



**UNITED CHURCH OF THE CHRIST IN THE PHILIPPINES  
UNITED CHURCH WORKERS ORGANIZATION**



**CONSTITUTION of the  
UNITED CHURCH WORKERS ORGANIZATION  
UNITED CHURCH OF CHRIST IN THE PHILIPPINES  
October 24-26, 2017  
UCCP Bradford Church Cebu City**

**THE CHURCH WORKERS' PRAYER**

God of our life and history, we gently come before your presence and seek your reassuring guidance as we earnestly vow to heed your call. Notwithstanding our imperfections and the insufficiencies of our own wisdom, we are profoundly grateful for the noble opportunity of being among those set apart to perform distinct functions. Trusting in your constant inspiration and enlightenment, we solemnly implore your help as we endeavor to *proclaim the Gospel of your Son, Jesus Christ, in our suffering world; embody your love for all people; hear and give voice to creation's cry for justice and peace; confront and denounce the powers of evil within and among our community; be in solidarity with the oppressed and troubled people aspiring for freedom, and deliverance; work for healing, righteousness and wholeness of life; repent our utter insensitivity and complacency in the midst of sinfulness; thankfully receive your gracious act of forgiveness; embrace and work for the unity of Christ's Church; and discern and joyfully celebrate your presence and reign.*

Be our refuge and strength in times of trials and temptations. Move us to anchor our faith in you alone as we fulfill your mission entrusted to us. Increase our self-restraint in moments of great temptations and when evils of greed and pleasure seem to lure my senses. Provoke my spirit when fear and selfishness preclude us from doing your will and purpose.

Grant, O God, that we may unfailingly live up to our calling as your servant-prophet... prudent enough to understand and feel the needs and call of every situation; serene even at times when my own disposition is derided and ridiculed; humble and magnanimous in moments of achievements and successes; always grateful yet dispassionate albeit criticisms or amid setbacks.

Help us keep up to our commitment as workers of the Church – the United Church of Christ in the Philippines – that we may firmly and faithfully uphold its faith, doctrines, principles, and fundamental laws; that we may dependably regard our co-workers with utmost respect and treat those in ecclesiastical leaderships with high esteem; that we may always work and contribute to the preservation and strengthening of unity among church workers; demonstrate an attitude of openness and modesty to members of local churches and people in our community.

To you, gracious God, we offer our deepest thanksgiving for the favor of being chosen. Here we are, Lord, send us!  
AMEN.

**ARTICLE I  
NAME**

**Section 1.** The name of the organization shall be the United Church of Christ in the Philippines - United Church Workers Organization, herein referred to as UCCP- UCWO.

**ARTICLE II  
DECLARATION OF PRINCIPLES**

- Section 1.** The UCCP- UCWO affirms its faith in Jesus Christ, the Son of the Living God, our Lord and Savior. Other fundamental beliefs are embodied in the UCCP Statement of Faith.
- Section 2.** The UCCP-UCWO upholds and abides by the Constitution, By-Laws, statutes and other policies of the United Church of Christ in the Philippines.
- Section 3.** The UCCP UCWO affirms our Protestant heritage.
- Section 4.** The UCCP-UCWO upholds service to the Church Workers in particular and to the wider community in general.
- Section 5.** The UCCP-UCWO affirms the ecumenical character of our calling as Church Workers, giving due recognition to the fact that we are part of a bigger community of the Body of Christ.

### **ARTICLE III OBJECTIVES**

- Section 1.** To enrich and deepen the spirit of solidarity and unity among Church Workers of the United Church of Christ in the Philippines;
- Section 2.** To safeguard and defend the integrity of Church Workers and work for their well-being;
- Section 3.** To provide venues for continuing growth, education and nurture of Church Workers; and
- Section 4.** To ensure that the particular needs and interest of Church Workers based on sub-sector, gender or other formations be addressed properly through its programs.
- Section 5.** To undertake such other programs that promote the welfare and growth of the Church Worker.

### **ARTICLE IV MEMBERSHIP**

- Section 1.** Membership in UCWO shall be through the Conference-UCWO.
- Section 2.** All recognized Church Workers of the UCCP, as provided for in the Magna Carta for Church Workers.
- Section 3.** The classification, rights and privileges of members shall be defined in the by-laws.
- Section 4.** A membership fee shall be required as determined by the general assembly.
- Section 5.** Annual dues shall be required for all members to maintain active status.
- Section 6.** Duties and responsibilities of members:

- a. To protect and defend the integrity of fellow Church Workers, *as stated in the Church Workers Code of Ethics*, the UCWO and the Church;
- b. To continually strive for maturity in faith and lead a life worthy of one's calling as a Church Worker;
- c. To faithfully practice the principle of Christian stewardship "*expressed in the cheerful giving of tithes, time, talents and possessions*" (Article 2 section 9 of the UCCP Constitution and By-Laws);
- d. To uphold, promote, live out and act out the principles of the UCWO and the entire Church;
- e. To abide by the policies, rules and procedures of the Church;
- f. To diligently attend all activities of the UCWO; and
- g. To affirm and adhere to the fundamental beliefs of the Church, the UCCP Statement of Faith, and the UCCP Constitution and By-Laws.

**ARTICLE V**  
**CONFERENCE UCWO**

**Section 1.** The organization of the Church Workers within a Conference, Associate or Mission Conference shall be the basic unit of the organization.

**Section 2.** The Conference UCWO Assembly shall meet annually.

**Section 3.** A majority of the voting members of the Conference UCWO shall constitute a quorum.

**Section 4.** It shall have the following responsibilities:

- a. To formulate and adopt policies of the organization;
- b. To elect officers of the organization and members of the working committees;
- c. To receive and act on matters referred by Church bodies;
- d. To create other committees and elect members thereof as the need arises;
- e. To elect delegates to the UCWO General Assembly;
- f. To deliberate and approve its programs and budget;
- g. To review, confirm, and or modify the actions of the UCWO Conference Council;
- h. To propose amendments of the Constitution and By-Laws of the UCCP UCWO; and
- i. To receive and recognize new members.

**Section 5.** The *Conference UCWO* shall have the following officers:

- a.) President;
- b.) Vice-President;
- c.) Secretary;
- d.) Treasurer;
- e.) Auditor; and
- f.) Financial Secretary

**Section 6.** Qualification of Officers, their duties and responsibilities, manner of election and terms of office shall be stipulated in the By-Laws.

- Section 7.** The UCWO Conference Council shall be composed of the following:
- a. Officers of the Conference Church Workers Organization;
  - b. Chairpersons of the Working Committees and other committees;
  - c. JACOB Convenor, without vote; unless she/he is a member of the Conference with vote.
  - d. The Conference Minister as ex-officio, without vote; and
  - e. Other members which the Conference UCWO shall deem necessary, without vote.
- Section 8.** The UCWO Conference Council shall act as the interim body in between assemblies of the Conference UCWO.
- Section 9.** A majority of the voting members of the UCWO Conference Council shall constitute a quorum.
- Section 10.** Regular Meeting.  
The regular meeting of the UCWO Conference Council shall meet at least once every quarter.
- Section 11.** Special Meetings.  
Special Meetings may be convened by the President or at the request of at least two (2) officers of the UCWO Conference Council, stating the purpose and agenda. Notices shall be sent 10 days prior to the meeting.
- Section 12.** The UCWO Conference may create working committees to implement the program thrusts consonant with the program thrusts of the Church as defined by the UCWO General Assembly or the National Executive Council.

## **ARTICLE VI**

### **UCWO GENERAL ASSEMBLY**

- Section 1.** It shall be the highest policy-making and governing body of the organization.
- Section 2.** It shall be composed of duly elected representatives of Conferences and officers and members of the National Executive Council. Determination of member of delegates shall be stipulated in the by-laws.
- Section 3.** It shall convene for a regular session every four years prior to the scheduled UCCP Quadrennial General Assembly.
- Section 4.** It shall have the following responsibilities:
- a. To formulate and adopt policies of the organization;
  - b. To receive and act on matters referred by Conference CWOs;
  - c. To elect officers of the organization;

- d. To appoint members of committees even those who are not present during the general assembly; To deliberate and approve its programs and budget; To amend the Constitution and By-Laws of the organization; and
- e. To review, confirm, and/ or modify the actions of the National Executive Council.

**Section 5.** Quorum. At least fifty percent (50%) *of the Conference UCWO's represented shall constitute a quorum.*

**ARTICLE VII**  
**UCWO JURISDICTIONAL AREA COORDINATING BODY (JACOB)**

**Section 1.** The JACOB serves as a coordinating body of the organization.

**Section 2.** It shall be composed of the following:

- a. Elected Jurisdictional Area Convenor, who shall serve as the coordinating officer;
- b. UCWO Conference Presidents or his/her authorized representative; and
- c. Jurisdictional Bishop Assigned in the Area, as Ex-officio, without vote.

**Section 3.** The UCWO Jurisdictional Area Coordinating Body shall have the following duties and responsibilities:

- a. To coordinate and correlate the work of the UCWO Conferences and promote such programs, projects and activities as shall be undertaken jointly in the jurisdiction, consistent with the program thrusts and priorities of the UCWO General Assembly;
- b. *To submit reports to Conference UCWO, Jurisdictional Area Cabinet and National Council based on the assessment and evaluation of the life and work and the implementation of the Conference UCWO Programs.*
- c. The Jurisdictional Area Coordinating Body shall be represented by the elected Convenor in the Jurisdictional Area Cabinet Meeting.

**Section 4.** The UCWO Jurisdictional Area Coordinating Body shall meet as often as may be necessary.

**ARTICLE VIII**  
**UCWO NATIONAL OFFICERS**

**Section 1.** The UCWO shall have the following officers which shall be referred to as the National Executive Council:

- a. President;
- b. Vice President;
- c. Secretary;
- d. Treasurer;
- e. Financial Secretary; and
- f. Auditor

**Section 2.** Regular Meeting. The National Executive Council shall meet at least once a year prior to the UCWO National Council Meeting.

**Section 3.** The duties and responsibilities of the National UCWO officers shall be stipulated in the By-Laws.

## **ARTICLE IX** **UCWO NATIONAL COUNCIL**

**Section 1.** The UCWO National Council (NC) shall be composed of the following:

- a. Officers of the United Church Workers Organization;
- a. Chairpersons of the Working Committees;
- b. JACOB Convenors; and
- c. Other officers that may be designated by the National Council, without vote.

**Section 2.** The National Council shall act as the interim body in between assemblies of the United Church Workers Organization.

**Section 3.** Quorum. A majority of the voting members of the National Council shall constitute a quorum.

**Section 4.** Regular Meeting. The National Council shall meet at least once a year.

**Section 5.** Special Meetings. Special meetings may be convened by the President or upon the request of at least five (5) voting members of the *National Council*. The Secretary shall send notices of the special meeting to all officers and members of the *National Council* at least one month before the date of the special meeting.

**Section 6.** Working Committees. There shall be working committees as stipulated in the By-Laws.

## **ARTICLE X** **ELECTION**

**Section 1.** A Nomination and Electoral Committee shall be constituted by the UCCP-UCWO or its National Executive Council, to be composed of members duly recommended by Jurisdictional areas. Each Jurisdictional area is entitled to one (1) representative. The Committee shall administer and supervise the nomination and election proceedings. Any member of the committee shall not be nominated to any position.

**Section 2.** Nomination shall be made according to the rules formulated by the committee and approved by the UCWO *General Assembly* or its *National Council*.

**Section 3.** Election shall be by secret ballot to be preceded by a prayer.

**Section 4.** In the case of the Jurisdictional Area Convenor, the delegates of a Jurisdiction will convene during the General Assembly to choose from among themselves the Jurisdictional Area Convenor, to be confirmed by the General Assembly.

**ARTICLE XI**  
**THE OFFICE**

**Section 1.** The head Office of the UCWO shall be designated by the *National Council*.

**ARTICLE XII**  
**GENERAL PROVISION**

**Section 1.** The National Council shall prescribe an emblem of the UCCP-UCWO which shall embody the principles and objectives of the organization.

**ARTICLE XIII**  
**AMENDMENTS**

**Section 1.** Any regular member may propose an amendment to the United Church Workers Organization's General Assembly or to its National Council. Approval of the same requires a two-thirds (2/3) vote of the General Assembly in session or three-fourths (3/4) of the National Council.

**ARTICLE XIV**  
**RATIFICATION**

**Section 1.** Ratification and approval of the proposed amendments required a majority vote of the Conference UCWOs.

**Section 2.** In the UCWO Conference Assembly, ratification and approval of the proposed amendments required also a majority vote of the Church Workers.

**ARTICLE XV**  
**EFFECTIVITY**

**Section 1.** Amendments shall take effect upon proclamation of the UCWO General Assembly or its National Council.

**BY-LAWS OF THE  
UNITED CHURCH WORKERS ORGANIZATION**

**ARTICLE I  
MEMBERSHIP**

- Section 1.** All recognized Church Workers of the UCCP, as provided for in the Magna Carta for Church Workers, are mandated for membership in the UCCP-UCWO, herein after also referred to as the organization.
- Section 2:** Process of Membership: Membership to the organization is not automatic. One must undergo the process:
- a. Fill up a membership form.
  - b. Pay a one-time membership fee as set by the General Assembly.
  - c. Regularly share his/her annual dues as approved by the organization.
- Section 3: Classification, rights and privileges of Membership**
- a. Regular Members. Church Workers who have fulfilled their obligations and are in the roster of members in the conference UCWO. They have the right to vote and be voted upon and they can avail benefits set and approved by the organization. Regular members are the following:
    1. Resident Church Workers. Those who are assigned in the local churches/programs of the conference and National Secretariat and those elected to various offices of the Church.
    2. Church Workers on Special Assignments assigned within their own Conference Area. (Magna Carta Article 5 section 3-i) "Special assignment of a Church Worker to a non-Church-Related Organization may be allowed by the Conference provided that the Conference enter into a memorandum of agreement with such organization/institution outlining conditions in order to protect the integrity of church workers."
    3. Retired church workers.
    4. Other recognized church workers of the Conference.
  - b. Associate Members. Church Workers on special assignments who are assigned outside their own Conference area, may apply as Associate Members within the conference area to where they are placed on special assignments. They can join the fellowship and activities set by the organization except to vote and be voted upon.
  - c. Honorary Membership. Any person who has performed a great or exemplary service to the UCCP-UCWO may be granted honorary membership as recommended by the Conference UCWO and upon the action and approval of the UCWO General Assembly or its National Council.



- Section 4:** The membership fee shall be determined by the General Assembly of the UCCP-UCWO
- Section 5:** Annual dues, as determined by the UCCP-UCWO General Assembly, shall be required for all members to maintain active status. The annual due shall be paid at the Conference level. Twenty-five percent (25%) of the annual due shall be forwarded to the National UCCP-UCWO Treasurer by the Conference UCWO Treasurer.
- Section 6:** Transfer of Membership. Any member who wishes to transfer to another conference UCWO shall secure a clearance as provided for in the UCCP Constitution and By-Laws, from his/her former Conference UCWO subject to the approval of the Conference UCWO assembly.
- Section 7:** Loss and Restoration of Membership.
- a. Loss of status in the Conference.
  - b. Transfer of membership to another Christian communion or denomination. C.
  - c. Expulsion or delistment. Any member who is expelled or delisted from the Conference will also be automatically expelled from the roster of membership of the UCCP-UCWO.
  - d. Death

Restoration of Membership. A former member may be restored upon writing a letter of re-application addressed to the Conference UCWO of which he/she is a member of subject to the approval of the Conference UCWO Assembly. \*upon the compliance of the UCCP Constitution and By-Laws.

## **ARTICLE II**

### **CONFERENCE UCWO**

- Section 1.** Being the basic unit of the organization, the Conference UCWO shall be composed of all the recognized church workers in the Conference, classified in accordance to Article I, Section 3 of the UCCP-UCWO By-Laws.
- Section 2.** The Conference UCWO must maintain a list of regular membership indicating therein those who have paid their membership fee and their annual dues and such other obligations as maybe determined by the Conference UCWO.
- Section 3:** Meetings. The Conference UCWO shall meet annually, at a place designated by the Conference UCWO Council.
- Section 4.** Quorum. A majority of the voting members of the Conference UCWO shall constitute a quorum.

**Section 5.** Qualification of Officers. To be qualified for office, a nominee should be an active member for three years prior to the election, having paid his/her membership and annual dues and had been active in the life and work of the UCWO.

**Section 6.** Duties and Responsibilities of Officers. The officers shall have the following duties and responsibilities:

6.1 President

- a. To serve as the Chief Executive Officer of the organization;
- b. To represent the organization in the Conference Council, wider Church Workers organization and other bodies that require the UCWO's representation;
- c. To submit regular report as required by the Conference UCWO Assembly, its Council and the National UCWO and to furnish the same to JACOB and JAC;
- d. To perform such other duties as may, from time to time, be assigned by the Conference UCWO Assembly or its Council.

6.2 Vice-President

- a. To assume the responsibility of the President in case of the latter's permanent incapacity, death, removal from office, or resignation;
- b. To preside over the meetings of the Conference UCWO Assembly or its Conference UCWO Council. In the absence of the Vice President, the Conference Council or the assembly shall appoint a presiding officer from among its members;
- c. To perform other duties as may, from time to time, be assigned to him/her by the Conference UCWO Assembly or its Council.

6.3 Secretary

- a. To ensure the faithful recording of all proceedings of the Conference UCWO Assembly and its Council;
- b. To keep such records and other pertinent documents of the organization as may be entrusted to his/her custody;
- c. To perform other duties as may, from time to time, be assigned to him/her by the Conference UCWO Assembly or its Council.

6.4 Treasurer

- a. To receive, keep funds of the organization and deposit in the bank designated by the organization
- b. To disburse the funds of the organization base on the budget,
- c. Together with the President, serve as the authorized representative of the Conference UCWO Assembly in bank accounts; and the principle signatory in all bank transactions.
- d. To submit regular audited financial report to the Conference UCWO Assembly and its Council;

- e. To perform other duties as may, from time to time, be assigned to him/her by the Conference UCWO Assembly or its Council.

#### **6.5 Auditor**

- a. To conduct a periodic examination and verifications of all book of accounts of the organization;
- b. To ensure that disbursement of funds are in accordance with the financial procedures approved by the Conference UCWO Assembly;
- c. To certify the correctness of the Treasurer's Financial Statement;
- d. To perform other duties as may, from time to time, be assigned to him/her by the Conference UCWO Assembly or its Council.
- e. To render report to UCWO Council and Conference Council on his/her audit findings

#### **6.6 Financial Secretary**

- a. To prepare the Conference UCWO annual budget *with the Financial Committee* for submission to, and approval of, the Conference UCWO;
- b. To prepare and design the stewardship program *with the Financial Committee* to generate funds to support the Conference UCWO annual budget;
- c. To serve as Chairperson of the Financial Committee.
- d. To implement stewardship campaign for pledges and donations in support of the Conference UCWO budget;
- e. To lead in the stewardship practice, as may have been formulated, designed and adopted by the Conference UCWO or its Council;
- f. To keep and update financial records; and
- g. To perform other duties as may, from time to time, be assigned to him/her by the Conference UCWO Assembly or its Council.

**Section 7.** Term of Office. Officers of the Conference UCWO shall have a term of two years, synchronized with the Conference election. Officers may be re-elected for *another* term.

**Section 8.** Conference UCWO Working Committees. The Conference UCWO shall have the following committees:

- a. Membership Committee
  - 1. To update and keep records of the conference UCWO members.
  - 2. To identify potential church workers as second liner leaders of the Church.
- b. Finance Committee
- c. To formulate financial programs, policies and guidelines of the organization.
- d. To generate funds for the organization.

**Section 9:** The Conference UCWO may create additional committees they deem necessary.

**Section 10:** A member of the Nomination and Electoral Committee (*NOMELEC*) who is nominated *for election* may opt to accept the said nomination but must resign from being a part of the *NOMELEC*.

**Section 11:** Manner of Election. The manner of elections shall be as follows:

- a. A Nomination and Electoral Committee shall be constituted by the Conference UCWO Assembly or its Council, to be composed of three (3) regular and active members of the Conference UCWO Assembly.
- b. The Committee shall administer and supervise the nomination and election proceedings.
- c. No open nomination from the floor.
- d. Election shall be by secret balloting.
- e. Election shall be preceded by a prayer.

### **ARTICLE III**

#### **UCWO GENERAL ASSEMBLY**

**Section 1.** Nature. The UCWO General Assembly shall be the highest *policy*-making and governing body of the organization.

**Section 2.** Composition. The UCWO General Assembly shall be composed of the following:

- a. Officers and members of the UCWO National Executive Council;
- b. Conference UCWO President or duly authorized representative; and
- c. Three (3) delegates per Conference, provided that one is male and the other is female church workers regardless of their status as ordained or non-ordained, while the third delegate will come from the ranks of the retired church workers.

**Section 3.** Duties and Responsibilities of General Assembly Officers. The officers shall have the following *duties and responsibilities*:

#### **3.1** President

- a. To serve as Chief Executive Officer of the organization;
- b. To represent the organization in the UCCP National Council and other bodies that require the UCWO's representation;
- c. To submit regular report as required by the UCWO General Assembly, UCCP National Council and UCCP General Assembly; and
- d. To perform such other duties as may, from time to time, be assigned by the UCWO General Assembly and its National Council.

#### **3.2** Vice-President

- a. To assume the responsibility of the President in case of the latter's permanent incapacity, death, removal from office, or resignation;

- b. To preside over the meetings of the UCWO General Assembly and its National Council; and
- c. To perform other duties as may, from time to time, be assigned to him/her by the UCWO General Assembly and its National Council.

### **3.3 Secretary**

- a. To ensure the faithful recording of all proceedings of the UCWO General Assembly and its National Council;
- b. To keep such records and other pertinent documents of the organization as may be entrusted to his/her custody; and
- c. To perform other duties as may, from time to time, be assigned to him/her by the UCWO General Assembly and its National Council.

### **3.4 Treasurer**

- a. To receive, keep, disburse, and account all funds of the organization;
- b. Together with the President, serve as the duly authorized representative of the UCCP-UCWO in bank accounts;
- c. To submit regular audited financial report to the UCWO General Assembly and its National Council; and
- d. To perform other duties as may, from time to time, be assigned to him/her by the UCWO General Assembly and its National Council.

### **3.5. Financial Secretary**

- a. To prepare the UCWO budget with the Finance Committee for submission to, and approval of, the UCWO General Assembly;
- b. To prepare and design the stewardship program with the Finance Committee to generate funds to support the UCWO annual budget;
- c. To serve as chairperson of the Finance Committee of the organization;
- d. To implement stewardship campaign for pledges and donations in support of the UCWO budget;
- e. To lead in the stewardship practice, as may have been formulated, designed and adopted by the UCWO or its National Council;
- f. To keep and update financial records; and
- g. To perform other duties as may, from time to time, be assigned to him/her by the UCWO General Assembly or its National Council.

### **3.6 Auditor**

- a. To conduct a periodic examination and verifications of all book of accounts of the organization;
- b. To ensure that disbursement of funds are in accordance with the financial procedures approved by the UCCP-UCWO;
- c. To certify the correctness of the Treasurer's Financial Statement; and

- d. To perform other duties as may, from time to time, be assigned to him/her by the UCWO General Assembly or its National Council.

**3.7 Jurisdictional Area Coordinating Body (JACOB) Convenor**

- a. To facilitate the meeting of the JACOB;
- b. To help coordinate the work of the UCCP– UCWO in their respective jurisdictional areas;
- c. To represent the JACOB to the Jurisdictional Area Cabinet; and
- d. To perform other duties as may, from time to time, be assigned to him/her by the UCWO General Assembly or its National Council.

**Section 4.** Meeting. The UCWO General Assembly shall meet every four years, prior to the scheduled UCCP Quadrennial General Assembly.

**Section 5.** Term of Office. Officers of the National UCWO shall have a term of four years, synchronized with the UCCP national election, with no re-election.

**Section 6.** A member of the National Nomination and Electoral Committee (*NOMELEC*) who is nominated for election may opt to accept the said *nomination* but must resign from being part of the *NOMELEC*.

**Section 7.** Manner of Election. The manner of elections shall be as follows:

- a. A Nomination and Electoral Committee shall be constituted by the UCWO General Assembly or its National Council, to be composed of members duly recommended by Jurisdictional Areas. Each Jurisdictional Area is entitled to one (1) representative.
- b. The Committee shall administer and supervise the nomination and election proceedings.
- c. No open nomination from the floor.
- d. Election shall be by secret balloting.
- e. Election shall be preceded by a prayer

**Section 8.** Removal of Elected Officers of the UCWO General Assembly. Elected officers of the UCWO General Assembly may be removed by two-thirds vote of the UCWO General Assembly in a special session called for the purpose, or by three-fourths vote of the UCWO National Council for loss of confidence. (adapted from Article 5 sec. 7 of the UCCP By- Laws)

**ARTICLE IV**  
**UCWO NATIONAL WORKING COMMITTEES**

**Section 1.** The UCCP-UCWO shall have the following working committees

*1. Finance Committee*

- a. To formulate financial programs, policies and guidelines together with the Financial Secretary; and
- b. To generate funds for the organization.

*2. Education and Development Committee*

- a. Together with the Office of the Ministry, design a comprehensive curriculum for Continuing Theological Education;
- b. To develop modules for leadership trainings for second liner of leaders; and
- c. To identify people and create a pool of resource persons for various educational discipline and endeavor.

3. *Ecumenical Relations Committee*

- a. To initiate and support ecumenical activities with churches, Sectoral groups, and organizations related to our ministry and concern;
- b. To strengthen existing ecumenical partnerships by ensuring that the provisions of the covenant are pursued through programmatic expressions; and
- c. To deepen partnerships with other sectors or faith-based organizations.

4. *Committee on Prophetic Witness*

- a. To initiate dialogues with Sectoral groups and people's organization;
- b. To issue statements on issues affecting the different sectors to which we are serving; and
- c. To lead in the advocacy of issues and concerns of the different sectors and people's organization in the Church.

**Section 2.** All committee members shall be appointed by the UCWO National President subject to confirmation by the UCWO General Assembly or UCWO National Council.

**ARTICLE V  
AMENDMENTS**

**Section 1.** Any *regular* member may propose an amendment to the United Church Workers Organization's General Assembly or to its National Council. Approval of the same requires a two-thirds (2/3) vote of the General Assembly in session or three-fourths (3/4) of the National Council.

**ARTICLE VI  
RATIFICATION**

**Section 1.** Ratification and approval of the proposed amendments required a majority vote of the conference UCWOs.

**Section 2.** In the UCWO Conference Assembly, ratification and approval of the proposed amendments required also a majority vote of the Church Workers.

**ARTICLE VII  
EFFECTIVITY**

**Section 1.** Amendments shall take effect upon proclamation of the UCWO General Assembly or its National Council.