

Call for Annual Congregational Meeting

Members of Little River United Church of Christ are called to the Annual Congregational Meeting on Sunday, January 30, 2022, following the Sunday worship service via Zoom at 11:15 am.

The business of the meeting will include:

- Remarks by the Rev. Dr. Arthur L. Cribbs, Jr., Interim Senior Pastor,
- Receipt of the annual report and remarks from officers, board and committee chairs, and lay leaders,
- Proposed bylaws changes (below),
- Proposed Code of Conduct (below),
- Election of officers and members of boards and committees,
- Endowment Fund distribution,
- Financial updates and adoption of 2022 Budget,
- Other business as appropriate,
- Remarks for the good of the Church.

January 2022
Rich Dodenhoff, Church Clerk

Proposed Bylaws Changes

ARTICLE X – BOARDS

SECTION 1, The Board of Deacons shall consist of ~~eighteen~~ twelve members elected for a term of three years, ~~six being elected at each Annual Meeting~~ with those being elected at each Annual Meeting filling the various classes and not exceeding the total number of members.

SECTION 2, The Board of Christian Education shall consist of ~~twelve~~ nine members elected for a term of three years, ~~four being elected at each Annual Meeting~~ with those being elected at each Annual Meeting filling the various classes and not exceeding the total number of members.

SECTION 3, The Board of Outreach and Social Justice shall consist of ~~twelve~~ ten members whose term shall be three years, ~~four being elected at each Annual Meeting~~ with those being elected at each Annual Meeting filling the various classes and not exceeding the total number of members.

SECTION 4, The Board of the Commonwealth Trustees (*no changes*)

SECTION 5, The Board of Trustees shall consist of ~~twelve~~ eight members elected for a term of three years, ~~four being elected at each Annual Meeting~~ with those being elected at each Annual Meeting filling the various classes and not exceeding the total number of members.

ARTICLE XII – COMMITTEES

SECTION 1, The Nominations and Appointments Committee shall consist of ~~six~~ five members elected for a term of two years, ~~three being elected at each Annual Meeting~~ with those being elected at each Annual Meeting filling the various classes and not exceeding the total number of members.

SECTION 2, The Stewardship Committee shall consist of ~~nine~~ six members elected for a term of three years, ~~three being elected at each Annual Meeting~~ with those being elected at each Annual Meeting filling the various classes and not exceeding the total number of members.

SECTION 3, The Endowment Fund Committee shall consist of five members elected for a term of three years, ~~two being elected at each Annual Meeting for two years, one being elected every third year~~ with those being elected at each Annual Meeting filling the various classes and not exceeding the total number of members. ~~After serving two full terms, they shall be ineligible for re-election for one year.~~

SECTION 5, The Audit Committee (*no changes*)

SECTION 4, The Music Committee shall consist of ~~six~~ five members elected for a term of three years, ~~two being elected at each Annual Meeting~~ with those being elected at each Annual Meeting filling the various classes and not exceeding the total number of members.

~~SECTION 6, The Arts Committee shall consist of nine members, elected for a term of three years, three being elected at each Annual Meeting. The Committee shall promote the arts within the life of the Church as a way to more fully appreciate the glory of God's creation. They shall encourage artistic expression by members and friends of the Church, and through the arts, provide a more stimulating environment within the Church.~~

~~SECTION 7 6, The Safe Church Committee shall consist of three members appointed by the Moderator, plus the Senior Pastor. The Committee shall implement and oversee the Congregation's Safe Church Policy for the purpose of ensuring a caring and secure environment for all who participate in the life of the church. The Safe Community Committee will~~

consist of three members elected by the Congregation for a term of three years, with those being elected at each Annual Meeting filling the various classes and not exceeding the total number of members. After serving two full terms, they shall be ineligible for reelection for one year. The Committee will also consist of a representative from the Board of Deacons, and at large members with particular skills as needed, who are appointed by the moderator. The committee is responsible for reviewing and updating the Safe Church Policy and the LRUCC Code of Conduct. The Committee shall work with members, volunteers, lay staff, clergy, boards, and committees to follow these policies and create a safe environment for all through training, support, and conflict resolution.

SECTION 8 7, The Finance Committee *(no changes)*

SECTION 9 8, The Communications Committee *(no changes)*

~~SECTION 10 9, The Personnel Committee shall consist of three members elected for a three year term each, with one person being elected each year at the annual meeting. After serving two full terms, they shall be ineligible for reelection for one year. The committee is responsible for reviewing and recommending personnel policies, and assisting LRUCC members, lay staff, boards and committees in the administration and implementation of the personnel policies. The Committee shall report to the Governance Board.~~

The Human Resources Committee shall consist of the Moderator, Moderator Elect, Past Moderator, Chair of the Board of Trustees, Chair of the Board of Deacons, Treasurer, and representation as appropriate from boards and committees when involved in hiring or supervising staff. The Moderator is the chair of the Human Resources Committee and may appoint at large members as needed. The Committee is responsible for reviewing and updating the personnel policies included in the Employee Handbook. The Committee establishes human resources practices that are consistent with approved policies. The Committee will meet upon the entry and exit of staff (clergy and lay) to provide a hiring and onboarding process, exit interviews, and departure process. The Committee will work with the Senior Pastor to ensure timely annual reviews of staff performance. The Committee will conduct annual performance reviews of the pastoral staff in conjunction with their Pastoral Relations Committees.

SECTION 11 10, Sub-Committees *(no changes)*

SECTION 12 11, Special Committees *(no changes)*

Proposed Code of Conduct

At Little River United Church of Christ, we believe that all people are beloved children of God, created in the Divine Image to reach their full potential as human beings.

We are a church of extravagant welcome. Jesus put faith and hospitality together: "Whoever receives one whom I send receives me," and those who received Jesus embraced God (John 13:20). We choose to walk in his steps and follow his example. Within our congregation there is room for all—children (Luke 18:15-17), those who are hungry, thirsty, homeless, ill, poor, grieving, persecuted, and in prison (Matthew 25: 31-46 and Luke 6:20-26). We welcome people of every race, nationality, economic status, creed, religious tradition, and persons who are seekers.

We are an Open and Affirming congregation. As a part of our radical hospitality, we welcome persons of all sexual orientations, gender identities, and gender expressions into the full life and ministry of our church.

Because of who we are, we, the members and friends of Little River United Church of Christ, hold ourselves to the following code of conduct:

- To create a safe environment, I will uphold the dignity of each person in our congregation, including our church leaders and staff. Before I speak or act, I will consider the impact of my words and actions on others as I seek to make our church a safe place for all.
- My communication with others will be timely, direct, honest, open, and sensitive, even as I may disagree with another's assumptions, opinions, and decisions. I will speak my own truth and avoid attributing to others who are not present without their explicit permission.
- I will accept and honor differences. While I may have strong opinions, I acknowledge that others do as well. I will embrace the diversity of our spiritual family, imagine other perspectives, and be enriched by these differences.
- I understand that our church stays strong as each person is heard and as we seek the consensus of every member of our congregation. I will exercise personal patience and encourage healthful processes to work.
- I will engage in self-reflection and prayer, seeking ways that my presence will serve as a blessing to our church and its people. I will seek God's guidance and grace to listen attentively and remain open to visions that God holds for us. I will encourage prayer at the beginnings and endings of all church meetings and when decisions of the church and its various bodies are made.
- When I serve on a board or committee, I will refrain from making decisions that benefit only me. I will seek decisions that will benefit the entire congregation.
- I understand that conflict is a part of life, including life in the church. I will accept disagreement and conflict as inevitable and as an opportunity for personal and church growth. I will concentrate on issues and problems, rather than personalities. I will avoid gossip. I will commit not to make a conflict or difference of opinion a source of personal injury or congregational division.
- In the event of a conflict between another person or persons and me, whatever the cause, I will strive to resolve that conflict by seeking out those others and engage them in conversation. I will endeavor to understand their point of view even as I respectfully share mine. I will pray that through this conversation the conflict will be resolved.
- If we are unable to resolve a conflict, I will seek the guidance of others to help mediate our differences, including mutually agreed upon church members, pastors, deacons, and the Safe Community Committee. Together, we will follow the process developed and approved by the congregation and its leaders.

Through this Code of Conduct, we, the members and friends of Little River United Church of Christ, pledge together to embody the words of Jesus who commands us to "love the Lord your God with all your heart and with all your soul and with all your mind and your neighbor as yourself" (Matthew 22:37-39).