

FAITH MISSION CHRISTIAN CHURCH

CONSTITUTION AND BYLAWS

MARCH 1, 2005 (REVISED JUNE 07, 2023)

PREAMBLE

This Constitution & Bylaws is created to protect and preserve the liberties of Faith Mission Christian Church, each individual member, and the freedom of action of this church and membership in relation to other churches. The Constitution of Faith Mission Christian Church is consistent with its filed Articles of Incorporation and any amendments. The Bylaws of Faith Mission are further enumerated within these Constitution & Bylaws.

CONSTITUTION

ARTICLE I: NAME

Late Reverend Marjorie A. Boston, founding Pastor, and the founding committee agreed the name of this church to be FAITH MISSION. Upon filing its certificate of incorporation, the incorporators concluded that the complete corporate name will be **FAITH MISSION CHRISTIAN CHURCH**, consistent with the legacy of its founding and its longstanding philosophy of ministry. As stated in the introductory statements its Articles of Incorporation, FAITH MISSION CHRISTIAN CHURCH consists of the members of the unincorporated association known as 'Faith Mission' founded on October 12, 1997, by Reverend Marjorie A. Boston (deceased) located in Westchester County, NY and not previously incorporated under NEW YORK STATE Non-Profit Corporations Law (N-PCL) or NEW YORK STATE Religious Corporation Law as of the time of its initial corporate filing.

ARTICLE II: PURPOSE

Faith Mission Christian Church is a body of Christian believers who gather regularly on Sunday mornings for the purpose of worshipping our Lord and Savior Jesus Christ, preaching and teaching the Holy Scriptures, training church members in the works of the ministry, and spreading the Gospel. Faith Mission Christian Church strives to demonstrate love in all that we do as we reach the lost and bring them to the saving knowledge of Jesus Christ. (John 4:24, Ephesians 4:12, Luke 19:10). Specific language about the purposes and powers of Faith Mission Christian Church can be found in the tenth of its Articles of Incorporation. No section or amendment of these Constitution & Bylaws may be in contradiction of the Articles of Incorporation of Faith Mission Christian Church.

SECTION 1: MISSION STATEMENT

Faith Mission Christian Church is to preach, teach, and share the good news of the Gospel of Jesus Christ. Our vision is to develop a mature Christian community of faith through the Holy Word and the love of Jesus, that men, women, and children will surrender their heart and lives to the Lord and be saved, all to the glory of God.

ARTICLE III: ORGANIZATION

SECTION 1: INCORPORATION

Faith Mission Christian Church is organized by its certificate of incorporation filed in the Westchester County Clerk, New York on June 7, 2023 and by its Articles of Incorporation thereto appended. Faith Mission Christian Church's Articles of Incorporation may be amended only with three fourths (3/4) voting majority approval of the Board of Directors after approval of the eligible General Body by three fourths (3/4) voting majority. Revised and amended Articles of Incorporation should be filed with the Westchester Country Clerk.

SECTION 2: NON-PROFIT STATUS

Faith Mission Christian Church is organized as a religious corporation under NEW YORK Religious Corporation Law and shall be operated exclusively for religious purposes. Financial contributions (tithes and offerings) collected, and any finances generated and deposited into the Faith Mission Christian Church's banking account belongs exclusively

to Faith Mission Christian Church for its religious purposes. Faith Mission Christian Church is designated as a Faith-based organization under IRS Code section 508(c)1a, organized and operating exclusively as a religious organization compliant with IRS Code section 501(c)3. As such, Faith Mission Christian Church maintains federal tax-exemption and a federal filing-exemption until such time that it is duly required or necessary to file for recognition as a charitable organization under IRS Code section 501(c)3.

SECTION 3: CONTINUANCE, DIRECTORSHIP

Faith Mission Christian Church is organized for perpetual existence. The pastoral, ministerial, and administrative workers of Faith Mission shall be the Pastor(s), Minister(s), Diaconate, Trustees, and Clerk. Its Board of Directors, or Officers, shall consist of the following workers: Pastor(s), Minister(s), Diaconate, and Trustee(s). The Board of Directors and all church workers must be active members of Faith Mission Christian Church, except for the Pastor Emeritus, who may retain the title as both an inactive member and non-officer. The title of Pastor Emeritus is in name only and does not constitute an active office or position on the Board of Directors. The person or persons serving as Pastor, Trustee, Clerk, and the ministerial staff positions at the time these Constitution and Bylaws are adopted shall be considered as elected by the church pursuant to the appropriate provisions of these Bylaws. Diaconate members will be appointed thereafter in accordance with the appropriate provisions of these Bylaws.

SECTION 4: DISSOLUTION

Dissolution of Faith Mission Christian Church must have the consent of the Faith Mission Christian Church's eligible General Body and the Board of Directors each by a three fourths (3/4) majority vote. Any assets and financial holdings lawfully available for distribution are to be transferred to two (2) or more churches, or non-profit organizations qualifying as an exempt organization under Section 501(c)(3) of the Internal Revenue Code, as determined, by a majority vote of the eligible General Body of Faith Mission Christian Church's membership. Further proceedings for the dissolution shall follow New

York State Religious Corporation Law (Chapter 51) Article 2§18 *Dissolution of Religious Corporations.*

BYLAWS

ARTICLE IV – POLITY AND RELATIONSHIPS

SECTION 1: AUTONOMY

- A. Faith Mission Christian Church is an autonomous and democratic congregational church under the leadership of Jesus Christ and is not subject to the control or oversight of any other religious corporation, ecumenical body or government agency.
- B. Faith Mission Christian Church recognizes mutual counsel and cooperation between churches as customary, provided such cooperation does not conflict with the best interests of Faith Mission Christian Church and its membership.
- C. The government of this church is vested in the body of believers (the eligible General Body and Board of Directors) who compose Faith Mission Christian Church membership.

SECTION 2: AFFILIATION

- A. In addition, Faith Mission Christian Church currently operates as a nondenominational Christian church, acknowledging the polity of biblical evangelical tradition by way of ordinances further described in these Bylaws.

ARTICLE V – STATEMENT OF FAITH

SECTION 1: RESTRAINTS ON MODIFICATION

- A. Faith Mission Christian Church maintains the following Statement of Faith. Any recommendations for modification to the Statement of Faith in these Constitution and Bylaws will require a two-thirds vote over two consecutive annual meetings to take effect.

SECTION 2: OFFICIAL STATEMENT OF FAITH

- A. **We believe** in the one true God, who exists eternally in three persons as Father, Son, and Holy Spirit and who revealed Himself to humanity through His Word.

- B. **We believe** Jesus is the Messiah, fully man and fully divine, who died on the cross as a substitutionary sacrifice for mankind. He is resurrected from the dead and sits at the right hand of the Father as our great High Priest.
- C. **We believe** *The Holy Bible* is the inerrant and complete revelation of God's will for the salvation of mankind and is the authority on which we base our faith.
- D. **We believe** God created all things and all people and thus believe in the sanctity of all human life from the womb, through life, and to eternity.
- E. **We believe** marriage is a sacred biblical institution established by God to be between one cisgender male "man" and one cisgender female "woman" in a lifelong, durable covenant.
- F. **We believe** all people are fallible and in need of God's saving grace through salvation provided through Jesus Christ.
- G. **We believe** reconciliation to God is available only through one's belief in the resurrected Jesus Christ.
- H. **We believe** sanctification by the Holy Spirit and divine healing remain available to mankind through the work of Jesus Christ.
- I. **We believe** the Church is God's instrument for the spread of the gospel and for Christian worship, ordinances, discipline, and doctrine.
- J. **We believe** in eternal life for all believers and in Jesus Christ's imminent return to commence the permanent kingdom of God.
- K. Accordingly, the Pastors, Ministers, Deacons, Trustees, or other workers of the corporation will neither be permitted, nor should they be expected, to participate in behaviors or actions, or to officiate in arrangements, ceremonies, or outside organizations, which violate this Statement of Faith, whole or in part, while an officer or worker of the corporation.
- L. As a church, the corporation also recognizes the following doctrinal distinctives:
 - 1. Baptism is by Immersion in Water and is an ordinance of the church
 - 2. The Lord's Supper is symbolic and emblematic and is an ordinance of the church
 - 3. The Priesthood of Every Believer

4. The Absolute Separation of Church & State
5. The Autonomy of the Local Church
6. The Supreme Authority and Infallibility of the Holy Scriptures
7. The Perseverance of Believers

ARTICLE VI: CHURCH ORDINANCES

SECTION 1: BAPTISM

- A. Faith Mission Christian Church shall receive for baptism any person who has received Jesus Christ as Savior by personal faith, who professes Him publicly at any worship service, and who indicates a commitment to follow Christ as Lord.
 1. Baptism shall be by immersion in water.
 2. Baptism shall be administered as an act of worship during service of the church.
 3. Baptism shall be administered by the pastor or whomever the church shall authorize.
- B. A person who qualifies according to these Bylaws shall be baptized upon completing new members' classes administered by Faith Mission Christian Church or an assigned entity.

SECTION 2: THE LORD'S SUPPER

- A. The Lord's Supper is a symbolic act of obedience whereby members of the church and other Christians, through partaking of bread and fruit of the vine, commemorate the death of Jesus Christ.
 1. The church shall observe the Lord's Supper at least once per month.
 2. The pastor(s) and deacons shall be responsible for the administration of the Lord's Supper.
 3. Members' participation in the Lord's Supper is at their personal discretion, as recommended in Scripture.

ARTICLE VII: CHURCH COVENANT

SECTION 1: RESTRICTIONS ON MODIFICATION

- A. This covenant, available on the public domain, represents a goal which Faith Mission Christian Church's General Body should strive to attain. It may not be modified in part, but any modifications must be made in whole before an amendment to this Covenant will be adopted.

SECTION 2: THE CHURCH COVENANT

- A. "Having been led, as we believe, by the Spirit of God to receive the Lord Jesus Christ as our Savior; and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now in the presence of God, angels and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.

We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church in knowledge and holiness; to give it a place in our affections, prayers and services above every organization of human origin; to sustain its worship, ordinances, discipline and doctrine; to contribute cheerfully and regularly, as God has prospered us, towards its expenses, for the support of a faithful and evangelical ministry among us, the relief of the poor and the spread of the Gospel throughout the world. In case of difference of opinion in the church, we will strive to avoid a contentious spirit, and if we cannot unanimously agree, we will cheerfully recognize the right of the majority to govern.

We further engage to maintain family and secret devotion; to study diligently the word of God; to religiously educate our children; to seek the salvation of our kindred and acquaintance; to walk circumspectly in the world; to be kind and just to those in our employ, and faithful in the service

we promise others; endeavoring in the purity of heart and goodwill towards all men to exemplify and commend our holy faith.

We further engage to watch over, to pray for, to exhort and stir up each other unto every good word and work; to guard each other's reputation, not needlessly exposing the infirmities of others; to participate in each other's joys, and with tender sympathy bear one another's burdens and sorrows; to cultivate Christian courtesy; to be slow to give or take offense, but always ready for reconciliation, being mindful of the rules of the Savior, in the eighteenth chapter of Matthew, to secure it without delay. And through life, amid evil report, and good report, to seek to live to the glory of God, who hath called us out of darkness, and into his marvelous light.

When we remove from this place, we engage as soon as possible to unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word."

ARTICLE VIII: MEMBERSHIP

SECTION 1: GENERAL

- A. Persons duly received as members, by their admission into full communion or membership with Faith Mission Christian Church and by their regular attendance and regular financial contributions, shall constitute membership.
- B. The General Body shall consist of *active members*, defined as those who have regularly attended church services, studies, outreach gatherings and events and who have regularly contributed financially to the church's mission, and *inactive members* who have neither regularly attended nor regularly contributed financially but who have not surrendered their membership in writing.
- C. Only active members of the General Body aged 16 and over (eligible General Body) have the authority to vote in church business.

- D. Regularity in membership is constituted by consistency, not frequency, of attendance within a 36-month rolling period (or lesser duration for members who have joined within the past 36 months) in combination with consistently delivered financial contributions in the form of tithes and offerings.
- E. Acceptable regular attendance may be in-person or live virtual meetings.

SECTION 2: MEMBERSHIP CANDIDACY

- A. Any professing Christian person is welcome to present themselves as a candidate for membership of Faith Mission Christian Church. All such candidates shall be presented to the church at any regular church service for membership in any of the following ways:
 - 1. By profession of faith and interest in baptism by immersion.
 - 2. By promise of a letter of recommendation from another Christian church.
 - 3. By Christian church experience having been baptized by immersion as a believer, trusting in the grace of God through Jesus Christ alone for salvation, or
 - 4. By restoration/reinstatement when membership has lapsed.
- B. Whenever membership is contested, a three-fourths (3/4) vote of those eligible General Body members present shall be required to invite such candidates to church membership.

SECTION 3: RIGHTS OF MEMBERS

- A. Every *active* member of the church is entitled to vote at all elections and on all questions submitted to the church at a regular or special business meetings; these active members are the *Eligible General Body*.
- B. *Eligible General Body* members who are unable to attend a regular meeting may not vote by proxy of another member; *Eligible General Body* members who are unable to attend a special business meeting may vote by proxy by submitting their vote via written or electronic letter to a Trustee or Deacon.
- C. Every member of the church may participate in the ordinances of the church as administered by the church.

SECTION 4: TERMINATION OF MEMBERSHIP

- A. Membership shall be terminated in the following ways:
 - 1. Death
 - 2. Transfer: Granting a letter of membership to another church
 - 3. Erasure: Upon request in writing or proof of membership in a church of another denomination

SECTION 5: WATCH CARE

- A. Christians who wish to participate in fellowship with Faith Mission Christian Church's membership and will support and contribute to the objectives of the church, but otherwise do not themselves qualify for membership, will be designated as coming under the "watch care" of the church.
- B. These non-members may be transitioning through their college years, temporary relocation, military stationing, or other transitional time in life as it relates to residency. They may also include young adult children of members who have not yet made their own active pursuit of membership in the body of Christ or with Faith Mission Christian Church.
- C. These non-members are to be encompassed in all the life and love of the church, except for voting and for holding offices or positions of doctrinal and/or governing responsibilities.

SECTION 6: DISCIPLINE

- A. It shall be the practice of Faith Mission Christian Church to emphasize to its members that every reasonable measure will be taken to assist any troubled member. The pastor, ministers and deacons are available for counsel and guidance. The attitude of members toward one another shall be guided by Christian love and a concern for redemption rather than punishment.
- B. In the event of some serious condition exists which would cause a member or non-member to become a liability to the general welfare of the Faith Mission Christian Church, every reasonable measure should be taken by the Board of Directors to

resolve the problem. All such proceedings shall be pervaded by a spirit of Christian kindness and forbearance.

- C. Such liability to the general welfare of the church may include stated contradictions or contradictory actions regarding the Statement of Faith, encouraging false teaching which is inconsistent with Christian, contemporary scholarly interpretation of the Holy Bible, personal harm or threat of personal harm toward members, consistent usurping of the authority of the church's decisions made by the Board of Directors, threat or act of legal enforcement against the church contesting its Constitution & Bylaws or Statement of Faith, repeated disruption (e.g. protest, prohibition, interruption of the order of services) of the worship services and public gatherings after due warning that such disruptions could exclude them from membership.
- D. Should it be determined that the welfare of the church will be best served by the exclusion of a member, the church may exclude such member by a three-fourths (3/4) vote of the voting members present at a properly called special business meeting called for this purpose.
- E. Any person whose membership has been terminated for any reason, which has made it necessary for the church to exclude that person, may upon that person's request be restored to membership by a vote of the church upon evidence of that person's repentance and reformation no sooner than 6 months of their expressed intent for restoration.

ARTICLE IX: CHURCH PASTORAL AND MINISTERIAL STAFF

SECTION 1: GENERAL

- A. All workers of Faith Mission Christian Church must be members of the church in active standing.
- B. The workers of this church shall be the Pastor(s), Minister(s), Deacons, Trustees, and a clerk. The officers (Board of Directors) shall be the Pastor(s), Minister(s), Deacons, and Trustees.

- C. The staff of this church shall be those persons employed by this church in ministerial or other positions but who may be non-members, i.e., the Minister of Music, Minister of Education, Minister of Youth, nursery, secretarial, and custodial employees as employed from time to time.

SECTION 2: LEAD PASTOR

A. Function of the Lead Pastor

- i. The Pastor has many roles to fulfill. The lead Pastor of Faith Mission Christian Church serves as the shepherd called by God and accepted by the church to lead the members in obedience to the Word of God and the guidance of the Holy Spirit. The Pastor is to serve as preacher, evangelist, and administrator. Therefore, the Pastor must be a person of great integrity, character, and humility as he/she serves the people of this church.
- ii. As a servant leader, the Pastor is responsible for maintaining his/her relationship with God through prayer and studying the Scriptures of the Holy Bible, enabling him/her to provide spiritual guidance, preach truthfully according to Scripture, and exemplify a lifestyle that is pleasing in the sight of God.
- iii. The Pastor will work with the church officers, staff, and church ministries to accomplish the mission of the church. The Pastor will consult with the Diaconate, Trustees to come to an agreement regarding legal matters of the church, and, wherever expressed by the officers or Eligible General Body, present such matters to the General Body for consideration of a special corporate meeting. The Pastor shall consult with the Trustees prior to hiring or terminating staff. The Pastor will also consult with Trustees to agree upon matters concerning staff compensation and the financial affairs of the church.

B. The Lead Pastor will work with the deacons and staff to:

1. Lead the church to engage in worship, witness to the unsaved, engage in Christian education, Holy ordinances, and Bible application.

2. Proclaim the Word of God as it is written in the Holy Scriptures without influence from civil government, outside institutions and beliefs that are not consistent with Faith Mission Christian Church's Statement of Faith.
 3. Show concern for the church members and other persons in the local community and city.
 4. Develop programs designed to support discipleship and grow or maintain the church membership.
 5. Develop new, and maintain established, relationships and fellowship with local churches in Yonkers, Westchester County, the greater tri-state area.
 6. Supervise all Ministerial Staff
- C. Limitations: The Pastor shall not make appointments for officers not expressly permitted in these bylaws. The pastor shall not acquire staff without consultation of the Trustee and shall not acquire staff in excess of those necessary for reasonable operation of the church consistent with its size, order of services, and ministry programs.
- D. Finances: The Pastor shall not have exclusive signing authority or access for the disbursement of church funds. All disbursement or withdrawal of church funds by check require two signatures, one of which is the Trustee and the other is that of the Pastor or another Trustee. The Trustee shall not have access to withdraw funds directly from Faith Mission Christian Church's bank account via electronic withdrawals, ACH, automated teller machines, live tellers, debit card purchases, or online purchases. All disbursements and reimbursements are to be made via paper check, wherever accepted, pursuant to accepted operational procedures adopted outside of these Bylaws.
- E. Compensation: The Pastor may receive financial compensation for ministry services performed as deemed appropriate by Faith Mission Christian Church. Any compensation offered will be established between the Deacons and Trustees and presented to any candidate for the office of Pastor prior to the initiation of the candidate selection process. Compensation will be monetary in nature and shall not consist of privileges (including voting or governing privileges) beyond that of an

officer or Eligible General Body member with the exception of the ability to appoint Deacons as described in these Bylaws.

- F. Qualifications: The Pastor must be an ordained minister and hold a Master's degree in biblical literature or theological studies from an accredited seminary accredited by the Association of Theological Schools, or no less than 45 credit-hours successfully completed toward a Master's degree in the aforementioned studies from an accredited theological seminary. The Pastor shall be chosen by election of the eligible General Body members of this church by a three fourths (3/4) majority vote, whenever a vacancy occurs, pursuant to the proceedings outlined in these Bylaws section *Pastoral Selection*.

SECTION 3: PASTORAL SELECTION (DEFINITIONS)

- A. A Nominating Committee shall include the deacons, trustees, and church clerk. The Nominating Committee is responsible for nominating members for the Pastoral Selection Committee, who will then be elected by the Eligible General Body.
- B. A Candidate Identification Panel shall consist of a minimum of 4 church officers (or all church officers in the event the number of church officers is less than 4). The Candidate Identification Panel shall identify pastoral candidates who respond to the vacancy and report their opinion of the candidates to the Pastoral Selection Committee.
- C. A Pastoral Selection Committee shall be elected by the Eligible General Body and comprised of equal parts officers and Eligible General Body members and is responsible for the acceptance of nominations of candidates for the office of pastor from the Candidate Identification Panel, and then responsible for all proceedings involving final selection of a candidate, as described below in section 5.

SECTION 4: PASTORAL SELECTION PROCEEDINGS

- A. Vacancy: Upon any vacancy in a pastoral office, the Nominating Committee shall nominate church members to serve on the Pastoral Selection Committee. A special corporate meeting of the General Body shall be scheduled to review and vote on the nominations. The church, by a simple majority vote of those Eligible General

Body members present, shall elect the members of the Pastoral Selection Committee from those nominated by the Nominating Committee. The Committee is temporary in tenure and dissolves after a suitable pastor is elected and the vacancy no longer exists. In addition to the proceedings for permanent office, the Pastoral Selection Committee shall secure interim fulfillment of the pastoral responsibilities as outlined in section F *Selection of an Interim Pastor* as described in these Bylaws.

- B. Candidate Nomination: A Candidate Selection Panel shall seek out suitable candidates for pastor. Any church member may make recommendations to the Candidate Selection Panel; however, only the Panel's recommendation will constitute a nomination. Those nominated must be eligible according to the *Candidacy* Requirements and all those eligible must be presented to the Pastoral Selection Committee. The duration of the search process is expected to be no longer than twelve months and may conclude earlier if a slate of suitable candidates may be dutifully presented to the Pastoral Selection Committee.
- C. Pastoral Selection: The candidate selection proceedings shall have a duration of no longer than twelve months before the Pastoral Selection Committee must bring the nominees (s) to the church for vote. The Committee shall make voting nominations from a slate of all candidates who have successfully completed the candidate requirement and selection proceedings up to and including intermittent teaching and preaching (*Candidate Requirements and Selection Proceedings* number 6).
- D. Candidacy Requirements and Selection Proceedings: In addition to the fulfillment of the eligibility described in *Role of the Pastor: Qualifications*, the candidate for Pastor shall consent to the following candidate requirements and selection proceedings, in this order:
 - 1. Be fully available and consent to a period of service of no less than sixteen consecutive weeks with Faith Mission Christian Church as a candidate selection period.
 - 2. Complete a written application and disclosure as prescribed by the Pastoral Selection Committee.

3. Be prepared to answer questions which challenge them doctrinally and theologically.
 4. Be separately interviewed by a minimum of 4 church officers or members in the Pastoral Selection Committee.
 5. Accept the recommendation of the Pastoral Selection Committee to continue or discontinue the selection process.
 6. If extended the opportunity to continue, offer preaching and teaching on an intermittent basis for no fewer than 4 occasions during worship service and 4 occasions of bible study.
 7. Accept the nomination or rejection of the Pastoral Selection Committee. Those rejected consent to discontinue the process. Those nominated but not elected consent to discontinue the process.
 8. If elected, consent to a period of twelve months as a probationary growth period before being officially installed as Pastor; the sixteen weeks of the previously served candidate selection period shall be applied as a credit toward the twelve-month probationary growth period.
 9. During the remainder of the twelve-month probationary growth period, the pastor shall confer the office and shall not be named an interim pastor.
 10. Accept due process of the Eligible General Body should they seek remedy to recall the pastor prior to installation, or at any point thereafter, according to these Bylaws.
- E. Election: The election shall take place at a special corporate meeting called for that purpose, for which at least two week's (14 days) notice to the church has been given. The election shall be by secret ballot and an affirmative majority vote of at least three fourths (3/4) of those eligible General Body voting members shall be necessary to extend an offer to a candidate for pastor. Upon acceptance, the pastor, thus elected, shall serve until the relationship is terminated by his/her request or the church's recall, or unavoidable separation (e.g., death or permanent loss of faculties). Pursuant to the Pastoral Selection proceedings, after election, the pastor

shall be officially installed as pastor after complete duration of a twelve-month probationary growth period (the sixteen-week candidacy period being credited).

SECTION 5: RECALL (TERMINATION) OF A PASTOR

- A. A pastor may be recalled (terminated) by the church at a special corporate meeting called for that purpose, of which at least two weeks' (14 days) notice to the church shall be given for such meeting.
- B. A pastoral recall special corporate meeting may be called for by a written petition signed by not less than one fourth (1/4) of the Eligible General Body members. The moderator for this recall special corporate meeting shall be the church clerk, or in the clerk's absence, a deacon or trustee shall call the church to order and preside over the election of an acting moderator for the special corporate meeting in the clerk's absence. The pastor will not serve as the moderator for this meeting. The moderator shall collect reasons for the recall request from a sampling of those members who have requested the special corporate meeting and read aloud the reasons those members request recall. Reasons for recall are enumerated in these Bylaws Article 9, Section 5.E.
- C. The recall vote shall be by secret ballot and an affirmative majority vote of three fourths (3/4) of the eligible General Body, at which time the office of pastor shall be declared vacant.
- D. In the event the pastor is recalled, termination will be immediate, and the church may provide severance pay to the pastor of not more than one twelfth (1/12) of his total annual compensation; such severance pay being payable within thirty (30) days of termination. In the event the pastor is recalled for gross misconduct, as may be solely determined by the Eligible General Body of the church, then such severance pay may be considered as forfeited. A motion to forfeiture shall be presented to the church during the same special election and the eligible General Body must approve forfeiture by a three fourths (3/4) majority vote.
- E. *Reasons for Recall (Termination) of a Pastor:* Pastors may be recalled from their office for any of the following reasons. Repeated committing of any of these reasons with no corrective action may constitute a reasonable request for recall.

Corrective action is expected immediately and is exclusively the responsibility of the pastor. The General Body holds no obligation to allow for any duration of time for the corrective action to take place. Reasons for recall must be made available to the moderator of the pastoral recall special corporate meeting for disclosure to the eligible General Body members present.

1. Repeated presentation of unscriptural ideas as truth in preaching and teaching which contradicts the *Holy Bible* as the authority for Christian learning and conduct. For purposes of this reason, *biblical* ideas are any of those facts and ideas which are present in the books of the bible (whether or not they model right-conduct) and *scriptural* ideas are those biblical ideas which are intended to be the revelation of truth of God for Christian learning and conduct. Examples of unscriptural ideas include, but are not limited to, unscriptural social or political propaganda, contraindicative secular material, superstition, unscriptural or unbiblical personal biases, the encouragement of superstitious or pagan practices.
2. Repeated failure to perform duties as required in Article 9, Section 2.B.
3. Consistent delegation of responsibilities expected solely of the pastor to other persons, whether qualified or not.
4. Failure to adhere to the powers and purposes of Faith Mission Christian Church as defined in its Articles of Incorporation.
5. Failure to observe these Bylaws of Faith Mission Christian Church in church operations, polity and relationships, and the rights imbued by these Bylaws to the officers and General Body of Faith Mission Christian Church.
6. Unreasonable, imprudent, nonjudicial, or non-fiduciary behaviors or expectations which exceed the limits and expectations of the office. Examples include but are not limited to unreasonable salary expectations in relation to church assets, cash flows, or services rendered, acting against the interests of Faith Mission Christian Church in favor of some personal interest with another entity (e.g., conflict of interest, whether proven or perceived).

7. Gross misconduct, which may include but is not limited to, commission of crimes against state, local, federal or international law according to penal code, abuse or misappropriation of church funds, unlawful or habitually scripturally sinful behavior toward members or non-members of Faith Mission Christian Church such as, acts of violence, adultery, theft, or deceit. Gross misconduct may evoke a motion to forfeit any severance pay owed to the pastor upon termination.

SECTION 5: RETIREMENT OR RESIGNATION

- A. If the pastor wishes to resign or retires from his/her position at Faith Mission Christian Church, it is requested he/she give at least two months' notice. The proceedings for selecting a new pastor may begin at such time as notice is given.
- B. The retiring or resigning pastor holds no more rights than any other officer in the selection proceedings for a new pastor. The pastor may not appoint a new pastor and must recognize the candidate selection proceedings in these Bylaws.

SECTION 6: PASTOR EMERITUS

- A. Depending on the tenure of a retiring Pastor, they may be considered for the honor of Pastor Emeritus. Pastor Emeritus is a position that may be granted by the church to show honor to the retiring Pastor. Such an honor is generally biblical in that it exhibits appreciation for the years of service of an honorable Pastor (1 Timothy 5:17). The honor of Pastor Emeritus will only be considered for retiring lead pastors and the retiring pastor must have been officially installed as lead pastor to be considered for the honor.
- B. Granting this position, at Faith Mission Christian Church, entitles the Pastor Emeritus:
 1. A one-time honorarium
 2. Lifetime honorary church membership without voting privileges
 3. An advisory role in the church on a discretionary basis on doctrinal and operational matters

4. Be notified and invited to annual and special business meetings without voting privileges
- C. The Pastor Emeritus holds no authority over the church governance or operation like the current Pastor; and he/she shall not maintain the right to vote on matters concerning the operation of Faith Mission Christian Church. The Pastor Emeritus will not serve on any committee of Faith Mission Christian Church.

SECTION 7: INTERIM PASTOR

- A. During such time as the church is without an elected pastor, the following procedure shall be followed:
 1. The Pastoral Selection Committee shall be responsible for identifying and obtaining temporary pulpit supply (e.g., educated/licensed/ordained Christian ministers to fulfill the preaching ministry of the church during worship services and to execute the church ordinances).
 2. A special corporate meeting, of which at least two week's (14 days) notice to the church has been given, shall be called for the election of an interim pastor.
 3. The Pastoral Selection Committee shall nominate candidates to be named to the position of "Interim Pastor." Candidates for interim pastor are subject to the same qualifications as a pastor in the *Role of Pastor: Qualifications* section; in addition, a candidate shall observe and consent to the following selection criteria:
 - a. Be fully available and consent to an indefinite interim period of service with Faith Mission Christian Church.
 - b. Complete a written application and disclosure as prescribed by the Pastoral Selection Committee.
 - c. Be prepared to answer questions which challenge them doctrinally and theologically.
 - d. Be separately interviewed by a minimum of 4 the church officers in a selection panel prior to nomination.

- e. Accept the nomination or rejection of the Pastoral Selection Process.
In the event of rejection, consent to discontinue the process.
 - f. If elected as interim pastor, offer preaching and teaching on a regular basis for the interim period.
- B. During this time, a vacancy still exists, and the Pastoral Selection Committee will continue to accept nominations for candidates for the pastoral office from the Candidate Identification Panel. The interim pastor may be among those nominated for the pastoral office, subject to the candidate's progression through the candidate selection proceedings.
- C. The election shall take place at a special corporate meeting called for that purpose, of which at least two week's (14 days) notice to the church has been given. The election shall be by secret ballot and an affirmative vote of at least three fourths (3/4) of those Eligible General Body voting members shall be necessary to extend an offer to a candidate for interim pastor.
- D. Upon acceptance, the Interim Pastor, thus elected, shall serve until the position is terminated by successful fulfillment of the vacancy.
- E. The Pastoral Selection Committee is temporary in tenure and dissolves after a suitable pastor is elected and the vacancy no longer exists.
- F. Duties of the Interim Pastor include the following:
 - 1. Preside over worship services and be primarily responsible for preaching duties.
 - 2. Obtain adequate pulpit supply in his/her absence.
 - 3. Teach Bible study and other discipleship-making activities as scheduled.
 - 4. Officiate weddings and funerals, as needed.
 - 5. Supervise all Ministerial Staff.
- G. The role of the Interim Pastor is temporary. Therefore, he/she does not have authority to alter or change the order of service, manage church funds, alter these Bylaws, vote in church business meetings, hire or terminate church staff.
- H. The Interim Pastor may not hold the title of Pastor Emeritus unless he/she is also elected and installed as pastor.

- I. The Interim Pastor may also retire or resign during this indefinite period.

SECTION 8: MINISTERIAL STAFF POSITIONS

- A. During any such time as the church is without a Pastor or Interim Pastor, the Ministers, Trustees and Deacons shall designate a person among the Ministers to assume the personnel responsibilities otherwise assumed by the Pastor or Interim Pastor.
- B. Faith Mission Christian Church shall call or employ only staff members as the church shall need. Staff positions will be created after being approved by the church officers by a simple majority vote, or by the proceedings set forth in the appropriate section(s) below. When the need for staff members is approved, the Pastor and Trustees shall prepare a job description for each staff position. The staff shall operate under the supervision and auspices of the Pastor and Ministers of Faith Mission.
- C. Appointment by Affirmation of Calling: Ministerial staff shall be affirmed by majority vote of those Eligible General Body members present at a special corporate meeting called for that purpose, upon recommendation of the Trustees, Deacons, and the Pastor, who will review the prospective minister's qualifications. Ministerial staff positions may include but are not limited to Minister of Education, Minister of Music, and Associate Pastors. While financial compensation is ideal for all above mentioned positions, compensation is subject to the financial state of the church. These staff members, with the exception of the Associate Pastor, may be terminated upon recommendation by the Trustees, Deacons and the Pastor, or upon presentation of a written petition signed by not less than one fourth (1/4) of the Eligible General Body. Terminations for Associate Pastors will follow a similar proceeding as that of Pastor, outlined within these Bylaws.
- D. Ministers: Ministers are those individuals who have both expressed a call from God to church ministry and have been affirmed by the church as possessing the gifts commensurate with a call to the ministry of the gospel in a pastoral sense but have not attained the minimum requirements of a pastor. Ministers require licensure by Faith Mission Christian Church according to the licensure requirements set forth

within these Bylaws. To qualify for the staff position, Ministers must have attained a non-degree certificate in theological studies from an accredited theological seminary, have successfully completed formal vocational training within their respective Ministry office, or demonstrate years served as an employed Minister in another church prior to membership with Faith Mission Christian Church.

- E. Associate or Assistant Pastors: Faith Mission Christian Church may appoint more than one pastor (such as Associate or Assistant Pastors), at the discretion of the Eligible General Body, but shall have only one lead pastor at a time. Associate or Assistant Pastors must adhere to the same qualifications as the lead Pastor and shall not assume equal roles or duties of the lead pastor. Associate or Assistant Pastors are considered Ministerial staff and take their direction from the Pastor. Associate or Assistant Pastors shall be appointed in the same manner as other Ministerial staff, affirmation by majority vote as described above in Appointment by Affirmation of Calling.

SECTION 9: LICENSING & ORDINATION

- A. Licensure & Ordination: Pursuant with tradition of ecclesiastical bodies, Faith Mission Christian Church shall issue licenses to approved Ministerial staff and ordain ministerial leaders, including pastors. The following statutes shall be observed to support licensure & ordination:
 - 1. Licensure is available to Ministerial staff and is effective commensurate with the affirmation of their call by majority vote as described in these Bylaws in *Appointment by Affirmation of Calling*. Licenses are printed issuance of Faith Mission Christian Church which are signed and given to Ministerial staff and are not irrevocable. Licensure may be recalled for the same reasons as outlined in the section *Reasons* for recall of pastors.
 - 2. Pastoral Ordination is reserved for pastors, including Associate or Assistant Pastors, who are elected or appointed to their respective pastoral role. Ordination is not commensurate with election but shall commence via a ceremonial service at some time after election as can be reasonably scheduled and planned. The “ordination ceremony” is to be held at Faith

Mission Christian Church or a place appointed by Faith Mission Christian Church's officers with a service style in keeping with commonly held tradition. There shall be no special provisions, requirements, attendance, committees, or influences outside of Faith Mission Christian Church which determine the proceedings for the ordination ceremony. Ordination certificates are printed issuance of Faith Mission Christian Church which are signed and given to the candidate at ordination and are irrevocable. Conference of ordination, once issued, may not be recalled, but Associate Pastors and Pastors may each be recalled per these Bylaws in section *Recall (termination) of Pastors*.

3. Diaconate Ordination is reserved for Deacons, who serve Faith Mission Christian Church expressly by appointment of the lead Pastor by majority consent according to *Article X: Diaconate* of these Bylaws. The "ordination ceremony" is to be held at Faith Mission Christian Church or a place appointed by Faith Mission Christian Church's officers with a service style in keeping with commonly held tradition. There shall be no special provisions, requirements, attendance, committees, or influences outside of Faith Mission Christian Church which determine the proceedings for the ordination ceremony. Ordination certificates are printed issuance of Faith Mission Christian Church which are signed and given to the candidate at ordination and are irrevocable, though Deacons, like Pastors, may be recalled from service.

ARTICLE X: DIACONATE

SECTION 1: PURPOSE

- B. Members of the Diaconate ministry at Faith Mission Christian Church shall faithfully discharge the duties of deacons as set forth in Acts 6:1-7, and be persons (male or female) who uphold credible character as stated in I Timothy 3:8-13. In accordance with the meaning of the work and the practice in the New Testament, deacons are to be servants of the church. Their task is to serve with the Pastor,

Ministers and staff in performing the tasks of (1) serving communion, (2) teaching the gospel (Bible study and Sunday school to believers and unbelievers), (3) caring for the church's members and other persons in the community (4) serving the pastor's table, and (5) feeding the hungry (spiritually and physically).

SECTION 2: MEMBERSHIP BY APPOINTMENT

- A. The Diaconate shall consist of all deacons appointed by the Pastor to the Diaconate and all appointments shall receive consensus from the Diaconate before being considered confirmed. All members of the Diaconate shall first be members of Faith Mission Christian Church. The number of Deacons shall not be in excess of the need based upon church membership size. Deacons shall serve on a rotation basis. The Diaconate chairperson is to be elected every one (1) year by current members of the Diaconate by majority vote from an acceptable slate. In case of death, resignation, reclassification, or termination, a new chairperson is to be elected by the Diaconate to fill the position.
- B. Special Status: Deacons in Training: This group will consist of deacons who are appointed but not yet ordained, having been selected by the Pastor to serve on the Diaconate. These Deacons in Training shall complete a series of orientation lessons prescribed by the Pastor not to exceed one year of duration with intent to confer ordination at or before the one-year date of their selection.
- C. Termination: The church may remove any Diaconate member from the Diaconate by a majority vote of the Eligible General Body of Faith Mission Christian Church present at a special corporate meeting. Acceptable reasons for termination are consistent with the Reasons outlined in *Recall (Termination) of Pastors* in Article 9, Section 5.

ARTICLE XI: TRUSTEES

SECTION 1: SELECTION

- A. Duly elected Trustees of Faith Mission Christian Church, of which there shall be no less than three (3) and no more than eighteen (18) in increments of three, six,

nine, twelve, or eighteen, shall serve with honesty, humility, and integrity, ensuring that all decisions regarding Faith Mission Christian Church are in the best interest of this church congregation in accordance with the Word of God and expectations set forth in these Bylaws.

- B. Election. The eligible General Body members of Faith Mission Christian Church shall make nominations for office of Trustee. At each annual corporate meeting, successors to those trustees whose terms of office then expire, shall be elected by ballot from the qualified voters, for a term of three years thereafter, and until their successors shall be elected. Trustees are appointed by three fourths (3/4) majority vote of the eligible General Body present at the time of the meeting.
- C. Staggered Terms. The Trustees so elected up to and including one-third of the number so determined on shall be elected for three years, the next one-third for two years, and the remaining one-third for one year.
- D. Trustee Board. Trustees shall make decisions as a group and shall have no sole decision maker or chairman. A Trustee may be removed from office for any Reason described in *Recall (Termination) of Pastors*. Meetings of the Trustee Board shall be called by giving at least twenty-four hours' notice thereof personally or by mail to all the trustees and such notice may be given by two of the trustees, but by the unanimous consent of the trustees a meeting may be held without previous notice thereof. A majority of the whole number of trustees shall constitute a quorum for the transaction of business at any meeting lawfully convened.
- E. Vacancy. If any trustee declines to act, resigns or dies, or having been a member or such church ceases to be such member, or not having been a member of such church, ceases to be a qualified voter at a corporate meeting thereof, his office shall be vacant, and such vacancy may be filled by the remaining trustees until the next annual corporate meeting of such church, at which meeting the vacancy shall be filled for the unexpired term.

SECTION 2: DUTIES OF TRUSTEES

- A. Three (3) or more trustees, elected by the Eligible General Body, will serve as officers of Faith Mission Christian Church. The temporal affairs and property of Faith Mission Christian Church shall be administered by its trustees in accordance with and subject to these Bylaws and to the general or special rules, regulations, or resolutions lawfully adopted by the church at its annual or other regular corporate meeting or at any duly called special corporate meeting. They shall hold in trust the church property, legal documentation, and shall serve in conjunction with the Pastor, Deacons, and ministerial staff as workers.
- B. They shall have no power to buy, sell, mortgage, lease or transfer any property without a specific vote of the Eligible General Body authorizing *each* action. It shall be the function of the Trustees to affix their signatures to legal documents on behalf of Faith Mission Christian Church, including but not limited to, matters involving the purchase, sale, mortgage, rental, or transfer of property, and all other legal documents where signatures may or may not be required.
- C. Trustees are primarily responsible for the Treasury of Faith Mission Christian Church. They shall be signatories on all banking accounts and shall be co-signers on each check disbursed.
- D. Financial Limitations: All disbursement or withdrawal of church funds by check require two signatures, one of which is the Trustee and the other is that of the Pastor or another Trustee. The Trustee shall not have access to withdraw funds directly from Faith Mission Christian Church's bank account via electronic withdrawals, ACH, automated teller machines, live tellers, debit card purchases, or online purchases. All disbursements and reimbursements are to be made via paper check, where accepted, pursuant to accepted operational procedures adopted outside of these Bylaws.
- E. Limitation of Powers: The Trustees shall have no power to settle or remove a minister or to fix his/her salary or, without the consent of a meeting of the Board of Directors; to incur debts beyond what is necessary for the administration of the temporal affairs of the church and for the care of the property of the corporation;

or to fix or change the time, nature or order of the public or social worship of such church.

ARTICLE XII: PROGRAM COMMITTEES & MINISTRIES

SECTION 1: STRUCTURE

- A. Program Committees and Ministries of Faith Mission Christian Church will consist of Standing Committees. Standing Committees shall be created to serve specific ongoing needs of the church congregation and its surrounding community. A Standing Committee may be created or dissolved by a majority vote of eligible General Body members at a special corporate meeting called for this purpose. A list of all standing committees, also called “Ministries,” shall be maintained by the church clerk.
- B. Members of all church Standing Committees & Ministries will be from among the membership of the church. No Standing Committee or Ministry shall consist of less than three (3) members.

ARTICLE XIII: CHURCH MEETINGS

SECTION 1: WORSHIP SERVICES

- A. The church shall meet regularly on Sunday mornings, mid-week evenings for prayer, bible study and occasional Sunday evenings for worship of Almighty God. Additional services or programs will be planned and held as expedient for religious, educational, or cultural purposes. The meetings will be open for the entire congregation and membership of the church, and for all people, and shall be conducted under the direction of the pastor or as the church may direct. Worship services and other meetings may occur in person or live online.

SECTION 2: SPECIAL SERVICES

- A. Revival services and any other assembly which will be essential in the promotion of the objectives of the church shall be placed on the church calendar 2 months in advance. The Revivalist/and or guest preachers will receive compensation based on

the service they render at the discretion of Faith Mission Christian Church's Pastor and Trustees as follows:

1. The amount of compensation shall be pre-determined by and agreed upon by the Trustees and the Pastor and shall not exceed the amount of five hundred dollars (\$500) for services rendered.
2. In the event of a multi-day revival, the preacher/revivalist shall receive compensation not exceeding four-hundred dollars (\$400) per service.

SECTION 3: BUSINESS MEETINGS

- A. Regular business meetings shall be held as needed, no less than once annually, by the board of Trustees of Faith Mission Christian Church. An agenda, including the names of any Trustees whose successor are to be elected at such meeting, shall be published and distributed to the membership prior to each business meeting.

SECTION 4: SPECIAL CORPORATE MEETINGS

- A. Special corporate meetings may be called by the Board of Trustees of Faith Mission Christian Church, by its own motion, or by at least six Eligible General Body members of Faith Mission Christian Church, thereafter approved by the Board of Directors. Special corporate meetings shall be held to consider business matters of significant nature, including elections of Trustees in the event of an untimely vacancy. A notice to the church must be given concerning the subject, date, time, and location for two successive Sundays immediately prior to such meeting.

SECTION 5: QUORUM & PROCEDURE

- A. In all business meetings and special corporate meetings, the quorum shall consist of no less than six (6) Eligible General Body members present who attend, provided it is a regular business meeting or a properly called special business meeting.
- B. There shall be elected at said meeting from the qualified voters then present, a presiding officer, a clerk to keep the records of the proceedings of the meeting and two inspectors of election to receive the ballots cast.
- C. Proxy. Members who are not able to physically (or live virtually, whenever scheduled) attend a regular business meeting may not have a vote by proxy.

Members who are not able to physically (or live virtually, whenever scheduled) attend a special business meeting, but desire to vote, must do so by submitting a letter with signature to a deacon or trustee with their position.

SECTION 6: ELECTION OF COMMITTEE MEMBERS, OFFICERS, ETC.

- A. Unless otherwise specified by these bylaws, all church officers, church special committee members, trustees, officers of various places of leadership, etc., shall be elected by a three fourth (3/4) majority vote of the eligible General Body members of Faith Mission Christian Church at an appropriately held regular business or special business meeting.

ARTICLE XIV: FISCAL YEAR

SECTION 1: FISCAL YEAR

- A. The church fiscal year shall begin on April 1 and end March 31 of each year.

ARTICLE XV: AMENDMENTS

SECTION 1: ELIGIBILITY

- A. Amendment. These Bylaws may be amended or modified by two thirds (2/3) vote of the voting members of the Faith Mission Christian Church as outlined in New York State Religious Corporation Law (Chapter 51) Article 2§5: “Bylaws may be adopted or amended, by a two-thirds vote of the qualified voters present and voting at the meeting for incorporation or at any subsequent meeting, after written notice, embodying such by-laws or amendment, has been openly given at a previous meeting, and also in the notices of the meeting at which such proposed by-laws or amendment is to be acted upon.”
- B. Repeal. These Bylaws may be repealed only by three fourths (3/4) vote of the Eligible General Body of Faith Mission Christian Church. If two thirds (2/3) of the eligible General Body membership is not present, the vote must be rescheduled for a time that the church body agrees upon. The proposed amendment must be presented to the church in writing at regular worship meetings, and a duly called

special business meeting of the church at least thirty (30) days prior to the date established for voting on said amendment. The proposed amendment shall be printed and posted in the church bulletin for at least (30) days before the proposed amendment is to be acted upon. When an amendment is proposed and has been rejected by the church, that amendment, or any amendment embodying the substance thereof, shall not be proposed again for at least twelve (12) months from the date of the rejection of such amendment.

- C. Exclusion: These Bylaws may not be amended with clauses which contradict the Articles of Incorporation, violate the Statement of Faith, or jeopardize the status of Faith Mission Christian Church as a Faith-based organization defined in the IRS Code section 508(c)1a or applicability of IRS Code Section 501(c)3, or as a religious corporation under New York State Religious Corporation Law or New York State Not-for-Profit Law.

SECTION 2: ADOPTION

- A. Any amendments to the Bylaws approved by the eligible General Body shall be considered adopted and be effective immediately after adoption.