



**Greensboro United Church of Christ  
Greensboro, Vermont**

# **CONSTITUTION AND BY-LAWS**

**As amended  
August, 2006**

## CONSTITUTION AND BY-LAWS

Revisions Approved at First Combined Annual Meeting August 11, 1991 and Revisions from August 16, 1992, August 15, 1993, August 10, 1997 and amended April 9, 2000, July 2005, and August 6, 2006.

### ARTICLE I History and Preamble

The Congregational Church and Society (gathered in 1804) and the United Presbyterian Church (1845), both of Greensboro, Vermont, in 1929, joined to form the Federated Church of Greensboro under written Articles of Federation which preserved intact the identity and organization of each of them. In 1940, the Federated Church of Greensboro became incorporated under the laws of the State of Vermont with the name of Church of Christ, Inc. The identity of each of the constituent churches was preserved. In 1976 the United Presbyterian Church, through petition to Presbytery of Northern New England, and with its permission, was dissolved, thus paving the way for a much simplified local church structure. At congregational meeting in 1987 it was voted to add the word "United" in front of our name to have it read "Greensboro United Church of Christ." These By-Laws are promulgated to set forth the manner in which the Greensboro United Church of Christ, Inc. hereinafter referred to as "this Church," or "the Church," is to be governed.

### ARTICLE II Purpose

As stated in the Articles of Association dated February 27, 1940, this Church shall exist "...for the purpose of the worship of God; the promulgation of the Christian religion; the support of missions; furnishing aid to the needy and sick; procuring, holding, and keeping in repair a house of public worship, parsonage, parish-house, and other real estate necessary, appropriate, or desirable for the purposes aforesaid; accepting trusts, holding trust funds, and procuring and holding stocks, bonds, monies, securities and other property for all the purposes aforesaid."

### ARTICLE III Faith and Order

#### Section 1 Faith and Practice

This Church recognizes the Bible as the sufficient rule of faith and practice, and holds that living in accordance with the teachings of Jesus Christ is the true test of fellowship. Each member shall have the undisturbed right to follow the Word of God according to the dictates of conscience, under the enlightenment of the Holy Spirit. From time to time various creedal statements such as those quoted below may be utilized by this Church to express its faith, but may not be used to judge the orthodoxy of individual persons.

#### Section 2 Covenants

The members of this Church shall be joined together in the following covenants, one of which shall be reaffirmed at the reception of new members and at other times as may seem appropriate: "We covenant with the Lord and one with an other and doe bynd our selves in the presence of God, to walke together in all his waies, according as he is pleased to reveale himself unto us in his blessed word of truth." (The Salem Covenant of 1629)

“We hold it to be the mission of the Church of Christ to proclaim the gospel to all mankind, exalting the worship of the one true God, and laboring for the progress of knowledge, the promotion of justice, the reign of peace, and the realization of human brotherhood.” (The Kansas City Statement of Faith, 1913)

“We believe in God, the Eternal Spirit, who is made known to us in Jesus our brother and to whose deeds we testify:

God calls the worlds into being, creates humankind in the divine image, and sets before us the ways of life and death.

God seeks in holy love to save all people from aimlessness and sin.

God judges all humanity and all nations by that will of righteousness declared through prophets and apostles.

In Jesus Christ, the man of Nazareth, our crucified and risen Lord, God has come to us and shared our common lot, conquering sin and death and reconciling the whole creation to its creator.

God bestows upon us the Holy Spirit, creating and renewing the church of Jesus Christ, binding in covenant faithful people of all ages, tongues, and races.

God calls us into the church to accept the cost and joy of discipleship, to be servants in the service of the whole human family, to proclaim the gospel to all the world and resist the powers of evil, to share in Christ's baptism and at his table, to join him in his passion and victory.

God promises to all who trust in the gospel forgiveness of sins and fullness of grace, courage in the struggle for justice and peace, the presence of the Holy Spirit in trial and rejoicing, and eternal life in that kingdom which has no end.

Blessing and honor, glory and power be unto God.”

(The UCC Statement of Faith, 1986)

### Section 3 **Jesus Christ as Head**

This Church acknowledges Jesus Christ as its head and finds in the Holy Scriptures, interpreted by the Holy Spirit through reason, faith, and conscience, guidance in matters of faith and discipline.

### Section 4 **Governance**

The government of this Church is vested in its members, who exercise the right of control in all its affairs, responsibly cherishing the principle of local autonomy.

### Section 5 **Membership in the UCC**

While this Church is amenable to no ecclesiastical judicatory, it accepts the obligations of mutual counsel, cooperation, and support involved in the free fellowship of the United Church of Christ, and pledges itself to share in the common aims and work of that body as from time to time seems appropriate. Membership in the United Church of Christ shall be affected on the part of this Church by maintaining standing in the Northeast Association of the Vermont Conference of the United Church of Christ or its successor organization.

## ARTICLE IV

### Membership

Section 1 **Members** (hereafter referred to as Members with a capital letter M; members with a lower case m refers to all members, both Associate Members and Members.)

Members of this Church shall be those persons who:

- 1.) Have been baptized,
- 2.) Have freely and willingly accepted as their own the broad outlines of the faith of this Church,
- 3.) Have been approved for membership by the Diaconate Board, submitting as support for their membership application evidence of their confession of faith, confirmation, or reaffirmation of faith, or a satisfactory letter of dismissal and recommendation from another Christian church,
- 4.) Have made public acceptance of the Covenant of this Church.

Section 2 **Associate Members** (hereafter referred to as Associate Members)

Associate Members of this Church shall be those persons approved by the Diaconate Board who are members in good standing of a Christian church other than this Church and who wish to become affiliated with this Church for worship and Christian service. Associate Members shall be entitled to vote at any meeting of this Church which they may attend; and Associate Members may serve on any Council, Board or committee of this Church.

Section 3 **Inactive Members**

Inactive Members of this Church shall be those Members or Associate Members who, in the judgment of the Diaconate Board, have ceased to be actively involved in the life of this Church's worship, study, service, or financial support. The Diaconate Board shall review the entire membership roll yearly, making the appropriate transfers into **or** out of the inactive category, reporting such action to the individual members involved and the Clerk of the Church, and recording it in the Board's Annual Report.

Inactive members shall be ineligible to serve as officers or on governing bodies of this Church, shall be denied the privilege of vote at meetings of the members of this Church, and shall not be reported for statistical purposes.

Section 4 **Membership Termination**

Membership in this Church may be terminated by:

- 1.) Written request of the member involved,
- 2.) Written request of the member involved for a letter of transfer to another church,
- 3.) Remaining on the inactive membership list for five consecutive years; all subject to the approval of the Diaconate Board, who shall notify the member involved prior to this action. The Board will then notify the Clerk of the Church of the action taken.

## Section 5 Meetings of Members

The Annual Meeting of the members of this Church shall be held on the third Sunday in August, at which time elections will be held and the pastor and each board will give their yearly report. Special meetings may be called by the Church Council. Notice of any special meeting or the Annual Meeting shall state the purpose of the meeting and the time and place thereof, shall be posted in the Church building at least ten days before the meeting by the Clerk, and shall be read from the pulpit at the two Sunday services prior thereto. At any such meeting, ten percent of the Church's membership (Members and Associate Members) shall constitute a quorum.

## **ARTICLE V Eligibility and Elected Officers**

### Section 1 Eligibility

Any office or position on any council, board, or committee of this church shall be open to any Member or Associate Member of this church without regard to sex, race, or age, an effort being made to maintain a representative distribution, consistent with abilities and willingness to serve.

The Church Council, upon receipt of a formal request by the Diaconate Board, Board of Trustees, Board of Christian Education, or the Mission Board, may appoint a Youth Member to the requesting Board in accordance with the following terms: A Youth is defined as a person who is 18 years of age or younger.

1.) The requesting Board shall submit the name of the youth they wish to have appointed to the Church Council.

2.) The Youth Member shall have full voting and participating rights on the Board or Committee to which they are appointed. With the exception of the Diaconate, an appointment may be made of a Youth member to a Board or Committee if he/she is not confirmed whether or not she/he is a member of the Greensboro United Church of Christ, so long as that youth is a regular and constructive participant in the church's life, as determined by the requesting Board or Committee.

3.) Due to the unique responsibilities of the Diaconate, especially with respect to the serving of communion, any Youth Member appointed to the Diaconate must be confirmed, and must be a member of the Greensboro United Church of Christ.

4.) The term of office for all Youth Members shall be for the church year in which she/he is appointed.

5.) The request to continue a Youth Member shall be made annually to the Church Council.

### Section 2 Elected Officers and Delegates

The elected offices of this church shall be: Moderator, Clerk, Historian, Delegates and Alternates to the Northeast Association and Delegates and Alternates to the Vermont Conference. Vacancies in these offices or any additional offices shall be filled by the Church Council.

### Section 3 **Terms of Office**

The Moderator and Clerk shall be elected at the Annual Meeting for terms of three years. (All terms shall begin in January and run for the prescribed number of years, ending in January.)

The Historian and the Delegates to the Northeast Association and the Vermont Conference shall be elected at the Annual Meeting for one year

### Section 4 **Duties of Officers**

Each of the officers of this Church shall have duties herein set forth and any other duties regularly recognized as pertaining to the office:

A. The Moderator shall preside at all meetings of the Congregation-at-Large and serve as Chairperson of the Church Council.

B. The Treasurer shall maintain the financial records of this Church and shall present a financial report at the Annual Meeting. The Treasurer shall also meet with the Board of Trustees and the Finance Committee.

C. The Clerk shall maintain the membership roll of this Church; register births, baptisms, confirmations, marriages, and deaths in the church family; and keep the minutes of all meetings of the Congregation-at-Large.

D. The signature of the Clerk and the Chairperson of the Board of Trustees shall be required in order to bind this Church in any legal matter or business agreement.

## **ARTICLE VI Church Council**

### Section 1 **Responsibilities**

The Church Council shall serve as the governing body of this church, at all times subject to the will of the congregation. Church boards, committees and personnel, shall be responsible to and appointed for the current year by the Church Council, except as provided otherwise by these By-Laws.

Responsibilities shall include but not be limited to the following:

- Record the minutes of each official meeting and file them in the church office annually,
- Coordinate the workings of the various boards and committees of the church,
- Act upon any directives from the congregation,
- Receive reports of the Diaconate Board, Board of Trustees, Board of Christian Education, Mission Board, Pleasants' Fund Committee and others as the Church Council may deem appropriate,
- Hear any special concerns brought to it by the church or the community,
- Fill vacancies on committees or boards between Annual Meetings,
- Appoint three members to the Nominating Committee from the Church membership at least two months prior to the Annual Meeting, and designate a chairperson,
- Appoint a member-at-large to the Pleasants' Fund committee from the Church membership,
- Provide a written yearly report on the state of affairs of the Church to the membership.

## Section 2 **Composition**

The Church Council shall be composed of the Moderator; and representatives to be chosen from their number by the Diaconate Board, Board of Trustees, Board of Christian Education, Mission Board and Associate Member Board; two Members-at-Large; and the Pastor, Clerk and Treasurer ex-officio.

## Section 3 **Election**

The Moderator, Clerk, Associate Member and Members-at-Large shall be elected at the Annual Meeting for terms of three years. These five members shall not be eligible for re-election until one year has elapsed after the expiration of a three-year term. Representatives of the Diaconate Board, Board of Trustees, Board of Christian Education, and Mission Board, shall be elected by their respective boards yearly.

To the extent practical, terms shall be staggered with two or more new members starting service each year.

The Church Council may fill vacancies between Annual Meetings.

## Section 4 **Organization**

The Moderator will Chair the Church Council and preside at all meetings of the Congregation at Large. In the absence of the elected Moderator, the Church Council shall designate an alternate for individual meetings.

The Church Council shall meet to organize in February. The Council shall meet not less than six (6) times a year.

The Church Council shall designate a date for regular bi-monthly meetings. Special meetings of the Council may be called by the Moderator or by written requests signed by 15 or more members of the Congregation, with at least two days notice. A majority of Council members must be present before a meeting can be called to order and before action may be taken.

# **ARTICLE VII**

## **Board of Trustees**

### Section 1 **Responsibilities**

- Record the minutes of each official meeting and file them in the church office annually,
- Report actions taken to the Church Council,
- Report annually to the Church Council goals for the coming church year,
- Manage the property and financial affairs of the Church,
- Appoint the Treasurer,
- Review the financial records of the church annually,
- Organize the annual stewardship campaign,
- Review and approve the Annual Budget for the coming year, prepared and recommended by the Finance Committee, and forward it to the Church Council for action by the Congregation,
- Appoint one of their members to serve on the Pastoral Relations Committee.
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## Section 2 **Composition**

The Board of Trustees shall be composed of five Members and one or more Associate Members. The Pastor and Treasurer shall be ex-officio.

## Section 3 **Election**

Members and Associate Members shall be elected to the Board of Trustees at the Annual Meeting for terms of three years. Associate Members shall be nominated to the Board by the Associate Member Board for terms of three years. Board of Trustees members shall not be eligible for re-election until one year has elapsed after the expiration of a three year term.

To the extent practical, terms shall be staggered with one or more new members starting service each year.

The Church Council may fill vacancies between Annual Meetings.

## Section 4 **Organization**

The Board of Trustees shall elect from its members a Chairperson, Vice-Chairperson, Secretary, Representative to the Church Council, and a Property Manager. The Board shall also appoint committees as indicated elsewhere in these By-Laws.

The Property Manager shall oversee the repairs, maintenance and management of the various Church properties. The Trustees may, at their discretion, appoint such committee members as the Property Manager may need to discharge said duties.

The Board shall designate a date for regular bi-monthly meetings. Special meetings may be called by the Chairperson, a majority of Board members, or the Church Council on not less than two days notice. However, a majority of Board members must be present at any special meeting before it can be called to order and any business transacted.

The Board of Trustees shall meet not less than six (6) times a year.

The Board of Trustees shall meet to organize in January.

## Section 5 **Committees**

The Board of Trustees shall appoint committees to include, but not necessarily be limited to, the following:

### **A Finance Committee**

The Finance Committee shall periodically prepare estimates of the financial needs of the Church, including the Annual Budget for the Annual Meeting in August. They shall assist in organizing the stewardship campaign of Church members and friends; and perform other financial functions consistent with the purpose and mission of the Church.

The Finance Committee shall be composed of three to five members, plus the Church Treasurer, ex officio. The Chairperson shall be a Trustee. Committee members shall be appointed by the Board of Trustees after the Annual Meeting. The Board of Trustees may fill vacancies between Annual Meetings.

## **B Investment Committee**

The Investment Committee shall manage investments of capital and trust funds of the Church, maintain records of all investments and investment decisions, periodically apprise the Board of Trustees of investments held and portfolio changes, and perform other financial functions as directed by the Trustees consistent with the purpose and mission of the Church.

The Committee shall maintain a record of its proceedings and report annually to the Board of Trustees.

The Committee shall have the power to appoint an agent or agents to act on its behalf relative to investments under the Church's responsibilities. The Committee shall also appoint a member to serve on the Pleasants' Fund Committee.

The Investment Committee shall maintain a separate accounting of investments and income of the Frederick R. Pleasants Fund. The principal of the Fund shall be preserved in accordance with policies established from time to time by the Board of Trustees, and proceeds of the Fund shall be placed at the disposal of the Pleasants' Fund Committee on a mutually agreeable schedule, all consistent with policies which may be established by the Congregation at Large.

The Investment Committee shall be composed of three to five members.

The Board of Trustees shall appoint committee members after each annual meeting.

The Board of Trustees may fill vacancies between Annual Meetings.

## **C Pleasants Fund Committee**

The Pleasants Fund Committee shall apply proceeds from the Pleasants Fund to selected projects, causes, agencies or organizations whose purposes are consistent with concerns of the Church but are outside the ordinary operating expense budget of the Church.

The Committee shall maintain a record of its proceedings and report its actions regularly to the Board of Trustees and the Church Council and report annually to the Congregation-at-Large.

The Pleasants Fund Committee shall be composed of one representative each from the Board of Trustees (who shall serve as the Chairperson), the Diaconate Board, a member-at-large appointed by the Church Council, a member of the Investment Committee, and the Pastor ex officio. The relevant boards and committees will make these appointments.

The relevant boards and committees shall fill vacancies between Annual Meetings.

## **D Bronwyn Potter Music Endowment and Asahel Washburn Education Funds**

(These funds were incorporated into the Greensboro UCC Endowment Fund in 2005. Investment of these funds shall be the responsibility of the Investment Committee.)

### The Bronwyn Potter Music Endowment Fund

The Music Endowment Fund shall use the interest of this fund to further the music ministry of the Church.

The committee shall be composed of the Music Director of the church, one member of the Deacons and one member of the Trustees. The Diaconate Board member shall be the Chairperson.

The Committee shall maintain a record of its proceedings and report its actions annually to the Board of Trustees and the Congregation at the Annual Meeting.

### The Asahel Washburn Education Endowment Fund

The Education Endowment Fund shall use the interest of this fund to further Christian Education in this Church.

The committee shall be composed of one member of the Board of Christian Education and one member of the Trustees. The member from the Board of Christian Education shall be the Chairperson.

The Committee shall maintain a record of its proceedings and report its actions annually to the Board of Trustees and the Congregation at the Annual Meeting.

## **Article VIII Diaconate Board**

### Section 1 Responsibilities

The Diaconate Board shall be responsible for the spiritual and worship life of the Church, except as may be provided elsewhere in these By-Laws. Responsibilities shall include, but shall not necessarily be limited to the following:

- Record the minutes of each official meeting and file them in the church office annually,
- Report actions taken to the Church Council,
- Report annually to the Church Council goals for the coming church year,
- Consider and act upon all applications for membership in the Church,
- Arrange for supply or interim ministers or any specialized ministries,
- Review the membership rolls yearly,
- Assist the Pastor in planning, preparing, and administering the sacraments,
- Assist the Pastor in planning and conducting worship services as needed,
- Care for the poor, sick and sorrowing,
- Oversee the music programs of the Church,
- Appoint one member to: the Pleasants Fund and Pastoral Relations.
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### Section 2 Composition

The Diaconate Board shall be composed of six Members and one or more Associate Members. The Pastor and Music Director shall be ex-officio.

### Section 3 Election

Members and Associate Members shall be elected to the Diaconate Board at the Annual Meeting for terms of three years. Associate Members shall be nominated to the Board by the Associate Member Board for terms of three years. Diaconate Board members shall not be eligible for re-election until one year has elapsed after the expiration of a three-year term.

To the extent practical, terms shall be staggered with one or more new members starting service each year.

The Church Council may fill vacancies between Annual Meetings.

#### Section 4 **Organization**

The Diaconate Board shall elect from its members a Chairperson, Vice-Chairperson, Secretary, and a Representative to the Church Council.

The Board shall designate a date for regular bi-monthly meetings. Special meetings may be called by the Chairperson, a majority of Board members or the Church Council on not less than two days notice. However, a majority of Board members must be present before any meeting can be called to order and any business transacted.

The Diaconate Board shall meet not less than six (6) times a year.

The Diaconate Board shall meet to organize in January.

### **ARTICLE IX Board of Christian Education**

#### Section 1 **Responsibilities**

Responsibilities shall include but not necessarily be limited to the following:

- Record the minutes of each official meeting and file them in the church office annually,
- Report actions taken to the Church Council,
- Report annually to the Church Council goals for the coming church year,
- Establish and implement educational policy,
- Evaluate ongoing programs,
- Guide the total educational ministry of the church including but not limited to Sunday School, Youth Fellowship, the Confirmation Program, Adult Education, Vacation Church School, and the Summer Program,
- Survey the educational needs of all age groups as needed to achieve a comprehensive Christian Education program.

#### Section 2 **Composition**

The Board of Christian Education shall be composed of three to five ~~adult~~ members and the Pastor, ex officio. A Youth Representative may be appointed by the Church Council.

#### Section 3 **Election**

Members of the Board shall be elected at the Annual Meeting for terms of three years. The Youth Representative may be appointed by the Church Council after the Annual Meeting of the Church.

To the extent practical, terms shall be staggered with one or more members starting service each year.

The Church Council may fill vacancies between Annual Meetings.

#### Section 4 **Organization**

The Board of Christian Education shall elect from its members a Chairperson, Secretary and representative to the Church Council. The Chairperson may serve for no more than two consecutive years.

The Chairperson may call special meetings with not less than two days notice.

The Board of Christian Education shall meet not less than six (6) times a year.

The Board of Christian Education shall meet to organize in January.

ARTICLE X  
**Mission Board**

Section 1 **Responsibilities**

Responsibilities of the Mission Board shall include but not be limited to:

- Record the minutes of each official meeting and file them in the church office annually,
- Report actions taken to the Church Council,
- Report annually to the Church Council its mission work for the year ending and its goals for the coming year,
- Encourage the Church to be responsive to the hopes and needs of the world Christ calls us to love,
- Encourage the Congregation to understand and support stewardship for mission,
- Convey information and build enthusiasm for mission projects and programs,
- Undertake new projects deemed appropriate,
- Set priorities among mission concerns,
- Promote financial participation in Denominational appeals,
- Help the Church support missions locally, nationally, and internationally.

Section 2 **Composition**

The Mission Board shall be composed of three to six members and the Pastor, ex-officio.

Section 3 **Election**

Members of the Board shall be elected at the Annual Meeting for terms of three years.

To the extent practical, terms shall be staggered with one or more members starting service each year.

The Church Council may fill vacancies between Annual Meetings.

Section 4 **Organization**

The Mission Board shall elect from its members a Chairperson, Secretary, and a Representative to the Church Council. The Chairperson may serve for no more than two consecutive years.

The Mission Board shall meet not less than six (6) times a year.

The Board shall meet to organize in January.

ARTICLE XI  
**Associate Member Board**

Section 1 **Responsibilities**

The Associate Member Board shall:

- Represent the Associate Members in all matters of the Church throughout the church year,
- Record the minutes of each official meeting and file them in the church office annually,
- Report actions taken to the Church Council,
- Report annually to the Church Council its goals for the coming church year,
- Schedule and conduct an Associate Member meeting prior to the Annual Meeting to hear reports and nominate representatives to the various boards and committees and to elect a secretary for one year,
- Appoint a person to administer the Summer Lecture Series,
- Appoint an Associate Member to serve on the Pastoral Relations Committee.

**Section 2 Composition**

The Associate Member Board shall be composed of Associate Members elected to the Church Council, Diaconate Board, Board of Trustees, Board of Christian Education, Mission Board, and the Secretary. The Pastor shall serve ex-officio.

**Section 3 Election**

The Associate Members shall nominate one representative each to the Church Council, Diaconate Board, Board of Trustees, Board of Christian Education, and the Mission Board, to be elected at the Annual Meeting. These elected representatives shall serve as the Associate Member Board for terms of three years. They shall not be eligible for re-election until one year has elapsed after the expiration of a three-year term. To the extent practical, terms shall be staggered with one or more new members starting service each new church year.

The Associate Member Board may fill vacancies between Annual Meetings.

**Section 4 Organization**

The Associate Member elected to the Church Council shall serve as Chairperson of the Associate Member Board.

**ARTICLE XII  
Nominating Committee**

**Section 1 Composition**

The Nominating Committee shall be composed of three members of the Congregation, plus the Pastor, ex officio

**Section 2 Appointments**

At least two months prior to the Annual Meeting, committee members shall be appointed by the Church Council for terms of one year and may serve for no more than three years consecutively.

To the extent practical, terms shall be staggered with one or more new members starting service each year

**Section 3 Organization**

The Committee may appoint a Secretary and others as may be needed.

**Section 4 Responsibilities**

Responsibilities shall include but not be limited to:

- Prepare and present nominations to the Congregation at Annual Meeting for all elected positions of the Church for the coming year
- Nominate qualified persons, willing and able to serve the purpose and mission of this Church in the various elected positions for the coming year,
- Communicate proposed nominations to the Congregation two weeks prior to the Annual Meeting,
- Obtain acceptance of all nominees prior to presentation for Congregational consideration,

## **ARTICLE XIII**

### **Professional Leadership**

#### **Section 1 Personnel**

This Church may engage the services of one or more pastors, co-pastors, assistant pastors, or associate pastors, on a full or part-time basis, as members deem appropriate.

#### **Section 2 Pastoral Search Committee**

At a meeting called for that purpose, Church members shall act on nominations from the Church Council and elect five to seven of their number and one or more Associate Members to constitute a Pastoral Search Committee whose function shall be to nominate one candidate for the position. Such nominee shall be a candidate for ordination or a minister in full standing in the United Church of Christ, or have been granted "privilege of call" by the appropriate committee for the Northeast Association or the Vermont Conference.

The Pastoral Search Committee shall keep the Church Council apprised of the pastoral search process.

#### **Section 3 Congregational Action**

At a meeting called for that purpose, the membership at large shall act upon the Pastoral Search Committee's nomination. Election shall be by a majority of those present and voting, and for an indefinite time.

#### **Section 4 Dissolution of Pastoral Relationship**

The pastoral relationship shall be dissolved upon the pastor's resignation or by action of at least two-thirds of the members of the Church present and voting at a meeting called for that purpose.

The effective date shall be ninety days from the day of the pastor's notification or from the day of the vote of the congregation. This period may be modified by mutual agreement between the Pastor and the Church Council.

#### **Section 5 Specialized Ministries**

Arrangement for Supply or Interim Ministry or any specialized ministry will be by the Diaconate Board. Arrangements for supply or specialized ministry will be made in consultation with the Pastor.

#### **Section 6 Pastoral Relations Committee**

A Pastoral Relations Committee shall be formed of four members of this Church – one appointed from the Diaconate Board, one appointed from the Board of Trustees, one appointed by the Associate Member Board, and one asked to serve at the discretion of the Pastor. They shall meet at least annually and at any other time as seems appropriate to the committee members or the Pastor. Their function is one of aiding communication and support of the relationship between Pastor and Congregation.

**ARTICLE XIV**  
**Tax Exempt Status**

It is the intent of this Church to cooperate with sections of the Internal Revenue Code entitling it to tax exempt status by virtue of its relationship to the United Church of Christ. In the event of the dissolution of this Church, all its assets shall be distributed to organizations organized and operated exclusively for tax-exempt educational, charitable, or religious purposes, such organizations to be selected by the membership at large at that time.

**ARTICLE XV**  
**Effective Date**

These By-Laws shall take effect February 1, 2007.

**ARTICLE XVI**  
**Amendments**

These By-Laws may be amended at any called meeting of the entire membership of this Church by a two-thirds vote of members present at the meeting, provided notice of the proposed amendments shall have been given in the notice of the meeting.

This is a true copy of the By-Laws of the Greensboro United Church of Christ, Inc., Greensboro, Vermont, as amended August 2006.

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Anne Harbison, Clerk