

**CONSTITUTION
(CHARTER)**

Recorded June 18, 1962

**PENNSYLVANIA SOUTHEAST CONFERENCE
of the
UNITED CHURCH OF CHRIST**

- FIRST The name of this Corporation shall be: Pennsylvania Southeast Conference of the United Church of Christ.
- SECOND The location and post office address of its registered office shall be at [Collegeville, Pottstown](#), Pennsylvania.
- THIRD The purposes of the Corporation shall be:
1. to continue without break the ecclesiastical ~~and legal~~ identity of the Philadelphia Association of Congregational Christian Churches and the Philadelphia and the Reading Synods of the Evangelical and Reformed Church, to conduct their work and to have all their powers, duties and obligations;
 2. to be a Conference of the United Church of Christ;
 3. to further the [covenantal](#) life, work, witness, worship, and fellowship of the member churches and Associations of the Conference to the glory of God, Father, Son and Holy Spirit; [Creator, Redeemer, and Sustainer](#);
 4. to extend the [covenantal](#) ministry, witness and outreach of the United Church of Christ ~~in the Conference area~~, and to cooperate with other denominations and religious agencies ~~in the work of the Christian Church~~;
 5. to acquire by purchase, gift, devise, bequest or otherwise and to own, hold, invest, reinvest or dispose of property both real and personal for such religious, educational, philanthropic and other related work as the Conference may undertake; to purchase, own, receive, hold, manage, care for and transfer, rent, lease, mortgage or otherwise encumber, sell, assign, transfer and convey such property for the general purposes of the Conference; to receive and hold in trust both real and personal property for churches, boards, institutions and instrumentalities of the United Church of Christ or which are affiliated with the United Church of Christ and to invest or reinvest the same; and to make any contracts for promoting the objects and purposes of the Conference which are not inconsistent with the laws of the Commonwealth of Pennsylvania.
- FOURTH This ~~corporation~~ [Corporation](#) shall not contemplate pecuniary gain or profit, incidental or otherwise, to its members, and shall have no capital stock.
- FIFTH The term of its existence shall be perpetual. In the unlikely event of its dissolution, however, no surplus funds may be used for private inurement to any person.
- SIXTH Amendments to this Constitution shall be as provided in the Bylaws.
- SEVENTH The number of directors and the manner of their election shall be as provided in the Bylaws.

BYLAWS

Pennsylvania Southeast Conference of the United Church of Christ

Adopted: June 24-25, 1962

Amended: October 10, 1962

May 7-8, 1963

June 13, 1969

June 8, 1972

June 5, 1974

June 21, 1975

June 6, 1980

June 17, 1984

April 30, 1988

November 20, 1994

June 15, 1996

June 10, 2000

June 15, 2002

June 19, 2004

November 21, 2004

June 7, 2008

November 8, 2014

June 11, 2016

ARTICLE I. PREAMBLE

Whereas, the United Church of Christ was formed on June 25, 1957, by the union of the Evangelical and Reformed Church and the General Council of the Congregational Christian Churches,

And whereas this Conference has been formed as the Pennsylvania Southeast Conference of the United Church of Christ,

We, the members of the churches of the United Church of Christ, constituting the Pennsylvania Southeast Conference, in mutual covenant do adopt these Bylaws for our Conference in accordance with the Constitution and Bylaws of the United Church of Christ.

ARTICLE II. NAME

The name of this Conference shall be: Pennsylvania Southeast Conference of the United Church of Christ.

ARTICLE III. PURPOSES

The purposes of this Conference shall be:

- ~~1. to be a Conference of the United Church of Christ composed of Associations recognized within the boundaries of this Conference and churches and ministers received into and granted standing by these Associations;~~

- ~~2. to implement the work of the Holy Spirit in the life of the church within the member churches and Associations of the Conference to the glory of God—Father, Son, and Holy Spirit;~~
1. to implement the work of the Holy Spirit in the covenantal life of the church within the member churches and Associations of the Conference to the glory of God—Father, Son, and Holy Spirit; Creator, Redeemer, and Sustainer;
2. to be a Conference of the United Church of Christ composed of Associations recognized within the boundaries of this Conference and churches and ministers received into and granted standing by these Associations;
3. ~~to extend the ministry and mission~~ to further the covenantal life, work, witness, and fellowship of the United Church of Christ in the Conference; and
4. to cooperate with other denominations and religious agencies in the work of the Christian church.

ARTICLE IV. MEMBERSHIP

1. The membership of this Conference shall consist of:
 - a. churches in covenantal standing within their Association;
 - b. ordained, commissioned, and licensed (~~hereby referred to as authorized~~) ministers ~~in good with~~ standing within their Association; and
 - c. any ordained minister of another denomination, serving as pastor of a church in this Conference, ~~who may apply for who has been granted~~ dual standing in that church's Association for the duration of that pastorate with all the rights and privileges of membership.
2. The associate membership of this Conference shall consist of churches admitted by the Conference Consistory to participate in the activities of the Conference without becoming members of the United Church of Christ as provided in the Constitution and Bylaws of the United Church of Christ.

ARTICLE V. CONFERENCE MEETINGS

1. ~~Regular Spring and Fall Meetings~~ Regular and special meetings of the Conference shall be held at such time and place as the Conference Consistory shall determine, ~~acting within guidelines established by the regular Spring Meeting.~~
2. The Conference Consistory shall appoint Program, Resolutions, Credentials, and such other committees as are required to carry on the regular and special meetings of the Conference. The Business Committee for Conference meetings shall be the members of the Executive Committee, ~~the Dean, and the Clerk.~~
3. All ~~ordained, commissioned, and licensed~~ authorized ministers, ~~lay~~ Association Moderators, and an appropriate ~~lay~~ officer of each member church shall be notified at least thirty days prior to regular and special meetings. Notice shall be given by the Secretary, as directed by the Conference Consistory.
4. The voting membership of regular and special meetings of the Conference shall consist of the ~~ordained, commissioned, and licensed~~ authorized ministers holding standing in the Associations of the Conference, ~~lay~~ members of the Conference Consistory, ~~lay~~ Association

Moderators, and two lay delegates selected by and representing each member church. Churches with confirmed membership over eight hundred shall be entitled to one additional lay delegate. Furthermore, each church may send an additional delegate who is either a youth or young adult. In the selection of lay delegates due consideration shall be given to age, gender, and the ethnic make-up of the church. Each church may also choose alternates. Visitors shall be welcome. Ordained and commissioned ministers and their spouses shall be the guests of the Conference at the Spring first Regular Meeting following their retirement from ordained or commissioned ministry.

5. ~~Two hundred (200) persons qualified to vote shall constitute a quorum at regular and special meetings of the Conference.~~ A quorum shall be equal to the number of congregations in covenantal standing in the Associations of the Conference at the time of the meeting.
 - a. In the absence of a quorum, the Conference Consistory shall be empowered to act upon the proposed business of the regular or special Conference meeting.
6. In questions of parliamentary procedure, *Roberts' Rules of Order, Newly Revised* or its successor edition shall be observed.

ARTICLE VI. OFFICERS

1. The officers of the Conference shall be: a Conference Minister, a Moderator, a Vice Moderator, a Secretary, a Treasurer, and such other officers as the Conference from time to time may determine.
2. The Conference Minister shall be the President of the Corporation; the Moderator shall be the First Vice President, and the Vice Moderator shall be the Second Vice President of the Corporation; the Secretary and Treasurer shall be Secretary and Treasurer of the Corporation, respectively.
3. The Conference Minister shall be:
 - a. an ordained minister ~~of the~~ with standing within the United Church of Christ;
 - b. the chief executive, the administrative and ecumenical officer, and the spiritual leader of the Conference;
 - c. the person responsible to the Conference in session and to the Conference Consistory for the general supervision of all phases of the Conference program;
 - d. a counselor to member churches and ministers of the Conference;
 - e. the chief placement officer of the Conference responsible for supporting the search and call processes of the congregations of the Conference;
 - f. the Conference representative at meetings of member churches and Associations and at denominational and interdenominational gatherings;
 - g. a voting member of the Conference Consistory and the Executive Committee and an ex officio nonvoting member of all Conference Standing Committees except the Search Committee for a Conference Minister;
 - ~~h. responsible to the Conference Consistory and subject to its decisions;~~
 - i-h. the supervisor of all staff and other employees of the Conference;
 - j-i. ~~the President of the Corporation, in which capacity he or she shall perform~~ responsible for performing such legal functions as are assigned by the

- k j. Conference Consistory and authorized by it; ~~and~~
- k. he or she shall devote full time to this office; ~~and~~
evaluated yearly by a subcommittee appointed by the Conference Consistory using a format and evaluation method approved and developed by the Personnel Committee.

4. The Conference Minister shall be recommended by the Personnel Committee, nominated by the Conference Consistory, and called by election of the Conference at a regular or special meeting of the Conference, to serve a term of six years and be eligible for one or more additional terms. The Conference Consistory shall determine the salary and the conditions of employment and set them forth in the Call ~~Agreement~~. Tenure of office may be terminated by the Conference Consistory, subject to ratification by the Conference at a duly called meeting upon ninety (90) days' notice. The Conference Minister shall give ninety (90) days' notice to the Conference Consistory upon resignation.
5. The Moderator, Vice Moderator, Secretary, and Treasurer shall be elected at ~~the a~~ regular ~~Spring~~ Meeting of the Conference. They shall be ex officio voting members of the Conference Consistory and the Executive Committee during their term of office. The Moderator and Vice Moderator shall each be elected for a single term of two years. The offices of Moderator and Vice Moderator shall be filled alternately by ~~ordained authorized~~ ministers and lay persons. The Secretary and Treasurer shall each be elected for a term of two years and may be reelected to a second term. ~~Consistory Officers represent the Conference as a whole, not the Associations in which their church membership or ministerial standing are held.~~
6. The Moderator shall preside at ~~all~~ regular and special meetings of the Conference, shall be chairperson of the Conference Consistory and the Executive Committee, and shall be an ex officio, nonvoting member of all Conference Standing Committees. The Moderator may represent the Conference at meetings of churches, Associations, or other bodies. When the office of Conference Minister is vacant, the Moderator shall perform the functions of President of the Corporation.
7. The Vice Moderator shall be the chairperson of the Personnel Committee and shall perform the duties of the Moderator when the Moderator so requests or is absent.
8. The Secretary shall record the minutes of the regular and special meetings of the Conference, the Conference Consistory, and the Executive Committee; sign legal papers as Secretary of the Corporation as directed and authorized by the Conference Consistory; ~~maintain the rosters of the Mission Teams;~~ and carry on such correspondence as is pertinent to this office.
9. The Treasurer shall ~~review on a regular basis the bank reconciliations as prepared by conference staff; receive, hold, and disburse the funds of the Conference subject to the direction of the Conference Consistory;~~ be a signatory of checks issued by the Conference; ~~keep accurate accounts of all monies, funds, and properties of the Conference;~~ be a member of the Budget and Finance ~~and Endowment~~ Committees; and make regular financial reports to the Conference Consistory, the Executive Committee, and at regular meetings of the Conference. ~~The Treasurer shall be bonded. The Treasurer shall be responsible for presenting an audited financial statement the Certified Audit at a regular meeting of the Conference. A Certified Audit shall be presented annually to a regular meeting of the Conference.~~
10. Terms of office, except that of the Conference Minister, shall begin at the conclusion of the ~~Spring Meeting~~ regular meeting when officers are elected and terminate at the conclusion of the ~~Spring Meeting~~ regular meeting when their successors are elected.

11. Tenure of office shall terminate when an officer ceases ~~to be an active member of~~ to hold ~~membership in~~ a member church of the Conference.
12. When an officer other than the Conference Minister resigns or becomes unable or ineligible to serve, the Conference Consistory shall appoint a successor to serve until the next ~~Spring or Fall Meeting~~ regular meeting of the Conference, at which time the unexpired term shall be filled by election.
13. When the office of Conference Minister becomes vacant, the Conference Consistory shall make interim arrangements.

ARTICLE VII. CONFERENCE CONSISTORY

1. The Conference Consistory shall consist of:
 - a. two persons nominated from each Association according to the guidelines of the Nominating Committee and elected at ~~the Spring Meeting~~ a regular meeting of the Conference to serve one renewable term of two years; ~~and~~
 - b. Conference Officers; and
 - c. the nominating committee shall nominate two youth or young adults nominated by the Conference Nominating Committee, age 13 to 30, to serve as full, voting members at-large of the consistory. The terms for these additional positions shall be two years, renewable once for a total of four years;
2. Elected Consistory Members shall be a rotating body, one half being replaced each year. Approximately one half of the elected body shall be lay persons and approximately one half ~~ordained~~ authorized ministers.
3. The Conference Consistory shall be the governing body of the Conference and shall do all things needful to develop and further its program and work, in accordance with the provisions of these Bylaws and the will of the Conference expressed at its regular and special meetings and consistent with the Constitution and Bylaws of the United Church of Christ.
4. ~~All members of the Consistory serve on behalf of the Conference.~~ The corporate powers of the Conference shall be vested in the Conference Consistory, who shall have and exercise the general control and management of its property, funds, and affairs, subject to the provisions of these Bylaws and the laws of the Commonwealth of Pennsylvania. ~~During intervals between regular meetings, the Conference Consistory is authorized and directed to take actions on behalf of the corporation, except actions for the following: to amend or repeal the corporation's amended articles of incorporation or amended bylaws; to sell or otherwise dispose of real estate property of the corporation other than in the ordinary course of business; to dissolve or merge the corporation. The Conference Consistory, by a two-thirds affirmative vote of its membership, may assign, buy, sell, lease, convey, or mortgage any real or personal property belonging to the Conference and may borrow money.~~ The Conference Consistory shall ~~designate~~ approve signatories, ~~in addition to the Treasurer,~~ to sign receipts, checks, and instruments for the withdrawal of funds from banks or savings institutions.
5. Regular meetings of the Conference Consistory shall be ~~at least every other month~~ bimonthly. Special meetings may be called by the Conference Minister, the Moderator, or

- the Vice Moderator or at the written request of three Conference Consistory members directed to the Conference Minister ~~and/or Moderator~~.
6. Conference Consistory members shall be notified of all meetings at least seven days before the meeting ~~whenever possible~~.
 7. A quorum of the Conference Consistory shall consist of ten members. ~~If a quorum is not present, the full Executive Committee will be empowered to conduct the business of the Conference Consistory.~~
 8. Terms of office of Consistory Members, except that of the Conference Minister, shall begin at the conclusion of ~~the Spring Regular~~ Meeting of the Conference at which they are elected and terminate at the conclusion of ~~the Spring Regular~~ Meeting at which their successors are elected.
 9. Tenure of Conference Consistory membership shall terminate when a Consistory Member ceases to ~~be an active member of~~ ~~hold active membership~~ in a member church.
 10. When an elected Consistory Member resigns or is unable or ineligible to serve or transfers membership to another Association, the Conference Consistory shall appoint a successor from the Association in which the vacancy occurs to serve until the next ~~Spring or Fall Regular~~ Meeting of the Conference, at which time the unexpired term shall be filled by election.
 11. The Conference Consistory shall have the authority to establish Standing Committees, Mission Teams, and other committees and task forces to carry on ~~major areas of the~~ Conference work.
 12. The Moderator, with Conference Consistory approval, shall have the authority to appoint special committees to attend to special concerns.
 13. The minutes of the meetings of the Conference Consistory shall be mailed ~~or transmitted electronically~~ to all Conference Consistory members.

ARTICLE VIII. STANDING COMMITTEES AND MISSION TEAMS

1. The Conference Minister shall be a member of the Executive Committee and the Endowment Committee. In the case of the other Standing Committees named below, whose appointed members shall serve a two-year term and may be reappointed for a second term, the Conference Minister or his or her staff designee shall serve in an ex officio capacity. Due consideration shall be given to inclusivity with regard to age, gender, and race in the formation of Standing Committees and Mission Teams.
2. The Executive Committee
 - a. The Executive Committee shall consist of the officers of the Conference.
 - b. The Executive Committee shall carry out duties and responsibilities delegated to it by the Conference Consistory ~~and as necessary shall act on behalf of the Consistory~~. It shall keep a record of all ~~proceedings and transactions~~ ~~actionable items~~ and report them to the next meeting of the Conference Consistory for approval.
3. The Endowment Committee
 - a. The Endowment Committee shall consist of the Moderator, the Conference Minister, ~~the Treasurer~~, and five members appointed by the Conference Consistory.

- b. It shall report to the Conference Consistory at least annually.
 - c. Each appointed member shall serve a three-year term and may be reappointed for ~~two one~~ additional terms, for a maximum of ~~nine six~~ years.
4. The Budget and Finance Committee
- a. The Budget and Finance Committee shall consist of a chairperson, the Conference Treasurer, and ~~seven to ten~~ five to seven members appointed by the Conference Consistory. It may be expanded at the discretion of the Conference Consistory.
 - b. It shall be responsible to the Conference Consistory for all financial affairs of the Conference and shall plan and propose a budget for the following calendar year for Conference administration, program, and service, including budget requests for programs within the Associations. The proposed budget, upon the approval of the Conference Consistory, shall be presented to ~~the Fall~~ a Regular Meeting of the Conference for adoption.
5. The Personnel Committee
- a. The Personnel Committee shall consist of the Vice Moderator as chairperson and ~~seven to ten~~ five to seven persons appointed by the Conference Consistory. The Committee may be expanded at the discretion of the Conference Consistory.
 - b. The Committee shall develop and recommend personnel ~~policy, conduct all staff evaluations, policies~~ and recommend nominees for called staff positions to the Conference Consistory.
 - c. The Committee shall be expanded by Conference Consistory appointment of one additional member from each Association to serve as a Search Committee for the Conference Minister.
 - d. The Personnel Committee shall develop ~~and administer~~ the general personnel ~~policy policies~~ of the Conference, subject to recommendations of the Conference Minister and approval of the Conference Consistory. ~~The day to day application of personnel policies is the responsibility of the Conference Minister.~~
6. The Nominating Committee
- a. The Nominating Committee shall consist of a chairperson appointed by the Conference Consistory and two members elected by each Association to serve staggered terms of two years.
 - b. ~~For the Spring~~ At a Regular Meeting of the Conference, the Nominating Committee shall nominate one candidate for each of the offices of Moderator, Vice Moderator, ~~and Church and Ministry Council Clerk~~ in even-numbered years, and for Secretary ~~and Treasurer, and Church and Ministry Council Dean~~ in odd-numbered years. It shall present one name for each position where a term is expiring, including representatives of the Conference and delegates to General Synod.
 - c. The Nominating Committee shall solicit recommendations from Associations to prepare and maintain lists of possible nominees for election at ~~the Spring~~ a Regular Meeting or for appointment by the Conference Consistory. ~~or the Ministry Council.~~
 - d. All nominees for election or appointment ~~shall be active members of a member church~~ shall hold active membership in a member church of the Conference.
7. ~~The Outdoor Ministry Committee~~ The Youth Ministry Committee
- a. The ~~The Outdoor Ministry Committee~~ The Youth Ministry Committee shall have a chairperson and ~~seven to ten~~ five to seven members appointed by the Conference Consistory.
 - b. ~~It shall oversee and coordinate the of the camp and retreat programs of the Conference. and oversee the operations at Mensch Mill.~~ It shall oversee and

coordinate the Conference's ministry with people under the age of 18 and their families and mentors; that ministry will include (but not be limited to) retreat programs, workshops, Annual Conference Meetings and participation in wider church activities (National Youth Event, General Synod, etc.).

8. The Church Development Committee

- a. The Church Development Committee shall consist of ten to fourteen members appointed by the Conference Consistory. It may be expanded at the discretion of the Conference Consistory. Membership on the Committee shall be representative of all ~~seven~~ Conference Associations and shall include both lay and clergy members.
- b. The Committee shall guide, in partnership with the national United Church of Christ, the process of new church starts, revisioned churches, merged and consolidated churches, adopted churches and other projects in the area of church development.
- c. The committee shall name a Support Committee for each local project that is receiving funds and continue to relate to that Committee and local church pastor as long as funds are being allocated.
- d. The Committee shall strategize and keep the vision of growth before all the local churches of the Pennsylvania Southeast Conference.

9. Mission Teams

- a. Mission Teams and their conveners shall be appointed by and accountable to the Conference Consistory.
- b. Members will include lay and ordained volunteers who have expertise and strong interest in the concern of a given team.
- c. ~~No terms apply.~~

ARTICLE IX. CHURCH AND MINISTRY COUNCIL

~~More details regarding procedures for the functioning of the Church and Ministry Council are provided in the document "Changes to the Organization Structure of the Pennsylvania Southeast Conference" dated November 8, 2014 as approved by the members of the PSEC at the regular meeting of the Conference on November 8, 2014.~~

1. The Church and Ministry Council shall consist of at least sixteen members. There shall be at least be two representatives from each of the Association with an awareness of balance between clergy and lay, and at least one of the two representatives shall be on the Association ' s Committee on ministry. In addition there shall be a Dean and a Clerk.
2. The Association representatives will be elected by the Associations and affirmed by vote of the Conference.
3. The Dean and Clerk will be nominated by the Conference Nominating Committee and elected by the Conference.
4. Terms for the Church and Ministry Council members, Dean and Clerk will be two years, renewable once. In the event that the Dean or Clerk resigns or becomes unable or ineligible to serve, the Church and Ministry Council shall appoint a successor to serve until the next

regular meeting of the Conference, at which time the unexpired term shall be filled by election.

5. The Clerk shall keep accurate minutes of the Church and Ministry Council meetings.
6. The Church and Ministry Council shall meet regularly (at least quarterly) to discuss common issues, offer guidelines for common actions, conduct training activities.
7. Ministry Teams
 - a. The Church and Ministry Council may establish Ministry Teams with mandates, members, and conveners approved by vote of the council. The conveners shall report regularly to the Dean.
 - b. Members will include lay and ordained volunteers who have expertise and strong interest in the concern of a given team.
 - c. Due consideration shall be given to inclusivity with regard to age, gender, and race in the formation of Ministry Teams.
 - d. The Church and Ministry Council will have oversight over the following Teams and Committees:
 - i. Ordination Exam Team
 - ii. Response Team
 - iii. PSEC Ministerial Ethics Committee
 - iv. Interim Ministry Committee
 - v. Member in Discernment Team
 - vi. Retirees
 - vii. Salary Team
 - viii. Other Ministry Teams or Committees that may be established in the future
8. Ministers and churches in the United Church of Christ covenant with each other to hold their standing in an Association, and they are subject to its counsel and discipline.
9. The Conference supports the use of the United Church of Christ Manual on Ministry as guide and authorization of processes related to ministry issues. Search and call procedures shall be in accordance with the processes and procedures provided by the UCC Office of Local Church Ministries.
10. Reports of the services of commissioning, licensure, ordination, and installation of ministers shall be signed by the proper officer of the Association and by the Conference Minister, who shall forward copies of these reports to the appropriate offices of the United Church of Christ.
11. Churches and pastors shall promptly notify the Conference Minister and the Association when a pastoral relationship is terminated, and the Conference Minister shall in turn notify the appropriate offices of the United Church of Christ.

ARTICLE X. CONFERENCE STAFF

1. "Called staff" are defined as those persons whose ministry in whole or in part requires ~~ordination, licensure or commissioning~~ authorization under the terms of the Manual on Ministry of the United Church of Christ.
2. Called Staff
 - a. Called staff shall be active members of the United Church of Christ and in ~~covenantal standing~~ with their local church and with their Association. They shall be nominated by the Personnel Committee in consultation with the Conference Minister and elected by the Conference Consistory after notice to member churches as follows:
 - i. The Conference Consistory shall provide written notice, to each member church ~~and all authorized ministers~~ of the Conference, of its intent to elect a candidate to Called staff. Such notice shall identify the candidate with a concise summary of qualifications, and shall allow a time period of at least twenty one (21) days for receipt of comment or response.
 - ii. After providing the notice set forth in the preceding paragraph, the Conference Consistory may then proceed to elect the identified candidate to Called staff unless the President of the Conference Consistory has received written notice of formal objection to the Call by majority vote of twenty five percent (25%) or more of the governing bodies (Council or Consistory) of the member congregations of the Conference.
 - b. Conditions of employment shall be defined by the Conference Consistory and shall be set forth in the Call.
3. ~~The Conference Consistory, upon recommendation of the Conference Minister and the Personnel Committee~~ The Conference Minister, after consultation with the Personnel Committee, shall have the authority to employ persons for all Conference business and administrative staff positions.
4. All Conference staff, ~~including Called Staff~~, shall be accountable to the Conference Minister ~~and, through the Conference Minister, to the Conference Consistory~~. Using a format approved by the Personnel Committee, all Conference staff shall be subject to periodic evaluation of the performance of their assigned duties ~~by the Conference Minister. by the Personnel Committee.~~
5. Individual staff compensation shall be reviewed on an annual basis ~~to ensure equity and fairness in compensation for all staff. If inequities exist, it is the responsibility of the Conference Minister to recommend appropriate adjustments. All salary adjustments shall be approved by the Conference Consistory, upon the recommendation of the Personnel Committee and the Conference Minister.~~ Recommendations for the Conference Minister's compensation shall be provided by the Moderator and Personnel Committee.

ARTICLE XI. FINANCE

1. The Conference shall be supported by the voluntary contributions of member churches and individuals.
2. ~~The budget and financial records of the Conference shall be established and maintained on the basis of the calendar year.~~

- ~~2.~~ 3. The Conference Consistory shall consult with ~~Local Church Ministries~~ the appropriate office in the national setting acting on behalf of the General Synod and reach mutual agreement upon the percentage or dollar amount of the undesignated gifts for Our Church's Wider Mission to be retained for the support of the Conference. On the basis of this agreement, the Conference shall retain each month the amount required for its own support and transmit the balance to ~~the Office of General Minister and President~~ the appropriate office in the national setting of the United Church of Christ.
- ~~3.~~ 4. The Conference shall submit to each member church its annual recommended share of Our Church's Wider Mission.
- ~~4.~~ 5. The Conference Consistory may conduct such special appeals for funds as the Conference shall determine.
- ~~5.~~ 6. A person, agency, or institution of the United Church of Christ or any denominational, interdenominational, or nondenominational body may conduct a financial campaign or solicit funds within the Conference only with the consent of the Conference Consistory.
- ~~6.~~ 7. Financial contributions from the Conference to ecumenical, interfaith, or independent agencies or organizations shall ~~ordinarily be contingent upon Conference representation within those bodies be distributed~~ in accordance with provisions of the budget adopted by the Conference. ~~at the Fall Meeting.~~
- ~~7.~~ ~~The budget and financial records of the Conference shall be established and maintained on the basis of the calendar year.~~
8. It is intended that the Conference shall exist in perpetuity; however, in the unlikely event of its dissolution, no surplus funds may be used for private inurement to any person, but, rather, all assets shall be distributed to the appropriate office at the national setting of the United Church of Christ ~~another nonprofit organization that satisfies the requirements of Section 501(c)(3) of the Internal Revenue Code and whose purposes are similar to those of the Conference.~~ In addition, no part of the net earnings of the Conference shall, at any time, inure to the benefit of, or be distributable to, any member, director, officer, or trustee of the corporation or to any private person.

ARTICLE XII. NOMINATIONS AND ELECTIONS

1. Persons named by the Nominating Committee shall have been notified of their candidacy and shall have indicated their acceptance before being placed on the ballot. Nominations may be made from the floor in addition to those made by the Nominating Committee, subject to the prior consent of the nominee.
2. Elections shall ordinarily be held at ~~the Spring~~ a Regular Meeting of the Conference.
3. Except for the Conference Minister, no employee of the Conference shall be eligible for election as an officer, Consistory Member, or any other elective position in the Conference.
4. ~~The guidelines for nominations and elections shall reflect a balance between women and men, lay persons and ordained authorized ministers, and youth and older persons and shall be reflective of the multicultural/multiracial nature of the Conference.~~ The guidelines for nominations and elections shall reflect a balance between lay persons and authorized ministers and shall reflect the diversity of sexual orientation, gender identity, race, ethnicity, and age that exists within the Conference.

5. Vacancies in elective offices not otherwise described herein shall be filled by the Conference Consistory until the next [Spring Regular Meeting](#) of the Conference.

ARTICLE XIII. ASSOCIATIONS

1. Formation of new Associations shall be subject to the approval of the Conference Consistory and the Associations involved.
2. The Conference may exercise the functions of an Association when they are expressly delegated to it by that Association or when an Association ceases to function or where no Association exists.
3. Associations shall have the authority to be organized according to their Bylaws consonant with those of the Conference and the United Church of Christ.

ARTICLE XIV. RELATION TO THE GENERAL SYNOD

1. This Conference shall have that relation to the General Synod of the United Church of Christ as provided in the Constitution and Bylaws of the United Church of Christ.
2. Churches and Associations shall be related to the General Synod through the Conference.
3. The Conference shall elect delegates and alternates to the General Synod as provided in the Constitution and Bylaws of the United Church of Christ.

ARTICLE XV. INTERPRETATION

1. Nothing in the Bylaws of this Conference shall destroy or limit the right of each local church to continue to operate in the way customary to it nor shall be construed as giving to the Conference now or at any future time the power to abridge or impair the autonomy of any local church in the management of its own affairs.
2. When a member church decides to dissolve or cease to operate, all properties, assets, and records of that member church shall become the property of the Conference unless otherwise provided in the charter, constitution, and/or bylaws of that member church.
3. Interpretation of the Constitution and Bylaws of the Conference shall be the responsibility of the Conference Consistory, ~~subject to review by a regular or special meeting of the Conference.~~
4. Unless otherwise provided in the Constitution and Bylaws of the Conference or specified in the policy decision of the regular and special meetings of the Conference or of the Conference Consistory, matters related to the rights, privileges, and responsibilities of the Conference, its Associations, member churches, and [authorized](#) ministers, and the rules that govern their relationships shall be in accordance with the provision of the Constitution and Bylaws of the United Church of Christ.

ARTICLE XVI. AMENDMENTS

1. Amendments to the Constitution and Bylaws of this Conference may be proposed by the Conference Consistory, an Association, or a member church and shall be submitted in writing to the Secretary of the Conference at least three (3) months prior to the meeting of the Conference at which they are to be presented. At least two (2) months prior to the meeting of the Conference, the [Secretary Conference](#) shall transmit such proposed

amendments to each member church, addressing them to an appropriate ~~lay~~ officer, and to each ~~ordained, commissioned, and licensed~~ authorized minister holding standing in an Association of the Conference.

2. Adoption of an amendment shall require the two-thirds affirmative vote of those voting delegates present and voting at any ~~Regular~~ meeting of the Conference or at a special meeting called for that purpose.