation of satisfactory letters of transfer from other churches; or (iv) by Affirmation of Faith, if a letter of transfer is not available.
  - b) Associate Members: Those who are active members of other churches who desire to unite with this church during their residence in Tryon or vicinity, while also keeping their membership in that other church. Associate members may participate fully in the church, including service on the governing board and church ministry teams and committees.
  - c) Friends of the Church: Those who have a relationship with the church but have not asked to join the church. They are welcome to participate in worship and church activities, but cannot vote or serve on the governing board.
2. Reception of Members: Persons who have fulfilled the requirements for active or associate membership will be approved by the Minister and normally will be received at an appropriate service of worship. This will include an opportunity for the new members to declare their faith, and for the members of the congregation to accept them, by expressing their welcome and support.
3. Responsibilities of Membership: In accordance with the dictates of conscience under the covenant relationship with this church, it will be the responsibility of every member to support the church by regular attendance at services of worship and business meetings. He or she will be expected to give evidence of faith by a prayerful and godly life and by

participating in the enterprises of the church, and will be expected to support the church's effort and activities by free will offerings in the form of pledges and contributions for current expenses and benevolences.

#### 4. Membership Rolls

- a) Any member who desires a letter of transfer and recommendation to another church will be entitled to receive it upon a request to a Minister. The right to vote will be suspended and membership will terminate when a letter of transfer is authorized. Letters addressed to churches in general will not be granted.
- b) Unless specific action is taken by the governing board, an associate member's name will be removed from the rolls when he or she moves from the Tryon area permanently.
- c) If a member should not live up to his or her covenant vow to support the church through their presence, gifts, and service, the governing board will patiently endeavor to secure the member's continuance in the fellowship of the church. Failing in such effort, the governing board will send a letter indicating that they have been removed from the membership rolls. To live up to a covenant vow, a member should attend church, make a monetary donation to the church, and/or otherwise actively participate in church ministries. If that has not been done for three years, this paragraph shall apply.
- d) If a member requests in writing to be released from covenant obligation, the governing board will patiently endeavor to secure the member's continuance in the fellowship of the church. If this fails, the governing board will grant the request and terminate the membership.

5. Permanent Record: A permanent record of memberships, past and present, will be maintained at the church.

6. Membership Directory: The Minister will make an annual review of the directory of church members, and will periodically review termination and changes of classifications. This review should be accurately reflected in the church directory every February.

## ARTICLE II. MINISTERS

### 1. Calling of Ministers

- a) When there is a vacancy in the settled Minister position, the church will use the manner defined in the Church Constitution for the call process, introduction of a candidate, and voting to accept the candidate.
- b) When the church initiates its search for a Minister, the nominating committee will be instructed by the governing board to present a list of nominees for a search committee which will be elected at a regular or special meeting of the church. The search committee will seek the assistance of the Southern Conference of the United Church of Christ in securing the names of available ministers, and, after due deliberation and prayer, recommend to the congregation the person who is best qualified to meet the requirements as defined in the job description to fill the vacant position.
- c) The term of office of a Minister will be for an indefinite period, unless stated otherwise in the provisions of the Call. The provisions of the Call will include such items as salary, vacation, sabbatical, continuing education, housing and authorized reimbursements, and a summary of the Minister's major job duties. It will also include participation in the pension, medical insurance, and other programs offered through the Pension Boards of the United Church of Christ.
- d) When a Minister has been elected and has accepted the Call, the Western North Carolina Association of the United Church of Christ will be invited to conduct an appropriate Service of Installation. A Minister will become a member of this church and will hold Ministerial Standing within that Association.
- e) The church may at any time, by a two-thirds vote at a special meeting called for that purpose, request the resignation of a Minister, with the expectation that it will be presented within sixty days. Likewise, a Minister will give sixty days' notice if he or she should desire to leave this pastorate. This period may be changed in either case by the mutual consent of the Minister and the governing board.
- f) If a Minister should lose ministerial standing within the United Church of Christ, relations with this church will cease at once.

### ARTICLE III. CHURCH STRUCTURE

1. The Congregation: Each active and associate member of the congregation is a member of the body that governs the church. Members are expected to actively participate as able in the running and ministries of the church.
2. Governing Board: The governing board discerns the church mission, plans for the future, partners with the Senior Minister and staff, and holds leaders of the Church, including its own members, accountable for their performance. The governing board is responsible for approving the Policy Book and its appendices.
3. Committees: Committees provide support to the governing board to help it fulfill its duties.
4. Ministry Teams: The Minister forms teams to fulfill specific functions within the church, in support of the Church Mission, Vision, and Core Values.

### ARTICLE IV. STAFF

Staff titles, responsibilities, codes of conduct, and performance evaluation policies are in the Personnel Manual.

### ARTICLE VII. AMENDMENTS

Amendments: The bylaws may be altered or amended by a two-thirds vote of the governing board. Any alterations or amendments must be reported to the congregation in writing within 30 days.