

THE HEART OF CHRIST CHURCH CONSTITUTION/BY-LAWS



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CONSTITUTION OF THE HEART OF CHRIST CHURCH

PREAMBLE

This local body, the members of The Heart of Christ Church, does hereby establish the following articles, to which we willingly submit ourselves.

ARTICLE I

THE NAME

Section 1. This local assembly of Believers in Jesus Christ shall be known as The Heart of Christ Church (THOCC), located in Lebanon County, Pennsylvania

Section 2. This Corporation shall have a seal bearing the name and date of incorporation.

ARTICLE II

OUR MISSION

The Heart of Christ Church exists to transform lives to the heart of Jesus Christ.

OUR VISION

Love God, Love others and Go (Mark 12:29-31 & Matthew 28:18-20)

ARTICLE III

STATEMENT OF FAITH

This statement of faith does not exhaust the extent of our faith. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of church doctrine, practice, policy, and discipline; the Pastor and Board of Elders are the Church's final interpretive authority on the Bible's meaning and application.

Section 1. Membership

The membership of this Church shall be composed of individuals who are believers in the Lord Jesus Christ and affirm the tenets of The Heart of Christ Church Constitution, and who offer evidence, by their confession and their conduct, that they are living in accord with their affirmations and this Constitution, and are actively pursuing and continuing in a vital fellowship with the Lord, Jesus Christ. The membership of the Church shall have final authority in all matters of church governance, as set forth and described in this Constitution.

Section 2. The God Head

We believe there is one true God who is Creator, Redeemer, and Sustainer, as ascribed in the Canonical Christian Bible. He exists in three (3) persons, called the Trinity; the Father, the Son and the Holy Spirit.. (Genesis 1:1; John 1:1-3, 14:26)

Section 2.1. God the Father

We believe in God the Father, who is supreme over all! As Creator and Sustainer of all, it is in Him that we live and move, and have our being. His holiness is absolute, His sovereign dealings and choices are just, and His character is immutable. He is the God of love, mercy, grace and goodness. He is: self-existent, self-sufficient, eternal being. He is the God of wrath, justice, and perfect wisdom. He is omnipresent, omniscient and omnipotent. He seeks worshipers to worship Him in spirit and in truth. Out of his love, He gave His only begotten Son to redeem the world. (Isaiah 6:3; Lamentations 3:22-23; Malachi 3:6; John 3:16, 4:24; Acts 17:24-8; Romans 1:18, 11:33-36; 2 Corinthians 1:3; Hebrews 12:29; 1 John 1:5, 4:8)

Section 2.2. God the Son

God the Son, Jesus Christ our Lord, was conceived by the Holy Spirit and born of the virgin Mary. Being at the same time very God and very man, He fulfilled the Law and Word of the Prophets. He was crucified, died for our sins, arose from the dead, and set us free from the law of sin and death. He ascended into heaven, where He sits in authority at God the Father's right hand, and reigns as the Head of His Body, the Church. His return is certain and imminent, at which time He will judge the living and the dead. Jesus Christ is the

only way to salvation. (Isaiah 53; Luke 1:27-35; John 12:37-41, 14:6; Hebrews 8:1; Colossians 1:20-22)

Section 2.3. God the Holy Spirit

We believe that the Holy Spirit, though always present from all eternity, took up His abode in the world in a special sense on the day of Pentecost, and now indwells every believer. The Holy Spirit is the effective agent in our conviction of sin, regeneration and sanctification. The Holy Spirit is the church's life and witnessing power. He equips the individual and church for practical, efficient, and joyous proclamation of the Gospel message. By His gifts, He enables the believer to build and increase the church, achieving the common good to glorify the Son. (Genesis 1:2; John 14:15-17; 2 Thessalonians 2:13; Titus 3:5; 1 Corinthians 12:7-11, 2:9-13)

Section 3. Salvation

Salvation, a free gift of God's grace, is received by faith through believing in Jesus Christ's death and resurrection. God is faithful to forgive when we confess and repent of our sins and acknowledge Jesus Christ as Lord. We acknowledge the need for each believer to make his/her Christian faith their own. (Romans 3:23, 5:8-11, 6:23; Philippians 2:9-11)

We believe that, owing to universal death through sin, no one can enter the kingdom of God apart from being born again (saved). There is no work of man whatsoever that can accomplish salvation, no church, no baptism, no ordinance, however administered, that can in any way help a sinner take even one step toward heaven. (John 3:3-7; Romans 3:20-24; Ephesians 2:8-9).

We believe that the sinner's redemption (purchase from sin) was accomplished solely by the shed blood of our Lord Jesus Christ, who was made to be sin, and was made a curse for us, dying in our behalf on the cross. (Romans 3:25, 5:8; 2 Corinthians 5:21)

We teach that salvation is a supernatural work of the Holy Spirit by which the divine nature and divine life are given (John 3:3-7; Titus 3:5). It is instantaneous and is accomplished solely by the power of the Holy Spirit through the instrumentality of the Word of God (John 5:24; 1 Peter 1:23) when the repentant sinner responds in faith to the divine provision of salvation. Genuine salvation manifests fruits worthy of repentance as demonstrated in righteous attitudes and conduct. Godly works are the proper evidence and fruit of salvation (1 Corinthians 6:19; Ephesians 2:10), and will be experienced to the extent that the believer submits to the control of the Holy Spirit in his life through faithful obedience to the Word of God (Ephesians 5:17-21; Philippians 2:12b; Colossians 3:16; 2 Peter 1:4-10). This obedience causes the believer to be increasingly conformed to the image of our Lord Jesus Christ (2 Corinthians 3:18).

Section 4. The Bible

We believe the Bible is the inspired, inerrant Word of God. Alone, and in its entirety (the Canonical 66 Books), in its original autographs, is the infallible and authoritative perfect reflection of God Almighty. It is the true and proper Word of God and the ultimate rule and measure of the whole Christian faith and doctrine. We affirm the faith of the historic Church as expressed in the Apostles' and Nicene Creeds and as expressed in the Heidelberg Catechism. (2 Samuel 7:28; Matthew 5:8; John 17:17; Romans 3:4; 2 Timothy 3:16-17; 2 Peter 1:21, 3:2; Hebrews 1:1-2; Jude; Revelations 22:18-19)

Section 5. Prayer

We believe in the power of individual and corporate prayer, as exemplified by our Lord Jesus Christ. (Matthew 6:15-13; 26:40-41)

Section 6. Marriage and Sexuality

We believe that term "marriage" has only one meaning and that is the ceremonial, physical, emotional, and spiritual union ordained by God which joins one man (born male) and one woman (born female) in a single, exclusive union, as delineated in Scripture. (Genesis 1:27-28, Genesis 2:21-24, Mark 10: 6-8) Furthermore, any other relationship termed as "marriage" outside of this Biblical definition is an abomination unto God as stated in His Word and will not be sanctioned in accordance to the Scriptures. (Leviticus 18:22-23, Leviticus 20:13, Romans 1:26-27)

We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. (Genesis 1:27-28, Genesis 2:24, Hebrews 13:4)

We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, bestiality, incest, pornography or any attempt to change one's sex, or disagreement with one's biological sex, is sinful and offensive to God. (Genesis 1:27-28, Leviticus 18:22-23, Leviticus 20:13, Romans 1:26-27, 1 Corinthians 6:9-10)

We believe that in order to preserve the function and integrity of the Church as the local Body of Christ, and to provide a biblical role model to the Church members and the community, it is imperative that all persons employed by the Church in any capacity, or who serve as volunteers, should abide by and agree to this Statement on Marriage and Sexuality and conduct themselves accordingly. (2 Timothy 2:15, 2 Timothy 3:16-17, Hebrews 4:12)

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. 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. (Ezekiel 18:30-32, Acts 3:19, Acts 17:30-31, 1 Peter 4:3-8)

Section 7. Sanctity of Human Life

We believe in the sanctity of human life from conception to natural death. We do not believe euthanasia is an option for end of life issues. (Psalm 139:13-16; Isaiah 44:24; Luke 1:41)

Section 8. Recognition of Sacraments

We recognize the Sacraments of Baptism and the Lord's Supper, understanding that these rites do not instill salvation. (1 Corinthians 11:23-26; Matthew 28:18-20)

Section 9. Attitude Toward Civil Government

We believe that God has ordained and created all authority consisting of three basic institutions: (1) the home; (2) the Church; and (3) the state. Every person is subject to these three (3) authorities, but all (including the authorities themselves) are answerable to God and governed by His Word. God has given each institution specific Biblical responsibilities and balanced those results with the understanding that no institution has the right to infringe upon the other. The home, the Church, and the state are equal and sovereign in their respective Biblically assigned spheres of responsibility under God.

We believe that civil government is ordained of God for the welfare of human society to promote and protect the good and to restrain and punish evil. Therefore, we consider it the duty of Christians to pray for rulers and for those that are in authority over them and to give due loyalty, respect, and obedience to them. However, where the demands of civil law would militate against the supreme law and will of God, Christians should obey God rather than man. (Daniel 4:17; Matthew 22:17-21; Acts 4:19, 5:29, 23:5; Romans 13:1-7; 1 Timothy 2:1-4; Titus 3:1; 1 Peter 2:13-14)

ARTICLE IV

STRUCTURE

The Heart of Christ Church is composed of a Pastor(s), a Board of Elders, a Board of Deacons, a congregation of Communicant Members, a Christian Education Department, and all such additional ministries and teams as shall be recognized, established by, and responsible to the Boards of Elders and Deacons.

ARTICLE V

MEMBERS

Section 1. Application

Any person(s) desiring to unite with The Heart of Christ Church shall advise a member of the Board of Elders of their intent and subsequently submit the request in writing to said Board on forms provided by the Church for this purpose. Applicants shall meet with members of the Board of Elders during a New Membership Class (classes may be in person or remote via internet conferencing) at which time there shall be opportunity for mutual inquiry and a review of the responsibilities and privileges of membership of The Heart of Christ Church. The names of persons applying for membership, and who have met with the Elders, will be publicly announced to the congregation two weeks prior to being presented to the congregation for vote of membership. Any Member who may be opposed to the acceptance of an applicant should contact one of the Elders to share their concern before the Congregational vote.

Section 2. Qualifications

Persons who have trusted Christ as their personal savior, who have been baptized, and who evidence a sincere desire to live in obedience to Christ as outlined in the Scriptures, shall be eligible for consideration for membership in The Heart of Christ Church. Applicants are qualified providing they are in agreement with, and are willing to subscribe in writing to, (A) the doctrinal position held by this Church, (B) are free from membership in oath bound religious and/or social secret organizations, (C) are willing to be governed by the Constitution of The Heart of Christ Church, (D) and meet all other requirements outlined in The Heart of Christ Church Constitution.

It is the duty of all Communicant Members to take an active part in the functions of the Church for the glory of God and the uplifting of mankind. This includes, but is not limited to, regular physical attendance at Divine Worship and study services; fervent prayer for the welfare of the church; daily devotions in the home; careful attention to the religious training of youth; liberal financial and moral support towards the maintenance and benevolent undertakings of the Church; obedience to her established law and authority; untiring zeal in

bringing the un-churched under her influence; a spirit of Christian Fellowship towards all Members; and participation in the ministries of the Congregation where ever possible.

Section 3. Approval of Members

Persons applying for membership must be approved by unanimous vote by the Elders, providing the applicants meet all the requirements outlined in this Constitution.

Persons applying for Communicant Membership, who have met with the Board of Elders as outlined under “Article V Section 1, Application,” and who have been approved shall present themselves at a worship service designated by the Board of Elders, at which service the applicants shall publicly affirm their membership commitment and be publicly affirmed as Communicant Members by a two thirds vote of those Communicant Members present.

Persons applying for Remote Membership, who have met with the Board of Elders as outlined under “Article V Section 1, Application,” and who have been approved shall be presented (in name or via internet conferencing) to the congregation at a worship service designated by the Board of Elders, at which service the applicants attending via internet conferencing shall publicly affirm their membership commitment and be publicly affirmed as Remote Members by a two thirds vote of those Communicant Members present. Applicants who cannot attend virtually but have affirmed their membership commitment to the Elders during the application process shall be publicly affirmed as Remote Members by a two thirds vote of those Communicant Members present.

Section 4. Membership Status

This Congregation consists of the Pastor(s) and other Christ believing persons who have been admitted into its fellowship under the guidelines of this Constitution. This Congregation recognizes five groups of members: Communicant Members, Inactive Members ,and Child Members, Remote Members and Inactive Remote Members.

Section 4.1. Communicant Members

Physically attending adult persons who have been duly received into this community of faith shall be Communicant Members of this Congregation and shall be entitled to all its rights and privileges. Communicant Members of the Church shall have the right to: voice and vote on Congregational matters at Congregational Meetings, hold an elected or appointed office in the Church or an agency of the Church, teach or serve in any instructional program of the Church, serve on any standing Ministry/Team of the Church, or participate in any pulpit ministry of the Church.

Communicant Members cannot be removed from membership except by death, certificate of transfer, voluntary withdrawal, or disciplinary action as described in this Constitution (ref. Article VIII).

Communicant Members shall be subject to annual review by the Board of Elders as Communicant or Inactive Members. Communicant Members are those who have received the Holy Sacrament of Communion at least twice within the year and have attended worship services regularly (two thirds of all available formal services) within the past year and have in the judgment of the Pastor and Board of Elders reasonably fulfilled the duties of membership defined within this Constitution, unless hindered by sickness or other circumstances beyond their control.

All Communicant Members are eligible to serve on the Board of Elders and/or Board of Deacons after they have served faithfully as Communicant Members for a period of two years.

Section 4.2. Inactive Members

Persons placed on the Inactive Members list shall be notified by letter. They shall not be permitted to vote at Congregational Meetings, be nominated for or elected to office or hold any position within the ministries of the Church. Persons placed on the inactive role shall be reviewed on a six-month interval, after two (2) consecutive inactive six-month intervals said persons shall be removed from membership in the Church and subsequently ineligible for membership for a period of two years.

Inactive Members returning prior to official removal from the roles for a period of ninety (90) days, and after having attended the services of the Church on a regular basis for at least that ninety (90) day period may be considered communicant at the unanimous discretion of the Board of Elders.

Section 4.3. Child Members

All children whose parent or parents are Communicant Members of the Church shall be Child Members of the Church entitled to participation in the ministries, instruction, encouragement, and admonition of The Heart of Christ Church. All Child Members shall have the opportunity to become Communicant Members only after proper instruction, baptism (if not done prior), application and subsequent confirmation into the Church. Child Members become non-members after the age of sixteen (16) if above requirements are

not met.

Section 4.4. Remote Members

Remotely attending adult persons who have been duly received into this community of faith shall be Remote Members of this Congregation and shall be entitled to limited rights and privileges due to the nature of Remote Membership. Remote Members of the Church shall have the right to: voice on Congregational matters at Congregational Meetings provided you attend such called meeting in person at the expense of the remote member, are eligible for spiritual counseling from the pastor(s) of the Church via telephone or internet video conferencing, utilization of the pastor(s) for marriages, baptism, communion, visitation and burial at the expense of the Remote Member.

It is the duty of all Remote Members to take an active part in the practices of The Heart of Christ Church for the glory of God and the uplifting of mankind. This includes, but is not limited to, regular remote viewing and on line commenting on the various platforms used for remote Sermon delivery and study services provided by The Heart of Christ Church; fervent prayer for the welfare of the church; daily devotions in the home; careful attention to the religious training of youth; liberal financial and moral support towards the maintenance and benevolent undertakings of the Church; obedience to her established law and authority; untiring zeal in bringing the un-churched under her influence; a spirit of Christian Fellowship towards all Members; and participation in the ministries of the Congregation where ever possible.

Remote Members cannot be removed from membership except by death, certificate of transfer, voluntary withdrawal, or disciplinary action as described in this Constitution (ref. Article VIII).

Remote Members shall be subject to annual review by the Board of Elders as Remote or Inactive Remote Members. Remote Members are those who have commented online (on any of the various platforms utilized by The Heart of Christ Church for remote viewing of Sermons and Bible study purposes) at least twice within a month and have donated regularly (at least monthly) within the past year and have in the judgment of the Pastor and Board of Elders reasonably fulfilled the duties of remote membership defined within this Constitution, unless hindered by sickness or other circumstances beyond their control.

Section 4.5. Inactive Remote Members

Inactive Remote Members are those who have not met the requirements of Remote Membership as ascribed in Article V, Section 4.4. Persons placed on the Inactive Remote Members list shall be notified. They shall not be eligible for Remote Member benefits. Persons placed on the inactive role shall be reviewed on a six-month interval, after two (2) consecutive inactive six-month intervals said persons shall be removed from membership in the Church.

Inactive Remote Members returning prior to official removal from the roles for a period of ninety (90) days, and having fulfilled the requirements of Remote Membership of the Church on a regular basis for at least that ninety (90) day period may be considered **Remote Members** at the unanimous discretion of the Board of Elders.

Section 5. Charter Membership

Persons associating with The Heart of Christ Church prior to its official date of incorporation will be recognized as Charter Members (Communicant Members) and shall be expected to meet the membership qualifications within this Constitution. Persons associating with the church after the date of incorporation must apply for membership by means of the procedures specified above.

ARTICLE VI

ELDERS

Section 1. Spiritual Council

The Board of Elders (consisting of current active Elders) along with the Senior Pastor, constitute the Spiritual Council and are responsible for the spiritual welfare of the Church. Elders shall evidence those spiritual and social qualifications and graces outlined in the Scriptures for the office of Elder. (1 Timothy 3:1-7; Titus 1:6-9)

The Board of Elders shall be the ruling body of the Church in all spiritual matters and in the general oversight of the work and ministry of all Church ministries, officers, staff, individual members, and all dependent branch churches and other peripheral ministries.

The Board of Elders shall be responsible for providing direction and guidance to the leadership of the Church. They are vested with the authority to establish those programs, or take those corrective actions which they deem necessary, in order to maintain a vibrant New Testament Church, in accordance with the teaching of Scriptures and the provisions in the Constitution of THOCC.

The Board of Elders shall administer discipline as the representatives of the Congregation. Discipline shall in all cases be administered after the pattern of Matthew 18:15-17 and in accordance with this Constitution(ref. Article VIII, Discipline).

Section 2. Organization of Board of Elders

Elders are appointed by the Board of Elders (Titus 1:5; Acts 14:23; Numbers 11:16-17) and shall be affirmed by a two-thirds (2/3) majority vote of Communicant Members at a Congregational Meeting. A husband and wife cannot both serve as active members of the Board of Elders at the same time. Elders shall serve until they request to be relieved of active Spiritual Council ministry or are removed through disciplinary action by the Board of Elders as ascribed in Article VIII Section 3. The number of Elders serving at any given time shall be determined by the Board of Elders.

A President, Vice-President, and Secretary of the Church shall be chosen annually from within the Board of Elders by the members of the Board and shall be affirmed by a majority vote of Communicant Members at a duly called Congregational Meeting. The Senior Pastor shall preside during the appointment and approval of the officers.

The President shall conduct all meetings of the Board of Elders, joint meetings of the Board of Elders and Board of Deacons, and all Congregational Meetings, except when directed otherwise by the Board of Elders. In the absence of the President, the Vice-President shall assume their responsibility.

The Secretary shall maintain an accurate record of all business transactions of the Board of Elders at all regular and special meetings of the Board and all Congregational Meetings. In the absence of the Secretary, the President shall appoint a Communicant Member of the Church to perform this temporary function.

A majority of active serving Elders must be present to constitute a quorum at each called Board of Elders Meeting in order to conduct business. At the joint Board of Elders and Deacons Meetings a majority of active serving Elders and a majority of active serving Deacons must be present to constitute a quorum in order to conduct business.

Section 3. Responsibilities

The responsibilities of the Board of Elders shall include but not be limited to the following activities:

1. The appointment or hiring, training and oversight of all ministries, Church officers, and Church Staff.
2. The establishment and implementation of Church goals and objectives.
3. The development of Church policy and the approval of all policies developed by Church ministries.
4. The interviewing of all prospective members and annual review of all Communicant Members.
5. The establishment and maintenance of all job descriptions.
6. The approval of speakers, teachers, and any special features in any service(s) of the Church as deemed necessary by the Board of Elders.
7. The ordination of those Communicant Members seeking to enter pastoral ministry. Believing that God calls specific individuals from within the congregation to serve Him in ordained pastoral ministry, the Elders shall carefully review such persons over a minimum of two (2) years. These individuals shall have shown prowess in ministry according to 1 Timothy 4, 5:22 and 2 Timothy 4:1-5 and be a graduate of an accredited bible college and/or Theological Seminary. After prayerful consideration, the Elders can recommend ordination and appoint an Ordination Council. Upon recommendation of ordination from the Ordination Council, the Elders shall arrange an Ordination Service.
8. The development, approval, and signatory authority of all contractual agreements between the Church, the Pastoral and Church Staff, and others providing any service to the Church and articles of incorporation.
9. The calling of Congregational Meetings.
10. The creating of new Pastoral and/or Church Staff positions and the filling of any open or newly created positions in accordance with the provisions of this Constitution.
11. The evaluation of all ministries and administrative functions of the Church.
12. The recognizing and authorizing to a commissioned ministry of the Church those Members whom God has called to a specific ministry within the Church or as an extension of the Church's outreach that does not require ordination. This action shall follow careful consideration and prayer. Commissioning provides authorization to the individual to perform duties necessary to and for the specific ministry. Such Commissioned Ministers shall be responsible to the Senior Pastor the Elder Board and shall be reviewed annually.

The Elder Board shall meet as often as deemed necessary for the purpose of conducting Church business. They shall meet at least one (1) time quarterly with the Board of Deacons to discuss mutual concerns.

ARTICLE VII

DEACONS

Section 1. Board of Deacons

The Board of Deacons (consisting of current active Deacons) are responsible for the physical welfare of the Church. Deacons shall evidence those spiritual and social qualifications and graces outlined in the Scriptures for the office of Deacon. (1 Timothy 3:8-18) The Board of Deacons shall be primarily responsible for the proper stewardship of all Church property(ies) which shall include land, buildings and contents, and all vehicles.

Section 2. Organization of Board of Deacons

Deacons are recommended by the Board of Deacons and appointed by the Board of Elders (Titus 1:5; Acts 14:23; Numbers 11:16-17) and shall be affirmed by a two thirds (2/3) majority vote of Communicant Members at a Congregational Meeting. A husband and wife cannot both serve as active members of the Board of Deacons at the same time. Deacons shall serve until they request to be relieved of active Board of Deacons responsibilities or are removed through disciplinary action by the Board of Elders as ascribed in Article VIII Section 3.

The Board of Deacons shall consist of at least five (5) members. Members shall be added as deemed necessary by the Board of Deacons in accordance with the provisions of the Constitution.

A Chairman, Vice-Chairman, and Secretary of the Board shall be chosen from within the Board of Deacons annually by the members of the Board. The Senior Pastor shall preside during the appointment of Board Officers. The Chairman of the Board of Deacons shall conduct all meetings of said Board. In the absence of the Chairman, the Vice-Chairman shall assume their responsibility.

The Secretary shall maintain an accurate record of all business transactions of the Board of Deacons at all regular and special meetings of the Board. In the absence of the Secretary, the Chairman shall appoint a member of the Board to perform this function.

A majority of active serving Deacons must be present to constitute a quorum at each called Board of Deacons Meeting in order to conduct business.

Section 3. Responsibilities

The responsibilities of the Board of Deacons shall include the following:

1. The management of all Church property(ies). buildings, and vehicles as it relates to the purchase, sale, insurance, and maintenance of same.
2. The administration of the Church policy on the proper use of the Church property(ies), buildings, and vehicles.
3. The appointment of all Support Staff whose responsibility(ies) directly relate to the maintenance of Church property(ies) and buildings, and the maintenance and operation of Church vehicles and equipment.
4. The administration of the finances of the Church in accordance with the approved Financial Policy and Constitution of the Church.
5. The administration of the budgeting process, except budget approval, which shall be the responsibility of the Board of Elders in consultation with the Board of Deacons as required.
6. The submittal of recommendations to the membership for approval for the purchase or sale of Church property(ies) and any other major expense related to the building of a new facility(ies) and/or the expansion or renovation of existing facility(ies).
7. The administration of a program to care for the special needs of the Congregation in accordance with established policy approved by the Board of Elders.
8. The appointment of any interim Team(s) which is required to facilitate the work of the Board of Deacons. Team(s) which are responsible for non-budgeted major expenditures related to the physical property of the Church shall have a representative from the Board of Elders and Congregation.
9. The administering of the ordinances of the Church as requested by the Senior Pastor and the Board of Elders.
10. The signatory authority of the Board of Deacons shall include, but not be limited, to the following:
 - a. Vehicle titles
 - b. Invoices in accordance with the most recent Financial Policy
 - c. Mortgages
 - d. Permits related to facilities
 - e. Vendor Contracts for Equipment or Equipment Services
 - f. Sales Agreements
 - g. Leases of Equipment
 - h. Personal Loans to the Church
11. Additionally, members of the Board of Deacons shall support the work of the Board of Elders in providing spiritual guidance to the Congregation and other specific related responsibilities as requested by the Board of Elders.
12. The Board of Deacons shall meet as often as deemed necessary for the purpose of conducting church business. They shall meet at least one (1) time each quarter with the Board of Elders to discuss mutual concerns.

The Board of Deacons shall be directly accountable to the Board of Elders.

ARTICLE VIII

DISCIPLINE

Section 1. Authority for Discipline

Christian discipline in this local assembly shall be under the authority of Biblical directives that shall be administered by the Spiritual Counsel. (Matthew 18:15-17; 1 Corinthians 5:4-5, 11-13; Galatians 6:1; 1 Timothy 5:19-21)

Section 2. Purpose and Reasons for Discipline

All discipline administered by the Spiritual Counsel (ref. Article VI, Elders) shall be done in the Spirit of meekness and be done for the glory of God, having as its aim the welfare and purity of His Church, and the spiritual growth and/or restoration of the believer who has fallen. Church discipline shall be administered in the event of: violation of the Church Covenant to which the Member has committed themselves, unwillingness to be responsive and accountable to the leadership of this Church, or unwillingness to adhere to and be governed by the Constitution of this Church. Any practice of teaching doctrine that is heretical or inconsistent with the beliefs of THOCC (Galatians 1:8-9; 2 Thessalonians 3:6-11; 1 Corinthians 5:11) or divisive behavior that disrupts the unity and ministry of this Church (Titus 3:10-11) shall also be reasons for church discipline.

Section 3. Procedure

Members/Leadership or attendees of THOCC who err in doctrine, or who engage in conduct that violates Scripture, as determined by a majority of the Spiritual Counsel, shall be subject to Church discipline up to and including excommunication. Such person(s) shall meet with the Spirit Counsel along with their head of household, where the issues will be discussed and a resolution shall be determined. Members, if undergoing a probationary period as part of their discipline, lose the rights outlined for Communicant Membership (Article V Section 4) and/or Remote Membership (Article V Section 4.4) during said time. If reconciliation and restoration are refused by the offender, the Spiritual Counsel shall proceed with the necessary steps for the removal of that person from the membership and Church. If genuine repentance is observed, then the repentant believer is to be restored to the fellowship. (Matthew 18:15-17)

ARTICLE IX

PASTORAL AND CHURCH STAFF

Every Pastor serving The Heart of Christ Church, in any Branch Church, or in any related ministry of the Church, shall possess those spiritual gifts and specific qualities of life outlined in the Scriptures for Elders. (1 Timothy 3:1-7; Titus 1:5-9) Each Pastor shall have a personal awareness of those gifts and qualities in their own life. They shall evidence the call of the Lord to serve His CHURCH in a pastoral ministry. An inescapable conviction of the need for personal obedience to the Word of God in their own life, and of the need to communicate God's Word to others, shall be their primary motivation for engaging in Christian ministry. They shall be prepared spiritually, physically, emotionally, and intellectually, so that they may have an effective ministry to their family, to the congregation, and to the Christian and non-Christian community at large.

The Pastoral Staff shall meet with the Board of Elders at the Board of Elders meetings and/or any other related meetings as requested by the Board of Elders. The Pastoral Staff shall not exercise any voting privileges on the Board of Elders, except in the case of the Senior Pastor who serves as a member of said Board.

Section 1. Contractual Agreement

A contractual agreement shall be developed for each Pastor by the Board of Elders annually which shall delineate the responsibilities and relationships between the Pastor(s) and the Church, especially as it relates to their personal expenses, working conditions, insurance, remuneration, and termination of service.

Section 2. Dissolution of Contractual Agreement

Pastors shall serve until their pastorate is terminated by resignation or by request of the congregation. Pastors shall give a minimum of thirty (30) days notice to the Board of Elders in writing prior to terminating their services. In the event that the congregation votes to terminate the Pastor(s) services, the salary for the Pastor shall continue for thirty (30) days after the vote of the congregation.

If at any time the Pastor(s) personal belief, preaching, or teaching is not in full accord with the doctrinal position of this Church, or if there is a failure to properly attend to his duties as outlined in this Constitution or in the contractual agreement between the Pastor and this Church, his services can be terminated. This action will be taken after an impartial review is conducted by the Board of Elders and after a three-fourths (3/4) majority vote of the Communicate Members present at an annual or special Congregational Meeting called in accordance with the provisions of this Constitution.

Section 3. Senior Pastor

The Senior Pastor of The Heart of Christ Church shall be a graduate of an accredited Bible College and/or Theological Seminary and hold or be actively seeking ordained standing. The Senior Pastor shall be primarily responsible for the pastoral ministry(s) of this Church.(1 Timothy 4, 5:22; 2 Timothy 4:1-5) He shall faithfully devote himself to personal prayer, Bible study, and the preaching and teaching of the Word of God. He shall demonstrate a compassion for the non-Christian community, and a concern for the spiritual welfare of the Congregation through appropriate personal and pastoral ministries. He shall provide leadership to the Pastoral Staff in all matters relating to their ministries. He shall meet with them on a regular basis for the purpose of prayer, mutual encouragement and planning. The Senior Pastor shall attend Board, Ministry, and Team meetings as he deems necessary or as recommended by the Board of Elders, in order to keep apprised of their ministries.

The Senior Pastor is the Spiritual Leader of The Heart of Christ Church and shall be directly accountable to the Board of Elders. The Senior Pastor shall be generally responsible for the coordination of all activities associated with the regularly scheduled services of the Church, except for those which other Church Staff or Agency Heads may be responsible, or when directed otherwise by the Board of Elders.

The Board of Elders shall appoint a search team consisting of members of the Board of Elders, Board of Deacons, and the congregation to seek a Minister when a vacancy of the Senior Pastor position arises or occurs.

The Senior Pastor is a called position. When a suitable candidate for the Senior Pastor position is found the Board of Elders shall nominate said candidate to the Congregation for consideration to the Call of Pastor. The Board of Elders shall call a Congregational Meeting for the purpose of affirming the proposed candidate to the Call of Pastor. In the affirmation of a candidate to the Senior Pastor position a three-fourths (3/4) vote of affirmation from the Communicate Members present at the duly called Congregational Meeting shall be necessary to carry the decision. The Senior Pastor shall be called for an indefinite period of time.

Section 4. Associate Pastor(s)

The Associate Pastor(s), which is a hired position, may be held by Bible College and/or Theological Seminary student interns, graduates seeking ordination and/or Ministers with ordained standing. They shall be primarily responsible for that specific ministry(ies) of the Church which has been delegated to him by the Board of Elders and in which he has evidenced special giftedness. He shall faithfully devote himself to prayer and personal Bible study. He shall demonstrate a compassion for the non-Christian community, and a concern for the spiritual welfare of the Congregation through appropriate personal and pastoral ministries. (1 Timothy 4, 5:22; 2 Timothy 4:1-5)

The Associate Pastor(s) shall assist in the regularly scheduled services of this Church as requested by the Senior Pastor or the Board of Elders. He shall preach at the discretion of the Senior Pastor and/or fill in for the Senior Pastor in his absence at the discretion of the Board of Elders. He shall provide spiritual leadership and counsel to those Ministries or Teams to which he has been assigned to by the Board of Elders.

He shall perform those additional responsibilities as outlined by the Senior Pastor or the Board of Elders for that position in an appropriate Job Description. The Associate Pastor(s) shall be directly accountable to the Senior Pastor and the Board of Elders of this Church.

Section 5. Church Staff

Church Staff are those individuals hired to places of employment within the Church by the Board of Elders. Church Staff employees of The Heart of Christ Church do not have to be members of the church for reason of employment. Staff employees must however adhere to and affirm the Statement of Faith and other Constitutional provisions of The Heart of Christ Church as provided within this Constitution.

A contractual agreement shall be developed for each Church Staff employee annually which shall delineate the responsibilities and relationships between the employee and the Church, especially as it relates to their, working conditions, insurance, remuneration, and termination of service.

Church Staff shall be directly accountable to the Senior Pastor and the Board of Elders of this Church.

Section 6. Extended Church Staff

Extended Church Staff are those individuals in ministries outside the geographical areas in which the local Church Staff and congregation normally conduct ministries, who are receiving financial support from The Heart of Christ Church on a regular basis, and who are members of the congregation. Extended Church Staff shall possess those particular spiritual gifts, qualities of life, and special abilities that are required in the area of ministry in which they are engaged. Their qualifications shall be identical to those required for

local Church Staff for any given area of ministry, except where special conditions or environments dictate the need for additional qualifications.

Extended Church Staff as outlined above, shall be directly accountable to the Senior Pastor, the Board of Elders, and functionally accountable to the external Agency with which they are serving. Individuals serving as Extended Church Staff shall be responsible for those ministries and activities as outlined by the Senior Pastor, the Board of Elders, or the Agency with which they are serving. These responsibilities and relationships of the Church and the Extended Church Staff member shall be clearly delineated in a contractual agreement or other appropriate document(s).

ARTICLE X

OFFICERS OF THE CHURCH

All Officers are appointed annually by the Board of Elders and affirmed by a majority of Communicate Members at a called Congregational Meeting.

Section 1. The offices of President, Vice President, and Secretary are as ascribed in Article VI Section 2.

Section 2. The Treasurer shall oversee all financial transactions with the authority to settle all expenses as necessary. Responsibilities include but are not limited to, the custody of all financial and tax records with availability to the Board of Deacons for inspection and annual review. The Treasurer shall be a member of the Board of Elders or the Board of Deacons.

Section 3. The Financial Secretary shall assist the Treasurer with financial transactions by receiving, depositing, and distributing all monies as well as issuing receipts as applicable by law. They are responsible for the compilation of all financial and tax records as well as the submission of all records to the Treasurer. The Financial Secretary shall be a Communicate Member of this Church.

ARTICLE XI

CONGREGATIONAL MEETINGS

Any number of attending Communicant Members present at a duly called Congregation Meeting shall constitute a quorum.

Section 1. Annual Meeting

The President of the Board of Elders, or in his absence, the Vice President of said Board, shall preside at all Congregational Meetings. The Congregation shall hold an annual meeting in February of each year to receive financial reports, elect Church Board Members, review other reports per the Church Board and conduct any other business requiring action by the Congregation. In the event of cancellation due to unforeseen circumstances a make up date will be issued.

The date of the Annual Congregational Meeting shall be determined by the Board of Elders and announced to the Congregation at two (2) regular Sunday services preceding said meeting. The minutes of the preceding annual meeting, reports of the Church Treasurer, all agencies and standing ministries/teams shall be presented in print for Communicant Members to review two (2) weeks prior to the meeting.

Section 2. Special Meetings

Special Meetings may be called by the Board of Elders or upon written request to the Board of Elders by twenty-five percent (25%) of the Communicant Members. The Church Board shall then issue a call for such a meeting within four (4) weeks after the request has been received. Proper notice shall be given of the time, place and purpose of a special Congregational Meeting. Only such business as has been mentioned in the call may be transacted at such a special meeting.

Section 3. Voting

All communicant members of the congregation as ascribed by this Constitution shall be entitled to vote. A list of all inactive members, who are ineligible to vote will be posted two (2) weeks prior to the Annual Congregational Meeting. The Board of Elders President shall retain a copy during voting. Communicant Members serving in the armed services and stationed abroad will be permitted to give their proxy for vote to the Senior Pastor.

ARTICLE XII

AMENDMENTS TO THE CONSTITUTION

This Constitution may be amended by a two-thirds vote of the Communicant Members present at any regular or specially called

Congregational Meeting providing two (2) Sundays immediately preceding said meeting: (a) a general announcement of the proposed amendment has been made to the Congregation, (b) an exact copy of the proposed amendment has been posted in the Church, and (c) printed copies are made available to the Congregation.

The Board of Elders shall review the Constitution every three years to determine what changes, if any, are required to make the document more accurately reflect the standards and practices of the Church.

ARTICLE XIII

MINISTRIES

Section 1. Christian Education

We believe Christian Discipleship is one of the most important duties of the Church. Therefore, a Christian Education Department shall be created having the authority to maintain the Discipleship Ministries of the Church. The CE Dept. shall be responsible to the Board of Elders who shall have oversight in the creation, maintenance, and administration of all Christian Discipleship Ministries of the Church as per Article VI Section 3. (Psalm 51:13; Matthew 28:18-20; Titus 2; Romans 12:4-7; Colossians 3:15-17; 2 Timothy 2:2)

Section 2. Christian Missions

We believe Christian benevolence (giving to the physical needs of the people) and outreach (ministering to the spiritual needs of people) to be the mission and a mandate of the Church. (Matthew 25:31-46, 28:18-20) Therefore, a Missions Department shall be created having the authority to maintain the Missions Ministries of the Church. The Missions Department shall be responsible to the Board of Elders who shall have oversight in the creation, maintenance, and administration of all Missions Ministries of the Church as per Article VI Section 3. (Mark 1:17; Matthew 9:38; Acts 1:8, 14:21; 2 Corinthians 5:20)

ARTICLE XIV

ASSOCIATIONS AND/OR AFFILIATIONS

This Church shall be an independent local congregation of Christian believers. The Heart of Christ Church may seek ways to be a part of the wider body of Jesus Christ through involvement in networks, organizations, associations and/or denominations of Christians. Any and all involvement with said wider Church entities shall be instituted and/or terminated by a majority vote of a duly called Congregational Meeting.

ARTICLE XV

OPERATION /DISSOLUTION

The supreme legislative and administrative power of the Congregation is vested in the Congregation itself, assembled in meetings duly and legally called as provided in this Constitution. Nothing in the Constitution or Bylaws of any wider Church entity to which this Congregation may now or at any time in the future belong to or participate in may be construed as having the power to abridge or impair the self-governing power of this Congregation in the management of its own affairs, which affairs include but are not limited to, the right to retain or adopt its own methods of organization, worship, and education; to formulate its own covenants and confessions of faith; to admit Members in its own way and to provide for their discipline as it shall determine; to acquire, own, manage, and dispose of property and funds; to control its own benevolences; and to withdrawal by its own decision from any wider church entity at any time without forfeiture of ownership or control of any real or personal property owned by it.

In the case of the Congregation deciding to separate from any wider church entity, the title to and control of all properties, real or personal, shall remain with the Congregation.

This organization shall conduct its activities so that none of its net earnings/income or contributions in whole or in part inures to the benefit of its members except that reasonable compensation may be paid to the pastor(s) and employees.

Upon the dissolution of The Heart of Christ Church, all the existing funds, less any amounts necessary to pay debts, all property which it possess, whether real, personal or mixed, tangible or intangible, and including any devise, bequest, gift or grant contained in any will or other instrument (whether held in trust or otherwise and whether to the Church) shall be transferred to a religious and/or charitable institution and/or purpose that qualifies under the provision of 501 (C) (3) of the Internal Revenue Code and whose purpose of mission is similar to that of this organization.

ARTICLE XVI

INTERPRETATION

As used in this Constitution, references to the singular or plural number, masculine or feminine shall each be deemed to include the other whenever the context so indicates.

President Date

Vice-President Date

Secretary Date

Treasurer Date

Pastor Date