

**CHRISTIAN CHURCH (DISCIPLES OF CHRIST) IN NEBRASKA
BY LAW AMENDMENTS
RESOLUTION FOR ARTICLE VII - STAFFING
Resolution 2207**

WHEREAS: The Christian Church In Nebraska’s Regional Church Board has engaged in conversations for more than two years, exploring what it means to be the Regional Church today, and into the future; and

WHEREAS: The Christian Church In Nebraska’s Continuing Review Committee has worked diligently for more than one year to discern God’s call upon us as the Regional Church In Nebraska, and how to best re-imagine with God the structure that will best support our newly stated purpose: **“to engage in spiritual practices as we accompany one another and our neighbors so that we can instill, support, and sustain the vitality of the Local Churches in our Region”**; and

WHEREAS: The Christian Church In Nebraska meets every two years to consider resolutions in its Regional Assembly;

NOW THEREFORE, BE IT RESOLVED: That the Christian Church In Nebraska, at its Regional Assembly’s Business Session held on November 5, 2022 at First Christian Church in Grand Island, adopt the Proposed Article VII to its By Laws as attached to completely replace the Article VII of its current By Laws.

**CHRISTIAN CHURCH (DISCIPLES OF CHRIST) IN NEBRASKA
BY LAWS
CURRENT LANGUAGE**

CURRENT LANGUAGE

- 406 **ARTICLE VII**
407 **REGIONAL MINISTER AND OTHER EMPLOYEES**
- 408 A. The Board shall employ such staff as may be necessary to administer and promote the
409 program of the Christian Church (Disciples of Christ) and accomplish purposes for which
410 it was organized.
- 411 B. The Regional Minister
412 1. The Regional Minister shall be the pastor to pastors and congregations. The
413 Regional Minister shall have the authority and responsibility for directing the work
414 of all staff personnel. The Personnel Committee and the Regional Minister shall
415 determine other duties and submit them to the Board for approval.
416 2. The Regional Minister shall be an ex-officio member (without vote) of all boards,
417 committees, commissions, and task groups of the Christian Church (Disciples of
418 Christ) in Nebraska and ~~Cotner~~ Cotner College Commission on Continuing Education.
- 419 C. Other Field Staff and Employees
420 1. Associate Regional Minister(s) shall be called by the Board. The call may be full or
421 part time as determined by the Board.
422 2. Responsibilities shall be determined and written by the Personnel Committee in
423 consultation with the Regional Minister and approved by the Board.
424 3. All ministerial staff should be skilled in pastoral relations and be able to serve as
425 pastor to pastors.
426 4. As needed, other professional technical and custodial staff assignments may be
427 added by the Regional Minister, with the approval of the Personnel Committee,
428 the Budget and Finance Committee and the Regional Board.
- 429 5. The Board is empowered to enter into specific contracts with individuals or groups
430 who have expertise to perform certain tasks or jobs.
- 431 D. Ministerial staff members may terminate their employment relationship with the Christian
432 Church (Disciples of Christ) in Nebraska with sixty (60) days' notice. Their employment
433 relationship may be terminated by the Christian Church (Disciples of Christ) in Nebraska
434 with notice of sixty (60) days. Other professional, clerical, technical and custodial staff
435 may terminate their employment after at least two (2) weeks' notice by either party.
- 436 E. All provisions of this article are to be made a part of the Personnel Policy Guidelines as
437 approved by the Board and the Regional Assembly.

**CHRISTIAN CHURCH (DISCIPLES OF CHRIST) IN NEBRASKA
BY LAWS
CURRENT LANGUAGE**

PROPOSED LANGUAGE

Regional Minister and Other Employees (lines 406-437)

The Regional Church Board shall employ such staff as deemed necessary to fulfill the purpose of the Christian Church In Nebraska.

A. Personnel Policies

1. The Regional Church Board, through its Center on the Regional Church, shall maintain clear, concise, and up-to-date Personnel Policies.
2. Terms of employment shall be determined by the Personnel Policies, and further detailed in a Letter of Call, or Letter of Employment.
3. The Personnel Policies will be the primary document for employment, work environment, compensation, all types of leave, and employee concerns and shall be the basis of any discrepancies between the Personnel Policies and one or more of the terms of the Letter of Call/Employment.

B. Regional Minister

1. Shall be the pastor to the pastors serving in local churches of the Christian Church (Disciples of Christ) in Nebraska, as well as the members of those local churches.
2. Shall serve as an ex-officio member without vote of all board, committees, commissions, and task groups of the Christian Church (Disciples of Christ) In Nebraska.

C. Other Staff and Employees

1. The Regional Minister shall employ, supervise, evaluate, and terminate all other staff personnel.
2. The Regional Minister shall contract with people to perform specific duties and functions who have expertise in areas where guidance and support is needed.