

Pastoral Transition Update:

The Church Council met this past Tuesday to discuss the recommendations from our NCNC Conference Minister, Rev. Dr. Davena Jones, to review our church bylaws regarding our process for attending to a vacancy in our Senior Minister position. The council voted to create additional language for our Bylaws to make clear the process when we have a called DCC Minister interested in the position. We spent the majority of our meeting creating this language in Article 7--Ministers, which is listed below. **We will have a short congregational meeting immediately after church (in the Sanctuary) on Sunday, June 30th, to vote on this language change. Please contact Barb DeBarger or Kyra Kennedy if you have any questions about these changes.**

DRAFT BYLAWS Language Change Proposal (see sections 4 and 6 below).

Article VII - Ministers

1. Duties: Minister(s) shall work to promote the spiritual growth and welfare of the church, enlist persons as followers of Christ, preach the gospel, administer the sacraments, plan and conduct regular services of worship, and perform other religious duties as required. Minister(s) shall administer church activities in cooperation with the Moderator, Council and the various commissions and committees of the church. Minister(s) shall recommend to Council support staff hirings or appointments to help perform the tasks of ministry. Minister(s) shall be responsible for the assignment and performance of duties by the support staff. Minister(s) shall be ex-officio members of all commissions and committees. Sharing of duties among ministers is determined by the terms of call with the guidance of the Council. The Senior Minister shall be understood as head of staff.
2. Termination: A ministry may be terminated at any time by a two-thirds vote of active members present at a meeting constituted for that purpose. Termination shall be effective 60 days from such a vote. A minister shall give 60 days' notice to terminate a ministry. If a minister loses ministerial standing, the ministry shall be terminated at once.
3. Interim: If a position of minister becomes vacant, and the Council chooses to hire an interim minister for that position, then that interim minister may advise the Council and commissions but shall have no vote. An interim minister may not be considered as a candidate for the permanent position.
4. **(ORIGINAL BYLAWS) Replacement: When a position of minister becomes vacant, the Council shall call a congregational meeting to elect a pastoral search committee of eight (8) members, as fully representative of the entire congregation as possible, and shall solicit nominations from the congregation. In addition, the Council may nominate alternates who will participate fully in the deliberations of the committee but only have a vote if one or more of the elected members is no longer able to participate. The pastoral search committee shall seek the advice of the Northern California Nevada Conference, UCC, in finding qualified candidates, from among whom it will nominate**

one candidate to the congregation. The committee shall be authorized to negotiate starting compensation and maintenance with the candidate, bearing in mind the current guidelines of the Northern California Nevada Conference, and subject to final approval by Council.

4. **(DRAFT REVISION)** Replacement: When a position of minister becomes vacant, the Council shall inquire if a called minister within the church wishes to apply for the position. If so, the Council shall call a congregational meeting to elect a Transition Team of eight (8) members, as fully representative of the entire congregation as possible, and shall solicit nominations from the congregation. In addition, the Council may nominate alternates who will participate fully in the deliberations of the Team but only have a vote if one or more of the elected members is no longer able to participate. The Team will develop the job description and letter of call. The Transition Team shall meet with the called Minister and conduct an interview for the vacant position and determine if the called Minister shall be considered for call by the congregation. If at least two-thirds of the team choose the called Minister to the vacant position, then the Team nominates the Minister to the congregation. The Team shall be authorized to negotiate starting compensation and maintenance with the candidate, bearing in mind the current guidelines of the Northern California Nevada Conference, and subject to final approval by Council.

In the case where there is no called Minister interested in the position, or the Team or Congregation does not accept the candidacy of the called Minister, or if the Minister doesn't accept the call, the Transition Team will become the Pastoral Search Committee. The pastoral search committee shall seek the advice of the Northern California Nevada Conference, UCC, in finding qualified candidates, utilizing the process described above, from among whom it will nominate one candidate to the congregation.

5. Election: Minister(s) shall be called by a two-thirds vote of active church members present at a meeting constituted for that purpose. The call to ministry shall be for an indefinite term.
6. Terms of call: A minister's terms of call shall be negotiated by the transition team/pastoral search committee and approved by the Council. The terms of call shall be reviewed by the Council and renewed annually.
7. Church membership: When a minister has been elected and accepted the call, he or she shall at the first opportunity become a member of the church and of the Bay Association of the United Church of Christ.