

Additions to the text of the current Constitution are shown in **bold** type.
Deletions from the text of the current Constitution are shown in ~~striketrough~~-type.

Constitution and By-Laws
Christ Church, United Church of Christ
Elizabethtown, Pennsylvania

Constitution

ARTICLE I. NAME

This Congregation shall be known by the name of Christ Church, United Church of Christ, ~~Located in~~ Elizabethtown, Lancaster County, Pennsylvania, **hereafter referred to as Christ Church.**

1743 - Reformed Congregation Organized
1934 - Evangelical and Reformed Merger
1957 - United Church of Christ Merger

ARTICLE II. PURPOSE, AFFILIATION AND DOCTRINE

1. PURPOSE: It shall be the purpose of this ~~congregation~~ **body** to establish a Christian congregation for worship; to promote the Christian life; and to advance the Kingdom of God by all means available, both ~~at home~~ **locally** and ~~abroad~~ **globally**.
2. AFFILIATION: This congregation shall be part of the United Church of Christ and shall be governed by the Constitution, laws, and ~~rules~~ **covenants** of ~~said Church.~~ **the United Church of Christ and Christ Church.**
3. DOCTRINE: The Articles of Faith of the congregation shall be those of the United Church of Christ.

ARTICLE III. MEMBERSHIP

1. BAPTIZED MEMBERSHIP

- a. Any person who has received Christian Baptism, and has not been excluded by disciplinary process, is a member of the Church.
- b. Baptized persons who are not yet communicant members may be enrolled as unconfirmed members of ~~the local church~~ **Christ Church**. All children of communicant members baptized within ~~this local church~~ **Christ Church** will be enrolled as unconfirmed members. Unconfirmed members shall be instructed in the Christian ~~Way~~ **way** and the standards of faith and the doctrine of ~~the local church~~ **Christ Church** and the ~~Universal~~ Church.

2. COMMUNICANT MEMBERSHIP

a. DEFINITION OF COMMUNICANT MEMBERSHIP

- (1) A Communicant Member is one who has been received into full communion by public profession of faith in Jesus Christ as Lord and Savior through one of the following means, and has not been excluded by disciplinary action:
 - (a) The Rite of Confirmation.
 - (b) Letter of Transfer or Certification from another Christian congregation.
 - (c) ~~Affirmation/Reaffirmation or Profession/Reprofession~~
Affirmation/Reaffirmation or Profession/Reprofession of Faith.
- (2) It is understood that all who apply for membership as Communicant Members shall have received the Sacrament of Holy Baptism and the Rite of Confirmation or its equivalent.
- (3) Persons applying for communicant membership in the Church shall receive adequate instruction and training in the doctrines and beliefs, as well as practices of the Church. Persons applying for communicant membership through means of (b) or (c) (above) shall meet with the Pastor or the Spiritual Council.

b. DUTIES OF COMMUNICANT MEMBERS

- (1) Recognizing the ~~nature~~ **call** of the Church **is to glorify God through worship, service, and mission**, ~~as the People of God on Mission of which the local congregation is a part~~, members of the Church shall live Christian lives and labor faithfully to bring others to Christ. They shall take an active part in the life and work of the Church.
- (2) Active relationship to ~~the~~ **Christ** Church shall include, but not necessarily be limited to:
 - (a) regular attendance at ~~divine~~ worship and study services;
 - (b) devout use of the Holy Sacrament;
 - (c) devout use of the Holy Scriptures;**
 - ~~(d)~~ (d) fervent prayer for the welfare of the Church;
 - ~~(d)~~ (e) daily devotions ~~in the home~~;
 - ~~(e)~~ (f) careful attention to the religious training of youths;
 - ~~(f)~~ (g) financial and moral support towards the maintenance and benevolent undertakings of the Church;
 - ~~(g)~~ (h) obedience to ~~her~~ established laws, **covenants**, and authorities;
 - ~~(h) untiring zeal in bringing the unchurched under her influence, and a spirit of Christian fellowship toward all members;~~
 - (i) faithfulness in bringing the unchurched into the church's love with a spirit of fellowship toward all members.**

(j) membership in the organizations of the congregation whenever possible;

(k) sincere endeavor to apply the teachings of Jesus to all human relationships;

(l) regular exercise of the right and duty to voice and vote in the congregational meetings.

(3) Parents shall provide (in cooperation with ~~the local~~ **Christ Church**) adequate Christian training for their entire household, and shall ~~give due heed to the fulfillment~~ **stress the sacredness** of the Baptismal vows.

c. TERMINATION OF COMMUNICANT MEMBERSHIP

(1) The names of deceased members shall be removed from ~~the Christ Church's roll and placed on a list of deceased members.~~

(2) ~~Members~~ **A communicant member** shall be entitled to receive a Letter of Transfer. A written request is required from the receiving congregation or the member making the request.

(3) ~~Members~~ **A communicant member** who ~~have~~ **has** permanently changed their ~~his/her~~ **his/her** residences to ~~other cities or communities~~ **a distant city or community** shall be ~~urged~~ encouraged by the Spiritual Council to obtain Letters of Transfer and, as soon as possible, ~~unite with another congregation~~ **a Letter of Transfer and to unite with another congregation as soon as possible.**

(4) If a ~~member~~ **communicant member** unites with another congregation without receiving a Letter of Transfer, upon receiving adequate notice thereof, the Spiritual Council shall remove such name from ~~the Christ Church's roll.~~

(5) A member's name shall be removed from the **Christ Church's** roll ~~of the Church's~~ by the Spiritual Council if and when he or she fails to respond to disciplinary actions.

(6) A member whose address is unknown may be removed from ~~the Christ Church's~~ **Christ Church's** roll.

3. THE PROCESS OF DISCIPLINE

a. Matters of discipline, except for the discipline of a Pastor, shall reside with the Spiritual Council in the form of admission to and ~~erasure~~ **removal** from ~~the Christ Church's~~ **Christ Church's** roll.

b. All disciplinary measures shall have as their aim the restoration into a vital ~~relation~~ **relationship** ~~to~~ **with** the **United** Church of Christ and ~~to the local congregation in particular of the erring member~~ **Christ Church.**

c. If a member of the congregation shall neglect to partake of the Holy Communion, refuse to contribute to the support of the Church and continually or intentionally absent himself/herself from the public worship for one year, ~~he/she shall be~~

~~admonished~~ by the Pastor and/or other members of the Spiritual Council **shall attempt to discuss the concern with the member.** If after ~~admonition~~ **this process** he/she gives no evidence of a change of heart and conduct, by majority vote of the Spiritual Council, his/her name may be ~~placed on the Inactive List and notification shall be made of said action~~ **removed from Christ Church's roll, placed on the inactive list and notification and record shall be made of said action.**

4. INACTIVE LIST

- a. ~~The inactive person is without benefit of the sacraments and the rites of the Church and does not receive the regular box of envelopes for contribution. The Spiritual Council shall contact each inactive person periodically and, when possible, request renewal of interest and provide an opportunity for contribution to the work of the Church by issuing offering envelopes. Upon such renewal of interest, a period of instruction by the Pastor, and participation in the life of the congregation, the Spiritual Council shall place the name on the Communicant Membership Roll and admit the person to the sacraments and offer the rites of the Church as they are desired.~~ **A list of inactive members will be kept in the church office.**
- b. An inactive person who desires to affiliate with another congregation shall be given a letter informing that congregation of his/**her** present status. If any member shall unite with another congregation without the proper letter, the Spiritual Council shall remove his/**her** name **from the inactive list.**

5. PROCESS FOR REINSTATEMENT

If there is renewed interest he/she will follow the guidelines under communicant membership.

6. ASSOCIATE MEMBERSHIP

a. DEFINITION OF ASSOCIATE MEMBERSHIP

1. A member of another Christian Church who wishes to retain membership in that church is welcome to join Christ Church as an associate member. An associate member may serve on committees and shall enjoy the privileges of full membership except:

- (a) **An associate member is not eligible to vote on matters before the congregation at congregational meetings.**
- (b) **An associate member is not eligible to serve as a member of Consistory, or as an elected officer of Christ Church or chair a committee.**

Penn (c) An associate member cannot represent Christ Church at Penn Central Conference and Lancaster Association of the Central Conference (Lancaster Association) meetings.

b. DUTIES OF ASSOCIATE MEMBERS

**life and labor
an active part** (1) Recognizing the nature of the church is to glorify God through worship, service, and mission, of which the local congregation is a part, an associate member of Christ Church shall live a Christian faithfully to bring others to Christ. The person shall take in the life and work of Christ Church.

(2) Active relationship to Christ Church shall include, but not necessarily be limited to:

- (a) regular attendance at worship and study services;
- (b) devout use of the Holy Sacrament;
- (c) devout use of the Holy Scriptures;
- (d) fervent prayer for the welfare of the Church;
- (e) daily devotions;
- (f) careful attention to the religious training of youths;
- (g) financial and moral support towards the maintenance and benevolent undertakings of the Church;
- (h) obedience to established laws, covenants and authorities;
- (i) faithfulness in bringing the unchurched into the church's love with a spirit of fellowship toward all members;
- (j) membership in the organizations of the congregation whenever possible;
- (k) sincere endeavor to apply the teachings of Jesus to all human relationships;

(3) Parents in associate membership shall provide (in cooperation with Christ Church) adequate Christian training for their entire household, and shall stress the importance of the **Baptismal vows.**

c. NOTIFICATION

the At the request of the associate member, the Spiritual Council shall send written notification to the home church of the associate member, that individual has become an associate member at Christ Church.

d. PROCESS OF DISCIPLINE

under If an associate member fails to participate in the life of Christ Church, the Spiritual Council will follow the process of discipline outlined Article III, Number 3.

ARTICLE IV. ELDERS, DEACONS AND TRUSTEES

1. Elders are members of ~~the~~ **Christ Church** ~~chosen~~ **elected** by the congregation, ~~and~~ ordained ~~or~~ **and** installed to that office. They shall assist and support the Pastor in the spiritual affairs of the Church. An elder shall ~~take heed that he/she may be~~ **serve as** an example unto others, watch faithfully over the spiritual interest of the congregation, maintain order in the House of God, aid in visiting the sick, and ministering according to ability, for the ~~edification~~ **well being** and comfort of all the members. The manner of election, terms of office and any ~~further~~ **other** rights and duties shall be defined in the By-Laws.

The elected Elders ~~with~~ **and** the Pastor(s) shall form a Spiritual Council which shall have original jurisdiction in matters of discipline except in the case of the Pastor(s). It shall provide the elements of the Lord's Supper. It shall admit members into full communion, **and** upon request issue Letters of Transfer ~~to members and exclude those who may err in the faith.~~

2. Deacons are members of **Christ Church** ~~chosen~~ **elected** by the congregation, ~~and~~ ordained ~~or~~ **and** installed to that office. They shall aid in securing the funds necessary for the support of ~~the~~ **Christ Church** in its various activities, ~~to~~ foster the principles of stewardship, ~~and to~~ dispense the charity of ~~the~~ **Christ Church**, **and** serve as a member of the Finance Committee which makes provision for determining and raising of current expense budget funds, as well as funds for Our ~~Christian World Missions~~ **Church's Wider Mission** and other benevolences. The manner of election, terms of office and any ~~further~~ **other** rights and duties shall be defined in the By-Laws.
3. Trustees are members of **Christ Church** ~~chosen~~ **elected** by the congregation and installed to that office. They shall, as members of the Property Committee, have the care and custody of the property of ~~the~~ **Christ Church** as a sacred trust, whether real or personal, in accordance with this Constitution and By-Laws and under the direction of the Consistory. **The manner of election, terms of office, and other rights and duties shall be defined in the By-Laws.**

ARTICLE V. THE CONSISTORY

The Consistory shall be ~~composed~~ **comprised** of the Pastor(s), Elders, Deacons and Trustees. It shall have jurisdiction and oversight of the congregation and all its organizations. It shall organize as provided ~~for~~ in the By-Laws.

ARTICLE VI. ADMINISTRATION

1. CONGREGATIONAL MEETING

The supreme legislative and administrative power of the congregation is vested in the congregation itself, **when** assembled in ~~meeting~~ duly and legally called **meetings** as provided in the By-Laws. The congregation shall have an Annual Meeting and such

other meetings as are provided for in the By-Laws. **A meeting shall not be conducted without a quorum.** Ten percent (10%) ~~percent~~ of the communicant membership shall constitute a quorum.

2. CONGREGATIONAL PREROGATIVE

It is the prerogative of the congregational meeting to decide such questions as buying and selling of property, real or invested, unless otherwise directed by the congregation; building projects; extensive repairs of **Christ Church** property; the call and rejection of Pastor(s); **pastoral discipline**; review and adoption of an annual budget; ~~and~~ questions of the policy of the congregation; ~~as well as~~ **and** changes in the Constitution and By-Laws. For the transaction of all other business, the administration of ~~the~~ **Christ Church** is entrusted to the Consistory ~~chosen~~ **elected** and ~~composed~~ **comprised of** as provided for in the By-Laws.

3. PARLIAMENTARY AUTHORITY

On items not covered by the By-Laws, Robert's Rules of Order shall be followed.

ARTICLE VII. THE PASTOR(S) AND STAFF

- ~~1. The congregation shall elect as Pastor(s) only ministers who have been recommended or approved by the Conference.~~
- 2. 1.** The Consistory shall nominate one candidate approved by the **Penn Central** Conference and recommended by the Search Committee **of Christ Church** for the pastorate to be voted upon by the congregation. The congregation shall consider only one candidate at a time and vote for or against his/her election. If elected, the Consistory shall then tender a call according to the prescribed form of the **Penn Central** Conference. The call must be confirmed by the **Lancaster** Association **of the Penn Central Conference** and standing granted.
- ~~3~~ **2.** Additional staff persons ~~can~~ **may** be hired by Consistory upon recommendation ~~by the appropriate committee through~~ **from** the Ministry Committee.

ARTICLE VIII. PROPERTY

1. The congregation may, in its corporate name, sue and be sued; hold, purchase, and receive title by gift, grant or other conveyance of and to any property, real or personal, with the power to mortgage, sell, or convey the same, providing the laws of the Commonwealth of Pennsylvania permit.
2. In the case of division of the membership of the congregation, **on the question of the right to the property**, both parties shall submit the question ~~of the right to the~~

~~property~~ to the **Penn Central** Conference and the decision of said judiciary shall be binding on all members of the congregation.

3. In the case of dissolution of the congregation, the title to the property shall vest in the United Church of Christ.

ARTICLE IX. ORGANIZATIONS

All organizations are subordinate to the Consistory and shall report annually to the congregation. These reports shall include a financial report, a report of the special activities and projects carried on in the past year, and a report of special projects and activities planned for the coming year.

ARTICLE X. DISCIPLINE

The discipline in the case of ~~un-Christian~~ **un-Christ-like** conduct lies in the hands of the Spiritual Council, except in the case of the Pastor(s).

ARTICLE XI. AMENDMENTS

1. Proposed amendments or alterations to the Constitution and By-Laws shall be presented to the Consistory in writing for approval.
 - a. If approved, the Consistory shall **within 30 days** call a special congregational meeting to discuss the proposal(s). Public announcement **and text** of the proposed amendment or alteration will be made **not less than** two weeks prior to the meeting.
 - b. If rejected, the Consistory shall state the reason(s) in writing and attach to the proposal. A petition signed by ten percent (10%) of the congregation will require that a special congregational meeting for discussion of the proposed amendment be called **within 30 days**. Public announcement of the text of the proposed amendment, with the reasons for rejection by the Consistory attached, will be made **not less than** two weeks prior to the meeting.
2. A special congregational meeting for the purpose of voting shall be called within thirty days **of the meeting to discuss the proposal. Public announcement and text of the proposed amendment or alteration will be made not less than two (2) weeks prior to the meeting.** Said amendments or alterations can be adopted only by a two-thirds affirmative vote of members present.

BY-LAWS

ARTICLE I. OBLIGATION TO THE UNITED CHURCH OF CHRIST

1. Delegates and alternates shall be ~~elected~~ **chosen** each year by the Consistory according to the Constitution of the United Church of Christ, to attend the meeting(s) of the **Penn Central** Conference and the **Lancaster** Association. The registration fees of the Pastor(s), **their spouse(s)**, and **two (2)** delegates shall be paid by the congregation.
2. The congregation shall regularly contribute towards the support of ~~the branches of the United Church of Christ, and the Penn Central Conference, according to the rules and actions of the General Synod and the Conference~~ and the **Lancaster** Association.
3. This congregation, either through its Pastor(s) or officers, shall make such reports to **Penn Central** Conference authorities as may be required of it, and in every way submit to just and lawful discipline.
4. The fiscal year of the congregation shall be from January 1 ~~to~~ **through** December 31.

ARTICLE II. PRIVILEGES AND DUTIES OF MEMBERS

1. PRIVILEGES:

- a. All members are entitled to share in the fellowship and the spiritual blessings of the Church, and to the service of its Pastor(s), officials, ~~and other workers and staff~~, as well as to the ~~Christian sympathy~~ **nurturing care** and support of all members.
- b. All communicant members of this congregation are entitled to voice, vote, and **hold** office unless otherwise stated in the Constitution or By-Laws.
- c. **Associate membership privileges are specified/identified in the Constitution.**

2. DUTIES:

It is the duty of all members to take an active part in all functions of the Church for the glory of God and ~~for the uplift~~ **uplifting** of ~~man~~ **humankind**. **These duties are outlined in the Constitution for Communicant Membership under Article III, Number 2(b) and Associate Membership under Article III, Number 6(b).**

ARTICLE III. CONGREGATIONAL MEETINGS

1. Annual meetings shall be held on the third Sunday in November and on the fourth Sunday in January, the latter for the purpose of receiving the Auditor's Report.
2. Special meetings may be called by the Consistory or upon the written request of ten percent (10%) of the communicant members. ~~the Consistory shall issue a call~~

~~for such a meeting within three weeks from receipt of the petition~~ **The Consistory shall within 30 days call a special congregational meeting** and adequate notice of such meeting shall be sent to the membership at least two weeks prior to such meeting date. The time, place, and purpose of a special congregational meeting shall be included in the notice. Only such business as has been mentioned in the call may be transacted at such special meetings.

3. The President of the Consistory shall conduct all congregational meetings; in his/her absence, the Vice-President shall preside.
4. Elections: Elders, Deacons, and Trustees shall be elected by a majority vote at a congregational meeting. They shall be elected for a term of office of three years, but it shall be arranged so that one third of their number be elected every year. To be eligible for the office of Deacon or Trustee, a person must be a member of this church for at least one year. To be eligible for the office of Elder, a person must have served one full term as a Deacon or Trustee. Any member who has fulfilled the obligation of Elder under the jurisdiction of the United Church of Christ, and who has been a member of this congregation for one year or more, shall be eligible for the office of Elder. No member shall be elected to more than two full, consecutive terms. Upon the expiration of two terms, no member shall be re-elected as a member of Consistory or appointed for an unexpired term until one year after the date of expiration of his/her second term.
5. Nominations: Nominations shall be made for the offices of Elder, Deacon, and Trustee by a Nominating Committee appointed each year by the President of Consistory. The Nominating Committee shall strive to present a candidate for each vacancy.
 - a. All candidates for office recommended by the Nominating Committee must give their consent and be approved by a majority vote of Consistory. Public notice of such nominations shall be given from the pulpit, by bulletin or letter at least two weeks before the election.
 - b. Additional nominations for each office may be made by the congregation at the Annual Congregational Meeting. To nominate a member from the floor, ~~the nominator~~ **the member making the nomination** must have obtained the nominee's prior consent.

ARTICLE IV. CONSISTORY

1. The administration of the congregation is vested in the Consistory. The Consistory is composed of eighteen members—six Elders, six Deacons, and six Trustees. The Pastor(s) is/are an ex-officio member of the Consistory.
2. The Consistory shall transact the business of the Church, ~~make provision for the preparation and raising of~~ **prepare** a budget for the congregation, ~~as well as for benevolent purposes, auditing of~~ **audit** financial accounts and ~~make complete provision~~ **provide** for the adequate support of the staff ~~workers~~. It shall keep a

- complete and accurate record of its proceedings, be a **custodian** of all congregational records and report to the congregation at its regular and special meetings.
3. The Consistory shall direct the Pastor(s) to keep a complete record of **baptisms, communicants, confirmations, marriages, communicants, baptisms, marriages and confirmations**, reception of new members, transfers, removal of names and deaths. All records shall be the property of the congregation. Upon dissolution of the congregation the records shall become the property of the **Penn Central** Conference.
 4. ~~It shall be the duty of the Financial Secretary (Consistory membership not required) to keep an accurate record of contributions of each and every member, and to provide statements to the members as directed by Consistory.~~ **The Consistory shall appoint the Financial Secretary (Consistory membership not required) annually to receive and record contributions and to provide to the members periodic statements of their individual contributions.**
 5. The Consistory may authorize any extraordinary expense, but if such expense exceeds \$10,000.00, it must receive the approval of the congregation **expense not to exceed ten percent (10%) of the annual operating budget. Expenses exceeding this amount must receive the approval of the congregation at a properly called meeting.**
 6. The Consistory shall, through its President, appoint such committees as it may deem necessary to accomplish its work.
 7. The Consistory shall meet at least once every month at a place and time convenient to the members for the transaction of such business as may properly come before it. Emergency meetings will be announced and reasonable efforts will be made to notify all members of the particulars. Special meetings are subject to the call of the President and must be called on the written request of a majority of Consistory, providing all Consistory members are given at least two weeks written notice of said date and purpose thereof. Ten Members shall constitute a quorum.
 8. ~~Consistory Attendance at Consistory meetings is encouraged and required. Problems arising in this area~~ **Attendance problems** shall be the responsibility of the Spiritual Council.
 9. The Consistory shall organize itself. The Consistory officers, elected from Consistory membership shall be: President, Vice-President, and Secretary. These officers shall be elected for a one year term. To be eligible for election, these officers require **one year's** previous experience on Consistory. The Treasurer, an officer of congregation, shall be appointed by the Consistory; annually.
 10. Duties of Consistory Officers:

- a. It is the duty of the President to see that all meetings of the Consistory are regularly called, to open and conduct such meetings, to see to the execution of all resolutions and appoint committees and their chairpersons. He/She shall announce all regular and special meetings of the congregation on two consecutive Sundays, or in the case it is so decided by the Consistory, instruct the Secretary or designee to notify every member by mail. **The President shall conduct all congregational meetings.** The President is empowered with the Secretary, to sign all contracts, loans, vouchers, deeds, and other official documents in the name of the congregation.
 - b. The Vice-President shall do all in his/her power to help the President and make their administration easier. The Vice-President shall assume all the responsibilities of the President if the President is unable to do so, or at the request of the President. If the office of the President should become vacant for any reason, the Vice-President shall assume that office **and a new Vice-President shall be elected by the Consistory. The Vice-President shall serve as the chairperson of the Nominating Committee.**
 - c. The Secretary shall, with the President ~~or Vice-President~~, sign all contracts, loans, vouchers, deeds, and other official documents and attend to the correspondence of the Consistory. He/She shall keep a record of all transactions at the meetings of the congregation and Consistory, issue the call to all regular meetings at the request of the President, ~~keep~~ **ensure that** a correct list of all Consistory members and their addresses **is maintained**, showing their terms of service. In his/her absence or to assist the Secretary, the Consistory may designate a member of the congregation to keep records of the transactions at all meetings of the congregation and Consistory.
 - d. **The Treasurer shall be responsible for all monies received for the congregation's support, and make all payments by order of the Consistory. The Treasurer shall render a monthly report to the Consistory and an annual report to the congregation. The Treasurer, Financial Secretary, all officers of the Consistory, and others determined by the Consistory shall be bonded by the congregation in an amount determined by the Consistory.**
11. ~~The consistory shall see that the following duties and responsibilities shall be carried out by persons designated by Consistory:~~
- a. ~~The Secretary shall be responsible for keeping a record of all transactions at the meetings of the congregation and Consistory, issuing the call to all regular meetings at the request of the President, keeping a correct list of all consistory members and their addresses, showing their terms of service.~~
 - b. ~~The Treasurer shall have charge of all monies for the congregation's support, and make all payments by order of the Consistory. The Treasurer~~

~~shall render a monthly report to the Consistory and an annual report to the Congregation. The Treasurer and all officers of the Consistory will be bonded by the Congregation by an amount determined by the Consistory.~~

- ~~12~~ **11.** The President and the Pastor(s) are ex-officio members of all committees of the congregation, ~~and the Consistory.~~ **The Pastors are ex-officio members of the Consistory.**
- ~~13~~ **12.** Upon recommendation of the Nominating Committee, unexpired terms on the Consistory shall be filled by appointment of the Consistory.

ARTICLE V. THE SPIRITUAL COUNCIL OF ELDERS

1. The Pastor shall be the President of the Spiritual Council; if the congregation is without a Pastor, one of the elders shall be chosen to preside. A majority of the members shall constitute a quorum.
2. Stated meetings shall be held to consider and act upon applicants for membership, requests for Letters of Transfer and to discuss ~~and to devise plans looking towards the quickening of~~ **to further** the spiritual life of the congregation. ~~A Letter of transfer shall specify the congregation to which the person is transferred.~~ Special meetings shall be held at the call of the President or the request of two Elders.
3. The Spiritual Council shall exercise discipline in the congregation as outlined in the Constitution.
4. It shall be the duty and responsibility of the Spiritual Council to ~~insure~~ **ensure** the purchase and preparation of the elements for Holy Communion.

ARTICLE VI. THE PASTOR(S) AND CHURCH STAFF

1. Pastor(s) shall be elected for an indefinite period. In order to terminate this relationship, three months notice shall be given by either the Pastor(s) or the congregation. This may be waived by mutual agreement.
2. It shall be the duty of the Pastor(s) to set a good example to the congregation and to conduct all services on Sundays, holidays and such other days as the congregation may desire, to direct the work of religious education, administer the Holy Sacraments, visit the sick, comfort the distressed, and to perform all such duties as belong to the Pastor's office in the United Church of Christ. He/She shall keep a record of all services performed and make an annual report of the work to the congregation.
3. The Pastor(s) is (are) ex-officio member(s) of the Consistory and all organizations within ~~the~~ **Christ** Church. As long as a Pastor is called to ~~this~~ **Christ** Church, no other Pastor shall perform any religious ceremony in ~~the~~ **Christ** Church without his/her consent. To use the pulpit either during a temporary absence of the

Pastor(s) or for special occasions, the consent of both **the** Pastor(s) and the Consistory is necessary. The Pastor(s) salary shall be paid ~~promptly in weekly installments and shall be sufficient to relieve temporal cares as far as possible, and to preserve the dignity of the calling.~~ **on a timely and mutually agreeable basis. The Penn Central Conference guidelines shall be consulted in the development of a compensation plan.** ~~This~~ **The** salary is subject, however, to the provisions of the contract between the Pastor(s) and the congregation. ~~Moving expenses for an incoming pastor shall be borne in full by the congregation.~~

4. The staff shall consist of persons deemed by the Consistory to be necessary and qualified to perform supportive tasks in ~~the~~ **Christ** Church. These persons may include, but are not limited to the following areas: music, clerical, custodial, and financial.

ARTICLE VII. FINANCES OF THE CHURCH

The finances of the congregation shall be administered by the budget system. It shall be composed of several parts, including income, general expenses, benevolences, and capital improvements. It shall be prepared in all details and accepted by the Consistory before being presented to the congregation for review and adoption. To secure the necessary funds, ~~an every member canvas~~ **a Stewardship Campaign**, authorized by the Consistory, shall be made annually.

The Constitution and By-Laws shall take effect immediately upon approval and adoption by the congregation. It shall supercede all other and previously approved documents of this type.