

FEDERATION AGREEMENT OF THE BUSTI FEDERATED CHURCH

May 2011

PREAMBLE

Purpose:

The purpose of this cooperative ministry shall be the advancement of the Kingdom of Jesus Christ. It shall seek to attain this end through the public worship of God, the preaching of the Gospel, consistent Christian living by its members, personal evangelism, missionary endeavor and Christian education.

Mission: A church serving our community in Christ's love.

Through the love of Jesus Christ, we shall serve our community, bringing people to faith, developing their spiritual lives and encouraging them to join us in Christian Ministry.

Vision: A disciple-making church meeting the spiritual needs of today's families.

Under the guidance of the Holy Spirit, we will be the church that supports making disciples while emphasizing small groups, children, youth, our community and world missions. We will meet the spiritual needs of contemporary families.

ARTICLE I – MEMBERSHIP

- A. Those wishing to become a member of the Busti Federated Church must profess Jesus Christ as their Lord and Savior and be baptized. They may then join, selecting either the United Methodist or American Baptist denomination and follow the doctrines of that selection with the understanding that this church body supports both the American Baptist and the United Methodist denominations.
- B. All members are to be in agreement with the Statement of Faith (addendum IV) and abide by the Membership Covenant (addendum II).
- C. Acceptance for membership will be brought before the Resource Team, on a recommendation from the Ministry Team as presented by the acting Pastor, for a majority vote.
- D. After personal visitation and/or diligent efforts have been made by the membership and Ministry Team to restore any church member who has been absent from church services for one year and not contributing for the same time period, the member will be transferred to the "inactive member list" by a majority vote of the Resource Team. Inactive members shall not be entitled to vote in any meetings of the church. Annually the inactive members for the previous year shall be posted on the Membership List in the Annual Report. To be returned to active member status, refer to "C" above.

ARTICLE II – PASTOR

- A. The Pastor will give leadership to the congregation through preaching God's word, preparing people for works of service for Christ and overseeing the life of the church.
- B. The Pastor of the church shall have the endorsement of American Baptist Churches or the United Methodist Church to serve the congregation. The pastor shall be alternately appointed by the Western New York Conference of the United Methodist Church or recommended by the executive/area minister of the American Baptist Churches. If the denomination called upon to recommend a pastor is unable to provide a suitable candidate, the Staff-Parish Relations Team shall, by majority vote, terminate the request

and consult the alternate denomination's executive. The pastoral term shall be for an indefinite period of time.

1. In the case of appointment of a United Methodist Pastor the procedures shall be those established by the Discipline of the United Methodist Church.
2. When an American Baptist Pastor is called, the Staff-Parish Relations Team is responsible for reviewing, interviewing and selecting a candidate for presentation to the membership for approval. The calling of a pastor shall be by the membership at a duly called meeting. The notice of such meeting and its purpose will be read during worship on two successive Sunday. A vote of three-quarters of the members present and qualified to vote shall be necessary to extend the call (offer the position of Pastor).
3. The resignation or termination of a United Methodist Pastor will be handled in accordance with the procedures established in the Discipline of the United Methodist Church.
4. The resignation or termination of an American Baptist Pastor will be handled following this process. The resignation should be submitted in writing 60 days prior to the Staff-Parish Relations Team. The termination will be on a recommendation from the Staff-Parish Relations Team. A special congregational meeting will be held to act on the recommendation. A 10 day written notification of date and purpose of meeting will be mailed to all members including the pastor. The termination will require a three quarter majority vote, by secret ballot, of those members present. No absentee ballots will be allowed. A separation package may be determined, by the Staff-Parish Relations Team, based on the reason for termination. The Executive Area Minister of American Baptist churches will be notified immediately of the termination vote.

ARTICLE III – MINISTRY TEAM

- A. The Ministry Team will be responsible for the implementation, coordination and promotion of the ministries of Christian outreach and congregational life.
- B. The Ministry Team will:
 1. Provide a supportive network for those involved in ministry.
 2. Establish and coordinate the program calendar of the church.
 3. Provide a ministry budget to the Resource Team.
 4. Meet within 30 days following the annual meeting and then as necessary to coordinate the ministry program. Notice of all meetings will be announced in advance and are open to all church members. The Ministry Team will meet bi-annually with the Resource Team.
 5. Consider any new ministry programs to be implemented.
 - a. They must be in keeping with the stated mission, vision and values of the church.
 - b. Require a qualified leader.
 - c. Must identify needed resources.
 6. The Ministry Team will record and retain minutes of each meeting.
- C. The Ministry Team will consist of:
 1. Pastor
 2. Lay Leader (team leader for Ministry Team, elected annually)
 3. Ministry Group representatives, including, but not limited to: prayer, evangelism, community sponsorships, camping, worship work area, communion stewards, peace

candle, ushers, sound system, alter care people, tape ministry, junior church, nursery and child care.

- D. The following Ministry Groups will function in their individual capacities, to support the Ministry Team and carry out the specific functions of the church:
1. Christian Education
 2. Music
 3. Youth
 4. Memorial
 5. Outreach
 6. Any Other (refer to Article III.B.5 and Article III.C.3)
- E. Ministry Group Leaders will be selected or endorsed by the Ministry Team. Any leader may recruit others to join them in their specific ministry. Each active group will have a representative on the Ministry Team.

ARTICLE IV – RESOURCE TEAM

- A. The Resource Team will take the place of the Administrative Board/Council on Ministries in the United Methodist Church and the Board of Deacons in American Baptist Churches.
- B. The Resource Team is responsible for the fiscal and legal management of all Busti Federated Church holdings, properties, grounds, employees, treasuries, funds through the individual teams and officers. They will function as the Finance Committee for the church. A review or audit of the preceding will be done annually. The fiscal church year will begin January 1st and end December 31st.
- C. The Resource Team membership consists of:
1. Pastor
 2. Team Leader (elected annually, maximum 3 years in succession)
 3. Assistant Team Leader (elected annually, maximum 3 years in succession)
 4. United Methodist Lay Member
 5. American Baptist Delegate
 6. Treasurer
 7. Trustees' Representative
 8. Staff-Parish Relations' Representative
 9. Ministry Team Leader
- D. The Resource Team will record and retain minutes of each meeting.
- E. The Resource Team will meet within 30 days following the annual meeting and then as necessary to conduct the business of the church. Notice of all meetings will be announced in advance and are open to all church members. Only Resource Team members are eligible to vote. A simple majority (5 out of 9) of Resource Team members will constitute a quorum.
- F. The Resource Team will make appointments to fill offices vacated during the year, after consultation with the Nominating Team.
- G. The following teams and positions will function in their individual capacities to support the Resource Team and carry out the specific functions of the church:
1. Nominating Team: will consist of the Pastor and three members from the church membership. The Pastor is the chairperson of the nominating team. They will be appointed annually by the Resource Team, at their first meeting of the year. All offices will be filled by the membership of the church. The Nominating Team will

- submit its nominations to the church two Sundays prior to the annual meeting. Additional nominations from the floor will be accepted at the annual meeting.
2. Trustees: will consist of three members with three year terms. One Trustee will be elected annually. One member will be elected as the chairperson from the team. One member will be selected to represent the Trustees on the Resource Team. The Trustees will be responsible for the protection, management and maintenance of all church property, buildings and handle all legal matters involving the church.
 3. Staff-Parish Relations Team: will consist of three members with three year terms, plus the Lay Member and the Baptist Delegate. One member will be elected annually. Members may not be re-elected until one year has lapsed. One member will be elected as chairperson from the team. One member will be selected to represent the Staff-Parish Relations on the Resource Team. The Staff-Parish Relations Team oversees all matters pertaining to the Pastor and employees of the church.
 4. Financial Secretary (elected annually): The financial secretary and assistant financial secretary shall count the congregational offering immediately following the service. The treasurer or other Resource Team member may serve as alternates as needed. The amount shall be recorded in the church ledger and initialed by both persons. He/she will deposit these funds and furnish the treasurer with a copy of the deposit slip along with the total in each category. The original deposit receipts shall be kept as part of the church financial records and be reviewed as part of the annual financial audit. All special events will be handled in the same way. The financial secretary will keep an account of each contributor, showing pledges made and contributions received. He/she will provide each member with offering envelopes and render annual statements to each.
 5. Treasurer (elected annually): The Treasurer will record each deposit and will be responsible for the disbursements of these funds for the expenses of the church. He/she will keep sound financial records and will prepare a monthly report for the Resource Team. The Treasurer will prepare an “Annual Financial Report” and will work with all teams and groups in preparing a yearly budget to be presented at the annual meeting. He/she is responsible for all government reports and payments.
 6. United Methodist Lay Member: will be elected quadrennially at the annual meeting of the first year of the quadrenium. The Lay member will serve on the Resource Team, the Staff-Parish Relations Team and attend the United Methodist Annual Conference.
 7. Baptist Delegate (elected for a two-year term): will serve on the Resource Team, the Staff-Parish Relations Team and represent the church at any American Baptist function required.

ARTICLE V – CONGREGATIONAL MEETINGS

- A. The annual meeting will be held at a time determined by the Resource Team and its purpose will be posted and read during worship on two previous Sundays.
- B. The annual meeting will include written annual reports from all the teams, a proposed budget for the coming fiscal year and election of officers.
- C. Newly elected officers and teams will begin serving their term on January 1st following the annual meeting.

- D. Special Meetings may be called, as needed, to handle congregational business, such meetings and their purpose will be posted and read during worship on two previous Sundays.
- E. No absentee ballots are allowed.
- F. Only active church members present are eligible to vote. Majority rules unless otherwise noted in the Federation Agreement
- G. Active members present will constitute a quorum

ARTICLE VI – AMENDMENTS

Amendments to this agreement may be made by two-thirds vote of the members present at the Annual Meeting or at a meeting whose purpose has been announced at two successive Sundays prior to the vote. All changes are subject to the provisions of the United Methodist Discipline and American Baptist Polity.

ADDENDUM I

The original Federation agreement was made in 1923.

The Busti Federation Agreement was amended:

November 14, 1965

February 26, 1978

May 1, 1983

January 7, 2001

January 29, 2006 (*Lay Leader to voting member of Resource Team*)

January 28, 2007 (*Article I-A, C & D*)

January 26, 2009 (*Article I-A*)

February 8, 2011 (*updates to wording in Articles I-D; III-C-3, D & E; IV-B, E, G-4; V*)

ADDENDUM II

Busti Federated Church Membership Covenant

ADDENDUM III

Busti Federated Church Organizational Chart (chart updated May 2011)

ADDENDUM IV

Busti Federated Church Statement of Faith