

First Reformed Church of DeMotte By-Laws

I. NAME

The name of this church is, The First Reformed Church of DeMotte, Inc.

II. PURPOSE

The purpose of this church is set forth in the Articles of Incorporation.

III. AUTHORITY

The principles and practice of this congregation shall be subject to the Word of God, the Constitution of the Reformed Church in America, and the laws of the State.

IV. BOARD OF DIRECTORS/LEADERSHIP TEAM

- a. The Board of Directors shall commonly be known as the Leadership Team. The Leadership Team is the governing body of the church. Its members are the installed minister of the church serving under a call and the elders and deacons currently installed in office. The number of elders and deacons will be decided by the Leadership Team as needed to provide spiritual leadership for the congregation. The business management and supervision of the church property shall be vested in the Leadership Team. They shall have supervision of all the business and prudential concerns of the church.
- b. A Nomination Team shall carry out the election process for elders and deacons. The team shall consist of seven members. Three members shall be selected by the congregation; three members shall be appointed by the Leadership Team; and the Senior Pastor who is a non-voting member. Nominations for elders and deacons will be accepted from the congregation and reviewed by the elders. The names will then be given to the Nomination Team to arrive at a single slate. The single slate will then need approval by the Leadership Team and affirmation by the congregation.
- c. The responsibilities of elders and deacons are set forth in the Book of Church Order of the Reformed Church in America.
- d. The term of office of elders and deacons shall be three years with the option to be reappointed for a second consecutive three-year term by the Nomination Team with affirmation by the congregation. There is a minimum of one year off between non-consecutive terms.
- e. Term of office will begin on June 1.
- f. Upon the death, resignation, or transfer to another church; a Leadership Team member's term may be filled by appointment of the Leadership Team until the next election process on June 1. Such appointee must have had prior service in this office. Any remainder of the term will be filled by the normal Nomination Team process.

V. SERVICES

- a. All services, activities, and programs of the congregation and its organizations shall be under the supervision of the Leadership Team.

- b. All services (worship, weddings, funerals, programs) in the church shall be conducted by, or participated in by those who are approved by Leadership Team.
- c. The use of the church building and the equipment shall be according to the rules adopted for this purpose.

VI. PARLIAMENTARY PROCEDURE

- a. Congregational Meetings and Leadership Team Meetings shall be conducted according to the Book of Church Order of the Reformed Church in America and Robert's Rules of Order.
- b. Leadership Team Meetings
 - i. A quorum for a legal meeting shall be a majority of the entire membership of the appropriate group present at the meeting.
 - ii. As per Robert's Rules of Order, all votes shall be determined by a simple majority of those in attendance, except those which require a two-thirds majority of those present. No absentee or proxy votes will be accepted.
- c. Congregational Meetings
 - i. All members of the congregation in good and regular standing are eligible to vote.
 - ii. Written absentee ballots for elections and By-Law amendments only may be allowed by the house upon motion and approval. Absentee ballots will not be allowed in subsequent tie-breaker votes.
 - iii. All questions and elections shall be by a simple majority of those present plus allowable absentee ballots, except the following, which require a two-thirds majority:
 - 1. All motions which require a two-thirds majority vote for approval according to Robert's Rules of Order.
 - 2. By-Law amendments. The By-Laws may be amended at a congregational meeting after three weeks notice has been given of the meeting and the proposed changes published for three weeks previous to the meeting.

VII. CALLING OF A PASTOR

The calling of a pastor shall be according to the book of church order. The Leadership Team shall provide a minister, or ministers, for the church. It has the authority to call persons to the ministry of the church. The Leadership Team shall endeavor to learn the mind of the congregation with respect to any person who may be called to the ministry of the church. The judgment of the congregation in such matters shall be considered to be of significant weight, but not binding. The instrument of the call to a Pastor shall be signed by the members of the Leadership Team.