

FLOSSMOOR COMMUNITY CHURCH

Flossmoor, Illinois

CONSTITUTION

ARTICLE I Formation

Section 1.

The name of this church shall be the Flossmoor Community Church. The authority for the government of this church is vested in its members.

Section 2.

The corporate existence of the church is based on a certificate of election of three trustees filed with Recorder of Deeds, Cook County, Illinois, on the 9th day of January 1934, as Document 11344426 recorded in Book 865 of Records on page 422.

ARTICLE II Statement of Commitment

Section 1.

We, the members of Flossmoor Community Church, recognizing that differences of belief which may exist among Christians are not inconsistent with unity, are committed to worship the living God; to study the Christ's teachings; to accept and witness to the loving and saving words of God in the Christ, God's intention for the wholeness of each person and the whole of humankind.

We are committed to our church as a potentially powerful means of service in these communities and the worldwide community; to ecumenical cooperation among all helping persons and institutions, especially those of our Judeo-Christian religion; and to cooperation among the members of our church.

We are committed to a church membership comprised of persons of varied religious traditions, ethnic and racial backgrounds, educational and economic accomplishments: each contributing proper portions of time, talent and treasure; each a minister, each a missionary.

ARTICLE III Members

Section 1.

The membership of this church shall consist of regular members and associate members.

Section 2.

Regular members shall be those who unite with this church through confession of faith, reaffirmation of faith, transfer from another Christian church, or reinstatement by the Governing Board.

Section 3.

Associate members shall be those with Christian church membership elsewhere who unite with this church without withdrawing from the churches to which they already belong.

Section 4.

Regular and associate members shall share equally the duties and responsibilities and also the rights and privileges of membership. Voting members shall be active regular and associate members. The normal minimum age for membership is 15 years. However, those less than 15 years of age may be accepted if they have completed the Confirmation program at Flossmoor Community Church, or a comparable program elsewhere, or have satisfied the Governing Board that they fully understand the meaning and responsibilities of Christian church membership.

Section 5.

A member may request to be placed on the inactive list, be permitted to resign or be granted a letter of transfer to any Christian church by the Governing Board.

Section 6.

Any member of this church who moves from the community or who does not attend its services or contribute to its support with time, talent or treasure for a period of two years may be transferred to the inactive list by the Governing Board. This Board may also return a member to the active list.

ARTICLE IV Governance

Section 1.

The affairs of this church shall be administered by the Governing Board. The officers of the church shall be the Chair, Vice-Chair, Secretary and Treasurer all of whom shall be Elders. The five program Boards, namely the Diaconate Board, the Board of Christian Education, the Board of Faith in Action, the Board of Worship and the Arts, the Board of Congregational Connections, shall exist to sustain the ministries and programs of the church and shall be led by Elders. The five standing Committees of the Governing Board, namely the Finance Committee, the Nominating Committee, the Personnel Committee, the Properties Committee, and the Stewardship Committee, shall exist to tactically support the ministries and programs of the church and shall be led by Elders. A Focus Elder may be named to apply emphasis to an area of church life designated yearly by the Governing Board. The Senior Pastor shall be the spiritual leader of the church, assisted by other members of the pastoral staff.

ARTICLE V Pastors

Section 1.

The church's pastoral staff shall include a Senior Pastor and such Associate Pastors as may be authorized by the Governing Board upon the recommendation of the Senior Pastor and the Personnel Committee. The Pastors shall be ordained ministers in good standing in a Protestant church and elected as provided in this Article.

Section 2.

The Senior Pastor shall be the spiritual leader of the church. It is the responsibility of the Senior Pastor to provide the communication necessary to assure coordination and focus among the various church activities. Therefore, the Senior Pastor or the Senior Pastor's designee shall attend the meetings of each Board and standing Committee. For other Committees, the Senior Pastor or the Senior Pastor's designee may attend, or the Governing Board may request that the Senior Pastor or the Senior Pastor's designee do so. The duties of the Senior Pastor shall be to (a) preach the word; (b) plan and direct the services of worship of the congregation; (c) administer the ordinances and sacraments; (d) promote the spiritual welfare of this church and persons served by it; (e) direct the staff of the church; (f) be responsible for parish visitations; (g) make periodic reports and specific reports as requested to the Governing Board and make a report of each year's work to the members of the church at the Annual Meeting; (h) represent the church in ecumenical and community relationships; and (i) perform such other duties as are provided for elsewhere in this Constitution and such other duties as are customarily associated with the office of Senior Pastor of this church, as directed by the Governing Board.

Section 3.

Associate Pastors shall assist the Senior Pastor in conducting the ministry of the church and shall perform such other duties as are appropriate to the office, as directed by the Senior Pastor.

Section 4.

Candidates for the position of the Senior Pastor or an Associate Pastor shall be selected by a Search Committee which will make its recommendation to the church members through the Governing Board. The Search Committee shall be composed of no less than ten and no more than fifteen active church members representing a balance between age groups, length of church membership, and number of men and women, nominated by the Nominating Committee and elected by the church members. Nominations may also be presented from the floor at the meeting of the church members called to elect the Search Committee. In the event of election contests, vote shall be by written ballot. In a search for an Associate Pastor, the Search Committee shall also include the Senior Pastor as an ex-officio member.

Section 5.

The election of the Senior Pastor or an Associate Pastor shall be by not less than an 85% vote of the active church members attending and voting at a congregational meeting called for that purpose. The dismissal of the Senior Pastor or an Associate Pastor shall be by not less than a two-thirds vote of the active church members attending and voting at a congregational meeting called for that purpose. The Governing Board shall present to the church membership any candidate selected by the Search Committee for election as Senior Pastor or an Associate Pastor. A resignation tendered by a Pastor shall be submitted in writing to the Governing Board which will consult with the Personnel Committee before prompt transmittal to the church membership. The Governing Board shall formally respond to the resignation and convey its response to both the resigning Pastor and the congregation.

Section 6.

In the event of a vacancy in the position of Senior Pastor the Governing Board shall appoint an Interim Senior Pastor until a Senior Pastor is elected. In the event of a vacancy in a position of Associate Pastor, the Governing Board may appoint one or more Interim Associate Pastors.

Section 7.

Employment of any Pastor may be for continuous service or for a specific term designated by the Governing Board, provided that the term of any Associate Pastor shall be coterminous with that of the Senior Pastor unless extended temporarily by the Governing Board for an additional period not to exceed six months beyond the date when a new Senior Pastor takes office. Nothing herein shall be interpreted to prevent a Search Committee from considering an Associate Pastor for a new term as Associate Pastor, with the advice, counsel, and approval of the new Senior Pastor after the new Senior Pastor is elected. An Associate Pastor is not eligible to succeed immediately the Senior Pastor.

ARTICLE VI Staff

Section 1.

Staff persons may be employed by the Governing Board on a full- or part-time basis to assist the pastors in any phase of the church's ministry. Staff positions shall be authorized by the Governing Board upon the recommendation of the Senior Pastor and the Personnel Committee. A staff member may not be elected to serve on any Board.

ARTICLE VII Elders

Section 1.

The position of Elder shall be conferred as a commitment for life to demonstrate by word and deed the grace and mercy of Christ. The Elders shall be particularly responsible, with the Pastors, for the spiritual welfare of the church and its members. The Elders shall assist, support, advise,

and counsel with the Pastors in the spiritual life of the church. In the absence of the Pastors, they (the Elders) shall assist the Governing Board in seeing that the pastoral duties are performed.

Section 2.

The Elders shall be elected from among the members of the church. Candidates for the position of Elder must have been active members of Flossmoor Community Church for at least two years, having regularly supported the church through attendance and offerings of time, talent and treasure. Candidates shall also have developed a broad knowledge of church activities through previous membership on several Boards and/or Committees.

At the June Congregational Meeting of the church members, a sufficient number of Elders shall be elected to serve on the Governing Board for terms of up to three years. No Elder who has served on the Governing Board for three consecutive years shall be eligible for re-election to the Governing Board until one year from the date of expiration of his or her term of office.

In the case of a vacancy in the office of Elder on the Governing Board, the Governing Board, upon the recommendation of the Nominating Committee, shall fill the vacancy until the next Congregational Meeting of the church members, at which time the unexpired term shall be filled by a vote of the church members.

The positions of Chair, Vice Chair, Secretary and Treasurer shall be filled from a list of sitting and non-sitting Elders. All other Governing Board Elder positions may be filled from the list of eligible church members.

If the individual elected to the position of Foundation President, according to the By-Laws of the Flossmoor Community Church Foundation, meets the requirements of the FCC Constitution for becoming an Elder, stated in Article VII, Section 2, that individual will be elected as an Elder.

In cases where the church member selected to fill a vacancy is not an Elder, a special meeting of the congregation can be called, as prescribed by Article XVIII, Section 3, for the sole purpose of electing an Elder to replace an Elder who is not able to complete his/her term of office.

The Elders of the church shall ordain and install newly elected Elders during a regular service of worship. All Elders of the church shall be invited to participate in the service. This shall be a fittingly solemn and joyous celebration.

Section 3.

Elders shall retain their status as Elders as long as they remain church members. At any time they may be called to serve on special committees, as requested by the Governing Board.

Section 4.

All Elders of the church shall be invited to gather together annually and at any other time as deemed necessary by the Senior Pastor or the Chair of the Governing Board. The gathering of Elders also shall be attended by the Senior Pastor (or, should the Senior Pastor be unable to attend, a person delegated by the Senior Pastor). The Chair of the Governing Board shall preside over the gathering. The Elders and Senior Pastor (or his or her delegate) shall discuss and consider matters affecting the mission and ministry of the church and its members. The Elders so gathered shall have no authority to institute changes in this Constitution or in any Board or Committee's by-laws and shall neither replace nor challenge the other governance structures established by this Constitution. If a report of the gathering is deemed advisable, the Chair of the

Governing Board shall present it to the current Governing Board and/or at the next Annual Meeting.

ARTICLE VIII All Boards

Section 1.

Board members shall be elected from among members of the church at the June Congregational Meeting of the church members for one, two or three-year terms, or for the remainder of a vacant term. In case of a vacancy on a Board, the Governing Board, upon the recommendation of the Nominating Committee, shall appoint a church member to the position until the next Congregational Meeting of the church members. A Board member may be elected to serve a maximum of two consecutive terms and shall not be eligible for re-election or appointment to the same Board for at least one year. An effort shall be made to stagger terms of office so that one-third of each Board's membership terminates each year.

Section 2.

All the officers of the Governing Board and chairs of the program Boards shall be elected by the church members. Officers of the Governing Board shall be elected as provided in Article IX. Chairs of program Boards shall be elected as provided in Article XVI. The members of each program Board shall provide the Nominating Committee with their recommendations for leadership on their respective Boards.

Section 3.

When a Board member misses three consecutive meetings, the position may be declared vacant by a vote of the Board.

Section 4.

Meetings of all Boards and Committees of the Governing Board may be attended by any church member, subject to the by-laws of the Governing Board.

Section 5.

Each Board may appoint committees drawn from the membership to implement its activities.

Section 6.

Each Board shall have by-laws defining the responsibilities of its members and Committees, with the advice and consent of the Governing Board. Such by-laws shall be maintained on file with the Secretary of the Governing Board.

ARTICLE IX Governing Board

Section 1.

The Governing Board shall consist of 12-13 members, all of whom shall be Elders. The Chair of Governing Board, Chairs of the five program Boards and of the five standing Committees, the Focus Elder (if appointed), and the Secretary shall sit on the Governing Board, as will, in a non-voting, ex-officio capacity, the Senior Pastor. Eight voting members of the Governing Board shall constitute a quorum.

Section 2.

The Governing Board shall accept and dismiss members, coordinate the work of other Boards and Committees, manage the property and financial affairs of the church including the raising of funds, and perform or assign all other duties not specifically assigned or denied herein. The Governing Board shall have the authority to borrow money, not exceeding fifty thousand (\$50,000) dollars outstanding and unpaid at any time. The Governing Board shall not have authority to sell or

mortgage church real estate without the specific authorization by vote of the church members. The Governing Board shall be responsible for maintaining continuity and adherence to the constitution and faithfulness to the ministry and mission of the church by all Boards, Committees, pastors and staff members, and shall make an annual report to the congregation of its activities.

Section 3.

At the June Congregational Meeting, the church members shall elect all members of Governing Board, including a Chair, A Vice-Chair, a Secretary and a Treasurer. Any vacancy occurring in these offices shall be filled by the Governing Board from the list of sitting and non-sitting Elders, to serve until the next Congregational Meeting in accordance with Article VII, Section 2.

Section 4.

The Chair shall preside at all meetings of the Governing Board and the congregation. The Chair shall appoint such additional committees as authorized by the Governing Board. The Chair shall perform all other duties delegated by the Governing Board.

Section 5.

The Vice-Chair shall assume the duties of the Chair when the latter is unable to do so. The Vice-Chair shall perform all other duties delegated by the Governing Board.

Section 6.

The Secretary shall keep the minutes of the meetings of the Governing Board and of the Congregational and special meetings of the church membership. The Secretary shall perform all other duties delegated by the Governing Board.

Section 7.

All funds of the church shall be received and be disbursed under the supervision of the Treasurer, subject to the authorization of the church members or of the Governing Board. The Treasurer shall supervise the finances of the church including church budgeting.

ARTICLE X Diaconate Board

The Diaconate Board shall consist of twelve members. The Board shall have responsibility for service to members.

ARTICLE XI Board of Christian Education

The Board of Christian Education shall consist of one member elected by the church membership and ex-officio members in the numbers and by the positions designated in the by-laws of the Board of Christian Education. The Board shall have responsibility for the Christian education of children, youth and adults.

ARTICLE XII Board of Faith in Action

Board of Faith in Action shall consist of nine members. The Board shall identify and coordinate programs to extend the hands-on mission and ministry of the church. The Board shall recommend to the Governing Board allocation of mission grants and special offerings to selected organizations and activities.

ARTICLE XIII Board of Worship and the Arts

The Board of Worship and the Arts shall consist of nine members. The Board shall have responsibility for support to the Pastors and staff in conducting worship services, shall coordinate with pastors and staff the development of music and arts programs for worship services, and shall

develop, implement, and coordinate special programs in music and arts for the education and enjoyment of the congregation and the community.

ARTICLE XIV Board of Congregational Connections

The Board of Congregational Connections shall consist of up to 12, but no fewer than 8 members. The Board shall be responsible for welcoming and inviting visitors to FCC (including recruitment, training and scheduling of FCC Hosts), New Member Information Sessions, shepherding and connecting newer members into the active life of the congregation, reaching out to inactive members, and providing fellowship opportunities to develop a sense of Christian Community.

ARTICLE XV The Nominating Process

Section 1.

The names of all potential nominees for church offices who are to be elected by the church members at the Annual Meeting shall first be submitted to the Nominating Committee. This includes nominees for Governing Board offices, for the chairs and members of the program Boards, and of the standing Committees. The Committee shall review the qualifications of the prospective nominees and recommend to the Governing Board a proposed slate. Upon approval of the slate, or modification thereof, the membership is to be notified and the slate presented for congregational vote at the June Congregational Meeting.

Section 2.

Nominations from the membership at large may also be presented at the June Congregational Meeting, provided that such nominations be submitted to the Nominating Committee at least ten days prior to the Congregational Meeting. In the event of election contests, vote shall be by written ballot.

ARTICLE XVI Committees

Section 1.

There shall be a Nominating Committee consisting of a Chair and five members-at-large, two of whom must be Elders. Nominations shall be approved by the Governing Board and elected at the June Congregational Meeting.

Section 2.

There shall be a Personnel Committee consisting of seven members. All members shall be elders (current or newly appointed) elected at the June Congregational Meeting for staggering three-year terms. No Elder who has served an elected term of three years on the Committee shall be eligible for re-election until one year from the date of expiration of the original term of office.

The Personnel Committee, under the general direction of the Governing Board and in accordance with the By-Laws of the Governing Board, shall prepare or have prepared written job descriptions for Pastors and staff members. The Committee shall arrange for the performance reviews of the Senior Pastor at least annually as directed by the Personnel Committee; shall verify that the Associate Pastors are reviewed at least annually by the Senior Pastor and the Chairs of the Governing Board and the Personnel Committee; shall verify that performance reviews of other employees are being conducted at least annually; shall submit recommendations in consultation with the Senior Pastor as to staffing, salaries and employee benefits; shall assure that the Pastors and staff have a grievance procedure available to them as prescribed in the By-Laws; and shall perform other duties as directed by Governing Board or as indicated by good personnel practices. The Personnel Committee shall promptly report to the Governing Board any significant personnel matters.

Section 3.

Sub-committees may be established by any Board or Committee to assist in the planning, development or implementation of a Board or Committee's activities. The continued need of each sub-committee shall be reviewed by the appointed Board or Committee and affirmed annually. Unless otherwise provided in this Constitution, sub-committee members shall be selected from the membership at large and the Chair of each sub-committee shall be selected by the members of the Board or Committee which established the sub-committee.

Section 4.

Unless otherwise provided in this Constitution, the composition, responsibilities and authorities of each sub-committee shall be contained in the by-laws of the Board or Committee authorizing such committee. Sub-committees shall be empowered to make recommendations to their Board or Committee and to implement decisions as directed by each Board or Committee. All sub-committees and church activities shall report and be responsible to the Governing Board, one of the Program Boards or Standing Committees.

ARTICLE XVII Meetings

Section 1.

Two Congregational Meetings are to be held each year in January and June at a time and place to be fixed by the Governing Board. The call to the June meeting shall include a list of the nominees for election to Boards and Committees. At the June meeting the members will receive reports, elect Governing Board officers and Board and Committee members and conduct any business properly brought before the meeting. At the January meeting the members will approve the financial statements and proposed budgets for the next year, and conduct any business properly brought before the meeting.

Section 2.

Special meetings of the church members may be called by the Governing Board, or upon the written request of twenty-five or more voting members. A request for a special meeting shall state the purpose for which the meeting is to be called. At any special meeting, the transaction of business shall be limited to the subjects stated in the call for said meeting. Special meetings shall be held within thirty days of receipt of a valid request for such a meeting.

Section 3. In-person meetings may be conducted at the church or other locations. Meetings may also be conducted via virtual video conference format. Further, whenever possible, in-person meetings conducted at the church, or other locations, shall provide members the means to attend via virtual video conference format. Virtual member meeting attendees must have the same access as in-person attendees to pertinent information and the ability to discuss and vote on business items.

Section 4.

The Congregational Meetings and all special meetings shall be announced by written notice at least ten days in advance to all active church members. Fifty voting members shall constitute a quorum at any meeting of the church members.

Section 5.

All questions properly coming before a meeting of the church members shall be decided by a majority vote of the members present and voting except as provided in Article V, Section 5 (election or dismissal of Pastors) and Article XX (amendments to the Constitution).

ARTICLE VIII Installations

The Pastors and members of the Boards and Committees shall be installed and church members received at a church service in accordance with procedure established by the Governing Board.

ARTICLE XIX Sacraments

Section 1.

The sacrament of baptism shall be administered according to the preference of the candidate, or his or her parents or guardian, in consultation with the Pastor.

Section 2.

The sacrament of the Lord's Supper shall be celebrated at least four times a year.

ARTICLE XX Amendments

The Constitution may be amended at any Congregational or special meeting of the church members, provided the announcement of such meeting contains or has attached thereto a statement of the proposed amendment. Adoption of amendments to this Constitution shall require a two-thirds vote of those present and voting.