

Resolution for the Transition from Two Congregations to One

RESOLUTION

We the congregation of St. Paul's United Church of Christ and Zion United Church of Christ, to facilitate the transition to the new unified congregation on this _____ day of _____, 2022, hereby resolve:

In regard to Elected Leadership

The **President & Vice President of Consistory** for the first four years (2023-2026):

on odd numbered years the President shall be a member of the former St. Paul's United Church of Christ and the Vice President from the former Zion United Church of Christ; and

on even numbered years the President shall be a member of the former Zion United Church of Christ and the Vice President from the former St. Paul's United Church of Christ.

The **Consistory composition:**

in 2023 and 2024 shall include six members from each of the parent congregations; and

in 2025 and 2026 shall include at least five members from each of the parent congregations.

The **Consistory Elders and Deacons** for the first four years (2023-2026):

shall include at least one Elder and one Deacon from each of the parent congregations.

The **Consistory Trustees** for the first two years (2023 and 2024):

shall include at least one Trustee from each of the parent congregations.

The **Endowment Committee** for the first four years (2023-2026):

shall include at least two members from each of the parent congregations.

The **Pastor-Parish Relations Committees** for the first four years (2023-2026):

each committee shall include at least one member from each of the parent congregations.

The **Chairpersons of the Five Standing Committees:**

for the first year (2023) the Consistories of both parent congregations must affirm the nominations of the Five Standing Committees in order for them to be eligible for election; and

for the first four years (2023-2026), the Consistory with a two-thirds (2/3) majority must first affirm that there is appropriate balance from the parent congregations of the available members willing and able to serve as chairpersons for the Five Standing Committees prior to their election/appointment as chairperson.

The **Lay Delegates to the Conference and Association** for the first three years (2023-2025):

shall include at least one member from each parent congregation; and

if one or more of those positions are vacant, with a two-thirds (2/3) vote, the Consistory may appoint a member from either parent congregation or member who directly joined the new church to be a delegate for a particular meeting.

The **Board Members of the Heidelberg Cemetery** representing our church:

in the years 2023-2026 shall include at least one member from the former St. Paul's United Church of Christ parent congregation.

The **Nominating Committee:**

in the years 2023-2024 shall include at least two members from each of the parent congregations; and

in the years 2025-2026 shall include at least one member from each of the parent congregations.

The Spiritual Council may add additional at-large members to the Nominating Committee.

The **Budget Committee:**

in the years 2023-2024, if the Budget Committee does not already have at least two members from each of the parent congregations, the Consistory shall appoint additional ex-officio members to the Budget Committee in order for there to be at least two members from each of the parent congregations contributing to the budget process; and

in the years 2025-2026, there shall be at least one member from each of the parent congregations.

If an **Unfilled Vacancy**:

If a position designated for a member of a particular parent congregation is not filled by a member of that parent congregation: (1) the congregation shall be informed of the vacancy; (2) the Nominating Committee shall continue to seek out a member to fill that vacancy, until the Consistory relieves the Nominating Committee of that duty as having adequately exhausted sufficient reasonable effort; and (3) that position shall remain vacant until a member of the particular parent congregation is able to fill it. The position cannot be filled by a member of the other parent congregation or by a member who joined the new church directly, unless otherwise indicated in this resolution.

In regard to Initial Rotation of Terms

The Consistory is empowered to establish an initial staggering of term rotation, which is to be reported to the congregation on the Slate of Nominees.

In regard to Elder and Deacon Standing

Those identified by the Consistories/Spiritual Council of the parent congregations, as currently ordained Elders and/or Deacons in good standing of their ordination, who wish to continue with that standing in the new congregation, shall continue that standing and title within the new congregation.

In regard to Tenure and Grandfathering

In regard to membership and participation requirements as it pertains to ordination eligibility of Elder (4 years) and Deacon (1 year); installation eligibility of Trustee (6 months); CHYLD Worker status (6 months); and staff sick leave and similar benefits – all are calculated using the beginning of membership in the parent congregation.

Those in need of CHYLD Worker status, who have not yet received that status or are not current with the requirements for that status, can receive “provisional status” by: (1) signing the Pennsylvania “Disclosure Statement Application for Volunteers Required by the Child Protective Service Law”; (2) signing the “SafeConduct Participation Covenant”; (3) submitting clearances to the church office within the first 45 days of the beginning of the new church; (4) completing the CHYLD Worker process within the first 90 days of the beginning of the new church; and (5) one of the two minimum adults must be someone with CHYLD Worker status.

In regard to Church Records

The records of Zion United Church of Christ, St. Daniel’s Reformed Church, St. Paul’s Reformed Church, and St. Paul’s United Church of Christ will be given to the stewardship of the new unified church.

Letters of Transfer to Other Congregations

Letters of Transfer of Good Standing may be issued (if “good standing” is appropriate) for the members of Zion United Church of Christ and St. Paul’s United Church of Christ to another Christian church until Sunday, April 30, 2023 (which is the close of the “open charter” period).

Amendments to this Resolution

An amendment to this resolution requires a two-thirds (2/3) majority congregational vote at an appropriately called congregational meeting.

Notes & Terminology

Parent Congregations:

In this document, the term “parent congregations” refers to the former St. Paul’s United Church of Christ and the former Zion United Church of Christ.

Provisional Status:

As of 2022, per revision in state law, organizations can only provide “provisional status” for up to 45 days to obtain clearances for individuals who work with minors (paid staff and unpaid volunteers). Previously, an organization could offer provisional status for up to 90 days.

Years:

The years in this resolution are in regard to the calendar year in which a term takes place, as opposed to the year in which the congregational meeting election occurs (at which time someone is being elected for the upcoming year).