

Bylaws of Noelridge Christian Church (Disciples of Christ)

TABLE OF CONTENTS

1	WHO WE ARE	3
1.1	RELATIONSHIP TO WIDER CHURCH	3
1.2	MEMBERSHIP	3
1.2.1	<i>Participating Members</i>	<i>3</i>
1.2.2	<i>Non-Participating Members.....</i>	<i>3</i>
1.2.3	<i>Removal of Membership.....</i>	<i>3</i>
2	NCC ORGANIZATIONAL STRUCTURE.....	4
2.1	THE CONGREGATION.....	4
2.1.1	<i>Annual Meeting</i>	<i>4</i>
2.1.2	<i>Special Meetings.....</i>	<i>4</i>
2.1.3	<i>Meeting Notification.....</i>	<i>4</i>
2.1.4	<i>Nominating Team</i>	<i>5</i>
2.1.5	<i>Approval of Officers.....</i>	<i>5</i>
2.1.6	<i>Ministerial Search and Call Team.....</i>	<i>5</i>
2.1.7	<i>Bylaw Amendments.....</i>	<i>6</i>
2.2	STEERING BOARD	6
2.2.1	<i>Steering Board Officers.....</i>	<i>6</i>
2.2.1.1	Moderator	6
2.2.1.2	Moderator-Elect	6
2.2.1.3	Secretary.....	7
2.2.1.4	Financial Secretary.....	7
2.2.1.5	Treasurer.....	7
2.2.1.6	Program Group Coordinator.....	7
2.2.1.7	Trustees	8
2.2.1.7.1	Election and Term of Office.....	8
2.2.1.7.2	Qualifications.....	8
2.2.1.7.3	Responsibilities.....	8
2.2.2	<i>Steering Board Responsibilities.....</i>	<i>9</i>
2.2.3	<i>Meetings.....</i>	<i>9</i>
2.3	PROGRAM GROUPS.....	9
2.3.1	<i>Members.....</i>	<i>9</i>
2.3.2	<i>Responsibilities.....</i>	<i>10</i>
2.3.3	<i>Congregational Life Group.....</i>	<i>10</i>
2.3.4	<i>Mission Group.....</i>	<i>10</i>
2.3.5	<i>Administration Group.....</i>	<i>10</i>
2.3.6	<i>Physical Resources Group</i>	<i>10</i>
2.4	ELDERS	11
2.4.1	<i>Election and Term of Office</i>	<i>11</i>
2.4.1.1	Mentoring Elders.....	11
2.4.1.2	Elder Emeritus	11
2.4.2	<i>Qualifications.....</i>	<i>11</i>
2.4.3	<i>Responsibilities.....</i>	<i>12</i>
2.5	DEACONS	12
2.5.1	<i>Election and Term of Office</i>	<i>12</i>
2.5.1.1	Deacon Emeritus	13
2.5.2	<i>Qualifications.....</i>	<i>13</i>
2.5.3	<i>Responsibilities.....</i>	<i>13</i>

Bylaws of Noelridge Christian Church (Disciples of Christ)

3	STAFF	13
3.1	CLERGY-MINISTERIAL STAFF	13
3.1.1	<i>Ministerial Staff Criteria.....</i>	<i>14</i>
3.1.2	<i>Ministerial Staff Duties</i>	<i>14</i>
3.1.3	<i>Ministerial Advisory Team.....</i>	<i>14</i>
3.1.4	<i>Ministerial Relations Team.....</i>	<i>14</i>
3.1.5	<i>Ministerial Search and Call Team.....</i>	<i>15</i>
3.1.6	<i>Termination.....</i>	<i>15</i>
3.2	NON-MINISTERIAL STAFF POSITIONS	15
3.3	NON-MINISTERIAL STAFF RELATIONS TEAM.....	16
3.3.1	<i>Members.....</i>	<i>16</i>
3.3.2	<i>Responsibilities.....</i>	<i>16</i>
3.3.3	<i>Suspension or Termination.....</i>	<i>16</i>
4	CLOSURE OR NON-VIABILITY.....	16

Bylaws of Noelridge Christian Church (Disciples of Christ)

1 Who we are

Noelridge Christian Church (Disciples of Christ) is a gathering of believers who confess that Jesus is the Christ, Son of the Living God, Lord and Savior of the world. With the Bible as our guide, rooted in but not bound by our traditions, we serve our members, community, and the world by:

1. Gathering for Worship, Communion, study and fun (Fellowship)
2. Bringing God's Word through music, drama, and the spoken word (Worship Arts)
3. Improving both spiritual and physical lives (Mission)

We seek to follow Him in all we do.

1.1 Relationship to wider church

Noelridge Christian Church (Disciples of Christ) is a covenanted member of the Christian Church (Disciples of Christ) in the United States and Canada and the Christian Church (Disciples of Christ) in the Upper Midwest Region or their successors.

1.2 Membership

Members of Noelridge Christian Church are all who have made their confession of faith public, have been baptized, and have stated their desire to join this congregation.

Noelridge Christian Church (Disciples of Christ) by tradition is an "age of accountability" immersing church that recognizes other traditions of baptism as valid.

1.2.1 Participating Members

Participating Members are those members who in the past year have been present in worship, or involved in a Church ministry, or made a financial contribution. Exceptions to this list include shut-ins, deployed military, and college students.

1.2.2 Non-Participating Members

Non-participating Members are those members who in the past year have not been present in worship, not involved in a Church ministry, and have not made a financial contribution.

1.2.3 Removal of Membership

Membership will cease upon any of the following events:

- a. Death of the member
- b. Written notification of resignation or transfer

The membership roster shall be maintained by the Administration Group.

Bylaws of Noelridge Christian Church (Disciples of Christ)

2 NCC Organizational Structure

Noelridge Christian Church Congregation has a Steering Board and four Program Groups charged with the routine operations and decision-making process.

2.1 The Congregation

The Congregation bears ultimate responsibility to God and the community in the operations of Noelridge Christian Church. Those decisions required by the Bylaws or by consensus of the Steering Board will be brought forward to the Congregation for action.

2.1.1 Annual Meeting

At least one Congregational Meeting is required annually and should be held on the second Sunday in November to approve the budget and to elect the Steering Board, Elders and Deacons. Postponements due to weather, building emergencies, or lack of quorum will be held on the next available Sunday.

The requirements for a vote to take place are:

- A quorum of 20 percent of the Participating Membership is required to conduct a vote. This number is based on the most recent membership report to the Steering Board.
- A simple majority of those present, and voting in favor, results in passage of those items, unless required by bylaws in special votes.

2.1.2 Special Meetings

A special meeting may be called by:

- The Steering Board, as necessary to approve or amend the Bylaws, sell or purchase real estate or to financially encumber the congregation other than by the adoption of the regular budget.
- Petition signed by ten percent of Participating Members as reported in the most recent membership data report to the Steering Board and required to be submitted through the Moderator and the Steering Board to the Congregation.

The voting requirements for a special meeting are the same as for the annual meeting.

2.1.3 Meeting Notification

Notification for all Congregational meetings must be made in writing, distributed to all members, and announced in sufficient time to allow a minimum of ten days prior to the Sunday on which the meeting will be conducted. The notification must include the date, time, and location of the meeting, a description of the purpose of the meeting, and items or issues to be presented. Non-published items will not be allowed for vote.

Bylaws of Noelridge Christian Church (Disciples of Christ)

2.1.4 Nominating Team

The team consists of 5-7 total members to include:

- Moderator-Elect as the Chair
- One Elder chosen from among and by the Elders
- One Deacon chosen from among and by the Deacons
- 2-4 at-large members*

*The at-large members are selected at the beginning of each year from among the Participating Members of the Congregation by the other members of this committee (Moderator-Elect, Elder, and Deacon).

The membership of the Nominating Team will be approved by the Steering Board. Members may serve more than once, but may not serve more than three consecutive years. The Nominating Team is responsible for seeking out individuals to serve as Elders, Deacons, Trustees, Program Group Coordinators, Moderator-Elect, Secretary, Financial Secretary and Treasurer. The Nominating Team then presents the slate of candidates to the Steering Board for their approval before the nominations go to the Congregation at the Annual Meeting. The Nominating Team is also responsible for seeking replacements if one of these positions opens prior to the next election. Replacement officers of the congregation shall be approved by the Steering Board and will serve the remainder of the year as it was currently being filled.

2.1.5 Approval of Officers

A vote shall be held each year to approve the slate of officers:

- Moderator-Elect
- Secretary
- Financial Secretary
- Treasurer
- Elders
- Deacons
- Trustee (one each year for a three-year term)
- Program Group Coordinators (four each year)

2.1.6 Ministerial Search and Call Team

Team members will be recommended by the Nominating Team and approved by the Steering Board. Team membership will consist of 4-8 members and as a minimum shall include:

- Moderator-Elect as the team leader
- One Elder representative
- One Deacon representative
- One at-large member of the Congregation

Search Teams will be activated and deactivated by the Steering Board. Team members will serve until completion of the search or until the Team is deactivated by the Steering Board.

Bylaws of Noelridge Christian Church (Disciples of Christ)

2.1.7 Bylaw Amendments

Bylaw Amendments shall be presented to and approved by the Steering Board, or by petition as referenced in 2.1.2, and then presented to the congregation. A two-thirds approval by the Participating Members present at the congregational meeting is needed for passage.

2.2 Steering Board

The Steering Board is the governing board of the church.

2.2.1 Steering Board Officers

The 12 lay members of the Steering Board are:

- Moderator
- Moderator-Elect
- Secretary
- Financial Secretary
- Treasurer
- A representative from each of the four Program Groups
- Trustees (three)

Staff Clergy are non-voting members of the Steering Board.

2.2.1.1 Moderator

The Moderator is elected in the prior year Annual Meeting as the Moderator-Elect and becomes the Moderator the following year.

The Moderator presides over the Steering Board and Congregational meetings as well as serving as the chair of the Ministerial Staff Relations Team.

The Moderator may not be nominated as Moderator-Elect for the following year.

2.2.1.2 Moderator-Elect

The Moderator-Elect is elected during the Annual Meeting for a two-year term and will serve as Moderator during the second year.

The Moderator-Elect serves as chair of the:

- Nominating Team
- Non-Ministerial Staff Relations Team
- Ministerial Search and Call Team

The Moderator-Elect presides over the Steering Board and Congregational meetings in the absence of the Moderator.

Bylaws of Noelridge Christian Church (Disciples of Christ)

2.2.1.3 Secretary

The Secretary is elected during the Annual Meeting for a one-year term and may only serve a maximum of three consecutive years without a one-year break. The Secretary will keep accurate minutes of all meetings of the Congregation and Steering Board and provide the minutes for review and approval by the respective bodies.

2.2.1.4 Financial Secretary

The Financial Secretary is elected during the Annual Meeting for a one-year term and may only serve a maximum of three consecutive years without a one-year break. The Financial Secretary shall:

- Receive and record all funds and deposit them in the proper church accounts
- Keep an individual account record of each contributor
- Prepare quarterly statements for each contributor
- Provide information for the Administrative Group
- Present a report at each regular meeting of the Steering Board and a quarterly report to the Congregation

2.2.1.5 Treasurer

The Treasurer is elected during the Annual Meeting for a one-year term and may only serve a maximum of three consecutive years without a one-year break. The Treasurer shall:

- Report all income of the Congregation from the Financial Secretary
- Pay all accounts of the Congregation as authorized by the budget or special action of the Steering Board when expenditures are not specified in the budget
- Provide accurate records of all expenditures
- Prepare written reports for each regular meeting of the Steering Board and provide a quarterly report to the Congregation
- Provide records for an annual audit of both income and expenditures.
- Ensure proper signatures on all checks before distribution

2.2.1.6 Program Group Coordinator

The four Program Group Coordinators are elected during the Annual Meeting for a one-year term and may only serve a maximum of three consecutive years without a one year break. They serve as members of the leadership team for the specified Program Group. They, along with the appropriate Elder and Deacon Representative shall:

- Oversee activities of the specified group
- Assist in developing budgets
- Create work teams as necessary to ensure the success of the group functions

Bylaws of Noelridge Christian Church (Disciples of Christ)

2.2.1.7 Trustees

The Trustees are the representatives of the Congregation in all legal and financial matters.

2.2.1.7.1 Election and Term of Office

The Congregation shall have three Trustees. One Trustee shall be elected each year at the Annual Congregational Meeting and shall serve for a term of three years. After completing a term as Trustee, that person will not be eligible for re-election as a Trustee for at least one year.

2.2.1.7.2 Qualifications

A Trustee must be a Participating Member of the congregation for a minimum of 24 months and must be active in the Congregation's life.

2.2.1.7.3 Responsibilities

The Trustees shall:

- Act as the legal agent of the congregation in all business matters under the direction of the Steering Board and subject to the approval of the congregational Membership
- Hold legal title to all properties on behalf of the congregation and handle all business transactions related thereto
- Perform such other duties of a legal agent as are required by the laws of the State of Iowa

More specifically the Trustees shall be responsible to:

- Ensure adequate insurance coverage on buildings, grounds, equipment and furnishings
- Inventory the contents of the lock box annually and prepare an inventory list
- Work with donors in preparing documents relative to any cash gifts or bequests to the Church and recommending to the Board the disposition of said gifts or bequests
- Invest funds
- Negotiate loan and mortgage terms

All Trustees shall serve as members of the Steering Board.

The Trustees shall choose from among themselves a representative to the Administrative Group, Physical Resources Group, and the Non-Ministerial Staff Relations Team.

Bylaws of Noelridge Christian Church (Disciples of Christ)

2.2.2 Steering Board Responsibilities

The responsibility of the Steering Board is to:

- Coordinate the activities of the Program Groups
- Coordinate and approve policies, including the creation of new policies and an annual review of existing policies
- Appoint delegates to the General and Regional Assemblies
- Forward issues to the Congregation as required
- Approve amendments to these Bylaws and present them to the Congregation for action
- Coordinate church calendar items
- Approve memorial expenditures
- Approve non-budget expenditures of less than \$10,000
- Authorize expenditures greater than \$10,000 and present them to the Congregation for action

2.2.3 Meetings

The Steering Board will meet a minimum of once every two months and may be called to meet at other times with sufficient notice to all members. All items for vote will be presented, discussed, and then voted upon. For a vote to be valid there must be a quorum (greater than 50 percent of the board members) present. The item voted on must pass by a simple majority of the board members present.

2.3 Program Groups

The Program Groups are:

- [Congregational Life](#)
- [Mission](#)
- [Administration](#)
- [Physical Resources](#)

2.3.1 Members

Each Program Group will have a leadership team consisting of:

- One Coordinator
- One Elder
- One Deacon

The Administration Group and the Physical Resources Group will also each have a Trustee as a member of their leadership teams.

Bylaws of Noelridge Christian Church (Disciples of Christ)

2.3.2 Responsibilities

The responsibility of the Program Groups is to:

- Establish teams, as needed, to conduct the activities under their area of responsibility
- Coordinate group meetings as needed
- Guide and mentor the teams in their activities
- Establish written policies necessary to guide those functions under their area of responsibility. Policies shall be approved by, and may be amended at any time by, the Steering Board
- Review all policies for relevance and necessity and present annually to the Steering Board for approval
- Ensure accomplishment of the functions in their area in a timely, responsible and effective manner, and within budget requirements
- Bring issues, information and decisions to the Steering Board as necessary
- Choose from the Leadership Team one member to serve as a representative to the Steering Board. This representative can be any one of the three Leadership team members for any particular Steering Board Meeting

2.3.3 Congregational Life Group

This group and its leadership team are responsible for the education, member care, worship and fellowship functions of the church. This includes but is not limited to worship planning, membership, fellowship, Christian Education teams, the Parish Nurse team, and constituency groups.

2.3.4 Mission Group

This group and its leadership team are responsible for outreach and evangelism functions of the church. This includes but is not limited to contacting new visitors and potential members, outreach activities both local and global, and community activities.

2.3.5 Administration Group

This group and its leadership team are responsible for the stewardship, financial, office management, historical records and membership records functions of the church. This includes but is not limited to fundraising, annual stewardship drives, budget planning teams, non-ministerial staff and office needs, and historian duties.

2.3.6 Physical Resources Group

This group and its leadership are responsible for the real estate, property, technology, building and grounds maintenance, memorials, and large-item purchases for the church. This includes but is not limited to the ground maintenance teams, facilities repair, janitorial services, and inventory upkeep.

Bylaws of Noelridge Christian Church (Disciples of Christ)

2.4 Elders

The role of the elders is defined in 1 Peter 5:1-3 (NRSV)

¹Now as an elder myself and a witness of the sufferings of Christ, as well as one who shares in the glory to be revealed, I exhort the elders among you ²to tend the flock of God that is in your charge, exercising the oversight, not under compulsion but willingly, as God would have you do it - not for sordid gain but eagerly. ³Do not lord it over those in your charge but be examples to the flock.

2.4.1 Election and Term of Office

During the Annual Congregational Meeting the Congregation shall elect by vote a body of Elders. The number of Elders elected shall be a minimum goal of 5% of the previous year's average worship attendance. Each Elder will be elected to a one-year term with a maximum of three consecutive years served without a one-year break. The Nominating Team will work to select a cross-section from the Congregation to nominate as Elders.

2.4.1.1 Mentoring Elders

Mentoring Elders are those Elders who have completed three years total (not necessarily consecutive) service as an Elder and are not currently serving as an Elder. Their function is to advise and mentor the current body of Elders.

2.4.1.2 Elder Emeritus

Elder Emeritus status will be conferred, by nomination of the Steering Board, on Elders who have performed long and faithful service, but due to advanced age, infirmity or for other good reason cannot continue actively in such service. This title of honor is bestowed by election of the Congregation.

2.4.2 Qualifications

Elders must be participating members of this Congregation for a minimum of 24 months and must be active in the Congregation's life.

They must also demonstrate a spiritual maturity through their care and nurturing love in the Congregation. All ministers, commissioned or ordained, are members of the Eldership in the same capacity as Mentoring Elders unless otherwise elected by the Congregation.

Bylaws of Noelridge Christian Church (Disciples of Christ)

2.4.3 Responsibilities

The Eldership is charged by scripture to give pastoral care and guidance to the Congregation through:

- Visiting, praying for, and laying of hands on the sick
- Administering the ordinances of communion and baptism
- Preaching and teaching of the Word

Annually, the Elders shall choose a leader from among themselves to serve for a period of one year. The Elders' leader will also serve on the Ministerial Relations Team.

The Elders shall choose from among themselves, one member each to serve as representatives to the following:

- Congregational Life Group
- Mission Group
- Administration Group
- Physical Resources Group
- Nominating Team

2.5 Deacons

Being a deacon is a ministry of service. The word Deacon is derived from the Greek word "diakoneo" which means serve or served. The origin of choosing people from among a Christian body to help the leaders serve the needs of that body is presented by Luke in Acts 6:1-6 (NRSV).

¹In those days when the number of disciples was increasing, the Grecian Jews among them complained against the Hebraic Jews because their widows were being overlooked in the daily distribution of food. ²So the Twelve gathered all the disciples together and said, "It would not be right for us to neglect the ministry of the word of God in order to wait on tables. ³Brothers, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this group of responsibility over to them ⁴and will give our attention to prayer and the ministry of the word." ⁵This proposal pleased the whole group. They chose Stephen a man full of faith and of the Holy Spirit; also Philip, Procorus, Nicanor, Timon, Parmenas, and Nicolas from Antioch, a convert to Judaism. ⁶They presented these men to the apostles who prayed and laid their hands on them.

2.5.1 Election and Term of Office

During the Annual Meeting each year the Congregation shall elect by vote a body of Deacons. The number of Deacons elected shall be a minimum goal of 20% of the previous year's average worship attendance. Each Deacon will be elected to a one-year term with a maximum of three consecutive years served without a one-year break. The Nominating Team will work to select a cross-section from the Congregation to nominate as Deacons.

Bylaws of Noelridge Christian Church (Disciples of Christ)

2.5.1.1 Deacon Emeritus

Deacon Emeritus status will be conferred, by nomination of the Steering Board, on Deacons who have performed long and faithful service, but due to advanced age, infirmity or for other good reason cannot continue actively in such service. This title of honor is bestowed by election of the Congregation.

2.5.2 Qualifications

Deacons must be participating members of the congregation for a minimum of 12 months and must be active in the Congregation's life.

2.5.3 Responsibilities

Deacons are primarily responsible for the servant ministry within the Congregation which results in the maintenance and growth of the congregation and the extension of the congregational life and witness into the community and the world. The Deacons shall perform such specific roles as greeting and ushering worshippers, preparing and serving the Lord's Supper, receiving the offerings, assisting with baptismal services and assisting the Pastor in the leadership of worship services.

Annually, the Deacons shall choose a leader from among themselves to serve for a period of one year. The Deacons leader will serve on the Non-Ministerial Relations Team.

The Deacons shall choose from among themselves, one member each to serve as representatives to the following:

- Congregational Life Group
- Mission Group
- Administration Group
- Physical Resources Group
- Nominating Team

3 Staff

Staff is employed by Noelridge Christian Church to fill both Clergy and Non-clergy positions.

3.1 Clergy-Ministerial Staff

Clergy Staff is a person called to serve at Noelridge Christian Church and is set apart by God to:

- Reflect the Gospel through word and deed
- Offer care and nurture
- Administer the ordinances of the Church
- Shepherd the flock, following the Word of God without prejudice or favor

These tasks are to be done in cooperation and consultation with the Eldership of Noelridge Christian Church.

Bylaws of Noelridge Christian Church (Disciples of Christ)

3.1.1 Ministerial Staff Criteria

Clergy Staff shall be:

- Ordained or commissioned
- Have standing, or be in the process of obtaining standing, in the Christian Church (Disciples of Christ) of the Upper Midwest or its successor

3.1.2 Ministerial Staff Duties

In conjunction with the Eldership, Clergy Staff shall:

- Follow their Job Description
- Serve as pastor to the congregation, Steering Board, Program Groups, and working teams

3.1.3 Ministerial Advisory Team

Teams of 4-6 individuals will be picked by each minister to aid in communication with the Congregation. The team shall meet at least every six months. A list of team members shall be announced publicly. The team will have no monetary control or decision-making authority. One member of this team will serve on the Ministerial Relations Team

3.1.4 Ministerial Relations Team

The Ministerial Relations Team membership shall be comprised of:

- Moderator of the Steering Board
- Ministerial Advisory Team representative for each staff clergy
- Trustee representative
- Leader of the Elders

The Ministerial Relations Team shall be responsible for the following for all clergy:

- Complete evaluations annually
- Make salary recommendations
- Update job descriptions as needed
- Provide a proposed job description to the Search and Call Team before they make an offer to a ministerial candidate

Bylaws of Noelridge Christian Church (Disciples of Christ)

3.1.5 Ministerial Search and Call Team

This team may utilize the Search and Call procedures of the Christian Church (Disciples of Christ) and will present one candidate to the Steering Board for approval.

When the candidate is presented to the Steering Board, there must be a presentation made which includes:

- A written contract
- A written financial package
- A written job description

Once a candidate is approved by the Steering Board, a Congregational meeting will be called and the candidate must be approved by two-thirds of the Participating Members present.

After approval of the Congregation, a call shall be extended to the prospective minister by the Steering Board on behalf of the Congregation.

The Ministerial Search and Call Team will be disbanded upon completion of their work or by action of the Steering Board.

3.1.6 Termination

On recommendation of the Elders, with cause, and with Steering Board approval, a special Congregational meeting shall be called to remove a minister. A minister can be removed by a simple majority vote at that Congregational meeting.

3.2 Non-Ministerial Staff Positions

New positions shall be created by the recommendation of the Non-Ministerial Staff Relations Team and presented to the Steering Board for action.

Filling open positions shall be recommended by the Non-Ministerial Staff Relations Team and presented to the Steering Board for action.

Existing positions shall be considered renewed at the annual congregational meeting by an affirmative vote on the budget.

Bylaws of Noelridge Christian Church (Disciples of Christ)

3.3 Non-Ministerial Staff Relations Team

This team is led by the Moderator-Elect and is responsible for working with all employees of the church other than clergy.

3.3.1 Members

This Team shall be comprised of:

- Moderator-Elect of the Steering Board
- Trustee representative
- Deacon representative
- A representative from each Program Group

3.3.2 Responsibilities

This Team shall be responsible for the following for all Non-Clergy Staff:

- Complete evaluations annually
- Make salary recommendations
- Update job descriptions as needed
- Provide a proposed job description and salary range to the Steering Board before they make any offer to a prospective candidate
- Recommend new Staff positions to the Steering Board

A new staff position recommendation must include:

- Specific name of applicant including a profile of the person being recommended
- Background check results
- Proposed salary (or range) with estimated hours required
- Written job description

The Steering Board shall approve hiring the applicant by a majority vote.

3.3.3 Suspension or Termination

The Non-Ministerial Staff Relations Team, in concurrence with the Senior Minister, may suspend a staff person for up to two weeks with pay. During that time the Steering Board will conduct a review and the person will either be reinstated or terminated.

4 Closure or Non-Viability

Upon closure or non-viability of Noelridge Christian Church (Disciples of Christ) all assets, financial and physical, of Noelridge Christian Church will be given to the Christian Church (Disciples of Christ) in the Upper Midwest Region or its successor.