

**BYLAWS
Of
Water of Life Metropolitan Community Church of Tucson, Inc.
*Adopted in Special Congregational Meeting- June 22, 2008
and the Annual Congregational Meeting – October 12, 2008
Amended at the Annual Congregational Meeting – October 18, 2009***

ARTICLE I NAME

The name of this Church shall be Water of Life Metropolitan Community Church (also known as Water of Life MCC).

ARTICLE II AFFILIATION

This Church is a member organization of the Universal Fellowship of Metropolitan Community Churches (UFMCC); ascribes to the government, doctrine, vision, mission and values of UFMCC; and agrees to abide by the UFMCC Bylaws and decisions made by General Conference.

A. SUCCESSOR CORPORATION. The Universal Fellowship of Metropolitan Community Churches is the not-for-profit organization designated to receive the Church's property in the event of dissolution or abandonment of the Church, or disaffiliation from UFMCC, in accordance with UFMCC Bylaws.

B. DISAFFILIATION. A decision to disaffiliate from UFMCC shall require a two-thirds (2/3) vote of the Members present and voting at a Special Congregational Meeting called for the purpose of disaffiliating and shall be decided in accordance with UFMCC Bylaws.

ARTICLE III PURPOSE

The purpose of this Church is Christian fellowship, worship, witness and service, borne in the cooperation, program development, and implementation of UFMCC and local Church Bylaws and Policies.

ARTICLE IV LOCAL CHURCH ADMINISTRATIVE BODY

A. NAME. The local Church administrative body shall be a Board of Directors, which is empowered to provide administrative leadership for Water of Life MCC.

B. RESPONSIBILITIES. The Board of Directors shall be responsible for maintaining Bylaws for the Church, which are subject to approval by a Congregational Meeting and

by the Regional Elder serving the Region in which the Church is located. The Board of Directors may from time to time create and approve Standard Operating Procedures (SOPs). SOPs shall provide additional guidelines on the day to day operation of Water of Life, MCC. The Board of Directors shall also have a charge of all matters pertaining to the documents of a legal nature, Church property, risk management, physical and financial affairs of the Church. The Board of Directors shall also be responsible for collecting and distributing funds, keeping adequate Church records and making timely reports to the Congregation and UFMCC.

C. QUALIFICATION. Members of the Board of Directors must be Members in good standing with Water of Life, MCC. They should be members for a minimum period of six months prior to standing for election. If transferred Member is from another MCC, their time belonging shall include previous MCC time of Membership. They shall remain as Members in good standing throughout their terms and shall be at least eighteen (18) years of age. A Board member shall practice stewardship by giving generously of their time, talent and treasure.

1. CONFLICT OF INTEREST. More than one person from a household, family, or committed relationship; someone who is a church employee; or someone who is a Clergy Candidate or someone who is a Lay Delegate or an Alternate Lay Delegate shall not be eligible to serve on the Board of Directors.

D. QUORUM. A quorum for Board of Directors meetings shall be a majority of the Board of Directors.

E. TERM OF OFFICE. Except for the Moderator, Members of the Board of Directors shall serve for a term of two (2) years and shall take office the month following the election. Terms shall be on a rotating basis such that no more than fifty percent (50%) expire during one calendar year. Board Members shall be eligible for two consecutive full-term elections. They shall remain off the Board for one year following their second consecutive full-term before again seeking election.

F. NOMINATIONS. Nominations for the Board of Directors shall be by application submitted to the nominating committee by the interested member in good standing. No nominations shall be received from the floor at the Annual Congregational Meeting.

G. COMPOSITION. There shall be seven members, including the Pastor who shall serve as Moderator of the Board.

H. MEETINGS. The Board of Directors shall meet at least once a month for ten months of the year. Except for executive sessions, meetings of the Board of Directors shall be open to the Congregation and to the public who may attend as observers with voice but no vote. Members and Friends of the church may be granted voice in discussion when recognized by the Moderator.

1. MINUTES. Minutes of regular sessions shall be available to Members of the church within two (2) weeks after each meeting. Minutes shall include a record of

those present and decisions made. A copy of the minutes shall become part of the permanent church records.

2. FINANCIAL REPORTS. Financial Reports shall be available to Members of the church immediately following their acceptance by the Board of Directors.

3. ROBERTS RULES OF ORDER. All meetings convened by the Board of Directors shall be conducted as provided for in Water of Life, MCC's Bylaws and SOPs. If these do not provide sufficient guidance, Roberts Rules of Order as revised shall apply.

4. Meetings may be called by the Moderator, or a majority of the Members of the Board, in writing. Special Meetings must be made in writing at least three (3) days prior to the Meeting. The notice requirement may be waived by a fifty percent (50%) vote of the Board at the beginning of the Meeting.

I.. VOTING. All duly elected members of the Board of Directors after taking office shall have one vote on each motion. Only Board members present shall vote.

J. OFFICERS. The Officers of the Church shall be Moderator, Vice-Moderator, Clerk and Treasurer.¹ ELECTION OF OFFICERS. . All officers, except Moderator, shall be elected by the Board of Directors at the first meeting of the Board of Directors following the Annual Congregational Meeting. The term of office for Officers shall be one (1) year and the term begins at the first meeting of the Board of Directors following the Annual Congregational Meeting.

a. MODERATOR. The Pastor shall serve as Moderator of the Board of Directors.

b. VICE-MODERATOR. The Vice-Moderator shall serve as Moderator of the Board of Directors in the absence or at the request of the Moderator.

c. CLERK

(1) The clerk shall compile minutes of all board of Directors and Congregational Meetings to include but not be limited to a record of person attending, issues discussed and the results of votes taken.

(2) These minutes shall be part of the permanent church record.

(3) The clerk shall be responsible for the maintenance and preservation of church records.

(4) These records shall include but are not limited to: minutes of meetings, financial reports, official correspondences and records of membership.

5) These records shall be current, accurate and secure.

(6) Membership records, mailing lists and records of giving shall be confidential.

(7) The Clerk is the officer authorized to receive petitions submitted to the Board of Directors.

(8) In the absence of the Clerk, the Moderator shall appoint another member of the 4 Board to perform the Clerk's duties.

d. TREASURER

1) The Treasurer shall be responsible for all financial activities of the church, including but not limited to all accounts held by any church group.

(2) The Treasurer shall be responsible for ensuring the preparation and maintenance of all financial records. This shall include a monthly financial report to the Board of Directors and an annual financial report to the Congregation. The monthly and annual financial reports shall reflect revenues, expenses and outstanding financial obligations.

K. VACANCIES. In the event of a vacancy on the Board of Directors, the Board may appoint a qualified Member of the Church to fill the vacancy for the remainder of that vacancy's term.

L. DISCIPLINE. The Church cannot condone disloyalty, unbecoming conduct, or dereliction of duty on the part of any Member of the Board of Directors. Therefore, the Board of Directors may remove, by a majority vote of the full Board of Directors, any of its Members guilty of the above, with the exception of the Moderator who must be disciplined in accordance with UFMCC Bylaws. A petition submitted to the Clerk and signed by twenty-five (25) percent of the Members in good standing of the Church may also initiate such a procedure.

M. APPEAL OF DISCIPLINE. A disciplined Member of the Board of Directors may appeal the action of the Board of Directors to the Congregation at its next Annual Congregational Meeting at a Special Congregational Meeting which may be called for that purpose. The decision of the Congregational Meeting is final. Until the Congregational Meeting to consider the appeal, the position held by the disciplined Member of the Board of Directors shall be considered vacant.

N. LIMITATION OF LIABILITY. No Director, Officer of the Church or contracted Employee shall be liable for any act or failure to act by any other Director or Officer of the Church, Contracted Employee or by any Congregational employee of the Church. No Director, Officer of the Church or Contracted Employee shall be liable for any loss arising from any fault in the title to any property acquired by the Church. No Director, Officer of the Church or Contracted Employee shall be liable for any loss arising from a fault in any form of security in which the Church might invest, or from bankruptcy, insolvency or wrongful act by any person whom the Church might entrust with any of its property. No Director, Officer of the Church, or Contracted Employee shall be liable for any loss due to error of judgment or oversight on his/her part, or for any other loss whatsoever occurring in the carrying out of the duties of his/her office, unless this loss arises from the Director's, Officer's or Contracted Employee's own willful neglect or fraudulent or criminal action.

O. INDEMNITY. The Church shall insure with a reputable insurance carrier every Director and Officer of the Church against all costs arising in relation to his/her duties as a Member of the Board of Directors or any other official action on behalf of the Church,

unless they are occasioned by his/her own willful neglect or fraudulent or criminal action.

ARTICLE V PASTOR AND/OR INTERIM PASTORAL LEADER

A. PASTOR

1. **ROLE.** The Pastor is the UFMCC clergy person with a clergy license issued by UFMCC who has been called by God, and elected by the Church, to be responsible for the duties of teacher, preacher and spiritual leader until such time as the relationship is terminated. The Pastor shall also fulfill such other roles and responsibilities as are stated in UFMCC Bylaws and the Policies of the Church.

a. **INTERIM PASTORAL LEADER.** In the event that a UFMCC clergy person is not available to serve as Pastor, the Board of Directors may request the Regional Elder to appoint an Interim Pastoral Leader, who shall be subject to a background check. The term of office of the Interim Pastoral Leader shall be one (1) year. If the Interim Pastoral Leader is a Member of Water of Life, MCC, then the Interim Pastoral Leader shall have the authority to fulfill all of the roles and responsibilities of Pastor. If the Interim Pastoral Leader is not a Member of Water of Life, MCC, then the Interim Pastoral Leader shall have the authority to fulfill all of the roles and responsibilities of Pastor, except that the Interim Pastoral Leader shall serve as Moderator of the Board of Directors and Congregational Meetings, with voice but no vote.

2. **RESPONSIBILITIES.** The Pastor shall have the authority for ordering all worship services of the Church, determining when worship services other than regular services shall be held, subject to the approval of the Board of Directors; appointing compensated and uncompensated Church staff; and determining compensation, vacation periods, and titles of office of the Church staff, subject to the approval of the Board of Directors. The Pastor shall serve as a voting Member of the Board of Directors, Moderator of the Board of Directors and of Congregational Meetings, personnel director and the primary spokesperson of the Church to the community. The Pastor may delegate such duties as he/she deems wise.

3. **PASTORAL COVENANT.** The Board of Directors and the Pastor shall develop a covenant between the Pastor and the Church. The covenant shall include a job description and address such matters as compensation that is consistent with equitable local standards, benefits, allowances, and leave. All provisions of the covenant shall be subordinate to UFMCC Bylaws.

4. **CONFERENCE EXPENSES.** To the best of its ability, the congregation shall fund the Pastor's transportation, housing, registration, and per diem at General and Regional Conferences.

B. PASTORAL VACANCY. In the event of a vacancy in the position of Pastor, a Pastoral Search Committee shall be responsible for finding and presenting a qualified candidate for election at a Congregational Meeting. The Pastoral Search Committee

shall develop and implement the pastoral search process in consultation with the Regional Elder.

1. COMPOSITION OF PASTORAL SEARCH COMMITTEE. The Pastoral Search Committee shall consist of seven (7) individuals.

a. Three (3) members of the Pastoral Search Committee shall be from the elected or appointed members of the Board of directors. Should the term-of-office of a Board member serving on the Pastoral Search committee expire during that period of pastoral vacancy, that Board member shall continue to serve on the Pastoral Search Committee.

b. Four (4) members of the Pastoral Search Committee shall be elected by a Congregational Meeting from among the Members in good standing who have submitted applications to the Clerk by the deadline established in the Board's call for applications.

2. ELECTION OF PASTOR. To be elected, the candidate presented by the Pastoral Search Committee must receive at least eighty percent (80%) of the votes cast.

C. TERMINATION OF RELATIONSHIP. The Pastor and Congregation may choose at any time to terminate their relationship through mutual agreement. Unilateral failure to renew the Pastor's covenant shall not constitute removal of the Pastor from office. No petition for removal of the Pastor based on irreconcilable differences is valid unless preceded by the process of conflict resolution, as referred to in UFMCC Bylaws.

ARTICLE VI LAY DELEGATES

The church shall elect one (1) lay person for every one hundred (100) members in good standing, or part thereof, to serve as Lay Delegate.

A. QUALIFICATIONS. Lay Delegates and Alternate Lay Delegates must be members in good stand of Water of Life, MCC. They should be members for a minimum period of one (1) year prior to standing for election. They shall remain as members in good standing throughout their terms and shall be at least eighteen (18) years of age. Lay Delegates and Alternate Lay Delegates shall practice stewardship by giving generously of their time, talent and treasure.

B. ELECTION. The Lay Delegate shall be elected at the Annual Congregational Meeting immediately following each General Conference. A majority of the votes cast shall be required to elect

C. TERM OF OFFICE. The term of office of Lay Delegate(s) shall be three (3) years

D. DUTIES. The duties of the Lay Delegate shall be to represent the Congregation of Water of Life MCC at General and Regional Conferences, to communicate with the Congregation regarding UFMCC concerns and policies. As part of these duties, Lay Delegate(s) shall:

1. Prior to a Regional and/or General Conference, inform the congregation of decisions, elections, etc., which are to take place at the upcoming conference.
2. Within one month following a Regional and/or General Conference, present a report to the Board of Directors and to the congregation of business transacted at conference.⁷

E. FUNDING - To the best of its ability, the Congregation shall fund the Lay Delegate's transportation to, registration at, lodging, and per diem at General and Regional Conferences.

F. ALTERNATE LAY DELEGATE(S). The church shall elect one (1) Alternate Lay Delegate for each Lay Delegate elected. The election, term of office, and funding shall be the same as for Lay Delegate(s).

1. NOTIFICATION TO ALTERNATE LAY DELEGATE. When a Lay Delegate is unable or unwilling to perform the duties of Lay Delegate, the Lay Delegate shall immediately inform his/her Alternate Lay Delegate and the Clerk of the Board of Directors. If the Alternate Lay Delegate is unable to serve, the Board of Directors shall appoint another person to serve in the absence of the Alternate Lay Delegate.

2. DUTIES. The duties of the Alternate Lay Delegates shall be to stay informed of UFMCC concerns and policies and to be prepared to assume the duties of any Lay Delegate who is unable or unwilling to perform the duties of Lay Delegate, including but not limited to representing the congregation at General and Regional Conferences.

G. The Lay Delegates and Alternate Lay Delegates shall attend Board of Directors meetings.

H. DISCIPLINE. The Church cannot condone disloyalty, unbecoming conduct, or dereliction of duty on the part of the Lay Delegate or Alternate Lay Delegate. Therefore, the Board of Directors may remove by a majority vote of the Board of Directors any Lay Delegate or Alternate Lay Delegate guilty of the above. A petition presented to the Board of Directors and signed by twenty-five percent (25%) of the members in good standing of the congregation may also initiate such a procedure.

I. APPEAL OF DISCIPLINE. A disciplined Lay Delegate or Alternate Lay Delegate may appeal the action to the congregation at its next regular Congregational Meeting or at a special Congregational Meeting which may be called for this purpose. The decision of the Congregational Meeting is final. Until the congregational Meeting to consider the appeal the position held by the disciplined Lay Delegate shall be filled by an Alternate Lay Delegate.

ARTICLE VII MEMBERSHIP

A. CRITERIA FOR MEMBERSHIP. Any baptized Christian who has completed a membership class and attended worship at Water of Life, MCC for a minimum of two (2)

consecutive months, or is a Member in good standing of another UFMCC congregation (and submits a letter of transfer from the church), may become a Member with full immediate privileges by participating in the Rite of Membership. A Member in good standing is a Member who registers their attendance, provides identifiable financial support, makes a definite service contribution, and demonstrates interest and loyalty.

1. MEMBERSHIP LIST. The list of Members in good standing shall be maintained by the church clerk, who shall report changes quarterly to the Board of Directors.

2. MEMBERSHIP REVIEW. The Board of Directors shall review the Membership list once a year.

a. INACTIVE MEMBERS - A Member who does not have registered attendance, or identified financial support, or definite service contribution or demonstrated interest loyalty within the preceding period of six (6) months to one (1) year may be removed from the list of Members in good standing by the Board of Directors and placed on a list of inactive Members.

b. NOTIFICATION OF A MEMBER. The Board of Directors shall notify the Member in writing that the Member has been placed on the list of inactive Members and is not eligible to vote at any meeting of the Church.

c. REMOVAL OF AN INACTIVE MEMBER – If the inactive Member has not attended services, or provided identifiable financial support, or demonstrated further interest or loyalty for a period of two (2) months immediately following notification, the Board of Directors shall have the authority, at its discretion, to remove that inactive Member from the membership roll.

d. RESTORATION OF AN INACTIVE MEMBER – The inactive Member may be restored to the list of Members in good standing by a vote of the Board of Directors without a public reception into membership.

3. The Board of Directors shall notify this Member in writing that the Member may be placed on a list of Friends of the Church and will not have the privileges of membership.

4. A Member in good standing, who is deceased, shall be recorded on the of in Memoriam.

B. RIGHT TO APPEAL. A decision by the Board of Directors to remove an inactive member from the local church membership list may be appealed by the inactive member to the next regular Congregational meeting or a Special congregational meeting called for that purpose. The decision of the congregational Meeting is final. Pending the outcome of the appeal, the inactive member is not eligible to vote at any business meeting of the church.

1. APPEAL PROCESS. The request for an appeal shall be submitted in writing to the Clerk of the Board of Directors within thirty (30) days following the date when the inactive member was removed from the local church membership list.

2. APPEAL CONSIDERATION. The Board of Directors may consider the appeal and reverse its earlier decision without taking the matter to a Congregational Meeting.

C. CONGREGATIONAL APPEAL. Should the Board of Directors sustain its earlier decision and the inactive member wishes the appeal to continue, the request shall be included as an agenda item for the next regular Congregational meeting or a Special Congregational Meeting called for the purpose of considering the appeal.⁹

D. DISCIPLINE OF MEMBERS AND FRIENDS. The Church cannot condone disloyalty or unbecoming conduct on the part of any Member or Friend of the Church. The Board of Directors is empowered to remove by majority vote any Member or Friend or take any other appropriate disciplinary action.

1. RIGHT TO APPEAL. A decision by the Board of Directors to discipline a Friend is subject to appeal to the Congregational Meeting or a Special Congregational Meeting called for that purpose. The decision of the Congregational Meeting is final. Pending the outcome of the appeal of discipline, the disciplined Member or Friend shall remain under discipline. The disciplined Friend shall retain the right to voice and the disciplined Member shall retain the right to voice and vote at Congregational Meetings, including at the Congregational Meeting held to consider the appeal.

a. APPEAL PROCESS. A written request for an appeal shall be submitted to the Clerk within thirty (30) days of notification of the decision taken by the Board of Directors.

b. The Board of Directors may consider the appeal and reverse its earlier decision without taking the matter to the Congregational Meeting.

c. Should the Board of Directors sustain its earlier decision and the Member or Friend wishes to continue, the request shall be included as an agenda item for the next regular Congregational meeting or a Special Congregational meeting called for the purpose of considering the appeal.

2. FINAL DECISION. The decision of the Congregational Meeting is final. Pending the outcome of the appeal, the disciplined Member shall remain under discipline and shall have no right to vote at Annual and Special Congregational Meetings, including the Congregational Meeting held to consider the appeal.

E. FRIENDS OF THE CHURCH. A person who, for one reason or another, feels unable to become a Member of this Church, but who supports the goals of the Church and wants to be a part of the work of the Church, may be designated by the Board of Directors as a Friend of the Church.

1. LIST OF FRIENDS OF THE CHURCH. The list of Friends of the Church shall be maintained by the church staff.

2. LIMITATIONS OF FRIENDS OF THE CHURCH. Friends may serve on appointed committees and may participate in all activities of the Church. Friends have voice but no vote at Congregational Meetings. Friends may not serve on the Board of Directors. Friends shall not be considered in determining the number of Lay Delegates.

F. DISCIPLINE OF FRIENDS. The Church cannot condone disloyalty or unbecoming conduct on the part of a Friend of the Church. The Board of Directors is empowered to remove by majority vote any Friend from the list of Friends or take any other appropriate disciplinary action.

1. RIGHT TO APPEAL. A decision by the Board of Directors to discipline a Friend is subject to appeal to the Congregational Meeting or a Special Congregational Meeting called for that purpose. A written request for an appeal shall be submitted to the Clerk within thirty (30) days of notification of the decision taken by the Board of Directors. The decision of the Congregational Meeting is final. Pending the outcome of the appeal of discipline, the disciplined Friend shall remain under discipline and the Friend shall retain the right to voice at regular and Special Congregational Meetings, including the Congregational Meeting held to consider the appeal.

2. FINAL DECISION. The decision of the Congregational Meeting is final.

ARTICLE VIII CONGREGATIONAL MEETINGS

The government of the Church is vested in its Congregational Meeting, which exerts the right to the control of its affairs, subject to the provisions of UFMCC Articles of Incorporation, Bylaws or documents of legal organization, and the General conference.

A. TIME AND PLACE. An Annual Congregational Meeting shall be held each year in the month of October. The time and place of the Annual Congregational Meeting shall be determined by the Board of Directors.

B. NOTIFICATION. The Board of Directors shall notify the Members in good standing in writing at least two (2) weeks in advance of the meeting. The written notification may be done by email, postal mail, or personal service, at the discretion of the Board of Directors.

C. VOTING RIGHTS AND BALLOTING:

1. VOTING RIGHTS. Each member in good standing has the right to vote. Proxy or any other form of absentee voting shall not be allowed, in accordance with the Bylaws of the UFMCC.

2. Elections shall be conducted by written, secret ballot. Other congregational votes may be by written ballot or by show of hands. Votes of affirmation from the floor are not permitted.

3. Counting of votes will be done by persons appointed by the Nominating Committee, and the tabulated results will be presented to the Moderator. Only the name(s) or winning candidate(s) will be announced. Voting tallies shall be held in confidence.

D. VOTES REQUIRED FOR APPROVAL. All decisions, including elections, require approval by a vote of more than fifty (50) percent of those Members present and voting, unless otherwise required by UFMCC Bylaws or these Bylaws.

E. QUORUM. In order to transact business, twenty (20) percent of the Members in good standing of this Church shall constitute a quorum.

F. AGENDA. The agenda for the Annual Congregational Meeting shall be determined by the Board of Directors.

1. CONTENT. The agenda shall include, but is not limited to, election of Members of the Board of Directors, election of the Lay Delegate or Alternate Lay Delegate in the appropriate year, presentation of financial reports, approval of budgets, and receiving reports from the Board of Directors, the Pastor and any appropriate persons or committees.

2. ADDITIONS TO AGENDA. Members may request the Board of Directors to add agenda items by submitting additional agenda items to the Clerk no later than seven (7) days prior to the meeting.

G. SPECIAL CONGREGATIONAL MEETINGS. In addition to the annual Congregational Meeting, Special Congregational Meetings may also be held. A Special Congregational

Meeting may be called in the same manner and is governed by the same rules as those pertaining to the Annual Congregational Meetings.

1. CALLING A SPECIAL CONGREGATIONAL MEETING. A Special Congregational Meeting may be called by (a) majority vote of the Board, (b) the Pastor, in writing, or (c) a petition signed by at least twenty-five percent (25%) of the Members and submitted to the Clerk.

2. The nature and purpose of the Special Congregational Meeting shall be stated in the petition and in notices and written into the agenda.

ARTICLE IX CHURCH FINANCES

A. AUTHORIZED SIGNATURES. Any bank accounts or other financial accounts of the Church shall require two (2) signatures for withdrawals, both of which shall be of a Board of Directors Member, all Members of the Board of Directors shall have signatory authority except the Treasurer who may not be a signatory on any account.

B. LIMIT ON EXPENDITURES BY PASTOR. The Pastor shall have the authority to commit Church funds within the approved budget for any item in an amount not to exceed five (5) percent of the annual budget for that time; any expenditure greater than that amount requires the approval of the Board of Directors.

C. LIMIT ON EXPENDITURES BY BOARD OF DIRECTORS. The Board of Directors shall have the authority to commit Church funds within the approved budget for any item in an amount not to exceed ten (10) percent of the annual budget for that item; any expenditure greater than that amount requires Congregational approval.

D. FISCAL YEAR. The fiscal year of the Church shall be the calendar year.

E. CHURCH BUDGETS. The Board of Directors shall be responsible for the presentation of an annual operating budget reflecting anticipated revenues and expenses to the Annual Congregational Meeting for approval. The Board of Directors shall also be responsible for the presentation of a budget for any other account(s) the Church may hold that require a budget. The approved budget may be amended, as needed, by two-thirds (2/3) vote of the Board of Directors, which shall immediately notify the Members of the Church that such amendment has been made. The annual budget of the Church shall cover the period from January 1 through December 31.

F. ASSESSMENTS. The board of Directors shall report quarterly to the UFMCC the number of Members in good standing for each month within the quarter and shall remit the Board of Pensions assessments as set by General Conference. The report and remittance are due to the Board of Pensions on or before the tenth (10th) day of the month following the quarter reported.

G. TITHES. The Board of Directors shall report all church receipts each month to the UFMCC, and with that report shall remit a percentage of the funds reported. The percentage of funds to be remitted shall be determined by General Conference or the Board of Directors shall have the discretion to remit more than the determined percentage by General Conference.

ARTICLE X CONFLICT RESOLUTION

A. CONFLICTS WITHIN THE CHURCH. when there are conflicts within the Church that cannot be resolved by the Pastor, including conflicts between the Pastor and the Congregation; a majority of the Board of Directors, the Pastor, or a petition signed by a minimum of thirty-three (33) percent of the Members in good standing of the Church may invite intervention by the Regional Elder to resolve the conflict, in accordance with UFMCC Bylaws.

B REMOVING THE PASTOR FROM OFFICE. The Church shall follow the process as outlined in UFMCC Bylaws for removing the Pastor from office for disloyalty, unbecoming conduct, dereliction of duty or when irreconcilable differences arise that cannot be resolved through mutual agreement.

1. Any petition from the Congregation to initiate the process of removing the Pastor from office must be submitted to the Clerk and be signed by at least twenty-five (25) percent of the Members in good standing of the Church; or
2. The Board of Directors may initiate the process of removing the Pastor from office by a vote of three-fourths (3/4) of the Board of Directors; and
3. The Clerk shall send a copy of the completed petition of the Congregation or he petition of the Board of Directors to the Regional Elder within three (3) days of receiving the petition;and

4. The Pastor shall remain fully compensated until the final action of the Congregation.

ARTICLE XI ADOPTION AND AMENDMENTS

A. ADOPTION. These Bylaws shall become effective immediately upon adoption by a Special Congregational Meeting held for that purpose and approved by the Regional Elders.

B. AMENDMENTS. These Bylaws may be amended or repealed in whole or in part by any duly convened Congregational Meeting. Proposed amendments shall be submitted in writing to the 13 Board of Directors no later than thirty (30) days prior to the Congregational Meeting at which the proposal is to be considered. Amendments to the Bylaws shall require approval by a twothirds (2/3) affirmative vote of those Members in good standing of the Church present and voting, and is subject to approval by the Regional Elder.

C. UFMCC AMENDMENTS. Amendments that are necessitated by amendments to the UFMCC Bylaws shall not require approval by the Congregation. The Lay Delegate and/or the Alternate Lay Delegate shall be responsible to inform the Congregation of such Amendments.