

**BYLAWS
KIRKLAND CONGREGATIONAL CHURCH
UNITED CHURCH OF CHRIST
OF KIRKLAND, WASHINGTON
(MEMBER OF UNITED CHURCH OF CHRIST)
A CORPORATION**

ARTICLE I. NAME

The name of this church shall be the Kirkland Congregational Church, United Church of Christ, of Kirkland, Washington, a Corporation (member of United Church of Christ).

In these bylaws the name of the church can be rendered in either of two ways: as “Kirkland Congregational Church United Church of Christ” or “KCCUCC.”

ARTICLE II. OBJECT

The object of this church shall be to bind together followers of Jesus Christ for the purpose of sharing in the worship of God and in making God’s will dominant in the lives of the people, individually and collectively, especially as that will is set forth in the life, teachings, death and resurrection of Jesus Christ.

ARTICLE III. POLITY

This church acknowledges Jesus Christ as its head and finds in the Holy Scriptures, interpreted by the Holy Spirit through reason, faith and conscience, its guidance in matters of faith and discipline.

The government of this church is vested in its members, who exercise the right of control in all its affairs, subject in legal matters to the Articles of Incorporation granted it by the State of Washington.

While this church is amenable to no ecclesiastical judicatory, it accepts the obligations of covenant involved in the free fellowship of the United Church of Christ, and pledges itself to share common aims and work.

ARTICLE IV. COVENANT

Covenant. We are united in striving to know the will of God as taught in the Holy Scriptures, and in our purpose to walk in the ways of Jesus Christ, made known or to be made known to us. We hold it to be the mission of the Church of Jesus Christ to share the Good News to all people, exalting the worship of God and laboring for the progress of knowledge, the promotion of justice, the reign of peace, and the realization of God's community throughout all creation. Depending, as did our parents, upon the continued guidance of the Holy Spirit to lead us into all truth, we work and pray for the transformation of the world into the reign of God.

Safe Church Covenant. The congregation of Kirkland Congregational Church United Church of Christ is committed to providing a safe and secure environment for all children, youth and volunteers who participate in ministries and activities sponsored by the church.

In accordance with the Safe Church Guidelines adopted by the congregation on October 16, 2011, sexual harassment or sexual exploitation of members or other individuals by someone engaged in the ministry of Kirkland Congregational Church is unethical and unprofessional behavior and will not be tolerated within this congregation.

In accordance with the Safe Church Guidelines adopted by the congregation on October 16, 2011, all reports of incidents involving sexual harassment or exploitation of any person in the congregation will be reported to the pastor and Director of Christian Education. In the case where one of these individuals is accused, the Moderator will be informed. The incident will be documented in writing, thoroughly investigated, and a course of action outlined. All Washington State laws with regards to reporting child abuse will apply.

ARTICLE V. MEMBERSHIP

The Deacons, working with the Pastor, shall be responsible for preparing interested persons for membership and presenting them to the congregation, maintaining up-to-date lists of active members, and terminating membership in response to request or cause.

V.1 Full Membership will be granted to Baptized persons who join the church through Confirmation; otherwise satisfactory Letters of Transfer from other churches OR affirmation/reaffirmation of faith and affirming the KCCUCC covenant in a service of worship will fulfill the requirement. If attendance at such a service is not possible, the Deacons may act on behalf of the church to receive the new members.

V.2 Associate Membership will be granted to persons who join the church, at a service of worship, through affirmation of commitment to the life and work of Kirkland Congregational Church United Church of Christ. Associate Members may participate in the life and work of the church with the following exceptions: they may not serve on the Church Council, or vote on financial issues that pertain to building ownership, maintenance, rental, salaries and whether or not we exist as a church. They may not vote on calling a Pastor.

V.3 Active Membership Standing is maintained by participating in worship, community and financial pledges to the ministry and mission of the church. The Deacons will maintain a list of shut-ins and others unable to fully participate. People on these lists shall be considered active members.

V.4 Membership may be terminated by the Deacons for the following reasons and manner:

V.4.A. Anyone with active membership standing may request a Letter of Transfer to a specific church. Membership terminates upon receipt of acceptance into the other church or in one year after date on letter.

V.4.B. If an active member desires to join a religious body that will not receive a Letter of Transfer, the Deacons will give the member a letter of church standing. Membership will terminate on the date of the letter.

V.4.C. If because of change in faith, or for other reasons not involving unchristian conduct, an active member may request, in a letter to the Deacons, to be released from Covenant obligations. Membership is released upon receipt of said letter. Then it is the responsibility of the Deacons to terminate membership with a vote.

V.4.D. Prior to annual UCC yearbook reporting the Deacons will examine the membership rolls. If a member has ceased to remain active, the deacons will attempt to contact him or her. If the deacons cannot reach the person or

the person has not communicated with the church for one year, the person will be placed on an inactive list for one year. If after a second year, the deacons are still not able to contact the person, or he or she has not become active in KCCUCC, he or she may be dropped from the membership rolls.

V.5. If a member becomes an offense to the life of the church, the deacons or representatives of the deacons will meet with the person to discuss the offending behavior. The deacons may set behavioral guidelines for the person to follow in order to continue membership. They may suspend or terminate membership.

V.6. Restoration of Membership may be granted by a vote of the deacons upon receipt of a letter with a satisfactory statement of reason or if termination was for offensive behavior, upon evidence of reformation.

V.7. Membership Requirement for Officers and Boards. Officers, members of the Church Council and board chairpersons shall be required to be full members of the church.

ARTICLE VI. SERVICES AND MEETINGS

VI.1. Worship Services. Services of worship shall be held at given hours each Sunday, except when temporarily suspended by vote of the Deacons. The sacrament of the Lord's Supper shall be celebrated at such times as the Deacons may determine. The baptism of adults and the baptism or consecration of children shall be administered at such time as the pastor(s) or the Deacons may appoint. Additional services of worship may be set by the Deacons.

VI.2. Business Meetings. There shall be two regular business meetings each year, in accordance with the Articles of Incorporation of the church. **In January there shall be** a meeting to adopt a budget for the upcoming fiscal year. **In June there shall** a meeting to elect officers and committee members. Any other necessary business may be transacted at either meeting, subject to proper prior notice. Special meetings for business may be called by the pastor(s), the Church Council or twenty-five (25) members of the church on written notice to the membership as provided herein. The nature of the business transacted shall be as stated in the notice. If a meeting is not held due to circumstances beyond the congregation's control, the Church Council will convene a meeting as soon as possible, with seven (7) days' notice.

VI.3. Notices. Notices for regular business meetings and other special meetings shall be given to the membership in writing at least seven (7) days prior to the meeting and shall be in accordance with the requirements of the laws of the State of Washington. If the business to be transacted includes alteration or amendment of these Bylaws, then a notice specifying the time of the meeting and the substance of the proposed amendment shall be given from the pulpit on the two (2) Sundays immediately preceding the meeting. The text of the proposed amendment together with the notice of the date of the meeting shall be available to each member at least fourteen (14) days prior to the meeting. Articles I to V inclusive may be amended only at a regular business meeting.

VI.4. Reports. Each officer or committee shall report at regular or special meetings if requested to do so by the church membership, moderator, the pastor(s) or the Church Council.

VI.5. Voting. A quorum shall consist of twenty-five (25) full members, or 50% of full membership, whichever is lower and election shall be by ballot or by voice vote. A majority vote is decisive, except for amendments of these Bylaws, which shall require a two-thirds (2/3) majority of the full members present at a regular or special meeting.

VI.6. Official Years. The fiscal year of the church shall begin January 1. The program year of the church shall begin July 1, and all officers and committees shall assume their duties at that time.

VI.7. Restriction on Re-Election. Any officer or committee member may be re-elected for a second term in the same capacity. After serving two (2) consecutive terms, at least one year must elapse before a person can be elected to that same position. This restriction on re-election may be waived by the Church Council if officers are required to have special professional qualifications and/or continuity of service is desired.

ARTICLE VII. PASTORS

The pastor(s) shall be called for an indefinite time by a two-thirds (2/3) vote of the eligible membership.

When a vacancy occurs in the pastorate, the Deacons shall appoint an Interim Pastoral Search Committee of five to seven members and name the

chair. The Deacons will work with the Finance Committee to determine funding for the search. The committee shall work closely with the Association to search for, interview, and select a candidate Interim Pastor(s). “Association” in these bylaws refers to the Pacific Northwest Conference or its successor. The Search Committee shall present the candidate(s) approved by the Association to the Church Council at a normal or special meeting, and a 2/3 vote of the entire Church Council will be required to approve the terms of the Interim Pastor(s)’ employment agreement. This agreement shall include language that prohibits the Interim Pastor(s) from applying for or accepting the position of Settled Pastor. In the event that the Church Council rejects the committee’s recommendation(s), the deacons shall form a new Interim Pastoral Search Committee.

Once the Interim Pastor(s) is/are in place, the Church Council shall appoint and fund a Pastoral Search Committee representative of the diversity of the congregation. The committee will consist of seven members. The committee shall be formed under KCC search guidelines and will work closely with the Association in accordance with the practices recommended by the UCC to select a candidate to present to the congregation, after the candidate has been presented to the Church Council. The congregation shall vote by paper ballot to call or reject the candidate at a duly called congregational meeting. A successful vote shall be a simple majority.

At the first opportunity upon accepting the call, the pastor(s) shall become [a] member(s) of the church, and have ministerial standing in the Association. The Association to which the church belongs or the churches of the vicinity shall be invited to sit on an ecclesiastical council for the purpose of installing or recognizing the pastor(s) in accordance with established practices.

In case of pastoral/congregational discord, the church shall act according to the Association guidelines and the terms of the contract the church holds with the pastor(s). Should either the pastor or the congregation wish to terminate the ministry, the process will be carried out in accordance with the call agreement. In the case of loss of ministerial standing on the part of the pastor(s), relations shall cease at once.

The pastor(s) shall have charge of the spiritual, organizational and program life of the church with the assistance of the Deacons. The pastor(s) shall seek to enlist people as followers of Christ, and lead the worship, work and

outreach of the church, in covenant with the various committees. The pastor(s) shall be ex-officio and an advisory member of all church boards and committees. The pastor shall oversee all paid staff of the church.

ARTICLE VIII. OFFICERS

VIII.1. The congregation shall, at a regular meeting called for this purpose, elect ten (10) officers for a term of one year. Candidates shall be duly nominated by the Church Council or the Nominations Committee. The officers elected will be the Moderator, Vice-Moderator, Secretary, Treasurer, Auditor, and Chairpersons of the Deacons, Finance, Personnel, Building and Grounds, and Christian Education committees.

VIII.2. Moderator. The Moderator shall be the chairperson of the Church Council and president of the corporation and shall, in general, supervise all of the business and affairs of this corporation and preside over Church Council meetings and regular and special congregational meetings.

VIII.3. Vice-Moderator. The Vice-Moderator shall be the vice-chairperson of the Church Council and vice-president of the corporation and shall, in the absence or incapacity of the Moderator, perform all of the duties normally performed by the Moderator. The Vice-Moderator shall assume and perform such other duties from time to time as may be assigned by the Moderator.

VIII.4. Secretary. The Secretary shall keep or be responsible for keeping a faithful record of the proceedings of the church and of the Church Council meetings. A register shall be kept, in consultation with the Deacons, with contact information of the members of the church, including dates and manner of their reception and removal by transfer, inactivity or death. The secretary shall preserve on file written official reports, minutes of all Church Council and congregational meetings, and shall notify all persons elected to offices and boards, give legal notice of all meetings when required by these Bylaws, conduct necessary correspondence and, in general, perform other duties as directed by the Church Council.

VIII.5. Treasurer. The Treasurer shall keep or be responsible for keeping an accurate record of all of the financial transactions of the church. A faithful record of pledge and other income shall be kept and all expenditures by budget category shall be recorded. These financial statements of income and expense shall be made available to the Church Council and the Finance

Committee as soon after the close of each calendar month as practicable. The Treasurer shall be a member, ex-officio, of the Finance Committee.

VIII.6. Head Deacon: Whenever possible, the Head Deacon shall have been a member of the Deacons for at least one (1) year. ~~They~~ The Head Deacon shall be responsible for conducting meetings of the Deacons and reporting its activities to the Church Council, and for communicating and implementing applicable Church Council resolutions and directives.

VIII.7. Auditor. The Auditor shall examine, or cause to be examined, the financial accounts and records of the church and report to the Church Council and the congregation at least annually.

VIII.8, 9, 10, 11. Finance, Building and Grounds, Christian Education and Personnel Chairpersons. When possible, each committee chairperson shall have been a member of the committee for at least one (1) year. They shall be responsible for conducting the regular meetings of these committees and reporting on the committee activities to the Church Council.

VIII.12. Financial Secretary. The Financial Secretary, appointed by the Church Council, shall receive and deposit offerings and special collections and perform such other duties as required by the Finance Committee.

VIII.13. Historian. The church Historian, appointed by the Church Council, shall keep a written, electronic and pictorial journal of occurrences of interest to the church.

VIII.14. Other Positions. The Church Council may appoint, from time to time, such other positions and/or committees it deems necessary for the efficient operation and carrying on of the church's affairs.

ARTICLE IX. BOARDS, COMMITTEES AND TASK FORCES

IX.1. At the June business meeting, the congregation shall elect members of the church to serve on the Church Council, Deacons, and the following committees: Finance, Christian Education, Personnel, and Building and Grounds. Nothing in this section of these Bylaws shall exclude the formation of other committees or task forces under the general responsibility of either the Church Council or the Deacons. Chairpersons of committees shall be named by members of the committee itself or the Church Council or

Deacons. There shall be no other restriction, limitation or requirement relating to participation on a committee.

IX.2. Church Council. The Church Council shall consist of not less than eight (8) nor more than fifteen (15) eligible members. The Church Council shall manage the affairs of the church and transact all business not specifically reserved to the church membership. It shall, with the pastor(s), be responsible for employment of necessary staff and shall oversee the work of the church's standing committees: Personnel, Pastoral Relations, Deacons, Finance, Building and Grounds, and Christian Education. The Church Council also has the power to form ad hoc or special committees as the need arises. It shall be responsible for presenting the annual budget to the congregation for approval. The Church Council is also responsible for property, fellowship, stewardship and the administration of the church. The Church Council, working with the Pastor and church staff, shall oversee all matters relating to building use by outside parties. The Church Council shall be composed of the elected officers of the church as defined in Article VIII, and the chairs of the Personnel and Pastoral Relations Committees, and up to six (6) members who are elected at-large, at least one of whom shall be nominated by and represent the interests of the youth of the church. The Executive Committee shall consist of the Moderator, Vice Moderator, Treasurer, Secretary, Chairs of Finance, Personnel, Building and Grounds and Christian Education. This group shall conduct any business of the church that requires an Executive Session. All committees report to the Church Council.

IX.3. Quorum. A Church Council quorum shall be a majority of total Council members.

IX. 4. Special meetings. Special meetings of the Church Council may be held at any place and time, whenever called by the Chair or any three (3) Council Members.

IX. 5. Notice of special meetings. Notice of the time and place of the special meeting of the Church Council shall be given by the Chair or by the Council Member or Members calling the meeting by regular or express mail, private carrier, personal delivery, e-mail, facsimile, or by personal communication over the telephone or otherwise, at least three days prior to the date on which the meeting is to be held. Neither the business to be

transacted, nor the purpose of any meeting of the Church Council need be specified in the notice or any waiver of notice of such meeting.

IX.6. Consent to notice by e-mail. If notice is provided to Council Members by e-mail, it is effective only with respect to Council Members who have: a) consented in writing or by e-mail to receive notices transmitted by e-mail; b) designated in the consent the message format that is accessible to the recipient and the address, location or system to which these notices may be e-mailed. A Council Member who has consented to receipt of e-mailed notices may revoke the consent by delivering (by mail, facsimile or e-mail) a revocation to the church. The consent of any Council Member is revoked if the church is unable to transmit by e-mail two consecutive notices given by the corporation in accordance with the Council Member's consent and this inability becomes known to the Secretary of the church or other persons responsible for giving this notice. The inadvertent failure by the corporation to treat this inability as a revocation does not invalidate any meeting or other action.

IX.7. Delivery of notice by e-mail. Notice provided by e-mail to a Council Member who has consented to receive notice by such means is effective when it is e-mailed to an address designated by the recipient for that purpose.

IX.8. Delivery of notice by other means. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail address to the Council Member at his or her address as it appears on the records of the corporation with postage thereon prepaid. Other forms of notice described in this section are effective when received.

IX.9. Standing Committees. For the purposes of these bylaws, standing committees are defined as committees with a continued existence, formed to do their assigned work on an ongoing basis.

IX.9.A. Personnel Committee. This committee shall be responsible for reviewing matters related to the employment of members of the church staff. Staff persons shall be included and involved with personnel goal setting and evaluations in consultation with the pastor.

The committee shall be appointed by the Moderator and shall consist of the Vice-Moderator (chair), the current Moderator (ex-officio), and up to six (6) church members who are representative, as far as possible, of the diversity

of the congregation. The committee members shall be mutually acceptable to the pastor and the Church Council. In the event that the committee cannot be created due to discord, the Church Council shall seek mediation from the Conference. Appointments shall be made annually for a two-year term. The committee shall meet at least once a quarter, and may be called to convene more frequently at the request of members of the staff or the chair of the committee. The pastor(s) *is/are* always to be present unless an executive session has been arranged with the pastor(s)' knowledge. The committee shall report to the Church Council. The committee's responsibilities include:

IX.9.A.1. Annual Evaluations of the Staff. The committee shall create and implement an evaluation process for all staff members. The committee shall maintain a personnel record in a secure file in the church office for each paid employee.

IX.9.A.1. a Clergy. Evaluations may include all or a portion of the following: opportunities for members to provide input; interviews with boards, committees, and special interest groups; and use of other means and devices as necessary.

IX.9.A.1. b Other Staff. Annual performance reviews to be done in conjunction with the pastoral staff with input from appropriate committees as needed. The person(s) responsible for staff supervision shall attend each relevant review. The outcome of these reviews shall be shared with the Church Council.

IX.9.A.2. Job Descriptions. The committee shall, in conjunction with members of the staff, review written job descriptions for all staff members annually. Such descriptions shall be submitted to the Church Council for approval.

IX.9.A.3. Employment policies. The committee shall collect and publish an up-to-date register of the existing policies of the church regarding tenure, vacation, sabbatical, sick leave, other leaves of absence, salary, and perquisites of the pastor(s) and staff employees of the church. They shall make recommendations to the Church Council regarding appropriate policies, specific terms and conditions of employment. They shall also be empowered to make recommendations to the Church Council regarding appropriate salaries and benefits for staff members.

IX.3.A.4. Other Responsibilities. The committee shall, when necessary, act as a forum and/or mediator for discussions of conflict or disagreement arising between staff members or between staff members and members of the congregation.

The Committee shall maintain, in confidence, all proceedings which relate to personnel matters.

IX.9.B. Pastoral Relations Committee.

The committee shall be appointed by the Moderator and shall consist of four to six (4 to 6) church members who are representative of the diversity of the congregation and who are mutually acceptable to the pastor(s) and the Church Council. Initially upon the call of a new minister, the committee shall consist of two (2) members of the previous Pastoral Relations Committee and at least two (2) members of the Pastoral Search Committee. Appointments shall be made annually for a two-year term.

The Pastoral Relations Committee is an advisory group to the pastor and the congregation's fundamental support group for the pastor's leadership. The committee may serve as a reconciling agent between the pastor and the congregation. It has different functions from, and does not replace, a personnel committee.

The committee shall meet at least once a quarter, and may be called to convene more frequently either by the pastor or by any member of the committee. The pastor(s) is/are always to be present unless an executive session has been arranged with the pastor(s)' knowledge.

IX.9.C. Deacons. The Deacons shall consist of up to 12 members elected for terms of two (2) years in such manner that half shall be elected each year. It shall work with the pastor(s) concerning services of worship, provide for temporary supply of the pulpit in case of need, assist in preparation and administration of the communion and promote the spiritual welfare of the members and work of the church. It shall administer membership as outlined in Article V of these bylaws. The Deacons shall cooperate with the pastor(s) in nurturing the spiritual life of the congregation. The Deacons may appoint task forces supportive of their work as necessary.

IX.9.D. Finance Committee. The Finance Committee shall consist of up to eight (8) members elected for terms of two (2) years in such manner that half shall be elected each year. The Finance Committee shall be responsible for preparing an annual budget of income and expenditures. Such a budget will include all financial commitments to the Pacific Northwest Conference and wider United Church of Christ. It shall conduct an annual campaign to secure pledges of financial support and planned giving from the members and friends of the church. It shall have under its care insurance, investments, endowments, and systems of accounting. The Finance Committee may appoint task forces supportive of its work as necessary.

IX.9.E. Building and Grounds Committee. The Building and Grounds Committee shall consist of up to eight (8) members elected for terms of two (2) years in such manner that half shall be elected each year. This committee shall oversee the care of the property of the church. It shall have oversight of the building and grounds, repairs, alterations, heating, lighting, ventilating. It shall assist the pastor(s) in the supervision of the maintenance staff. The Building and Grounds Committee may be called on to raise funds for special repairs or renovations of the building. The Building and Grounds Committee may appoint task forces supportive of its work as necessary.

IX.9.F. Christian Education Committee. The Christian Education Committee shall consist of up to eight (8) members elected for terms of two (2) years in such manner that half are elected each year. It shall, in conjunction with the pastor(s), administer the church's educational programs. It shall provide educational opportunity for children, youth and adults. It shall be responsible for selecting curriculum materials and recruiting teaching staff. It shall develop goals and objectives for the Christian Education program. It shall monitor the work of the church Sunday School, youth ministry, adult education and summer programs. The Christian Education Committee may appoint task forces supportive of its work as necessary.

IX.9.G. Nominating Committee. At least sixty (60) days prior to the regular elections meeting, the Church Council shall appoint a Nominating Committee to prepare nominations for all officers and board and committee members who shall serve for the ensuing term. Outgoing Church Council chairpersons are to be considered for membership on the Nominating Committee. This committee, following nominations guidelines found in the church files, shall prepare a ballot nominating persons for each office to be

filled at the June business meeting, and such nominations shall be printed and available at the church not later than two (2) Sundays previous to the meeting. Nominations may be made from the floor only with the prior consent of nominees to stand for election. The ballot thus prepared shall be the official ballot at the elections meeting. The Church Council is responsible for filling any vacancies that occur between congregational meetings. The chairperson of the Nominating Committee shall be the immediate past Moderator whenever possible.

IX.10. Ad hoc or Special Committees. Committees formed for a specific task or objective, and dissolved after the completion of the task or achievement of the objective. Such committees may be formed by the chairs of the standing committees, or by interested members of the congregation, with the approval of the Church Council.

ARTICLE X. ENDOWMENT FUND

1. Kirkland Congregational Church United Church of Christ hereby irrevocably covenants and agrees to maintain the permanent endowment or trust fund known as the Kirkland Congregational Endowment Fund, such that only the income thereof shall be available for the use of the church.
2. The Finance Committee shall be charged with the development and coordination of plans for the establishment, growth, and safeguarding of the endowment.
3. The administration of the Kirkland Congregational Endowment Fund and of all other endowment and trust funds of Kirkland Congregational Church United Church of Christ shall be by the Finance Committee,.
4. The Finance Committee shall be responsible for the acceptance or rejection of all gifts, bequests, devises, contributions and other transfers to the Kirkland Congregational Endowment Fund. The principal of the Kirkland Congregational Endowment Fund shall consist of all funds and properties accepted for it by the Finance Committee or added thereto by action of the committee.
5. The funds and properties constituting the principal of the Kirkland

Congregational Endowment Fund shall be faithfully segregated from all other funds and properties of the church and in the books of account and records of the church shall be clearly and separately stated and identified.

6. The principal of the Kirkland Congregational Endowment Fund shall be permanently preserved as an endowment or trust account and shall never be used or expended. Notwithstanding the preceding sentence, a loan of funds or properties of the Kirkland Congregational Endowment Fund otherwise restricted, may be made to the church solely for its capital improvement and only if authorized by and agreement vote six (6) members of the Church Council at a meeting, provided that for each dollar of such loan there shall be at least one dollar independently contributed toward the cost of such capital improvements, and provided further that such loan shall be repayable to the Kirkland Congregational Endowment Fund in not more than five (5) years, together with interest at a reasonable and prudent rate determined by the Finance Committee.

7. The Finance Committee shall have sole authority, acting reasonably and in accordance with accepted accounting principles, to make final determinations and allocations between principal and income accounts in respect of all receipts and all disbursements affecting the Kirkland Congregational Endowment Fund.

8. The income of the Kirkland Congregational Endowment Fund shall be appropriated solely pursuant to the annual budget approved by the church membership. Future income may be anticipated and committed to meet extraordinary needs, but it is the policy of the church that no budget shall make such forward commitments as to hamper subsequent action.

9. In the event Kirkland Congregational Church United Church of Christ should become inactive for two years and wholly cease to function, and it then appearing that there is no hope of a revival of the church, then the last surviving members of the Church Council shall cause the Kirkland Congregational Endowment Fund to be vested in a corporate trustee, such that the subsequent income thereof shall be solely for the use and benefit of the Association of the United Church of Christ or its successor for the work of the Church in the Greater Kirkland Area, but notwithstanding this provision such alternate beneficiary shall not have any vested interest in or right to said fund whatsoever prior to such vesting nor in anything save such residue as might exist in said funds when the church shall cease to function

as aforesaid and not unless and until such time.

ARTICLE XI. ALLOCATION OF CHURCH PROPERTY

In the event Kirkland Congregational Church United Church of Christ should become inactive for two years and wholly cease to function, and it then appearing that there is no hope of a revival of the church, then the last surviving members of the Church Council shall work together with financial advisors to make decisions on the allocation of the remaining assets of Kirkland Congregational Church, excluding the endowment incorporation detailed above.

ARTICLE XII. PARLIAMENTARY AUTHORITY

Robert's Rules of Order Newly Revised shall govern the procedures of the church in all cases not provided for in these Bylaws.

(Revised by the Bylaws Sub-Committee and approved by the congregation on January 22, 2012)