

2015 Annual Meeting Agenda Items

The following items will be presented and voted on at the Annual Meeting on March 15, 2015.

1. The Bylaws Committee will be proposing the following changes. These are the only changes that will be considered since all other changes were approved at the special church meeting last April 27, 2014.

Article 16. Board of Trustees

There shall be a Board of Trustees, which should consist of eight members and the Treasurer ex-officio. Half of the elected members shall constitute a quorum. At its first meeting, to be held within one month after the Annual Meeting, the Board shall elect a Chair, Vice-Chair, and Secretary to hold office for the ensuing year. The Board shall appoint one Trustee to the Scholarship Fund Committee. The Chair or Chair's designee shall be appointed to the Budget Committee. Two Trustees shall be appointed to the Investment Committee, one of whom shall be the Chair or the Chair's designee. The Chair or alternate shall attend Standing Committee meetings. The Board of Trustees exists as the primary caretaker for all tangible Church assets. The Board shall be responsible for hiring church staff as necessary. The Board is responsible for Church real estate and other real property. The Board is responsible for all Church funds, invested or non-invested, restricted or unrestricted. The Board delegates the supervision of said funds to a five-member Investment Committee. Whereas the Board and the Investment Committee share fiduciary responsibility, final authority rests with the Board of Trustees. The Board shall submit an itemized budget proposal for the coming year to the Budget Committee. ~~The Board shall not draw orders for amounts in excess of the adopted budget without first being granted an additional appropriation by the Budget Committee.~~ The Board shall notify the Budget Committee whenever a budgeted item exceeds its appropriation in the adopted budget. The Chair will prepare a report of the Board of Trustees' activities and business transactions to be presented at the Annual Meeting and included in the Annual Report. There shall be an independent certified audit periodically at the discretion of the Trustees.

Article 31. Human Resources Committee

A Human Resources Committee shall consist of three members, the Moderator ~~and the Chairs of the Board of Trustees and the Board of Deacons,~~ and two members at large. ~~The committee shall be convened at least twice annually by the Moderator to offer members of the congregation and Church staff the opportunity for discussion of personnel matters and to establish goals, objectives and working conditions for the Church staff in consultation with the staff and appropriate boards and committees.~~ The Moderator shall call the first meeting to be held within one month after the Annual Meeting to elect a Chair. The terms shall be four years and renewable. The Human Resources Committee shall have oversight responsibilities for contracts already in place. ~~Contracts and any changes to them shall be approved by the Human Resources Committee. Human Resources will conduct annual performance reviews and will manage any job performance concerns.~~ In matters of confidentiality, the Committee may schedule executive sessions. ~~In matters that present a conflict of interest to any member of the Committee, that member will be temporarily replaced.~~

2. The following Open and Affirming (ONA) mission statement will be presented:

Open and Affirming Mission Statement First Congregational Church of East Hartford U.C.C.

If you are curious about God and Jesus Christ, you are welcome here.

We, at First Congregational Church of East Hartford, declare ourselves to be an

Open and Affirming congregation of the United Church of Christ. We promise to welcome into our full life and ministry, children of God, people of every race, culture, age, gender, sexual orientation, gender identity, gender expression, ability and economic status.

We believe that we can all grow and practice a unity of faith that will transcend our differences and together be a living testimony of God's steadfast love.

We embrace the amazing diversity of God's creation and believe everyone is created in God's image. Therefore, everyone is unique, valuable, and loved by God. We believe every child of God deserves our respect and honor.

We practice warm, welcoming, extravagant hospitality, as we, together, continue to learn new things about God.