

DRAFT POLICY MANUAL CHANGES

MAY 15, 2023

The Constitution and Bylaws Revision Committee recommends that a number of items currently covered in the Bylaws be moved to policies. This document includes all policies that address issues currently covered in other documents. In the marked-up version of this document, the original text represents the relevant text of the current Bylaws.

POLICY REVISION

Text in policies that contradict the provisions of the revised Constitution and Bylaws or any provisions in the policies approved by the Regional Assembly are no longer in effect. All other provisions of those policies remain in effect. The Executive Committee will ensure that all existing policies are reviewed and updated to remove conflicts with the Constitution, Bylaws, and existing policies. The Executive Committee will provide the next meeting of the Regional Board with a list of those policy changes required to maintain consistency with the revised Constitution and Bylaws and associated policies without requiring a vote. The Executive Committee may place specific policy changes on the agenda of the next Regional Board meeting.

COMMISSIONS

Membership

The chair of each standing commission defined in the Constitution shall be selected according to the provisions of the Constitution and Bylaws. The moderator will appoint other members of standing commissions as required to assist it in its assigned responsibilities. The Regional Board shall elect a chair for any commission created by the Board, and has the option of selecting other members or directing the moderator to appoint other members. Vacancies in all commissions shall be filled by the moderator.

Finance and Stewardship Commission

~~The moderator shall appoint a standing Finance and Stewardship Commission composed of the treasurer as chairperson, the chairpersons of all committees or task groups created by the Finance and Stewardship Commission, and any other persons required by the Finance and Stewardship Commission to assist it in its assigned responsibilities.~~ The Finance and Stewardship Commission shall

- (1) submit to the Regional Board an annual budget based on program proposals received from the other standing commissions;
- (2) monitor the regional budget during the year, giving direction to the regional staff in case of a real or projected shortfall;
- (3) assist congregations and individuals in their giving to outreach causes of the Region and the Christian Church (Disciples of Christ);
- (4) be responsible for the investing of permanent and other funds of the Region;
- (5) be responsible for property and liability insurance matters; and
- (6) serve as a property and management committee for the Region, with the exception of

the Crystal Conference Center, which shall be managed by the Crystal Conference Center Commission.

Ministry Commission ~~The Finance and Stewardship Commission shall organize itself as it deems necessary and appropriate in order to meet its assigned responsibilities and shall be responsible to the Regional Board.~~

~~The moderator shall appoint a standing Ministry Commission composed of a chairperson as elected by the Regional Assembly, the chairpersons of all committees or task groups created by the Ministry Commission, and any others required to assist the commission in its assigned responsibilities.~~ The Ministry Commission shall be responsible for the oversight of the Order of Ministry of the Christian Church (Disciples of Christ) within the Region, including all matters pertaining to standing, ordaining, [licensing](#)/commissioning, educating, recruiting and supporting of clergy.

The Ministry Commission shall organize itself as it deems necessary and appropriate to meet its assigned responsibilities and shall be responsible to the Regional Board.

Personnel Commission ~~The Finance and Stewardship Commission shall organize itself as it deems necessary and appropriate in order to meet its assigned responsibilities and shall be responsible to the Regional Board.~~

The Personnel Commission shall

- (1) recommend personnel policies to be adopted by the Regional Board, and administer those policies when so adopted;
- (2) develop job descriptions and performance goals for each staff member;
- (3) annually evaluate the performance of each staff member against those job descriptions and performance goals;
- (4) recommend annual salaries and other remuneration to the Regional Board; and
- (5) be available to executive staff members for consultation regarding relationships among all personnel;

~~(7) maintain an atmosphere of reciprocal understanding and trust which enables the staff to do its best work and most efficaciously respond to the needs of the region; and~~

~~(8) deal with tensions and/or less than fully satisfactory job performance in such a way as to seek a resolution in a spirit of love and recommend appropriate action if such attempts fail.~~

~~The Personnel Commission shall organize itself as it deems necessary and appropriate in order to meet its assigned responsibilities, and shall be responsible to the Regional Board.~~

Pro-Reconciliation/Anti-Racism Commission

Members of this committee shall be comprised of no less than fifty percent (50%) persons of color. The Pro-Reconciliation/Anti-Racism Commission shall

1. Present yearly to the Regional Board plans, activities of the previous years and plans for the coming year.
2. Communicate the vision and goals of this ministry for the coming year
3. Promote offerings such as workshops and seminars on racism.
4. Participate annually in anti-racism training.

Crystal Conference Center Commission.

~~The moderator shall appoint a standing Crystal Conference Center Commission composed of a chairperson as elected by the Regional Assembly, the chairpersons of any committees or task groups created by the Crystal Conference Center Commission, and any other persons required by the Crystal Conference Center Commission to assist it in its assigned responsibilities. The Crystal Conference Center Commission shall be responsible for the management, operation and programming of the Crystal Conference Center. All matters relating to staff shall be under the auspices of the Personnel Commission. The Crystal Conference Center Commission shall organize itself as it deems necessary and appropriate in order to meet its assigned responsibilities, and shall be responsible to the Regional Board.~~

MINISTRIES ~~SY~~ TEAMS

Ecumenism/Interfaith Ministry

The Ecumenism/~~Interfaith ministry~~ Ministry shall be responsible for the ecumenical activity of the Region, including

1. overseeing the partnership arrangement with the United Church of Christ,
- ~~2. appointing regional representatives to Michigan ecumenical bodies as appropriate, and~~
2. helping to foster a climate of ecumenicity within the Region.
- ~~3. Identifying and promoting activities in which the Region can cooperate with other Christian bodies and faith groups to carry out our mission, and~~
3. Promoting activities that allow congregations to engage with other Christian bodies in faith groups.

New Church Ministry

~~The Church Growth and Vitality Ministry~~ Sshall be responsible for the congregational planting and nurturing ministry of the Region, including

- ~~1. overseeing the evangelistic emphasis of the Region's ministry,~~
- ~~2.1. administering and supervising any new church development~~ Supporting new churches within the region,
- ~~3. monitoring congregational standing,~~
2. dispensing any new church development and congregational revitalization funds, and

4.3. Recommending the recognition of new churches to the Regional Board.

~~5. assisting congregations in defining, clarifying, promoting, implementing, and evaluating their various local ministries.~~

Transformation Ministry

The Transformation Ministry will be responsible for transformation stuff. (We will find words.)

Regional Assembly Planning Ministry

~~Prior to the first regular meeting of the Regional Board following the~~ At least 12 months before a scheduled Regional Assembly, the moderator shall appoint a Regional Assembly Planning ~~Committee~~ Ministry composed of at least three persons. This ministry will be responsible for planning and conducting the next regular Regional Assembly and any intervening special Regional Assembly sessions. The ministry may delegate the responsibility to plan and conduct a special Regional Assembly to a team on the ministry.

Nominating Ministry

The nominating ministry shall ~~call a member of the Region for each position to be elected by the Regional Assembly. prepare a slate of nominees consisting of one name for each regional officer, each chairperson of a standing commission and up to six members at large.~~ The nominating ministry is responsible to ensure that the nominated members have the gifts and capacity to serve in the position they are called to.-

Each person on the slate of nominees must have received a copy of the job description for their position and consented to serve for the term of their position.

The nominating ministry will present the list of nominees to the Executive Committee by a date set by the Executive Committee, in time for the list of nominees to be included in the regular agenda for the Regional Assembly.

~~Each person nominated:~~

- ~~a. ——— shall have been active in the work of the Church;~~
- ~~b. ——— shall be highly qualified to serve in the nominated position and as a member of the Regional Board,~~
- ~~c. ——— shall have been contacted personally by a member of the nominating committee regarding the candidacy;~~
- ~~d. ——— shall have received a copy of the constitutional and bylaw requirements of the position; and~~
- ~~e. ——— shall have given consent to the nomination and agreement to serve~~

~~in accordance with the constitution and bylaws.~~

~~4. Developing and Reporting of the Slate.~~

~~At least two months prior to the Regional Assembly the nominating committee shall report the slate to the Regional Assembly Business Committee. The Business Committee shall consider the report as a regular business item for the Regional Assembly, and thus submit it to recognized congregations and to the Regional Assembly itself.~~

~~The Representative to the General Board is elected every four years as per the Constitution. The UCC Representative to the Regional Board is elected according to the schedule of that body.~~

REPRESENTATION

All ~~standing commissions and other committees and groups referred to in this Bylaw~~ bodies of the Region shall be composed of persons representing as broad a spectrum as possible of total regional membership. Due regard shall be given to representation by all groups of the Region, including groups based on age, gender, race and ministerial status.

PARTNERSHIPS

1. Regional Commissions may meet and work in partnership with corresponding bodies in Illinois/Wisconsin. Policies and other decisions affecting the Michigan Region will be approved by vote of the responsible commission of the Michigan Region, following voting procedures defined in the By-Laws.
2. Ministries may meet and work in partnership with corresponding bodies in Illinois/Wisconsin. The cooperating ministries may choose to function as a single body, provided that the body's process for taking action is consistent with the Constitution, Bylaws, and policies of the Michigan Region.

RECOGNIZED GROUPS

Recognized constituency groups of the Region are

1. Disciples Women's Ministries
2. Disciples Men;
3. East District;
4. North District;
5. West District;
6. Young Adult Christian Fellowship.

The Michigan Conference of the United Church of Christ is a recognized Christian body of the Michigan Region.

MINISTERIAL VACANCIES

~~a. Regional Minister. When a vacancy exists in the office of the Regional Minister, the moderator shall appoint a special search committee composed of the chairperson of the Personnel Commission as chairperson and six others to reflect the current Executive Search Model and be approved by the Executive Committee. This committee shall consult with the General Minister and President of the Christian Church (Disciples of Christ) and with any other group or individuals it sees fit. The committee shall be guided in its deliberations by the ethical standards of ministerial relocation in the Christian Church (Disciples of Christ), including the stipulation that the committee may be in negotiation with only one minister at a time. At the conclusion of its deliberations the committee shall recommend to the Regional Board a minister in standing with the Christian Church~~

1. The search and call process for any permanent, interim, or associate Regional Minister will follow the current Executive Search Model for the Christian Church (Disciples of Christ). Each search committee shall consult with the General Minister and President of the Christian Church (Disciples of Christ) and with any other group or individuals it sees fit. The committee shall be guided in its deliberations by the ethical standards of ministerial relocation in the Christian Church (Disciples of Christ). The committee will negotiate with only one minister at a time, and will only call a minister with standing in the Christian Church (Disciples of Christ). At the conclusion of its deliberations the committee shall recommend a candidate.
 2. When the office of Regional Minister becomes vacant, or when the Regional Minister announces their intention to resign or retire, the interim search committee will consist of the chair of the Personnel Commission, one other member of the Michigan Region appointed by the moderator, and six members appointed by the Christian Church in Illinois and Wisconsin. The committee will report their recommended candidate to the moderator. The moderator will appoint a planning ministry for the special Regional Assembly or inform the existing Regional Assembly Planning Ministry that a special assembly will be called. The planning ministry will identify a time and place for the special Regional Assembly within 60 days, providing notice according to the bylaws. If the Regional Assembly approves the candidate, they will be called to the office of Interim Regional Minister.
 3. The search committee for a permanent Regional Minister will be formed at a time agreed by the moderator and the moderator of the Christian Church of Illinois/Wisconsin in consultation with the Interim Regional Minister. The committee will consist of the chair of the Personnel Commission, two other members of the Michigan Region appointed by the moderator, and seven members appointed by the Christian Church in Illinois and Wisconsin. The committee will report their recommended candidate to the moderator. The moderator will appoint a planning ministry for the special Regional Assembly or inform the existing Regional Assembly Planning Ministry that a special assembly will be called. The planning ministry will identify a time and place for the special Regional Assembly within 60 days, providing notice according to the bylaws. If the Regional Assembly approves the candidate, they will be called to the office of Regional Minister.
- ~~—When a vacancy exists in the office of an Associate Regional Minister, the moderator shall appoint a search committee including the Regional Minister and at least three other members. The committee, with the concurrence of the Regional Minister, shall recommend a candidate to the Regional Board. If the Regional Board approves the candidate, they will be called to the~~

office of Associate Regional Minister.

OTHER STAFF VACANCIES

When a vacancy exists in any other staff position, the Regional Minister shall be responsible for the securing of qualified personnel.

~~The Regional Minister shall consult with the Executive Committee in the event of Crystal Conference staff will be hired and managed by United Camps, Conferences and Retreats. Center Commission before securing a new Crystal Conference Center Manager. If the Commission cannot meet before a hiring decision must be made, the Regional Minister shall consult with the chair of the Commission.~~

The Personnel Committee in conversation with the Regional Minister may hire other staff as needed, delegate to the Office Manager the responsibility of securing other office personnel, and may delegate to the Crystal Conference Center Manager the responsibility of securing summer personnel for the Crystal Conference Center.

The Regional Minister shall consult with Disciples Women's Ministries Commission in the event of securing a new Women's Ministries Consultant.

TERMINATIONS

The indefinite term of the Regional Minister ~~and the Associate Regional Ministers~~ may be terminated with ninety days notice by the Regional Board upon recommendation received from the Personnel Commission. The employment of other staff may be terminated by the Regional Minister upon two weeks' notice ~~, except that summer Crystal Conference Center staff may be terminated at the end of any week with cause. The Office Manager and the Crystal Conference Center Manager may be delegated by the Regional Minister to act on behalf of the Regional Minister in the case of other office personnel and summer Crystal Conference Center personnel, provided that the Regional Minister is consulted prior to such proposed action.~~

ANTI-RACISM/PRO-RECONCILIATION

We believe that racism is not part of God's design for creation and that the motivation and guidance to understand and work against racism come from our faith and spiritual strength. Further we believe that racism is deeply embedded in the systems and powers of our institutions. Racism is defined as the result of prejudicial attitudes being combined with the power to dominate and control the systems and institutes capable of carrying discriminatory practices. It is also the result from access to the power to enforce prejudices so as to advantage one racial group leading to implicit bias. The Christian Church (Disciples of Christ) Michigan Region commits to promote an anti-racist identity that empowers, heals, and makes whole in a fragmented world.