

**AMENDED CONSTITUTION AND BYLAWS
OF
MOUNTAIN GROVE CHURCH**

**ARTICLE I
NAME**

1.1. The name of the body shall be known as Mountain Grove Church and is referred to hereinafter as “the Church.”

1.2. The Church shall be a free, autonomous, and independent body, congregational in nature with the authority to determine for itself all church policies and the use of its properties.

**ARTICLE II
PURPOSE**

2.1. Our purpose is: (1) Reaching the Lost; (2) Restoring the Wounded; and (3) Nurturing and Developing the Saints.

2.2. A summary of the core beliefs and guiding principals of the Church are re-emphasized in our new member’s class.

**ARTICLE III
MEMBERSHIP**

3.1. The membership of the Church shall be composed of persons saved by grace, baptized by emersion by the Church or another Christian church and who have completed new members class.

3.2. Persons may be received into the Church membership upon their statement of faith in the Lord Jesus Christ or a church letter and compliance with Article 3.1.

**ARTICLE IV
FISCAL YEAR**

4.1. The fiscal year for the Church will be January 1 – December 31.

ARTICLE V MEETINGS

5.1. The Church shall have regular meetings for the purpose of (1) Reaching the Lost; (2) Restoring the Wounded; and (3) Nurturing and Developing the Saints.

5.2. The Church will have an annual business meeting in September. The Senior Pastor shall preside, or in his absence or at his request, the Executive Pastor or designated member of Pastoral Staff may preside.

5.3. A special business meeting may be called by the Senior Pastor or a Senior Pastor-appointed staff person at times when emergencies or special needs arise. At least one (1) week's advance notice shall be given for a special business meeting in which the buying or selling of property or the incurring of church debt are matters for consideration. After received and approved by the Stewardship Team, the budget will be available upon request for members one week prior to the annual business meeting. No motion affecting the financial status of the Church may be voted on in any business meeting without first having been considered by the Stewardship Team.

ARTICLE VI GENERAL PROVISIONS

6.1. Holding Property: The securing and maintaining of property, buildings, and equipment by the Church shall be to provide facilities for public worship and for the missionary, educational, and benevolent interests of the Church, and shall be in line with the character and spirit of the Constitution, or any amendments thereto, adopted by the Church.

6.2. If at any time the Church shall depart from the doctrines and beliefs set forth in the Constitution, or any amendments thereto, if the decision is by less than three fourths (3/4) vote of those present and voting in a called business meeting announced for this purpose and for which at least seven (7) days notice has been given, the rights and usage of the property and equipment shall be held by that part of the congregation which shall agree to continue its use for the purposes set forth in the Constitution or any amendments thereto of the Church.

Ordination, Licensing and Commissioning

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

ARTICLE VII SELECTION OF SENIOR PASTOR

7.1. Selection Process: A Senior Pastor Search Team shall be comprised of the following individuals:

- Chairman of the Deacons
- Vice Chairman of the Deacons
- Chairperson of Stewardship Team
- Chairperson of Nominating Team
- Executive Pastor or Representative of Pastoral Staff

No familial relationship may exist between members of the Search Team. If this occurs, the team (i.e., Stewardship Team or Nominating Team) will select the representative by their longevity in reference to church membership.

7.2. Responsibilities: The Senior Pastor Search Team shall seek out an ordained minister whose Christian character and other qualifications make him suited for the pastorate of the Church, and their recommendation shall be considered a nomination. The team shall confer and recommend only one man at a time. His call shall take place at a Sunday morning business meeting for which one (1) week's previous notice has been given. Should the candidate recommended fail to receive a standing three-fourths majority of the votes cast, the team is instructed to seek out another candidate, and the meeting shall be adjourned without debate.

The call of a Senior Pastor shall be for an indefinite period of time, and he shall be at liberty to resign the care of the Church by giving notice of his intention to resign thirty (30) days before the effective date, unless the time is reduced by mutual agreement by the Senior Pastor and the Church.

7.3. The Senior Pastor's Role: As the under-shepherd and chief administrative officer of the Church, and by virtue of his call by God and the congregation, the Senior Pastor shall have the spiritual and material welfare of the Church at heart as he leads the Church to fulfill the "Great Commission" found in Matthew 28.

7.4. Privileges: The Senior Pastor shall not be expected to join non-church related organizations or take part in activities that are against his conscience or to be involved in projects that would interfere with his pastoral duties.

7.5. Compensation: The compensation package shall be negotiated and agreed upon at the time the call is extended, subject to evaluation each fiscal year. The Church will be responsible for moving the new Senior Pastor and his family to the Church field by a reliable moving company.

7.6. Controversial Arbitration Team: This team shall be comprised of the following individuals:

Chairman of the Deacons
Vice Chairman of the Deacons
Chairperson of Stewardship Team
Chairperson of Nominating Team
Executive Pastor or Designated Pastoral Staff

This team shall be implemented in the event inappropriate behavior arises concerning the Senior Pastor. Efforts shall be made by the Controversial Arbitration Team, in conference with the Senior Pastor, to resolve the difficulty so no harm will come to either the Church or Senior Pastor. If these efforts fail, the Church will have the right to terminate the pastorate. The vote of the Church shall be upon the recommendation of the Controversial Arbitration Team who shall be required to specify the conditions and terms upon which the recommended termination is based. An affirmative vote representing a standing three-fourths (3/4) of the voting members who are present on a Sunday or Wednesday night meeting shall be required to terminate the pastorate. The salary of the Senior Pastor is to continue for (2) two regular pay periods, excluding annuity, housing, insurance, personal days, retirement, tax supplements and vacation.

7.7. In the event the fiscal year shall end prior to the completion of the assigned task, then, and in such event, the members of the Team shall remain until said assignment is completed.

ARTICLE VIII SELECTION OF PASTORAL STAFF

8.1. The Senior Pastor and Executive Pastor select the Pastoral Staff. The purpose of the Pastoral Staff is to determine programming, give vision to the various ministries of the organization, and oversee the day-to-day operations. The Pastoral Staff is accountable to the Executive Pastor.

8.2. Pastoral Staff: These persons will be required to carry out the vision of the Senior Pastor.

8.3. Miscellaneous: Terms and Conditions found in the employees manual for Pastoral Staff are incorporated herein by reference as though fully set forth herein and are on file with the assigned Pastoral Staff personnel of the Church.

**ARTICLE IX
UNANTICIPATED OCCURRENCE - SENIOR PASTOR**

9.1. Definition: An unanticipated occurrence shall be defined as a short-term or long-term physical, mental or emotional disability or impairment in which the Senior Pastor is unable to fulfill his commitment.

9.2. In the event of a short-term disability or impairment not exceeding fourteen (14) days, the Executive Pastor shall assume temporary responsibility for duties of Senior Pastor.

9.3. In the event of a long-term disability or impairment, which exceeds fifteen (15) days, but not to exceed one hundred eighty (180) days, an interim Senior Pastor shall be appointed by the Senior Pastor Search Team. In the event the disability or impairment shall exceed one hundred eighty (180) days, the Senior Pastor Search Team shall re-evaluate and make the necessary recommendations to the Church.

9.4. In the event of termination or death of the Senior Pastor, the Senior Pastor Search Team will appoint an interim pastor until a new Senior Pastor is called.

**ARTICLE X
FIXED LIMITED ACCOUNTABLE REIMBURSEMENT PLAN
(FLARP)**

10.1. FLARP is the annual pre-planning for estimating monies needed by a pastor (as defined in 10.2 below) on ministry-related expenses for the new church year that begins October 1.

10.2. Guidelines: Licensed and Ordained or Commissioned pastors who receive a salary through the Church. All standards of operation are based on IRS Code Section 62.

**ARTICLE XI
DEACONS**

11.1. The position(s) of deacon in the Church will be chosen from among men in the Church who (i) have proven to have scriptural qualifications; (ii) have been a member of the Church for one (1) year; (iii) are committed to a ministry at Mountain Grove; (iv) agree to attend at least two thirds (2/3) of all scheduled meetings.

11.2. Election and Term of Service for Deacon: Election will be on the first Sunday morning in August by a written ballot from the congregation which is tabulated by the Senior Pastor and his staff or others whom he has chosen. The number of men needed to fill the positions will be chosen by tabulation of written

ballots. Each nominee will be contacted by the Senior Pastor to see if he is willing to serve. No public announcement of the results of the ballot will be made until each individual has been contacted and agreed to serve; this permits decisions to be made privately without embarrassment. Those accepting the position will have their names listed in alphabetical order in the Sunday "Vision" when all parties are confirmed. Each deacon will agree to serve for a three (3) year term, unless they are replacing someone. One-third (1/3) of the number required will rotate off. All ballots will be kept as a record for one (1) year after the vote. The deacons shall annually elect their own chairman and vice-chairman.

11.3. Duties: Deacons shall support and follow the vision of the Senior Pastor as guided by the Holy Spirit when called upon to complete a mission under his guidance and leadership.

11.4. Method of Procedure: Deacons shall not convene as a body for any purpose without the Senior Pastor's knowledge. They shall meet regularly convenient to the Senior Pastor and the chairman of the deacons. Special meetings of the deacons may be called by the deacon chairman or the Senior Pastor with the knowledge of the other as needs arise.

ARTICLE XII MINISTRIES

12.1. Definition: Ministries of the church are determined, defined, and supervised by the Pastoral Staff.

12.2. New Ministries: Any new ministry of Mountain Grove must complete the "New Ministries Planning Worksheet" and be agreed to by the Pastoral Staff of the church.

12.3. Guidelines: In order to lead a ministry you must (i) be a member of Mountain Grove Church; (ii) meet with pastoral individual for purpose, direction and support.

ARTICLE XIII FINANCES

13.1. The complete procedures and guidelines for finances are incorporated herein by reference as if fully set forth and are on file with the assigned Pastoral Staff member of the Church.

13.2. Budget: After the adoption of the budget, it may be subject to changes as may be considered necessary by church action without a vote, unless it pertains to Article 5.3.

13.4. Memorials: When a memorial gift is given to the Church in memory of an individual, these gifts will be used to further God's Kingdom in accordance with the vision of the Church.

13.5. Tithing: The Church believes that giving is an act of worship and obedience toward God and should be a primary act of every member.

13.6. Special Offerings: Money above your tithe given for revival services, musical groups, ministries, or other special occasions, shall be received, deposited in the Church account and disbursed as a check by the assigned pastoral staff to the said group or organization.

13.7. Other Giving: Any special organized church function in which money above your tithe is given to assist or show appreciation to an individual, so long as said individual adheres to IRS Publication 1828.

13.8. Personal Financial Information: Contributions to the Church by individuals shall be posted on an individual record kept by the assigned pastoral staff and these records shall be kept confidential. A written record of all contributions will be available upon request to each contributor at the end of the annual year.

ARTICLE XIV ADOPTION AND AMENDMENTS

14.1. This Constitution, and any amendment, alterations or repeal thereto, shall be considered adopted and in immediate effect upon the vote of a standing three-fourths (3/4) majority of members present at the regular or special called meeting. Notice of a regular or special called meeting for the purpose of adoption of the Constitution and Bylaws, or any amendments, alterations or repeal thereto, shall be given seven (7) days prior to the formal presentation to the Church. Upon affirmative vote by the Church, all previously adopted Constitution and Bylaws, and any amendments thereto, shall be considered void and of no effect.

12.2. A copy of the Constitution and any amendments thereto shall be kept by the assigned staff person with other official records and shall be made available to church members upon request.

ADOPTED this 30th day of September , 2009.



Mountain Grove Church

2485 Connelly Springs Road • Granite Falls, NC 28630 • Phone (828) 728-9557 • Fax (828) 728-8662
Website: www.mountaingrove.org

Dr. H. Clifton Black
Senior Pastor

Rev. Jeff Burkheimer
Executive Pastor

Dr. Jack R. Hodges, Jr.
Restoration Pastor

Rev. Jason Taylor
Worship Pastor

Rev. John Brashear
Pastoral Care Pastor

Mrs. Janet Chester
Adult Ministries

Mrs. Anna Smith
Minister of New Parents/ Seniors

Rev. Ken Gillen
Student Ministries Pastor

Mr. Josh Clark
CFO & UpStreet Pastor

09/30/09

RE: Annual Business Meeting

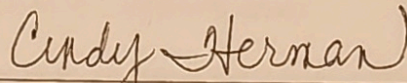
Minutes:

Item #1 (Budget)

Senior Pastor Clifton Black Presiding. The approved budget for 2009-2010 was recommended by the Stewardship Committee and a second was heard from Rex Buganer. The congregation voted unanimously to accept the Budget.

Item#2 (Constitution & By-Laws)

Senior Pastor Clifton Black Presiding. The Constitution and By Laws committee submitted and recommended a new Constitution and By-Laws for Mountain Grove. A second was heard from Rex Bumgarner. The congregation voted unanimously to accept new Constitution and By Laws.



Cindy Herman
Church Secretary