

**Constitution Bylaws
of
Christian Fellowship Church
(A North Carolina Non - profit Religious Corporation)**

**Article I
Name and Principle Office**

The name of this Corporation is Discovery Christian Fellowship Church of Hickory Inc. This Corporation will be further referred to in the Bylaws as the "CFC". The Church office is presently located 2201 Startown Rd. Newton NC, 28602. The Church shall have full power and authority to change the principle office from one location to another.

**Article II
Mission**

Mission: To Make and mature disciples.

How: by following the pattern laid out by Jesus in Luke 4:18-19

1. By experiencing the love of God by inviting Him into our lives
2. By finding freedom through learning a new way to think, new attitudes, priorities and values
3. By developing the ability to see God through prayer
4. By experiencing Healing through serving.
5. By discovering Joy through loving others.

These are known to us as the five Keys and five Treasures.

Five Keys: Invitation, Learning, Praying, Serving, Loving

Five Treasures: Loving God, Finding Freedom, Seeing God, Experiencing Healing, Discovering Joy

Why is this a mission that matters?

Because it was Jesus' Message.

Because it was Jesus' prayer.

Because it is Jesus' command.

Because it is Jesus' Goal for us.

**Article III
Statements of Faith and Values**

The Holy Scriptures

We believe the Bible to be the divinely inspired Word of God, complete and infallible in the writings of the 66 books. The Bible is the supreme and final authority for Christian faith and practice.

*2 Tim. 3: 16 All Scripture is inspired by God and profitable for teaching, for reproof, for correction, for training in righteousness
Heb. 4:12 For the word of God is living and active and sharper than any two-edged sword, and piercing as far as the division of soul and spirit, of both joints and marrow, and able to judge the thoughts and intentions of the heart.*

Mark 13: 31 "Heaven and earth will pass away, but My words will not pass away.

2 Peter 1: 20 But know this first of all, that no prophecy of Scripture is a matter of one's own interpretation, 21 for no prophecy was ever made by an act of human will, but men moved by the Holy Spirit spoke from God.

Proverbs 30:5 5 Every word of God is tested; He is a shield to those who take refuge in Him.

Psalms 119:105,160, 12:6

The Bible is to be interpreted respecting the author's intended meaning to the intended audience. This means that history, grammar, and context are recognized guidelines for proper interpretation.

II Timothy 1:13, 3:16-17, John 10:35,

Doctrine of God

We believe that God the Father is omnipresent, omniscient, and omnipotent. God sent His Son to perform the work of redemption. God is an eternal personal being who created all things in the spiritual and physical worlds.

Romans 1:19 because that which is known about God is evident within them; for God made it evident to them. 20 For since the creation of the world His invisible attributes, His eternal power and divine nature, have been clearly seen, being understood through what has been made, so that they are without excuse.

Psalms 90:2 Before the mountains were born, Or Thou didst give birth to the earth and the world, Even from everlasting to everlasting, Thou art God.

Psalms 139:1-8, I Peter 1:15-16, Colossians 1:16-17, I John 4:8, I Timothy 1:17, I Corinthians 1:25

The Lord Jesus Christ

We believe that the Lord Jesus Christ, the eternal Son of God, became man without ceasing to be God, having been conceived by the Holy Spirit and born of the virgin Mary, that He might reveal God to sinful men and redeem them.

Isa. 7:14 "Therefore the Lord Himself will give you a sign: Behold, a virgin will be with child and bear a son, and she will call His name Immanuel.

9:6 For a child will be born to us, a son will be given to us; And the government will rest on His shoulders; And His name will be called Wonderful Counselor, Mighty God, Eternal Father, Prince of Peace.

Matt. 1:18-25; Luke 1:26-38; John 1:1-3, 14, 17, 18; 17:5

We believe that the Lord Jesus Christ accomplished our redemption through His death on the cross as a propitiatory, substitutionary sacrifice. Our redemption was made sure to us by His literal, physical, resurrection from the dead after three days to demonstrate His power over sin and death. Jesus intercedes for the saints before the Father.

I Corinthians 15:20 But now Christ has been raised from the dead, the first fruits of those who are asleep. 21 For since by a man came death, by a man also came the resurrection of the dead. 22 For as in Adam all die, so also in Christ all shall be made alive.

I Peter 2:24 and He Himself bore our sins in His body on the cross, that we might die to sin and live to righteousness; for by His wounds you were healed.

Rom. 8:34 who is the one who condemns? Christ Jesus is He who died, yes, rather who was raised, who is at the right hand of God, who also intercedes for us.

Acts 20:28, I Peter 3:18; John 20:24-27

We believe that the Lord Jesus Christ ascended bodily into heaven, and is now exalted at the right hand of God the Father, where, as our High Priest, He fulfills the ministry of Mediator, Intercessor, and Advocate.

Acts 1:9 And after He had said these things, He was lifted up while they were looking on, and a cloud received Him out of their sight.

Psalms 110:1 The LORD says to my Lord: "Sit at My right hand, Until I make Thine enemies a footstool for Thy feet."

I Timothy 2:5; Hebrews 1:1-3; Hebrews 6:20; I John 1:9; 2:1, 2

We believe in His Second Coming which will be personal, visible, and glorious.

I Thess. 4:14 For if we believe that Jesus died and rose again, even so God will bring with Him those who have fallen asleep in Jesus. 15 For this we say to you by the word of the Lord, that we who are alive, and remain until the coming of the Lord, shall not precede those who have fallen asleep. 16 For the Lord Himself will descend from heaven with a shout, with the voice of the archangel, and with the trumpet of God; and the dead in Christ shall rise first. 17 Then we who are alive and remain shall be caught up together with them in the clouds to meet the Lord in the air, and thus we shall always be with the Lord.

II Peter 3:10-13

The Holy Spirit

We believe that the Holy Spirit is divine, possessing all the attributes of Deity, and He is equally God with the Father and the Son.

Job 33:4 "The Spirit of God has made me, And the breath of the Almighty gives me life.

Genesis 1:1-2, 26; Luke 1:35; John 14:26; Acts 5:3-4; I Corinthians 2:10,11

We believe that the Holy Spirit is the Author of the Sacred Scriptures.

I Peter 1:12 It was revealed to them that they were not serving themselves, but you, in these things which now have been announced to you through those who preached the gospel to you by the Holy Spirit sent from heaven-- things into which angels long to look.

Acts 28:25, Ephesians 6:17; II Timothy 3:16-17; II Peter 1:21

We believe that the Holy Spirit is the Supernatural Agent in regeneration and sanctification, baptizing each believer into the Body of Christ, indwelling each believer, and sealing him or her.

I Corinthians 12:13 13 For by one Spirit we were all baptized into one body, whether Jews or Greeks, whether slaves or free, and we were all made to drink of one Spirit. Ephesians 1:13 13 In Him, you also, after listening to the message of truth, the gospel of your salvation-- having also believed, you were sealed in Him with the Holy Spirit of promise, John 14:17, John 3:3-8

We believe that the moment any unregenerated person exercises faith in Christ as Savior and Lord, he/she is immediately indwelt by the Holy Spirit. We believe in the filling of the Holy Spirit. We believe that being filled with the Spirit can occur numerous times in the life of a believer as God directs. Both the New and Old Testaments testify to the filling of the Spirit and it is manifested in the life of a believer as Spiritual power, anointing and authority.

Romans 8: 9 However, you are not in the flesh but in the Spirit, if indeed the Spirit of God dwells in you. But if anyone does not have the Spirit of Christ, he does not belong to Him. 10 And if Christ is in you, though the body is dead because of sin, yet the spirit is alive because of righteousness. 11 But if the Spirit of Him who raised Jesus from the dead dwells in you, He who raised Christ Jesus from the dead will also give life to your mortal bodies through His Spirit who indwells you.

Eph. 5: 18 And do not get drunk with wine, for that is dissipation, but be filled with the Spirit,

Acts 19: 2 and he said to them, "Did you receive the Holy Spirit when you believed?" And they said to him, "No, we have not even heard whether there is a Holy Spirit." 3 And he said, "Into what then were you baptized?" And they said, "Into John's baptism." 4 And Paul said, "John baptized with the baptism of repentance, telling the people to believe in Him who was coming after him, that is, in Jesus." 5 And when they heard this, they were baptized in the name of the Lord Jesus. 6 And when Paul had laid his hands upon them, the Holy Spirit came on them, and they began speaking with tongues and prophesying.

Acts: 4:31, 9:17, 13:9, 13:52

We believe that the evidence of the filling of the Spirit is a passion for the Word of God, the desire to do His will, the power to love as He loved, a rebirth in life and walk which demonstrates the fruit of the Spirit: love, joy, peace, patience, gentleness, goodness, meekness, faith, self-control.

Galatians 5: 22 But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, 23 gentleness, self-control; against such things there is no law. John 7:38, 39; II Corinthians 3:18; Ephesians 3:16-21; 5:18-20

We believe that the ministry of the Holy Spirit today includes teaching and revealing God, glorifying Jesus Christ (not Himself); leading, comforting, and guiding the believer; and convicting the world of sin, righteousness, and of judgment. He provides the Christian with power for living, understanding of spiritual truth, and guidance in doing what is right. He guides us in our growth in holiness (sanctification). (II Thessalonians 2:13) God's will is that all Christians be filled with the Spirit, resulting in a life characterized by the fruit of the Spirit. (Ephesians 5:18, Galatians 5:16-25)

He gives spiritual gifts to every believer to be used in service to God. *I Corinthians 12:1-11, John 14: 16-18; 15:26; 16:8, 13-15; 2 Corinthians 3:17; Acts 1:8; I Corinthians 2:12, 3:16; Ephesians 1:13; Galatians 5:25*

Man

We believe man was created in the image of God as a unique creation of God, but fell from a state of righteousness through disobedience. Therefore, he is alienated from God, sinful by nature, and unable to save himself. All men everywhere stand in need of the grace of God and the atonement provided by the death of Christ. We also believe that each man, although totally sinful by nature, is of inestimable value to God because he is created in the image of God.

Romans 3: 23 for all have sinned and fall short of the glory of God,

Romans 5: 12 Therefore, just as through one man sin entered into the world, and death through sin, and so death spread to all men, because all sinned--

Matthew 10:29-33; Genesis 1:26

Salvation

Every person who has lived, with the exception of Jesus Christ, is in need of personal deliverance from God's eternal judgment for his sinfulness, that is, his violation of God's will and falling short of God's perfect standards.

Ephesians 2: 1 And you were dead in your trespasses and sins, 2 in which you formerly walked according to the course of this world, according to the prince of the power of the air, of the spirit that is now working in the sons of disobedience. 3 Among them we too all formerly lived in the lusts of our flesh, indulging the desires of the flesh and of the mind, and were by nature children of wrath, even as the rest.

Romans 3:9-23

We believe that salvation from sin and its consequences is the gift of God brought to sinful men by grace, and received solely by personal faith (not just intellectual knowledge, but by heart change) in the Lord Jesus Christ who accomplished complete redemption by His substitutionary death on the cross of Calvary.

Ephesians 2: 8 For by grace you have been saved through faith; and that not of yourselves, it is the gift of God; 9 not as a result of works, that no one should boast. 10 For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them.

John 3:16-18; 10:28-30; 14:6; 20:30, 31; Romans 1:16; 6:23; 10:9-10; II Corinthians 5:21

God's purpose for each of His children is to conform them to the image of Christ which is a progressive process in which the

Christian should respond in obedience to God's word and cooperate with the Spirit's leading. Complete sanctification will not be attained in this life, but is received at the believer's death or rapture.

*II Corinthians 3:18*¹⁸ *But we all, with unveiled face beholding as in a mirror the glory of the Lord, are being transformed into the same image from glory to glory, just as from the Lord, the Spirit.*

Colossians 2:6-7, John 17:17, II Corinthians 7:1, I Thessalonians 5:23, I John 3:2-3

Every Christian will stand for evaluation at the judgment seat of Christ to determine eternal rewards based on faithfulness in obedience to God subsequent to salvation.

*II Corinthians 5:9-10*¹⁰ *For we must all appear before the judgment seat of Christ, that each one may be recompensed for his deeds in the body, according to what he has done, whether good or bad.*

The Church

We believe the Church to be the Bride of Christ, composed of all who confess Jesus Christ as Lord and Savior. All who are by faith united to the risen Christ are members of the true universal church that is the body and bride of Christ. Membership in the universal church is without regard of membership or non-membership in the organized churches or denominations of Earth. The Holy Spirit dwells within every believer at the point of salvation, thereby placing him into the one body of Christ.

The local church is God's primary means of bringing His saints to spiritual maturity and equipping them for the work of the ministry. The church's primary goal is being "ambassadors of Christ, reconciling the world to God as God makes his appeal through us." The church is the only society in the world that exists for those who are not yet members. Every believer is a priest and is called by God to grow in the Image of Christ. We believe that God performs the ministry of His Church through all its members as we practice Prayer, Proclamation of the Word, Provide for the needs of others and Produce the fruit of the Spirit. He has given, by His Spirit, gifts for the purpose of edifying the Body of Christ.

*2 Corinthians 5*¹⁸ *Now all these things are from God, who reconciled us to Himself through Christ, and gave us the ministry of reconciliation,*¹⁹ *namely, that God was in Christ reconciling the world to Himself, not counting their trespasses against them, and He has committed to us the word of reconciliation.*²⁰ *Therefore, we are ambassadors for Christ, as though God were entreating through us; we beg you on behalf of Christ, be reconciled to God.*

Ephesians 1:22,23; Acts 13: 1-4; Romans 12: 1-8; I Corinthians 12:1-14; Ephesians 4:7

Satan

We believe that Satan is a personal being, created the highest in rank of all angelic creatures, and that he sinned through pride, thereby becoming the author of sin. As a result of his temptation of Adam, man fell. He is the open and declared enemy of God and man. He is the accuser of Christians. He is the Prince of the powers of darkness. Although Satan is ultimately a defeated foe, he is presently the great deceiver and powerful enemy of believers, using many means to achieve his ends. The evil spirits are his messengers, and through them he is active everywhere in the world. Although he has extensive knowledge and power, he is neither omniscient nor omnipotent nor omnipresent.

*Isaiah 14:*¹² *"How you have fallen from heaven, O star of the morning, son of the dawn! You have been cut down to the earth, You who have weakened the nations!"*¹³ *"But you said in your heart, 'I will ascend to heaven; I will raise my throne above the stars of God, And I will sit on the mount of assembly In the recesses of the north. "*¹⁴ *'I will ascend above the heights of the clouds; I will make myself like the Most High.'*

Genesis 3:1-9 *Now the serpent was more crafty than any beast of the field which the LORD God had made. And he said to the woman, "Indeed, has God said, 'You shall not eat from any tree of the garden '?"*² *And the woman said to the serpent, "From the fruit of the trees of the garden we may eat;* ³ *but from the fruit of the tree which is in the middle of the garden, God has said, 'You shall not eat from it or touch it, lest you die.'"*⁴ *And the serpent said to the woman, "You surely shall not die!...*

Job 1: 6-12; Matthew 4:1-11

The Sacraments

We believe there are two Sacraments given by our Lord; Water Baptism and The Lord's Supper, and, in obedience to Christ, we practice these. They are an outward sign of an inward spiritual grace

Baptism: (see Addendum II) Baptism may be practiced in the case of adult believers or in children of adult believers. Baptism of infants is not regenerative for salvation but is profitable in the mysterious interworking of the Holy Spirit for prevenient grace. It is in keeping with the Scriptures and the traditions of the first century Church. Baptism by sprinkling, pouring, or immersion shall be acceptable. Baptism shall be administered by the called and ordained official of the Church.

Acts 2:38-39, I Cor. 1:16, Acts 11:14, Acts 16:15, 33, Acts 18:8, Matthew 28:18-20

The Lord's Supper (Communion): To be held as often as desired or as we feel led and to be administered by the called and ordained official of the church. It shall be open to all self-examined believers regardless of church affiliation.

*I Corinthians 11:*²³ *For I received from the Lord that which I also delivered to you, that the Lord Jesus in the night in which He was betrayed took bread;*²⁴ *and when He had given thanks, He broke it, and said, "This is My body, which is for you; do this in*

remembrance of Me." ²⁵ In the same way He took the cup also, after supper, saying, "This cup is the new covenant in My blood; do this, as often as you drink it, in remembrance of Me. "Matthew 28:19"

Eternity

Man was created to exist forever. He will either exist eternally separated from God by sin, or in union with God through forgiveness and salvation. To be eternally separated from God is Hell. To be eternally in union with Him is eternal life. Heaven and Hell are places of eternal existence.

John 3:16 "For God so loved the world, that He gave His only begotten Son, that whoever believes in Him should not perish, but have eternal life.

Matthew 25:41 "Then He will also say to those on His left, 'Depart from Me, accursed ones, into the eternal fire which has been prepared for the devil and his angels; ⁴² for I was hungry, and you gave Me nothing to eat; I was thirsty, and you gave Me nothing to drink;

John 2:25; John 5:11-13; Romans 6:23; Revelation 20:15; 1 John 5:11-12

Core Values

Unity: Unity is enjoyed when we are conditioned by the power of the Holy Spirit. Unity is possible when we appreciate our different gifts and talents, remain humble regarding our own struggles and allow others to live in our forgiveness. (John 17)

God's Authoritative Word: We teach the Word of God as transformational truth. We are shaped by the truth of Holy Scriptures into a new creation filled with love and destined for eternity. (Psalm 119:105; Hebrews 4:12; Romans 10: 8-10, 12:2)

Changed by the Holy Spirit: Our goal is to prepare Christians for active service in ministry. We desire to be filled with the Power of the Holy Spirit so that our brokenness can be healed and our relationships reconciled. We value discipleship as an action and not just an education. The "fruit" we seek to produce is the kind of "fruit" that testifies that we are followers of Christ. (Acts 4:31, 9:17, Gal. 5:22, Col. 1:6)

Connecting People to Christ: We build bridges into our community (both secular and religious) in order to grow the Kingdom of God. As people join us we are fulfilling the great commission of Christ. (Matthew 28:18-20; Lk. 5:8-10, Jn 20:21-22, Acts 1:7-8)

Prayer and Praise: We seek to under gird every aspect of our life in expectant prayer and praise. (James 5:13-16, 1Thess. 5:16-18, Philip. 4:6-7)

Serve together: As we serve others we are fulfilling the command of Christ to love our neighbors as ourselves, to serve one another, and to provide for the wellbeing of other human beings. Therefore, we value Christian service that is committed to the journey of Christ. This does not indicate perfection but rather perseverance. (Matt. 25:31, Gal. 5:13)

Authenticity in our Worship and relationships: As imitators of Christ we value authentic, healthy relationships. Our worship services will be designed to produce genuine, loving and honest encounters with God and other people. (Rom. 12:1, Matt. 15:9, John 4:24, Eph. 4:25)

Article IV Affiliation

CFC is not affiliated with any denomination or movement. CFC remains autonomous with respect to property, beliefs and values. CFC may terminate this affiliation without prior notice by a three – fourths vote by the congregation. This affiliation provides an Episcopal form of church government (this is in no way related to the Episcopal Church) where:

1. A bishop is an overseer of many churches and elder or pastors.
2. An Elder or Pastor leads the local church.

Accountability for The Pastor of Christian Fellowship Church takes several forms.

- a. The Pastor is accountable to God through the study of His Word, the conviction of the His Holy Spirit in prayer, and the exhortation of close brothers in Christ.

b. The Pastor makes himself accountable from within to the Ministry Leadership Team of the church. Governing the church Staff: The staff members are the responsibility of and will be managed by the pastor. This will avoid triangulation in management and protect clear boundaries of authority. The staff and the pastor are responsible for the majority of maintenance details in the church.

Article V Membership

Section I: General

Membership in this Church shall consist of all persons who have met the requirements for membership, been approved by the congregation and are listed on the membership role.

Section II: Qualifications for Membership

1. A personal commitment of faith in Jesus Christ for salvation.
2. Completion of the Church's membership class and its requirements.
3. Basic agreement with the Church's statement of faith.

Section III: Designation of Membership

In an effort to properly reflect the membership of the Church the following membership roll will be maintained. Active/Resident Members: All members who reside within the Church's ministry area or are currently active in the church.

Section IV: Rights of Membership

Every active/resident member shall have the right to participate in the following matters: The annual budget of the Church, the disposition of all or substantially all of the assets of the Church, the merger or dissolution of the Church, acquisition of property, and amendments to the Articles of Incorporation or Bylaws of the Church.

Section V: Termination of Membership

Members shall be removed from the Church roll for the following reasons:

1. Death.
2. Transfer of membership to another church.
3. By personal request of the member.
4. Dismissal by the congregation/or officers according to the following conditions:
 - a. The member's life and conduct is not in accordance with the Statement of Faith in such a way that the member hinders the ministry influence of the Church in the community.
 - b. Procedures for dismissal of a member shall be according to Matthew 18:15-17 or Titus 3:10-11.

Section VI: Restoration of Members

Members dismissed by the Church shall be restored by the vote of the Church or the unanimous agreement of the MLT according to the spirit of 2 Corinthians 2:7-8.

Section VII: Voting Limitations

Each member is entitled to one vote. Voting by proxy is prohibited.

Article VI Church Government

An imperfect system filled with men and women of integrity will function far better than a perfect system filled with men and women who lack integrity. The people we choose are as important as the system we use. This document outlines the guidelines Christian Fellowship Church employs in managing ongoing systems and procedures. In addition, this constitution provides accountability for ministry leaders and key information for the church body. While impossible to anticipate all future contingencies, the intent of this document is to provide flexibility to meet long-term challenges and needs.

The government of Christian Fellowship Church is built around 4 teams of people:

1. Body of Believers
2. Ministry Leadership Team
3. Executive Staff
4. Finance

The body of Believers

At Christian Fellowship, we believe in the priesthood of believers, that the people are the ministers and the pastoral staff are the equippers of the people for ministry.

Eph 4:11 It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, ¹² to prepare God's people for works of service, so that the body of Christ may be built up ¹³ until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

Ministry Leadership Team or MLT

The Ministry Leadership Team is comprised of no fewer than 5 and no more than 12 men and women, including the senior pastor. The senior pastor is a permanent member of the MLT. A staff member other than the senior pastor may not serve on the MLT.

The Purpose

1. Ministry Leadership Team: This team is assembled by selecting leaders from within the various ministries of the church. This body gives leadership to fulfilling the vision and mission of Christian Fellowship Church. They are discerners and guardians of the organization. This would include areas of ministry related to:

- a. Accountability as it relates to annual goals.
- b. Accountability related to the utilization of resources.
- c. Governing the trajectory of the church so that Christian Fellowship remains faithful to its mission, doctrine and core values.

The key word for the MLT is stewardship. This would include the stewardship of: Time – Talent - Treasure
The MLT does not manage church staff. However this body does evaluate programs (not staff) based on their appropriateness and effectiveness in furthering the overall mission of Christian Fellowship Church. The Senior Pastor will meet with members of the MLT monthly and no less than 10 times per year. Unless otherwise specified in this document, anything voted on by the MLT requires a three-fourths majority of all in attendance in order to pass. A quorum of three-fourths must be present and voting at the time any vote is taken.

There are four decisions that the MLT may not make without congregational approval at a membership meeting:

1. MLT may not appoint a new senior pastor.
2. MLT may not approve debt for the organization in excess of one-twelfth of the previous year's annual operating budget.
3. MLT cannot change or establish the denominational affiliation of Christian Fellowship Church.
4. MLT may not change the Constitution.

The Dismissal of an MLT member: If it becomes apparent that a MLT member should not continue to serve he/she may resign, or by three-fourths vote of the MLT, excluding the member under consideration, be immediately retired from the office. The position will remain vacant until the next regularly scheduled appointment or until the current MLT members choose a suitable replacement.

The Ministry Leadership Team has the authority to dismiss the senior pastor without organizational approval by a three fourths vote of all Team members excluding the senior pastor.

The Election of MLT members: At a time set by the MLT, but no less frequently than annually, each member will be given the opportunity to nominate a candidate for the MLT. All nominations will be evaluated by the current members of the MLT. The evaluation will include an application, interview, and background check. At least annually the MLT members will review the applications.

A majority of ¾ is required in order successfully fill a MLT position. If no suitable replacements are found, the position will be left unfilled until such time as the current MLT members are able to find and agree on a candidate.

Newly appointed MLT members will be presented and confirmed by the laying on of hands by the current MLT and pastor.

MLT members may serve up to a three year term. At the end of the three year term MLT members are encouraged to rotate off. There exists the option to extend the term to no more than four years pending special circumstances.

The Qualifications of an MLT member: A candidate for MLT must have been a member of CFC for at least two years prior to his election to office, and have been actively involved in ministry at CFC for at least two years. Furthermore, all MLT members are required to meet the qualifications for outlined in 1 Tim 3:1-11 and Titus 1:5-9.

Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task. ² Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, ³ not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. ⁴ He must manage his own family well and see that his children obey him with proper respect. ⁵ (If anyone does not know how to manage his family, how can he take care of God's church?) ⁶ He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. ⁷ He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap. ⁸ Deacons, likewise, are to be men worthy of respect, sincere, not indulging in much wine, and not pursuing dishonest gain. ⁹ They must keep hold of the deep truths of the faith with a clear conscience. ¹⁰ They must first be tested; and then if there is nothing against them, let them serve as deacons. ¹¹ In the same way, their wives are to be women worthy of respect, not malicious talkers but temperate and trustworthy in everything.

⁵ The reason I left you in Crete was that you might straighten out what was left unfinished and appoint elders in every town, as I directed you. ⁶ An elder must be blameless, the husband of but one wife, a man whose children believe and are not open to the charge of being wild and disobedient. ⁷ Since an overseer is entrusted with God's work, he must be blameless-- not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. ⁸ Rather he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. ⁹ He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

Executive Staff

The senior pastor selects the executive staff. This body helps to implement the goals and directives identified by the Church leadership. The purpose of this group is to determine programming, give vision to the various ministries of the organization, and oversee the day-to-day operations. The staff is accountable to the senior pastor. All staff members are required to have the character qualifications as outlined in 1 Timothy 3:1-7 and Titus 1:5-9.

Finance Team

The finance team oversees and organizes all financial matters related to CFC. There can be no vote held in the MLT without the presence of the designated Finance member. The Finance team's primary function is to provide information that will ensure the financial health of the organization.

The finance team is ultimately accountable to the MLT of the organization. The MLT has the authority to override any decision made by the finance team. However, if such an occasion should arise, it is mandated that the all members of the MLT meet with all members of the Finance Team for full discussion and disclosure.

The Finance team consists of a maximum of 4 members. The existing members of the Finance team select new team members annually as needed. New members need the approval of the MLT.

Finance team members are required to be members of CFC and have the professional skills necessary to perform their assigned tasks. The Finance team may not hire or dismiss a staff member. This is the responsibility of the senior pastor.

Article VII
Electing a New Senior Pastor

When the position of senior pastor is vacated, the elders will take appropriate action to secure a qualified candidate to serve as senior pastor. The MLT will recommend the candidate to the membership. Approval by the membership requires a minimum participation of 25 percent of the total membership of CFC. This will constitute a quorum.

Article VIII
Amending the Constitution

Constitutional amendments require a $\frac{3}{4}$ majority vote by the MLT before they can be presented to the membership. Additionally, amending the constitution requires a minimum participation of 25% of the total membership of CFC. This will constitute a quorum. All amendments require $\frac{2}{3}$ affirmative vote of those participating to pass.

Article IX
Budget

The staff, in conjunction with the Finance team, will develop the budget annually in preparation for a fiscal year running September thru August. The Finance team will presents the budget to the MLT for approval.

Article X
Licensing and Commissioning

Christian Fellowship Church reserves the right to license or commission individuals as ministers of the gospel to perform the ordinances and ceremonies of the church including, but not limited to, marriage, baptism, communion, and funerals.

Article XI
Dissolution and Liquidation of the Church

Dissolution

The MLT may determine to cease corporate activities of CFC and dissolve and liquidate the corporation by a three-fourths vote. Upon dissolution of the corporation, the MLT and Finance shall pay or make provision for the payment of all of the liabilities of the corporation, and shall thereafter dispose of all of the assets of the corporation exclusively for the purposes stated in Article VI of the *Articles of Incorporation of Christian Fellowship Church of Hickory Inc.* or to such organization or organizations organized and operated exclusively for religious purposes and shall at the time qualify as an exempt organization or organizations within the meaning of Section 501 (c) (3) of the Internal Revenue Code (or the corresponding provision of any future United States Internal revenue law), as the MLT shall determine.

Contingent Provision

If any such assets are not so disposed of, the appropriate court of the country in which the principal N.C. office of the corporation is then located shall dispose of such assets exclusively for the purposes stated in Article VI of the *Articles of Incorporation of Christian Fellowship Church of Hickory Inc.* or to such organization or organizations organized and operated exclusively for religious purposes and shall at the time qualify as an exempt organization or organizations within the meaning of Section 501 (c) (3) of the Internal Revenue Code, as said court shall determine.

Article XII
Church Officers
(Directors of the Corporation)

Section I:

The officers of the Church will consist of a minimum of three persons. The lay officers will be appointed by the Pastor and approved by the MLT. Each officer will be an active/resident member of the Church.

Section II

- a. The Senior Pastor will serve as the President of the Corporation and will be the moderator of the Church. He will lead the staff and have the responsibility to hire and dismiss staff as needed. In the Pastors absence a director of the corporation can act as moderator or the church can approve a moderator to serve by majority vote.
- b. The Chief Financial Officer of the Corporation will oversee and cause to be kept and maintained, adequate and correct books and records of accounts of the corporation. He shall also oversee the reception and disbursement of funds.
- c. The Church Clerk will serve as the Secretary of the Corporation.
- d. Other trustee officers shall be appointed by the pastor and approved by the church as needed.

Section III

The officers of the Church are hereby designated as the Directors of the Corporation as the term is defined and used in the North Carolina Nonprofit Corporation Code.

Section IV

It shall be the duty of the Directors to perform one specific tasks.

(1) Act as legal representatives of the church and to take such actions and execute any documents necessary to accomplish the purpose of any matter which concern any real, personal, or intangible property of the Church.

Article XIII Records and Reports

The Church will maintain the following records and reports:

1. Adequate and correct books and records of accounts (financial records).
2. Minutes of the proceedings of its members and MLT meetings.
3. A record of its members, giving their names and addresses.
4. Contribution statements for contributors.
5. Reports of annual review of all church financial books, records, and proceedings.