

RULES OF HYDE PARK UNION CHURCH

Adopted October 26, 1986
As Amended October 15, 1995
and June 15, 1997
and May 3, 2009

ARTICLE I NAME

This church, founded in 1874 as the First Baptist Church of Hyde Park and renamed in 1904 as the Hyde Park Baptist Church, voted in 1963 to establish, in addition to its historic relationship with the American Baptist Churches in the United States of America, an affiliation with the United Church of Christ. Pursuant to that action, and upon the adoption of this article on June 13, 1965, the name of this church shall be Hyde Park Union Church.

ARTICLE II MEMBERSHIP

2.1 Membership Qualifications

This church shall be open to any person who acknowledges ultimate dependence upon God, faith in the Lordship of Jesus Christ, confidence in the continuing work of the Holy Spirit, and who seeks to share in the mission and ministry of this church locally and throughout the world. A person may be admitted:

- a) upon explicit confession of faith with or without baptism;
- b) by letter of transfer from any other Christian church;
- c) by a reaffirmation of faith in instances where no letter of transfer can be secured.

2.2 Membership Procedures

A person seeking membership in this church shall express this intention to the Minister or a Deacon, who will notify the Church Board. After discussing with the candidate the privileges and responsibilities of church membership and satisfying itself as to his or her serious Christian purpose, the Church Board will accept the candidate into membership by affirmative vote. The new member shall receive the Right Hand of Christian Fellowship at a subsequent worship service.

2.3 Associate Membership

A member of another church temporarily residing in Chicago may become an associate member of this church while still maintaining membership in his or her home church. The procedure for approving membership and extending the Right Hand of Christian Fellowship shall be the same as those for regular membership. An associate membership shares the same privileges and responsibilities as regular membership, but it automatically terminates at the close of the period of residence in Chicago.

2.4 Letters of Transfer

A member may, upon application or by request from another church, be granted a letter of transfer to another Christian church by the Church Office with the concurrence of the Minister or the Church Board. The letter of transfer shall in all cases state the basis upon which the person was initially received into membership and the membership status at the time of transfer.

2.5 Absent Members

A member who is absent from the church for two years and who has shown no active interest in church life shall be sought out by the Minister or Deacons with the purpose of restoring him or her to full participation. If such efforts are unsuccessful, the member in question may be dropped from the membership by congregational action. A member who fails to respond to communications from the church during the space of two years may, upon recommendation of the Minister and the Church Board, be dropped from membership by congregational action. A person so dropped may upon application and satisfactory explanation be reinstated to full membership by the Church Board.

2.6 Affiliates (Friends)

A former member who has relocated but wishes to retain an affiliate relationship to this church may do so by contributing to its work and subscribing to the Hyde Park Union Church News. An affiliate relationship shall not constitute membership in this church.

2.7 Letters of Commendation

A member who temporarily resides outside of Chicago may be granted a letter of commendation supporting membership in another church, while maintaining membership status in this church.

ARTICLE III WORSHIP, BAPTISM, AND THE LORD'S SUPPER

3.1 Worship

The church shall meet regularly on Sunday and at other appointed times for worship and study.

3.2 Baptism

The church shall recognize and practice both the baptism of adults by immersion and baptism of infants or adults by aspersion as is consistent with the traditions of the American Baptist Churches, U.S.A., and the United Church of Christ, respectively.

3.3 Reception of Members

When the church receives young people and adults into regular membership upon confession of faith and baptism or confirmation, the form and time of the service shall be determined in consultation with the Senior Minister and the Church Board.

3.4 Infant Baptism or Dedication

The church through its ministry shall provide for either the dedication or baptism of infant children according to the wishes of the parents or guardians.

3.5 The Lord's Supper

The church shall observe the Lord's Supper on the first Sunday of each month, or at such other times as may be designated by the ministers and the Church Board.

ARTICLE IV GOVERNMENT

4.1 Government by Members

The church shall be governed by its members who control all of its affairs. The principal executive body is the Church Board, which reports directly to the congregation. The activities of the church are substantially administered by six standing committees which report to the Board, and its Steering Committee (Sec. 5.2.3).

4.2 Program and Fiscal Calendars

The Church shall be governed with a program calendar which runs from June 1 through May 31, marked by elections in May and presentation of annual programs in October; and with a fiscal calendar which runs from January 1 through December 31.

4.3 Congregational Meetings

At least three congregational meetings of the church shall be held each year. Special meetings may be called by the Recording Secretary upon the written request of ten members, the Church Board, the Moderator, or the Minister.

4.4 Annual Election Meeting

One congregational meeting shall be held in May on a date determined by the Church Board. Its business shall include: 1) the presentation of the annual reports of all elected officers, representatives, and committees; 2) the election of officers, deacons-at-large, and committee members for the following program year; and 3) the election of individuals for other elective offices.

4.5 Annual Program Meeting

One congregational meeting shall be held in October on a date to be determined by the Church Board. The Church Board shall present to the congregation a plan for the program of the church for the current program and coming fiscal year.

4.6 Annual Financial Meeting

One congregational meeting shall be held in January on a date to be determined by the Church Board. Its business shall include: 1) presentation of financial reports for the past fiscal year; 2) approval of a budget for the upcoming fiscal year.

4.7 Notice of Congregational Meetings

Notice of all congregational meetings shall be given from the pulpit at the Sunday morning service on at least two Sundays prior to the meeting. If a special meeting is called when there are no Sunday morning services, the members shall be notified by mail at least two weeks prior to the meeting.

4.8 Quorum

A quorum of thirty-five members shall be required for the transaction of business at all congregational meetings.

4.9 Required Majorities

The action of a majority of members present shall be the act of all congregational meetings, except as specified in Sections 4.13, 5.1.3, and 5.8.4, and Article VI.

4.10 Election by Ballot

At any election, additional nominations may be made on the floor of the congregational meeting or by petition of five members submitted not less than three days before the date of the meeting. If in any election the number of nominees exceeds the number of positions open, the election shall be by ballot.

4.11 Rules of Order

In all meetings for business the church shall be governed by Robert's Rules of Order.

4.12 Interim Authority

In the interim between congregational meetings, the Church Board shall have authority to act for the church as provided in Article V.

4.13 Removal of Officers

Any person may be removed from elective office for cause on recommendation of the Church Board at a meeting of the congregation. Notice of such meeting shall be mailed to each member at least fourteen days prior to the meeting. Following a full hearing and debate, a three-fourths majority of all members shall be required for removal.

ARTICLE V CHURCH BOARD, COMMITTEES, AND ELECTIVE OFFICES

5.1 Duties of the Church Board

The duties of the Church Board shall be those of the governing body of the church during the interim between congregational business meetings, its acts always being subject to approval or disapproval of the congregation at the next congregational meeting. Matters of major importance concerning the church's program and policy shall be referred to the congregation upon the vote of one-fourth of the members of the Church Board present. Any

task force, committee, or subcommittee shall have the right of final appeal to the congregation provided that ten members of the church support that appeal.

5.1.1 Board Mandate

It shall be the responsibility of the Board to study the needs of the church and the community and to determine the major objectives and policies of the church program, locally and in its world outreach; it shall seek to correlate the programs of all committees and organizations into a coordinated church program.

5.1.2 Specific Responsibilities

The specific responsibilities of the Board shall include:

1. Programming
 - a. To approve and implement adult programs, including weekly adult education and Lenten and Advent programs of the church;
 - b. To implement and maintain effective vehicles for communication among the membership of the Church, and channels of communication between Church officers, the Board and its committees, and the membership at large;
 - c. To draw up a comprehensive calendar of church activities, and coordinate its implementation by the respective church organizations.
 - d. To arrange for congregational meetings and prepare the agenda;
2. Membership
 - a. To accept, welcome and orient new members as provided in Section 2.2;
 - b. With the assistance of the ministers, to provide membership or confirmation classes for young people who seek membership in the church;
 - c. To raise and disburse the Deacon's Emergency Fund;
3. Administration and Finance
 - a. To coordinate the Church's stewardship of all its resources, financial and personal, by: 1.) educating the members in personal and corporate stewardship, 2.) overseeing the collection of all monies from the membership of the church and administering the annual program of pledging, and the special Easter and Christmas offerings, and, 3.) reviewing and approving any proposal for a church-wide appeal for funds;
 - b. To review the proposed budget for the church;
 - c. To approve policies regarding the use of the church building and the maintenance of its facilities;

- d. To establish guidelines for receiving memorial funds and bequests, considering the wishes of the family and in accordance with purposes approved by the Board;
 - e. To establish guidelines for the delegation of responsibility to the standing committees.
 - f. To nominate members of the Personnel Committee, and to fill interim vacancies in it and other vacancies as provided in Sec.5.5.10;
4. Additional occasional duties
- a. To establish and/or confirm any special task forces, committees, and subcommittees;
 - b. In consultation with the Senior Minister, to appoint and dismiss student and assistant ministerial staff;
 - c. To provide for an interim ministry as needed;
 - d. To recommend to the congregation new ministers according to the call procedures specified below.

5.1.3 Disposal of Real Property

The Board shall not sell, mortgage, or in any way encumber the real estate of the church except as directed by a vote of at least two-thirds of the members present at a meeting of the congregation called for that purpose.

5.1.4 Executory Authority

When duly authorized by the Board, the Moderator, or vice-chairperson, may execute any document on behalf of the Board. A surety company bond shall be given by the Moderator, Treasurer, and Financial Secretary, in such sum as shall from time to time be directed by the Board. The cost of such bond shall be an obligation of the church.

5.2 Composition and Election of the Board

The Church Board is composed of the Moderator, the Recording Secretary, the Treasurer, and eleven deacons. The Board shall have fourteen members, and shall have a quorum of eight. The Minister(s) shall be ex-officio members of the Church Board. The Moderator, the Recording Secretary, and the Treasurer are elected at the Annual Election Meeting. Five deacons are elected for three year staggered terms. Six deacons are chairpersons of the standing committees of the Church Board chosen by their committees (Sec. 5.5.1) All members of the Church Board must be members of this church. Any member of the church may attend and speak at Board meetings.

5.2.1 Eligibility for Reelection

A deacon who has served a full three consecutive years shall not be eligible to serve on the Church Board until after the expiration of one year.

5.2.2 Officers of the Board

The Moderator of the church shall preside at meetings of the Board, and the Recording Secretary shall act as the Board's recorder. The Board shall elect a vice-chairperson from among its membership, who shall preside in the absence of the Moderator. If the vice-chairperson is also unavailable, the Board may elect one of its members as Acting Chairperson to preside over a meeting. In the absence of the Recording Secretary, the chairperson may appoint an alternate to record the proceedings.

5.2.3 The Steering Committee

Within the purview of the full Church Board, the deacons at-large and the officers shall meet every other month or as frequently as needed to plan the program of the Church. They shall assume primary responsibility for stewardship, membership, adult programs, communications, and church calendar planning and coordination.

5.2.4 Removal of Board Members

Any Board member who does not participate in the work of the Board of six months may be removed by action of the Church Board.

5.3 Procedures of the Church Board

5.3.1 Meetings

The Church Board shall meet at least, at times specified by the Moderator, except in the Summer. The Steering Committee of the Church Board (Sec. 5.2.3) shall meet as frequently as needed. Meetings may also be called upon written request by at least five members of the Board. Notice of the meeting must be given at least seven days in advance of the meeting date.

5.3.2 Reports

Reports of the various officers, task forces, committees, subcommittees, and organizations of the church shall be presented to the Board whenever it desires, or by the officer or body concerned.

5.3.3 Emergency Committee

The Church Board shall appoint a committee consisting of five members of the Board, including the Moderator and vice-chairperson, which committee shall have authority to attend to and manage the affairs of the Church as required between meetings of the Board, and to perform such other duties as may be required by the Board. The Emergency Committee shall determine important matters of policy and shall, at all times, be subject to

the control and supervision of the Board. Any action by the Board rescinding or changing any action taken by the Emergency Committee shall not invalidate acts of Officers or other persons properly taken prior to such rescission or change.

5.4 Committees of the Board

The Committees of the Board shall consist of three kinds, standing committees, special committees, and ad hoc committees appointed from time to time. Except for those committees explicitly provided for, the Board shall have power to constitute committees from among the membership of the Church.

5.4.1 Election of Officers

Each committee shall elect a chairperson and any other officers it deems necessary from its own membership. Each committee shall elect a secretary who shall keep minutes of meetings. Such elections shall be made by ballot if more than one nomination is made for any position. The Moderator of the Church shall designate a person to preside during the election of committee officers at the first meeting after the Annual Elections Meeting. Officers shall hold office until their successors are elected or appointed.

5.4.2 Public Announcements

Each committee is authorized to make announcements on issues of public policy and community concern in its own name, but shall not speak on behalf of the Church or Church Board unless the Church or Board by previous action has authorized it to do so.

5.4.3 Removal of Committee Member

Any Committee member who does not participate in the work of the Committee for six months may be removed by action of the Church Board.

5.4.4 Quorum

A quorum of three-fifths of the members of a committee shall be required for the transaction of business. If the regularly designated chairperson is absent at a meeting, those present may elect an acting chairperson to preside over that meeting, providing a quorum is present.

5.4.5 Times of Meetings

Meeting times of committee may be established by adoption of a schedule by vote of its members. Meetings may also be called by the chairperson or on a request from at least one-fourth of the members of that committee. In the latter two cases, notice of such meetings shall be mailed to all members of the committee at least seven days before the meeting. In any case where all members of a committee agree to a meeting time, such a meeting may properly be held.

5.5 Standing Committees

5.5.1 Election of Standing Committees

All Standing Committees shall consist of four elected members. These members shall be elected by the Church at its Annual Elections Meeting for staggered three-year terms as provided in Section 4.4. Each committee shall choose a chairperson from its elected members who shall represent the committee as a deacon on the Church Board. All committees except the Personnel Committee are encouraged to recruit additional members who need not be formal members of the Church to serve at the pleasure of the committee. Interim vacancies among the elected members may be filled by a vote of the Board, upon the recommendation of the Personnel Committee. While committees often act by consensus, when they act by vote a valid majority must include a majority of the elected members. Each Committee shall report its activities to the Church Board.

5.5.2 Eligibility for Re-election

A member of a committee who has served a full three year term or who has served two years of an unexpired term shall not be eligible for re-election to the same committee until after the expiration of one year.

5.5.3 Ex-Officio Members

The Senior Minister and the Associate Minister and/or Assistant Minister and Moderator of the Church shall be non-voting members of all standing committees.

5.5.4 The Worship and Music Committee

The Worship and Music Committee shall work closely with the Ministers and the Music Director to coordinate regular and special worship services including ushers, greeters, music, pulpit supply, communion, and baptism. In consultation with the Personnel Committee, the Worship and Music Committee shall interview candidates for the professional staff necessary to carry out its program and shall submit its recommendations to the Board. The committee shall have charge of the organs and pianos and shall make recommendations for their maintenance and care to the Board. The Music Director shall be an ex-officio member.

5.5.5 The Mission and Social Concerns Committee

The Mission and Social Concerns Committee shall direct the mission dimension of the church's program, and make recommendations to the Board on the benevolent giving of the church. It shall establish a program of education about social concerns and Christian world missions, and direct

the church's program in social and community ministry. The denominational and interfaith delegates shall be ex-officio members.

5.5.6 The Christian Education Committee

The Christian Education Committee shall be responsible for the development and guidance of the children's program of Christian education. Its duties shall include teacher recruitment and training, curriculum planning, and coordination of children's programs such as children's music, Children's Church and Sunday morning childcare. From time to time the committee shall examine the educational implications of the entire church program, including its organizational structure, in the light of the total mission of the church.

5.5.7 The Fellowship Committee

The Fellowship Committee shall oversee an active program of fellowship events, such as coffee hour, and shall assist the Church Board in implementing the adult programs of the Church. It shall also provide lay pastoral care to the membership of the church.

5.5.8 The Property and Finance Committee

The Property and Finance Committee shall have responsibility for the maintenance and use of the church's property and the supervision of its finances. The Treasurer shall be an ex-officio member. It shall:

1. Prepare a proposed budget in time for the stewardship campaign, based upon an annual review of all staff salaries, and consultations with the respective committees in establishing program budgets. The proposed budget shall be submitted to the Church Board for consideration, and a final budget shall be mailed to the Congregation at least two weeks before the Annual Financial Meeting.
2. Work with the Treasurer to account for the Church's finances and to execute the budget.
3. Periodically review the insurance coverage of the church.
4. Review quarterly the investments of the church and make recommendations to the Board concerning the investment of church funds.
5. Supervise the maintenance of the church's buildings and make recommendations to the Board concerning major expenditures.

6. Annually review the usage of the building and make recommendations to the Board about charges to long- and short-term users.

5.5.9 The Personnel Committee

The Personnel Committee shall oversee the personnel policies and procedures of the church, facilitate communication between the pastoral staff and congregation, and shall prepare the slate for the Annual Elections Meeting.

It shall be responsible for preparing job descriptions, interviewing candidates for staff positions, and presenting annual recommendations as to staff salaries. All staff (not to include the Senior Minister or Associate Minister) shall be hired/dismissed by the Personnel and Pastoral Relations Committee and the Senior Minister, in agreement. The chairperson of the Personnel Committee and the Church Moderator shall conduct the annual performance appraisal of the Senior Minister, and shall include any specific input from members of the Church Board, the committee chairpersons, and members of the congregation.

At least two weeks before the Annual Elections Meeting, it shall submit in writing to all members at least one nominee as necessary for the following: Moderator, Recording Secretary, and Treasurer; all vacant positions on the Church Board and its standing committees; delegates to the American Baptist Churches U.S.A., and the United Church of Christ.

At the last Church Board meeting before the Annual Elections Meeting, the Church Board shall nominate candidates for vacancies in the Personnel Committee for election by the congregation.

The Personnel Committee is also responsible for interim nominations when any positions become vacant between Annual Election Meetings. Such interim nominations for Moderator, Recording Secretary, or Treasurer must be submitted to a special meeting of the congregation for election. Nominations to fill all other vacancies may be submitted to the Church Board for election.

5.6 Special Committees

5.6.1 Call Committee

To fulfill its responsibility for recommending to the church the calling of a new minister whenever necessary, the Board shall present to a congregational meeting ten nominations selected from the membership of the church. From these ten and such other names as may be nominated by the members of the congregation, and who agree to serve, seven shall be elected by ballot to constitute a Call Committee. The Call Committee shall search for candidates and conduct such necessary preliminary negotiations according to generally recommended procedures of the American Baptist

Churches of the United States of America and the United Church of Christ. The Call Committee shall report its recommendations to the Church Board.

5.6.2 Rules Committee

Upon petition from at least twenty-five members of the church, or upon a majority vote of the Board, the Board shall establish a Rules Committee to consider revisions of the Church Rules. The Board shall present at a meeting of the congregation eight nominations selected from the membership of the church. From these eight and such other nominations as may be made by members of the congregation, and who agree to serve, five persons shall be elected by ballot to the Rules Committee. The Rules Committee so established shall present its recommendations to the Church Board no more than nine months after its election. No Rules Committee shall remain in existence for more than one year, no more than two members of the previous Rules Committee shall serve on the next committee, and no person may be secretary of the Rules Committee more than once in five years.

5.6.3 Ordination Committee

The Ordination Committee shall aid and assist those individuals it has under in-care status.

5.7 Officers

5.7.1 Moderator

The Moderator shall be the lay head of the church and shall work closely with the ministers. He or she shall preside at all business meetings of the church and at all meetings of the Church Board. The Moderator shall be a non-voting member of all committees and with the ministers shall exercise general supervision of the total church welfare. As soon as feasible after the Annual Elections Meeting, the Moderator shall convene or arrange for the convention of all committees for organization. In the absence of the Moderator, the duties of the Moderator shall be performed by the vice-chairperson of the Board. If the Moderator is to be absent for a period of two months or more, the Church Board shall be notified and may elect an interim Moderator to act in this capacity during such absence. The Moderator shall serve one two-year term of office and may not serve a consecutive term.

5.7.2 Treasurer

The Treasurer shall have charge of all monies of the church, except a modest discretionary fund which the Board may provide the Senior Minister. The Treasurer shall disburse all funds under the supervision of the Board. He or she shall keep account of all monies passing through his or her hands and shall make report of same to the Church Board as requested, and also an annual report to the Church which shall be audited under the direction of the Board. The Treasurer shall give a surety company bond in such sum as

the Board shall direct. The Treasurer is elected annually by the congregation, and may serve no more than five consecutive terms. The Treasurer shall be an ex-officio member of the Property and Finance Committee.

5.7.2.1 Payment by Check

With the exception of small disbursements from petty cash, the Treasurer shall make payment only by check.

5.7.2.2 Check Vouchers

With the exception of payroll and associated tax payments provided in the budget, all disbursements by check must be supported by a voucher signed by the Financial Secretary, the Moderator, or another Deacon authorized by the Board to act in that capacity.

5.7.2.3 Cash Receipts

Cash collections shall be counted under the direction of the Treasurer. There shall be a minimum of two church members counting.

5.7.2.4 Financial Records

The Treasurer shall maintain all financial records, except those kept by the Financial Secretary.

5.7.2.5 Absence of the Treasurer

In the absence of the Treasurer or during his or her inability to sign checks, the Moderator or another Deacon authorized by the Board shall sign checks and shall give a surety company bond in such sum as the Board may direct.

5.7.3 Financial Secretary

The Board may designate a Financial Secretary to handle the disbursement side of the church records. The Financial Secretary or another person designated by the Board, shall reconcile the Church's check register with the monthly bank statement. The Financial Secretary may be a member of the church staff, and if so, need not be a member of the church.

5.7.4 Recording Secretary

The Recording Secretary shall keep a complete and permanent record of all meetings held and business transacted by the congregation, which records shall be open at all times to the inspection of any member of the church. He or she shall also act as recorder of the Church Board and of congregational meetings, keep permanent records of the business transacted by the Board, and notify all persons elected to office of their election. The Recording Secretary is elected annually by the congregation, and may serve no more than five consecutive terms.

5.7.4.1 Custody of Seal

The Recording Secretary shall have custody of the church seal and duly attest the same on all official documents of the church on which the seal is required or on which the same may be desirable, including all certified copies of Minutes and Resolutions adopted by either the congregation, the Board, or any of the committees.

5.7.4.2 Church Archives

The Recording Secretary shall preserve the files of all publications of the church and all printed matter regarding the church which is likely to prove of interest to members of the church in the future, and shall classify and index the same in such a manner that it will be available for convenient use.

5.7.5 Denominational Delegates

The delegates to the structures and meetings of the American Baptist Churches U.S.A. and the United Church of Christ, elected annually by the congregation, shall make regular reports of the Board.

5.8 The Ministers

5.8.1 Senior Minister

The Minister (Senior Minister) shall, in cooperation with the officers and members of the Board lead the congregation in worship, render a ministry of teaching and pastoral care, assist the members of the church in fulfilling their mission in the world and their responsibilities within the life of the church. The minister shall, in addition serve as the administrative head of the church staff. The Minister shall, unless otherwise directed by the Church Board, be present at all congregational meetings of the church. The Senior Minister shall be responsible for conducting the annual performance appraisals of all support staff, either directly or by delegation. All staff (not to include the Senior Minister or Associate Minister) shall be hired/dismissed by the Personnel Committee and the Senior Minister, in agreement.

5.8.2 Associate Minister

The Associate Minister, if there be one, shall be called by the same procedure as the Senior Minister, and shall report to the Senior Minister as well as to the membership and the Church Board.

5.8.3 Call Procedures

The calling of a Minister or an Associate Minister shall be initially the responsibility of the Church Board acting through the Call Committee. In view of the dual affiliation of the church, it is understood that insofar as possible the Ministers and Associate Ministers be ordained and in full and regular standing in the American Baptist Churches, U.S.A. or the United Church of Christ. The Call Committee shall be encouraged to seek the ministry for the church from these two denominations. Acting upon the recommendation of the Call Committee, the Board shall recommend a candidate to the membership of the church at a congregational meeting called for that purpose. The election shall be by ballot, an affirmative vote of three-fourths of the members present being necessary for a choice.

5.8.4 Term of Office

The term of office of the Senior Minister and Associate Minister is indeterminate.

5.8.4.1 Resignation of Minister

Should a minister decide to resign, he or she shall submit a letter of resignation to the Moderator of the Church at least two months prior to its effective date. The Church Board shall provide for the orderly termination of the Minister's responsibilities.

5.8.4.2 Dismissal of the Minister

Should the Church desire to terminate the services of a Minister or an Associate Minister, this shall be done at a congregational meeting, notice of such a meeting and its purpose having been mailed to each member at least fourteen days prior to the date of such meeting. Recommendation for such action shall come from the Church Board after consultation with the Executive Ministers of the American Baptist Churches of Metro Chicago and the Metropolitan Association of the United Church of Christ. A majority vote of members present shall constitute a valid termination of the relationship. The date of termination shall be fixed in the Board's recommendation and shall be not fewer than ninety days after the vote. By mutual consent of the minister and the Church, this may be a shorter period.

5.9 Resignation of All Other Staff

Should any other staff decide to resign, he or she shall submit a letter of resignation to the church moderator at least one month prior to the effective date. The Church Board shall provide for the orderly termination of the staff person's duties.

ARTICLE VI AMENDMENTS

These articles may be revised, amended, or repealed by the members of this church at any congregational meeting, notice of such a meeting and its purpose having been mailed to each member at least fourteen days prior to the date of such meeting. Such proposed revisions will normally originate with the formation of a Rules Committee (Sec. 5.6.2). A two-thirds (2/3) vote of members present shall be required to revise, amend, or repeal these articles.