

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

CONSTITUTION AND BYLAWS
OF THE
MILFORD BIBLE CHURCH
MILFORD, PENNSYLVANIA

(Approved January 28, 2018)

24

25

26

27

CONSTITUTION

28

ARTICLE I

29 A. NAME

30 The name of this church shall be MILFORD BIBLE CHURCH.

31 B. INCORPORATION

32 The MILFORD BIBLE CHURCH was originally incorporated as the
33 Milford Bible Protestant Church, a nonprofit corporation under the laws of
34 the Commonwealth of Pennsylvania in October 1961. By vote of the
35 membership, the name of the church was changed to MILFORD BIBLE
36 CHURCH in October 1977, referred to herein as “the church.”

37 C. AFFILIATION

38 The MILFORD BIBLE CHURCH may affiliate with other churches or other
39 organizations of like Scriptural faith but such affiliations shall not infringe
40 upon its independence and autonomy.

41

42

ARTICLE II

43 OUR MISSION

44

45 To glorify God by sharing the Gospel and developing disciples
46 who know Christ and are committed to making Him known.

47

48 OUR VISION

49

50 To be a vibrant, regional church of believers devoted to Christ, each
51 other, and our community, and equipped with the power and love of the
52 Gospel message that reaches and transforms lives.

53

54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78
79
80
81
82
83
84
85

OUR VALUES

1. Knowing God and glorifying Him through a relationship with Jesus Christ and the fellowship of the Holy Spirit, as the primary reason for our existence individually and corporately.
2. Affirming the Bible as the divinely inspired and absolute authority for what we are to believe about God and how we are to live for Him.
3. Making disciples as the goal of the Great Commission and thus the primary goal of our church.
4. Confessing our dependence on God for everything and seeking to deepen our intimacy with Him by studying God's Word and by living prayerfully and obediently.
5. Being a caring and connected body of believers by serving others in the church at their point of need.
6. Serving our community joyfully and using our resources to be salt and light to our neighbors.
7. Striving for excellence in music for the glory of God, recognizing the merit of using a blend of classic/traditional and contemporary styles in our corporate worship.
8. Building team ministries by personally seeking out individuals and encouraging them to use their spiritual gifts, talents and skills within our church body.

86

ARTICLE III

87

STATEMENT OF FAITH

88

(An annotated version with Scripture proofs is also available.)

89

THE BIBLE

90

1. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

91

92

93

94

95

96

97

98

GOD

99

2. We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

100

101

102

103

104

105

THE HUMAN CONDITION

106

3. We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

107

108

109

110

111

JESUS CHRIST

112

4. We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

113

114

115

116

117

118

119 THE WORK OF CHRIST

120 5. We believe that Jesus Christ, as our representative and substitute, shed
 121 His blood on the cross as the perfect, all-sufficient sacrifice for our
 122 sins. His atoning death and victorious resurrection constitute the only
 123 ground for salvation and the eternal security of those who believe in
 124 him.

125 THE HOLY SPIRIT

126 6. We believe that the Holy Spirit, in all that He does, glorifies the Lord
 127 Jesus Christ. He convicts the world of its guilt. He regenerates sinners,
 128 and in Him they are baptized into union with Christ and adopted as
 129 heirs in the family of God. He also indwells, illuminates, guides,
 130 equips and empowers believers for Christ-like living and service.

131 THE CHURCH

132 7. We believe that the true church comprises all who have been justified
 133 by God's grace through faith alone in Christ alone. They are united by
 134 the Holy Spirit in the body of Christ, of which He is the Head. The
 135 true church is manifest in local churches, whose membership should
 136 be composed only of believers. The Lord Jesus mandated two
 137 ordinances, baptism and the Lord's Supper, which visibly and
 138 tangibly express the gospel. Though they are not the means
 139 of salvation, when celebrated by the church in genuine faith, these
 140 ordinances confirm and nourish the believer. Baptism shall be by
 141 immersion and for believers only.

142 CHRISTIAN LIVING

143 8. We believe that God's justifying grace must not be separated from His
 144 sanctifying power and purpose. God commands us to love Him
 145 supremely and others sacrificially, and to live out our faith with care
 146 for one another, compassion toward the poor and justice for the
 147 oppressed. With God's Word, the Spirit's power, and fervent prayer in
 148 Christ's name, we are to combat the spiritual forces of evil. In
 149 obedience to Christ's commission, we are to make disciples among
 150 all people, always bearing witness to the gospel in word and deed.

151

152

153 SATAN

154 9. We believe that Satan is a being created by God, who rebelled against
155 his creator and deceived mankind into sin, was defeated at the cross,
156 and will be eternally punished.

157 CHRIST'S RETURN

158 10. We believe in the personal, bodily and premillennial return of our
159 Lord Jesus Christ preceded by a time of tribulation. The coming of
160 Christ, at a time known only to God, demands constant expectancy
161 and, as our blessed hope, motivates the believer to godly living,
162 sacrificial service and energetic mission.

163 RESPONSE AND ETERNAL DESTINY

164 11. We believe that God commands everyone everywhere to believe the
165 gospel by turning to Him in repentance and receiving the Lord Jesus
166 Christ. We believe that God will raise the dead bodily and judge the
167 world, assigning the unbeliever to condemnation and eternal
168 conscious punishment and the believer to eternal blessedness and joy
169 with the Lord in the new heaven and the new earth, to the praise of
170 His glorious grace. Amen.

171

172

ARTICLE IV

173

174

AUTHORITY OF THE STATEMENT OF FAITH

175

176 Our statement of faith does not exhaust the extent of our faith because the
177 Bible is the final source of all that we believe. We do believe, however, that
178 the statement of faith accurately represents the teachings of the Bible and,
179 therefore, is binding upon all members, staff, and volunteers.

180

181

182

183
184
185
186
187
188
189
190
191
192
193
194
195
196
197
198
199
200
201
202
203
204
205
206
207
208
209
210
211
212
213
214
215
216

ARTICLE V

GENDER, MARRIAGE, AND AUTHORITY

We believe that God wonderfully and immutably creates each person male or female as determined at birth, that the term marriage has only one legitimate meaning, and that is marriage sanctioned by God, which joins one man and one woman in a single, covenantal union as delineated by Scripture.

We believe that God has commanded that no intimate sexual activity be engaged in outside of marriage as defined above. We believe that any other type of sexual activity, identity, or expression that lies outside of this definition of marriage is contradictory to God's natural design and purpose for sexual activity.

Marriage ceremonies performed in any facility owned, leased, or rented by this church will be only those ceremonies sanctioned by God, joining one man with one woman as their genders were determined at birth. Whenever there is a conflict between the church's position and any legal standard for marriage, the church's statement of faith, doctrines, and biblical positions will govern.

217

218

ARTICLE VI

219

RULES OF ORDER

220 All congregational meetings shall be conducted in accordance with Robert's
221 Rules of Order, latest edition, unless there shall be any conflict with this
222 Constitution in which case this Constitution shall take precedence.

223

224

ARTICLE VII

225

AMENDMENTS

226 This Constitution can only be revised at a properly called annual business
227 meeting and by a three-fourths majority of those members present and
228 voting. At least a two-week notice shall be given before the annual meeting
229 of any proposed amendments.

230

231

ARTICLE VIII

232

RIGHT TO OWN, BUY AND SELL PROPERTY

233 1. The church shall have the right to own, buy or sell tangible property,
234 both real and personal, in its own name and through properly elected and
235 authorized officials.

236 2. The sale and/or purchase of all real property shall only be authorized
237 upon the approval of the membership of the church at a properly called
238 business meeting. In the event of dissolution, the procedures outlined in
239 Article IX shall be followed.

240

241

ARTICLE IX

242

DISSOLUTION

243

A. PROCEDURE

244

245

246

247

248

249

The Milford Bible Church, Incorporated shall not be dissolved until the membership shall become so reduced as not to have sufficient members to fill its elected offices, and shall have ceased to hold its regular worship services. If, after a minimum of six months, all efforts of the membership and the church Board of Elders have failed to show positive results, the corporation may be dissolved.

250

251

In the event of dissolution, none of the assets or holdings shall be divided among the membership, but all assets and holdings shall be sold to:

252

1. pay off all indebtedness

253

254

255

2. be distributed equally among the ministries and missionaries supported by the church at the beginning of the six-month period stated in the above paragraph.

256

257

3. The official Board of Elders, with the church's attorney, shall be responsible for:

258

a. liquidating the assets

259

b. paying off all indebtedness

260

261

c. distributing remaining assets among the ministries (our missionaries)

262

263

264

265

This is in conformity with the requirements as set forth under Section 501 (c) (3) of the Internal Revenue Code of 1954 or any of its amendments and in accordance with the laws of the Commonwealth of Pennsylvania.

266

B. NOTICE AND VOTE

267

268

The act of dissolution of this corporation shall be in accordance with the following procedures.

269

1. Notice shall be given to the existing membership of any regular or

270 special meeting called for the purpose of dissolution at least thirty
271 days prior to the scheduled date of said meeting.

272 2. The vote required for dissolution shall be by majority vote of those
273 members present and voting.

274

275 BYLAWS
 276 ARTICLE I
 277 MEMBERSHIP

278 A. ELIGIBILITY

- 279 1. Any person who has accepted Christ as his Savior, who has given
 280 evidence of his desire to live a consistent Christian life, and who has
 281 given assurance of his willingness to abide by this Constitution and
 282 Bylaws, shall be eligible for membership.
- 283 2. We believe that believer's baptism is commanded by our Lord Jesus
 284 Christ and thus shall be required for membership in this church.

285 B. THE COVENANT OF MEMBERSHIP

286 MEMBER COVENANT

287
 288 Believing myself to be a sinner in the sight of God, justly deserving
 289 His displeasure, and without hope save in His mercy, and believing in
 290 the Lord Jesus Christ as the Son of God and Savior of sinners, I
 291 receive and rest upon Him alone for salvation as He is offered in the
 292 Gospel. I resolve and promise, in humble reliance upon the grace of
 293 the Holy Spirit, that I will endeavor to live as becomes a follower of
 294 Christ. I promise to support the Church in its worship and work to the
 295 best of my ability, and I submit myself to the government and
 296 discipline of the Church as expressed in its Constitution and Bylaws.

297
 298 (Signature)

299 (Date)

300

301 C. PROCEDURE

302 Persons can be received into membership upon confession of faith in Christ
 303 or by letter of transfer from a church of like Scriptural faith, conditioned
 304 upon participation in a membership class, satisfactory examination by the
 305 Board of Elders, and signing of the Member Covenant.

306

307 D. AFFILIATED MEMBERSHIP

308 Persons who anticipate living in a geographical region of the church
309 temporarily, or who do not desire to sever a life—long relationship with the
310 church in which they have been brought up; but who desire a local church
311 home and give proof that they are members in good standing in their home
312 church, who otherwise meet the standards of membership in this church and
313 who make application for membership in accordance with this constitution,
314 may become affiliated members, at the discretion of the Board of Elders.

315 Affiliated members shall have all the rights and privileges of regular
316 membership, including the right to vote and hold office, and shall be subject
317 to all the rules, regulations and standards which govern all church members.

318 Names of affiliated members shall be immediately removed from the
319 membership rolls upon moving from this geographical region.

320 E. TERMINATION

321 1. Letters of Transfer

322 Request for letters of transfer shall be presented to and acted upon by
323 the Board of Elders. Letters of Transfer shall only be approved and
324 addressed to named churches of like Scriptural faith.

325 2. Dismissal

326 a. Suspension

327 In the case of members who shall fail to attend the services of this
328 church for a period of six months, except for physical disabilities,
329 or any case not judged worthy of dismissal by the Board of Elders,
330 their names shall be placed on a suspended list. Reasonable
331 attempts to contact the suspended members shall be made by the
332 Pastor and/or the Board of Elders to notify them of such action
333 with a view to restoring them to full fellowship with the church.

334 Members who have been placed on the suspended list shall not
335 have the right to vote or hold office for ninety days, after which
336 time they shall either be removed permanently from the
337 membership rolls or restored to full membership, and so informed.

338 The Board of Elders shall report such action to the congregation in

339 a timely manner.

340 b. Discipline

341 All church discipline (applied to members and officers including
342 pastors) shall be under the sole authority of the Board of Elders
343 exercising their duty as the congregation-elected overseers and
344 shepherds of the congregation. They shall investigate all reports of
345 members or officers who promulgate false doctrine, violate God's
346 moral law, or who disturb the peace and purity of the church.

347

348 The purpose of church discipline shall be the shepherding and
349 discipleship of the congregation, the repentance and restoration of
350 the offender, and the reputation of Christ and the church.

351

352 The disciplinary procedures available to the Board of Elders shall
353 include counsel, warning, admonition, indefinite suspension from
354 the Lord's Supper, and exclusion from the congregation
355 (excommunication) and/or termination from call if a pastor.

356

357 The actions of indefinite suspension from the Lord's Supper and
358 exclusion shall be reported to the congregation in a timely manner.

359

360 The facts of any investigation shall not be reported to the
361 congregation for privacy, prudential, and legal reasons. The
362 congregation is to trust their leaders in these matters as their
363 elected overseers and shepherds.

363

364 The discipline step of excommunication and/or termination, taken
365 toward any associate pastor(s) (being elected to that office by the
366 congregation), must be ratified by majority vote of the
367 congregation. Termination of the lead pastor shall follow the
368 procedures outlined in Article II, C.3. "Termination."

369

370

371
372

ARTICLE II GOVERNMENT

373 A. AUTHORITY

374 The government of this church shall be vested in its membership, delegated
375 to and executed through the elected Board of Elders, in all matters spiritual
376 and material, and shall not be under the jurisdiction or supervision of any
377 other ecclesiastical body or person.

378 B. THE OFFICERS OF THE CHURCH

379 General Classification

380

381 Under the New Testament, our Lord at first collected His people out of
382 different nations, and united them to the household of faith by the ministry
383 of extraordinary officers who received extraordinary gifts of the Spirit and
384 who were agents by whom God completed His revelation to His Church.
385 Such officers and gifts related to new revelation have no successors since
386 God completed His revelation at the conclusion of the Apostolic Age.

387

388 The ordinary and perpetual classes of office in the Church are elders and
389 deacons. Within the class of elder are the two orders of pastoral elders and
390 lay elders. The elders jointly have the government and spiritual oversight of
391 the Church, including teaching. Only those elders who are specially gifted,
392 called and trained by God to preach may serve as pastoral elders. While
393 ordination is not required for calling a pastoral elder, it is Milford Bible
394 Church's recognition of this work of God. The office of deacon is not one of
395 rule, but rather of service both to the physical and spiritual needs of the
396 people. In accord with Scripture, these offices are open to men only.

397

398 1. The Elder

399

400 This office is one of dignity and usefulness. The man who fills it has
401 in Scripture different titles expressive of his various duties which
402 include teacher, overseer and shepherd. These titles do not indicate
403 different grades of office, but all describe one and the same office.

404

405 He that fills this office should possess a competency of human
406 learning and be blameless in life, sound in the faith and apt to teach.
407 He should exhibit a sobriety and holiness of life becoming the Gospel.

408 He should rule his own house well and should have a good report of
409 them that are outside the Church.

410
411 It belongs to those in the office of elder, both severally and jointly, to
412 watch diligently over the flock committed to his charge. They must
413 exercise government and discipline, and take oversight of the spiritual
414 interests of their church. They shall develop, update, and oversee
415 implementation of a vision for the church and recommend staffing and
416 annual budgets to this end. They should visit the people at their
417 homes, especially the sick. They should instruct the ignorant, comfort
418 the mourner, nourish and guard the children of the church. They
419 should set a worthy example to the flock entrusted to their care by
420 their zeal to evangelize the unconverted and make disciples. All those
421 duties which private Christians are bound to discharge by the law of
422 love are especially incumbent upon them by divine vocation, and are
423 to be discharged as official duties. They should pray with and for the
424 people, being careful and diligent in seeking the fruit of the preached
425 Word among the flock.

426
427 As the Lord has given different gifts to men and has committed to
428 some special gifts and callings, the Church is authorized to call and
429 appoint some to labor as pastoral elders. When a pastoral elder is
430 called to a needful work, it shall be incumbent upon him to make full
431 proof of his ministry by disseminating the Gospel for the edification
432 of the Church.

433
434 When a man is called to labor as a pastoral elder, it belongs to his
435 order, in addition to those functions he shares with all other elders, to
436 feed the flock by reading, expounding and preaching the Word of God
437 and to administer the ordinances.

438
439 Pastors may be classified by the church as Lead, Associate, or
440 Assistant Pastors as determined by the Board of Elders.

441
442 Lead and Associate Pastors are elders, are called and voted upon by
443 the congregation and can only be dismissed by vote of the
444 congregation, and are full, voting members of the Board of Elders.

445
446 Assistant Pastors are called and voted upon by the Board of Elders
447 and can be dismissed by vote of the Board of Elders and are not elders

448 or members of the Board of Elders.

449

450 The Lead Pastoral Elder is, by virtue of his office, Chair of the Board
 451 of Elders. In his absence, or if prudence suggests that he not chair the
 452 Board of Elders at a particular meeting as determined by the Board of
 453 Elders by majority vote, an Associate Pastor shall Chair that particular
 454 meeting as appointed by the Board of Elders by majority vote. If no
 455 Associate Pastor be available to Chair the meeting, the Board may by
 456 majority vote appoint a Lay Elder to chair that particular meeting.

457

458 As there were in the Church under the law, elders of the people for the
 459 government thereof, so in the Gospel Church, Christ has furnished
 460 others besides ministers of the Word with gifts and commission to
 461 govern when called thereunto, who are called lay elders.

462

463 Elders being of one class of office, lay elders possess the same
 464 authority and dignity as pastoral elders. They should, moreover,
 465 cultivate zealously their own aptness to teach the Bible and should
 466 improve every opportunity of doing so.

467

468 The elders of Milford Bible Church shall be organized as a Board of
 469 Elders and shall elect a vice-chair and a secretary from their number.
 470 They shall meet separately from the Board of Deacons at least once a
 471 quarter and whenever called by the Chair. They shall keep a record of
 472 their proceedings including all baptisms and the receiving and
 473 dismissal of members of the church. A quorum of the Board of Elders
 474 for meetings shall consist of the Lead Pastor and any two active lay
 475 elders.

476

477

478 2. The Deacon

479

480 The office of deacon is set forth in the Scriptures as ordinary and
 481 perpetual in the Church. The office is one of sympathy and service,
 482 after the example of the Lord Jesus; it expresses also the communion
 483 of saints, especially in their helping one another in time of need.

484

485 It is the duty of the deacons to minister to those who are in need, to
 486 the sick, to the friendless, and to any who may be in distress. It is
 487 their duty also to develop the grace of liberality in the members of the

488 church, to devise effective methods of collecting the gifts of the
489 people, and to distribute these gifts among the objects to which they
490 are contributed.

491

492 Deacons shall have the care of the property of the congregation, both
493 real and personal, and shall keep in proper repair the church edifice
494 and other buildings belonging to the congregation. In matters of
495 special importance affecting the property of the church, they cannot
496 take final action without the approval of the Board of Elders and
497 consent of the congregation.

498

499 In the discharge of their duties the deacons are under the supervision
500 and authority of the Board of Elders. In a church in which it is
501 impossible for any reason to secure deacons, the duties of the office
502 shall devolve upon the elders.

503

504 To the office of deacon, which is spiritual in nature, shall be chosen
505 men of spiritual character, honest repute, exemplary lives, brotherly
506 spirit, warm sympathies, and sound judgment.

507

508 The deacons of Milford Bible Church shall be organized as a Board of
509 Deacons, of which the pastor shall be an advisory ex officio member.
510 The Board of Deacons shall elect a chair, vice-chair, and a secretary
511 from their number and shall meet separately from the Board of Elders
512 at least once a quarter, and whenever requested by the Board of
513 Elders.

514

515 The Board of Deacons shall determine the number necessary for a
516 quorum. The Board of Deacons shall keep a record of its proceedings,
517 and of all funds and their distribution, and shall submit its minutes to
518 the Board of Elders regularly, and at other times upon request of the
519 Board of Elders. It is desirable that the Board of Elders and the Board
520 of Deacons meet in joint session once a quarter to confer on matters of
521 common interest.

522

523

524

525

526

527

528
529
530
531
532
533
534
535
536
537
538
539
540
541
542
543
544
545
546
547
548
549
550
551
552
553
554
555
556
557
558
559
560
561
562
563
564
565
566
567

3. Election of Officers

The congregation having been reminded of the character qualities and duties of officers in the church (usually through a sermon series), the congregation shall nominate candidates for office.

The candidates shall be taught the qualifications, duties and doctrine of their office and then be examined by the sitting Board of Elders. The Board of Elders shall then present to the congregation those candidates they deem qualified to stand for office and recommend the number of officers needed to be elected from those recommended. The congregation by majority vote shall determine the number of officers to be elected and proceed by secret ballot to elect officers.

Two-thirds of votes cast by members present and voting shall be necessary for election to office.

The goal for the number of officers shall be at least one lay elder for each fifty members and regular attenders of the church and the same number for deacons. The number of lay elders shall always be greater than the number of pastoral elders.

Lay officers (lay elders and deacons) shall serve rotating terms of three years. They shall be eligible to be nominated and stand for election for a second three-year term but a year off the Board of Elders must intervene before being eligible to be nominated and stand for office again.

In the event that an officer cannot complete his term, the Board of Elders may appoint a male member to fill that term until the next annual business meeting.

4. Installation of Officers

Those officers elected by the congregation shall then be installed at a public worship service of the church where they will answer their installation questions in the affirmative and be prayed for by the sitting Board of Elders.

568
 569
 570
 571
 572
 573
 574
 575
 576
 577
 578
 579
 580
 581
 582
 583
 584
 585
 586
 587
 588
 589
 590
 591
 592
 593
 594
 595
 596
 597
 598
 599
 600

 601
 602
 603
 604
 605
 606

Elected officers shall affirm the following questions before the congregation:

OFFICER COVENANT

1. Do you believe the Scriptures of the Old and New Testaments, as originally given, to be the inerrant Word of God, the only infallible rule of faith and practice?
2. Do you sincerely receive and adopt the Statement of Faith of this Church, as contained in its Constitution, and do you further promise that if at any time you find yourself out of accord with any of the fundamentals of this Statement of Faith, you will, on your own initiative, make known to the Board of Elders the change which has taken place in your views since making this commitment?
3. Do you approve of the form of government and discipline of the Milford Bible Church, in conformity with the general principles of biblical government?
4. Do you accept the office of elder (or deacon, as the case may be) in this church, and promise faithfully to perform all the duties this office, and to endeavor by the grace of God to adorn the profession of the Gospel in your life, and to set a worthy example before the Church of which God has made you an officer?
5. Do you promise subjection to your brethren in the Lord?
6. Do you promise to strive for the purity, peace, unity and edification of the Church?

607

608 C. LEAD PASTOR

609

610 1. Duties

611 The Lead Pastor shall be a pastoral elder, serve as Chairman of the
612 Board of Elders, preside at all congregational meetings (according to
613 the bylaws), train leaders, preach and teach the Word of God, lead by
614 vision, and shepherd the flock. He shall have general oversight, along
615 with the Board of Elders, of the spiritual life of the church, its worship
616 services, and the administration of its ordinances.

617 He shall serve as an ex officio member (all rights and privileges
618 including moving motions and voting) of all committees and
619 organizations of the church.

620

621 2. Call

622 When the lead pastor position of this church becomes vacant, or when
623 it is evident that it will become vacant, or when the Pastor cannot
624 perform his duties, the Board of Elders shall take necessary action to
625 insure the continuance of an effective church ministry.

626 A Pastoral Search Team shall be erected consisting of, if possible, one
627 lay elder, one deacon, and at least five members-at-large nominated
628 by the Board of Elders and approved by the congregation by majority
629 vote at a congregational business meeting. The Pastoral Search Team
630 shall report directly to the congregation and shall choose its own
631 Chair.

632 The Board of Elders shall have the authority to appoint an Interim
633 Pastor as needed.

634 The Pastoral Search Team shall recommend to the membership for
635 vote, only one pastoral candidate at a time.

636 The call of a pastor shall be made by secret ballot at a congregational
637 business meeting by at least seventy-five percent of those members
638 present and voting. At least a two-week notice shall be given for the
639 meeting and its purpose.

640

641 3. Termination

642 Written notice shall be given by the Pastor, or the Board of Elders, for
643 termination of the pastorate. Under normal circumstances, this notice
644 shall not be less than thirty days.

645 The pastorate is subject to termination under the following
646 circumstances:

647 a. Resignation of the Pastor

648 b. Suspension of the Pastor

649 In the case of an alleged offense by the Pastor, or of an offense not
650 judged worthy of dismissal, or one requiring a lengthy process of
651 proper adjudication, the Board of Elders shall review the matter
652 immediately. After much prayer for the mind of the Lord and
653 hearing from the Pastor, the Board of Elders shall have the
654 authority to temporarily suspend the Pastor from all of his
655 responsibilities. After a complete investigation, the Board of Elders
656 shall recommend the reinstatement of the Pastor to the work of the
657 ministry or move for dismissal.

658 c. The Dismissal of the Pastor

659 If after the review of the Pastor, the Board of Elders deems it
660 necessary for the membership to consider a possible termination of
661 the pastorate, the procedure for dismissal shall commence.

662 The procedure for dismissal shall be as follows:

663 —A meeting of the membership shall be called with at least a
664 two-week notice.

665 —Seventy-five percent of those members present and voting shall
666 be required for dismissal.

667
668 If the charge against the Pastor includes the teaching of heresy, he
669 shall be entitled to present his case to pastors of like Scriptural
670 faith chosen by the Board of Elders, not associated with the church
671 and their report received before a vote for separation is taken.

672 d. If dismissal occurs, the Board of Elders shall have the authority to
673 determine severance, further responsibilities, etc.

674 4. Status of Associate and Assistant Pastors

675 Should the Lead Pastor position of this church become vacant, the
676 Board of Elders shall ask for the resignations of all associate and
677 assistant pastors. The associate and assistant pastors, at the discretion
678 of the Board of Elders, may remain on staff until a new lead pastor is
679 called and may be considered for a new call within three months of
680 the installation of a new Lead Pastor.

681

682

ARTICLE III

683

MEETINGS

684

685 WORSHIP AND PRAYER

686

687 This church shall assemble for worship each Lord's Day Sunday and at other
688 appointed times for worship and prayer as determined by the Board of
689 Elders.

690

691 ANNUAL BUSINESS MEETING

692

693 An annual business meeting of the membership shall be held in the month
694 preceding the beginning of each fiscal year. At that meeting the
695 congregation shall receive reports, review and approve the annual budget as
696 recommended by the Board of Elders, and elect officers.

697

698 Notice of the annual meeting shall be given at least two weeks prior to the
699 meeting.

700

701 The fiscal year shall run July 1 to June 30 of each year.

702

703 The Lead Pastor, by virtue of his office (ex officio) shall moderate all
704 congregational business meetings. In his absence, or if prudence suggests
705 that he not chair at a particular meeting as determined by the Board of Elders
706 by majority vote, an Associate Pastor shall Chair that particular meeting as
707 appointed by the Board of Elders by majority vote. If no Associate Pastor be
708 available to Chair the meeting, the Board of Elders may by majority vote
709 appoint a Lay Elder to chair that particular meeting.

710

711 SPECIAL MEETINGS

712

713 The Board of Elders shall call other congregational meetings during the year
714 as they deem needful, or by the Lead Pastor, or if requested in writing by at
715 least twenty-five percent of the membership.

716

717

718

719

720

721 QUORUM

722

723 A quorum for the conduct of business shall consist of twenty-five percent of
 724 the membership, except in the termination of a pastor, when the quorum
 725 shall be fifty percent.

726

727 All members of the church in good standing, sixteen years of age or older,
 728 shall be entitled to voting privileges at all business meetings of the church.

729 All voting privileges shall be exercised in accordance with State Corporate
 730 Law.

731

732 PROCEDURE

733

734 All congregational meetings shall be conducted in accordance with Robert's
 735 Rules of Order, latest edition, unless there be any conflict with these Bylaws
 736 in which case these Bylaws shall take precedence.

737

738

ARTICLE IV

739

740

COMMITTEES

741

742 All Committees of the church are advisory in nature and shall fulfill the
 743 duties assigned to them by the Board of Elders.

744

745 The Board of Elders shall determine the number, type and duties of
 746 committees of the church as well as their members, chair, and terms of
 747 service.

748

749 The Board of Elders may establish permanent (standing) and special (ad
 750 hoc) committees which shall advise and report to the Board of Elders.

751

752 The Board of Elders may also assign the oversight of various permanent and
 753 special committees to the Board of Deacons and those committees shall then
 754 report to the Board of Deacons.

755

756 The Lead Pastor, or other pastors as assigned by the Board of Elders in his
 757 stead, shall be ex officio member (with all privileges, including voting) of all
 758 Committees.

759

ARTICLE V

760

AMENDMENTS

761 These Bylaws can only be revised at a properly called annual or special
762 congregational business meeting and by a majority of those members present
763 and voting. At least a two-week notice shall be given before the annual
764 meeting of any proposed amendments.

765

766

ARTICLE VI

767

PROCEDURES FOR EXPENDITURES AND FACILITIES

768 1. For current operating expenditures, the Board of Elders shall be the
769 authorized officials and shall have an expenditure limitation of five
770 percent beyond the total approved budget separately for budgeted and
771 non-budgeted items. Any further increases beyond the five percent
772 expense limitation must be approved by the membership at a properly
773 called business meeting.

774 2. The facilities of the Milford Bible Church shall only be used, for
775 group or individual activities, upon the approval of a written request
776 to the Board of Deacons. The facilities shall not be used for any
777 activities that would be contrary to the church's statement of faith,
778 doctrines, biblical positions, and policies, or for any for-profit activity
779 except as approved by the Board of Deacons.

780

781

782

783

784

785

786

787

788 POLICIES (Set by Boards and Committees)

789 SECTION 1. BUDGET PROCESS

790

791 1. The Deacon Board shall request budget proposals from the church
792 staff and committees.

793

794 2. The Deacon Board shall develop a proposed budget from gathered
795 information and present it to the Elders.

796

797 3. The Chair of the Elder Board, the Lead Pastor, shall develop a
798 proposed budget from the Deacon budget and present it to the Elder
799 Board. The Lead Pastor's budget shall codify and represent the vision
800 of the church, both short-term and long-term, as approved by the
801 Elder Board.

802

803 4. The Elder Board shall review the Chair's proposed budget and
804 develop a proposed budget and present it to the congregation for
805 review and vote.

806

807 5. The budget approved by the congregation shall become the church
808 budget for the upcoming fiscal year.

809

810 SECTION 2. FACILITY USE

811

812 SECTION 3. PERMANENT AND SPECIAL COMMITTEES

813 A. Missions (Missionary requirements, etc.)

814 B. Christian Education (Teacher requirements, etc.)

815 C. Fellowship

816 D. Outreach

817 E. Etc.

818

819 SECTION 4. VALUE OF HUMAN LIFE (Abortion and Euthanasia)

820 ETC.