

Constitution

There are three branches that govern Kearney First Christian Church:

- Leadership Branch
- Ministry Branch
- Management and Operations Branch

The operation of these three branches is facilitated by a Church Council, an Executive Committee, Trustees Team and Elders Team.

I. Facilitation Groups:

A. Church Council

- Primary governing and decision-making body of the church
- Composed of a chair, vice chair, secretary, treasurer, the Elders Team chair, the head trustee and the designated chairs from the Ministry Branch and Management and Operations Branch.
- The chair and vice chair each serve one year terms with the understanding that the vice chair will succeed the chair.
- Meets bi-monthly to share the news of the ministries of the church

B. Executive Committee

- Council officers (chair, vice chair, secretary, treasurer), chair of deacons, chair of elders and head trustee
- Meets bi-monthly on the alternate months of the Church Council to attend to any pressing business issues
- Has the power to appoint special teams for needs that arise during the course of the year that cannot wait for the Leadership Branch retreat such as a search team for a new pastor
- In conversation with the Church Council, this group is charged with creating guidelines for any special teams and reporting those guidelines to the entire congregation.

C. Trustees Team

- A three member team, one of whom rotates off each year
- Vacant position is filled by the Leadership Branch
- Trustees serve a three year term

D. Elders Team

- Charged with spiritual guidance and formation of the congregation, these people are expected to be active in ministry teams and worship life of the congregation, particularly in areas of pastoral care and serving at the Table.
- Meet quarterly to pray together for the church and share pastoral concerns
- Composed of members chosen by the Elders. A chair and vice chair are recommended to the Leadership Branch annually, with the understanding that the vice chair will become the chair the following year, circumstances permitting. A person holds the position of Elder for life or until requesting to be removed from that position. The chair also serves on the Church Council.

II. Leadership Branch

- A. The Leadership Branch is convened once a year and is charged with ensuring the ongoing relevance of the mission/vision by:
- Setting annual goals and objectives
 - Nominating, recruiting, training and developing church leaders
- B. The Leadership Branch is composed of:
- Up to 3 delegates from the elders
 - Up to 2 delegates from each of the ministry teams within the Ministry Branch
 - One delegate from each of the teams within the Management and Operations Branch, other than finance
 - The pastors of the congregation
 - The council officers (chair, vice chair, treasurer, secretary)
- C. Each fall (usually in October), the Leadership Branch holds a retreat to:
- Determine the ministry teams for the following year, based on current needs of the congregation
 - Hear recommendations from team leaders for leaders for the following year
 - Create an operating budget for the following year

III. Ministry Branch

- A. The Ministry Branch is charged with the implementation and maintenance of the ministries within the life of the church.
- B. The Ministry Branch is composed of:
- Various ministry teams, each dedicated to a specific portion of the life of the church. These teams are determined by the Leadership Branch annually.
 - Each ministry team has members of the congregation serving on it according to their gifts and passions.
 - Each ministry team has a chair and vice chair.
 - The chair and vice chair each serve a minimum of one year and a maximum of three years, with the understanding that the vice chair will succeed the chair.
 - Initially, ministry teams choose their own chair and vice chair; it is their responsibility to nominate a new vice chair each year and make that recommendation to the Leadership Branch prior to the annual retreat.
 - Each ministry team may wish to have sub-teams dedicated to specific events or programs; the chair of the ministry team should be informed regarding progress or planning done by these sub-teams, although the sub-teams may meet separately from the ministry team.
- C. Every two months:
- Each ministry team meets to discuss its business
 - The chairs of each team meet together as a branch
- D. The chair of each ministry team also serves on the Church Council, which meets on alternating months from the Ministry Team and branch. If the chair cannot attend a meeting, s/he may send a delegate instead.

IV. Management & Operations Branch

- A. The Management and Operations Branch is charged with budget, personnel, property and other operational oversight.
- B. The Management and Operations Branch is composed of:
 - Finance Team: composed of at least the treasurer, financial secretary, personnel member charged with budget oversight. The treasurer serves on the Church Council.
 - Personnel Team: composed of members chosen by the Leadership team. A chair and vice chair are recommended to the Leadership Branch annually, with the understanding that the vice chair will become the chair the following year, circumstances permitting. The chair makes salary recommendations to the Leadership Branch.
 - Property Team: composed of participants in the church with gifts and passions for the maintenance of the grounds and property. A chair and vice chair are recommended to the Leadership Branch annually, with the understanding that the vice chair will become the chair the following year, circumstances permitting. The chair also serves on the Church Council.
 - Deacon Team: composed of members chosen by the Leadership team. A chair and vice chair are recommended to the Leadership Branch annually, with the understanding that the vice chair will succeed the chair, circumstances permitting. A person holds the position of deacon for life or until requesting to be removed from that position. The chair also serves on the Church Council. As a group, the deacons are charged with the day to day maintenance of the church, including serving at the table, preparing for and cleaning up following services and events, and other needs as determined by the Leadership Branch. Deacons should serve according to their giftedness.
- C. All teams of the Management and Operations branch meet as-needed, with these notes:
 - Personnel Team meets at least annually
 - Deacon Team holds an annual training session, in addition to other as-needed meetings

V. Congregational Involvement

- All participants in the life of Kearney First Christian Church are encouraged to find a place where they can serve and where they can be served.
- A congregational meeting will be held each fall to approve the budget and leadership for the following year.
- A two-thirds majority vote of the participants present and voting is required to pass any item.
- Notice of all congregational meetings shall be given in Sunday worship at least one week prior to the meeting and written notice given at least ten days in advance.

By-Laws

Voting privileges are granted to members and active participants in Kearney First Christian Church.

Active Participants

- Defined as any one of the following over a period of six months: in worship more than 50% of Sundays; gives regularly to the church (at least once per quarter); actively serving on any team (as defined by that team chair)

Membership

- Membership at Kearney First Christian Church is automatically conferred to all persons baptized here *or*
- Membership is open to all baptized persons who state publicly that they wish to be members of KFCC.
- Membership at Kearney First Christian is extended until death or a pastor or the church office receives written or verbal notification that the person has transferred membership to another congregation.

Team chairs

- Must be a member or active participant of KFCC
- Are selected by the Leadership Branch under advisement from the ministry team
- Serve under the guidance of the Church Council chair
- Oversee the budget of their team

Teams

- Report to their respective team chair
- Are open to all interested persons, regardless of length of affiliation

Deacons

- Must meet the qualifications determined by the current group of deacons

Elders

- Must meet the qualifications determined by the current group of Elders
- These qualifications shall be reported to the Leadership Team, the Church Council and the congregation, but are not voted upon by the other groups.

Executive Committee

- Must meet the qualification of active participant for at least three years
- Must be a member of KFCC

Trustees

- Act as legal representatives for KFCC
- Must meet the qualification of active participant for at least three years
- Must be a member of KFCC