**MOUNT ZION CHRISTIAN CHURCH**

**CONSTITUTION AND BYLAWS**

**REV 15**

**(Incorporates changes to Article XVII Section 7**

**approved at Jan. 28, 2024 business meeting)**

**They that trust in Jehovah are as Mount Zion,
Which shall not be moved: it abideth forever.
The mountains are round about Jerusalem;
And Jehovah is round about His people,
Henceforth, even for evermore.**

**Psalm 125:1-2**

Preamble

This Constitution and Bylaws are designed to:

1. Preserve and secure the principles of our faith.
2. Preserve the liberties of each individual member of the church.
3. Ensure freedom of action of independence from any religious body or organization.
4. Provide for orderly conduct of internal affairs, in dealing with others, and of governing church members.

**ARTICLE I: Name**

The name of this church shall be Mount Zion Christian Church.

**ARTICLE II: Doctrinal Platform**

We affirm the Holy Bible as the inspired, inerrant, infallible Word of God, and as such, It is the only basis for our beliefs.

**ARTICLE III: Our Purpose Statement**

Mount Zion Christian Church exists to obey God, expand the Kingdom, and save lives.

Five primary strategies are central to our success:

We exist for **Celebration Celebration** occurs every time we enter the presence of God. Scripture calls this worship and there are many expressions of worship including: singing, commitment, praying, hearing the word of God, giving, baptism, meditating, and the celebration of the Lord's Supper. (Matthew 4:10, John 4:23-24)

We exist to **Change Lives Evangelism** is the communication of God's word to a lost world. The Bible declares that God is not willing for anyone to perish and that God's desire is for His house to be full. The Bible places the responsibility of evangelism on the church. "His intent was that **through the church**, the manifold wisdom of God should be made known." (Ephesians 3:10, II Peter 3:9)

We exist for **Service Ministry** is the hands on demonstration of Christianity to one another and to the community we serve. God has put a high priority on ministry. The Bible says, "By this shall all men know that you are my disciples-that you have love for one another." (John 13:35)

We exist for **Discipleship Discipleship** is the education of God's people in God's word. Discipleship brings about fulfillment and maturity in the church. "Let us leave the elementary teachings about Christ and go on to maturity.” (Hebrews 6:1)

We exist for **Prayer** The first thing the early church did when they assembled was **pray** together. Prayer is the fuel that drives the ambitious priorities of the church and the spiritual power that changes the world. Christ demonstrated the power of prayer by making it a priority of His earthly ministry. If the Church is going to be effective, it must pray. (Acts 1:14, John 17, I Peter 5:7)

**ARTICLE IV: The Church Covenant**

Having been led, as we believe, by the Spirit of God to receive the Lord Jesus Christ as our Saviour; 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, toward 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 also 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 good will 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 Saviour 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 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 V: Our Statement of Faith**

These are the core beliefs of the membership of Mount Zion Christian Church.

**About God**

God is the Creator and Ruler of the universe. He has eternally existed in three personalities: the Father, the Son, and the Holy Spirit. These three are co-equal and are one God. (Genesis 1:1,26, 27; Psalm 90:2; Matthew 28:19; I Peter 1:2)

**About Jesus Christ**

Jesus is the Son of God. He lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all people by dying on the cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's glory, and is coming again soon as King of Kings and Lord of Lords to redeem His bride, the church. (Matthew 1:22,23; Isaiah 9:6; John 1:1-5; 14:10-30; Hebrews 4:14,15; 1 Corinthians 15:3,4; Romans 1:3,4; Acts 1:9-11; I Timothy 6:14,15; Titus 2:13)

**About Holy Spirit**

The Holy Spirit is a real person with all the attributes of personality and deity. His ministry in salvation is first convicting man of sin, righteousness, and judgment , and then regenerating the convinced sinner. He instantaneously indwells the believer, baptizes all believers into the body of Christ, and seals the believers’ salvation from the day of conversion until the day of redemption.

**ARTICLE VI: Affiliation**

Mount Zion Christian Church is a non-denominational-unaffiliated church and maintains the right to govern its own affairs and resolve its own issues, independent of any denomination control. Recognizing, however, the benefits of cooperation with other churches, this Church retains the right to seek the counsel of the Fundamental Baptist Fellowship Association, (FBFA) in its national, state, and local expressions. For matters concerning the Senior Pastor, we will seek the counsel of the FBFA.

**ARTICLE VII: Our 18 Articles of Faith**

Mount Zion Christian Church believes in:

**1. THE SCRIPTURES.**

We believe that the Holy Bible was written by men divinely inspired, and is a perfect treasure of heavenly instruction; that it has God for its author, salvation for its end, and truth without any mixture of error for its matter; that it reveals the principles by which God will judge us, and therefore is, and shall remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and opinions shall be tried. (II Timothy 3:16,17; II Timothy 3:15; Proverbs 30:5,6; Romans 2:12; Philippians 3:16; I John 4:1).

**2. THE TRUE GOD.**

We believe the Scriptures teach that there is one, and only one, living and true God, an infinite, intelligent Spirit, whose name is Jehovah, the Maker and Supreme Ruler of heaven and earth; inexpressibly glorious in holiness, and worthy of all possible honor confidence and love; that in the unity of the Godhead there are three persons, the Father, the Son, and the Holy Ghost; equal in every divine perfection, and executing distinct but harmonious offices in the great work of redemption. (John 4:24; Exodus 15:11; Mark 12:30; Matthew 28:19; John 10:30; Ephesians 2:18).

**3. THE FALL OF MAN.**

We believe the Scriptures teach that Man was created in holiness, under the law of his Maker; but by voluntary transgressions fell from that holy and happy state; in consequence of which all mankind are now sinners, not by constraint but choice; being by nature utterly void of that holiness required by the law of God, positively inclined to evil; and therefore under just condemnation to eternal ruin, without defense or excuse. (Genesis 1:27; Genesis 3:6-24; Romans 5:19; Isaiah 53:6; Ephesians 2:1-3; Ezekiel 18:19,20).

**4. THE WAY OF SALVATION.**

We believe that the Scriptures teach that the salvation of sinners is wholly of grace; through the mediatorial offices of the Son of God; who by the appointment of the Father, freely took upon him our nature, yet without sin; honored the divine law by his personal obedience, and by his death made a full atonement for our sins; that having risen from the dead, he is now enthroned in heaven; and uniting in his wonderful person the tenderest sympathies with divine perfections, he is in every way qualified to be a suitable, a compassionate, and an all-sufficient Saviour. (Ephesians 2:5; John 3:16; Philippians 2:6,7; Isaiah 42:21; Isaiah 53: 4,5; Hebrews 1:8; Hebrews 7:25).

**5. JUSTIFICATION.**

We believe the Scriptures teach that the great Gospel blessing which Christ secures to such as believe in him is justification; that justification includes the pardon of sin, and the promise of eternal life on principles of righteousness; that it is bestowed, not in consideration of any works of righteousness which we have done, but solely through faith in the Redeemer's blood; by virtue of which faith his perfect righteousness is freely imputed to us of God; that it brings us into a state of most blessed peace and favor with God, and secures every other blessing needful for time and eternity. (John 1:16; Acts 13:39; Romans 5:9; Romans 5:17; Romans 4:4,5; Romans 5:19; Romans 5:1-2).

**6. THE FREENESS OF SALVATION.**

We believe that the Scriptures teach that the blessings of salvation are made free to all by the Gospel; that it is the immediate duty of all to accept them by cordial, penitent and obedient faith; and that nothing prevents the salvation of the greatest sinner on earth, but his own determined depravity and voluntary rejection of the Gospel; which rejection involves him in an aggravated condemnation. (Isaiah 55:1; Romans 16:26; John 5:40; John 3:19).

**7. GRACE IN REGENERATION**

We believe that the Scriptures teach that in order to be saved, sinners must be regenerated, or born again; that regeneration consists in giving a holy disposition to the mind that it is effected in a manner above our comprehension by the power of the Holy Spirit in connection with divine truth, so as to secure our voluntary obedience to the Gospel; and that its proper evidence appears in the holy fruits of repentance and faith, and newness of life. (John 3:3; II Corinthians 5:17; John 3:8; I Peter 1:22-25; Ephesians 5:9).

**8. REPENTANCE AND FAITH**

We believe the Scriptures teach that repentance and faith are sacred duties, and also inseparable graces, wrought in our souls by the regenerating Spirit of God; whereby being deeply convinced of our guilt, danger and helplessness and of the way of salvation by Christ, we turn to God with unfeigned contrition, confession, and supplication for mercy; at the same time heartily receiving the Lord Jesus Christ as our prophet, priest and king, and relying on him alone as the only and all-sufficient Saviour. (Mark 1:15; John 16:8; Luke 18:13; Romans 10:9-11).

**9. GOD'S PURPOSE OF GRACE.**

We believe the Scriptures teach that election is the eternal purpose of God, according to which he graciously regenerates, sanctifies and saves sinners; that being perfectly consistent with the free agency of man, it comprehends all the means in connection with the end; that it is a most glorious display of God's sovereign goodness, being infinitely free, wise, holy and unchangeable; that it utterly excludes boasting and promotes humility, love, prayer, praise, trust in God, and active imitation of his free mercy; that it encourages the use of means in the highest degree; that it may be ascertained by its effects in all who truly believe the Gospel; that it is the foundation of Christian assurance; and that to ascertain it with regard to ourselves demands and deserves the utmost diligence. (II Timothy 1:8-9; Thessalonians 2:13, 14; Exodus 33:18; 19; I Corinthians 4:7; II Timothy 2:10; I Thessalonians 1:4-10; Romans 8:23-31; II Peter 1:10-11).

**10. SANCTIFICATION.**

We believe the Scriptures teach that Sanctification is the process by which, according to the will of God, we are made partakers of his holiness; that it is a progressive work; that it is begun in regeneration; and that it is carried on in the hearts of believers by the presence and power of the Holy Spirit, the Sealer and Comforter, in the continual use of the appointed means especially the word of God, self-examination, self-denial, watchfulness, and prayer. (I Thessalonians 4:3; Proverbs 4:18; John 2:29; :Philippians 2:13).

**11. PERSEVERANCE OF SAINTS.**

We believe the Scriptures teach that such only are real believers as endure to the end; that their persevering attachment to Christ is the grand mark which distinguishes them from superficial professors; that a special Providence watches over their welfare; and they are kept by the power of God through faith unto salvation. (John 8:31; I John 2:19; Romans 8:28; Philippians 1:6).

**12. THE LAW AND GOSPEL.**

We believe the Scriptures teach that the Law of God is the eternal and unchangeable rule of his moral government; that it is holy, just and good; and that the inability which the Scriptures ascribe to fallen men to fulfill its precepts, arise entirely from their love of sin; to deliver them from which, and to restore them through a Mediator to unfeigned obedience to the holy Law, is one great end of the Gospel, and of the Means of Grace connected with the establishment of the visible church. ((Romans 3:21; Romans 7:12; Romans 8:7,8; Romans 8:2, 4).

**13. A GOSPEL CHURCH.**

We believe the Scriptures teach that a visible church of Christ is a congregation of baptized believers, associated by covenant in the faith and fellowship of the Gospel; observing the ordinances of Christ; governed by his laws; and exercising the gifts, rights, and privileges invested in them by His Word; that its only scriptural officers are Bishops or Pastors, and Deacons whose qualifications, claims and duties are defined in the Epistles to Timothy and Titus. (I Corinthians:1-13; Acts 2:41, 42; I Corinthians 11:2; Matthew 28:20; Ephesians 4:7; Philippians 1:1, I Tim 3:8-13, Titus 1:5-9).

**14. BAPTISM AND THE LORD'S SUPPER.**

We believe the Scriptures teach that Christian baptism is the immersion in water of a believer, into the name of the Father, and Son, and Holy Ghost; to show forth in a solemn and beautiful emblem, our faith in the crucified, buried, and risen Saviour, with its effect, in our death to sin and resurrection to a new life; that it is prerequisite to the privileges of a church relation; and to the Lord's Supper, in which the members of the church, by the sacred use of bread and wine, are to commemorate together the dying love of Christ; preceded always by solemn self-examination. (Acts 2:41; I Corinthians 11:26; I Corinthians 11:28).

**15. THE CHRISTIAN SABBATH.**

We believe the Scriptures teach that the first day of the week is the Lord's Day, or Christian Sabbath, and is to be kept sacred to religious purposes, by abstaining from all secular labor and sinful recreations, by the devout observance of all the means of grace, both private and public, and by preparation for that rest that remaineth for the people of God. ((Acts 20:7; Exodus 20:8; Isaiah 58:13,14; Psalms 118:15; Hebrews 10:24,25; Hebrews 4:3-11).

**16. CIVIL GOVERNMENT.**

We believe the Scriptures teach that civil government is of divine appointment, for the interest and good order of human society; and that magistrates are to be prayed for, conscientiously honored and obeyed; except only in things opposed to the will of our Lord Jesus Christ, who is the only Lord of the conscience, and the Prince of the Kings of the earth. (Romans 13:1-7; Matthew 22:21; Acts 5:9; Matthew 23:10).

**17. RIGHTEOUS AND WICKED.**

We believe the Scriptures teach that there is a radical and essential difference between the righteous and the wicked; that such only as through faith are justified in the name of the Lord Jesus, and sanctified by the Spirit of our God, are truly righteous in his esteem; while all such as continue in impenitence and unbelief are in his sight wicked, and under the curse; and this distinction holds among men both in and after death. (Matthew 3:18; Romans 1:17; I John 5:19; Proverbs 14:32).

**18. THE WORLD TO COME.**

We believe the Scriptures teach that the end of the world is approaching; that at the last day, Christ will descend from heaven, and raise the dead from the grave for final retribution; that a solemn separation will then take place; that the wicked will be adjudged to endless punishment, and the righteous to endless joy; and that this judgment will fix forever the final state of men in heaven or hell, on principles of righteousness. (I Peter 4:7; Acts 1:11; Acts 24:15; Matthew 13:49; Matthew 25:25-46; Romans 3:5, 6).

**ARTICLE VIII: God’s Plan for Church Finances**

God has offered only one plan of church finance in the Bible and that is TITHES and OFFERINGS from his people. Therefore, as believers, our SOLE means of receiving moneys will be through TITHES and OFFERINGS. (Genesis 14:20, 28:22; Numbers 18:21-28; Leviticus 27:30; II Chronicles 31:5012; Malachi 3:8-10; Matthew 5:20, 23:23; Luke 11:42; I Corinthians 9:12,13; I Corinthians 16:2; Hebrews 7:8).

Until a new budget is approved Mount Zion will operate within the parameters of the existing approved budget. The new budget must be presented to the church body within 90 days of the beginning of the new fiscal year. (updated 1/13/13)

We will be good stewards of God’s finances and not make decisions that will lead to the detriment of the church.

**ARTICLE IX: Church Membership**

**Section 1. Qualifications for membership:**

Membership of Mount Zion Christian Church shall consist of people who have made a profession of their faith in Jesus Christ as Lord and Savior, and who, having been scripturally baptized by immersion,

OR

* by transfer of church letter from another Christian church of like faith and practice.
* by a statement of faith of their prior experience of conversion and scriptural baptism
* by restoration to the church membership after having been dropped.

And persons who are in agreement with the Articles of Faith, and Covenant of the church.

And persons who have completed New Member Class shall have all the rights and privileges of members. Note: Persons joining prior to the approval of these changes to the bylaws will be grandfathered. (updated 1/13/13)

**Section 2. Duties of Members:**

In order that persons desiring membership be informed of the duties of membership, they shall have the church covenant and bylaws presented to them by the Church, and shall subscribe to it, both in letter and in spirit. They shall also be directed to complete the New Membership Orientation.

1. Members in good standing (i.e. members who are 18 or older and not away at school and who were active within the past 60 days as demonstrated through attendance at Worship Service or Bible study, or the Lord’s supper, or service in ministry) shall have the right to a voice and vote in all church transactions and shall have the right and privileges to full participation in the life and work of the church.

2. It shall be the duty of church members to uphold the Articles of Faith, Constitution and Bylaws, and Covenant of the Church.

3. It shall be the duty of church members to support the church financially and participate in the work of the Church.

4. It shall be the duty of new members to complete New Members class prior to receiving all the rights and privileges of membership. (updated 1/13/13)

**Section 3. Termination of Membership:**

Membership in this church shall be terminated when a member:

* requests a letter of transfer to join another Christian church.
* is dropped from the roll of membership when he or she joins another church. A letter of transfer is not necessary.
* dies
* is dismissed by a vote of the church for not fulfilling their covenant obligations. It shall be the duty of the Deacon’s Ministry and Deaconess to seek to reclaim those members who disregard their covenant obligation. When they are satisfied in accordance with Matthew 18:15-17 that a member(s) cannot be reclaimed, they shall present name of said member(s) to the Senior Pastor and Deacons who shall present to the church a recommendation that the name of the delinquent member be erased from the membership roll. Upon such action being taken by the church, said member(s) shall thereafter cease to be a member(s) of this church.
* After a noticeable absence from the church the deacons will send a letter to the member asking if the member wishes to retain their membership. Said letter will include a respond by date and ramifications of non-response. If the member doesn't respond by the respond by date and misses 8 consecutive weeks following receipt of the letter, this will result in the member being removed from the church rolls and put in inactive status. Those in inactive status won't have voting rights and will not be included in the quantities necessary to achieve quorum.
* is put on inactive status and removed from the voting roll after missing 8 consecutive Sundays following contact by the deacons. To re-establish membership, a member must request to be put back on the active roll.
* leaves the Bloomington/Normal metropolitian area
* requests to be taken off the church membership rolls

**Section 4. Orientation of New Members:**

Candidates for membership and new members need to attend and complete the Church Membership Orientation to learn and understand the privileges and responsibilities of members to God and the church.

Upon completion of the Church Membership Orientation and identification of a ministry in which they will serve, new members will be given all the full rights and privileges of church membership including but not limited to full voting rights.

**ARTICLE X: Church Officers**

**Section 1: Positions**

The organizational positions of the church are: Senior Pastor, Associate Pastors, Deacons, Deaconess, Chair of the Trustee Ministry, Church Clerk, Financial Secretary, Treasurer and Ministry Leaders. All positions will be suggested by the Deacons and Ministers and agreed to or voted upon by the Church.

All church officers must be members of the church in good standing.

**Section 2: Tenure**

All positions with the exception of the Senior Pastor, Associate Pastors and Deacons have a tenure of three (3) years. Year one will be training, year two progressing the ministry to fulfillment, and the last year training the next leader for the ministry.

Deacons and Deaconess will have 3 years of high visibility (highly active service) and 1 year of low visibility. This will be a cyclical pattern for all Deacons and Deaconess.

**Section 3: Commencement of Offices**

All officials shall assume office at the beginning of the fiscal year of the Church, (January 1).

**Section 4: Forfeiture of Office**

Any person who for a period of sixty (60) days fails to faithfully perform the duties pertaining to his or her position, thereby automatically vacates said position.

**Section 5: Resignation**

Resignation of any position should be in writing. The letter should be addressed to the Church and the Deacons. A copy shall be made available to the Church Clerk for the official church records who shall inform all Ministry Leaders. The resignation shall be effective on the date specified in the resignation letter.

**ARTICLE XI: Responsibilities and qualifications of church officers**

**Section 1. Church Clerk**

The responsibilities of the Church Clerk shall be to:

1. keep accurate minutes of all the business proceedings of the church
2. distribute minutes of business proceedings to the membership prior to the next business meeting
3. maintain a record of names and addresses of all members with dates and admissions or dismissals
4. issue letters of dismissal or church involvement as directed by the Senior Pastor
5. file all official documents
6. give notice of all meetings where such is required by these By-Laws

All records pertaining to the Church shall be considered property of the Church and maintained in the church office.

**Section 2. Financial Secretary**

**Section 2. Financial Secretary**

The duties of the Financial Secretary shall be to:

1. keep an accurate account of money received by the church

b) present a monthly statement of money received to the Pastor

1. maintain an accurate record of receipts and disbursements of all departments, auxiliaries, committees and ministries
2. provide, at a minimum, **QUARTERLY** statements of tithes and offerings to all members

The Financial Secretary will not have access to more than $20,000 of the church’s funds from the church’s checking account.

**Changes approved at November 15, 2020 business meeting**

The duties of the Treasurer shall be to:

1. Receive all moneys belonging to the church
2. Insure that funds are only used for the purpose for which they were contributed
3. Submit to the Deacons upon request information regarding the financial condition of the church
4. Submit to the church itemized reports of receipts and disbursements

The Treasurer shall not have access to more than $20,000 of the church’s funds from the checking account. The Treasurer shall have custody of the funds of the church and all deposits made in the name of the church.

At the annual church business meeting, upon receipt of the treasurer’s report, the books shall be submitted to the trustee committee. All checks shall be authorized for signature by one of the following: the Treasurer, Chairman of the Trustees, or Chairman of the Deacons.

All disbursements shall be authorized through the church approved budget procedures and payments of all disbursements shall be by check, ACH transfer, electronic banking, or equivalent. No payment will be made where no record can be given and no cash payments will be made.

All records pertaining to the office of the treasurer shall be maintained in the church office and such records are considered to be the property of the church.

**Changes approved at November 15, 2020 business meeting**

**Section . Trustee Ministry:**

The Trustee Ministry shall take all necessary measures for the protection, management and upkeep of the properties of the church.

1. As needed, the trustees shall be selected by the Pastor and approved by the church to hold trust the property of the church.

2. They shall have no power to buy, sell, mortgage, lease, or transfer any property of the church without a specific vote of the church authorizing each action.

3. It shall be the function of the trustees to sign any, and all legal documents involving the sale, mortgage, purchase, or lease of church property or any other legal documents requiring the signature of the trustees for and on behalf of the church.

**ARTICLE XII: The Senior Pastor:**

**Section 1. Qualifications of the Senior Pastor:**

The qualifications for Pastor shall be consistent with those listed in 1 Timothy 3:1-7.

His training, skills, and experiences are needed in this area of leadership.

**Section 2. Responsibilities of the Senior Pastor**

1. Preaching, teaching, pastoral counseling, administration, planning, and guiding the church to grow and fulfill its purposes.
2. Presiding at all business meetings of the Church and designating an appointee when he is absent.
3. leading the church, the organizations, and all leaders of the church in performing their tasks in worship, proclamation, education, and evangelism.

**Section 3. Calling of a Senior Pastor**

1. A Pastor shall be chosen and called whenever a vacancy occurs.
2. A Pastor's Selection Committee shall be appointed by the church to seek out a suitable Pastor and this committee's recommendation will serve as a nomination.
3. The Pastor's Selection Committee will recommend only one candidate at a time.
4. The Pastor's election shall take place at a meeting called for that purpose, of which at least one week notice shall be given to the members.
5. A quorum consisting of half the members is required to vote on the appointment of a Senior Pastor
6. An affirmative vote of two-thirds (2/3) of those present is necessary to confirm the calling of a Senior Pastor.

**Section 4. Terms of Service:**

1. The chosen Pastor shall serve until the relationship is terminated by either his request or that of the church. In either case, at least sixty (60) days’ notice shall be given unless otherwise mutually agreed.
2. An quorum consisting of half the members is required to vote on the termination of a Senior Pastor
3. An affirmative vote of two-thirds (2/3) of those present is necessary to terminate the Senior Pastor.

**ARTICLE XIII: Church Staff**

**Section 1. Church Staff:**

This church shall employ paid employees or solicit volunteers as it shall need.

* 1. Staff members, other than that of the Pastor, shall be recommended for employment by the Deacons or a special committee.
	2. A written job description and mutual contract/agreement will be prepared when the need for church staff is determined.
	3. Church will vote on if a position is paid or non-paid. For paid positions, the church body will vote on the salary.

**ARTICLE XIV: Deacons:**

**Section 1. Number, term of office:**

There shall be an adequate number of Deacons appointed to support the needs of the church. The number of Deacons needed shall be determined by the Pastor and Deacons.

**Section 2. Qualifications:**

1. A church Deacon must meet the qualifications listed in I Timothy 3:8-13.
2. A Deacon shall demonstrate an exemplary Christian testimony in private, family, and public life; a committed Christian leader and partner of the Pastor; supporter and promoter of the church faith, practice, programs, and ministries.

**Section 3. Election:**

1. When a Deacon’s vacancy occurs, the chairman of the Deacon’s Board shall announce that an election of a Deacon will be held during a named church business meeting.
2. The Deacon’s Board will enlist active men to be recommended to the church. The duties, qualifications, and importance of the office of a Deacon will be interpreted to the candidates and be reviewed to the church prior to the schedule election of Deacons.

**Section 4. Ordination:**

1. Selection, election, and ordination of Deacons is a privilege of the local church.
2. When ordination of a Deacon is planned by the church, it shall authorize the Pastor to assemble a committee to examine the candidates to determine if they are fit to serve as a Deacon.
3. The committee directed to examine the Deacon shall be composed of the Pastor, invited ordained pastors, and others as determined by the Pastor.
4. When the committee recommends the ordination of a Deacon, the ordination service shall be scheduled as led by the Pastor.

**Section 5. Duties:**

1. Elected Deacons shall elect the chairman of their committee.
2. Deacons serve as a committee or counsel to assist the Pastor concerning the progress and welfare of the church.
3. Assist the Pastor in ministering to the members by implementing the Deacon’s Family Ministry.
4. Seek to solve any fellowship problem of the church.
5. Assist the Pastor in administering the church ordinances.
6. Serve as the church membership committee.
7. In the absence of the Pastor, the chairman of the Deacon’s Committee shall serve as an advisory member to all organizations, departments, and committees of the church.
8. Consider all requests for letters of dismissal in conjunction with the Senior Pastor
9. Cooperate with the Senior Pastor, Deaconess and Outreach Ministries in visiting the sick, confined, needed and distressed members of the church
10. Assist the Senior Pastor in administering the ordinances of communion and baptism

**ARTICLE XV: Deaconess Ministry**

The Deaconess Ministry shall assist the Senior Pastor in developing the spiritual life of the women and girls of the church. They shall cooperate with the Senior Pastor, Deacon’s Ministry, Outreach Ministries in visiting the sick, confined, needy and distressed members of the church and community. They shall also be involved in the preparation of the items needed to observe the ordinances of the church and assist in promoting the evangelistic program of the church.

**ARTICLE XVI: Vacancies**

In case of vacancy in any office, except that of the Pastor and staff members, the vacancy shall be filled by the church at a regular or special meeting as soon as possible after such vacancy has occurred.

**ARTICLE XVII: Meetings**

**Section 1. Worship Services:**

The church shall meet regularly each Sunday morning for the worship of God, for preaching, instruction, evangelism, and on Wednesday, or another night, designated for prayer and Bible study. These meetings will be open to the entire membership and any visitors of the church and shall be conducted under the direction of the Pastor or designated church officer in the absence of the Pastor.

**Section 2. Regular Business Meetings:**

**Section 2. Regular Business Meetings:**

**Regular business meetings shall be held SEMI-ANNUALLY at a minimum. One of these meeting will be specifically to approve the budget. Every meeting will include a financial update**. This communication may be via e-mail. Members without e-mails will be provided hard copies. The communication will include YTD spending vs. actual expenses, variance analysis of the budget by area vs. plan. Additional agenda items shall be circulated or made known to the church prior to the business meeting. Should there be any unusual meeting or matter of unusual interest to be brought before such regular meeting, notice shall be given to the membership prior to that meeting. The Church may change the dates of the annual or any other scheduled meeting by notifying the members via e-mail at least 14 days in advance, and announcements in Church for at least 3 consecutive weeks.

Changes approved at November 15, 2020 business meeting. See meeting notes for details.

**Section 3. Special Business Meeting:**

A special business meeting may be called by the Pastor, and other church officers, or by action of the church, to consider special matters of significant nature. A one-week notice via e-mail and announcement must be given for the special business meeting.

**Section 4: Voting**

Each member is entitled to one vote. To vote on matters of business in the church, a member must have been:

1. 18 or older and not away at school
2. active within the past sixty (60) days through attendance at Worship Service, Bible Study or the Lord’s Supper
3. All votes concerning finances, the bylaws or people will be by ballot only.
4. Votes will be tallied and confirmed by a minimum of two (2) Deacons.
5. New Member candidates are invited to attend the Business Meeting, but are not voting members until they have met the qualifications for membership.

**Section 5. Quorum:**

The quorum consists of those who attend the business meeting provided it is a stated

meeting or one that has been properly called. At least one-third of the members shall

constitute a quorum except when calling or terminating the Senior Pastor. In these cases a quorum consists of one-half of the active membership eligible to vote.

**Section 6. Notification of meetings**

All members will be notified by e-mail, bulletin and announcement regarding any matters requiring voting.

**Section 7. Parliamentary Rules: Language updated at Jan. 28, 2024 Business Meeting**

*Robert's Rules of Order* (revised edition) is adopted as the authority for parliamentary rules of procedure for all business meetings where the entire church meets which would include the two annual business meetings.

**ARTICLE XVIII—Amendments**

These By-Laws may be amended at regular or called business meetings by two-thirds vote of those present and voting, provided a quorum is present and voting. 66% of such members present and voting at a regular or called business meeting shall be sufficient to vote on amendments. The notice of such amendment stating the proposed change shall have been given from the Church on three (3) successive Sundays. Once voted on and approved, updated copies of the bylaws incorporating any new and or revised amendments will be made available to the church.

**ARTICLE XIX—Dissolution of Mount Zion Christian Church**

Upon the dissolution of the corporation, known as Mount Zion Christian Church, the Deacon’s Ministry, shall after paying or making provision for the payment of all the liabilities of the corporation, dispose of all the assets of the corporation exclusively for the purposes of the corporation in such manner, or to such organization or organizations organized and operated exclusively for charitable, educational, religious or scientific purposes as shall at the time qualify as an exempt organization or organizations under section 501(c)(3) of the Internal Revenue code of 2008 (or the corresponding provision of any future United States Internal Revenue Law) as the Trustees Ministry shall determine. Any such assets not so disposed shall be disposed of by the Superior Court of the county in which the principle office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine which are organized and operated exclusively for such purposes.

**ARTICLE XX—Purpose of Mount Zion Christian Church**

Mount Zion Christian Church is organized exclusively for religious purposes under 501 (c) (3) of the Internal Revenue Code or corresponding section of any future federal tax code.

These By-Laws are signed, accepted and agreed by the following officers of Mount Zion Christian Church: