

**BY-LAWS**  
**NI RIVER COMMUNITY CHURCH**  
*Amended November 11, 2008*

**ARTICLE I**  
**NAME AND PURPOSE**

**Section I- Name:** The name of the organization shall be Ni River Community Church. It will be further referred to in document as the “Church”. The principal place of ministry for this Church will be the greater Fredericksburg, Virginia area.

**Section II- Purpose:** The Purpose of the Church is to glorify God by fulfilling the Great Commandment (Matthew 22:36-40) and the Great Commission (Matthew 28:18-20). Our Vision is to become a biblically functioning community of New Testament believers who advance the Kingdom of God through the five functions of the church: worship (loving), community (connecting), discipleship (growing), ministry (serving), and evangelism (sharing). It is organized exclusively for charitable, religious, and educational purposes, including but not limited to licensing, commissioning, ordaining and overseeing ministers of the gospel, worship, evangelism, missions, ministry to the poor and needy, Christian education, discipleship and fellowship according to Biblical principles and is as an organization exempt from tax under section 501(c)(3) of the Internal Revenue Code of 1986, as amended or any successor statute of similar import. The Church is not organized for profit and it is not authorized to issue capital stock.

**ARTICLE II**  
**MISSION**

Ni River Community Church will Reach out to people, Love them where they are, and Grow with them in a relationship with Jesus.

**ARTICLE III**  
**TENETS OF FAITH AND DOCTRINE**

**1. About God**

There is one sovereign God who is the Creator and Ruler of the Universe. He has eternally existed and revealed Himself in three ways as the Father, the Son, and the Holy Spirit. (See Genesis chapter 1)

**2. About Mankind**

As the supreme object of God’s creation, all of mankind is made in the spiritual image of God, to be like Him in character. Although man has tremendous potential for good, he is marred by an attitude of disobedience toward God called “sin.” This attitude separates man from a relationship with God. (See Genesis chapters 1- 3 and Romans chapters 3-5)

### **3. About Jesus Christ**

Jesus Christ is the Son of God who was born of a virgin and came to earth in human form. He lived a sinless life for the purpose of offering Himself as the perfect sacrifice for the sins of all. He accomplished this by dying on a cross. He rose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's throne and will return again to earth to consummate history and to reign as King of Kings and Lord of Lords. (See John chapter 3 and Romans chapters 4 and 5 and I Corinthians 15)

### **4. About Salvation**

Salvation is a free gift of grace from God to man. We can never make up for our sin and separation from God by self-improvement or good works; therefore, Jesus paid the penalty for our sins by sacrificing Himself on the cross. His death enables all who place their faith and trust in Him to enter into an abundant and eternal life of peace, hope, and joy. Salvation is maintained by the grace and power of a sovereign God, not by human efforts. In identification with a newly formed relationship with Jesus Christ and as the first step of obedience in making Jesus the leader of one's life, we recognize that all believers are required by God to take the next step in the Christ-Centered life by proclaiming their identification with Christ by being baptized in the name of the Father, the Son, and the Holy Spirit. Baptism is the first step of a growing faith and relationship with God and is commanded in the life of the growing believer. (See John chapter 3 and Ephesians chapter 2 and Romans chapter 10 and Matthew 28:19,20)

### **5. About Eternity**

Heaven is a place of eternal life in the physical and spiritual presence of God the Father, Jesus the Son, and the Holy Spirit for those who have been forgiven through Christ and have confessed Him as Lord. Hell is a place of eternal separation from God for those who have not. Because God gives us eternal life through Jesus Christ, the Christian is secure with Him through faith for all eternity. (See John chapter 10, Romans chapter 6)

### **6. About the Christian**

A Christian is a follower of Jesus Christ. Christians have placed their faith and trust in Jesus Christ as the forgiver of their sins, and the leader of their lives. Christians live each day with the goal of growing into the image of Christ by surrendering more of their lives to the leading of the Holy Spirit, and by growing closer to God through a personal relationship with Him. (See II Corinthians chapter 5 and Galatians chapter 5 and Ephesians chapter 6)

### **7. About the Holy Spirit**

The Holy Spirit is the Spirit of Jesus Christ who lives inside Christians. He is also in the world to make man aware of his need for Jesus. He provides the Christian with power for personal growth and living, understanding of spiritual truth, and guidance in doing what is right. Christians should seek to live under the guidance of the Holy Spirit daily. (See John chapters 14 - 16 and Romans chapter 12)

## **8. About the Bible**

The Bible reveals the truth about God and His dealings with mankind. It was written by human authors, under the supernatural guidance of the Holy Spirit. Because of this, it is the supreme source of truth for establishing our human belief system in God, and our standard for living. Because the Bible was inspired by God, it is truth without any mixture of error. (See II Timothy chapters 3 and 4 and II Peter chapter 1)

## **9. About the Priesthood of Believers**

The Bible tells us every Christian is a holy priest before God, and that there is one mediator between us and God who is our Lord Jesus Christ. As priests, we may therefore come before the throne of God our Father as equals in His sight. As priests, we also have the ability to pray, worship God, and interpret the Bible under the guidance of the Holy Spirit within us, without ecclesiastical or institutional control. (See Hebrews chapters 4 – 6 and I Timothy 2)

# **ARTICLE IV CHURCH COVENANT**

Having been led by the grace of God through the life-giving power of the Holy Spirit to repent of my sin and in faith turn to Jesus Christ as my Lord and Savior and having given public testimony of this faith through baptism, we now joyfully and solemnly enter into this covenant with the Ministry Partners of Ni River Community Church:

We commit, through the power of the Holy Spirit, to affirm and follow the Statement of Faith and Covenant in the Church Constitution, to walk together in love, to remember one another in prayer, to help one another in times of need, to exercise gentleness and humility in our dealings with one another as we speak the truth in love, to be faithful in our responsibilities and commitments, to be just and honest in our dealings, and to honor ourselves and others for Christ's sake through sexual purity, personal integrity, and abstaining from things or practices which bring harm to our faith or the faith of another.

We commit to faithful participation in times of worship, prayer, study, and fellowship with other believers, to the building up of the Church by using our spiritual gifts in ministry, to contributing cheerfully and regularly for the ministry and expenses of the Church, the relief of the poor, and the spread of the gospel to the world.

We commit to practice personal and family worship, to train our children in the discipline and instruction of the Lord, and to seek the salvation of our family, friends, neighbors, co-workers, acquaintances, and all peoples of the world.

We have read and agree to be bound by the Articles, Constitution, and Bylaws including those policies dealing with Church discipline, conflict resolution and Ministry Partners' rights and responsibilities.

## **ARTICLE V ORDINANCES**

This Church recognizes two ordinances: Baptism and the Lord's Supper.

## **ARTICLE VI SANCTITY OF MARRIAGE**

### **WE BELIEVE IN THE SANCTITY OF MARRIAGE.**

Marriage unites one man and one woman in a lifetime commitment to each other (Genesis 2:23-24; Mathew 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 to the church (Genesis 1:28; Proverbs 5:15-19; 1 Corinthians 7:1-5). A husband is commanded to love his wife as Christ loved the church. A wife is commanded to submit to her husband as the church submits to Christ (Ephesians 5:22-33).

We believe that God has commanded that no intimate activity be engaged in outside of a marriage between a man and a woman. We believe that any form of homosexuality, lesbianism, bisexuality, incest, fornication, adultery and pornography 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; 19:5,13; 26:8-9; Leviticus 18:1-30; Romans 1:26-29; 1 Corinthians 5:1; 6:9; 1 Thessalonians 4:1-8; Hebrews 13:4).

## **ARTICLE VII LICENSE, COMMISSION AND ORDINATION**

***Section I- License or Commission:*** When a Ministry Partner feels that God has called them to the ministry, they may ask to be licensed or commissioned by the Church in writing, and the Church by majority vote, may license or commission them as an acknowledgment of their call to the ministry. The clerk of the Church will be directed by such a vote to furnish the Ministry Partner with a copy of the minutes, or a certificate of license/commission as their credentials.

***Section II- Ordination for Full Time Ministry:*** In the event that a Ministry Partner of the Church feels God's calling to the full time ministry, he/she will make a formal request in writing to the Church Leadership Council who will encourage the candidate to make educational preparations as applicable. The Church Leadership Council will interview the candidate for suitability for ordination according to I Timothy 3:1-7 and Titus 1: 5-9. Upon three-quarters (3/4) approval of the Church Leadership Council, the chair of the Church Leadership Council will invite an Ordination Board, of at least three (3) ordained pastors of like-minded beliefs and at least two (2) Church Leadership Council Members to examine and determine the suitability of the candidate for ordination. Upon a satisfactory

recommendation by the Church Leadership Council and by the ordained pastors of the Ordination Board to the Church body, the Church will express its approval by a vote of three-fourths (3/4) of the Ministry Partners present at any regular or special called business meeting of the Church. It is understood that the performance of civil duties by the Ministry Partner shall be governed by the laws of Virginia.

***Section III- Certificate of License, Commission or Ordination:*** A Certificate of License and Commission may be issued but a Certificate of Ordination shall be issued to each successful candidate. The Church Leadership Council shall approve the text of the Certificate of Ordination and Certificate of License or Commission.

***Section IV- Revocation of Ordination:*** The licenses and/or ordination of ministers with this Church shall be subject to review annually by the Church Leadership Council. Any offices of ministers may be renewed or revoked at any time at the discretion of the Church Leadership Council, if said ministers are not ministering and conforming to the religious tenets, faith, ethics and beliefs of this Church. Revocation of ordination shall be according to the following provisions:

1. The matter giving rise to revocation shall be sent to the candidate in writing thirty (30) days prior to a vote for revocation by the Church Leadership Council after a three-quarters (3/4) majority of the Board has voted to send such notice of revocation.
2. The candidate shall present a defense to the charges either in writing or orally before the Church Leadership Council.
3. Following the defense or within thirty (30) days from notification, the Church Leadership Council shall vote on the revocation of Ordination. The revocation shall be made by a four fifths (4/5) majority vote of the Church Leadership Council.

## **ARTICLE VIII MINISTRY PARTNERSHIP**

***Section I- General:*** As a New Testament Church, we recognize that all true believers are universally united with Christ and each other, regardless of denominational and/or local church affiliation. However, we also recognize that the Bible presents a picture of a definable group of believers who identify themselves in a local community called a local church (Acts 2:42-46, Acts 11:26, Romans 16:1, 1 Corinthians 1:2, 2 Corinthians 8:1, Philippians 1:1).

Although the concept of ministry partnership in a church is not found in scripture, Ni River Community Church promotes Ministry Partnership not to give attendees the opportunity to "join" our Church but to provide an opportunity for them to grow in their walk with Jesus Christ.

Becoming a Ministry Partner of Ni River involves a process where attendees learn about the mission and vision of the Church, about discovering their gifts and using them to serve the Church, about their responsibility to support the Church financially, and most importantly,

to make Jesus Christ the Lord of their lives through prayer, studying of scripture and water baptism. Potential Ministry Partners are also encouraged to become part of a small group such as a LIFE group or ministry group.

Ministry partnership at Ni River should not be taken lightly. It is an important decision because it is a commitment to the Lord expressed through a commitment to a local expression of the Body of Christ. Ministry Partners are expected to keep that commitment even when there are disagreements among Ministry Partners. Ministry partnership also involves supporting and praying for Church leaders and ministry partnership provides individuals opportunities to become Church leaders themselves.

**A complete description of the Ni River ministry partnership process is contained in a separate document that is available through the Church office.**

- a) Active Ministry Partner - Active ministry partnership in this Church shall consist of all Ministry Partners who have met the qualifications for ministry partnership stated above.

In an effort to properly reflect the active ministry partnership of the Church, there shall be two classes of Ministry Partners: Resident Ministry Partners and Non-Resident Ministry Partners. **Resident Ministry Partners** are those Ministry Partners who reside within the area served by the Church or who are active in the Church. **Non-Resident Ministry Partners** are those Ministry Partners who reside outside of the area served by the Church so that they can no longer attend the services on a regular basis, but have not joined another church (i.e. missionaries, students, military). The rights and privileges of Non-Resident Ministry Partners shall be identical to that of Resident Ministry Partners except that only Resident Ministry Partners shall be entitled to vote. Each Resident Ministry Partner 18 years and older is entitled to one vote. Voting by proxy is prohibited.

- b) Inactive Ministry Partner - Ministry Partners who evidence no interest in the Church by attendance, communication, or contribution for one (1) year or longer may be classified as inactive Ministry Partners. Inactive Ministry Partners have neither voice nor vote in Church affairs, and may not hold office. The names of inactive Ministry Partners shall be placed in appropriate Church records accessible for review by active Church Ministry Partners. When appropriate, at least one Church Leadership Council Member, or their designee, shall contact each inactive Ministry Partner, counsel them, and seek to restore them to active fellowship. After an additional 90 day period, if no interest in restoration is shown, the inactive Ministry Partner's status shall be reviewed by the Church Leadership Council for possible removal of the person's name from the Ministry Partnership rolls. People whose names are on the inactive list are not to be counted as Ministry Partners on any official report of our ministry partnership, and accordingly they are not entitled to vote in any business meeting of the Church or be entitled to a regular letter of dismissal. An inactive Ministry Partner may be restored to active ministry partnership by recommendation of the Church Leadership Council.

- c) Associate Ministry Partners - All persons who desire a church fellowship home but have not met all the qualifications for active ministry partnership noted above, such as baptism, reaching the age of 18, and/or attending the new Ministry Partner's class, or who do not desire to give up their home church Membership, or for any other reasons do not want to become a full active Ministry Partner. Associates cannot vote or serve in leadership positions such as Church Leadership Council Member, Officer, or Lead Teacher, but may serve in any other capacity in the Church. However, they must agree to the Church's governing documents and Statement of Belief. Upon attending the ministry partnership class and meeting all the qualifications, age requirement and giving up home church ministry partnership, non-voting active associates may become full active voting Ministry Partners.

Watch-care-type ministry partnership will fall under this category in that it consists of persons wishing to become part of the fellowship, without transferring their home church membership. They may do so by presenting themselves to the Church Leadership Council and with Church Leadership Council's approval may be presented at any regular worship service requesting to come under the watch-care of the Church. Such persons will have all the rights, privileges and responsibilities of active Ministry Partners and be involved in the Church's pastoral, educational, and mission ministries, but as stated above they will not have the right to hold any elected office or to vote in the business meetings of the Church.

***Section II- Ministry Partnership Voting:*** Every Resident Ministry Partner not under discipline shall have the right to vote on the following matters:

1. The election of Church Leadership Council Members.
2. The disposition of all or substantially all of the assets of the Church.
3. The acquisition and/or purchase of land/property.
4. The merger or dissolution of the Church.
5. Amendments to the Constitution and By-Laws.
6. The calling or removing of a Lead Pastor.
7. Annual budget of the Church and any 25% change in the budget during the year.
8. Any other major event or decision as designated by the Church Leadership Council.
9. Reaffirmation of the Church Leadership Council Members as noted below in the bylaws.

All votes shall be successful if by three-fourths (3/4) majority unless provided otherwise herein.

Recognizing the wisdom for Church discussion involving the above mentioned major decisions (other than item 1), open forums will be scheduled prior to business/special meetings for the purpose of soliciting input from the Ministry Partners.

In addition, any Ministry Partner in accordance with the doctrine of the Priesthood of Believer shall have the right to petition an audience before the Church Leadership Council for any grievance or concern.

**Section III- Discipline, Restoration, and Termination of Ministry Partnership:** Ministry Partners shall be removed from Church Ministry Partner roll for the following reasons:

1. Death of a Ministry Partner.
2. Transfer of ministry partnership to another church of like faith and order.
3. Notification that the Ministry Partner has joined another church.
4. Lapse of contact with the Church for one year.
5. By personal request of the Ministry Partner.
6. An unrepentant spirit and/or repeated failure of the Ministry Partner to respond and follow disciplinary and/or restitutionary guidelines as prescribed by the Church Leadership Council as noted as follows:

Should the Church Leadership Council find that a Ministry Partner's life and conduct is not in accordance with the responsibilities of ministry partnership as stated in the Ministry Partner's Handbook, in such a way that the Ministry Partner hinders the witness and/or ministry influence of the Church, the Church Leadership Council may elect to bring Church discipline in accordance with Matthew 18:15-17. Discipline shall follow, in a tender spirit, by the rules given from our Lord referenced herein. It shall be the practice of this Church to pursue every reasonable measure for peace and reconciliation. Should one Ministry Partner sin against another Ministry Partner or the Body of Ministry Partners (the Church), the aggrieved Ministry Partners 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. The Pastors, Church Leadership Council Members, and mature Ministry Partners are available for counsel and guidance to the aggrieved Ministry Partners. The purposes of such discipline should be for:

1. 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)
2. The instruction in righteousness and 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)
3. 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)
4. 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)

5. 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 initially handled by the pastoral staff and Church Leadership Council or their designees. The Church will look to the pastoral staff and Church Leadership Council for the effective functioning and discipline of its Ministry Partners according to this Church Discipline and Restoration Policy. Only after good faith efforts by the Church Leadership Council Members to bring about repentance and reconciliation have proven futile, shall the accused Ministry Partner be subjected to further Church discipline.

If, after good faith efforts by the Church Leadership Council to resolve and notification of the charges and hearing date and time before the Church Leadership Council with reasonable notice given, the Church Leadership Council determine by three-quarters (3/4) majority vote that the sin pattern of essential moral and/or biblical failure (defined below) occurred, then it is serious enough for termination and if the Ministry Partner will still not repent, then the Ministry Partner subject to termination will be notified in writing of the decision prior to his or her ministry partnership being terminated. If the Church Ministry Partner is disciplined by termination of ministry partnership, it will be announced to the Ministry Partners to carry out the Biblical admonitions to bring about repentance and restoration of the disciplined Ministry Partner.

While not an exhaustive list, examples of **essential moral failure include**: adultery, embezzlement, inappropriate sexual contact, pornography, lying, deceiving, etc. Accusations of this nature require hard evidence, not suspicion or opinion. Things that do not qualify as moral failures are things such as: misunderstandings, mistakes, poor judgment, overstatements, miscommunications, showing emotions, verbal missteps and forgetfulness.

Examples of **essential biblical failure**: this must be reserved for doctrinal issues that would directly contradict the Bible or the theological beliefs outlined in our constitution. Areas that do not qualify as an essential biblical failure are things such as philosophy of ministry, areas of scripture that are open to interpretation among Christians, and personal convictions.

Ministry Partners dismissed by the Church Leadership Council shall be restored to full Ministry Partnership privileges by the pastoral staff and Church Leadership Council according to the spirit of 2 Corinthians 2:7,8 when their conduct is judged by the Church Leadership Council to be in accordance with the Statement of Faith, Ministry Partner's covenant and Biblical repentance. The Church Leadership Council Chair will communicate such restoration to the Church in a timely manner.

## ARTICLE IX MINISTRY PARTNER MEETINGS

***Section I- General:*** The Church shall hold regular meetings for worship, fellowship, teaching, ministry, evangelism, and general training as necessary.

***Section II- Business Meetings:*** Understanding the Priesthood of the Believer and the importance of congregational involvement, there will be an annual business meeting held in December or January at such time as determined by the Church Leadership Council. Any business may be conducted at this meeting subject to prior Church Leadership Council approval.

The Chairperson of the Church Leadership Council shall act as the moderator of the Church; in his or her absence, the Church Leadership Council shall appoint an acting moderator in his or her place. In all business meetings a Christ-like attitude and spirit will be encouraged in accordance with Galatians 5:22. Unless otherwise presented by the moderator, all votes are to be taken without public discussion. A Secretary, elected by the Church Leadership Council, will be responsible for maintaining minutes of the meeting. However, any Ministry Partner may contact any Church Leadership Council Member or the Executive Administrator to discuss the proposed agenda meeting. All decisions will require a three-fourths (3/4) majority vote for approval unless otherwise presented. Voting by proxy will not be permitted.

***Section III- Special Business Meetings:*** Special Meetings may be called at any time by the Staff Leadership Team or the Church Leadership Council for any purpose by giving proper notice to the Ministry Partners of the Church in accordance with *Section IV* of this Article.

***Section IV- Notice Requirements for Meetings:*** Whenever Ministry Partners are requested and/or required to take action at a meeting, notice shall be given to Ministry Partners no less than two (2) weeks prior to a meeting. Notification of ministry partnership meetings shall be given in any of the following manners which shall be deemed to be a reasonable method of calling a ministry partnership meeting:

1. Distribution of written material to the Congregation in attendance at a weekend or midweek service.
2. Announcement of the meeting in the Church newsletter.
3. Verbal announcement to the Congregation at a weekend or midweek service.
4. Electronic delivery to every Ministry Partner identified on the Church roll.
5. Delivery by United States mail to each Ministry Partner identified on the ministry partnership roll that is not contacted electronically.

***Section V- Quorum:*** Those Ministry Partners present and voting at a meeting duly noticed and called shall constitute a quorum of the ministry partnership for the transaction of business.

## **ARTICLE X CHURCH GOVERNANCE**

The Leadership structure of Ni River Community Church is based primarily upon the nature of the church as revealed in Scripture. We recognize that all spiritual authority in the Church is from God, therefore, we believe that the Church government is, in its simplest and purest form, a Theocracy. We recognize Jesus Christ as the Head of the Church (Colossians 1:18, Ephesians 1:22-23). No decision shall ever be made that would knowingly contradict Jesus.

This Church will therefore, under good conscience, attempt to follow as much as possible the biblical pattern of local church government as we see it revealed in the New Testament. On a human level, four (4) groups of people direct the ministries of Ni River Community Church: the Congregation (Ministry Partners), the Church Leadership Council, the Staff Leadership Team, and the LIFE Group Servant Leaders. The leadership structure is intentionally designed to accommodate simplicity, growth, unity, and biblical teaching.

***Section I- The Congregation (Ministry Partners):*** The government of Ni River Community Church will ultimately rest in its Ministry Partners. This includes the election of the Church Leadership Council Members.

The Ministry Partners will do the ministry at Ni River, with ministry decisions being made at the actual point of ministry. Ministry partnership is not a prerequisite for involvement in the ministries of Ni River Community Church, but it is a requirement for ministry leadership and/or involvement in certain ministries as determined by the Church Leadership Council.

The Congregation of Ministry Partners in this Church shall consist of all persons who have met the qualifications for ministry partnership as stated in Article IV and VII.

***Section II- Church Leadership Council:*** The Church recognizes that God ordains leadership to provide spiritual oversight and visionary direction for each of His institutions, including the local church. We feel the New Testament reveals that the local church is to be led by a plurality of godly men and women called the Church Leadership Council (also referred to as Elders/Pastors/Bishops/Overseers/Board - these terms are used interchangeably and reflect the different functions of the same office), who are charged with the overall oversight and general watch-care of the Church (John 21:16-17; Acts 11:30, 14:23, 20:17, 20:28; Ephesians 4:11-12; Philippians 1:1; 1 Timothy 5:17; Titus 1:5-7; Peter 5:1-2). These men and women are God appointed as overseers in the Church and are to be held by the Congregation to the guidelines set forth in 1 Timothy 3:1-7, Titus 1:9, and 1 Peter 5:1-4.

The Church Leadership Council Members, which shall serve as the Corporate Board, are given ultimate responsibly and authority to see that the Church remains on a true course

biblically, that the mission of the Church is not compromised, that its Ministry Partners are being appropriately shepherded and cared for, that the body is being fed through insightful and accurate biblically based teaching, and that the life of the Church is being well managed with the assistance of other competent and godly leaders. Therefore, they should foremost be servants, men and women of wisdom and prayer who lift up the Church body, and students of the Bible. In addition, they are to guard the Church against harmful influences, confronting those who are contradicting biblical truth or who are continuing in a pattern of sinful behavior. In doing so, they are to keep closing potential entrances for Satan, so that the truth of Christ will remain credible to both the Congregation and the community (1 Peter 5:1-4, Acts 20:28-31, Titus 1:9, James 5:14).

Church Leadership Council Member specific duties and responsibilities, discipline, and other procedures not necessarily covered in these Bylaws, but available through the Church office, will be decided upon by the serving Church Leadership Council Members in light of Scripture. In addition, they will also be responsible for the determination of need, the selection, the dismissal, and the supervision of both salaried and unsalaried staff and/or leadership positions in the Church. In cooperation with the Congregation, they will provide for the discipline of erring Ministry Partners and their reconciliation upon repentance. They will provide spiritual leadership for the Church when it is without a Senior Pastor and function as a pastoral search committee at such time when the Church requires a Senior Pastor.

In response to this biblical pattern of leadership, the Ministry Partners of the Congregation are taught in Scripture to lovingly support their Church Leadership Council Members and follow their leadership (Hebrews 13:17, 1 Corinthians 16:16, I Thessalonians 5:12-13).

***Section III- Selection of Church Leadership Council Members:*** Scripture gives evidence of the first Overseers being appointed by the founders of the local church. By this example it is implied that the existing spiritual leadership of a church be intimately involved in the process of selecting Church Leadership Council Members to insure selection based on spiritual rather than superficial qualifications. Beyond this, there are no specific guidelines given regarding the selection process. It would therefore appear that freedom is given to the individual church to develop a process that will best serve its own special needs and situations (Acts 14:21, Titus 1:2).

The Church Leadership Council Member selection process at Ni River Community Church will be as follows:

1. Names are submitted for nomination either from the Church Leadership Council or the Congregation.
2. The candidates and the Board pray about the idea of the nomination before considering invitation.
3. In addition, each Church Leadership Council Member candidate must read the Church Leadership Council Responsibilities document and sign off on it in agreement with it.

4. The Church Leadership Council Member Candidate then submits to an interview by the Church Leadership Council to determine character, competence, chemistry, and calling.
5. Should the Church Leadership Council Member Candidate and the Church Leadership Council desire to proceed, the candidate will participate in the training program detailed in the Church Leadership Council responsibilities document described above.
6. At the end of the training program, the Church Leadership Council convenes to determine the acceptance of the Church Leadership Council Member Candidate to official status as a Church Leadership Council Member of Ni River Community Church. If the unanimous opinion of the Church Leadership Council agrees that the Church Leadership Council Member Candidate meets the character, competence, chemistry and calling of a Church Leadership Council Member of NRCC, and that Church Leadership Council Member Candidate feels called to be a Church Leadership Council Member of NRCC, that Church Leadership Council Member will be presented to the Church for a vote to office and appointment as an ordained Overseer and Minister of the Gospel of NRCC.
7. The Church Leadership Council Member Candidate will be presented as an ordained Church Leadership Council Member with a three-fourths (3/4) vote of the Ministry Partners of NRCC.

***Section IV- Terms of Church Leadership Council Members:*** Since the Bible indicates no fixed term for Church Leadership Council Members, no specific fixed term of office is recommended. Instead, each Church Leadership Council Member upon appointment shall be asked to serve for a minimum one-year commitment, subject to review, re-commitment, and with internal Church Leadership Council re-affirmation yearly and re-affirmation every three years by the Congregation.

During the period of annual review, both the individual and the other Church Leadership Council Members shall evaluate his/her continued service as a Church Leadership Council Member, again considering the biblical qualifications as well as any personal factors that might affect his/her service. An individual's service as a Church Leadership Council Member may be discontinued by his/her own decision, or by the three-fourths (3/4) majority decision of the other Church Leadership Council Members.

Each year in January, those Church Leadership Council Members renewing their commitment would again be presented to the participating Ministry Partners of the Congregation for dedication and re-affirmation as required.

***Section V- Lead Pastor:*** In addition to his or her pastoring role as a non-voting Church Leadership Council Member, the Lead Pastor is primarily responsible for providing strategic leadership and vision to the Church body. His goal is to provide Holy Spirit led direction and to help mature believers through insightful and accurate presentation of biblical truth, equipping them to be the true "ministers" in the body. The Lead Pastor may serve as president of the Church Corporation unless otherwise designated by the Board and lead the day to day affairs of the Church through the staff leadership team.

In addition, consistent with the New Testament concept of spiritual gifts, the Lead Pastor, like any Ministry Partner in the body, is uniquely gifted and should seek to minister primarily within his gift area. The Lead Pastor should not be responsible to consistently minister in areas unrelated to his primary function and giftedness. To burden him with other roles is to rob him of visionary planning time, study time, and devotion to prayer and to the Bible. As shepherds of the Church, the Church Leadership Council Members are responsible to appoint other leaders with complementary gifts to undertake areas and aspects of the ministry that cannot be filled by the Lead Pastor.

In the event of a vacancy in the office of Lead Pastor, the Church Leadership Council Members shall be responsible to conduct a search for candidates to fill the position. Once the Church Leadership Council Members have unanimously agreed on a candidate, that candidate shall be presented to the Congregation during a specially called assembly for affirmation by a three-fourths (3/4) majority or greater vote. If another Church Leadership Council Member is to be considered for the position of Lead Pastor, he or she must first remove him or herself from the search and selection process prior to being considered for such position.

The Lead Pastor may only be removed by, 1) an unanimous vote of dismissal by the Church Leadership Council, or 2) a three-fourths (3/4) majority vote of dismissal by Church Ministry Partners.

***Section VI- Staff Leadership Team:*** The Staff are Church Ministry Partners who coordinate, direct, and implement the strategy and day-to-day operations of the Church in light of its mission, purpose, values and vision. There are two categories: Paid Staff and Volunteer Staff. Paid Staff are paid so that they can devote the best hours of their day to building key ministries of the Church. The Staff's main job is to both provide strategic direction and leadership to the ministries of the Church, and to build and coordinate teams of volunteers so that ministry can happen.

The Staff Leadership Team is under the day-to-day direction of the Lead Pastor. This team also has the responsibility and the authority to manage the day-to-day budget with assistance from the Executive Administrator.

The Church Leadership Council Members in consultation with the Lead Pastor and the Executive Administrator shall be responsible for the overall watch-care of the Staff, including Staff selection, clarification of specific roles and job descriptions, and Staff dismissal when necessary. Paid Staff salaries shall be determined annually by the Church Leadership Council.

***Section VII- LIFE Group Servant Leaders:*** To assist the Shepherds in ministering to the needs of the Congregation, lay leaders, or "Servant Leaders" will be chosen from the local body for the specific task of mentoring and caring for the needs of the Congregation in a small group setting. Small Group Leaders are extensions of the pastoral ministry of the Church and serve as under-shepherds of the Church in their small groups. Due to the

critical nature of this position, they must be participating Ministry Partners in the Church. Guidelines for qualifications of these Servant Leaders will be those set forth in Acts 6:1-6, and 1 Timothy 3:8-13.

## **ARTICLE XI ADMINISTRATIVE RESPONSIBILITIES OF THE CHURCH LEADERSHIP COUNCIL**

In addition to shepherding responsibilities, the Church Leadership Council also guides the Church concerning the non-profit corporate privileges and responsibilities, financial, property and legally related aspects of the Church pertaining to: facilities and properties owned and/or operated by Ni River Community Church, the development and management of the annual budget, monthly and annual financial audits, insurance issues, and other legal, risk management and financial issues. These Church Ministry Partners should have some business, marketing and/or accounting expertise, which they use to serve the Church.

1. **General Powers.** The corporate powers of the Church shall be exercised by or under the authority of the Church Leadership Council, subject to the plenary powers of the Congregation. The powers, business and property of the Church shall be exercised, conducted and controlled by the Church Leadership Council for the purposes of every effort being to oversee these affairs of the Church with unanimous agreement and to work in close cooperation with the Executive Administrator, Pastoral Staff Leads, staff, other leadership and service teams and the Congregation. If, in the course of the decision-making processes, the Church Leadership Council cannot unanimously agree, then the decisions will be made by majority vote of the Church Leadership Council Members present and voting at that meeting.

The Church Leadership Council shall elect annually a Chairperson to facilitate the meetings and plan the agenda with the Executive Administrator **and to sign appropriate legal documents for the Corporation with the President or designee.** The Church Leadership Council shall also elect annually from its Members a Secretary to take the minutes. The authorized number of Church Leadership Council Members shall be such number as may from time to time be authorized by the Church Leadership Council, provided that such number shall not be less than three (3).

2. **Duties and Specific Powers.** Without prejudice to the general powers set forth above and those of the Congregation, and subject to the same limitations, the Board/Board Members shall have the following duties and powers:
  - a. Establishing governing principles, policies and determining practices for the Church, including the creation and maintenance of policies and procedure manuals which shall contain all controlling policies and procedures governing

any and all aspects of the Church's affairs, including, but not limited to committee task descriptions, policies regarding the handling of funds, use of facilities, and employment policies and practices; exercising oversight of the Church financial, business and property matters and providing counsel;

- b. Hearing and considering all reports and recommendations submitted by pastors, Boards, committees, staff and the Congregation;
  - c. Approving, at the discretion of the Pastoral Staff Leads and Congregation, those who serve in Church leadership positions;
  - d. Assisting the Pastoral Staff Leads in the administration of the Church ordinances and ministries;
  - e. Determine the compensation of the Pastoral Staff Leads, Officers, and support staff of the Church;
  - f. Recommending borrowing money and incurring indebtedness on behalf of the Church and cause to be executed and delivered for the Church's purposes and in the Church's name, promissory notes and other evidences of debt and securities;
  - g. Conducting such other duties and activities as the Church Leadership Council may determine from time to time that is consistent with the Articles of Incorporation and these Bylaws including those actions requiring a vote of the Ministry Partners.
3. **Transactions with Interested Parties.** A contract or other transaction between the Church and one or more of its Church Leadership Council Members, Staff or family Ministry Partners thereof (hereinafter "Interested Party"), or between the Church and any other entity, of which one or more of the Church or its Church Leadership Council Members, and Staff are also Interested Parties, or in which entity is an Interested Party and has a financial interest – shall be voidable at the sole discretion of the Church unless all of the following provisions are satisfied:
- a. The Church entered into the transaction for its own benefit; 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;
  - b. Prior to consummating the transaction, or any part, the Church Leadership Council authorized or approved the transaction, in good faith, by a vote of a majority of the Directors then in office, without counting the vote of the interested Director or Directors, and with knowledge of the material facts concerning the transaction and the Interested Parties' interest in the transaction; and
  - c. Prior to authorizing or approving the transaction, the Church Leadership Council, 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.
  - d. Common or interested Church Leadership Council Members may not be counted in determining the presence of a quorum at a meeting of the Church Leadership Council (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 Board Members, Chairpersons, Officers, or Staff.

4. **Conflicts of Interest Policy.** The Church Leadership Council shall adopt a Conflicts of Interest Policy that will provide for full disclosure of material conflicting interests by Church Leadership Council Members, Officers, Directors, or employees. This policy shall permit the Church Leadership Council to determine whether the contemplated transaction may be authorized as just, fair, and reasonable to the Church.
5. **No Compensation for Church Leadership Council Members.** No salary or compensation shall be paid to any Ministry Partner of the Church Leadership Council in his capacity as Member of the Church Leadership Council, but nothing herein shall be construed to preclude any Church Leadership Council Member from serving the Church in any other capacity and receiving reasonable compensation. Moreover, the Church Leadership Council Ministry Partner may receive reasonable reimbursement for travel and other approved expenses upon request and written documentation.
6. **Quorum:** A simple majority of the Church Leadership Council in attendance at duly scheduled, notice and called meetings is sufficient for a quorum. Except that, if a quorum of Church Leadership Council Members fail to assemble for any duly noticed regular or special business meeting, then, those Ministry Partners present and voting at the next meeting duly noticed and called shall constitute a quorum of the ministry partnership for the transaction of business.
7. **Minutes:** Minutes of the regular and special meetings shall be taken and kept in the records under the custody of the designated secretary or clerk.

## **ARTICLE XII OFFICERS**

### ***Section I- Officeholders:***

The officers shall be Ministry Partners of this Church and shall satisfy the scriptural standards for Church leadership. The officers of the Church shall be the Lead Pastor/President, Chairman, Treasurer, Secretary, and such other officers as the Board may appoint. Church Leadership Council Members may hold one of the other offices, but no other person may hold more than one of these offices as a second office. Ministry Partners may hold an elected office in the Church only after one (1) year of active ministry partnership. Exceptions may be approved by the Church Leadership Council.

### ***Section II- Election and terms:***

Except for the President which will be the Lead Pastor, the Church Leadership Council shall elect by three quarters (3/4) majority the officers of the Church and the Church Leadership Council shall approve by simple majority for one (1) year terms which will be limited to six

consecutive terms or until their successors are elected and qualified. The Church Secretary may also serve as the secretary for all directors' meetings, unless a designee is appointed by the Chairman from time-to-time.

***Section III- Vacancies:***

A vacancy in any office because of death, resignation, removal, disqualification, or otherwise shall be filled by the Board/ Leadership Team.

***Section IV- Salaries:***

**No Compensation for Board Ministry Partners.** No salary or compensation shall be paid to any Ministry Partner of the Board in his capacity as Member of the Board, but nothing herein shall be construed to preclude any Board Member from serving the Church in any other capacity and receiving reasonable compensation. Moreover, the Board Ministry Partner may receive reasonable reimbursement for travel and other approved expenses upon request and written documentation

***Section V- Removal:***

In consultation with the Lead Pastor, any officer or auxiliary official, except licensed pastoral staff, of this Church, whether elected at the Church annual meeting or appointed by the Board, or any individual Ministry Partner of the Board, may be removed by a three-fourths (3/4) majority vote of the Church Leadership Council Members if, in the judgment of the Church Leadership Council, the best interests of this Church will be served thereby.

***Section VI- Quorum:*** A simple majority of the Board in attendance at duly scheduled, noticed and called meetings is sufficient for a quorum. Except that, if a quorum of Board/Board Ministry Partners fail to assemble for any duly noticed regular or special business meeting, then, those Ministry Partners present and voting at the next meeting duly noticed and called shall constitute a quorum of the ministry partnership for the transaction of business.

***Section VII- Minutes:*** Minutes of the regular and special meetings shall be taken and kept in the records under the custody of the designated secretary or clerk.

## **ARTICLE XIII FINANCIAL ACCOUNTABILITY**

***Section I- Annual Budgets:*** The Church shall have an annual budget, managed by the Executive Administrator, operated by the Staff, guided and approved by the Church Leadership Council to serve as the normative guide for the financial operation of the Church. The annual budget shall be established through the following process:

1. All individuals involved in ministry leadership shall submit their expected financial needs by October 1<sup>st</sup> to their Staff Ministry Director or the Executive Administrator (depending on the area of ministry) for the coming fiscal year;

2. The Executive Administrator analyzes and compiles a budget which is then turned over to the Church Leadership Council for further analyzing and smoothing. In addition, the Church Leadership Council submits the salaries for the Staff as necessary.
3. The Church Leadership Council approves a final draft of the budget.
4. Following budget approval each year, the Church Ministry Partners will be invited to view and discuss the adopted budget via open forum.

The budget is to be operated and managed by the Executive Administrator and the Staff Leadership Team according to their areas of responsibility. The Executive Administrator can make minor modifications within the budget if extenuating circumstances in the life of the Church mandate such a change. In addition, resources may be re-allocated from one ministry to another as deemed necessary by the Executive Administrator. The budget should, however, be the normative guide for the financial operation of the Church, and will be guided and directed by the Church Leadership Council.

In order for our finances to be easily understood, we will operate on a calendar year, January 1 through December 31. The Church Leadership Council shall conduct or arrange for an annual review or audit of a type and nature they deem appropriate, except that at least every five years the Church shall conduct either a review or audit by an outside auditor. Any Ministry Partner of the Congregation upon reasonable request and legitimate need may be permitted to review the financial records of the Church (except for the personal giving and tithing of records of individual Ministry Partners) at any time.

***Section II- Offering:*** The Church shall maintain a weekly envelope system for offerings covering current expenses, regular benevolence, and building fund to be paid into the Church treasury.

***Section III- Records for Finance:*** Adequate and accurate records for accounting of income and expenses, including contributions, shall be kept by the Treasurer with the cooperation of the Executive Administrator. A monthly financial report will be presented to the Church Leadership Council. Any Ministry Partner can receive a copy by calling the Church office.

***Section IV- Deposit:*** The Executive Administrator, with supervision from the Church Leadership Council 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 V- Checks:*** All checks or demands for money and notes of the Church shall be signed by such officer or officers or such other persons as the Church Leadership Council may from time to time designate. As the gatekeeper of the financial records, the Executive Administrator will not, under any circumstances have signatory ability on any financial accounts of the Church.

**Section VI- Fiscal Year:** The Church Leadership Council, in consultation with the Treasurer, shall have the power to fix, and from time to time to change, the fiscal year of the Church. Unless otherwise fixed by the Board, the fiscal year shall be the calendar year. Accurate records shall be kept by all organizations of the Church and report made on the fiscal year basis. All funds handled by any and all organizations shall be reported to the Executive Administrator.

**Section VII- Contracts:** The Chairperson and Vice Chairperson of the Church Leadership Council may sign contracts together but the Church Leadership Council may authorize any officer or officers, agent or agents of the Church, in addition to the officers so authorized by these Bylaws, to enter into any contract or execute and deliver any instrument in the name of any on behalf of the Church, including real estate transactions. Such authority may be general or confined to specific instances. All contracts for major services or expenditures should be reviewed by a competent attorney.

**Section VIII- Endowments:** The Church Leadership Council may establish on behalf of the Church any endowments for the general purposes or for any special purpose of the Church.

**Section IX- Designated Contributions:** The Church may accept any designated contribution, grant, bequest or devise consistent with its general tax exempt purposes, as set forth in the Articles of Incorporation. As so limited, donor designated contributions will be accepted for special funds, purposes or uses as approved by the Board, and such designations generally will be honored. However, the Church shall reserve all rights, title and interest in and to and 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 will be used to carry out the Church's tax exempt purposes.

**Section X- Partnerships, Joint Ventures, LLC's and Auxiliary Corporations:** The Church Leadership Council may authorize in writing any officer(s), or agent(s) of the Church to enter into any partnerships or joint ventures or create auxiliary corporations or limited liability companies that the Board determine will advance the religious purposes and goals of the Ministry Partners as described herein and not violate the Church's tax exempt status.

**Section XI- Purchase or sale of property and borrowing:** Neither officers nor agents of the Church may purchase property or sell real estate on behalf of the Church unless authorized by the Church Board, and in cases of real property, the Ministry Partners according to these Bylaws. Any borrowing of money must be approved by the Church Leadership Council and a majority of the Ministry Partners.

## ARTICLE XIV BIBLICAL DISPUTE RESOLUTION

***Section I- Among Ministry Partners:*** In any dispute arising between or among Church Ministry Partners, pastors, or staff, the dispute may be resolved by the Church Leadership Council (or a duly appointed team by the Church Leadership Council) under conciliation rules and procedures selected jointly by all parties in dispute and the Church Leadership Council. If all parties cannot come to agreement on a set of rules and procedures the Church Leadership Council will determine the rules and procedures to be used. All employees, contractors and vendors of the Church may be asked to sign policies or contracts with the Christian Dispute Resolution clause in it.

***Section II- Against Church or leadership:*** Any dispute between a Ministry Partner and the Church and its leadership shall be resolved through Christian conciliation. Christian mediation should be attempted but if it does not resolve the dispute then a conciliation process shall be employed by the Church Leadership Council or individuals selected by the Council in accordance with Christian conciliation rules and procedures selected jointly by all parties in dispute. If all parties cannot come to agreement on a set of rules and procedures, the Church Leadership Council and the other parties in dispute will select a mutually-agreeable third party to institute a conciliation process and monitor its progress. A decision shall be reached after prayerful consideration, in a spirit of humility, with each Arbitrator seeking that which most glorifies God and regarding one another before himself.

***Section III- Judgment:*** Judgment upon an arbitration decision may be entered in any court otherwise having jurisdiction. Jurisdiction and venue shall be the county and state where the Church is located and Virginia law will apply to dispute. Ministry Partners, pastors, staff or third party vendors/contractors shall understand that these methods shall be the sole remedy for any controversy or claim arising against the Church and expressly waive their right to file a lawsuit in any civil court against one another or the Church for such disputes until after the full arbitration process is complete, except to enforce an arbitration decision. In that case, judgment upon an arbitration award may be entered by any court having competent jurisdiction, in conformity with the laws of the Commonwealth of Virginia. Notwithstanding this above provision, to protect the Church and its Ministry Partners and under its risk policy procedures, the Church is required to maintain liability insurance. Therefore, this conflict provision is conditioned upon agreement by the Church's insurers that, in light of the particular facts and circumstances surrounding the disputed matter, this provision, and the process it establishes will not diminish any insurance coverage maintained by the Church.

## **ARTICLE XV CHURCH POLICY AND OPERATION MANUAL**

***Section I- Development of Church Policy and Operation Manual:*** The development of a Church policy and operation manual shall be overseen by the Church Leadership Council or their designees with professional consultation and review. This manual shall include all Church policies, procedures, job descriptions and organization charts depicting lines of responsibility in the administration of the Church. The manual shall be

kept in the Church office and made available for use by any Ministry Partner of the Church. The Church secretary shall maintain the manual. The Church Leadership Council or their designees shall review the manual at least annually, with the authority to make changes.

***Section II- Compilation and Maintenance of the Manual:*** The Church Leadership Council and any of its designees shall be responsible for compiling and maintaining policies and procedures manuals for the day-to-day administrative functions of the Church not covered in the constitution and bylaws. Subjects covered may include, but are not limited to, the following:

1. Personnel policies and procedures not covered in the bylaws;
2. Church property policies and procedures;
3. Church discipline procedures and policies;
4. Christian conciliation and dispute resolution policies and procedures;
5. Child protection policies and procedures;
6. Home Fellowship and Team Leader manuals; and
7. Other policies and procedures as needed.

These policies and procedures manuals shall be available at the Church office for Ministry Partners to review. Any suggested changes shall be recommended to and approved by the Church Board.

## **ARTICLE XVI INDEMNIFICATION**

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/she or his/her 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 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 directors and officers.

## **ARTICLE XVII AMENDMENTS**

This document was drafted by faithful but fallible people. Should the Spirit of God point out the need to revise this document in any way, the Church Leadership Council by three-fourths (3/4) majority shall present the suggested revisions to the participating Ministry Partners of the Congregation for ratification by a three-quarters (3/4) majority vote. The Ministry Partners must have two (2) weeks written notice with the text of the amendment prior to any effective and binding vote.

I, the undersigned Secretary of Ni River Community Church, do hereby certify that the above Constitution and Bylaws were adopted on \_\_\_\_\_ by the Church Ministry Partners at a duly called meeting and that this Constitution and Bylaws are current and in operation as of that time.

\_\_\_\_\_

Church Secretary

\_\_\_\_\_

Date

Affirmed:

\_\_\_\_\_

Chairperson of the Church Leadership Council

\_\_\_\_\_

Vice-Chairperson of the Church Leadership Council