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## *Introduction*

The White Hill Church Congregation has developed its own Polity clearly defining its organizational structure and working procedures in harmony with Church of the Brethren and district polity. This Polity is regarded as a statement of the fundamental principles of government adopted by the church, and detailed rules and regulations which allow for the effective working of the Congregation within its basic organizational structure.

## *White Hill Church Polity*

### **ARTICLE 1. Corporate Name**

The local church's official corporate name is White Hill Church of the Brethren. The Church has been incorporated under, and pursuant to, the Religious Corporate Act of the state of Virginia.

### **ARTICLE 2. Vision, Purpose, Mission**

#### **2.1 Our Vision**

To be transformed lives being used to transform the World.

## **2.2 Our Purpose**

To become followers and disciples of Jesus Christ and to fulfill the Great Commission. “Therefore go and make disciples of all nations, baptizing them in the name of the Father, Son, and Holy Spirit, and teaching them to obey all things I have commanded you.” Matthew 28:19-20.

## **2.2 Our Mission**

**2.2.1 To Know** – We are to know Jesus Christ as our Lord and Savior, know our Spiritual Gifts, and seek to know the plans Jesus has for us.

**2.2.2 To Grow** - We are to be encouraging, equipping, and engaging believers in biblical teaching and experience, becoming self-feeders, that we may continue maturing as disciples. *Emphasis on teaching the Word, doing the Word, and becoming filled with the Word.*

**2.2.3 To Go** – We are to “go and make disciples of all nations”, and to “obey all things I have commanded you” (Matthew 28:19-20). To let the life of Jesus Christ in us to be seen by others so that their lives can be transformed.

## **2.3 Our Values and Beliefs**

1. The Holy Bible is the inerrant Word of God.
2. We will live by the principles of the Bible (New Testament).
3. We believe that Jesus Christ is the only Son of God, the one and only Savior, and is the Head of our Church.
4. We will continually seek God's will in everything we do.
5. We believe that the blood of Jesus Christ is the only atoning sacrifice for our sins.

6. We believe in the Trinity of God - The Father, The Son, and The Holy Spirit.
7. We believe that we are to be conformed to the image of Jesus Christ as we await his return.
8. We believe that each of us is a royal priest and minister of the gospel.
9. We believe that God has a plan for each of us.
10. We believe that we are to go out to the entire world and preach the gospel in word and deed, both at home and abroad.
11. We believe that the Holy Spirit empowers us to become the Church (i.e. the Body of Christ) functioning through the spiritual gifts given to us by Him.

### **ARTICLE 3. Affirmation of Biblical Authority**

The membership of White Hill Church of the Brethren shall be composed of individuals who are believers in the Lord Jesus Christ and affirm the tenets of the White Hill Church Polity and the Holy Bible. White Hill COB accepts all persons to come and worship with us regardless of race, creed, color of their skin, or status in life. It is our belief that all have sinned and fallen short of the glory of God (Romans 3:23). We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness only through Jesus Christ. As a result we believe that all who are living in continual sin should focus on redemption and restoration and nothing else; therefore, no person who is living in sin shall be accepted as a new Member, a new employed staff member, a new legal officer, or a new volunteer (1John 3:9). In addition anyone who is found to be living in continual sin shall be approached according to Matthew 18:15-17.

We believe that term “marriage” has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union as delineated in Scripture.

We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, bestiality, incest, pornography, or disagreement with one's biological sex is sinful and offensive to God. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with scripture nor the doctrines of the Church. We believe that every person must be afforded compassion, love, kindness, respect, and dignity.

We believe that in order to preserve the function and integrity of the Church as the local Body of Christ and to provide a biblical role model to the Church members and the community, it is imperative that all persons employed by the Church in any capacity, all persons who serve as volunteers (i.e. Board Members, Teachers, Trustees, Program leaders and members, Choir Members, etc.), and all persons who want to become members shall accept and live by the above requirements.

#### **ARTICLE 4. Congregation**

The White Hill Church Congregation is defined as people (both believers and non-believers and both Members and non-members) who have chosen to participate in worship and other activities of White Hill Church.

##### **4.1 Congregational Business Meeting**

The White Hill Church congregation is the governing body of the Church and has final authority over all business, staff, organization, and property decisions. The vehicle for the Congregation to govern and make decisions is the Congregational Business Meeting. All active members shall be eligible to vote in the Congregational Business Meeting (see Section 4.5.2.1 for active member definition). Although it is desirable to have as many members present as possible for congregational business meetings, no quorum shall be required; therefore, all votes are a simple majority of the

active members present and voting, unless specified otherwise.

There will be two regularly scheduled Congregational Business Meetings. One meeting shall be scheduled on the second Sunday in February (inclement weather cancellation makeup meeting date shall be the third Sunday in February). This meeting shall be for each Ministry Team to present its yearly goals to the congregation for approval. One meeting shall be scheduled on the second Sunday in November to review and vote on the Budget and proposed candidates for office. Meeting informational packages shall be made available to the Congregation two weeks before the above meetings (and must be turned in to the Church office four weeks before the above meetings for preparation and printing) by placing the information packages in the lobby and announcing/confirming the meeting by phone tree.

Upon giving seven-day written/verbal notice to the membership, the moderator or the Church Board may call a Congregational Business Meeting for any purpose other than amending the Polity. Verbal notification may be in the form of a phone tree message to the Congregation for this type of meeting.

Upon giving a 30 days written notice, a Congregational Business Meeting may be called to amend the White Hill Church Polity. Polity changes/modifications can only be approved by a two-thirds vote of the active members present and voting.

Unless otherwise specified in these bylaws, **Robert's Rules of Order** shall be the official rules of order for the Congregational Business Meetings and the board meetings.

## **4.2 Congregational Responsibilities**

The Congregational Business Meeting has the following responsibilities:

- a. Rule on policy and organizational matters

- b. Plan, review, and approve the program of the church
- c. Approve/modify budgets and expenditures
- d. Select/approve the Church pastor(s) and staff
- e. Select/approve officers of the Church
- f. Hear reports and evaluate past accomplishments
- g. Evaluate present situations and make changes as necessary
- h. Provide opportunity for sharing and coordinating differing points of view
- i. Authorize church officials to act on behalf of the congregation
- j. Care for its members and encourage spiritual growth and discipleship
- k. Support the call and recruitment of ministers

### **4.3 The Church Universal**

The local Church is part of a larger whole, which comprises the complete Body of Christ. The local Church, therefore, shall recognize other Christian bodies and denominations and shall seek to cooperate with, and give direction to, the united efforts of the Body of Christ.

### **4.4 The Church Denominational**

The Congregation shall faithfully support the program of the Church of the Brethren, recognizing Annual Conference enactments of the Church of the Brethren as having governing force in its life, and shall remain a member of the Church of the Brethren Denomination or its successor. The local Church shall send delegates to those official conferences of the Church of the Brethren in which it is entitled to have representation. In case of strife or division if any part of the Congregation refuses to abide by its obligations as a member of the Church of the Brethren, that part of the Congregation, whether a majority or minority of its membership, which continues in unity with the Church of

the Brethren, shall be recognized as the lawful Congregation and shall continue in possession of all of the property of the Congregation.

If the Congregation (a) disbands, (b) departs from membership in the Church of the Brethren, or (c) so decreases in numbers and financial strength as to render the congregation unable to fulfill its purpose, the district of the Church of the Brethren in which it is located, or its successor, shall have the right to take charge of all property, and thereafter to hold, manage, and convey the same at the discretion of the district.

#### **4.5 Membership**

The membership of White Hill Church shall be composed of individuals who are believers in the Lord Jesus Christ and affirm the tenets of this Church Polity. Church membership is not to be entered into lightly or unadvisedly because of its membership in the body of Christ. Both the Congregation and the member himself shall diligently strive to make membership meaningful and significant. Each applicant shall be instructed in the Word of God and the faith and practices of the Church of the Brethren prior to being received into membership. The new member shall be active in seeking, and the Church shall be diligent in helping him to discover, his rightful place in the ministry of Christ and His church. It is expected that the member shall be faithful in discharging his Christian responsibilities by way of attendance at regular worship services, communions, and other meetings of the Congregation and by his stewardship of time, talent and treasure. He shall remember in all his daily work, and wherever he may be, that he is part of the Church and is responsible for being a Christian witness. It should, however, be noted that becoming a member of this or any other Church has nothing to do with anyone's salvation. The Congregation may consider the periodic renewal of vows and commitments of all its Church members.

## **4.5.1 Reception of Members**

Membership in the local church shall be open to all persons who proclaim Jesus Christ as their Lord and Savior, irrespective of race, national origin, or status in life. Members may be received by:

- a) Accepting Jesus Christ as their Lord and Savior, confession of faith, and baptism by immersion as practiced by the Church of the Brethren.
- b) Letter of transfer from another congregation of the Church of the Brethren or of any other evangelical denomination.
- c) Affirmation of faith.

## **4.5.2 Membership Classifications**

### **4.5.2.1 Active member**

An active member is one who avails himself to the public means of grace by regularly attending Church Worship services and communion and contributes to the support of the gospel and the various enterprises of the church in such ways as he is able. Unless there is sufficient reason for not attending, “regularly attending” consists of the member attending a minimum of 50% of the time and contributing financially to the Church.

### **4.5.2.2 Nonresident Member**

A nonresident member is one who lives at such a distance from the church as to make it impossible or impractical for him to discharge his membership responsibilities. Ordinarily such a member should seek a new church home where he may be actively involved and should move his membership to that congregation. The home congregation shall encourage the nonresident in this procedure.

### **4.5.2.3 Inactive status**

Any member who without sufficient reason shall fail to comply with the requirements of active membership for two consecutive years shall be recorded on a separate list as inactive. If this member shall continue in non-compliance of the requirements of active membership for a period of two years after earnest effort by the Church to arouse him to the observance of his vows, then the member shall be removed from the membership role. Such names shall not be counted in the statistical list and are not eligible to vote in any Congregational Business Meetings.

### **4.5.3 Membership Termination**

Membership in White Hill Church of the Brethren may be terminated by:

- a. Death
- b. Transfer by letter - A letter of transfer is the property of the congregation and shall go from the granting to the receiving congregation.
- c. Withdrawal - This action shall be taken by the local congregation at the written request of the individual.
- d. Removal - The name of a member may be removed from the membership rolls of the congregation when there is sufficient cause (refer to 4.5.2.3 above) for taking such action by review by the Executive Committee and by majority vote of the Church Board. Any member whose residence cannot be ascertained for two consecutive years shall have his name removed from the membership roll by review of the Executive committee and by majority vote of the Church Board.

## **ARTICLE 5. Church Board and Ministry Teams**

### **5.1 Church Board**

There shall be a Church Board, hereinafter referred to as the Board, consisting of the Church Board Chairperson, Church Board Vice-Chairperson, and the twenty-one members of the Ministry Teams. The Church Board shall meet every even numbered month. The Pastor(s), Director of Christian Education, Church clerk, ministerial staff, and Moderator shall be ex-officio members without a vote. The Church Board Chairperson and Vice-Chairperson shall be approved by the Congregation at the November Congregational Business Meeting from the slate of officers approved by the Church Board as presented by the Gifts and Discernment Committee. The Church Board Chairperson and Church Board Vice Chairperson will serve one year terms for a maximum of three terms. After serving the maximum three one year terms, the Chairperson then waits one year before being eligible to serve as Chairperson again. The Church Board Chairperson may not serve on any Ministry Team during their elected terms, but will be ex-officio member on all Ministry Teams without a vote.

### **5.2 Ministry Teams**

The Ministry teams shall be created by, and responsible to the congregation. Each Ministry team shall be composed of three members. All Church Board Ministry Team members shall be elected by the Congregation at the November Congregational Business Meeting. The ministerial staff shall be ex-officio members, without vote on all ministry teams. Each Ministry Team shall meet separately each odd numbered month. The Church board will consist of seven Ministry Teams, as follows:

**Worship Ministry Team-** To provide an atmosphere where the Lord can be magnified and worshipped. The Worship Ministry Team shall be responsible for fostering the spiritual life of the congregation through music, prayer and worship. They shall be responsible for securing leadership for special meetings and providing pulpit supply when needed. We are to be encouraging, equipping, and engaging believers in corporate worship that they may continue maturing as disciples. *Emphasis to be on worshipping freely and encouraging the Body of Christ.*

**Spiritual Formation Ministry Team-** Recruit and support resources needed for the ongoing education of the Congregation. This Ministry Team shall be responsible for leadership training, Christian Education, and forming us into disciples. We are to be encouraging, equipping, and engaging believers in biblical teaching and experience, becoming self-feeders, that we may continue maturing as disciples. *Emphasis to be on teaching the Word, doing the Word, and becoming filled with the Word.*

**Fellowship Ministry Team-** Responsible for leadership as required for Congregation wide fellowship gatherings and special annual events. We are to be encouraging, equipping, and engaging believers in growing together as a Jesus centered community that they may continue maturing as disciples. *Emphasis to be on unity and fellowship in the Spirit. Being the church.*

**Outreach Ministry Team** - Facilitate and support our missionaries both locally and across the world. Provide opportunities for the congregation to share the Gospel with the unsaved. We are to be encouraging, equipping, and engaging believers in growing together as a Jesus-centered community that they may continue maturing as disciples. Provide training opportunities for church members to learn how to lead others to Christ. We are to be a loving presence and godly influence in word and action so that Jesus may be known.

*Emphasis to be on unity and fellowship in the Spirit and making the Great Commission priority. **Be the Church!***

**Stewards Ministry Team-** As disciples of Jesus and ministers of the Gospel, we are to care for and maintain all church property, including but not limited to vehicles, utilities, mowing, and snow removal.  
*Emphasis to be on supporting the vision of the Church.*

**Finance Ministry Team-** Charged with the budgetary and financial concerns of the congregation. The Finance Ministry Team shall be responsible for tending to the financial matters concerning the operation and management of the congregation. They shall develop a responsible annual budget for the November Congregational Business Meeting, using historical income as a guideline as needed. They shall also ensure that an annual audit is conducted. They shall be responsible for receiving and counting all offerings. They are also to conduct Stewardship Sunday in the fall of each year.  
*Emphasis to be on supporting the vision of the Church.*

### **5.3 Executive Committee**

There shall be an Executive Committee, which shall be comprised of the Board Chairperson, board Vice-Chairperson and the Ministry Team Chairpersons. The ministerial staff and church clerk shall be ex-officio members without a vote. The Executive Committee shall meet as needed to review progress of the Ministry Teams and suggest changes or modifications to Ministry Team plans. In addition to serving the board ad interim, the executive committee shall meet with the paid staff as needed, in an advisory capacity and shall serve in maintaining good ministerial relations with the congregation.

The Executive Committee shall form a Team to be the sole negotiator between the paid staff and the Congregation where terms of contracts are concerned. The Congregation shall approve or disapprove the paid staff contracts in whole, not in part. The Team shall consist of the Board Chairman, Board Vice-Chairmen, Chairman of the Finance Ministry Team, and Chairman of the Worship Ministry Team.

### **5.4 Terms of office**

Ministry Team members may serve (2) consecutive three year terms. The first three year term is mandatory after elected, but the member may choose to not serve the second three year term. After serving the two three year terms, the member must then take off a year before becoming eligible to serve again. The Team official position for all Ministry Team members will be determined by their time in office. For example, the first year served on a Team will be served as a Team Secretary. The second year served on a Team will be served as vice-chair person, and the third year served of the three year term will be served as Chairperson of the Ministry Team. Both husbands and wives are eligible to serve on the Board, but not on the same Ministry team. When a Board position becomes vacant during the year, the Church Board will replace that person by a majority vote.

This replacement person shall fill the role of Secretary for the remainder of that calendar year. Remaining members of that Ministry Team shall advance to the next Team position for the remainder of that calendar year, in essence, filling the unexpired term of that position. Rotation will then continue as stated above.

As needed, depending upon the workload and the size of the congregation, the Ministry Teams may seek authorization from the board for starting or continuing short term committees to carry out specific assignments.

## **5.5 Committees**

### **5.5.1 Gifts and Discernment Committee**

There shall be a Gifts and Discernment Committee consisting of three members elected by the November Congregational Business Meeting from a ballot prepared by the Board each year. The pastor(s) and Board Chairperson shall serve as ex-officio members. Elected members of this Committee shall not hold membership on the Church Board or Ministry Teams. This committee shall cultivate relationships with members of the congregation encouraging them towards active participation in utilizing their Spiritual Gifts for the good of White Hill church body's mission. The Gifts and Discernment Committee shall meet regularly and consult with all available church body resources (including the pastor(s), Sunday School teachers, small group leaders, Board members, etc.) as needed, to help with this process. The Gifts and Discernment Committee shall then assist in making the connection between members and Ministry Teams.

The Gifts and Discernment Committee shall prepare a ballot of candidates for the November Congregational Business Meeting, to include the following:

- (a) Officials of the church (except those appointed by the board)
- (b) Ministry Team members, Board Chairperson, Board Vice-Chairperson
- (c) Delegates to District Conference and Annual Conference
- (d) Other officers as are required by the congregational business meeting.

### 5.5.2 Long term Committees

The Congregational Business Meeting may authorize such other long term committees as might be necessary to assist with the work of the Church. Long term committees must have a specific task description for such periods necessary to complete their mission.

### 5.5.3 Short term Committees

The Congregational Business Meeting and/or the Board may authorize such other short term committees as deemed necessary to assist with the ongoing work of the Church.

### 5.5.4 Other organized groups

Various other special interest groups or age groups may be organized upon the authorization of the Board and/or Congregation. All organizations within the Congregation shall exist to aid in fulfilling the mission of the Church and are subject to the oversight and direction of the Board and Congregation.

## **5.6 Church Budget**

Each ministry team shall prepare a tentative budget for its program areas, which shall be submitted to the Finance Ministry Team for their use in preparation of the total Church Budget. The Church Budget must then be presented

to the Congregation at the November Congregational Business Meeting for review and approval.

## **ARTICLE 6. OFFICIALS OF THE CHURCH**

### **6.1 Officers of the Congregational Business Meeting**

The officers of the Congregational Business Meeting shall be the moderator and the church clerk. The moderator, the church clerk, and the assistant church clerk shall be elected by the November Congregational Business Meeting. The term of office for all officers of the Congregational Business Meeting shall be three years. Officers shall not be eligible to serve more than two terms in succession with the exception of the church moderator who may serve an indefinite number of three year terms as determined by the church board with the approval of the congregation. The church clerk and the assistant church clerk shall be active members in good standing of the congregation, and shall serve faithfully in their respective offices. The church moderator should be chosen from outside the congregation, a member of another Church of the Brethren in the District, when at all possible.

**6.1.1 Moderator:** The moderator shall be the official head of the congregation but shall recognize the Senior Pastor as the spiritual leader of the congregation. The Moderator shall preside at the Congregational Business Meetings and perform all other duties that pertain to his office. In the event of the Moderator's inability to perform his duties, he may appoint a substitute to preside in his place, or the vacancy may be filled on a temporary basis by the Board. In the absence of the Moderator, the Board Chairperson shall assume the duties of the Moderator.

**6.1.2 Church Clerk and Assistant Church Clerk:**  
The Church Clerk shall keep accurate minutes of the

Congregational Business Meetings and Board meetings and publish them in the Monthly Newsletter following said meetings. The Executive Committee meetings shall be recorded but will not be published due to potential sensitive nature of discussions. In the absence of the church clerk, the assistant church clerk shall assume duties of the church clerk.

## **6.2 Legal officers of the Church**

The legal officers for the corporate body shall be the Church Secretary, Financial Secretary, Treasurer, and the Trustees. These positions shall be filled by Board appointment, subject to the approval of the Congregational Business Meeting.

**6.2.1 Church Secretary:** The Church Secretary shall retain the recorded minutes of all of the meetings of the church. Minutes shall be kept in a volume provided for that purpose and they shall be, and remain, the property of the congregation, and shall be housed in the church office. The church secretary shall maintain the official membership roll. The positions of Church Secretary and Treasurer may be held by the same person. The Church Secretary may also be the Office Secretary (see 6.3 Employed Staff section C).

**6.2.2 Financial Secretary:** The Financial Secretary shall receive, keep records of, and deposit in the bank for the treasurer all contributions (tithes and offerings) from the members and other public and private offerings, and all other receipts. At least two unrelated persons from the Finance Ministry Team, or their representatives, shall count and verify in writing all public offerings. The Financial Secretary shall report periodically to the Finance Ministry Team.

**6.2.3 Treasurer:** The Treasurer shall keep a book of accounts of the congregation. The Treasurer shall receive

the bank deposit slips for all contributions (tithes and offerings as well as public and private offerings and other receipts). The Treasurer shall disburse funds upon proper “order of the treasury”. The Treasurer shall make written reports of all transactions quarterly to the Board, and to the Congregational Business Meetings, or at such intervals as the Board may decide. The Treasurer shall report the general state of finances to the Board on call. The Treasurer shall also submit his accounts to an audit annually at the direction of the Finance Ministry Team. The Treasurer may also be the Office Secretary (see 6.3 Employed Staff section C).

All financial officers shall give corporate surety, in amounts determined by the Board, for which the congregation shall pay the premiums.

**6.2.4 Trustees:** The congregation shall appoint at least three Trustees by election of the Congregational Business Meeting. Their election requires only a simple majority of those present and voting. It is preferable for the Trustees to be members of the congregation, although this is not legally required. The Trustees so appointed hold title to all of the church-owned property, which includes, but may not be limited to: parsonage, church edifice, cemetery, and tangible personal property.

Trustees carry out the legal and property related issues of the Congregational Business Meeting. That is their only purpose. They can neither act on their own, nor not act if instructed to do so by the congregation. They may serve a term as decided by the congregation or they may serve without tenure (understood commonly as “for life”). Even if the Trustees are elected “for life”, the congregation can replace any or all Trustees by simple majority vote.

The County Clerk’s Office at the County Court House gives the designation “Title Trustees” to these officials and

requests they be elected without tenure and recorded as such in the court records. Being without tenure eliminates any need for regularly changing names of persons due to tenure rules.

### **6.3 Employed Staff**

The terms of employment for all employed staff shall be carefully stipulated and reviewed annually by the Executive Committee or representatives. Position descriptions are the responsibility of the Executive Committee or representatives and are required for all employed staff. When the terms have been mutually accepted, such terms shall be set forth in writing on approved forms and shall be considered an agreement between the contracting parties upon approval of the congregation. All employed staff will receive annual written performance evaluations by the Executive Committee or representatives.

#### **A. Senior Pastor**

The congregation shall employ a Senior Pastor when needed. The Senior Pastor shall be a person whose faith, aptness to teach, preach, counsel and administer, and educational qualifications have been examined in consultation with the appropriate authorities in the Church of the Brethren. The Senior Pastor shall be properly ordained. (In special interim situations a licentiate, or a minister from another denomination, may serve upon approval by the District Board.) The Senior Pastor shall accept and adhere to the faith and practices of the Church of the Brethren and the local congregation, and his life and conduct shall witness to his Christian faith.

The Senior Pastor shall be the spiritual shepherd of the congregation. He shall be an ex-officio member of the Board, the Executive Committee, the Ministry Teams and other committees. Normally the Senior Pastor shall

preach and teach, administer the sacraments, visit and counsel, and in various other ways aid his Church as they worship and serve God.

The selection and call of a Senior Pastor and other professional staff persons, as well as the termination of their services, shall be done in keeping with the approved Church of the Brethren procedures, and after seeking the counsel and guidance of the authorized officials of the Church of the Brethren.

**B. Additional Professional Staff**

When the congregation has grown to sufficient size, the employment of additional trained staff shall be considered so as to assure the continued growth of the congregation and to provide adequate leadership for the parish. Other staff members may include, but not be limited to: Director of Christian Education, Associate Pastor, Minister of Music, Administrative Assistant, Parish Visitor, Youth Minister.

**C. Office Secretary**

The local church shall provide secretarial assistance for the Pastor and the church office. Part-time secretarial assistance shall be provided until such time as the workload requires full-time services. The office secretary shall be employed by the Board, in consultation with the Pastor. The Office Secretary shall be responsible to the Pastor. This position may incorporate the position of Church Secretary or Treasurer. (See 6.2 Legal Officers of the Church, section 6.2.1 and 6.2.3)

**D. Custodian(s)**

Custodial services shall be provided for the care of the church buildings and grounds. The custodian shall be employed by the Board and be responsible to the

Stewards Ministry Team in consultation with the Executive Committee.

This may also be a sub-contracted service.

## **6.4 Deacon Care Ministry**

The ministry performed historically by the Deacons in the Church of the Brethren is still the primary work of the local church and is being performed today both by Deacons and by other members of the church. In our more recent forms of organization and practice, persons who are Deacons have often been elected to positions of responsible leadership in the Board or Ministry Teams irrespective of their official status as Deacons. Those Deacons who are not so elected, and are willing and able to serve, may be designated by the Board for special services under the direction of Ministry Teams. For example, under the Nurture Ministry Team they may assist in the ordinances of baptism, love feast, and the Holy Communion. Under the Witness Ministry Team they may be called upon for Community visitation and assistance in service and welfare.

### **Directory of Revisions:**

Rev 1.0 11/24/03 Previous Original Polity

Rev 2.0 10/1/13 Changes to include Ministry Teams

Rev 2.1 10/9/13 Change Nominating Committee to Gifts & Discernment Committee

Rev 2.2 11/10/13 Wording changes

Rev 2.3 11/13/16 Combine Community Outreach and Evangelism Ministry Teams into Community Evangelism Ministry Team

Rev 2.4 4/23/17 Eliminate the August Congregational Business Meeting and amend Terms of Office.

Rev 2.5 11/12/17 Ministry Team corrections made based on reducing one team, and changes to role of Vice-Chairman.

Rev. 2.6 2/16/2020 Article 5:1 (Church Board, Page 9 & 10 of Polity Book; Article 5.2 (Finance Ministry Team, Page 12 of Polity Book; Article 5.5.1 (Gifts and Discernment Committee, Page 14 of Polity Book)

# ORGANIZATIONAL CHART

