

THE UNITED CHURCH OF THE SAN JUANS

BYLAWS

Article I - Name and Denomination Affiliation

- A. The name of the Church is The United Church of the San Juans (referred to herein as “UCSJ”). UCSJ is an ecumenical Christian congregation affiliated with four denominations: The Evangelical Lutheran Church in America, The Presbyterian Church (USA), The United Church of Christ and The United Methodist Church (collectively referred to herein as the “Denominations” or separately as “Denomination”).
- B. The relationship among UCSJ and the Denominations is covered by the Affiliation Agreement executed by the Denominations and UCSJ in March, 2009. UCSJ is responsible for ensuring that pertinent provisions of these Bylaws always conform to corresponding provisions of the Agreement and that there are not conflicts between any provisions of these Bylaws and those of the Agreement.

Article II - Faith and Worship

- A. Theological Assumptions and Statement of Faith
 - a. UCSJ is an inclusive family of faith with members from a variety of denominations and traditions. UCSJ finds its unity in a common allegiance to Jesus Christ as Lord and Savior as He is known in Scripture, in the universal church and in the lives of men, women and children touched by God's grace.
 - b. We respect the fact that all persons of faith have their unique stories and their own journeys of faith. We acknowledge the following affirmations as guideposts that can help direct and instruct us in our faith journeys:
 - Faith in the one God, who through the Word and in the Spirit creates, redeems and sanctifies.
 - Commitment to Jesus Christ as Savior and as the incarnate and risen Lord.
 - Obedience to the Holy Scriptures which testify to Tradition and to which Tradition testifies as containing all things necessary for our salvation as well as being the rule and ultimate standard of faith.
 - Commitment to faithful participation in the two sacraments ordained by Jesus Christ, baptism and communion.
 - Commitment to the evangelical and prophetic mission of God and to God's reign of justice and peace.
 - Grateful acceptance of the ministry which the Holy Spirit has manifestly given to the churches

B. Sacraments

Baptism and communion shall be the two recognized sacraments. No specific form of either shall be required. UCSJ shall provide for a variety of viewpoints and experiences in the sacraments.

C. Worship

UCSJ is a worshipping community that espouses living a life according to the example and teaching of our Lord Jesus Christ. The purpose of our worship is to express our love and praise to God and to witness to His love for all people. UCSJ shall provide for a variety of viewpoints and experiences in its worship services.

D. Mission Statement

UCSJ has adopted the following Mission Statement:

- We are a loving and compassionate church family that respects the dignity and integrity of each individual.
- We find our joy and meaning through faith in God and Jesus Christ and the Holy Spirit.
- We seek to promote Christian unity and to encourage understanding and cooperation with those from different traditions.
- We seek to foster deeper relationships with God and each other through worship, fellowship, growth and service.

Article III - Membership

A. Membership Categories and Definitions

- a. Due to the unique nature of our seasonal population, there shall be three categories of membership in UCSJ:
 - i. Full Membership for those making UCSJ their primary church home.
 - ii. Associate Membership for those who wish to retain their primary church membership elsewhere.
 - iii. Baptized Membership for those who have been baptized but have not yet affirmed their faith. (e.g. minor children of Active Members)
- b. Active Members of UCSJ shall include both Full and Associate Members.
- c. Inactive Members of UCSJ are those former Active Members and Baptized Members who have been placed on an Inactive list in accordance with policies and procedures established by the Council.

B. Membership Process

Membership in the Christian church begins with baptism. Full or Associate Membership in UCSJ shall be open to any person who 1) has been baptized, and 2) has either affirmed their faith or submitted a letter of transfer from another Christian congregation. New members shall be asked to live out their faith by investing themselves in growing as disciples of Jesus Christ and in supporting the mission and ministries of UCSJ.

Applications for membership shall be reviewed and approved by the Pastor and the Council. New member names shall be reported to the congregation.

C. Membership Rights and Responsibilities

Members of UCSJ commit to participate wholeheartedly in the life of the congregation to the extent that they are able. Faithful membership invites a deeper relationship with God through regular worship, prayer, participation, service, fellowship, and financial support of UCSJ's mission and ministries.

Active Members have the privilege of voice and vote at all congregational meetings (see Article VIII. D.) and are expected to use that privilege for the good of the congregation. Active Members may also serve in elected positions of leadership for the congregation (see Article IV. C.)

All members of UCSJ are also members of all four separate Denominations.

D. Membership Termination

Membership in UCSJ shall be terminated by death, resignation, transfer, and/or removal from the Inactive Member list in accordance with policies and procedures established by the Council.

Article IV - The Council

A. Governance by Council

UCSJ shall be governed by a representative body known as the Council. Members are selected by the UCSJ congregation (referred to herein as "Congregation") from its membership. Election of Council members shall be held at the Annual Congregational Meeting. Council may appoint members to fill vacant unexpired positions as set out in Article V.

B. Council Members

The members of the Council shall consist of the Senior Pastor of UCSJ and up to ten lay members. The lay members elected by the Congregation are the Congregational Officers and up to six (6) ministry representatives. The Congregational officers are the Chairperson, Vice Chairperson of Operations, Vice Chairperson of Ministry and the Vice Chairperson of Finance.

C. Qualifications, Terms and Commissioning

1. To be qualified as a member of the Council a person must be an Active Member of UCSJ and must be at least eighteen years old.
2. All lay member terms are for two years beginning July 1 of their election year. Elections shall be staggered so that no more than one-half of the Council positions shall be elected

- in a year. Reelection shall be possible for one more term. Council members who have served two consecutive terms shall rotate off the Council for at least one year. ¹
3. Council members shall be commissioned in an appropriate ceremony.

D. Responsibilities

The corporate responsibility of UCSJ rests with the Council. The Council shall ensure that pertinent provisions of these Bylaws conform to the corresponding provisions of the Affiliation Agreement with the Denominations.

The Council shall oversee the affairs of UCSJ as they relate to all operations and programs, including but not limited to:

1. Visioning and strategic planning.
2. Approving changes in the mission and direction of UCSJ.
3. Monitoring the ministerial, lay and contract staff.
4. Approving new facilities and capital campaigns.
5. Determining changes in ministry structure.
6. Setting policies & procedures.
7. Providing spiritual guidance to the Congregation.
8. Proposing amendments of the Bylaws to the Congregation.
9. Monitoring the UCSJ membership rolls and records.
10. Approving the annual budget for presentation to the Congregation.
11. Monitoring budget activities
12. Evaluating congregational stewardship.
13. Executing responsibilities required by other sections of the Bylaws.
14. Appointing a secretary to take minutes of each Council meeting (may be a Council member).
15. Appointing other positions and special purpose committees as necessary.

E. Real Estate and Building Limitations

The Council may buy, sell or mortgage property or undertake building construction only with the concurrence of a majority vote of Active Members at a Congregational Meeting. If a remodeling project costs less than twenty percent of the value of the building being remodeled, the Council can proceed without vote of the Congregation, provided a loan is not necessary to finance the project.

F. Appointed Positions

A Recording Secretary, who may be, but does not have to be, a member of the Council shall be appointed by the Council to serve at its discretion. A Financial Secretary (responsible for counting offerings and depositing the funds) and a Treasurer (responsible for maintaining the UCSJ accounting system and all expenditures) shall be appointed by the Council and shall report through the Vice Chairperson Finance.

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G. Quorum

A quorum for the transaction of business for the Council shall be fifty percent (50%) of the lay members of the Council. The Pastor does not count toward a quorum.

H. Meetings

The Council shall meet at least quarterly. Special meetings may be called by the Senior Pastor, the Chairperson, Vice Chairperson of Operations, Vice chairperson of Ministry or any four Council Members. Interested members of the Congregation are encouraged to attend Council Meetings. The Council may have executive sessions for discussing personnel matters, however, all decisions shall be made in open meetings.

I. Council Structure

The Council Members shall be divided into two committees for the efficient and effective operation and programs of UCSJ. These two (2) committees are the Ministry Committee and the Administrative Committee

1. The Ministry Committee shall consist of the Senior Pastor of UCSJ, the Vice Chairperson of Ministry, and up to six (6) ministry representatives.
 - a. The Ministry Committee shall focus its efforts on the following responsibilities, including, but not limited to:
 - i. Devising and implementing the community and spiritual programs of UCSJ.
 - ii. Performing visioning and strategic planning specific to Ministry Committee matters.
 - iii. Collaborating with the Senior Pastor to enhance the ministries of UCSJ.
 - iv. Providing leadership to and promoting cooperation, collaboration and communication among the ministries and UCSJ Ministry Team Chairs.
 - v. Suggesting possible projects to the Ministry Team Chairs.
 - vi. Appointing a Ministry Team member to take minutes of each meeting.
 - vii. Providing potential Council agenda items to the Administrative Committee.
 - b. The Ministry Committee shall meet as necessary and the Vice Chairperson of Ministry presides.
2. The Administrative Committee shall consist of the Senior Pastor of UCSJ and the four Congregational officers: Chairperson, Vice Chairperson of Operations, Vice Chairperson of Ministry and Vice Chairperson of Finance.
 - a. The Administrative Committee shall oversee the general administration of the church, including, but not limited to:
 - i. Serving as the legal trustee of UCSJ as a non-profit corporation. This refers to the lay members of the Administrative Committee.
 - ii. Performing visioning and strategic planning specific to Administrative Committee matters.
 - iii. Providing leadership to and promoting cooperation, collaboration and communication among Administrative Teams Chairs.
 - iv. Monitoring ongoing finance and budget activities which will be coordinated by the Vice Chairperson of Finance.

- v. Handling all matters relating to the administration of the church office.
- vi. Appointing an Administrative Committee member to take minutes of each meeting.
- vii. Providing guidance to the Senior Pastor of UCSJ on key issues.
- viii. Setting the agenda for the Church Council meetings.

- b. The Administration Committee shall meet at least monthly and the Chairperson presides.

J. Administrative Committee Teams and Ministry Committee Teams

1. The Council shall establish ministries as necessary to carry out the operational and program needs of UCSJ as determined by the Council. Because the Council is responsible for all activities of UCSJ, the Council shall set responsibilities and authority limits for each ministry. The Council may modify, transfer, eliminate and create additional responsibilities for each ministry. In addition, the Council may add to, delete, combine, modify or rename the ministries. The Council shall approve charters for each Ministry Team and each Administration Team.
2. Chairs or Co-Chairs of the Ministry Teams and the Administrative Teams:
 - a. Are open to both UCSJ Members and non-members.
 - b. May be a Council member, but are not required to be. Ministry Chairs who are not Council members shall be appointed by Council for terms concurrent with the term for the Ministry's Council Representative.
 - c. Are not subject to terms or term limits, but must be re-appointed every two years.
 - d. Will seek volunteers (UCSJ Members or non-members) to serve on the team. Team Volunteers are not subject to term limits.
 - e. Will hold team meetings as necessary to perform the responsibilities of the ministry team.

Article V - The Nominating Committee

A. Organization

The Nominating Committee shall consist of five Active members of UCSJ. The current Nominating Committee shall nominate for membership in the next Nominating Committee 1) two members from the Council and 2) three non-Council members from the Active Members of UCSJ. All five Nominating Committee members shall be elected by the Congregation at the Annual Congregational Meeting. Each member elected shall serve a term of one year, starting July 1 of the year elected. Reelection shall be possible for one more term. Nominating Committee members who have served two consecutive terms shall rotate off the Nominating Committee for at least one year. After at least one year off the Nominating Committee a previous member may again be considered for service on the Nominating Committee. The Chair of the Nominating Committee shall be elected annually by the Nominating Committee

from its members. The Pastor may participate as an advisor to the Committee as an ex officio, non-voting (see Article X.C.) member.

B. Initial Meeting

- a. After the election of a new Nominating Committee, but before the new Committee starts to work on a slate of nominees for the next Annual Congregational Meeting and no later than March before such Annual Meeting, the Council Chair shall meet with the Nominating Committee. Prior to such meeting the Council Members shall have met to discuss their desires regarding which Ministry Team they would like to represent during the next fiscal year. This will allow the Nominating Committee to know exactly what leadership positions need to be filled and thus they are able to seek appropriately qualified candidates. At the initial meeting of the Nominating Committee:
 - i. The Council Chair shall provide guidance and instruction regarding the committee's work including the emphasis that the collective wisdom of the committee members be used in the selection of nominees and the requirement that faithful records be kept to assist future Nominating Committees in their work.
 - ii. The Nominating Committee shall elect one of its members to be the Chair.
 - iii. The Nominating Committee shall decide how it will solicit recommendations from members of the Congregation for nominees which may include one or more of the following: announcement during Sunday worship service, in the bulletin, or in the monthly newsletter.
 - iv. The Nominating Committee shall decide the procedures that it will use to select nominees for all positions to be filled.
- b. If one or more position(s) on the Council or Nominating Committee needs to be filled prior to the Annual Meeting, the Council shall appoint a person to fill that position until the next annual meeting.

C. Nominees

Except as provided in the above paragraph regarding vacancies between Annual Meetings, the Nominating Committee shall provide at least one eligible nominee, but not limited to one, for each elective position to be filled, giving consideration to the nominee being representative of the Congregation's diverse membership. The names of nominees who volunteer to serve and the names of those who are recommended by others to serve should be included on the slate provided 1) the criteria for the position have been met and 2) the nominee has had contact with the Nominating Committee to ensure an understanding of the position. The names of the nominees shall be published at least two weeks prior to the Congregational Meeting at which they will be presented for election.

D. Vacancies in Non-Elected Positions

After a Ministry Chair has attempted to fill a non-elected position within their Ministry, said Chair may request that the Council assign the task to the Nominating Committee which shall

provide at least one eligible nominee, but not limited to one, for each non-elective position to be filled.

Article VI - Ministerial Staff

A. Ordination

All Pastors serving UCSJ shall be ordained or accepted according to the practices of one or more of the Denominations or a Denomination in full communion with at least one of the Denominations. UCSJ shall not ordain any clergy. A Pastor of UCSJ shall be an active participant within his or her Denomination of current membership the same as if serving a church solely within that Denomination. A Pastor of UCSJ shall not be required to actively participate within the other Denominations but may do so at the discretion of such other Denominations and the Pastor.

B. Interim Pastor

At a time of pastoral vacancy, an Interim Pastor may be appointed by the Council.

- a. Council may appoint a committee which will work with the Denominations to identify potential candidates for presentation to the Council for consideration.
- b. Council shall work through the Denomination of the selected candidate to complete the appointment of the Interim Pastor.
- c. During the period of service, the Interim Pastor shall have the rights and duties in the Congregation of a regularly called pastor. The Interim Pastor shall refrain from exerting influence in the selection of the Pastor.
- d. Unless previously agreed upon by the Council, the Interim Pastor is not available for a regular call to the Congregation.
- e. The Interim Pastor shall work with the Council and the Congregation to create a transition plan, including, if warranted, financial and operational analysis, a vision/mission study, and a program review.

C. Pastor Search Team

- a. When UCSJ is seeking a Senior Pastor or an Associate Pastor, the Council shall nominate for election, at a duly called Congregational Meeting, a Pastor Search Team (referred to herein as "PST") consisting of two members from the Council and five non-Council Active Members of UCSJ. The Council shall seek volunteers from eligible Active Members of UCSJ in their process of providing at least one eligible nominee, but not limited to one, for each of the seven elective positions on the PST. No present or past Pastor of UCSJ shall be eligible to serve on the PST. However, in the calling of an Associate Pastor, the Senior Pastor shall serve as an ex officio member of the PST.
- b. The PST shall provide written notice to all four Denominations that will include pertinent information including full or part time position, expected compensation and duties, along with a comprehensive description of UCSJ, its missions and goals. The PST shall work with each Denomination according to the procedures available within

the Denomination to notify pastors about the UCSJ opening. Each Denomination may submit to UCSJ detailed information about candidates from such Denomination. The PST may advertise the UCSJ opening as they deem appropriate. Pastors who learn of the UCSJ opening and apply on their own may also be considered as candidates by the PST.

- c. The PST shall review the information about the candidates. The PST shall be guided in the call process for each candidate according to the policies and procedures of such candidate's Denomination and the UCSJ Council. A recommended candidate shall be selected by consensus of the PST. "Consensus" does not mean that the recommended candidate must be the first choice of all the PST members. "Consensus" means that all of the PST members agree that the recommended candidate appears to have the interest and ability to be an effective leader of UCSJ's Congregation as a whole for the pastor position being filled.
- d. The recommended candidate shall be presented to the Council for approval. The recommended candidate must receive at least a two-thirds vote of Council. Council shall appoint a negotiating committee which shall include the Chair of the PST or her/his designee. The negotiating committee shall reach agreement with the Council-approved candidate on a contract covering duties, compensation and other specifics of the call in accordance with the candidate's Denomination. The contract must be reviewed and approved by the Council.
- e. The name of the Council-approved candidate shall then be presented at a Congregational Meeting duly called for the purpose of calling the Pastor. A two-thirds majority of those voting at the Congregational Meeting is required to call the Pastor. Upon this call, the signing of the contract by the called candidate, and approved by the candidate's Denomination, the PST is dissolved.
- f. If the Council does not approve of the candidate or the Congregation does not call the candidate, the PST shall resume the pastor search process.

D. Annual Review

Pastoral responsibilities shall be determined by the Council and reviewed annually for the UCSJ fiscal year. At the end of the UCSJ fiscal year after a Pastor is called and annually thereafter as long as the Pastor is called by UCSJ, the members of the Council shall meet to discuss the performance and compensation of the Pastor and to recommend changes in the Pastor's compensation and duties for the next year. Other Active Members may be requested to provide input for this meeting at the discretion of the Council. After this meeting, a group consisting of the Council Chair and two other Council Members shall meet with the Pastor to discuss the Pastor's performance during the previous year and to agree on compensation and duties for the next year. The two other Council Members chosen for this group are preferably the Representatives of Ministry Committees most closely associated with the Pastor's work and are selected by the Council with input from the Pastor. The Senior Pastor shall review other pastors with input from the Council.

E. Change in Pastoral Leadership

A change in pastoral leadership may be initiated by a UCSJ Pastor or by the Council. In the event a change is initiated by the Pastor, the Pastor is requested to give a two-month notice to the Council prior to vacating the position. If the Council recommends a change in pastoral leadership, the Council shall have met with the Pastor in executive session and discussed the reasons for the recommendation. The Council shall then submit its recommendation to the Congregation. A two-thirds majority vote at a Special Congregational Meeting duly called for this purpose is necessary to approve such a recommendation.

F. Accountability

A Pastor of UCSJ is accountable to the Council and Congregation of UCSJ and also to the Denomination of his or her current membership. UCSJ shall not make any requirements of its Pastor that conflict in any way with any requirements imposed on the Pastor by the Pastor's Denomination. UCSJ shall not retaliate in any way against a Pastor in response to the Pastor's adherence to any requirements imposed on the Pastor by the Pastor's Denomination. The Pastor can be terminated by UCSJ through the procedure provided in the preceding paragraph. The Pastor can be disciplined according to the rules and regulations of his or her Denomination. The Pastor whose ordination is rescinded or deactivated by his or her Denomination shall not be retained by UCSJ.

Article VII - The Congregation

- A. In all its actions, the Council of UCSJ is subject to examination by and is accountable to the Congregation. The Council must adhere to all decisions made by the Congregation.
- B. Appeals or complaints against the action of the Council shall be made to the Congregation at the Annual Congregational Meeting or at a Special Meeting called for that purpose in accordance with the rules of Article IX. Decisions subsequently made by the Congregation in such meetings shall be binding on the Council and on the members of UCSJ.

Article VIII - Congregational Meetings

A. Annual Meeting

The Annual Meeting of the Congregation shall be held in the month of June. Written reports of ministerial staff, Council, organizations and committees shall be mailed or emailed to all Active Members not less than two weeks prior to the Meeting. Copies will be made available to attendees on the day of the Meeting. Election of the Council and Nominating Committee as required herein shall be held. Other elections and issues may be brought to the Congregation for vote, if proper notice of the issue has been made available to Active Members. The Council shall determine the date and time of the Annual Meeting prior to or at its regular meeting in May. At the Council's discretion, meetings may be held in person, by electronic means or both.

B. Chair Presides and Minutes

The Chair or, in his or her absence, a Vice-Chair or another Council Member shall preside at all Congregational Meetings. The Chair shall appoint a secretary to take minutes of the Congregational Meeting. The minutes of all Congregational Meetings shall be reviewed and approved by Council at their next regular meeting.

C. Special Congregational Meetings

Special Congregational Meetings may be called by the Council or by a petition to the Council signed by not less than thirty percent of the Active Members of UCSJ. The Council shall call a petitioned meeting within four weeks of the receipt of the petition. Notice of the meeting and its purpose shall be made available to the Congregation at the worship services on at least two Sundays immediately prior to the day of the meeting and shall be e-mailed or mailed to all Active Members as provided in Section A. of this Article.

D. Voting

All Active Members, are entitled to vote at Congregational Meetings. Any Active Member who cannot attend a Congregational Meeting may vote on any issue by submitting a written and signed vote to a Council Member or by submitting an e-mail vote to a specified church email address prior to the meeting. Such votes shall be considered as being made at the meeting.

E. Quorum

A quorum shall consist of thirty percent of the Active Members of UCSJ. The quorum count shall include Active Members whose written and signed votes are received by a Council Member and whose e-mail votes are received prior to the meeting.

F. Majority Vote

A majority vote of Active Members voting at a Congregational Meeting is required for election to an elective position and for other questions presented at the meeting, except as otherwise provided in these Bylaws.

G. Notice

Notice of all issues to be presented for vote at a Congregational Meeting must be made available to the Congregation at the worship services at least two Sundays immediately prior to the day of the meeting and shall be e-mailed or mailed to all Active Members as provided in Section A. of this Article.

Article IX - Fiscal Year and Budget

- A. UCSJ fiscal, program and elective class year shall run from July 1 to June 30.
- B. A budget for the upcoming fiscal year shall be prepared and approved by the Council prior to the Annual Congregational Meeting in June. It shall be made available to the Congregation at the worship services at least two Sundays immediately prior to the day of the Annual Meeting and shall be presented to the Congregation at the meeting for approval. Council is authorized

to amend the annual budget as approved by the Congregation only for reclassifications between line items and Ministry Teams but not to increase the total budget amount.

Article X - General Rules of Order at UCSJ Meetings

- A. Robert's Rules of Order shall be the parliamentary authority in all UCSJ meetings for all matters not specifically covered in these Bylaws.
- B. An agenda shall be presented at the beginning of all Council and Congregational Meetings.
- C. Any ex-officio members of all groups shall be non-voting members of that group.
- D. An elected member of the Council, Nominating Committee or Pastor Search Team who has three unexcused absences in any year-long period may be considered eligible for replacement. The Chair shall rule as to whether absences are excused or not.

Article XI - Dissolution of UCSJ

- A. UCSJ may be dissolved by two-thirds vote of Active Members voting in two Congregational Meetings held not less than two months apart and not more than one year apart.

Article XII - Property of UCSJ

- A. Real property and personal property acquired for use in the worship, education, missions or fellowship of UCSJ shall be held in the name of UCSJ. While UCSJ may seek advice and assistance from any of the Denominations in acquiring property and/or financing for it, final decisions regarding whether or not to acquire property for its use shall be made solely by UCSJ and, if one or more Denomination(s) is (are) providing a financial guarantee, that (those) Denomination(s).
- B. If UCSJ should dissolve, any monies and property remaining after payment of all obligations of UCSJ shall, at UCSJ's discretion, be donated to one or more 26 USC Section 501(c) (3) organization(s) with the approval of the Denominations; or, if not approved by all four Denominations, shall be equally split among the Denominations to be used in missions of their respective choices.

Article XIII - Denomination Requirements and Options

- A. Practices of the Denominations
 - a. Regarding rules and practices of policy, polity, theology, ritual and other matters (collectively referred to herein as “Practices”), specific provisions of the Affiliation Agreement shall take precedent for UCSJ and its relationships with the Denominations. Otherwise, UCSJ shall follow the Practices of the Denominations as provided in the

constitutions, bylaws and regulations of the Denominations when such Practices coincide for all four Denominations.

- b. When Practices do not coincide for the four Denominations, UCSJ shall attempt to blend the Practices of the Denominations according to the following guidelines.
 - i. Where Practices of two or more of the Denominations are in conflict, UCSJ shall not consider any such conflicting Practice to be either correct or incorrect, but shall consider all Practices to be acceptable within Christian tradition.
 - ii. Where such Practices involve the beliefs or actions of individuals in UCSJ, all such Practices by UCSJ members shall be acceptable.
 - iii. Where such Practices are requirements governing pastors of a particular Denomination, a Pastor of UCSJ shall adhere to the Practices of that Pastor's Denomination.
 - iv. Except for Practices covered by (iii), where such Practices involve activities by or within UCSJ, all such Practices shall be acceptable; and when feasible, UCSJ shall, from time to time, seek to include such activities of all the Denominations.
 - v. Except for Practices covered by (iii), where circumstances make it necessary or desirable for UCSJ to select one Practice from between two conflicting Practices of the four Denominations, UCSJ shall be free to choose to follow a Practice of two or more of the Denominations. UCSJ shall continue to acknowledge the acceptability of any Practice not chosen.
 - vi. Except for Practices covered by (iii) , where circumstances make it necessary or desirable for UCSJ to select one Practice from among three or four conflicting Practices of the four Denominations, UCSJ shall be free to choose to follow any Practice of one or more of the Denominations. UCSJ shall continue to acknowledge the acceptability of any Practices not chosen.
 - c. If a Practice of UCSJ conflicts with any mandatory constitutional provision of a Denomination and when UCSJ or a Denomination becomes aware of such conflict, the conflict shall be brought to the attention of the others. Any conflicts, disputes or concerns regarding such Practice or any other Practices of UCSJ shall be resolved in meetings of representatives of USCJ or all the Denominations.
- B. Reports to the Denominations
- UCSJ shall provide to each of the Denominations by August 31 of each year:
- a. Copies of reports on its finances and programs that are prepared yearly for the Annual Congregational Meeting in June.
 - b. A report on the number of Active Full and Associate Members each year as of the close of its fiscal year on June 30.
 - c. A report of all changes in the Bylaws of UCSJ during the previous fiscal year.

C. Payments to the Denominations

UCSJ shall contribute to the operations and missions of the Denominations by paying to the Denominations a denomination provision (referred to herein as “DP”) equal to 10% of UCSJ’s general receipts from the previous year. The DP shall be split equally among the four Denominations. The DP shall be paid annually by UCSJ to the Denominations by August 31 each year after the general receipts from the previous year have been determined by UCSJ’s Treasurer. The “general receipts” of UCSJ are all donations of cash, stocks, bonds and the like received by UCSJ which are not designated by the donor to be used for a specific purpose. Examples of donations which would not be considered general receipts are those designated by the donor for UCSJ’s building fund or specific missions (e.g., tsunami victims relief or for particular persons in need). Donations to UCSJ of real and personal property shall not be included in general receipts unless sold by UCSJ within six months of receipt. Obligations to a Denomination because of employment of a Pastor of that Denomination (e.g., pension, insurance, etc.) are to be considered separately from the DP.

D. Annual Meeting with Denomination Representatives

Representatives from UCSJ and each of the Denominations shall meet annually, in person or by conference call, during August or September or October to update each other regarding UCSJ and matters affecting the relationships of UCSJ and the Denominations, to provide a forum for encouragement and dialogue and to resolve any conflicts among UCSJ and the Denominations. Additional meetings of representatives of UCSJ and the Denominations shall be held at times and for purposes agreed on by them.

E. Resources of the Denominations Available to UCSJ

Resources of the Denominations shall be available to UCSJ and its members in the same manner as they are available for other churches of the Denominations and their members. Such resources include, but are not limited to 1) information, materials and opportunities for worship, education and missions 2) information and support in securing financing for UCSJ facilities and programs and 3) information and support in meeting legal obligations of UCSJ and its staff.

F. Withdrawal of a Denomination from Affiliation with UCSJ

- a. If a Denomination chooses to sponsor a church solely of its Denomination in Ridgway, it may withdraw from its affiliation with UCSJ. The Denomination shall provide UCSJ with twelve months written notice and its new church shall be holding weekly Sunday worship services in Ridgway before the Denomination withdraws from its affiliation with UCSJ.
- b. If a Denomination wishes to withdraw from its affiliation with UCSJ for any reason other than that of the previous paragraph, the Denomination shall provide UCSJ with twelve months’ written notice of its intent to withdraw from affiliation and its reasons for doing so. At UCSJ’s request, representatives of the Denomination and UCSJ shall meet to discuss how UCSJ can overcome the reasons for which the Denomination wishes to withdraw from affiliation with UCSJ. If UCSJ wishes to try to overcome the reasons, the Denomination shall give UCSJ twelve months from the date of the meeting of representatives to do so to the satisfaction of the Denomination.

G. Disaffiliation of UCSJ from a Denomination

UCSJ may disaffiliate from a Denomination by a two-thirds vote of its Active Members at two Congregational Meetings at least one year apart and no more than two years apart. Representatives of UCSJ and the Denomination shall meet to discuss UCSJ's desire to disaffiliate from the Denomination within six months before the first Congregational Meeting vote and again within six months before the second vote.

Article XIV - Amendments to the Bylaws

- A. Amendments to these Bylaws may be initiated by a petition signed by at least thirty percent of the Active Members of UCSJ or by the Council by a two-thirds vote of the Council Members.
- B. A printed distribution of proposed amended Bylaws shall mailed or emailed to all Active Members not less than two weeks prior to the Meeting prior to the duly called Congregational Meeting at which the amended Bylaws will be presented for approval.

These Bylaws may be amended by a two-thirds vote of the Active Members voting before or during a duly called Congregational Meeting