1 2	CONSTITUTION AND BY-LAWS
3 4	FOR
5	PACIFIC NORTHWEST DISTRICT
6	CHURCH OF THE BRETHREN
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8	OFFICIAL MAY 1, 1997
9	REVISED 1980
10	AMENDED 1981
11	REVISED 1986
12	AMENDED 1988
13	AMENDED 1995
14	AMENDED 1998
15 16	AMENDED 2012 REVISED 2014
17	TIE VIOLD 2014
18	PREAMBLE
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20	Preliminary to any plan of district church organization is an understanding of the
21	Mission of the church and the place and function of the district in that mission.
22	The mission of the church is get forth in the Creat Commission of our Lord in Matthew
23 24	The mission of the church is set forth in the Great Commission of our Lord in Matthew 28:18-20. Although never fully understood, it seems clearly to have an inner and an
25	outer direction. The inner mission of the church is to nurture its members that they may
26	grow more and more into the stature of maturity in Christ. The outer mission of the
27	church is to be related as God's instrument to the problems and needs of the world.
28	The two major functions of the church are effective to the extent that they are
29	undergirded by stewardship of time, talent, and treasurer on the part of the membership.
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31	The Pacific Northwest District of the Church of the Brethren, hereafter called the District,
32 33	is a group of congregations located in geographic proximity to each other and having common purposes. The District enables the member congregations to do together what
34	they cannot do separately and helps them to carry out in better fashion their major
35	functions. The organizational structure of the District should shall reflect as much as
36	possible the purposes of the District. Above all, the organization should shall be shaped
37	to achieve the District's goals and fulfill its functions.
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30	CONSTITUTION

 ARTICLE I. INCORPORATION

- The name shall be the Pacific Northwest District, Church of the Brethren (fka Oregon-
- Washington District, Church of the Brethren). The principle place of business (district
- office) shall be in an appropriate location for the District Executive *Team*. The affairs of
- the District (corporation) shall be managed by the District Board, whose Moderator,
- 47 Board Chair, Recording Secretary, and Treasurer shall be the legal officers of the

48 District.

ARTICLE II. PURPOSE OF THE DISTRICT

The purpose of the District shall be to administer and coordinate the religious and business activities of the Church of the Brethren within the bounds of the District. The District shall have power to own and convey real estate and to be trustee of property and of endowment and other funds. The District shall send a delegate to the Standing Committee of the Annual Conference of The Church of the Brethren, hereinafter called Annual Conference, and may appoint representatives to cooperative religious bodies as need and opportunity allow.

The District recognizes the following among its further directives in serving its member congregations and camps:

1. Facilitate connection among member congregations and camps within the district.

2. Support member congregations and camps in building denominational connections.

3. Organize district-wide materials and program options for spiritual and community edification.

4. Support member congregations and camps in their individual ministries and operations.

ARTICLE III. RELATION TO ANNUAL CONFERENCE

Unless herein specified otherwise, the polity *and policies* of the District shall, *as much as is possible, agree harmonize* with the decisions directions of the Annual Conference of the Church of the Brethren.

ARTICLE IV. MEMBER CHURCHES

All Church of the Brethren congregations which are *based geographically in Oregon or Washington or virtually and* recognized by the District as organized churches in Oregon and Washington shall be member churches of the Pacific Northwest District. A new church development shall be called a "fellowship" until it has fifty or more members and is chartered as a member church.

ARTICLE V. DISTRICT CONFERENCE

1. Purpose of District Conference

District Conference is a mass meeting to which delegates and others interested attending members from the member District congregations come in business sessions to give implementation to district purpose. District Conference is the final authority of the District on polity, program, and procedure. Although worship and fellowship are important parts of District Conference, the following agenda is indicative of its principle business function:

- a. To review achievements
- b. To analyze procedures and results
- c. To survey continuing opportunities and needs
- d. To outline objectives, determine priorities, and set goals
- e. To approve strategy and adopt policy
- f. To organize for action and delegate responsibility
- g. To dedicate resources
- h. To go forth in service

2. Conference Delegate Body

a. All attending members who are active, informed, and committed members of the a churches and or fellowships of the District shall have the privilege and responsibility of moving ands discussing of joining in the discernment and consensus-based decision-making the business of District Conference.

However, only the official delegates of the member churches shall be queried for consensus.

b. There shall be four delegates for each member church with 200 members or fewer. Larger churches shall have one delegate more for each additional 100 members or major fraction thereof.

c. The pastor and church board chairperson of each church shall serve as delegates by virtue of their offices. Each church shall select the remaining quota of its delegates from its membership at large. If a pastor is serving more than one Church of the Brethren congregation, as in a yoked parish, the churches shall select additional delegates to fill the quota.

d. Delegates serving from the membership at large shall be elected for a two-year term and, if the church has more that one elected delegate, half of the number shall be selected each year.

3. Conference Officers

a. The officers of the District Conference shall be the Moderator, Board Chair, Recording Secretary, and Treasurer.

- b. The Moderator and Board Chair shall be called every two years by the District Conference in alternating years. Each position is eligible for a second two year term. The Treasurer and Recording Secretary shall serve for three-year terms and are eligible to serve a second three-year term.
- c. A slate listing the above four officers shall be prepared by the Gifts and Discernment Committee the Board. and presented to the Board for confirmation prior to confirmation by District Conference. The Board shall present the slate to the District Conference for confirmation.
- 4. District Conference Committees
 - a. Gifts Discernment Committee
 - i. There shall be a Gifts Discernment Committee composed of five members serving staggered three-year terms. They shall be called by District Conference for one three-year term and shall not be eligible to succeed themselves. The chairperson shall be one of the members of the Committee with longer tenure. The Pastor-at-large on the Board will serve on the committee.
 - B. Program and Arrangements Committee
 - i. There shall be a District Conference Program and Arrangements Committee of five members, three of whom shall serve staggered three-year terms. The Moderator, together with the Board Chair, shall serve as the other two members of the committee and the Moderator will serve as chair of the committee.

ARTICLE VI. DISTRICT BOARD

1. Purpose of the Board

- The District Board, hereafter referred to as the Board, shall manage and administer the work of the District as authorized by the District Conference. The Board is the legal agent of the District and shall be empowered to act on behalf of the District Conference ad interim, except for those actions specifically reserved for the District Conference as set forth in this Constitution and By-Laws.
- 2. Board Members
 - There shall be a Board consisting of one pastor-at-large, the officers of the District Conference, the standing committee delegate for the District, any persons from the District who are serving on the Mission and Ministry Board, and the District Ministry Executive Team members, the District Administrative Assistant, leaders and District Area Ministers.

Those members of the incoming District Board shall be presented to the District Conference either in person or by name and there shall be, as part of the conference program, an installation service for the incoming Board to denote acceptance by the Board of their respective offices and responsibilities and the acceptance of the District Conference of the Board as the agent of the District Conference to perform the duties given the Board in the Constitution and By-Laws.

3. Board Officers and Organization

The Board shall be organized annually immediately following District Conference. The officers of the District Conference shall also serve as the officers of the Board.

The District Executive shall serve as the executive officer of The Board.

4. Board Responsibilities

The Board shall recommend to the District *Conference* a District Executive *Team* and shall counsel with him/her team members regarding his/her their individual responsibilities and record of agreement.

It shall be the duty of the Board to appoint an auditor annually to audit the financial records of the District and submit a report to the Board and District Conference. The Board shall be responsible for appointing members to any ad hoc committee or team as required.

ARTICLE VII. MINISTRY TEAMS

1. The work of the Board shall be implemented by the following three teams: a combination of continuing and ad hoc committees. The Ministry Team, a continuing committee, will be responsible for the identification and credentialing of ministers, conflict mediation, and the support of Area Ministers. Ad hoc committees may be called and formed by the Board to address specific tasks identified and directed by the District Conference or the Board.

- a. Ministry Team
- b. Congregational Connections Team
- c. Faithful Response Team

2. Areas of focus for the Ministry Team

- a. Identification and credentialing of ministers
- 226 b. Conflict Mediation
- 227 c. Support of Area Ministers

3. Areas of focus for the Congregational Connections Team

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231	 a. Facilitating ways for congregations to connect/relate
232	b. Congregational revitalization
233	c. New church development
234	d. District Gatherings- non-business "Big Event"
235	e. Camps connections (Camp Koinonia and Camp Myrtlewood)
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237	4. Areas of focus for the Faithful Response Team
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239	— a. Service ministries
240	— b. "Shalom, Peace, and Justice" ministries
241	— c. On Earth Peace
242	— d. Brethren Disaster Ministries
243	e. Global Mission Partnerships
244	— f. Work Camps
245	g. Stewardship of life (treasure, talents, time, Creation, gospel)

2. Each The Ministry Team leader chair will be called and confirmed to a two-year term at the District Conference. The Ministry Team leaders chair may serve two consecutive terms. Additional Ministry Team members are appointed shall be appointed by the Board as required.

ARTICLE VIII. COMMITTEES

1. Other Committees

The District Conference and/or the Board may constitute or authorize such other continuing or short term committees as necessary to assist with the ongoing work of the District. When specific assignment of a committee is achieved, the committee shall be dismissed.

2. Historian

There shall be an historian appointed by the Board. The historian shall be concerned with all matters of historic interest to the District and shall collect, preserve, write, and, as authorized, publish such materials.

ARTICLE IX. RELATED INSTITUTIONS AND INTEREST GROUPS

1. The District may enter into relationship with separately organized and incorporated Church of the Brethren institutions or interdenominational ministries such as camps, homes for the aged, colleges, and other bodies of interest to the District. In each instance there shall be mutual agreement between the District and the body as to the nature of the relationship. The involvement of the District in terms of financial support, selection of trustees, program endorsement, receiving of reports, etc. shall be subject to the District Conference action.

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2. As requested or as need arises, the Board shall authorize the formation of special interest or age groups within the District. All such organizations shall exist to aid in fulfilling the mission of the church at large in the District and shall be subject to the oversight and direction of the Board or its respective Ministry Teams. Any such group which elects its own officers shall submit a roster of its elected personnel to the next District Conference to be accepted and entered into its minutes.

ARTICLE X. AREA MINISTER PLAN

- 1. The District may designate within its boundaries workable units, geographically and/or numerically in order to facilitate the organization and administration of district affairs through Area Ministers.
- 2. The size of an area may vary according to prevailing circumstances. Where possible an area shall include about five churches within a geographic radius that allows for travel and sufficient time for a meeting in one day.
- 3. The Area Ministers minister to the pastors of the congregations in the District. They come alongside the pastors for counsel, encouragement, support in ministry, training, and help with resources for congregational revitalization and service. An Area Minister reports to the Ministry Team chair and works closely with the District Executive *Team* and the Board.

ARTICLE I. PERSONNEL SELECTION AND TENURE

- 1. The Gifts Discernment Committee Board shall prepare a slate for the use of District Conference in the calling and confirmation of:
 - a. Officers of the District Conference including Moderator, Board Chair, Recording Secretary, Treasurer, and others as determined by the Board and confirmed by The District Conference.
 - Members of the District Conference committees.

c. Standing Committee delegate

- d. Pastor-at-large for Board membership; the Gifts Discernment Committee shall nominate one pastor for the pastor-at-large position. The term of office for a pastor-at-large position shall be two years, with a limit of two consecutive terms.
- e. Such other officers as are to be selected by District Conference. Any other

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2. The term of office for all called or appointed personnel shall be three years unless otherwise stated in the Constitution and By-Laws. No one shall be eligible to serve more than two terms in succession (maximum, six years). An officer who does not fill his/her their position in a responsible way and/or is absent from meetings

for six months may have her/his their office declared vacant by the Board.

3. Approximately one-third of the membership of the Board and continuing committees shall be selected in any one year.

- 4. The prepared slate shall include only the names of persons who have consented to be nominees. Prior to calling, information about each nominee shall be given to the delegates District Conference. Immediately following affirmation, a letter shall be sent by the District Executive *Team* to each nominee reporting the results.
- 5. For the aid of those groups making nominations and appointments, the District Office, in cooperation with the Gifts Discernment Committee, shall maintain a file indicating the training, interest, and record of service of persons showing promise of district leadership.

ARTICLE II. INDEMNIFICATION

All persons now or hereafter Trustees or officers of the District (and their heirs, executers, and administrators) shall be indemnified by the District against all liabilities and expenses, including attorney's fees, reasonably incurred in connection with any claim to which they are parties by reason of being or having been Trustees or officers of the Corporation except in relation to matters as to which such persons shall have been adjudged to be liable for gross negligence or willful misconduct in the performance of duties as such Trustees or officers.

ARTICLE III. EMPLOYED STAFF - DISTRICT EXECUTIVE *TEAM*

- 1. The District shall employ call a District Executive Team to give executive guidance to the District. The composition of the District Executive Team shall be decided by the District Conference and may include a single employed executive. multiple individuals serving on a volunteer basis, or other constituencies as chosen and called by the District Conference. The members of the District Executive Team shall be a person qualified by training, experience and personal dedication
 - Christ and the church to guide, counsel, and encourage district and local church workers in the development of needed church programs.
- 2. This person shall be Executive Officer of Members of the District Executive Team shall serve on the Board and shall give general oversight to the

- implementation of district work. He/she shall be an ex officio
 member of: The Board, Ministry Teams, and committees of The District. She/he
 District Executive Team members shall work in a liaison capacity with the staff of
 the Mission and Ministry Board on denominational programs.
 - 3. This person The District Executive Team shall have basic responsibility for pastoral placement in the District and shall be available to coordinate with the Ministry Team for giving guidance and counsel to district pastors and congregations.
 - 4. A job description shall be kept on file in the District Executive's office.

ARTICLE IV. STAFF EMPLOYMENT PROCEDURES

The selection and employment of a District Executive and other professional staff professional staff approved by the District Conference, as well as the termination of such services, shall be the responsibility of the Board in keeping with approved denominational pastoral placement procedures in consultation with the Director of Ministry.

ARTICLE V. CONFERENCE OFFICERS AND DELEGATE QUALIFICATIONS AND DUTIES

- 1. All *District Conference* officers and delegates shall be members in good standing of a member church *or fellowship* and shall serve faithfully in their respective offices.
- The Moderator shall preside at business sessions of the District Conference. The Moderator shall study the needs of the District and give her/his their interpretation and counsel regarding them to the District Conference, and to any other appropriate district agency. He/she shall serve as leader of the District Conference Program and Arrangements committee.
- 3. The Board Chair is chairperson of the Board and will work closely with the District Executive *Team* to lead the Board in carrying out decisions mandated by the District Conference. They shall study the needs of the District and give her/his their interpretation and counsel regarding them to the Board. He/she shall be a member of the District Conference Program and Arrangements Committee.
- 4. The Recording Secretary shall record the minutes of District Conference and District Board meetings and shall, in cooperation with the District Executive *Team*, prepare them for publication and distribution.
- 5. The Treasurer shall be custodian of all District funds, disbursing them as authorized by the District Conference and the Board. The Treasurer shall be a member of the Board and shall be a resource to the Faithful Response Team. The Treasurer shall make quarterly written reports to the Board and to the District

- Conference as requested and submit the accounts for an annual audit. 6. Congregational Delegates to District Conference shall be selected only from the active, informed, and committed membership of the church. Delegates shall be expected to attend all business sessions of District Conference and all meetings of the delegate body. They shall report and communicate actions and concerns from The District to their church boards, congregations and vice versa. a. Delegates shall strive to be alert to the work and opportunities of the Church of the Brethren at all levels of its organization and program. A delegate shall be expected to attend business meetings of his/her congregation.
 - b. Delegates shall be selected at the time of general elections in the churches and shall serve year-round when elected; delegates' names and addresses shall be included on the mailing list for newsletters, financial reports and other pertinent information. Delegates shall register at District Conference to indicate their presence.

ARTICLE VI. DISTRICT BOARD FUNCTIONS

The Board shall:

- 1. Fulfill the directives of the District Conference and make an annual report to the Conference.
- 2. Assign, supervise, and coordinate the work of the ministry teams all District committees.
- 3. Interpret the rules of procedure for teams and committees.
- 4. Study the member congregations and strive to help them meet their needs and fulfill their mission.
- 5. Project long-range planning, set goals, and initiate new programs.
- 6. Promote, administer, and supervise, through District Teams, the denominational program in the District.
- 7. Employ Call and direct the work of the District Executive Team and such other personnel as may be authorized by the District Conference.
- 8. Make all appointments for which the Board is responsible.
- 9. Fill vacancies in elective district offices occurring between district conferences and fill such other vacancies not provided for otherwise.
 - 10. Have custody of all District capital funds, endowments, and annuities, and hold title

to District church properties. Distribute District current funds and invest permanent funds as authorized by the District Conference. Negotiate the purchase and sale of property, and the borrowing and lending of money on behalf of the District. 11. Prepare the District budget for presentation at District Conference.

12. Provide for an annual audit.

13. Allocate and define authority with respect to the establishment of bank accounts and the signing of checks and other legal documents.

14. Arrange for bonding for the District Treasurer.

- 15. Receive, consider, and make disposition of concerns brought by any persons or church group.
- 16. Coordinate the District program and prepare the District calendar.
 - 17. Bring gueries or other business to the District Conference and process gueries from local churches for District Conference action.
 - 18. Plan or otherwise provide in-service training opportunities for Board members, employed staff, and other District personnel.
- 19. Actively promote the extension of the church in the District.
 - 20. Provide for Discern the licensing, ordination, and discipline of ministers in accord with consideration of the decisions of Annual Conference Annual Conference Directions and the District commitment to building the beloved community.

ARTICLE VII. DISTRICT MINISTRY TEAMS FUNCTIONS

- 1. Ministry Team shall provide for:
 - a. Identification and credentialing of ministers.
 - b. Conflict mediation.
- c. Support Area Ministers

The Ministry Team shall give counsel and guidance to all ministerial affairs in the District, directly and through Area Ministers. This Team shall seek ways to strengthen the relationships and understandings between congregations and pastors, provide training for local ministerial commissions, encourage pastors in their professional growth, and in various ways strive to increase the joy and effectiveness of the pastoral ministry. This Team shall counsel and assist churches and individuals in the various phases of extending and receiving a call to the

508	ministry, becoming equipped and trained for the ministry, and licensing and
509	ordaining ministers. This Team shall review the ministerial list periodically and shall
510	make recommendations to the Board regarding those ministers who no longer
511	appear to show interest or dedication to their ministerial calling.
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513	2. Congregational Connections Team shall provide for:
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515	 a. Focus on finding ways for congregations to connect.
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517	b. Congregational revitalization.
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519	c. New church development.
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521	d. District gatherings - non-business "Big Event"
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523	e. Camp connections
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525	The Congregational Connections Team shall initiate and emphasize such programs
526	and work in the churches to foster the spiritual growth and development of church
527	persons. This Team shall stimulate the congregations to have a vital encounter
528	with
529	God, promote the total cause of congregational revitalization, provide opportunities
530	for training church leaders and workers, counsel and coordinate age and interest
531	groups, maintain audiovisual and book libraries, and do whatever else may nurture
532	the inner life of the church. This Team will focus energy on developing ways for
533	The District congregations to connect through special District gatherings and
534	church camps. ThisTeam shall direct the work of church extension through the
535	development of new congregations and the growth of existing ones. When needed,
536	guidance shall be given to the merging or disorganizing of churches.
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538	-3. Faithful Response Team shall provide for:
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540	a. Service ministeries.
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542	b. "Shalom, Peace & Justice" ministries.
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544	i. On Earth Peace
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546	ii. Brethren Disaster Ministries
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548	i ii. Global Missions Partnerships
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550	iv. Work Camps
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552	c. Stewardship of life (treasure, talents, time, Creation, Gospel).
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554	The Faithful Response Team shall also be responsible for directing and

undergirding the witness of churches to the world. This Team shall urge each congregation to share the love of God and the Gospel of Christ with all people everywhere through the work of evangelism, to support missions at home and abroad, to send and maintain service workers, to give material aid, and to proclaim and use the power of God to meet the needs of the world. In these and other outreach ministries the Team shall encourage and assist the congregations toward the fulfillment of the Great Commission of our Lord. The Team shall aid and challenge the churches and all District agencies to be good and faithful stewards of God's resources. This Team shall promote a program of general stewardship, education, and enlistment in the churches, supervise the financial interests of The District, safeguard and utilize the property of The District, assist in preparing the annual budget, and in other ways solicit support for the basic ministry work through The District.

ARTICLE VIII. BUSINESS MEETING

1. District Conference

- a. The District Conference shall convene once a year, whether in-person or virtually, at such time as to allow district organization and program to be in readiness for the new church year. Special meetings may be called at the discretion of the conference officers in consultation with the Board. The facilities for the meeting should be conducive to attendance and provide arrangements adequate and comfortable.
- b. The time of week for the conference should be as free as possible from conflicts with work schedules. Business sessions shall be at hours when the delegates attending members are the freest to attend. Sunday meetings at the District Conference should not disrupt regular church services in the churches.
- c. The District Conference Program and Arrangements Committee shall The Board shall call a committee to be responsible for planning the conference program, obtaining leadership, determining the place of meeting, securing facilities, providing for exhibits, registering delegates, and making other necessary arrangements for the conference. Suggested scriptures, hymns, litanies, and worship themes may be offered to the churches for their use locally on District Conference Sunday.
- 2. The District Board shall meet at least three times each church year.
 - a. One of these meetings shall be immediately prior to the District Conference.
 - b. Special meetings of the Board may be called by the Board.
 - c. The *District Executive* Teams and any called committees shall meet regularly or as the Board may direct.

- d. Adequate advance notice of all business meetings shall be given to the membership involved. The Board may call Executive Sessions as necessary.
- e. Adequate advance notice and preparatory materials of all business meetings shall be given to the membership involved.

ARTICLE IX. QUORUM

- 1. Although it is desirable to have as many delegates attending members present as possible for the District Conference, no quorum shall be required except as may be specified by state corporation law.
- 2. For meetings of the Board and Teams any committees, a majority of the called attending members shall constitute a quorum.

ARTICLE X. RULES OF ORDER

The District Conference and District Board meetings will use consensus decision making as the official rule of order. The decision-making body of District Conference shall comprise attending members who are active, informed, and committed members of the churches and/or fellowships of the District. These attending members shall have the privilege and responsibility of joining in the discernment and consensus-based decision-making business of District Conference. The decision-making body of the District Board meetings shall comprise the attending District Board members.

ARTICLE XI. AMENDMENTS

The Constitution and By-Laws of the District may be amended or suspended by a consensus of delegates attending members at any regular session of the District Conference. Written notice of the any proposed amendment shall be given with the call of the meeting issued at least thirty days prior to the meeting.