



A2 Blue Ocean Church

Membership Book 2027



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The boring answer: The name emerged from a conversation happening over twenty years ago between church leaders who were talking about how to adapt our faith to a changing culture. Specifically they were hoping to be more science-friendly and LGBTQ inclusive. The name itself came from a business book that I, Emily, have never read. However, I did speak at several Blue Ocean Church Conferences, many moons ago.

When we planted this church in Ann Arbor, Ken (our pastor *emeritus*) and I called it Blue Ocean to make it clear we were interested in creating a space that incorporated the ethos of the Blue Ocean conversations. We believed a mature faith could be both grounded and curious—secure enough to ask challenging questions and encounter new ideas. Our goal was (and is) to nurture a faith with deep roots and wide branches—a hopeful, generous Christianity capable of adapting without losing its foundations.

The poetic answer: Blue Ocean is a faith that is both connecting and expansive.

Connecting: We talk a lot about connection—to God, each other, ourselves, and to the world around us. When you look at a map of the earth, the ocean connects all of the land masses on earth; it reminds us that we humans are powerfully, and intricately, linked. We share life on this planet.

Expansive: We wonder if what draws humans toward a faith in God is similar to what draws us toward the ocean: a sense of wonder. We encounter something immense and untamable and unfathomable and we're curious to know if there's something more to learn, or if there's something out there that can make us feel more alive? The ocean draws us to explore; it's beautiful and dynamic. No one can claim to have plumbed its depths or to have gained mastery over it, just as no one can claim to have figured out God; but we're invited to step into whatever small bit of faith we've been given—to wade in and play around. Faith is mysterious and perhaps the best way to talk about it is through metaphor: faith is kind of like the ocean.





Emily Swan
Lead Pastor and Co-
Founder



Daniel Reaume
Associate Pastor of
Community Life



Molly Morton
Children's Pastor



**Elizabeth Snyder-
Corman**
Worship Pastor



Diane Sonda
Administrative and
Outreach Pastor



Ken Wilson
Co-Founder and
Pastor Emeritus

The Fellowship of Affirming Ministries (TFAM)

Like many other non-denominational churches, we are part of a church network: The Fellowship of Affirming Ministries (TFAM). Pastor Emily's second ordination was conducted by Bishop Yvette Flunder of TFAM and they hold our church under their umbrella of churches. The midwest Bishop of TFAM is Bishop Lesley Jones, who is based in Cincinnati, OH, and is the founding and lead pastor of Truth & Destiny Covenant Ministries Fellowship, United Church of Christ. Bishop Jones and the other midwest pastors meet regularly online for accountability, support, prayer, and community.

The Fellowship of Affirming Ministries (TFAM) is a multi-denominational group of primarily African American Christian leaders and laity representing churches and faith-based organizations from the USA, Africa, and Mexico.

Founded in 2000 by Rev. Dr. Yvette Flunder, pastor of City of Refuge United Church of Christ in Oakland, CA, the overriding purpose of The Fellowship is to support religious teachers and laity in moving towards a theology of radical inclusivity which, by its very nature, requires an equally radical social ministry, reaching to the furthest margins of society to serve all in need without prejudice and discrimination.



Bishop Lesley E. Jones
Lead and Founding Pastor of Truth & Destiny Covenant Ministries Fellowship, United Church of Christ, Bishop of The Fellowship of Affirming Ministries Midwest Region



Archbishop Yvette Flunder

Lead and Founding Pastor of City of Refuge United Church of Christ; Founder of The Fellowship of Affirming Ministries

Senior Bishop Tim Wolfe

Retired Lead Pastor of Gather Church; workplace communications consultant

06 Vision & Core Values



new lambs at the Miner sheep farm

We envision a church that's both rooted and expansive—deeply grounded in The Way of Jesus, while continually open to the surprising movement of the Spirit. Spirit-filled and connected, we seek a faith that draws us further into relationship with God, one another, and the world around us. Together we become a transformative community, trusting that following Jesus continues to shape us and, through us, bring healing, freedom, and hope to others.

- We need connection more than we need answers.
- Everyone is us.
- Healthy spirituality reduces shame.
- Holistic ally-ship benefits everyone.
- There's no bad news in connecting with God.
- Spirituality should be practical.



Bishop Tim Wolfe preaches at Blue Ocean



taking in the hawk at the Leslie Science Center



Carpenter family lighting the Advent candles



youth summer camp at Green Lake, photo by Elizabeth Snyder



Ken Wilson & Lisa Ruby



October BBQ and bonfire at the Miner's sheep farm



Pastor Emily and Kathy Daly (St. Clare's Episcopal) doing security patrol for High Holy Days at TBE

09 Blue Ocean Community Pics



Crystal Harding prepping food for the Hope Clinic ministry



pastoral staff meeting



Steve Gray and Barney Judge

10 Expectations of Membership

Make regular financial contributions as you are able. Every member makes a financial pledge for the coming year. You can still become a member, even if you're unable to donate; we recognize there are seasons in life when giving may be prohibitive. If you're able to give, your financial pledge is simply a statement of the amount you intend to give barring unforeseen circumstances. This helps us budget and project so we can make prudent financial decisions. We encourage you to give online through one of our monthly recurring gift options (via credit/debit card or direct bank deposit). See page 12 for a more detailed guide.

Serve as you are able. There are many different ways to serve, and we encourage our members to find one that works for your schedule. Because, without people who sign up and show up, church doesn't happen.

Participate as you are able. Simply being present to connect with others in worship; in serving; in a visit to the hospital; in a meal brought to a new mom or person recovering from surgery; in an ongoing small group; or by participating in one of our connect events—it makes a huge difference for all of us, who are enriched by the connections of a faith community.

Membership Form

Step 1: Click here (or use the QR code) and fill out your information to become a member for 2027:

<https://a2blue.churchcenter.com/people/forms/1322148>



Step 2: Fill out your personal information (don't worry—we don't sell it or use it for any other purpose than for church communications).

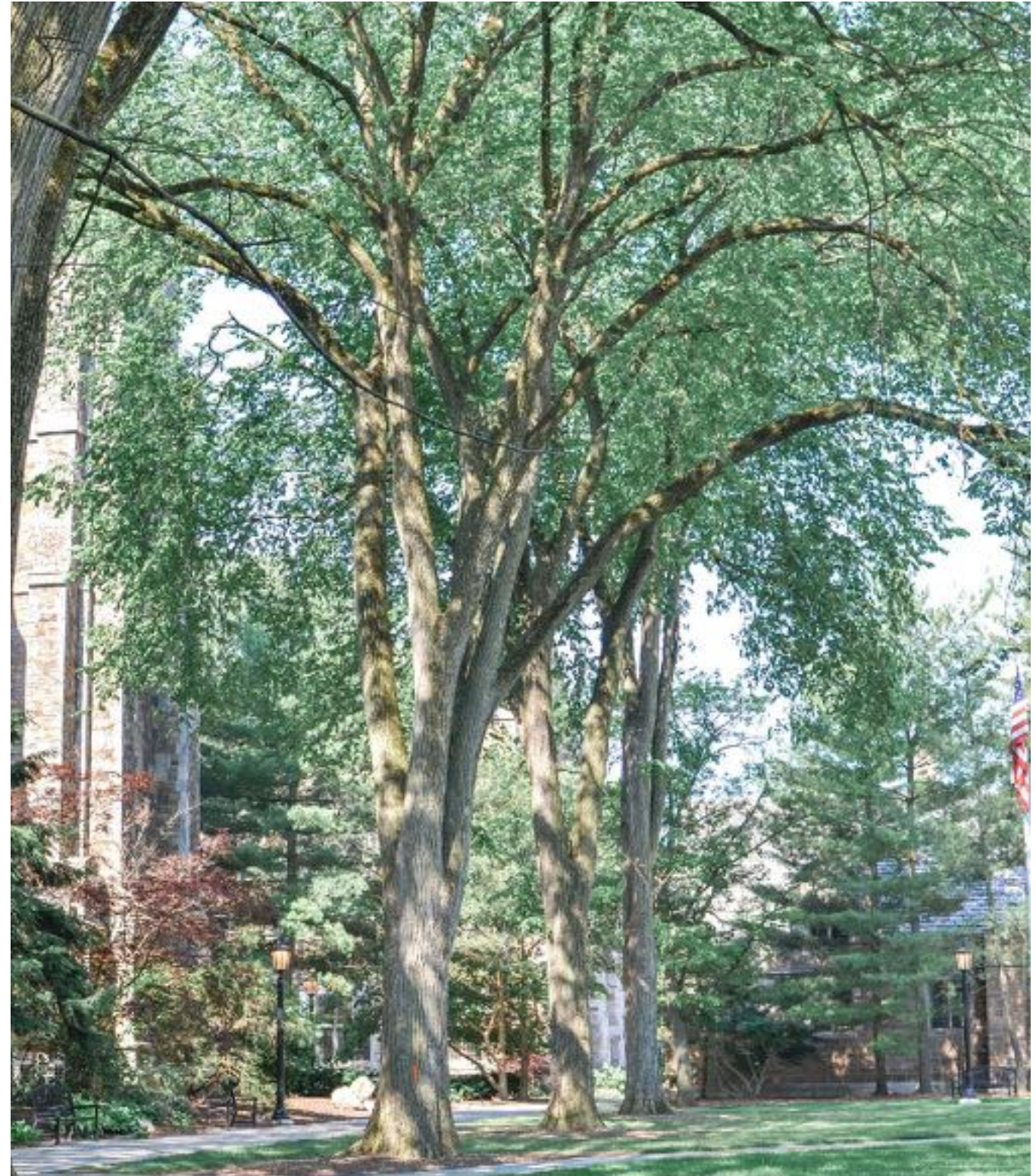
Step 3: Add household members.

Household members

+ Add adult

+ Add child

Step 4: Scroll to the bottom and click "Submit".



12 Download Our Church App

Get connected with Blue Ocean through the Church Center App. Church Center is our new hub for church communications. The app allows you to view the church calendar, join and communicate with small groups, manage your giving, control your volunteer schedule, and update your personal and household information.



Step-by-Step Guide

Step 1: Download the Church Center App using the QR code.



Step 2: Select the “Me” tab on the bottom righthand side of the screen.

Step 3: Click on “My information” to review and update your information.

Step 4: Click on “Personal and Household Info” to review and update your information.

Step 5: If other members of your household are part of the Blue Ocean, you can review and update their information here as well, by clicking the green + sign at the top right-hand side of the screen.



How to Give

Automatic recurring gifts are a great way to give—for you and for the church.

There are two ways to make online recurring gifts.

1. Visit our secure [online giving site](#) and you can set up recurring gifts that are charged to your credit or debit card, or connected to your bank for ACH payments. This link also works for one-time gifts (also much appreciated).
2. Contact your bank or credit union to set up automatic bill pay options for giving. If you prefer not to use the ACH option via our online giving site, you can arrange to have your bank mail a check to the church (mailing address shown below).

Give by check or cash

You can mail checks or deposit checks or cash in the blue metal box on the table as you enter the fellowship hall for Sunday services.



Make checks payable to: **Blue Ocean Church Ann Arbor**

Our mailing address is: **2301 Packard Street, Ann Arbor, MI 48104**

14 Blue Ocean Community Pics



Animals at the Miner Farm



Garden Flowers



Fall Connection Event

15 Outreach Ministries

Earth Care

The Earth Care Ministry shares resources and plans events that help us love and care for the Creation, including plant-forward potlucks and outdoor activities. They also helped produce a rain garden in the back of the church building.

Hope Clinic Meal

The Hope Clinic Ministry takes charge of providing meals for people in our community who are food insecure. Our team meets on the third Sunday of each month to cook and distribute about 130 meals.

Parent Allies

The Parent Allies Ministry is a group of affirming parents who meet to support each other and LGBTQ friends from non-affirming families. They gather once a month.

PRIDEs & Fests & Choirs

Every year Blue Ocean hosts a booth at Ann Arbor PRIDE, and we donate money to Ypsi PRIDE, the Ypsilanti Juneteenth festival, and the Ann Arbor African American festival. We also support the Ypsilanti Youth Choir.

Pastor Resourcing Here & Abroad

We create resources for other churches to use, both in the United States and further abroad. We have partnerships with pastors in countries where it's illegal to be gay, who train other pastors in affirming theology.

Gardening

The Gardening Ministry tends a garden bed in front of the church building and assists in grounds tending (mulching, raking, and so on). They also help with the vegetable garden that supplies fresh food to the Back Door Food Pantry.

Interfaith Fund for Immigrant Justice

This is a short-term partnership with several other faith communities where we banded together to raise more than \$100k for the Michigan Immigrant Rights Center.

Security for High Holy Days

Every year we join with members of St. Clare's Episcopal to help with parking and to provide an extra layer of security for High Holy Days at Temple Beth Emeth.



rain garden behind the church building

16 Blue Ocean Kids Adopted Two Animals This Year



Pastor Molly's Voting Booth—
animals are adopted through the Leslie Science & Nature Center



the winners, as voted on by our Sunday School kids

Music Ministry

Musicians lead us in the music portion of our worship each Sunday. If you'd like to play your instrument, let Pastor Elizabeth know.

Youth Ministry

Middle school and high school kids meet each Sunday to study the Bible and hang out. They also have several connection events through the year and an annual summer camp trip to Green Lake in Wisconsin.

Children's Ministry

Kids (pre-reader through fifth grade) have Sunday School during the service each Sunday, led by dozens of invested Sunday School teachers and helpers.

Hospitality

Our hospitality folks greet people at the front door; make sure newcomers get a bulletin and know how to check their kids into Sunday School; and help distribute donuts and coffee. We want the church to be welcoming and warm.

Bread Baking

Our bread bakers bake communion bread a few weeks each year. They make it at home and bring it in before the service each Sunday so that we have fresh bread for the Eucharist.

Zoom Ministry

Our Zoom team helps facilitate the Sunday morning webinar—from welcoming people, to cutting and pasting elements of the service into the chat box when needed, to leading parts of the Sunday worship service.

Small Groups

Not technically a Sunday morning ministry, but we do have a few small groups that meet at various times. Reach out to a staff member for more information.

Sound

Our sound team members each run the sound board about once a month. They help with setup and teardown and ensure that the Sunday service runs smoothly and sounds fantastic.

Video

The video team sets up the video camera that facilitates the Zoom webinar for online attendees. We also have a video person who runs the Zoom TV during the service.

18 Blue Ocean Community Pics



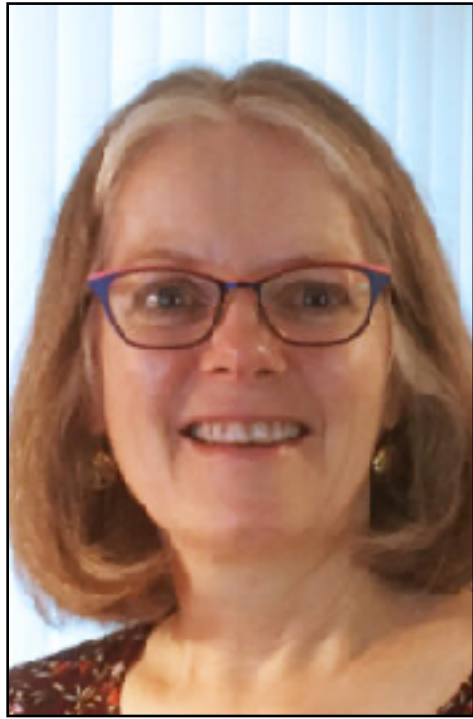
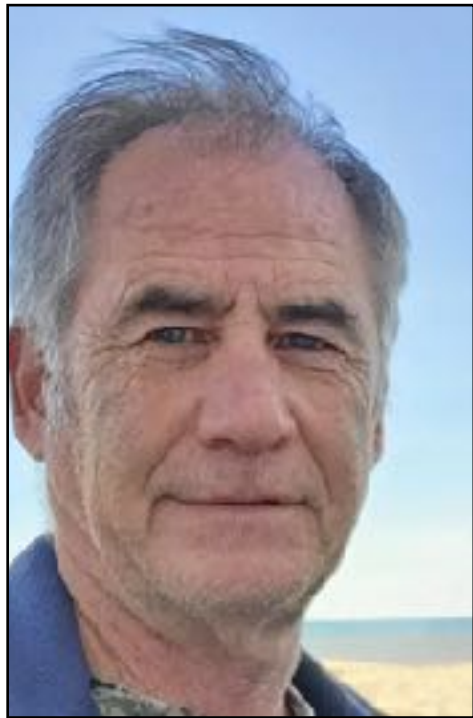
2026 booth at Ann Arbor PRIDE



First Aid training for children's teachers/helpers



showing off her demo skills

**Robyn Charles****Jim Cosens****Michael Gardner****Suzanne Jones****Jackson Lytle****Pete Miller****Javan Miner****Jenn Nelson****Lisa Ruby****Laura Schram**

Ann Arbor Blue Ocean Church Bylaws (amended 2024.12.08)

DEFINITIONS

Church = Ann Arbor Blue Ocean Church

Board = duly elected members of the Church

ARTICLE I - OFFICES

- A. The Church shall maintain a registered office in the State of Michigan and a registered agent at such office. The Church may have other offices.

ARTICLE II - MEMBERS

A. Classes of Members

- 1. The Church shall have one class of members.

B. Membership Process

- 1. A prospective member will:
 - a. complete the membership process provided by the Church,
 - b. submit a letter stating their intention to fulfill the responsibilities of membership and make a financial pledge in accordance with their ability to contribute,
 - c. agree to support the Vision, Mission, and Core Values of the Church, and
 - d. agree to be bound by the provisions of this set of Bylaws.
- 2. Candidates for membership shall be accepted by the Lead Pastor or Co-Pastors.
- 3. The membership rolls may be reviewed at any time by the Board to ensure that all members are in good standing by fulfilling the responsibilities below.

Ann Arbor Blue Ocean Church Bylaws (amended 2024.12.08)

C. Responsibilities of Membership

1. The responsibilities of membership include:
 - a. regular participation in the life and communal worship of the Church,
 - b. financial support of the Church,
 - c. contribution of services to implement the Vision and Mission of the Church, and
 - d. maintaining an attitude of cooperation with the pastors and leaders of the Church, pursuit of personal integration of the Church's Vision, Mission, and Core Values.

D. Resignation of Membership

1. Any member may resign at any time by giving written notice to the Lead Pastor or Co-Pastors.

E. Forfeiture of Membership and Removal

1. Members forfeit their membership who:
 - a. refuse to abide by or support the Bylaws of the Church; or
 - b. disrupt the Church or its activities.
2. If a member is found to be in violation of section E(1)(a) or (b) above, the Lead Pastor or Co-Pastors or the pastors' designated representative shall attempt to communicate with the member privately in order to seek the appropriate resolution. If this fails, the Board or its representatives shall seek to communicate with the member to achieve resolution. In the absence of resolution, the Board will consider removal from membership.

Under the above circumstances, persons can only be removed from membership by a majority vote of the Board. Decisions to remove a person from membership will be communicated to the individual and will be recorded in the minutes of the Board. Further communication to the Church regarding the removal of a member shall be made at the discretion of the Board.

3. Membership is renewable by the member on an annual basis.

Ann Arbor Blue Ocean Church Bylaws (amended 2024.12.08)

ARTICLE III - MEETINGS OF MEMBERS

A. Conduct of Meetings

1. The Chair of the Board, or the Chair's designated alternate Board member, shall preside over all meetings of the members.

B. Annual Business Meeting

1. An Annual Business Meeting shall be held to approve the budget for the upcoming fiscal year, elect board members or transact other appropriate business.
2. Copies of the proposed budget for the upcoming fiscal year will be made available to the congregation at least three weeks before the Annual Business Meeting.
3. The Board will hold a board meeting open to all members at least two weeks before the Annual Business Meeting for the express purpose of receiving any input from the members regarding the budget. Members who wish to ask questions, make recommendations or offer comments may do so by sending their comments in writing before this meeting of the Board, or by attending the Board meeting in person.
4. The Board will then finalize and approve the budget and present it at the Annual Business Meeting for a vote in accordance with this Article.

C. Special Meetings

1. Special meetings of the members may be called by the Lead Pastor or Co-Pastors or by the Board.

D. Notice of Annual Business or Special Meetings

1. The place and time of meetings shall be determined by the Board.
2. A notice stating the place, day and hour of the meeting and the purpose or purposes for which the meeting is called shall be issued not less than ten nor more than forty days before the date of the meeting.

Ann Arbor Blue Ocean Church Bylaws (amended 2024.12.08)

3. Such notices shall be by one or more of the following:
 - a. Oral or written notice - consisting of announcements at regularly scheduled meetings of the Church.
 - b. Electronic - consisting of email as it appears on the records of the Church, posting on the Church website or other electronic media.
 - c. Mailed - consisting of United States mail with postage thereon prepaid addressed to the member at their address as it appears on the records of the Church.
4. If the purpose of the meeting includes the approval of any proposals, the Board shall provide information prior to the meeting. Such information may include (but is not limited to) the list of candidates for positions, annual budget, proposed amendments, etc.

E. Voting

1. Each member present shall be entitled to one vote on each matter submitted to a vote of the members. Absentee votes in writing will be accepted in the Church office provided that they are received by the end of the meeting.
2. Except as otherwise noted, a simple majority of the votes cast by the members present at the meeting or cast as absentee is sufficient for approval.
3. Voting by members shall only be conducted at a meeting called in accordance with this article.

ARTICLE IV - GOVERNMENT

A. Church Board

1. The Church Board (Board) shall be the governing body of the Church in respect to matters related to conduct of business affairs by the Church (e.g., including but not limited to budgets, compensation, employment, financial investment, buying or leasing of facility, maintenance, contract negotiation, etc.) and any other matters specifically given to the Board in the Bylaws.
2. The Board shall provide prayer, advice, counsel, and support to the Lead Pastor or Co-Pastors regarding the life and the ministry of the Church.

Ann Arbor Blue Ocean Church Bylaws (amended 2024.12.08)

3. Subject to limitation of the Articles of Incorporation, other sections of the Bylaws, and of Michigan law, all corporate powers of the corporation shall be exercised by or under the authority of the Board and the business and affairs of the corporation shall be controlled by the Board.
4. The Board shall have the following powers:
 - a. To select and remove all other officers and agents, and employees of the corporation, prescribe such powers and duties for them as may be consistent with the Articles of Incorporation and the Bylaws, and fix their compensation of employees.
 - b. To conduct, manage, and control the business affairs of the corporation, and to make rules and regulations consistent with the Articles of Incorporation, and the Bylaws.
 - c. To borrow money and incur indebtedness for the purpose of the corporation and for that purpose cause to be executed and delivered, in the corporate name, promissory notes, bonds, debentures, deeds of trust, mortgages, pledges, or other evidence of debt and securities.
 - d. To conduct an annual performance review of the Lead Pastor or Co-Pastors at least every two years.
 - e. To fix the fiscal year of the corporation by resolution.
 - f. To resolve serious complaints within the scope of the Bylaws between parties within the Church when normal efforts to resolve the concern have failed. The Board shall serve as the final appeal within the Church for complaints.
 - Members wishing to bring a complaint must provide a written request to the Board Chair (or a Board member designated by the Board) stating the nature of the issue and efforts undertaken to resolve the concern.
 - The Board will determine if there is a reasonable basis for the complaint, and that the underlying issue is weighty enough to justify Board action, and communicate this determination to the member bringing the complaint.
 - The Board will establish and execute a process for handling the complaint, which will be dependent on the nature of the specific complaint, and will communicate this process to the member bringing the complaint.

Ann Arbor Blue Ocean Church Bylaws (amended 2024.12.08)

5. A majority of Board members then in office constitutes a quorum for the transaction of any business at any meeting of the Board. Actions voted on by a majority of Board members present at a meeting where a quorum is present shall constitute authorized actions of the Boards. Actions submitted to an email vote by the Board chair and voted on by email and approved by a majority of all Board members then in office shall also constitute authorized actions of the Board.
6. The Chair of the Board or designee shall make an annual written report of the Church finances from the previous fiscal year. At any time during the fiscal year, any member of the Church may submit a written request to the Board for the most current budget report.

B. Board Members

1. The Board shall consist of a minimum of seven members and a maximum of thirteen members, including the Lead Pastor or Co-Pastors. There shall always be an odd number of members.
2. No one gender will comprise more than 60% of the board.
3. The Lead Pastor or Co-Pastors shall solicit input from the members of the Church for potential Board members. Board members shall be members of the Church, nominated by the Lead Pastor or Co-Pastors and individually approved by a majority vote of the Board, excluding the Lead Pastor or Co-Pastors, and individually approved by a majority vote of the members of the Church.
4. A majority of the Board must not be employed by the Church, and the ratio of lay members to paid staff members shall be 2:1 or greater.
5. Vacancies shall be filled by members of the Church, nominated by the Lead Pastor or Co-Pastors and approved by a majority vote of the Board, excluding the Lead Pastor or Co-Pastors. A successor Board member so appointed shall serve for the unexpired term of the predecessor.
6. The Board Chair shall be nominated by the Lead Pastor or Co-Pastors and approved by a majority of the remaining Board members.

Ann Arbor Blue Ocean Church Bylaws (amended 2024.12.08)

7. The term of office for Board members shall be three (3) years or until a successor is appointed. Board members shall serve for staggered terms of office not to exceed three years per term. Staggered terms allow for a degree of continuity that might be lost if the entire board turned over at the same time. The Board shall be divided into three classes with staggered terms, with each class as nearly equal in number as possible. Each class shall be up for reelection every third year. If Members are added to the board, the new Member will be given an initial term of years that creates a balance in years of experience across Board Members. This may include serving a partial term. The Board reserves the right to decrease a Member's term if it serves the purpose expressed in this item.
8. Successors for Board members whose term of office are expiring shall be nominated and approved at the Annual Business Meeting.
9. A Board member and the Board Chair may succeed themselves in office if nominated and approved.
10. The Board Chair shall serve for a one-year term as part of the member's normal term of office.
11. A Board member other than the Lead Pastor or Co-Pastors may be removed from office by the vote of a majority of the Board membership. The Board member being considered for removal may not vote on their own dismissal. Grounds for removal include, but are not limited to, significant breach of the Bylaws, failure to carry out the Responsibilities of Membership, or failure to faithfully fulfill the duties of the office.
12. The Board members shall receive no compensation for their services as Board members.
13. Individual Board members do not have the power to conduct business on behalf of the Church, direct pastors or staff or otherwise exercise the powers of the Board unless specifically delegated by the Board.

C. Place, Time, and Minutes of Board Meetings

1. Regular meetings of the Board may be held at any place and time that has been designated by the Board.
2. The Board Chair shall appoint a Board member to record minutes of every meeting which will be filed in the designated location in the Church office after approval at a subsequent Board meeting.
3. The Board will meet a minimum of 6 times per year.

Ann Arbor Blue Ocean Church Bylaws (amended 2024.12.08)

4. Special meetings of the Board for any purpose may be called at any time by the Board Chair, Lead Pastor or Co-Pastors(s) or a majority of the other Board members.
 - a. A special meeting may be in person or held by conference telephone or similar communication equipment, so long as all members participating in the meeting can hear one another, and all such members shall be deemed to be present in person at the meeting. Non-participating members shall be notified within 48 hours of the occurrence of said meeting and any actions approved during said meeting. Written minutes shall be prepared and filed.
5. Action Without a Meeting
 - a. Any action required or permitted to be taken by the Board may be taken without a meeting, if members of the Board shall individually or collectively consent in writing to that action. Such written consent or consents shall be filed with the minutes of the Board at the subsequent meeting. Written consent may include email or similar electronic communication

D. Corporate Officers

1. The corporate officers of the Church shall be a President, a Secretary, and a Treasurer and such other officers as the Board may appoint. No two offices may be held by the same person.
2. The Board shall appoint all officers of the corporation by majority vote. Vacancies shall be filled by appointment of the Board. Officers shall be members of the Church. Members of the paid staff and their families shall not serve as officers.
3. The officers shall have power to execute documents, contracts, and routine legal or financial business of the Church, as directed by the Board. At any time the Board may review a financial or legal decision of the officers, and may overrule any action by a two-thirds majority vote.
4. Terms of office shall be one year for all officers. In the event of death, resignation, or removal before a term expires, the new officer shall complete the term. Each officer shall hold office until a successor shall have been duly appointed, or until death, resignation, or removal as provided herein.
5. The President and Secretary will be on the church bank accounts. In addition, the Lead Pastor shall select an appropriate staff person to be added to the accounts. The Board, at its discretion and in consult with the Lead Pastor, may give additional individuals online access, as needed, including the ability to transfer funds and/or view account balances and transactions.

Ann Arbor Blue Ocean Church Bylaws (amended 2024.12.08)

6. Any officer may be removed by the Board at any time by a majority vote of the Board members.
7. The Board Chair shall fill the office of President, ex-officio. The President shall be the principal executive officer of the corporation and shall see that the resolutions and directives of the Board are carried into effect, except in those instances in which that responsibility is assigned to some other person by the Board, and, in general, shall discharge all duties incident to the office of President and such other duties as may be prescribed by the Board. Except in those instances in which the authority to execute is expressly delegated to another officer or agent of the corporation or a different mode of execution is expressly prescribed by the Board or these Bylaws, the President may execute for the corporation any contracts, deeds, mortgages, bonds, or other instruments which the Board has authorized to be executed, and the President may accomplish such execution either individually or with the Secretary, any assistant, or any other officer thereunto authorized by the Board, according to the requirements of the form of instrument.
8. The Secretary of the Board shall fill the office of Secretary, ex-officio. The Secretary shall see that the minutes of the meetings of the Board and meetings of the members are recorded and filed in the location designated by the Board, see that all notices are duly given in accordance with the provisions of these Bylaws or as required by law, be custodian of the corporate records, and perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to by the Board.
9. The Treasurer shall see that budgets are prepared by the Lead Pastor or Co-Pastors and that reports to the Board regarding the financial affairs of the Church are provided.

ARTICLE V - INDEMNIFICATION

- A. To the extent permitted by law, the Church will indemnify and hold harmless its officers, Board members and employees against any claim or liability and will hold said individual(s) harmless from and pay for any and all expenses incurred arising out of or in connection with any act or omission performed or made in good faith on behalf of the Church, regardless of negligence. Additionally, the Church will provide employee, officers and directors liability insurance covering acts or omissions by the individual(s) in the performance of their duties for the Church.

Ann Arbor Blue Ocean Church Bylaws (amended 2024.12.08)

ARTICLE VI - PASTORS AND STAFF

A. Lead Pastor and Co-Pastor

1. The Lead Pastor shall, at their discretion, appoint a Co-Pastor with the approval of the board (simple majority.) The Lead Pastor and the appointed Co-Pastor will then function by consensus. They will be referred to as Co-Pastors. At any time, the original Lead Pastor with approval of the board (simple majority) may end the Co-Pastor arrangement.
2. The Lead Pastor or Co-Pastors shall provide spiritual leadership to the Church and oversight for matters relating to the spiritual health of the Church, matters of doctrine and interpretation, matters of spiritual ordinances for the Church, direction of the Church's ministry, and any other matters reasonably connected to the spiritual life of the Church, with advice and counsel being received from the Board.
3. The Lead Pastor or Co-Pastors shall oversee the operation of the Church on a daily basis and give leadership to the pastoral staff, the Church body and its ministries.
4. The Lead Pastor or Co-Pastors shall provide a regular report to the Board regarding the Church's ministries and the performance of the paid staff.
5. The Lead Pastor or Co-Pastors or designee shall make an oral or written report to the members regarding the activities and plans for the Church.
6. The Board shall seek and nominate a candidate for Lead Pastor should a vacancy arise in the pastorate. Two-thirds majority of the full Board and a majority of members of the congregation must approve the candidate for Lead Pastor.
7. The Lead shall resign, or their pastorate be terminated, upon a two-thirds vote of the Board and a two-thirds vote at a Meeting of Members (see Article IV Voting). Grounds for removal include departure from the Vision, Mission and Core Values, significant breach of the bylaws, failure to execute Pastorthe Responsibilities of Membership, or failure to faithfully fulfill the duties of the office.

B. Pastoral Staff

1. The Lead Pastor or Co-Pastors shall define pastoral staff positions, in writing, as necessary to conduct the ministry of the Church. They shall serve under the Lead Pastor or Co-Pastors' direction in the pastoral care and oversight of the Church.

Ann Arbor Blue Ocean Church Bylaws (amended 2024.12.08)

2. The Lead Pastor or Co-Pastors shall nominate pastoral staff positions, for approval by a majority of the Board.
3. The Lead Pastor or Co-Pastors, after counseling with the Board, shall fix compensation for pastoral staff, subject to the requirements of the approved budget.
4. The Lead Pastor or Co-Pastors, after counseling with the Board, may require the resignation, or terminate the employment, of pastoral staff.
5. The Board, after counseling with the Lead Pastor or Co-Pastors, may, by a two-thirds vote, require the Lead Pastor or Co-Pastors to terminate the employment of other pastoral staff.

C. Staff

1. The Lead Pastor or Co-Pastors shall define staff positions, in writing, as necessary to conduct the ministry of the Church. They shall serve under the direction of the Lead Pastor or Co-Pastors or designee.
2. The Lead Pastor or Co-Pastors is/are responsible for employment, direction and termination of staff.

D. Conflicts of Interest

1. Board members or paid members of the Church may conduct for-profit personal business with Church members, but may not conduct for-profit personal business with the Church as an organization.
2. For any Board member or paid member of the Church staff to be a leader of another religious group unaffiliated with Blue Ocean requires approval by a majority vote of the Board.

ARTICLE VII - ORDINATION

A. Process for Ordination

1. The Lead Pastor or Co-Pastors and Board shall establish and administer a written ordination process.

Ann Arbor Blue Ocean Church Bylaws (amended 2024.12.08)

ARTICLE VIII - AMENDMENTS

- A. These Bylaws may be amended, provided the amendment is approved by a majority vote of the Board and majority vote of the Church members at a Meeting of Members.

ARTICLE IX - DISSOLUTION

- A. In the event of the dissolution of this organization, the distribution of the assets shall be to one or more non-profit, Christian organizations, and shall be decided by the Board at the same time as the dissolution of this organization.

Fini

