

LIVING WATERS REGION OF THE CHRISTIAN CHURCH (DISCIPLES OF CHRIST) CONSTITUTION

PREAMBLE

The Christian Church (Disciples of Christ) in Illinois and Wisconsin, with registered agents in Michigan and operating under the name of Living Waters Region of the Christian Church (Disciples of Christ), a collection of congregations, other affiliated groups, and institutions, affirm that we are part of the universal church of Jesus Christ, the Christian Church (Disciples of Christ) in the United States and Canada (hereafter known as the Christian Church (Disciples of Christ)) and affirm our relationship with the denomination as a covenantal partner.

In response to God's love and calling, we recognize that each generation must shape structures that support faithful mission and ministry. To live faithfully, we embrace God's gift of unity in diversity through the work of antiracism and reconciliation. We strengthen our shared life by empowering all to offer their gifts, discerning priorities, stewarding resources, and addressing injustice and brokenness in ourselves and the world.

ARTICLE 1-NAME

The name of this expression of the church shall be the Christian Church (Disciples of Christ) in Illinois and Wisconsin with foreign corporation status and registered agents in Michigan, d/b/a Living Waters Region of the Christian Church (Disciples of Christ), hereinafter referred to as Living Waters Region or the Region. Living Waters Region is the legal successor of the Christian Church (Disciples of Christ) Michigan Region and the Christian Church (Disciples of Christ) in Illinois and Wisconsin. The Living Waters Region reserves all rights and privileges afforded to the Legacy Regions of the Christian Church (Disciples of Christ) Michigan Region and the Christian Church (Disciples of Christ) in Illinois and Wisconsin.

ARTICLE 2-CORPORATION

The Christian Church (Disciples of Christ) in Illinois and Wisconsin, with registered agents in Michigan, d/b/a Living Waters Region, is a nonprofit corporation and may exercise any and every power that a nonprofit corporation is authorized to exercise according to the laws of the state of Illinois.

ARTICLE 3-PURPOSE

The Living Waters Region affirms the Design of the Christian Church (Disciples of Christ) as an appropriate basis for the purpose and work of the regional church, and reaffirms its commitment to fulfill the purpose of the Region:

- 3.1. To extend the ministry of Christ in mission, witness, and service among the people and societal structures of the Region.
- 3.2. To establish, receive, and nurture congregations in the Region, providing help, counsel, and pastoral care to members, ministers, and relating them to the worldwide mission and witness of the whole Church.
- 3.3. To offer leadership in matters of mutual concern such as standing, credentialing of ministers, ministerial search and call, ordination, commissioning, establishment and dissolution of pastoral relationships.

ARTICLE 4–MEMBERSHIP

- 4.1. The Region shall be composed of the following members:
 - 4.1.1. Congregations in Illinois, Michigan, and Wisconsin that are affiliated with the Region as determined by the Year Book and Directory of the Christian Church (Disciples of Christ) or by some similar method of recognition of the Christian Church (Disciples of Christ).
 - 4.1.2. Commissioned and ordained ministers with standing in the Christian Church (Disciples of Christ) who live and/or work in the Region.
 - 4.1.3. Recognized Institutions and ministries of the Christian Church (Disciples of Christ) located within Illinois, Michigan, and Wisconsin that are accepted by the Regional Board for voting membership, according to the Region’s Bylaws.
 - 4.1.4. Crystal Conference Center, located in Frankfort, Michigan, shall be recognized as a ministry of the Region. The deed to the property shall be retained in the name of the Region due to liability and fiduciary reasons. Crystal Conference Center shall operate with autonomy under the leadership of its own Board of Directors. The Board shall be entrusted with the oversight of all operational and programmatic decisions related to the Center. Furthermore, any decisions regarding the use, maintenance, improvement, or disposition of the property must originate from the Crystal Conference Center Board and be communicated to the Region for appropriate action.
 - 4.1.5. Walter Scott Camp & Learning Center, located in Deidrich, IL shall be recognized as a ministry of the Region. The deed to the property shall be retained in the name of the Region due to liability and fiduciary reasons. Walter Scott Camp & Learning Center shall operate with autonomy under the leadership of its own Board of Directors. The Board shall be entrusted with the oversight of all operational and programmatic decisions related to Walter Scott Camp & Learning Center. Furthermore, any decisions regarding the use, maintenance, improvement, or disposition of the property must originate from the Walter Scott Camp & Learning Center Board and be communicated to the Region for appropriate action.
- 4.2. Members in good standing shall be entitled to exercise their voting privilege, ensuring that their voice is heard in the decision-making process.

ARTICLE 5–REGIONAL ASSEMBLY

The Regional Assembly is a biennial gathering of Members that shall be used for the building up of the Church embodied in the Living Waters Region. It gathers for the purpose of worship, spiritual enrichment and inspiration, education, and to conduct business of the Region as directed by the Regional Board.

ARTICLE 6–REGIONAL BOARD

6.1 The Regional Board shall:

6.1.1 Have the power and authority to establish smaller deliberative bodies responsible to the Regional Board.

6.1.2 Authorize the following committees, as set forth in the Region's Bylaws:

6.1.2.1 a Pro-Reconciliation/Anti-Racism Committee

6.1.2.2 a New Church/Ministries Committee

6.1.2.3 a Committee on Ministry

6.1.2.4 a Personnel Committee

6.1.2.5 a Nominating Committee

6.1.2.6 a Strategic Visioning/Planning Committee

6.1.3 Relate to auxiliary groups of the Living Waters Region primarily through the Strategic Visioning/Planning Committee.

6.2 Board Membership

6.2.1 The Executive Committee shall include the following offices, each with responsibilities set forth in the Region's Bylaws:

6.2.1.1 The Moderator

6.2.1.2 The Moderator-Elect

6.2.1.3 The Treasurer

6.2.1.4 The Secretary

6.2.2 Each geographic area, as set forth in the Region's Bylaws, will have one (1) representative recruited and selected by the Nominating Committee.

6.2.3 Racial and Ethnic Ministries may have one (1) representative each based on the presence of active members and ministries affiliated with each Racial and Ethnic Ministry within the Region. These representatives will be recruited and nominated by the Nominating Committee in consultation with the leadership of each Racial and Ethnic Ministry. The Racial and Ethnic Ministries recognized by the Christian Church (Disciples of Christ) are:

6.2.3.1 The National Convocation of the Christian Church

6.2.3.2 North American Pacific/Asian Disciples (NAPAD)

6.2.3.3 La Obra Hispana

- 6.2.4 If the General Assembly of the Christian Church (Disciples of Christ) recognizes additional Racial and Ethnic Ministries, the board shall add voting representatives from those ministries in accordance with the provisions of Article 6.2.3.
- 6.2.5 Disciples Women will have one (1) representative as outlined in the Disciples Women of the Living Waters Region procedural guidelines.
- 6.2.6 Three (3) members-at-large will be recruited and nominated by the Nominating Committee.
- 6.2.7 The Regional Minister and President, Associate Regional Ministers, and Contracted Ministerial Staff shall serve as ex officio members without a vote.

ARTICLE 7-STAFF

- 7.1. The Regional Minister and President, who shall exercise pastoral care and nurture of the congregations and ministers of the Region and provide primary administrative oversight within the Region, will be called using the Executive Search Model of the Christian Church (Disciples of Christ).
- 7.2. Associate Regional Minister(s), who shall share in the spiritual and administrative care of the Region, may be called under the supervision of the Regional Minister and President, working through a search committee and approved by the Regional Board.
- 7.3. Individuals may be employed or contracted to serve in ministerial roles related to programmatic and constituency group ministries and/or administrative roles, under the supervision of Regional Minister and in consultation with the Personnel Committee, to support and advance the work of the Region.

ARTICLE 8-AMENDMENTS

The Constitution may be altered, amended or repealed, and a new Constitution may be adopted by a two-thirds ($\frac{2}{3}$) majority of the voting Members present at any regular or any special Regional Assembly, provided that at least thirty-five (35) days' written notice is given to the Members of the Region. The notice must include the substance of the intended alteration, amendment, or repeal, and/or the terms of the proposed new Constitution. The Constitution will be reviewed every five (5) years.

ARTICLE 9-EFFECTIVE DATE

This constitution becomes effective on January 1, 2027, with prior adoption by the Regional Assembly.

LIVING WATERS REGION OF THE CHRISTIAN CHURCH (DISCIPLES OF CHRIST)

Bylaws

ARTICLE 1-PRINCIPLES OF OPERATION

1.1. Inclusive Representation

In electing officers, appointing members to the Regional Board and its committees, calling Regional Staff, and filling other elected or appointed positions, the Region shall seek individuals with appropriate expertise and a willingness to serve. In doing so, the Region shall give intentional consideration to the diversity of its constituents, including but not limited to race and ethnicity, gender identity, sexual orientation, age, clergy and lay status, and geographic location, to ensure broad and inclusive representation reflective of the Region's communities.

1.2. Open Meetings

The Regional Assembly and Regional Board shall comply with the Region's Open Meetings Policy.

1.3. Regional Areas

For purposes of representation, diversity, and staff workload distribution, the Region shall be organized into four geographic areas. Each area shall include a proportionate number of member congregations.

1.3.1. The four (4) defined geographic areas shall be:

1.3.1.1. Northeast Area – Congregations located in Michigan

1.3.1.2. Northwest Area – Congregations located in Wisconsin, northern Illinois (north of I-80), and along the I-57 corridor between Chicago and Champaign

1.3.1.3. Southeast Area – Congregations in Illinois located south of I-80 and east of US-51

1.3.1.4. Southwest Area – Congregations in Illinois located south of I-80 and west of US-51

1.3.2. Staff Assignments

The Regional Minister and President, in consultation with the Executive Committee and relevant staff, may assign one or more areas, or portions thereof, to Associate Regional Ministers or other staff in accordance with job descriptions, regional needs, and staff capacity.

1.3.3. Nominating Considerations

The Nominating Committee shall consider representation from each of the four (4) defined geographic areas, where appropriate and in accordance with the Region's Bylaws, when recruiting and nominating officers and other leadership roles.

1.3.4. Racial and Ethnic Ministries Representation

Member congregations affiliated with Racial and Ethnic Ministries recognized by the Christian Church (Disciples of Christ) shall be considered part of a geographic area for organizational purposes. However, individuals may be nominated to serve on the Regional Board, or other

committees, working groups, or task forces of the Region, specifically as representatives of a Racial and Ethnic Ministry, regardless of their geographic area. In such cases, their constituency representation shall take precedence over regional area affiliation for nomination purposes, as outlined in the Region's Nominations Article.

1.3.5. Area Records

The Region shall maintain an up-to-date list of member congregations within each geographic area.

1.3.6. Authority to Adjust Areas

To ensure equitable representation and workload balance, the Regional Board may redraw, add, or remove geographic areas based on shifts in congregational membership. Adjustments to area boundaries shall not be made for the purpose of altering eligibility or outcomes of Regional Board nominations, and shall be guided by principles of fairness, transparency, and demographic integrity.

ARTICLE 2—REGIONAL ASSEMBLY

All members of the Living Waters Region will be encouraged to participate in the Regional Assembly. The Living Waters Region will meet biennially in even-numbered years, in person, electronically, or both.

2.1. Voting Members

All clergy in good standing and three (3) delegates from each participating congregation, institution, and ministry, as recognized by the Year Book and Directory of the Christian Church (Disciples of Christ), or by some similar method of recognition, shall be eligible to vote on business items of the Regional Assembly.

2.2. The Regional Assembly shall:

2.2.1. Elect the Officers of the Region, and members-at-large for the Regional Board.

2.2.2. Call the Regional Minister and President upon the recommendation of the Regional Board.

2.2.3. Conduct other business as deemed necessary by the Regional Board.

2.3. Notification

2.3.1. The time, place, and format of the biennial Regional Assembly will be announced at the preceding Regional Assembly.

2.3.2. A special Regional Assembly may be called by the Regional Board and notification shall be given to each congregation by mail, email, or other electronic transmission, and by placing the notification on the Region's website at least thirty-five (35) days before the date of the meeting.

2.4. Quorum

2.4.1. A Quorum shall consist of those present and registered as voting members for the assembly at each business session.

2.4.2. A vote will carry with a simple majority of those present and voting unless otherwise stated in the Region's Constitution and/or Bylaws.

2.5. Business Items

2.5.1. Business items shall be determined by the Regional Board.

2.5.2. Any recognized congregation or constituency group of the Region, any unit or region of the Christian Church (Disciples of Christ), any recognized Christian body, or the Executive Committee may submit a business item for consideration by the Regional Assembly by transmitting it to the Office of the Regional Minister and President for consideration by the Regional Board at least sixty (60) days in advance of the Regional Assembly.

2.5.3. Items of business which require discussion and/or action of the Assembly shall be circulated to the congregations by email, mail, or other electronic transmissions and placement on the Region's website, at least thirty-five (35) days before the date of the meeting.

2.5.4. Any item of business may be considered an emergency if its content is of such nature that it could not have been regularly filed sixty (60) days prior to the Regional Assembly. Such items of business may be filed when submitted by ten (10) or more voting delegates from not less than five (5) member congregations to the Moderator-Elect of the Region who, with the advice and consent of the Officers of the Region, shall make appropriate recommendations to the Regional Assembly as to their disposition.

2.5.5. Business of the Regional Assembly will be conducted in accordance with the policies and procedures of the region as documented and approved by the Regional Board.

ARTICLE 3—REGIONAL BOARD

The Regional Board shall conduct business, provide management and oversight, and have all necessary powers to do everything that nonprofit corporations can do under the laws of the State of Illinois on behalf of the Region. The Regional Board may create and disband groups to carry out the Region's ministries and business, as needed. These committees, commissions, and task groups shall be responsible to and work under the direction of the Regional Board, and shall report to the Board as directed.

3.1. Meetings and Conduct of Business

3.1.1. The Regional Board shall meet twice (2) per year.

3.1.1.1. The time, place, and format of regular meetings shall be determined and announced no later than one (1) year in advance.

3.1.2. The Moderator, or upon written request of ten (10) members of the Regional Board, may call a special meeting of the Regional Board.

3.1.2.1. The Regional Board shall receive written notification of the time, place, and format of a special meeting no later than fifteen (15) days prior to the meeting.

3.1.3. Decisions of the Regional Board shall be made through discernment and consensus-building.

3.1.3.1. If consensus is not possible after a good-faith effort, decisions may be made by a simple majority of those present and voting, unless otherwise noted in the Region's Constitution and/or Bylaws.

- 3.1.4. A quorum of the Regional Board will be three-fifths ($\frac{3}{5}$) of current members.
- 3.1.5. The Executive Committee of the Regional Board shall meet four (4) times per year between regularly scheduled meetings of the Regional Board.
 - 3.1.5.1. The time, place, and format of regular meetings of the Executive Committee shall be determined and announced no later than one (1) year in advance.
 - 3.1.5.2. Emergency meetings of the executive committee can be called by the moderator or two of the remaining officers.
 - 3.1.5.3. All actions shall be entered into the minutes of the next meeting of the regional board.

3.2. Responsibilities of the Regional Board

The Regional Board, on behalf of the Region and according to the Region's Constitution and/or Bylaws, shall:

- 3.2.1. Establish policies and procedures whereby the Region may engage in planning its total program of work and witness.
- 3.2.2. Direct and authorize the Executive Committee and the Strategic Visioning/Planning Committee to implement such policies and procedures.
- 3.2.3. Adopt, amend, and repeal the Region's Bylaws consistent with the Region's Constitution.
- 3.2.4. Amend or restate the Region's Articles of Incorporation.
- 3.2.5. Adopt and implement an annual budget for the Region based on the recommendation of the Executive Committee
- 3.2.6. Recommend the calling of the Regional Minister and President to the Regional Assembly.
- 3.2.7. Call Associate Regional Ministers after recommendation from the Executive Committee.
- 3.2.8. Call an Interim Regional Minister.
- 3.2.9. Dismiss the Regional Minister and President, Interim Regional Minister, or Associate Regional Minister(s) in compliance with the policies set forth in the Region's Personnel Handbook and upon a two-thirds ($\frac{2}{3}$) majority vote.
- 3.2.10. Authorize the signing or co-signing as of any mortgages or notes upon a two-thirds ($\frac{2}{3}$) majority vote.
- 3.2.11. Call special meetings of the Regional Assembly.
- 3.2.12. Fill vacancies for the remainder of any unexpired terms arising due to ineligibility or incapacity of any Officer of the Region.
- 3.2.13. Have the authority to take the actions reserved for the Regional Board and not to be exercised by the Executive Committee as set forth in the Region's Constitution and/or Bylaws.
- 3.2.14. Adopt a plan of merger or consolidation with another corporation or entity upon a two-thirds ($\frac{2}{3}$) majority vote.
- 3.2.15. Authorize the sale, lease, exchange, or mortgage of all or substantially all of the properties and assets of the Region upon a two-thirds ($\frac{2}{3}$) majority vote, unless otherwise stipulated in the Region's Constitution and/or Bylaws.
- 3.2.16. Authorize the voluntary dissolution of the corporation or revoke proceedings therefore upon a two-thirds ($\frac{2}{3}$) majority vote.

- 3.2.17. Adopt and carry out a plan for the distribution of assets of the Region as appropriate or otherwise set forth in the Region's Constitution and/or Bylaws.
- 3.2.18. Amend, alter, or repeal any resolution of the Regional Board which by its terms provides that it shall not be amended, altered, or repealed by the Executive Committee.

3.3. Quorum

- 3.3.1. A quorum for the Regional Board will be three-fifths (3/5) of the current elected and appointed members.
- 3.3.2. A vote will carry with a simple majority of those present and voting unless otherwise stated in the Region's Constitution and/or Bylaws.

ARTICLE 4—STRATEGIC VISIONING/PLANNING COMMITTEE

Guided by a commitment to an antiracist, pro-reconciling vision of the Church and to foster an inclusive leadership that reflects identities, experiences, and perspectives of the Living Waters Region, the Strategic Visioning/Planning Committee shall actively and intentionally recruit members from across the Region to ensure the committee's composition is representative of its racial, generational, gender, and sexual orientation diversity.

4.1. The Strategic Vision/Planning Committee may include representatives from the following groups:

4.1.1. Regional Committees, including:

- 4.1.1.1. Pro-Reconciliation/Anti-Racism Committee
- 4.1.1.2. Transformation Committee
- 4.1.1.3. Committee on Ministry
- 4.1.1.4. Personnel Committee

4.1.2. Other Regional Bodies, including:

- 4.1.2.1. Disciples Women's Leadership Team
- 4.1.2.2. Crystal Camp & Conference Center's Board of Directors
- 4.1.2.3. Walter Scott Camp & Learning Center's Board of Directors
- 4.1.2.4. Each constituency group as defined by the Region's Bylaws

4.1.3. Racial and Ethnic Ministries, when there are active members and/or ministries within the Region:

- 4.1.3.1. National Convocation of the Christian Church
- 4.1.3.2. North American Pacific/Asian Disciples (NAPAD)
- 4.1.3.3. La Obra Hispana

4.1.4. Any other identified groups or individuals as invited by the Regional Board

- 4.2. Staff Responsibilities and Participation in the Strategic Vision/Planning Committee
 - 4.2.1. The Regional Minister and President will serve as convener, facilitator and a member of the Strategic Vision/Planning Committee, without a vote.
 - 4.2.2. Contract staff whose ministry relates to a specific committee or group may serve as that group's representative, with vote. However, if the group identifies another representative, the staff person may attend as a non-voting participant.
 - 4.2.3. Associate Regional Ministers may attend meetings of the Strategic Visioning/Planning Committee as non-voting participants.

4.3. Function

- 4.3.1. The Strategic Visioning/Planning Committee will:
 - 4.3.1.1. Assist in developing long-term goals and short-term actionable objectives for the Region.
 - 4.3.1.2. Identify guiding principles to support discernment and decision-making processes.
 - 4.3.1.3. Name core values to inform the Region's policies, priorities, and ministry goals.
 - 4.3.1.4. Create strategic roadmaps for achieving the Region's goals, including recommendations for resource allocation, key initiatives, and timelines.
 - 4.3.1.5. Serve as an incubator for the planning and development of strategies and programs that support shared ministry across the Region.
 - 4.3.1.6. Evaluate existing programs and recommend adjustments to ensure ministries remain inclusive, creative, and relevant, with a clear focus on the mission and purpose of Living Waters Region.
 - 4.3.1.7. Maintain an 18-month rolling calendar of regional events.
- 4.3.2. Meetings
 - 4.3.2.1. The Strategic Visioning/Planning Committee will meet four (4) times per year.
 - 4.3.2.1.1. These meetings may be in person, electronically, or both.
 - 4.3.2.1.2. Minutes, action reports, and recommendations shall be submitted in writing to the Executive Committee within seven days (7) of each meeting and presented at the next meeting of the Regional Board.
 - 4.3.2.2. The Executive Committee may invite representatives from the Strategic Visioning/Planning Committee to attend its meetings or those of the Regional Board to present on specific areas of the Board's work and to support communication.

ARTICLE 5—OFFICERS OF THE REGION

- 5.1. The Officers of the Region shall be:
 - 5.1.1. The Moderator
 - 5.1.1.1. Shall preside over all business sessions of the Regional Assembly, the Regional Board, and the Executive Committee of the Regional Board.

- 5.1.1.2. Shall appoint, in consultation with the Regional Minister and Present, committees, and committee chairs according to the Region's Bylaws.
 - 5.1.1.3. May be authorized by the Regional Board or the Executive Committee to be legal representative and/or signatory as outlined in Article VIII of the Region's Bylaws.
 - 5.1.1.4. Shall confer regularly with the Regional Minister and President.
 - 5.1.1.5. May serve as an ex-officio member, without vote, of all committees operating within the Regional Board.
 - 5.1.1.6. Shall call meetings of the Regional Board and provide members with notice and a preliminary agenda in advance of each meeting.
 - 5.1.1.7. Shall help the Moderator-Elect assume the Moderator's position.
 - 5.1.1.8. Shall represent the Region at sessions of the Regional Ministers and Moderators of the Christian Church (Disciples of Christ) or its successor groups.
 - 5.1.1.9. Shall appoint a Regional Minister Search Committee in consultation with the General Minister and President and the Office of Search and Call of the Christian Church (Disciples of Christ).
- 5.1.2. The Moderator-Elect
- 5.1.2.1. Shall preside over all business sessions of the Regional Assembly, the Regional Board, or the Executive Committee in the absence or at the request of the Moderator.
 - 5.1.2.2. Shall assist the Moderator in conducting the business session of the Regional Assembly, the Regional Board, and the Executive Committee of the Regional Board.
 - 5.1.2.3. Shall receive and implement the handling of emergency resolutions in accordance with Article 2.5.4 of the Region's Bylaws during the business sessions of the Regional Assembly.
 - 5.1.2.4. Shall, under normal circumstances, become the next Moderator.
- 5.1.3. The Treasurer
- 5.1.3.1. Shall work closely with the Regional Minister and President on reporting the financial status of the Region.
 - 5.1.3.2. Shall lead the Executive Committee in the preparation of the budget.
 - 5.1.3.3. Shall oversee the preparation and distribution of a financial statement for the Regional Assembly when it is in regular session.
 - 5.1.3.4. Shall prepare a report, if requested by the Moderator, for any special or called meeting of the Regional Assembly.
 - 5.1.3.5. Shall guide the Region in thoughtful reflection on the implications of decisions related to the use of available resources, fostering an ongoing culture of faithful and responsible stewardship.
 - 5.1.3.6. Shall perform all other functions of the office as may be required by law.
- 5.1.4. The Secretary
- 5.1.4.1. Shall have the authority to certify that the Bylaws, resolutions adopted by the membership, the Regional Board, and its committees, as well as other official corporate documents, are true and accurate copies.

- 5.1.4.2. Shall be one of the authorized signatories for legal documents to be executed on behalf of the Region.
- 5.1.4.3. Shall serve as a member of at least one standing committee or other committee as determined by the Regional Board.
- 5.1.4.4. Shall perform all other functions of the office as may be required by law.

5.2. Nominations and Terms of Office

- 5.2.1. The officers will serve two (2) year terms beginning at the conclusion of the Regional Assembly in which they were elected through the end of the next Regional Assembly.
 - 5.2.1.1. Officers may be elected to no more than two (2) consecutive terms of office, unless otherwise noted in the Region’s Constitution and/or Bylaws..
- 5.2.2. Officers shall be nominated by the Region’s Nominating Committee and elected by the Regional Assembly, unless otherwise noted in the Region’s Constitution and/or Bylaws.

ARTICLE 6–STAFF

6.1. Employment Practices

The Region provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

6.2. Employment Processes

6.2.1. Regional Minister and President (settled)

- 6.2.1.1. The Regional Minister and President (RMP) shall be called using the Executive Search Model.
- 6.2.1.2. The RMP Search Committee shall forward the candidate to the Regional Board for vote.
- 6.2.1.3. Upon approval of the Regional Board, the Regional Assembly will vote to call the RMP.
- 6.2.1.4. The vote for a RMP may be held at a scheduled Regional Assembly, or a called Regional Assembly (following the guidelines in the Constitution.)
- 6.2.1.5. A two-thirds majority of the eligible voters present and voting at the assembly shall constitute an affirmation of a call.

6.2.2. Regional Minister and President (interim)

- 6.2.2.1. An Interim Regional Minister and President (IRMP) shall be called in cooperation with the Office of the General Minister and President of the Christian Church (Disciples of Christ).
- 6.2.2.2. The IRMP shall be called by a two-thirds vote of the Regional Board.

- 6.2.2.3. The IRMP contract shall be in accordance with the personnel manual of the Region at the time of the call.
- 6.2.3. Associate Regional Minister
 - 6.2.3.1. An Associate Regional Minister may be called in accordance with the procedures described in the Personnel Manual of the Region at the time of the call.
- 6.2.4. Other Staff
 - 6.2.4.1. Other staff may be hired or contracted in accordance with the procedures described in the Personnel Manual of the Region.

ARTICLE 7–COMMITTEES

7.1. Executive Committee

- 7.1.1. The Executive Committee of the Region shall consist of the individuals serving in the following positions:
 - 7.1.1.1. Regional Minister and President as an ex-officio, non-voting member
 - 7.1.1.2. Moderator
 - 7.1.1.3. Moderator-Elect
 - 7.1.1.4. Secretary
 - 7.1.1.5. Treasurer
- 7.1.2. No member of the Executive Committee shall serve more than three (3) consecutive terms.
- 7.1.3. The Executive Committee shall:
 - 7.1.3.1. Exercise the authority granted to it by the Regional Board in relation to the management and operation of the affairs of the Region between meetings of the Regional Board.
 - 7.1.3.2. Report to the Regional Board.
 - 7.1.3.3. Recommend a biennial budget to the Regional Board.
 - 7.1.3.4. Be responsible for the oversight of the day-to-day operations of the Region.
 - 7.1.3.5. Have the authority to authorize financial transactions pertaining to investments, designated funds, and operating funds based within the confines of the approved budget.
 - 7.1.3.6. Recommend to the Regional Board the calling or dismissal of Associate Regional Minister(s).
- 7.1.4. The Executive Committee shall not exercise the powers reserved to the Regional Board in Article VI. Section C of the Region’s Bylaws.
- 7.1.5. The delegation of authority to the Executive Committee shall not operate to relieve the Regional Board, or any individual officer or member of the Regional Board, of any responsibility imposed upon it or them under the law.

7.2. Nominating Committee

The Living Waters Region is committed to an antiracist, pro-reconciling vision of the church and to fostering an inclusive and diverse leadership structure that reflects the identities, experiences, and perspectives of members of the Living Waters Region. The Nominating Committee will actively and

intentionally call leaders who ensure the composition of the board is representative of our diverse racial, age, gender, and sexual orientation backgrounds. The commitment to balanced representation will guide our recruitment, nomination, and appointment processes as we work to reflect the broader community.

At the beginning of each nominating cycle, the Region will notify the membership that candidates for the Regional Board are being sought. Nominees will be submitted to the Nominating Committee, which will have final authority to draft and present a slate of candidates to the Regional Assembly.

- 7.2.1. The Nominating Committee shall consist of a convener/facilitator and seven (7) members who are not currently serving on the Regional Board.
 - 7.2.1.1. Members will be appointed by the Regional Moderator in consultation with the Regional Minister and President and approved by the Executive Committee.
 - 7.2.1.2. One member will be selected from each geographic area of the Region, and one member will be selected from each Racial and Ethnic Ministry with members and/or active ministries in the Region, as outlined in Article 6.2 of the Region's Constitution.
 - 7.2.1.3. If a constituency group does not have members or active ministries within the Region at the time the Nominating Committee is formed, members-at-large may be appointed. In such cases, intentional consideration shall be given to ensuring diversity of race, ethnicity, gender, age, and other expressions of identity so that the committee reflects the rich diversity of the Region.
- 7.2.2. The Nominating Committee will recruit and nominate a slate of the following officers of the Region: Moderator, Moderator-Elect, Secretary, and Treasurer and all members of the General Board.
 - 7.2.2.1. The Moderator of the Living Waters Region will be selected by the Nominating Committee of the Region and elected by the Regional Assembly of the Region. The Moderator will be selected from one of the four geographic areas of the Region and shall not reside in the same area as the Moderator-Elect. Nominees for Moderator cannot come from the same area as the current Moderator.
 - 7.2.2.2. The Moderator-Elect of Living Waters Region will be selected by the Nominating Committee of the Region and elected by the Regional Assembly of the Region. The Moderator-Elect will be selected from one of the four geographic areas of the Region and shall not reside in the same area as the Moderator. The nominee for Moderator-Elect cannot come from the same area as the current Moderator-Elect.
- 7.2.3. The Nominating Committee will recruit members for the Regional Board as outlined in the Constitution. At least two-thirds of the voting representatives to the Regional Board will be called from the laity, and no more than one-third (5) of the representatives to the Regional Board will be ordained or commissioned ministers.
- 7.2.4. Qualifications for members of the Regional Board shall include the following:
 - 7.2.4.1. Members should live lives that reflect spiritual maturity and active faith.
 - 7.2.4.2. Members should have a commitment to the vision and mission of the Living Waters Region

- 7.2.4.3. Members should have demonstrated leadership qualities including effective communication skills, organizational skills, and conflict resolution.
- 7.2.4.4. Members should be committed to justice, inclusion, and diversity, working collaboratively with diverse populations.
- 7.2.4.5. Members should have an understanding, or willingness to learn, church governance and administration, including an understanding of polity.
- 7.2.4.6. Members should have financial acumen and a commitment to stewardship.
- 7.2.4.7. Members should be prepared to attend and actively participate in meetings.
- 7.2.4.8. The Moderator should have knowledge of, or willingness to learn, the polity of the Christian Church (Disciples of Christ) and Living Waters Region. The Moderator should have skills that ensure the Board functions efficiently and effectively, including strong leadership skills, communication skills, organizational skills, and strong relational skills.
- 7.2.4.9. The Moderator- Elect should be flexible and have the ability to understand the church's goals, and view the vision of the church holistically.
- 7.2.4.10. The Treasurer should have a background in finance, accounting, and/or stewardship.
- 7.2.5. Regional Assembly Committee
 - The Regional Board shall have a Regional Assembly Committee that shall function according to its charter. This Committee shall be appointed no later than 18 months prior to the upcoming Regional Assembly.
- 7.2.6. Standing Committees
 - 7.2.6.1. Pro-Reconciliation/Anti-Racism Committee
 - The Regional Board shall have a Pro-Reconciliation/ Anti-Racism Committee composed of eight (8) members, including two (2) racially diverse co-chairs. The membership of the Pro-Reconciliation/Anti-Racism Committee will comprise no less than fifty percent (50%) persons of color. The Pro-Reconciliation/Anti-Racism Committee shall function according to its charter.
 - 7.2.6.2. Committee on Ministry
 - The Regional Board shall have a Committee on Ministry composed of eleven (11) members, including a chair. The Committee on Ministry shall function according to its charter. The Committee on Ministry shall form a subcommittee, the Committee on Ministerial Ethics, that shall function according to its charter.
 - 7.2.6.3. New Church/Ministries
 - The Regional Board shall have a New Church/Ministries composed of eleven (11) members, including a chair. The New Church/Ministries shall function according to its charter.
 - 7.2.6.4. Personnel Committee
 - The Regional Board shall have a Personnel Committee composed of six (6) members, including a chair. The Personnel Committee shall function according to its charter.
- 7.2.7. Ad Hoc Committees
 - The Region shall have the right to establish committees and task groups necessary for the planning and implementation of the ministries of the Region. The Chairs of these committees shall serve as members of the Strategic Visioning/ Planning Committee for the duration of the

committee. A complete list of ad hoc committees and/or groups, and their members, shall be maintained by the Regional Board. Each ad hoc committee, and/or group will function as tasked by the Regional Board or in accordance to its charter.

ARTICLE 8—CONTRACTS, CHECKS, DEPOSITS, FUNDS, AND GIFTS

9.1. Contracts

The Regional Board may itself approve, or may authorize the Executive Committee to approve, the execution and delivery of any contract by the Region. Any authority granted to the Executive Committee regarding contract approval and execution may be general or confined to specific instances. Once the execution of a contract by the Region has been approved by the Regional Board, or by the Executive Committee upon authorization having been given to the Executive Committee by the Regional Board, the Regional Minister and President or any officer or officers of the Region shall execute and deliver such contracts in the name of and on behalf of the Region. Contracts executed by officers of the Region must have two authorizing signatures.

9.1.1. Checks, Drafts, Etc

All checks, drafts or orders for the payment of money shall be signed by such officer or officers of the Region, and in such manner as shall from time to time be determined by resolution of the Regional Board. Any signing or co-signing of any note, mortgage or similar evidence of indebtedness by the Region must be specifically authorized by the Regional Board which shall then designate the specific officer or officers or agents to sign such documents on behalf of the Region.

9.2. Deposits

All funds of the Region shall be deposited in a timely manner to the credit of the Region in such banks, trust companies, or financial services companies or other depositories as the Regional Board may select from time to time.

9.3. Gifts

The Regional Board may accept or reject on behalf of the Region any contribution, gift, bequest or devise for the general purposes, or for any designated specific purpose, of the Region.

ARTICLE 9–BOOKS AND RECORDS

The Region shall keep correct and complete books and records of account and shall also keep minutes of proceedings of the Regional Assembly, Regional Board, Executive Committee, Strategic Visioning/Planning Committee, standing committees and other committees authorized from time to time by the Regional Board.

Such books, records and minutes shall be kept at the registered office of the Region. The Region shall also keep at the registered office of the Region a record of the names and addresses of all members of the Region entitled to vote. The books and records of the Region may be inspected by any member of the Region entitled to vote for any proper purpose at any reasonable time.

ARTICLE 10–FISCAL YEAR

The fiscal year of the Region shall begin on the first day of January and end on the last day of December in each year.

ARTICLE 11–CORPORATE ADDRESS

The registered office and the place of business of the Region shall be located at 401 W. Jefferson Street, Bloomington, Illinois 61701, or at such other place as may be hereafter designated by the Regional Board. Upon a change of registered office, notice shall be filed with the Secretary of State of Illinois.

ARTICLE 12–AMENDMENTS

These Bylaws may be altered, amended, or repealed, or new bylaws may be adopted by a two-thirds ($\frac{2}{3}$) majority of the voting members of the Regional Board present at any regular meeting or specially called meeting, provided that at least thirty-five (35) days written notice has been given to the voting members of the proposed alteration, amendment, or repeal of these Bylaws or the proposed new bylaws. These Bylaws shall be reviewed every five (5) years.

Adopted by the Regional Assembly on 4 October 2025.

RESOLUTION

Adoption of the Constitution and By-Laws of the Living Waters Region *of the* Christian Church (Disciples of Christ)

Whereas, the Regional Assembly of the Christian Church in Michigan overwhelmingly approved the *Intent to Merge* with the Christian Church in Illinois and Wisconsin on **October 18, 2024**;

And Whereas, the Documents Negotiating Team has worked faithfully and diligently to envision and create a structure for the merged Region;

And Whereas, the Official Board of the Christian Church in Michigan approved these documents on **June 28, 2025**;

Be it therefore Resolved, that at the meeting of the **Regional Assembly of the Christian Church in Michigan**, held on **October 4, 2025**, in **Tinley Park, Illinois**, the Assembly adopts the **Constitution and Bylaws** for *the Living Waters Region of the Christian Church (Disciples of Christ)*, to be effective **January 1, 2027**, at **1:01 a.m. Eastern Standard Time**.

Be it further Resolved, that by this adoption, the **Christian Church in Michigan** officially **ratifies the plan to fully merge** with the **Christian Church in Illinois and Wisconsin**, and shall henceforth be known as the **Living Waters Region of the Christian Church (Disciples of Christ)**

Motion presented by: The Official Board of the Christian Church in Michigan

RESOLUTION

Adoption of the Constitution and By-Laws of the Living Waters Region *of the* Christian Church (Disciples of Christ)

Whereas, the Regional Assembly of the Christian Church in Illinois and Wisconsin overwhelmingly approved the *Intent to Merge* with the Christian Church in Michigan on October 18, 2024;

And Whereas, the Documents Negotiating Team has worked faithfully and diligently to envision and create a structure for the merged Region;

And Whereas, the Regional Church Council of the Christian Church in Illinois and Wisconsin approved these documents on June 28, 2025;

Be it therefore Resolved, that at the meeting of the Regional Assembly of the Christian Church in Illinois and Wisconsin, held on October 4, 2025, in Tinley Park, Illinois, the Assembly adopts the **Constitution and Bylaws** for the *Living Waters Region of the Christian Church (Disciples of Christ)*, to be effective **January 1, 2027, at 12:01 a.m. Central Standard Time**.

Be it further Resolved, that by this adoption, the Christian Church in Illinois and Wisconsin officially **ratifies the plan to fully merge** with the Christian Church in Michigan, and shall henceforth be known as the **Living Waters Region of the Christian Church (Disciples of Christ)**.

A Motion from the Regional Church Council of the Christian Church in Illinois and Wisconsin

RESOLUTION

Change of Regional Boundaries and Merger

Whereas, the Regions of the Christian Church in Michigan and the Christian Church in Illinois and Wisconsin entered into a **Covenant Partnership Agreement** in 2021;

And Whereas, In a review of the Partnership agreement in 2023, both regions determined that it was in their **best interest to merge**;

And Whereas, on October 18, 2024, meeting in **Joint Regional Assembly**, both the Christian Church in Michigan and the Christian Church in Illinois and Wisconsin voted overwhelmingly to approve a **Motion of Intent to Merge**;

And Whereas, in seeking a name for the newly formed Region a name it was recognized that **there is importance to the Regions of the Great Lakes, the Mississippi River, and the Ohio River and many other bodies of water**,

And Whereas, Jesus speaks of **Living Water** in the Gospel of John;

And Whereas, on October 4, 2025, meeting in **Joint Regional Assembly** in Tinley Park, Illinois, both the Christian Church in Michigan and the Christian Church in Illinois and Wisconsin voted (again overwhelmingly) to accept the **Constitution and Bylaws of the Living Waters Region of the Christian Church**, thereby merging the two Regions;

Therefore, be it Resolved, that the **territories and boundaries** of the Christian Church in Michigan and the Christian Church in Illinois and Wisconsin be merged into **one Region**, to be known as the **Living Waters Region of the Christian Church (Disciples of Christ)**, effective **January 1, 2027**.