

# **Constitution and Bylaws of The Church At Mon River**

**Adopted April 10, 2022**

## **Preamble**

We, those committed to follow Jesus with The Church At Mon River, ordain and establish the following articles, to which we voluntarily submit ourselves. These articles are to reflect the character of and bring glory to Jesus Christ, as revealed in the Bible and articulated in the standards set forth in the Statement of Beliefs and Church Commitments (see Articles 4 & 5).

## **Section I: Constitution**

### **Article 1- Name**

The name of this organization as recognized in the state of Pennsylvania is The Church At Mon River Inc. It will operate as The Church At Mon River.

### **Article 2- Purpose**

The Church At Mon River exists to make followers of Jesus who see individuals, families, and neighborhoods restored to God's design. We define a follower of Jesus as someone who is growing in love for God, showing love for one another, and going to make more followers. We accomplish our mission through worship gatherings, groups, and daily Christian practices.

### **Article 3- Affiliation**

This church is autonomous and maintains the right to govern its own affairs. This church voluntarily affiliates with the Great Commission Baptists, the Pillar Network, and other organizations that the pastors feel will enhance its purposes.

## **Article 4- Statement of Beliefs**

### **4.1 The Bible**

We believe the Bible, as contained in the Old and New Testament scriptures, is the Word of God and is totally true, trustworthy, and free from error. All the Bible's original manuscripts were divinely inspired, having been written by individuals as the Holy Spirit guided them. The central theme of the Bible is to reveal God's saving purposes in Jesus Christ. God's Word has supreme authority in all matters of faith and conduct, and it is free from the doctrines and commandments of men which are contrary to His Word or not contained in it.

Ps. 19:7; Mark 7:6-9; 13:31; John 8:31-32; Rom. 10:16-17; 2 Tim. 3:16-17; Heb. 4:12-13; 2 Pet. 1:20-21.

### **4.2 The Trinity**

We believe in one living and true God, existing eternally in three persons—Father, Son, and Holy Spirit. These three persons contain the very nature of God and are equal in every divine perfection. They each execute distinct but harmonious offices in the work of creation, providence, and redemption. The triune God is self-existent, self-sufficient, perfect, unchanging, infinite, purposeful, all-knowing, and all-powerful.

Gen. 1:1, 26; Isa. 43:10, 13; Matt. 3:16-17; 28:19; John 1:1-3; 4:24; 14:26; Eph. 4:5-6.

### **4.3 God The Father**

We believe in God the Father, who reigns with providential care over His creation and foreknows all that will come to pass according to His sovereign will. He is perfect in holiness, wisdom, power, and love. He is jealous for worship, opposed to idolatry, and wrathful in response to sin and rebellion. He deals mercifully in the affairs of people and hears the prayers of His children.

Ex. 20:5-6; Ps. 92:15; 139:16; Matt. 6:9-15; Luke 10:21; Rom. 1:18-20; 2 Cor. 1:3-4; 1 Pet. 1:3.

### **4.4 Jesus Christ**

We believe that Jesus Christ, born of the virgin Mary, lived a sinless life, died on the cross as an atoning sacrifice for our sins, and rose bodily from the dead on the third day. The eternal Son of God took on flesh when he was conceived by the Holy Spirit. He is God's only begotten Son and has two natures, fully human and fully divine, without confusion, change, division, or separation. He ascended into heaven where he intercedes for His people as an eternal high priest.

Luke 1:26–38; John 1:1-18; Acts 1:11; Rom. 3:23-26; Phil. 2:5-11; Col. 1:14-20; 1 Tim. 2:5-6; 1 Pet. 2:21–23.

### **4.5 Holy Spirit**

We believe the Holy Spirit is the Spirit of God, who proceeds from the Father and the Son to indwell every believer at the moment they are born again spiritually. The Holy Spirit exalts Jesus Christ, convicts the world of sin and judgment, and serves as an abiding helper, teacher, and guide. The Spirit of God helps believers to engage in spiritual warfare, gives His fruit to those

who walk in Him, and seals them for the final day of redemption. He gives spiritual gifts to each believer, empowering them to serve the local church and promote the good news of Jesus Christ. John 14:16-17; 15:26-16:15; Acts 1:8; 2:1-4; Rom. 8:9-11; 1 Cor. 12; Gal. 5:22-25; Eph. 1:13-14.

#### 4.6 Humanity

We believe humanity is the special creation of God, made in His image for the purpose of worshiping and delighting in Him. God's good design to make male and female bodies biologically distinct promotes human flourishing. Men and women are equal in the sight of God yet have clearly defined roles in marriages and the church that complement each other and reflect the glory of the Triune God. Since all human persons from conception to the elderly reflect the image of God, we promote the dignity and sanctity of all human life.

Gen. 1:26-31; 2:15-23; Psalm 8:3-6; 139:13-14; 1 Cor. 11:2-16; Col. 3:11; 1 Tim. 2:8-13; James 3:9.

#### 4.7 The Family

We believe marriage is the uniting of one man and one woman exclusively in covenant commitment for a lifetime. The Bible opposes all forms of sexual immorality outside of marriage including fornication, adultery, homosexuality, and pornography. The husband is to be the head of the wife as Jesus is the head of the church, loving her as he loves his own body. The wife is to respect her husband and to submit to him as unto the Lord Jesus Christ. Children are a blessing from the Lord to be raised in the nurture and instruction of the Lord. Children should obey their parents in the Lord.

Gen. 2:24-25; Deut. 6:4-9; Josh. 24:15; Matt. 5:27-32; 19:1-15, Rom. 1:18-27; 1 Cor. 6:16-7:40; Eph. 5:21-6:3.

#### 4.8 Sin

We believe all people have a sinful nature that corrupts every aspect of their being and leaves them spiritually dead in their sins. The first man and woman were created innocent of sin, but they rebelled against God and thus introduced sin and death into the human race. As a result, all people are by nature servants of sin and under God's wrath. They are subject to all the harmful and deadly consequences of their sin, both immediate and eternal, unless Jesus Christ sets them free.

Gen. 3; Ps. 51:5; Jer. 17:9-10; Rom. 3:10-19, 23; 5:12-21; 7:23-25; Eph. 2:1-3; James 1:14-15.

#### 4.9 Salvation

We believe salvation is offered to all people and comes by faith alone, in Jesus Christ alone, by God's grace alone, according to the Bible alone, to the glory of God alone. The Holy Spirit changes sinners' hearts and draws them to repentance of sin and faith in Jesus Christ as Savior. In that moment, they are transformed into new creations in Jesus, delivered from condemnation, and gifted with eternal life. Salvation continues in sanctification and will culminate in the perseverance and glorification of all Christians when Jesus Christ returns.

John 3:16-21; Eph. 2:4-10; Rom. 8:28-39; 10:9-12; 2 Cor. 5:17-20; Eph. 1:4-12; Col. 3:1-4; 1 John 1:5-2:2.

#### 4.10 The Church

We believe a church is a congregation committed together under Jesus Christ that gathers to worship God, teach the Bible, exercise gifts for serving, and enjoy unity in Jesus. The universal church is the living spiritual body of which Christ is the head and all born-again persons are members. Local churches are the visible expression of the universal church on earth. The church is to obey Jesus' Great Commission to make disciples from all nations and to multiply churches all over the earth.

Matt. 16:18-19; 28:18-20; Acts 2:42-47; 1 Cor 1:2; 16:19; Eph. 1:22-23; 4:12-13; Heb. 10:25.

#### 4.11 Baptism and Lord's Supper

We believe there are two ordinances instituted by Jesus Christ for the local church to celebrate regularly— Believer's Baptism and the Lord's Supper. Baptism in the name of the Father, Son, and Holy Spirit is for believers to demonstrate faith in and obedience toward Jesus Christ. Immersion in water best signifies a believer's death to sin and resurrection to new life. The Lord's Supper is to remember Jesus' sacrificial death for his people, to confess sin, to display unity, and to anticipate Jesus Christ's return.

Matt. 28:19; Mark 14:22-25; Acts 2:38-41; 8:36-39; Rom. 6:4-5; 1 Cor. 11:17-34; Gal. 3:27; Col. 2:11-12.

#### 4.12 Liberty And Cooperation

We believe the local church is an autonomous congregation that can best promote the good news of Jesus Christ by cooperating with like-minded churches. Any such organization exists and functions by the will of the churches choosing to be involved. The local church is independent and free from interference by any ecclesiastical or political authority. The institution of the Church and the State must be kept separate as having different functions, each fulfilling its God-ordained duties and being free from dictation or patronage of the other.

Acts 14:21-23; 15; Rom. 13:1-7; 1 Cor. 3:5-11; 16:1-3; Phil. 1:15-18; 1 Tim. 2:1-6; Rev. 1:10-11.

#### 4.13 Last Things

We believe that Jesus Christ will return to the earth bodily and visibly in glory, the bodies of the dead will be raised, and He will judge all people in righteousness. The unrighteous, along with the Devil and his demons, will be condemned to hell, the place of eternal punishment and suffering. Those made righteous by the blood of Jesus Christ will receive their reward and forever dwell in their resurrected and glorified bodies in the glory of heaven with the Lord. This will all happen in God's own time and in His own way.

Matt. 16:27; 24:36-51; John 14:2-3; Acts 1:11; 1 Cor. 15; 1 Thess. 4:15; 2 Thess. 1:7-10; Rev. 20:4-21:8.

## Article 5- Church Commitments

### 5.1 Member Commitments

We commit to:

1. Follow Jesus with The Church At Mon River, hold to our profession of Jesus Christ as savior and king, and accept our Statement of Beliefs.
2. Grow in our love for God by:
  - Participating in Sunday worship gatherings to sing, pray, observe the Lord's Supper, and receive biblical teaching (Acts 20:7; Heb. 10:23-25).
  - Reading the Bible, praying, and practicing other spiritual disciplines in personal devotions and with one another (Acts 2:42; 1 Thess. 5:17-18; 2 Tim. 3:16-17).
  - Pursuing holiness in all areas of life, repenting quickly of sin, and submitting to the pastors of our church who God has appointed to keep watch over our souls (Gal. 6:1-5; Heb. 13:17; 1 Pet. 5:5).
3. Show our love for one another by:
  - Living in fellowship with one another, caring for the needs of one another, praying for one another, and encouraging one another to become more like Jesus (Acts 2:44-47; Rom. 12:9-15; Eph. 5:15-21).
  - Giving of our time, finances, talents, and spiritual gifts to build our church and serve one another (Rom. 12:3-8; 1 Cor. 12:7-31; 2 Cor. 8-9, Gal. 6:6; 1 Pet. 4:8-11).
  - Avoiding division and gossip, seeking reconciliation, and extending forgiveness for the sake of unity with one another (Rom. 12:16-21; 1 Cor. 13:4-7; Gal. 5:16-26; Eph. 4:1-6; Phil. 2:1-11).
4. Go make more followers of Jesus by:
  - Demonstrating and declaring the good news of the kingdom of heaven to our family, our neighbors, and all nations (Matt. 28:18-19; Mark 16:15).
  - Praying for the peace and salvation of our city, state, country, and world and seeking their good (Jer. 29:7; 1 Tim. 2:1-4).
5. Unite with another church as soon as possible when we leave this church where we can continue to grow in love for God, show our love for one another, and go make more followers of Jesus.

### 5.2 Pastor Commitments

For those committed to follow Jesus with The Church At Mon River, the pastors of our church commit to:

1. Patiently shepherd and equip you to grow in love for God, show love for one another, and go make more followers of Jesus by teaching the whole Bible and praying for you (Acts 6:4; 20:27-28; Eph. 4:11-13; 2 Tim. 4:2, James 5:14, 1 Pet. 5:2-3).
2. Keep watch over your souls, protect you from false teachers, and defend our Statement of Beliefs (Acts 20:28-31; Gal. 6:1; Heb. 13:17).
3. Set an example for you in following Jesus and in our Church Commitments (1 Tim. 3:1-7; 4:11-16; Titus 1:6-9; Heb. 13:7).

## **Section II: Bylaws**

### **Article 6- Membership**

#### 6.1 Membership Candidates

Followers of Jesus Christ with evidence of true repentance and regeneration that have been baptized after a confession of faith in Jesus may commit themselves to The Church At Mon River. For the purposes of this document, they are referred to as members.

#### 6.2 Membership Process

The normal process of membership for The Church At Mon River consists of:

1. Completion of a church orientation class.
2. A written story of their conversion and confession of faith in Jesus Christ.
3. An interview with one of the pastors.
4. Signing that they accept the church's Statement of Beliefs and will abide by the Church Commitments.
5. Publicly sharing their story at a corporate meeting and baptism, if needed.
6. A vote at a member meeting based on the pastors' recommendation and the candidate's confession of faith.

#### 6.3 Member Responsibilities

Each member is expected to participate in and contribute to the life of the church by:

1. Regularly attending Sunday worship gatherings.
2. Abiding by the Church Commitments.
3. Participating in member meetings.

#### 6.4 Membership Termination

Members are removed from church membership for the following reasons:

1. Death.
2. Membership in another church.
3. Moving out of the area.
4. By member request, when the member is in good standing.
5. Not attending worship gatherings and activities for more than six months. At the pastors' discretion, exceptions may be made for extenuating circumstances, such as military service, out-of-state studies, missions work, and being physically incapable of attending.
6. By removal upon the recommendation of the pastors and the subsequent agreement of a three-fourths majority vote of the members present at a member meeting when the member's conduct or confession is inconsistent with being a follower of Jesus Christ as defined by the Bible and the Church Commitments (see 6.5).

## 6.5 Corrective Action

1. Any member consistently guilty of conduct by which the name of Jesus Christ may be dishonored, and so opposing the welfare of the church, is subject to corrective action according to the instructions and examples in the Bible (for example, Matt. 18:15–18; 1 Cor. 6:1–13; Gal. 6:1–2; 1 Thess. 5:14). Corrective action, calling one to repentance from sin, is for the good of the church and the member who has sinned. The goal of corrective action is always remedial, that is, the goal is always the salvation, holiness, and good of the church member.
2. Public corrective action only begins after private admonition has failed. Public corrective action can include appeals by the pastors or members, suspension from the Lord's Supper, removal from office or other roles of service, and removal from membership. A member currently under public corrective action is not eligible to vote.

## 6.6 Member Restoration

Members removed from the church can be restored to church membership, according to the spirit of 2 Cor. 2:8–9. Returning to church membership follows the steps of initial church membership, beginning with the pastor interview. Provided the pastors judge the person's confession and lifestyle are in accordance with the Bible and Church Commitments, this person may be reaffirmed as a church member by a vote at a member meeting.

## 6.7 Membership of Minors

1. Children under the age of eighteen who have a credible testimony of regeneration may become a member but are not eligible to vote or hold any church office.
2. In the event of ongoing, unrepentant sin, the pastors will work through the parents for church discipline.

## 6.8 Short-Term Membership

Students and others temporarily residing in the Pittsburgh area who are members of a like-minded church may apply for short-term membership. The membership procedures are to be identical to those for full membership as set out above, except that the home church must provide a recommendation of membership for the applicant.

Duties and privileges of short-term members are the same as for other members except that:

1. When absent from the Pittsburgh area for extended periods of time they are released from the responsibility to attend worship gatherings.
2. They will not be eligible to hold any church office.
3. Termination of short-term membership as a disciplinary measure will be as it is for other members, except that the pastors will notify the pastors of the home church of that termination. Short term membership will normally terminate upon the ending of the period of temporary residence in the Pittsburgh area.

## **Article 7- Corporate Meetings**

### **7.1 Worship Gatherings**

As a normative practice, the church will meet each Sunday for a worship gathering. These meetings will be conducted under the direction of the pastors.

### **7.2 Member Meetings**

1. There will be an annual member meeting at which officers are elected and a budget approved by the membership. This will take place in the last quarter of the fiscal year.
2. Other member meetings of the church may be called at any time by the pastors, or at the written request of at least twenty percent of the voting members. In the event of a satisfactory written request from the members, the pastors will call a special meeting to be held within one month of receipt of the request.
3. Notification of member meetings will be provided by a verbal announcement at a Sunday worship gathering and an email no less than two weeks prior to the member meeting. The date, time, and agenda of the meeting must be shared with the members in advance.
4. Provided all provisions for notification have been met, a quorum will be understood to be met by those members present.
5. Member meetings will be conducted in a reasonable order. Members should act in a spirit of mutual trust, openness, and loving consideration, which is appropriate within the body of Jesus Christ.
6. On any matter that is brought to a vote, a two-thirds majority of members present is needed for it to pass, unless stated otherwise in this document.
7. The pastors, deacons, and trustees will operate without a conflict of interest. Should a matter of voting be presented to the church for services or contracts that relate to a conflict of interest, the conflicted individual will refrain from vote on such matters.

## **Article 8- Church Government**

Jesus Christ is the Lord and head of this church. The biblical offices in the church are pastors and deacons. The office of the pastor is referred to in three ways throughout the Bible: pastor, elder, and overseer (see 1 Pet. 5:1–2, “elders . . . shepherd . . . exercising oversight”). For the purposes of this document, the term “pastor” is used. The church will have three trustees for financial and legal matters. For the purposes of compliance with the nonprofit corporation laws in the state of Pennsylvania, the church recognizes the positions of president, secretary, and treasurer. All officers must be members of the church prior to assuming their responsibilities.

### **8.1 Pastor Qualifications**

1. A pastor will meet the qualifications and standards of the Bible prescribed for their office found in 1 Tim. 3:1-7, 1 Pet. 5:1-3, and Titus 1:6-9 and be an example of Christian character.
2. They must fully affirm the church’s Statement of Beliefs and demonstrate an ability to teach and defend the convictions of this church.



3. They must demonstrate the competencies required to fulfill the pastor responsibilities (see 8.2).
4. Only men may serve as pastors in accord with 1 Tim. 2:13; 3:2.
5. No pastor will hold the office of deacon during his tenure.

## 8.2 Pastoral Responsibilities

1. In keeping with the principles set forth in Acts 6:1-6; 1 Tim. 3:1- 7; 5:17; Titus 1:6-9; James. 5:14; and 1 Pet. 5:1-4, the pastors will seek the mind of Jesus Christ through the guidance of the Holy Spirit by devoting themselves to prayer and study of the Bible as they undertake the work of shepherding God's flock.
2. Pastors will teach and exhort; refute those who contradict the truth; encourage and teach sound doctrine; admonish and correct error; and ensure that all who minister the Bible to the church, including outside speakers, share the church's fundamental convictions.
3. Pastors care and pray for the church's members, equip the members for the work of the ministry, examine and instruct prospective members, and oversee the process of church discipline.
4. Pastors will oversee worship gatherings, including the ordinances of baptism and the Lord's Supper.
5. Pastors will provide oversight to the mission, values, ministries, government, financial management, and resources of the church.
6. Pastors will oversee the work of the Deacons.
7. Pastors will only officiate weddings and approve of marriages that are consistent with our Statement of Beliefs (see 4.6 and 4.7).
8. While pastors lead and oversee the church, they are subject to do so in a manner consistent with the Bible, within the will of the church members as expressed in member meetings, and according to the requirements of this document.

## 8.3 Procedures for Pastors

1. The pastoral team will be comprised of no less than three men who satisfy the qualifications of pastors. If this requirement cannot be met, advisory pastors from partnering churches will be selected by the remaining pastors. Advisory pastors will be recommended to the members by the pastors where the candidates must receive affirmation by a three-fourths majority vote of the members present at a member meeting. Advisory pastors will be included on all decisions regarding church discipline, assessing or dismissing pastors and deacons, hiring and dismissing staff members, recommending the annual budget, and recommending amendments to this document and Articles of Incorporation. Advisory pastors will resign their responsibilities when three internal pastors are elected.
2. A lead pastor will be elected by the members following the procedures of pastor elections (see 8.6). The lead pastor will have the primary responsibility for the preaching and teaching ministry of the church, for supervising and evaluating paid staff, and presiding over member and pastor meetings. In the absence or incapacity of the lead pastor, the other pastors will assume responsibility for his duties, any of which can be delegated.
3. Pastors will hold meetings one or more times per month.
4. Pastors must have at least two-thirds approval of the pastors to proceed with an action.

#### 8.4 Deacon Qualifications

1. A deacon will meet the qualifications and standards of the Bible prescribed for their office found in 1 Tim. 3:8-14 and Acts 6:1-6 and be an example of Christian character.
2. They must fully affirm the church's Statement of Beliefs and demonstrate that they hold to the convictions of this church.
3. They must demonstrate the competencies required to fulfill the deacon responsibilities (see 8.5).

#### 8.5 Deacon Responsibilities

1. Deacons will advise and assist the pastors in any service that will support and promote their ministry of the Bible, care of the members of the church, and oversight of the mission, values, ministries, government, financial management, and resources of the church.
2. Deacons will fill a particular need of service to the church as they are gifted by the Holy Spirit. Those positions will be created or dissolved upon the decision of the pastors.
3. Deacons will participate in leadership meetings at the request of the pastors.
4. The responsibilities of a deacon do not include preaching, teaching, or spiritual oversight, which are the responsibilities of the pastors. Deacons exercise a ministry of service, not a ministry of spiritual leadership; however, they may teach and preach in contexts in which they are not infringing upon the oversight duties of pastors.

#### 8.6 Pastor and Deacon Election

1. Church members choosing to nominate a candidate who they believe meet the necessary qualifications will submit an external assessment to the pastors. A candidate must receive one nomination from a pastor and two from non-pastoral church members.
2. The candidate will submit a self-assessment to the pastors to determine if they meet the necessary qualifications.
3. A minimum of three pastors will interview the candidate based on the assessments if the pastors determine that a candidate meets the qualifications for pastor or deacon. A candidate must receive unanimous affirmation from all of the current pastors.
4. The pastors will recommend the candidate to the members. They will be given one month from the time of recommendation until there is a vote for them to evaluate the candidate. Any concerns will be taken up first with the candidate in question, and then with the pastors.
5. Following the membership evaluation, a member meeting will be called where a candidate must receive affirmation by a three-fourths majority vote of members present.

#### 8.7 Pastor and Deacon Tenure

1. Non-paid pastors and non-paid deacons will serve a three-year term. If selected for a second term, the successive term will be four years with the last year having a reduction of their regular responsibilities, at the discretion of the pastors. At the end of that term, they will be eligible for a new three-year term.

2. A pastor or deacon's term of office may be terminated by resignation or dismissal. Any member with reason to believe that a pastor or deacon should be dismissed due to Biblically disqualifying behaviors should express such concern to the individual in question, then to the pastors, and, if need be, only afterwards, to the church members in accordance with the instruction of 1 Tim. 5:18-21.
3. In the event of a potentially disqualifying accusation against a pastor or deacon, the pastors may suspend the pastor or deacon from their responsibilities and authority for a season of inquiry.
4. The dismissal of a pastor or deacon requires the unanimous consent of the remaining pastors.
5. Following this consent, a member meeting will be held and a three-fourths majority vote of members present required for the dismissal.

#### 8.8 Trustees

1. Three non-paid pastors or non-paid deacons will be selected to serve as trustees of the church. At least one trustee will not be a pastor. If three pastors or deacons are not available to serve, a member will be selected.
2. The trustees will work with the pastors on the development of the annual church budget and the compensation and benefits packages of paid staff.
3. The trustees will hold in trust the church property. They shall have no power to buy, sell, mortgage, lease, or transfer any property without a specific vote of the church authorizing each action.
4. The trustees will affix their signatures to legal documents involving the sale, mortgage, purchase, or rental of property or other legal documents where the signatures of trustees are required.

#### 8.9 President

The lead pastor will serve as the president of the corporation. If a lead pastor is not available to serve, another pastor will be selected.

#### 8.10 Secretary

1. A pastor or deacon will be selected to serve as the secretary of the corporation. If a pastor or deacon is not available to serve, a member will be selected.
2. The secretary will ensure that the minutes of all member meetings and an accurate roll of the membership are maintained. This information will be made available to church members in good standing upon request.
3. The secretary will ensure that a dated copy of the most recent revision of this document is available to all members.

#### 8.11 Treasurer

1. A trustee will be selected to serve as the treasurer of the corporation.
2. The treasurer will ensure that all funds and securities of the church are properly secured in such banks, financial institutions, or depositories as designated by the church.

3. The treasurer will ensure that full and accurate accounts of receipts and disbursements are kept in books belonging to the church, and that adequate controls are implemented to guarantee that all funds belonging to the church are appropriately handled by any officer, employee, or agent of the church.
4. The treasurer will ensure that the account balances, revenues, and expenses of the church are provided to the church members once per quarter.

#### 8.12 Trustee, Secretary, and Treasurer Election and Tenure

1. The pastors will recommend candidates for trustee, secretary, and treasurer to the members for a vote at the annual member meeting.
2. The secretary and treasurer will serve a one-year term and a trustee a three-year term.
3. The persons elected will assume their respective offices at the beginning of the fiscal year. Elections to fill any need that may occur during a term may be held at any member meeting. A partial term will be fulfilled at the end of the current fiscal year.

### **Article 9- Paid Staff**

1. The pastors may establish paid staff positions within the approved budget to assist them in fulfilling their responsibilities.
2. The pastors will be responsible for the hiring and dismissal of staff members. The hiring and dismissal of staff pastors and staff deacons will follow the procedures for Pastor and Deacon Elections and Pastor and Deacon Tenure (see 8.6 and 8.7).

### **Article 10- Fiscal Responsibilities**

#### 10.1 Fiscal Year

The fiscal year will begin on July 1 and end on June 30.

#### 10.2 Budget Management

1. The pastors, with the approval of the trustees, will recommend a budget to the members for a vote at the annual member meeting. Members will be provided the recommended budget at least two weeks prior to the annual member meeting.
2. The budget is to be managed by the pastors, deacons, and staff according to their areas of responsibility.
3. While the budget should be the normative guide for the financial operation of the church, the pastors with the approval of the trustees can reallocate funds from one category to another if a budgeted item is not needed or if expenses in a particular area are less than expected. Any change will be reported to the members at the next member meeting.
4. In the event of a large, unbudgeted expense deemed necessary by the pastors and trustees, this decision will be brought to the church members at a member meeting for a vote.
5. Unrestricted revenue and gifts of real property will be used by the church to advance its exempt purpose and fulfill the church budget. Restricted revenue and gifts of property that are accepted by the church will be used to fulfill the purposes as defined by the donor.

## **Article 11- Property**

1. All real and personal property of The Church At Mon River will be deeded to The Church At Mon River and held in its name.
2. The purchase, sale, or encumbering of real property will be approved by the church members.
3. No funds from any property sale will be for the benefit of any individual connected to the church.

## **Article 12- Amendments**

1. The pastors may recommend amendments to this document and Articles of Incorporation as needed.
2. All proposed amendments must be presented to the membership at least thirty days prior to a called member meeting.
3. A three-fourths majority vote of the members present at a member meeting will be required to approve an amendment.
4. The updated version of this document will be made available to the members.

## **Article 13- Indemnification**

### 13.1 Mandatory Indemnification

If a legal claim or criminal allegation is made against a person because he or she is or was an officer, employee, or agent of the church, the church shall provide indemnification against liability and costs incurred in defending against the claim if the elders determine that the person acted (a) in good faith, (b) with the care an ordinarily prudent person in a similar position would exercise under similar circumstances, and (c) in a manner the person reasonably believed to be in the best interest of the church, and the person had no reasonable cause to believe his or her conduct was unlawful.

### 13.2 Permissive Indemnification

At the discretion of the pastors, the church also may indemnify any person who acted in good faith and reasonably believed that his or her conduct was in the church's best interest and not unlawful.

### 13.3 Procedure

If a quorum of the pastors is not available for an indemnification determination because of the number of pastors seeking indemnification, the requisite determination may be made by the membership or by special legal counsel appointed by the membership.

## **Article 14- Dissolution**

Upon the dissolution of the corporation, the officers will, after paying or making provision for the payment of all the liabilities of the corporation, dispose of all the assets of the corporation exclusively for the purposes of the corporation in such a manner, or to such organization(s) organized and operated exclusively for religious purposes as shall at the time qualify as an exempt organization(s) under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, as the officers will determine. Any such assets not so disposed of shall be disposed of by a Court of Competent Jurisdiction of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.