

ARTICLES OF INCORPORATION

We hereby associate to form a Virginia nonstock corporation under the provisions of Chapter 10 of Title 13.1 of the Code of Virginia, and to that end set forth the following:

ARTICLE I

Name and Place of Worship

The name of this Corporation shall be Greenmonte Fellowship (hereinafter referred to as “the Corporation”).

ARTICLE II

Registered Agent and Office

The name of the Corporation’s initial registered agent is Stephen Strosnider, Esq, a resident of Virginia.

ARTICLE III

Principal Office

The Corporation’s initial registered office address, which is identical to the business office of the initial registered agent, is 129 N. Wayne Ave, Waynesboro, Virginia 22980.

ARTICLE IV

Members

The Corporation shall have one class of Members with such designation, qualification, and rights as set forth in these Articles and in the Bylaws.

The Corporation shall have a voting Membership. A Member will be defined as all persons who have: (i) heard and professed their belief in the Gospel; (ii) believed in Jesus as the Christ, the Son of the Living God; (iii) been baptized in the name of the Father, Son, and Holy Spirit; (iv) completed the Membership Class; (v) declared they are willing to adhere to the doctrines contained in the Statement of Faith; and (vi) declared they are willing to accept the leadership of the Pastors and Elders. The qualifications and selection of the

Elders shall be set forth in the Bylaws to be adopted by the Corporation.

ARTICLE V

Directors

The Directors shall be elected by the Members.

The affairs of the Corporation shall be managed by the Board of Directors. The Corporation's initial Directors are:

Seth Hankee, Lead Pastor & Elder

David Brenneman, Elder

Anthony Eshleman, Elder

Randy Peltola, Elder

ARTICLE VI

Purposes and Powers

Section 6.1 - Specific Objectives and Purposes

The Corporation's purpose is to maintain public worship (Hebrews 10:24-25), to equip the saints for effective service (Ephesians 4:12), and to evangelize the lost (Matthew 28:18-20).

Section 6.2 - Tax-Exempt Purposes

The Corporation is organized exclusively for one or more of the purposes as specified in Section 501(c)(3) of the Internal Revenue Code of 1986 (hereinafter referred to as "the Code"), as enacted or hereinafter amended. No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation (except as otherwise provided by Section 501(h) of the Code), and the Corporation shall not participate in, or intervene in (including the publishing or distribution of statements), any political campaign on behalf of, or in opposition to, any candidate for public office.

Notwithstanding any other provisions of these Articles or of any Bylaws adopted by the Corporation, the Corporation shall not carry on any activities not permitted to be carried on (a) by a corporation exempt from federal income tax under Section 501(c)(3) of the Code, or (b) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Code.

Nonprofit Corporation

The Corporation shall be a nonprofit corporation. No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to, its Members, Directors, Officers, or other private persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes of the Corporation.

Additional Powers

The Corporation shall do any and all lawful things which may be necessary, useful, suitable, or proper for the furtherance or accomplishment of the purposes and powers of the Corporation, and shall exercise all powers possessed by Virginia corporations of similar character, including the power to own, lease, contract for the purchase and sale of, and to mortgage or otherwise encumber, real and personal property. Notwithstanding any other provision of these Articles, the Corporation shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of the Corporation.

ARTICLE VII

Amendments and Dissolution

Section 7.1 Amendments

No section(s) of these Articles of Incorporation may be amended in any way except by majority vote of the Board of Directors (Elders) and vote by more than three-fourths (3/4) of the Members in good standing.

Dissolution

The Corporation may be dissolved at any time by the unanimous recommendation of the Board of Directors and approved in writing by more than two-thirds (2/3) of the Members in good standing

Dated the ___ day of _____, 2023, by the Incorporators, who also comprise the initial Board of Directors:

CONSTITUTION

Preamble

We declare and establish this constitution to preserve and secure the principles of our faith and to govern Greenmonte Fellowship in an orderly manner.

Name

This incorporated body shall be known as Greenmonte Fellowship of Stuarts Draft, Virginia (hereinafter also referred to as “the Church”).

Our Mission

We live to know and love Jesus.

Our Vision

Our vision is to grow in faith together, serve our neighbors in love, and go out into the world with the good news of the gospel.

Objectives

To be a worshiping fellowship, experiencing an awareness of God, recognizing His person, and responding in obedience to His leadership.

To help people experience a growing knowledge of God.

To be a church whose purpose is to be Christ-like in our daily living by emphasizing total commitment of life, personality and possessions to the Lordship of Christ.

To be a dynamic, spiritual body of believers empowered by the Holy Spirit to reach as many people as possible for Christ in our church, community and throughout the world.

To be a church that ministers sacrificially to people in the community and world in Jesus' name.

Statement of Faith

We seek to be a church that proclaims the gospel. The gospel is the good news that God our Father, the Creator, out of his great love for us, has come to rescue us from sin, Satan, death and hell; to renew all things, in and through the work of Jesus Christ on our behalf; and to establish His kingdom through His people and the power of the Holy Spirit. This is for God's great glory, and our profound joy.

What We Believe

Apostles' and Nicene Creeds

We affirm those essential beliefs that have united Christians across the ages, as articulated in the historic Apostles' and Nicene Creeds.

Doctrine of God

There is one God, who is infinitely perfect, existing eternally in three persons: Father, Son, and Holy Spirit.

We believe in God the Father, the Creator of heaven and earth.

We believe in the full deity and perfect humanity of the Son, Jesus our Lord, eternally begotten but not made (John 1:14, Heb 1:3). We believe in His representative and substitutionary sacrifice, His bodily resurrection, His ascension to the Father's right hand, His present high priestly ministry, and His personal return in power and glory. His death justifies us before God when we receive the free gift of God's grace through personal faith in Him.

We believe in the Holy Spirit, who unites believers to Jesus Christ in faith, brings about the new birth and indwells all believers (Eph. 1:13-14). The Holy Spirit has come to glorify the Son who, in turn, came to glorify the Father. He will lead the Church into a right understanding and rich application of the truth of God's Word. He is to be respected, honored and worshiped as God, the third person of the Trinity.

The Bible

The Holy Spirit inspired human authors to write the books of the Bible. We believe that it accurately reflects God's loving heart for all people and is our perfect, infallible authority for all of life, practice, and doctrine. It is the truth and is totally trustworthy in all it says (2 Tim 3:15-17).

Humanity

God made humanity—male and female—in His own image (Gen. 1:27-30). His will from the beginning has been for men and women to live in loving and mutually helpful unity. Because human beings are set apart as His image bearers, every human life is sacred. All men and all women, bearing the image of God, are created as stewards to care for creation as God's representatives.

Original Sin & Death

Through the temptation of Satan, humanity disobeyed the command of God, turning away from Him and making gods of creation and themselves. In doing so, they fell from their original righteousness (Gen 3). Through sin, the power of death has been unleashed in humanity and in all of creation. Now all of humanity is under condemnation, having inherited from birth a corrupt nature that is opposed to God and his law (Rom 3:9-20). This depravity affects every part of a person: the mind, will, body, and affections. It causes us to live under the dominion of sin and Satan, and at enmity with God and with one another.

Salvation & Justification

We believe that, due to universal death through sin, no one can enter the kingdom of God unless born again (John 3:5-8). We can only be saved by grace through faith in the atoning work of the Lord Jesus Christ on the Cross. All who receive Him through faith are justified, declared righteous by God and become children of God (Heb.10:19-25).

Regeneration

We believe that regeneration, or the new birth, occurs when God, through the Holy Spirit, makes a person a new creation in Christ Jesus, imparting to them a new nature and a new spiritual life, which they did not possess before (Gal 2:20). The dominion of sin is broken

and the inner man becomes transformed, possessing a new desire to serve God, and exchanging the love of sin and self for a love of holiness and God.

The Church

The Church consists of all those who believe on the Lord Jesus Christ, are redeemed through His blood, and are born again of the Holy Spirit. Christ is the Head of the Body, the Church, which has been commissioned by Him to go into all the world as a witness, preaching the gospel to all nations (Col 1:18, Mat 28:19). The local church is a body of believers in Christ who are joined together for the worship of God, for edification through the Word of God, for prayer, fellowship, the proclamation of the gospel, and observance of the sacraments of Believer's Baptism and the Lord's Supper.

Baptism

Baptism is intended for those who have been saved by faith in Christ. In obedience to Christ's command, believers are baptized by water in the name of the Father, Son and Holy Spirit. Water baptism is a visual and symbolic demonstration that a person has been united to Christ in His death and resurrection. It signifies that a former way of life has been put to death and demonstrates a release from the mastery of Satan, sin and death. Baptism is also a pledge before the Church of a person's covenant with God to walk in the way of Jesus Christ through the power of the Holy Spirit.

We believe that the Scriptures set the precedent of baptism by immersion into water, which depicts a believer's union with Christ in dying and being raised with him (Rom 6:4).

The Lord's Supper

The Lord's Supper is to be observed by all followers of Jesus Christ. It is to be partaken of in the gathered body of believers as a sign of continued participation in the atoning benefits of Christ's death. In taking this sacrament we remember the breaking of Christ's body and the shedding of His blood on our behalf, and proclaim His death until he comes again (1 Cor 11:26). As we come to the table with a heart of faith and a posture of self-examination, we receive spiritual nourishment for our souls, are assured of our union with Christ, and participate in fellowship with the members of His body.

The Kingdom of God

The Kingdom of God is the rule and reign of God over all things, visible and invisible (Mat 6:10). God's Kingdom has come in the ministry of our Lord Jesus Christ, and it continues to come in the ministry of the Spirit through the Church. The Kingdom of God is present wherever there is reconciliation, restoration, and healing in our world. This Kingdom will be consummated in the glorious, visible, and triumphant appearing of Christ – His return to earth as King.

Eternity

At His second coming to this world, Christ will judge the living and the dead, the just and the unjust, and will establish His Kingdom in the new heavens and new earth. He will destroy all evil powers. Satan, with all his hosts, will be thrown into the lake of fire, enduring eternal punishment. In this consummation of all things, the dead will be resurrected. All those who have rejected Christ will be thrown into the lake of fire and be eternally separated from the presence of God (Rev 20:14-15). All those who are alive in Christ will be transformed and will receive new and glorious bodies, fit for life in God's eternal kingdom. By God's grace they will be united with Christ and enter into the joy of God's eternal reign (Rev 21:3). Pain, sorrow, and death will be abolished, and the redeemed will worship God together with the angels. God will make all things new, and God will be all in all. This is the blessed hope of all believers.

Statement on Marriage and Sexuality

In accordance with our Statement of Faith and the 2017 Nashville Statement, we believe that Marriage unites one man and one woman in a lifetime commitment to each other (Genesis 2:23-24; Matthew 19:4-6). Marriage provides for intimate companionship, pure sexual expression (Genesis 2:25; Ephesians 5:31-33), procreation, and reflects the relationship of Christ and the church (Genesis 1:28; Proverbs 5:15-19; 1 Corinthians 7:1-5).

We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between one man and one woman. We believe that any form of homosexuality, bisexuality, bestiality, incest, fornication, adultery, pornography, or pedophilia are sinful perversions of God's gift of sex. We believe that God disapproves of and forbids any attempt to alter one's gender by surgery or appearance (Genesis 2:24;

Genesis 19:5, 13; Genesis 26:8-9; Lev. 18:1-30; Romans 1:26-29; 1 Cor. 5:1; 6:9; 1 Thess. 4:1-8; Hebrews 13:4). Any of the sinful patterns above, if not repented of, shall be a barrier to membership and leadership in a body of believers.

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. Further, we believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of the Church.

Relationships and Polity

Greenmonte Fellowship is part of the Southern District of the Virginia Mennonite Conference. We are an Elder-led church that is supported and overseen by our District Minister.

The Elder team is led by the Lead Elder, also known as our Lead Pastor. The Lead Elder/Pastor helps to oversee the day-to-day ministry of the church in connection with other staff and ministry leaders, and provides vision for the church body.

The Elders are members of the congregation who are appointed and affirmed by the Elders and the congregation to conduct the spiritual oversight and shepherding of the congregation. Their primary role is to prayerfully discern God's will for the church, maintain the church's vision and direction, teach and equip the body for the work of the ministry and ensure that all activities and ministries focus on and contribute to attaining that vision.

The District Minister is a seasoned leader who is called upon by the churches of the Southern District of the Virginia Mennonite Conference to provide spiritual oversight, encouragement, and leadership to the church and its leadership. They may also be called in to help in accountability matters relating to the Lead Pastor, the Elders, or the congregation if requested to do so by the Pastors or Elders.

Church Covenant

Having repented, received Jesus Christ as our Lord and Savior, and been baptized as believers in the name of the Father and of the Son and of the Holy Spirit, we do now, in the presence of God and this assembly, solemnly and joyfully enter into covenant with one another as one body in Christ. Depending upon the Holy Spirit, we commit to live lives that honor the Lord and our brothers and sisters as we do the following:

Protect the unity of the church by walking together in love, speaking the truth in love, and resolving conflicts according to Matthew 18:15-20. We will eagerly maintain the unity of the Spirit by putting away all bitterness, anger, and injurious speech (Eph 4:3, Gal 5:16, 25, Eph 4:29,31), instead pursuing that which “makes for peace and for mutual upbuilding” (Romans 14:19). With humility, gentleness, and patience, we will be kind to one another and tenderhearted, forgiving each other even as God, for Christ’s sake, has forgiven us (Eph 4:1-2, Luke 17:3, Col 3:13, 1 Thess 5:11). We will carry each other’s burdens, rejoicing with those who rejoice and weeping with those who weep (Gal 6:2, Rom 12:15).

Promote the health of the church by not neglecting to gather together, but supporting and treasuring the biblical preaching of the whole counsel of God, the faithful observance of baptism and the Lord’s Supper, and the loving exercise of church discipline (Heb 10:25, 2 Tim 4:2, Acts 2:38, 1 Cor 11:26, Matt 18:17, 1 Cor 5:13). We will strive to live self-controlled, upright, and godly lives in this present age as we wait for the blessed hope, the appearing of the glory of our great God and Savior Jesus Christ (Gal 5:22-24, Titus 2:12, 1 Peter 1:14).

Serve the ministry of the church by employing our God-given gifts and talents under the ministry of the Holy Spirit, cultivating servant’s hearts, and warmly inviting and welcoming visitors. We will look not only to our own interests, but also to the interests of others (Phil 2:4), following in the steps of our Lord “who emptied himself, by taking the form of a servant, being born in the likeness of men” (Phil 2:7).

Participate in the gospel mission by praying for the healthy growth of the church body and contributing cheerfully and generously to the expenses of the church, the relief of the poor, and the advancement of the gospel both to our community and the nations (2 Cor 9:7, Luke 12:33, Matt 28:19). We will train our children in the instruction of the Lord, seeking to walk in a way that adorns the gospel of Christ before our family, friends, and neighbors (Prov 22:6, Eph 6:4, 1 Pet 3:1). We will share Jesus’ life-changing truth and love with others, expressing our faith in ways that help others to know God through Jesus Christ.

In all these things, we rely on the God of our salvation, who has made a new and everlasting covenant with us (Jer 32:38-41). From Him and through Him and to Him are all things: to Him be glory forever! (1 Cor 10:31; Rom 11:36).

Amendments

Members may propose changes to the Constitution to the Elders for consideration and comment. The Elders shall, upon a majority vote of approval by the Elder Team, present the proposed changes and their comments at a duly called Congregational Life Meeting. This Constitution may be amended by a 75% vote of the members voting in person or by electronic ballot, provided that the following procedure has been followed:

1. The proposed written amendment has been presented at a previous Congregational Life Meeting;
2. The proposed amendment has been made available to the members at least two (2) weeks before the meeting to act on the amendment; and
3. Notice of the Congregational Life Meeting to vote on the proposed amendment shall be announced at least two (2) Sundays prior to the meeting date to vote on the proposed amendment.

BYLAWS

ARTICLE I Membership

Those persons who feel God is calling them to join the Greenmonte family of believers are encouraged to become Church Members. Membership is an invitation to the intentional pursuit of being a lifelong learner (disciple) of Jesus through mutual edification and challenge (Biblical accountability) in relationship with brothers and sisters "until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ" (Ephesians 4:13) to bear fruit in God's Kingdom.

Section 1: Qualifications

Members should have professed faith in Christ, have evidence of new life in Christ, have been baptized*, have completed the Growth Track class, and have signed or verbally affirmed to one of the Elders the Membership Covenant.

*Greenmonte Fellowship exclusively practices and encourages believer's baptism (baptism upon profession of faith and a conscious decision to follow Christ). However, those who have been baptized as infants and wish as a matter of conscience to hold to their original baptism will not be barred from Membership as long as they publicly profess faith in Christ.

Section 2: Voting Privileges of Membership

Every active Member in good standing shall have an equal opportunity to express opinions and vote on church business matters. Active Members may vote on the following matters (which require a 75% affirmation of the Members voting):

- ❖ Disposition of all or substantially all of the assets of the church
- ❖ Any merger or dissolution of the church
- ❖ Acquisition of property
- ❖ Securing any loans greater than \$2,000
- ❖ Addition of a new church staff position
- ❖ Annual budget

- ❖ Amendments to the Constitution and Bylaws
- ❖ Confirmation of Elders and Pastors

Voting may occur by paper ballot in a Congregational Life Meeting or through an electronic ballot. A Member does not gain voting rights until the age of sixteen.

Section 3: Leadership Privileges of Membership

Only Members will be released into leadership roles at Greenmonte. Leadership roles include teaching or preaching roles, or serving on one of the following ministry teams: Elder, Stewardship, or Reach. Church Membership is also required for leadership roles in Nursery, Children's, and Youth ministries.

Section 4: Termination

Membership can be dissolved in the following ways:

1. By death.
2. In keeping with Matthew 18, by the Elder Team on recommendation of the Pastor(s) for any Member renouncing faith in Jesus Christ or whose conduct brings reproach upon Jesus and His church in the presence of non-repentance.
3. Calling to another ministry and/or a move out of the area, which would make being in active Membership at Greenmonte difficult.
4. When a Member fails to manifest any interest in the church, e.g., not attending any church service for a period of six (6) months, the Member may be identified as an Inactive Member. Inactive Members shall not be entitled to voice or vote in any Congregational Life Meeting of the Church or hold office. The Lead Pastor, or an Elder, or a designee of their choosing, shall contact each Inactive Member, counsel them, and seek to restore them to active fellowship. After an additional ninety (90)-day period, if no interest in restoration is shown, the Member's name shall be presented for removal at a duly called Elder meeting. Upon majority vote of the Elders, the secretary shall remove their name from the Membership rolls. An Inactive Member may be restored to active Membership by agreement of the Elders whenever

the Member indicates a desire to be reinstated and gives evidence of renewed Christian spirit.

It is the responsibility of the Pastor(s) and Secretary to update church Membership rolls annually.

The privilege of being released into ministry at Greenmonte is forfeited upon termination of Membership.

Section 5: Church Discipline and Restoration

It shall be the practice of this church to pursue every reasonable measure for peace and reconciliation. Should one Member sin against another Member of the Body of Members (the Church), or engage in unrepentant immoral conduct or unbiblical teaching, the aggrieved Members shall follow in a tender spirit the rules given by our Lord and Savior in Matthew 18:15-17, 1 Corinthians 5:9-13, and 1 Thessalonians 5:12-14. In the event of persistent, unrepentant sin, it also may become necessary privately or publicly to correct sinning church Members. The Pastors, Leadership Team/Elders, and mature Members are available for counsel and guidance to the aggrieved Members. The purposes of such discipline should be for:

- A.** The repentance, reconciliation, and spiritual growth of the individual disciplined. (Proverbs 15:5 ; 29:15 ; 1 Corinthians 4:14 ; Ephesians 6:4 ; 1 Timothy 3:4-5 ; Hebrews 12:1-11 ; Psalm 119:115 ; 141:5 ; Proverbs 17:10; 25:12; 27:5; Ecclesiastes 7:5; Matthew 7:26-27; 18:15-17; Luke 17:3; Acts 2:40; 1 Corinthians 5:5; Galatians 6:1-5; 2 Thessalonians 3:6, 14-15; 1 Timothy 1:20; Titus 1:13-14; James 1: 22)
- B.** The instruction in righteousness and the good of other Christians, as an example to them. (Proverbs 13:20; Romans 15:14; 1 Corinthians 5:11; 15:33; Colossians 3:16; 1 Thessalonians 5:14 (Note- this is written to the whole church, not just to leaders); 1 Timothy 5:20 ; Titus 1:11 ; Hebrews 10:24-25)
- C.** The purity of the church as a whole. (1 Corinthians 5:6-7 ; 2 Corinthians 13:10; Ephesians 5:27; 2 John 10; Jude 24; Revelation 21:2)
- D.** The good of our corporate witness to non-Christians. (Proverbs 28:7; Matthew 5:13-16; John 13:35; Acts 5:1-14; Ephesians 5: 11; 1 Timothy 3:7; 2 Peter 2:2; 1 John 3: 10)

- E. Supremely for the glory of God by reflecting His holy character. (Deuteronomy 5:11; 1 Kings 11:2; 2 Chronicles 19:2; Ezra 6:21; Nehemiah 9:2; Isaiah 52:11; Ezekiel 36:20; Matthew 5:16; John 15:8; 18:17, 25; Romans 2:24; 15:5-6; 2 Corinthians 6:14; 7:1; Ephesians 1:4; 5:27; 1 Peter 2:12)

Procedures shall be in harmony with Matthew 18:15-17 and Galatians 6:1 as is appropriate. Differences that cannot be resolved will be handled by the Pastor(s)/Elders or their designees. Only after good faith efforts by the Pastor(s)/Elders or their designees to bring about repentance and reconciliation have proven futile, shall the accused member be subjected to further Church discipline by requiring a hearing before the Elders with notice of the charges and process. All church discipline will require a three-quarters vote of the Elders present to discipline or terminate membership.

Members dismissed by the Elders shall be restored to full Membership privileges by the Elders according to the spirit of 2 Corinthians 2:7-8 when their conduct is judged by the Pastor(s) and Elders to be in accordance with the Statement of Faith, Covenant, and Biblical repentance.

Section 6: Settlement of Disputes Within or Against the Church

In any dispute arising between or among Church Members, Pastors, or Staff, the dispute may be resolved by the Church Leadership Team/Elders (or a team duly appointed by the Church Leadership Team/Elders). If the dispute involves one or more members of the Church Leadership Team or Elder Team as an interested party, then the dispute will be mediated by a third party (the Southern District Minister or other mediator mutually agreed upon by all interested parties).

Any matters involving criminal offense allegations will not be subject to mediation and must instead be referred to law enforcement or other appropriate authorities.

The Elder Team retains power of discretion to bar a member or attendee from attending a worship service or other church event if such individual could, according to the judgment of the Elders, threaten the immediate safety or well-being of others.

ARTICLE 2

Members' Meetings

The congregation shall hold at least one regular Congregational Life Meeting per year at the church building, at which time reports shall be given by the Pastor(s), Stewardship Ministry Team, and Reach Team.

Additional meetings may be called by the Elder Team or a request for meeting may be brought to the Elder Team by a Member. If the Elders do not call a meeting at the request of a Member, a meeting may be called by a written petition signed by at least 25% of the Members.

A quorum to conduct a Congregational Life Meeting shall consist of 50% of the Active Members.

A vote is valid if a quorum of 50% of Active Members cast a ballot in person or by electronic ballot.

The congregation shall be given notice via email and announcement in the worship service at least 14 days prior to any meeting.

The following items require a 75% affirmation of the Active Members voting, either in person or by electronic ballot:

- ❖ Disposition of all or substantially all of the assets of the church
- ❖ Any merger or dissolution of the church
- ❖ Acquisition of property
- ❖ Securing any loans greater than \$2000
- ❖ Addition of a new church staff position
- ❖ Annual budget
- ❖ Amendments to the Constitution and Bylaws
- ❖ Confirmation of Elders and Pastors

ARTICLE 3

Pastoral Leadership

Section 1: Pastoral Search Team

The Pastor(s) of the congregation shall be chosen upon recommendation of a Pastoral Search Team and affirmed by 75% of the members voting in person at a Congregational Life Meeting or by electronic ballot.

The Pastoral Search Team shall be composed of the head of the Stewardship Team, the head of the Reach Team, two Active Members from the congregation, and a minimum of one Elder. It shall also include the District Minister. The Elder Team shall initiate the pastoral search process.

Section 2: Pastoral Qualifications – The pastor must meet denominational requirements for pastoral office, as well as the qualifications set forth under Article 4, Section 2 in these Bylaws for *Elder/Pastoral Qualifications*

Section 3: Pastoral Duties

1. Study, teach and proclaim the Word of God within the context of the Greenmonte Statement of Faith.
2. Administer Baptism after proper instruction and facilitate Communion.
3. Provide leadership and guidance to lay leaders and help develop vision for church ministries.
4. Exercise pastoral care, devoting special attention to the poor, the sick, the troubled and the dying.
5. Support the ministry to the children and youth and assist in bringing them up in the faith and knowledge of God.
6. Oversee the administration of the church along with the Elder Team.
7. Maintain communication with the District Minister as necessary.
8. Be accountable to the congregation through the Elder Team.

9. Perform weddings, counseling, and other prescribed congregational life ministries.

Section 4: Termination of the Pastor(s)

1. The Pastor(s)' call shall be designated by mutual agreement of the Congregation and the Pastor(s).
2. The employment agreement may be terminated by either party following a 90-day notice or a 30-day written notice for cause.
3. A Pastor's employment agreement may be terminated when it is determined that he has engaged in persistent, unrepentant sinful behavior and/or no longer meets the qualifications listed in Article 4, Section 1 (*Elder/Pastoral Qualifications*).
4. The Elder Team shall process all pastoral terminations in consultation with the District Minister.

Section 5: Additional Pastoral Positions

Additional pastoral positions may be established with a recommendation from the Elder Team and 75% affirmation of the members voting in person at a Congregational Life Meeting or by electronic ballot. The Elder Team shall be responsible to establish appropriate job descriptions and determine lines of accountability for these persons.

Section 6: Pastoral Accountability to the Congregation

An informal, annual pastoral review shall be conducted by the Elders to hold the Lead Pastor accountable to his job description and the vision and mission of the church. A formal review shall be conducted by the Pastoral Review Team every three to five years as deemed appropriate by the Pastoral Review Team and the Elders. The Pastoral Review team will be composed of the head of the Stewardship Team or their designee, the head of the Reach Team or their designee, and a minimum of one Elder. The formal review will include an evaluation against the vision and supporting ministry plan and may be conducted in conjunction with the District Minister. A written and/or oral summary of the results of this evaluation will be given to the members of the Congregation.

ARTICLE 4

Elder Team (Serving as the Board of Directors)

Section 1: Elder/Pastoral Qualifications

Persons serving as Elders must adhere to the beliefs and practices in the Greenmonte Fellowship Statement of Faith and mission statement of GMC. Elders should be chosen on the basis of the following scriptural standards for Elders found in 1 Timothy 3:1-13, Titus 1:6-9, and 1 Peter 5:1-4:

- ❖ Possesses a good reputation
- ❖ If married, a husband of one wife
- ❖ Temperate, self-controlled, and disciplined
- ❖ Respectable and a person of integrity
- ❖ Hospitable
- ❖ Able to teach
- ❖ Not an abuser of alcohol or other substances
- ❖ Not violent or overbearing, but gentle
- ❖ Not quarrelsome
- ❖ Not a lover of money or a person who pursues dishonest gain
- ❖ Effective in managing his family and financial affairs
- ❖ Not a recent believer in Jesus Christ

Section 2: Elder Roles and Responsibilities

An Elder-led leadership structure gives the Elders authority and responsibility for the spiritual oversight and shepherding of the congregation. Their primary role is to prayerfully discern God's will for the church, define the church's vision and direction, and ensure that all activities and ministries focus on and contribute to attaining that vision. Specific roles for the Elders shall be:

- ❖ To lay the spiritual foundation for the church
- ❖ To equip the congregation for their ministry
- ❖ To bring clarity to the Word of God and to doctrinal issues
- ❖ To communicate God's vision for the church
- ❖ To preserve the unity of the body

- ❖ To provide encouragement, accountability and wisdom to the Members and ministry teams
- ❖ To commission and oversee all activity and ministry of GMC

Section 3: Elder Election and Term of Service

1. The Senior Pastor shall serve as Lead Elder, and any other Pastors shall serve on the Elder team. The remaining Elder Team shall consist of a minimum of two non-pastoral Elders.
2. The role of the Lead Elder is to call the meetings to order and set the agenda.
3. When an Elder position is vacated or expires, the Elder Team shall have the authority to initiate and oversee the filling of that vacancy. The Elder team shall also have the authority to add additional Elder positions as deemed necessary.
4. Members may recommend Elder candidates to the Elders for an interview to determine the candidate meets the above qualifications and has a desire to serve.
5. Qualified candidates shall be presented by the Elders to the Members at a duly called Congregational Life Meeting for election by 75% of those Members voting.
6. Affirmed Elders serve staggered three-year terms, and can take an optional sabbatical after serving two consecutive terms. To maintain stability, staggered terms must be maintained on the Elder team at all times.

Section 4: Resignation and Removal

An Elder may at any time deliver a written notice of intent to resign to the Elder team, which shall be effective upon acceptance by the team. Any Elder may be removed at any time when in the judgment and discretion of the Elder team, in consultation with the District Minister and in keeping with 1 Timothy 5:19, it is determined that such individual has engaged in persistent, unrepentant sinful behavior and/or no longer meets the Elder qualifications listed in Section 1 (Elder/Pastoral Qualifications). Removal shall be effected by 100% vote of the remaining Elders. Such removal will constitute the opening of a vacancy.

Section 5: Conflicts of Interest Policy

A contract or other transaction between the Church and one or more of its Elders, Pastors, Officers, or their family members, or between the Church and any other entity, of which one or more of the Church's Elders, Pastors, or Officers have a financial interest – shall be voidable at the sole election of the Church unless all of the following provisions are satisfied:

- A.** The Church entered into the transaction for its own benefit.
- B.** The transaction was fair and reasonable as to the Church or was in furtherance of its exempt purposes at the time the Church entered into the transaction.
- C.** Prior to authorizing or approving the transaction, the Elder Team, in good faith, determined after reasonable investigation and consideration, that either the Church could not have obtained a more advantageous arrangement, with reasonable effort under the circumstances, or the transaction was in furtherance of the Church's tax-exempt purposes, and;
- D.** The Elder Team authorized or approved the transaction by a vote of the majority of the Elders then in office, without counting the vote of the interested Elder(s).

Interested Elder(s) may not be counted in determining the presence of a quorum at a meeting of the Elder team (or a committee thereof) which authorizes, approves, or ratifies such contract or transaction.

Notwithstanding the above, no loan shall be made by the Church to any of its Elders, Pastors, Officers, or Members.

Section 6: No Compensation for Elders

No salary or compensation shall be paid to any member of the Elder team in his capacity as an Elder, but nothing herein shall be construed to preclude any Elder from serving the Church in any other capacity and receiving reasonable compensation. Moreover, the Elder may receive reasonable reimbursement for travel and other approved expenses upon request and written documentation.

Section 7: Meetings of Elder Team

Place and Time of Regular Meetings

The Elder team shall meet at least once a month at a place, time, and frequency as determined by the Elder team.

Special Meetings

Special meetings of the Elder team may be called by the Pastor or by a majority of the Elders for whatever purpose or purposes at any time. The transactions of any meetings of the Elder team however called and noticed and wherever held, shall be valid as though at a regular meeting.

Notices

Notice of the time, place, and in the case of a special meeting, the purpose of any Elder meeting shall be provided in advance through regular means of communication, provided that no notice of any regularly scheduled or adjourned meeting need be given.

Quorum

A quorum shall consist of 75% of the Elder team present at the start of the meeting. Unless otherwise stated in these Bylaws, the act of 75% of the Elders present at a meeting shall constitute an act of the Elder team.

Meeting By Electronic Means

The Elder team may hold a meeting by telephone conference call or other electronic means in which all persons participating in the meeting can hear each other.

Decision-Making on the Elder Team

The Elder Team shall seek the leading of the Holy Spirit in all matters of spiritual and ministerial importance, striving for consensus and unity in all decisions, in the spirit of Philippians 2:2-8.

Action Without Meeting

Any action required or permitted to be taken by the Elder team may be taken without a meeting, and with the same force and effect as a unanimous vote of the Elder Team, if all members of the Elder Team consent in writing to the action.

Minutes

Minutes of Elder team meetings shall be recorded and taken by an appointed Elder who shall have custody thereof and be responsible for circulating copies to the Elders in a timely manner. At the start of each Elder meeting, the appointed Elder shall obtain unanimous consent that the minutes from the previous meeting be approved as distributed.

ARTICLE 5

Ministry Teams

The Elder Team will oversee all ministry teams and approve any new ministries as needed. A Stewardship Team shall always be in place to oversee management of church funds.

ARTICLE 6

Officers of the Church

Section 1: Officers

The officers of the Church shall be President, Secretary, Treasurer, and such other officers as the Elder Team may from time to time determine necessary. A person may hold one of these offices as a second office except for that of President and Secretary.

Section 2: President/Pastor

The Lead Pastor shall simultaneously occupy the office of President. As the Chief Executive Officer, he shall have all rights and powers attributed thereto and which the Elder Team sets

unless he delegates some of the duties to other ministerial or vocational staff or Elders. The President, Chair of Stewardship, or their designee shall have the authority to sign contracts and documents in the name of the Church, except to the extent that such authorization is restricted by the Board. The President shall absent himself from any Elder Team meeting wherein his duties, powers, and/or salary are being discussed and voted on.

Section 3: Secretary

The Elder Team shall appoint and have the power to remove a Secretary. The Secretary of the Church shall keep adequate records of all the actions of the Church, except as otherwise herein provided. The Secretary, or, in their absence, an Officer or Board Member, shall be in attendance at all Congregational Life Meetings to record minutes of Church action, shall have minutes of the previous Congregational Life Meetings ready for distribution, and have available minutes of other previous Church actions as are needed. The Secretary is responsible for keeping a register of the names of Members, with dates of admission and dismissal, together with a record of baptisms. The Secretary shall issue letters of dismissal, preserve on file all official communication and reports, and give notice of all meetings where such notice is necessary, as indicated in these Bylaws. Clerical responsibilities may be designated to a Board-approved person as deemed necessary. All Church records are Church property and should be filed in the Church office.

Section 4: Treasurer

The Elder Team shall appoint and have the power to remove a Church Treasurer. It shall be the duty of the Treasurer to pay out all monies. This shall be done under the direction of the Stewardship Team. The Treasurer shall keep at all times an itemized account of all receipts and disbursements. The Church-adopted budget shall serve as a guide to all expenditures, except otherwise directed by the Church. Please refer to the Policies & Procedures manual for a detailed list of Treasurer tasks and responsibilities.

Section 5: Stewardship Team

The Stewardship Team exists to help the church accomplish its mission through wise and prayerful planning and management of its resources. It communicates regularly with the

body to teach and encourage generosity and stewardship in all areas of life, and to draw attention to ways that our giving is accomplishing our Kingdom mission.

The Stewardship Team shall be composed of the Chair of the Stewardship Team and the remaining members designated as “Stewards.” The Chair of Stewardship shall convene the meetings and provide oversight and direction to the team.

The Stewardship Team shall prepare an annual budget for submission to the Congregation for approval. The Stewardship team also approves expenditures for ministries, reviews finances, and oversees the work of the Treasurer.

Elders shall appoint Stewardship Team members, including the Chair, and have the power to remove the Chair or any member.

ARTICLE 7

Financial Matters

Section 1: Recording of Finances

All funds received for any and all purposes shall pass through the Church Treasurer, or their designee, and be properly recorded on the books of the church. A system of accounting for handling of all funds shall be the responsibility of the Stewardship committee.

Section 2: Deposits

The Elder team, upon a recommendation from the Stewardship Team, shall select banks, trust companies, or other depositories in which all funds of the Church not otherwise employed shall, from time to time, be deposited to the credit of the Church.

Section 3: Disbursements

Any disbursement of the Church’s money shall be signed by the Treasurer. Any unbudgeted disbursement over the amount of \$2500 shall require the authorization of the Pastor and one other Elder. The Elders’ authorization may be given by email, text, or physical signature, and shall be documented for record-keeping purposes.

Section 4: Fiscal year

The Church will operate on a Calendar fiscal year. Accurate records shall be kept by the Church and an annual financial report of results will be presented as part of a Congregational Life Meeting.

Section 5: Contracts

The Lead Pastor (President) and the Chair of the Stewardship Team are authorized to sign contracts to bind the Church. Any real estate transaction, or entry into any other contract that obligates the church to spend more than \$10,000 must be approved by the Elder Team according to its procedures. The Elder Team may authorize any Officer or Officers, agent or agents of the Church, in addition to the officers so authorized in this section, to enter into any contract or execute and deliver any instrument in the name of or on behalf of the Church, including real estate transactions, once proper approval has been sought and obtained. Such authority may be general or confined to specific instances. All contracts for major services or expenditures should be reviewed by a competent attorney chosen at the Elder Team's discretion.

Section 6: Designated Contributions

The Church may accept any designated contributions, grant, bequest, or device consistent with its general tax exempted purposes, as set forth in the Articles of Incorporation. As so limited, donor-designated contributions shall be accepted for special funds, purposes, or uses, and such designations generally shall be honored. However, the Church (Elder Team in conjunction with the Stewardship Team) reserves all rights, title, and interest in and to control of such contributions, as well as full discretion as to the ultimate expenditure or distribution thereof in connection with any funds (including designated contributions) to assure that such funds shall be used to carry out the Church's tax-exempt purposes.

Section 7: Budget and Audit

The Stewardship Committee shall prepare an annual budget. After approval by the Elder Team, it shall be submitted to the Members for approval at a Congregational Life Meeting in the first quarter of the upcoming fiscal year. The inclusive budget shall be presented indicating the amount needed and sought for all local and other expenses with an annual operating plan. An internal review (audit) of financial records shall be completed annually by the Stewardship Team.

Section 8: Elder-Authorized Expenditures

After consulting with the Chair of the Stewardship Committee, the Elder Team may authorize special expenditures for unexpected needs such as emergencies and important line-item budget increases that fit into the mission of the Church. Such expenditures shall not increase the overall annual total budget by more than 5% unless an emergency exists as defined by the Elders. Non-emergency expenditures that would increase the total budget by greater than 5% must be presented at a Congregational Life Meeting for vote by Members.

Section 9: Endowments

The Elder Team may establish on behalf of the Church any endowments for general purposes or for any special purpose of the Church. The Elder Team shall oversee the management of endowments, or may choose to appoint a designee or designees to do so.

Section 10: Partnerships, Joint Ventures, LLCs, and Auxiliary Corporations

Any creation of auxiliary corporations or limited liability companies, or entry into any partnership or joint venture, must be voted on by Church Members in a duly called Congregational Life Meeting, with its attendant voting procedures, to determine that it shall advance the mission of the Church as described herein and not violate the Church's tax-exempt status.

ARTICLE 8

Indemnifications

Any person made or threatened to be made a party to any action or proceeding, whether civil or criminal by reason of the fact that he or his testator is or was a Director, or Officer, employee or agent of the Church, may be indemnified by the Church, and the Church may advance his or her related expenses, to the full extent permitted by law. The Church may purchase and maintain insurance to indemnify: (a) itself for any obligation which it incurs as a result of the indemnification specified above; and (b) its Leadership Team/Elders and officers.

ARTICLE 9

Dissolution of Assets

Section 1: Dissolution

The Corporation may be dissolved at any time by the unanimous recommendation of the Board of Directors and approved in writing by more than two-thirds (2/3) of the Members in good standing.

Section 2: Disposition of Property Upon Dissolution

In the event of the dissolution of the Corporation, whether voluntary or involuntary or by operation of law, none of the assets of the Corporation shall be distributed to any Member, but after payment of all lawful debts of the Corporation, its property and assets shall be given to any doctrinally sound Christian organization or organizations, which shall be a charitable organization of the kind described in Section 501 of the Internal Revenue Code, with such organization or organizations to be selected and approved by a majority of the Board of Directors.

ARTICLE 10

Use of Church Facilities

Neither property nor facilities owned or controlled by the Church (or used with permission obtained by the Church) shall be used or permitted to be used for any activity or speech that is contrary to any stated or implied doctrine or religious belief or practice of the Church.

A person's gender is either male or female and is biologically determined. Participation in any program or activity that is limited to individuals of one gender is exclusively limited to individuals who are persons of that gender.

Access to facilities that are designated for use by only one gender is exclusively limited to individuals who are persons of that gender.

ARTICLE II AMENDMENTS

A quorum for amending the Bylaws shall be 50% of the Members.

Amendments may be made to the Bylaws upon recommendation of the Elder Team and ratification by 75% of the Members voting in person or by electronic ballot in a duly called Congregational Life Meeting.

The Congregation shall be given notification of proposed amendments via e-mail newsletter and by announcement in the worship service at least 14 days prior to any Congregational Life Meeting in which amendments are voted upon.

I, the undersigned Secretary of Greenmonte Fellowship do hereby certify that the above Constitution and Bylaws were adopted on _____ by the members at a duly called meeting and that this Constitution and Bylaws are current and in operation as of that time.

Secretary

Date