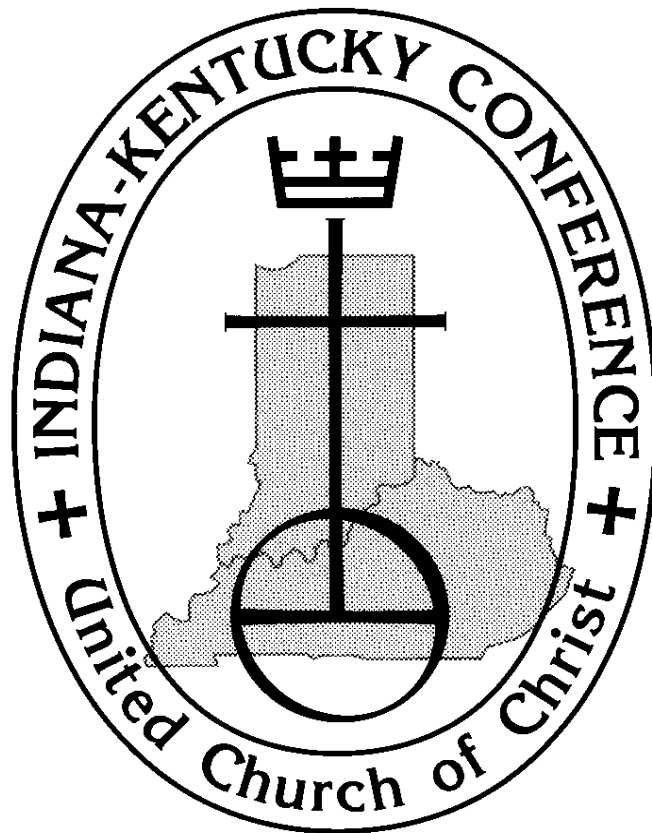


CONSTITUTION & BYLAWS

INDIANA-KENTUCKY CONFERENCE

OF THE UNITED CHURCH OF CHRIST



Last Amended June 8, 2012

PREAMBLE

WHEREAS, the INDIANA CONFERENCE OF CONGREGATIONAL AND CHRISTIAN CHURCHES, INC. is a corporation organized and existing under the laws of the State of Indiana for the general purpose of promoting the interest and general welfare of the churches and ministers of which it is composed, and

WHEREAS, the SOUTH INDIANA SYNOD OF THE EVANGELICAL AND REFORMED CHURCH, INCORPORATED is a corporation organized and existing under the laws of the State of Indiana for the general purpose of promoting the interests and general welfare of the congregations and ministers of which it is composed, and

WHEREAS, the United Church of Christ has been formed pursuant to the Basis of Union with interpretations and is a union of the Congregational Christian Churches and the Evangelical and Reformed Church without break in their respective historic continuities, and

WHEREAS, the Indiana Conference of Congregational and Christian Churches Inc., and the South Indiana Synod of the Evangelical and Reformed Church, Inc., have approved the aforesaid union, and

WHEREAS, the United Church of Christ did on July 4, 1961, adopt a constitution describing the free and voluntary relationships which the local churches, associations, conferences and ministers sustain with the General Synod of the United Church of Christ and with each other and recommended such pattern of relationships and procedures to the local churches, associations, conferences and ministers to the end that they might more effectively accomplish their tasks, and

WHEREAS, under the aforesaid constitution it is contemplated that synods, conferences, and associations of the uniting communions shall reorganize,

NOW THEREFORE, this Constitution is ordained.

ARTICLE I. NAME

The name of this corporation shall be INDIANA-KENTUCKY CONFERENCE OF THE UNITED CHURCH OF CHRIST, INC.

ARTICLE II. PURPOSES

The purpose or purposes for which it is formed are as follows:

A. To continue without break the ecclesiastical and legal identity of the Indiana Conference of Congregational and Christian Churches, Inc., and the South Indiana Synod of the Evangelical and Reformed Church, Inc. and to conduct their work and to have all their powers, duties and obligations.

B. To be a conference of the United Church of Christ composed of each of the local churches which is now a part of the Indiana Conference of Congregational and Christian Churches, Inc., and the South Indiana Synod of the Evangelical and Reformed Church, Inc., and of all ministers who compose such Conference or Synod and of all local churches and ministers that are hereafter received into and granted standing by any association of the United Church of Christ within the boundaries of this Conference.

C. To aid local churches in their ministry to members and to implement their ministry to the world.

D. To proclaim the Gospel to all the world and exalt the righteous will of God, declared through prophets and apostles.

E. To maintain relations with the General Synod of the United Church of Christ, its agencies, and its covenanted ministries, to the end that the work of the denomination may be advanced among the churches of this Conference.

F. To do each and everything which a conference of the United Church of Christ may do in the spirit of Christianity to extend the Gospel, to advance true religion, to promote education, and to encourage Christian charity.

G. To acquire by purchase, gift, devise, bequest, or otherwise and to own, hold, invest, reinvest, or dispose of property both real and personal for such religious, educational,

philanthropic, and other related work as the Conference may undertake and to purchase, own, receive, hold, manage, care for and transfer, rent, lease, mortgage or otherwise encumber, sell, assign, transfer and convey such property for the general purposes of the Conference; to receive and hold in trust both real and personal property for churches, boards, institutions, and covenanted ministries of the United Church of Christ or which are affiliated with the United Church of Christ and to invest or reinvest the same; and to make any contracts for promoting the objects and purposes of the Conference which are not inconsistent with the laws of the State of Indiana.

H. To maintain relations with other Christian fellowships and ecumenical bodies within the boundaries of the Conference to the end that brotherhood, mutual understanding, and cooperation may be advanced.

I. To exercise the functions of an association of the United Church of Christ when they are delegated to it by such association or where no such association exists.

J. In general, to exercise any, all, and every power for which a not-for-profit corporation organized under "The Indiana General Not-for-Profit Corporation Act" of 1935, as amended, relating to religious and charitable associations, can be authorized to exercise but no other power. No substantial part of the activities of this corporation shall include the carrying on of propaganda or otherwise attempting to influence legislation. No part of the earnings or assets of this corporation shall inure to the benefit of any individual person thereof, contribution thereto, or for any private, personal, or selfish purposes. No part of the assets of this corporation or income derived therefrom shall be given to or inure to the benefit of any person, corporation, or organization not tax exempt under Sub-Title (A) or Sub-Title (B) of the Internal Revenue Code of the United States of America, and all of its property shall be distributed at such time solely for the purposes set forth in Article II hereof.

ARTICLE III. MEMBERSHIP

Sec. 1. The Indiana-Kentucky Conference of the United Church of Christ is composed of all local churches and ministers who at the time of the adoption of this Agreement of Consolidation are members of the INDIANA CONFERENCE OF CONGREGATIONAL AND CHRISTIAN

CHURCHES, INC. or of the SOUTH INDIANA SYNOD OF THE EVANGELICAL AND REFORMED CHURCH, INCORPORATED, and of all local churches and ministers that may thereafter be received into and granted standing by any Association within the boundaries of this Conference.

Sec. 2. The voting membership of the Conference consists of the ordained ministers holding standing in its Associations, commissioned ministers with a recognized call and licensed ministers serving a local church, and lay delegates selected by and representing the local churches of the Conference and of such other persons as the Bylaws shall provide. Each local church shall be entitled to two lay delegates one of whom shall be aged 14-21. The Bylaws shall provide for additional lay delegates based on proportionate representation according to membership. The control of the Conference shall reside in its voting members and may be exercised directly at any annual or other meeting of the Conference or through and by a Board of Directors elected by the Conference.

ARTICLE IV. RELATIONSHIPS

Sec. 1. This Conference shall have that relation to the General Synod of the United Church of Christ as is described in those portions of the Constitution and Bylaws of the United Church of Christ adopted July 4, 1961 and as amended, and which relate to the Conferences of the United Church of Christ.

Sec. 2. The local churches of the Indiana-Kentucky Conference have, in fellowship, a God-given responsibility for that Conference, its labors, and its extension, even as the Conference has, in fellowship, a God-given responsibility for the well-being and needs and aspirations of its local churches and Associations. In mutual Christian concern and in dedication to Jesus Christ, the Head of the Church, the one and the many share in common Christian experience and responsibility.

Sec. 3. This conference shall have that relation to its Associations, and its Associations shall have the privileges and responsibilities, as described in those portions of the Constitution and Bylaws of the United Church of Christ adopted July 4, 1961 and as amended, which relate to Conferences and Associations. Adjustments to boundaries between Associations

shall be determined by the Associations concerned with the approval of the Conference.

ARTICLE V. BOARD OF DIRECTORS

Sec. 1. There shall be a Board of Directors that shall administer the affairs of the Conference between meetings of the Conference, and shall have such powers and duties as are usual and customary to a Board of Directors under the laws of the State of Indiana and as provided in the Bylaws.

Sec. 2. The Board of Directors shall be comprised of twenty-four members. Fifteen shall be elected at-large by the delegates to the Annual Meeting of the Conference and nine shall be ex-officio, as provided in the Bylaws. The at-large members shall serve for a three-year term, with one-third being elected each year.

Sec. 3. Each Director, except for the Christian Church (Disciples of Christ) representatives and, possibly, the Merom Conference Center representative, shall be a member of a local church of this Conference.

Sec. 4. The powers and duties of the Board of Directors shall be as set forth in the Bylaws.

ARTICLE VI. ADMINISTRATIVE COMMITTEES

The following Committees shall oversee the administrative details of the Conference as set forth in the Bylaws. The following shall be elected by the Conference:

- A. Programming, Planning, and Policy Advisory Committee
- B. Nominating Committee

The following shall be appointed by and responsible to the Board of Directors:

- C. Executive Committee
- D. Finance and Budget Committee
- E. Personnel Committee
- F. Annual Meeting Planning Committee
- G. Asset Management Committee
- H. Communication and Technology Committee

ARTICLE VII. OFFICERS

Sec. 1. The Officers of this Conference shall be the Chair of the Board of Directors, who shall

serve as the President of the Conference, the Vice-chair of the Board, the Moderator, the Vice-Moderator, the Past-Moderator, the Secretary, the Treasurer and the Conference Minister. All Officers shall be members of local churches of this Conference. The powers and duties of the officers of this Conference shall be as set forth in the Bylaws.

ARTICLE VIII. PROGRAM COMMITTEES

Sec. 1. Program Committees necessary to carry out the work of the Conference shall be established as set forth in the Bylaws. These Committees shall report and be responsible to the Board of Directors.

ARTICLE IX. MEETINGS

Sec. 1. The Conference shall hold one Annual Meeting and other meetings as may be necessary at such time and upon such notice as may be provided in the Bylaws. Such meetings may be held at such place as may be determined from time to time by the Conference or the Board of Directors within the bounds of the Conference.

Sec. 2. One-third of those entitled to vote shall constitute a quorum at any meeting.

Sec. 3. At any meeting of the Conference, a majority vote of those present and voting shall be necessary for the transaction of any business, except as otherwise provided in the Bylaws. Where other rules of procedure as set forth in the Bylaws do not obtain, the latest edition of Robert's Rules of Order shall prevail. The Annual Meeting may adopt Standing Rules presented by the Board of Directors.

Sec. 4. Attendance at all Board or Committee meetings, except Personnel or Board of Directors meetings in Executive Session, shall be open to any member of the Conference or Conference Staff.

ARTICLE X. AMENDMENTS

Sec. 1. The Constitution of this Conference may be amended at a duly called meeting of the Conference by a two-thirds vote of those present and voting provided that such amendment shall have been:

- a. Presented to the Conference at the previously called meeting of the Conference by

petition of at least ten of the local churches of the Conference, or

b. Recommended to the Conference by the Board of Directors and a copy thereof mailed to each church president or moderator and minister of the Conference and to two or more officers of each Association not less than sixty days prior to the meeting at which action on the proposed amendment is to be taken.

Sec. 2. The Bylaws of this Conference may be amended at a duly called meeting provided that such amendment shall have been:

a. Recommended by the Board of Directors, presented to the delegates at least two weeks before the Annual Meeting and passed by two-thirds of those present and voting, or

b. Proposed upon the floor at any Annual Meeting, agreed to by the Executive Committee of the Board of Directors, and passed by a nine-tenths vote of those present and voting.

ARTICLE XI. LOCAL CHURCH AUTONOMY

Nothing in the Constitution or Bylaws of this Conference shall destroy or limit the right of each local church to continue to operate in the way customary to it, nor shall it be construed as giving to the Conference now or at any future time the power to abridge or impair the autonomy of any local church in the management of its own affairs.

B Y L A W S

ARTICLE I. MISSION STATEMENT

To PROCLAIM

the Good News
of Jesus Christ the Lord
in both Word
and deed
that what we say and do
might bear witness
to the action of God
in the common life.

To RELATE

to the General Synod
of the United Church of Christ
through participation
in its processes of reflection
and through encouragement
of local financial support

for wider ministries
of our denomination

To AFFIRM

the Christ-focused life
with the community of faith
that our teaching
our preaching
our reaching
out toward others in need
might be open
to renewing winds
of the Holy Spirit
and the fresh face
of God's intention
for our time and space.

To INSPIRE

the spiritual journey
of all who claim
the United Church of Christ as home
to the end that
all our doing
our planning
our witnessing
might keep contact
with those springs of renewal
to which Jesus pointed
as the source of all sustenance
"welling up to eternal life."

To SUPPORT

local churches
within its jurisdiction
in their ministry
to each other
and to the world
in which God has placed us.

To EXTEND

the right hand of fellowship
to other Christian groups
to the end that
our joint awareness
of the things which unite
might be lifted up
and affirmed
with the wider Body of Christ.

ARTICLE II. AREA

Sec. 1. The area of this Conference shall be substantially the state of Indiana and the Commonwealth of Kentucky except the counties of Bell, Boone, Campbell, Harlan, Kenton, Knox, McCreary, Whitley, within the latter.

Sec. 2. Churches outside of this geographic area, but formerly served by either of the consolidating bodies shall also be included. Churches near the boundaries of this area may be attached to or detached from the Conference and its Associations with the concurrence of each conference and association affected.

ARTICLE III. MEETINGS

Sec. 1. The Conference shall hold its Annual Meeting between April 1 and June 30. The Board of Directors shall determine the time and place of meeting. The Annual Meeting of the Conference will include in its objectives the sharing of information, education, inspiration, planning and general policymaking.

Sec. 2. The ordained ministers holding standing in its associations, commissioned ministers with a recognized call, and licensed ministers serving local churches shall be the clergy delegates.

Sec. 3. Each local church shall be entitled to two lay delegates, one of whom shall be aged 14-21, plus an additional delegate for each two hundred fifty members or major fraction thereof above the first two hundred fifty members.

Sec. 4. In the event that members of the Board of Directors are not official delegates to the Conference, they shall have the privilege of voice and vote.

Sec. 5. Special meetings of the Conference may be called by a majority of the Board of Directors or by written request of one-third of all ministers or one-third of all churches in the Conference who hold standing in an association of the Conference. Only such business shall be transacted as is specified in the call for the special meeting.

Sec. 6. A printed notice stating the place, day, and hour of the meeting and, in the case of a special meeting the purpose for which such meeting is called, shall be delivered or mailed by the secretary, or by persons calling the meeting, to each member of record entitled by the Articles of Consolidation to vote at such meeting, at such address as appears upon the records of the corporation, at least ten days before the date of the meeting.

ARTICLE IV. OFFICERS AND ADMINISTRATION

A. BOARD OF DIRECTORS

Sec. 1. The Board of Directors shall consist of the Moderator, Vice-Moderator, Past-Moderator, Secretary, Treasurer, Chair of the Programming, Planning, and Policy Advisory Committee, Chair of the Merom Governing Board, one representative each from the Indiana Region and the Kentucky Region of the Christian Church (Disciples of Christ), and fifteen members at-large with at least one member on the Board from each association. The Conference Minister and Associate Conference Ministers and other exempt staff shall be members ex-officio without vote.

Sec. 2. The at-large members of the Board shall be elected for staggered three year terms. At-large members of the Board having served two full terms shall not be eligible for re-election for one year after the completion of the second term of office.

Sec. 3. The Board of Directors shall hold at least four meetings each year. Special meetings may be called by the Chair of the Board, or by the Secretary on written petition of at least one-third of the members of the Board.

Sec. 4. A quorum for a meeting shall consist of the presence of a majority of the members of the Board.

Sec. 5. The Board of Directors shall be empowered to fill any vacancies, which occur on the Board itself, among the officers, on any Administrative or Program Committee or General Synod delegates who cannot fulfill their obligations. The Board should consult with the Nominating Committee on these matters.

Sec. 6. The Board shall meet at the Annual Meeting for the purpose of organizing itself. It shall elect by secret ballot from the members at-large its own Chair and Vice-Chair whose terms of office shall be for one year. The Vice-Chair shall also Chair the Nominating Committee. Two additional Board members are elected for the Executive Committee by secret ballot.

Sec. 7. All officers, volunteers or employees of the Conference who handle money must be bonded. The Conference shall also provide Directors and Officers Liability Insurance for all officers and members of the Board of Directors. The Conference shall hold harmless the officers

and directors and reimburse any expenses from claims arising from their decisions.

Sec. 8. Administrative Committees of the Board of Directors

a. Executive Committee

i. The Executive Committee shall consist of the Officers of the Conference, the Conference Minister and two members of the Board elected to it by the Board. The Chair of the Board shall serve as Chair of the Executive Committee.

ii. The Executive Committee shall meet at the call of its Chair. It shall administer the affairs of the Conference within the authority provided by the Articles of the Constitution and these Bylaws, subject to any restrictions and mandates placed upon it by the Board of Directors. The Executive Committee may appoint from its members a Business Committee to administer the Annual Meeting.

b. Finance and Budget Committee

i. The Finance and Budget Committee shall include the Treasurer, the Chair of the Board of Directors, three other Board of Directors members (one of which shall serve as Chair of the Committee). The Business Manager and the Conference Minister shall serve ex-officio without vote.

ii. The Committee will meet to monitor the overall management of the annual budget of the Conference. The Finance and Budget Committee will receive requests annually from the Program Committees, the Associations, the Personnel Committee, the Executive Committee, and any other group authorized by the Board of Directors of the Conference for budget considerations, and shall develop and prepare an annual budget recommendation to be approved by the Annual Meeting of the Conference.

iii. The fiscal year for the Conference shall be January 1 to December 31.

iv. The budget for the following year shall be presented in detail to the Board of Directors for review and approval at least six weeks prior to the Annual Meeting.

v. The programs of the Indiana-Kentucky Conference shall be financed basically

from a portion of the contributions for Our Church's Wider Mission contributed by the local churches.

vi. The Finance and Budget Committee of the Conference shall consult with the Office of General Ministries of the United Church of Christ and reach a mutual agreement upon the percentage, or the dollar amount, of contributions from Our Church's Wider Mission to be allocated for the support of the ministries of the Conference and the United Church of Christ. The allocation shall be approved by the delegates of the Annual Meeting.

vii. The Conference shall receive contributions from the local churches for Our Church's Wider Mission. The Conference shall maintain complete and accurate records of all contributions and shall forward the agreed percentage, or dollar amount to the Treasurer of the United Church of Christ.

c. Personnel Committee

The Personnel Committee shall consist of six members of the Board of Directors, who are appointed by the Chair of the Board with the approval of the Board. The purposes of this Committee are:

i. Review, every 5 years, the Personnel Policy of the Conference in cooperation with the Conference Minister, and recommend any changes for approval by the Board.

ii. Conduct reviews of the Professional Staff in such manner as called for by the Personnel Policy, or as directed by the Board, and

iii. Serve as a Grievance Committee for the employees of the Conference.

d. Annual Meeting Planning Committee

The Annual Meeting Planning Committee shall consist of the Moderator, Past Moderator, Vice Moderator, three members of the Board of Directors, other members as deemed necessary by the Board and the Conference Minister. The Committee shall make plans for the Annual Meeting that shall be approved by the Board of Directors.

e. Asset Management Committee

The Asset Management Committee shall consist of the Treasurer, Chair of the Board of Directors, chair of the Finance and Budget Committee, the Conference Minister and any other persons appointed by the Board of Directors. This Committee shall meet at least annually to review and oversee the assets of the Conference and any other duties assigned by the Board.

f. Communication and Technology Committee

The Communication and Technology Committee will set a vision for technology for the Conference and be a support and resource for Conference staff, Merom Conference Center and staff, local congregations and associations, and the work and ministry of the Conference as it relates to communication and technology.

Sec. 9. The Board of Directors shall elect or appoint any other committees as needed for the performance of its duties and the work of the Conference.

Sec. 10. Special constituency boards, such as a Women's Board, a Youth Board or a Young Adult Board, may be recognized, authorized, and funded by the Board of Directors in a manner similar to the Program Committees.

Sec. 11. The Board of Directors shall provide for an audit of all financial records of the Conference no less than once every two years.

B. OFFICERS

Sec. 1. The Chair of the Board of Directors shall serve as the President of the Conference, shall be responsible for appointing the Board's Administrative Committees for approval by the Board of Directors, presiding at all Board meetings, and assuming such legal responsibilities as defined by the laws of the State of Indiana.

Sec. 2. The Moderator shall be elected annually. The Moderator shall preside at all conference meetings.

Sec. 3. The Vice-Moderator shall be elected annually. The position of Vice-Moderator and Moderator shall alternate between lay and clergy.

Sec. 4. The Secretary shall be elected for a three year term and may be eligible for re-election for one additional consecutive term. The Secretary shall keep the minutes of the Conference Annual Meeting, the Board of Directors, and the Executive Committee.

Sec. 5. The Treasurer shall be elected for a three year term and may be eligible for re-election for one additional consecutive term. The Treasurer shall oversee the receipt of money contributed from any source to the Conference, giving an official receipt for the same.

a. The Treasurer, with the assistance of the Conference Business Administrator, shall administer and expend all funds of the Conference as provided in the budget or as authorized by the Board, in accordance with procedures approved by the Board of Directors, and under the direction of the Conference Minister.

b. The Treasurer and all who administer and expend funds shall furnish to the Board of Directors a corporate surety bond in and for the amount determined by the Board of Directors, the premium of which shall be paid by the Conference.

c. The Treasurer, with the assistance of the Conference Business Administrator, shall present reports to the Board of Directors as directed by it and shall present an annual report to the Annual Meeting.

C. STAFF

CONFERENCE MINISTER

Sec. 1. The Conference Minister shall be elected by the Conference at a Conference Meeting. The Board of Directors shall appoint a committee to secure a candidate for this office. The name of one candidate shall be submitted to the Conference. The Conference delegates shall vote by ballot for or against the election and the terms of the Call. If the candidate is elected, the Board shall tender a Call to this person. The term of the Call shall be open-ended. The Call is subject to termination in accordance with the provisions of the Call. The ministry of the Conference Minister shall be reviewed annually by the Personnel Committee.

Sec. 2. The Conference Minister shall be the spiritual and administrative head of the

Conference, shall oversee the work of the Conference, shall be professional and support staff coordinator, and shall have primary responsibility for administration, denominational and ecumenical relations, and the work of the Board of Directors.

ASSOCIATE CONFERENCE MINISTERS AND OTHER PROFESSIONAL STAFF

Sec. 1. Associate Conference Ministers shall be called for an indefinite term by the Board of Directors with the concurrence of the Conference Minister and shall serve with the ongoing concurrence of the Conference Minister. The description of ministry for each Associate Conference Minister shall be determined by the Board of Directors in consultation with the Conference Minister. Among the responsibilities to be assigned may be to:

a. Provide for the pastoral care and nurture of the churches as assigned by the Conference Minister with the approval of the Board of Directors.

b. Serve as the primary consultant for a church when there is a pastoral vacancy and work closely with association leaders to promote, enable and equip the ministry of the association.

Sec. 2. The Search Committee seeking the Associate Conference Minister(s) shall be appointed by the Board of Directors.

Sec. 3. The Associate Conference Ministers shall be reviewed by the Personnel Committee of the Board of Directors in accordance with the Personnel Policy of the Conference.

Sec. 4. The Call of an Associate Conference Minister by the Board of Directors may be terminated by mutual agreement or by either party giving a ninety-day notice.

Sec. 5. Additional professional staff to carry on the work of the Conference may be employed full or part-time (within the constraints of the budget) by the Board of Directors with the concurrence of the Conference Minister.

D. ADMINISTRATIVE COMMITTEES

PROGRAMMING, PLANNING, AND POLICY ADVISORY COMMITTEE

Sec. 1. The Programming, Planning, and Policy Advisory Committee shall be comprised of twelve members elected by the Annual Meeting of the Conference for staggered three-year terms. The Chair of the Committee will be nominated by the Committee itself for approval by the Board of Directors.

Sec. 2. This Committee will assist the Board of Directors by evaluating, overseeing and coordinating conference programming activities; by equipping program leadership and assisting with the planning of joint program events; by assisting the Board with on-going periodic policy review and development; by recommending short and long-range planning activities; and by accepting other responsibilities as delegated to the Committee by the Board of Directors.

NOMINATING COMMITTEE

Sec. 1. The Nominating Committee shall consist of 15 members, with one person nominated from each Association, five non-Board members nominated by the Board of Directors, and the Vice-Chair of the Board of Directors, who shall be an ex-officio member and shall serve as Chair of the Committee. They shall be elected at the Annual Meeting of the Conference to serve staggered three-year terms. Each association shall nominate its representative to the Conference Nominating Committee at least six weeks before the Annual Meeting.

Sec. 2. The duties of this Committee shall be to nominate the Officers, members of the Board of Directors, Programming, Planning and Policy Advisory Committee and the Program Committees, and those nominations not otherwise provided. The Nominating Committee shall strive to assure that all Officers, boards, committees and other positions shall have fair representation of the diversity of the Conference membership. Special attention shall be given to male/female, age range, clergy/lay, rural/urban, small/large membership churches, racial/ethnic, and geographical distribution. The Nominating Committee should meet to recruit, enlist, inform, and nominate persons to serve in the variety of elected positions within the Conference. It shall offer a slate of candidates to the Annual Meeting of the Conference using methods and procedures to assure that new as well as current volunteers have ample opportunity to fulfill their interests within the ministry of the Conference.

Sec. 3. This Committee should seek and consider suggestions for nominations from the associations, churches, clergy, and laity of the Conference. The Nominating Committee shall present one nominee for each position to be filled. The Board of Directors and Committees of the Conference shall have the privilege of co-opting additional members, but such co-opted members shall have voice without vote.

Sec. 4. Delegates to General Synod shall be nominated as described in Article VIII of the Bylaws.

Sec. 5. Additional nominations in any election may be made from the floor. The consent of each nominee must be secured before that name is presented on the floor of the Annual Meeting and the person must be qualified for election as defined in these Bylaws.

ARTICLE V. CONFERENCE EMPHASES

At the 1990 Annual Meeting of the Indiana-Kentucky Conference, the delegates adopted a Long Range Plan for the life and ministry of the Conference. Three primary Emphases were identified to be implemented during the 1990's. Each emphasis has its own implications for the ministry of the Conference, yet the three are interrelated in both their content and implementation plans. The three Emphases are:

- A. Being a Church that Knows and Lives Its Faith.
- B. Being an Evangelism Church.
- C. Being a Caring and Nurturing Community.

ARTICLE VI. CONFERENCE PROGRAM COMMITTEES

To implement the Conference Emphases, the following Program Committees shall be established. The purpose of a Program Committee is to meet the needs of the programmatic concerns of the Conference by addressing specific tasks. Adjustments in the description of each committee's responsibilities, size and structure shall be formulated by the Programming, Planning, and Policy Advisory Committee, and approved by the Board of Directors. The committees will elect their own leadership. The Program Committees will meet as often as needed to carry out the program goals, which they adopt in accordance with the Conference Emphases. Members of the

committees, who will be clergy and lay volunteers interested in the specific subject matter of the Committee, will be elected at the Annual Meeting of the Conference to serve staggered three-year terms. Task forces and other special groups may be appointed by the committees. Each year each Program Committee will make its budget request to the Finance and Budget Committee for the development of the annual conference budget to be approved by the Annual Meeting of the Conference. The Program Committees shall be coordinated by the Programming, Planning, and Policy Advisory Committee.

The four representatives to the covenanted ministries of the United Church of Christ shall report to the Board of Directors at least annually.

A. BEING A CHURCH THAT KNOWS AND LIVES ITS FAITH

This Conference Emphasis shall be Christian Education and discipleship. It draws together those resources of the Conference that have been historically engaged in the teaching ministry. Teaching is both formal and informal, structured and unstructured, lecture and experiential. This Conference Emphasis also includes our long tradition of concern for justice and service to others. These three committees will encourage laity and clergy to work together to help the local churches and members to know and live their faith. These three committees are to provide new opportunities for spiritual growth within the local churches of the Conference. The Bible is the primary resource for all aspects of the teaching ministry and, thus each Committee is to give special attention to the use of the Bible texts and witness as THE key resources in the teaching ministry of each of these committees.

1. FAITH EDUCATION COMMITTEE

This committee, consisting of at least 15 members elected by the Conference shall encourage and develop programs to equip members of the Conference to be knowledgeable and articulate in their faith and witness. It shall seek close interaction between laity and clergy. Pastors are the primary teachers of the faith; they are called to be leaders and learners in that endeavor. The committee will oversee the ongoing support of and training for Christian Education, which includes church school and ministry with youth through both trained personnel and resources, and oversee the further

development of the worship life within our congregations. Adult lay education must also be a high priority for the Faith Education Committee as it seeks to strengthen the Christian education programs of local churches.

The Committee will also be responsible for the oversight of all campus ministry programs supported by the Conference. This committee shall regularly consult with the Clergy Support Committee to address the teaching ministry in its continuing education program.

2. SOCIAL ISSUES AND SERVICES COMMITTEE

This committee, consisting of at least 20 members elected by the Conference, involves the teaching ministry as we seek to inform and call all persons to be persons of faith in addressing the ethical, social and religious issues of our time. It is understood that the Church is called to engage in both advocacy for Christian values and involvement in the social structures of our society. This Committee will develop educational resources, which will inform the members of our churches as to the many social needs to be addressed. It will call upon the churches to ACT upon their convictions. As a Just Peace Conference, the Conference has declared itself to be a people who seek justice for all persons in our world.

The Conference has historically provided additional funding to social service ministries within many communities of our conference. These social service ministries are being performed in concert with the local UCC churches in those areas that are seeking to address the human needs in their neighborhoods. These ministries include: homeless shelters, crisis centers for battered families and housing projects. This Committee will seek to alleviate basic human needs by addressing the root causes of poverty, racism, inadequate housing, justice and peace issues in our society. The Committee will administer conference proceeds of the Neighbors in Need and other offerings assigned to it by the Board of Directors. The committee will be encouraged to work with the many health and human service institutions related to the United Church of Christ, which are zoned to the Indiana-Kentucky Conference.

3. MISSION AND STEWARDSHIP EDUCATION COMMITTEE

This Committee, consisting of at least 18 members elected by the Conference, will seek to address the theological and stewardship principles related to the mission of the church, because mission is being a good steward of the Gospel and supporting the work of the church in both what we say and how we live. It will seek to link congregations with the wide variety of mission programs that take place within the Conference and around the world. This committee will offer assistance related to the special offerings such as One Great Hour of Sharing, Neighbors In Need, Strengthen the Church, the Christmas Fund and the Merom Love Offering as well as those special offerings received each year by the churches for our colleges, seminaries (CUE-Chicago, United and Eden seminaries) and health and human service institutions.

This committee will also offer educational and training opportunities for pastors and congregations to develop annual stewardship campaigns within churches. This Committee will be responsible for the development and distribution of the annual OCWM and CUE goals for local churches. A program to assist local churches in special financial campaigns will be developed, such as capital funds campaigns, building campaigns and second mile projects. Also a Planned Giving Program will be implemented to assist local churches in long-term financial stability.

B. BEING AN EVANGELISM CHURCH

This Conference Emphasis shall be to proclaim the Good News and to call members to be evangelists.

1. CHURCH DEVELOPMENT COMMITTEE

This committee, consisting of at least 9 members elected by the Conference, will focus on assisting those congregations that are in transitional stages of their lives. This will focus on the planned renewing of the local church with the support and assistance of the Conference. These efforts often include funding from the Indiana-Kentucky Conference and Local Church Ministries of the UCC or its successor. A New Church Start Task Force will be established to do the preparatory research necessary for a recommendation to the Board of Directors.

2. EVANGELISM EDUCATION COMMITTEE

This committee, consisting of at least 9 members elected by the Conference, will seek to assist all local churches in their efforts to be a people of the Good News. This Committee will focus its energy on the training and development of laity and clergy to be evangelists for the Church of Jesus Christ.

3. NEW CHURCH START COMMITTEE

This committee, consisting of at least 6 members elected by the Conference, will be responsible for oversight of all new church starts in the Conference. The committee will conduct research that indicates promise for new starts, meet with Associations and churches in the target areas, oversee leadership grant applications, help establish and maintain contact with steering committees and oversee, in coordination with the Finance and Budget Committee, all funding arrangements involving Conference or national funding.

C. BEING A CARING AND NURTURING COMMUNITY

This Conference Emphasis shall serve the needs of persons within the church as well as seek to care for those who need the support and love of the church within society.

1. CONGREGATIONAL AND CLERGY SUPPORT COMMITTEE

This committee, consisting of at least 15 members elected by the Conference, will seek to serve the organizational and leadership development needs of local churches in programmatic concerns not addressed by other committees. It will offer assistance in such areas as church officer training, conflict management, methods of decision making, development of care giving ministries, and planning for both short and long range goals.

This committee will also develop and direct a continuing education program within the Conference for the clergy. All clergy will be strongly encouraged to participate annually in a planned program of continuing education that fits the unique needs of each person. The Committee shall also seek to meet the particular human and vocational needs of clergy who serve

as ministers of Jesus Christ. Concerns such as peer group relationships, health and life style issues, family and personal concerns, vocational and professional assessment will be addressed. Special relationships will be established with professional and career counseling centers available for all clergy and clergy families.

Licensed ministry training is an important part of the lay training program for persons who seek and to serve the Church as trained lay leaders as well as authorized licensed ministers. This Committee will provide the oversight for the licensed ministry program that is presently being conducted with the Indiana Region of the Christian Church (Disciples of Christ) and Christian Theological Seminary.

2. OUTDOOR MINISTRIES COMMITTEE

This committee, consisting of at least 15 members elected by the Conference, has traditionally provided programs to help persons experience what it means to be a part of a wider Christian caring community beyond one's local church. The Outdoor Ministries Committee will work closely with the other committees and the Merom Conference Center Board so that the outdoor ministries program will be seen as an integral part of every aspect of our life together. This committee will be encouraged to expand its programs for adults and those with special needs within both our churches and our society.

3. ECUMENICAL MINISTRIES COMMITTEE

This is a joint committee from the Indiana-Kentucky Conference, UCC and the Christian Church in Indiana (Disciples of Christ). The committee, consisting of at least 12 members, six of whom are elected by the Conference, will seek to strengthen the vision of the United Church of Christ, "That We ALL May Be One." It will give leadership to congregations and pastors in gathering commitments for our ecumenical and interfaith relationships. It shall also draw together the wide variety of programmatic efforts that are carried out in concert with our sisters and brothers of other denominations and faith groups. This committee will oversee our relationship with our partner Churches in other countries, and our discussions and plans with the Christian Church (Disciples of Christ), the Churches Uniting in Christ, our membership in

the Kentucky and Indiana Councils of Churches, and other ecumenical efforts.

ARTICLE VII. MEROM CONFERENCE CENTER

Sec. 1. The Merom Conference Center, Inc. shall exist as a ministry of the Indiana Kentucky Conference. The work of the Merom Conference Center shall be carried out under the direction of the Merom Conference Center Governing Board. The Merom Conference Center Governing Board shall be accountable to the Conference through the Indiana-Kentucky Conference Board of Directors. The Merom Conference Center Governing Board shall present its budget recommendations to the Conference Finance and Budget Committee.

Sec. 2. Membership of the Merom Conference Center Governing Board shall be made up of one (1) lay representative and one (1) clergy representative from each association of the Indiana-Kentucky Conference; two (2) representatives from the Merom Historical Council; two (2) representatives from the Merom Community Regional Council; two (2) representatives from the Friends of College Hall Council; and three (3) at-large representatives from the Indiana-Kentucky Conference (one of which shall be the Conference Treasurer). The Conference Minister shall be an ex-officio member without vote on the Merom Conference Center Governing Board. The Merom Conference Center Governing Board shall select its chair, who shall become an ex-officio member of the Indiana-Kentucky Conference Board of Directors.

ARTICLE VIII. DELEGATES AND REPRESENTATIVES

Sec. 1. Delegates to the General Synod of the United Church of Christ shall be elected at the Annual Meeting the year preceding the General Synod that they shall attend. They shall serve for a term to cover two biennial General Synod meetings. As provided by the Bylaws of the United Church of Christ lay persons shall constitute at least fifty percent of the delegates and the delegation shall reflect the United Church of Christ's commitment to affirmative action by being representative of racial and ethnic persons, women, youth and young adults (at least 20% of each delegation being under 30 years of age, with 10% under 19 years of age).

Sec. 2. Any association may submit its proposed names for any open delegate position for its Association and/or for any open at-large positions for the coming election by December 31st of the year preceding the appropriate Annual Meeting election. Names will also be requested from local churches and individuals of the Conference.

The Conference Nominating Committee shall design the slate and shall select names for the slate in such a manner to assure that each association will have at least one clergy and one lay delegate, elected by the Conference, for each General Synod. Any remaining delegates needed to fill the number of delegates allocated to the IKC shall be elected at-large. The Conference Nominating Committee shall place at-large nominees in appropriate categories as necessary to comply with the denominational By-Laws. No person shall be nominated as a General Synod delegate from a church which already has a member of that church as an elected delegate to General Synod.

Sec. 3. Nominations may be made from the floor at the Annual Meeting for any delegate position, provided that such nominee meets the requirements for that particular category on the slate. Any contested races shall be decided by ballot, with a majority vote required.

Sec. 4. Representatives to other ecclesiastical organizations or meetings shall be selected by the Board of Directors or elected by a method designated by the Board.

ARTICLE IX. SEAL

The seal of the Indiana-Kentucky Conference shall be a large circle, across the lower part of which is written the word "seal." In an outer semi-circle encompassing approximately 4/5 of the seal are written the words "Indiana-Kentucky Conference" within which there is another semi-circle carrying the words "United Church of Christ, Inc." In the center of the seal is a perfect circle encompassing the cross which is flanked on either side by the profiles of two persons representing the two fellowships united within our new conference as well as the two states primarily served by the Conference. Above the cross bar of the cross are the words: "Est. 1963."

The Constitution of the Indiana-Kentucky Conference of the United Church of Christ was originally adopted May 2, 1963 and was composed of the basic materials from the Articles of Consolidation creating the Conference. It has been amended several times with the last previous amendment being June 2-3, 2006.

