

**Constitution And By-Laws Of The
Mount Zion Original Free Will Baptist Church
367 Cedar Fork Road, Beulaville, NC 28518**

Article 1: Name and Purpose

Section 1: Name.

This church shall be known as Mount Zion Original Free Will Baptist Church, The use of the caption "Church" in this Constitution is used interchangeably with the non-profit religious corporation.

Section 2: Purpose.

This congregation is organized as a church exclusively for charitable, religious, and educational purposes within the meaning of Section 501 (c) (3)

Section 3: Purpose Statement.

Our purpose is:
To go out into the community,
As followers of Jesus Christ,
In order to lead people to Christ,
Teaching the truth of God's Word to all,
While ministering to their needs.

Article 2: Affiliation and Doctrine

Section 1: Affiliation.

The Mount Zion Original Free Will Baptist Church is associated with the Eastern Conference of the Original Free Will Baptists of North Carolina

Section 2: Doctrine.

This Church accepts the Articles of Faith and Principles of Church Government for Original Free Will Baptists (here in after referred to as AFOFWB).

Article 3: Covenant

Having given ourselves to God, by faith in Christ, and adopted the word of God as our rule of faith and practice, we now give ourselves to one another by the will of God in this solemn covenant.

We promise by His grace to love and obey Him in all things, to avoid all appearance of evil, to abstain from all sinful amusements and unholy conformity

to the world, from all sanction of the use and sale of intoxicating beverages, the abuse of drugs, and to "provide things honest in the sight of all men."

We agree faithfully to discharge our obligations in reference to the study of the Scriptures, secret prayer, family devotions, and public worship and by self-denial, faith, and good works endeavor to "grow in grace and in the knowledge of our Lord and Savior Jesus Christ."

We will not forsake the assembling of ourselves together for church conferences, public worship, and the observance of the ordinances of the Gospel; nor fail to give according to our ability for the support of the church and all its benevolent work.

We agree to accept Christian admonition and reproof with meekness, and to watch over one another in love, endeavoring to "keep the unity of Spirit in the bond of peace," to be careful of one another's happiness and reputation, and seek to strengthen the weak, encourage the afflicted, admonish the erring, and as far as we are able promote the success of the church and of the Gospel.

We will everywhere hold Christian principles and obligations supreme, esteem it our chief business to make Christ known to the world, and constantly pray and toil that the Kingdom of God may come, and His will be done on earth as it is in Heaven.

To this end we agree to co-operate in the promotion of denominational institutions and ministries, the support of the work of the local church, and the evangelization of the world.

May the God of peace sanctify us wholly, and preserve us blameless unto the coming of our Lord Jesus Christ.

Article 4: Ordinances

Section 1: Baptism

Baptism by immersion of believers in Christ is recognized as a Scriptural ordinance, and shall be observed as often as is necessary. It is properly referred to as "believer's baptism".

Section 2: The Lord's Supper

The Lord's Supper shall be administered four (4) times a year. The Pastor and the Board of Deacons may change the time of this observance, or schedule additional times of observance.

Section 3: Washing of the Saints' Feet

The Washing of the Saints' Feet is recognized and may be administered at the discretion of the congregation.

Article 5: Membership

Section 1: General Provisions

A person presenting himself/herself for membership must give evidence of scriptural salvation in his/her life and give assent to the AFOFWB.

Section 2: Admission of Members

Applicants shall be received by a vote of the congregation in any regular service. If an objection is raised, the case shall be referred without discussion to the Pastor and Board of Deacons for study. Methods of admission shall be in agreement with the AFOFWB and by the following means:

By Baptism

A person meeting the requirements in Section 1 may be received as a candidate of baptism. Upon baptism he/she shall automatically enjoy the full fellowship of the church, if he/she so desires.

By Letter

Persons may be received into the church upon presentation of letters from other Christ centered churches. If an unfavorable letter is received, it shall be referred to the Pastor and the Board of Deacons for study, investigation, and recommendation.

By Statement of Faith

Any baptized person may be received into the church upon his/her statement of experience and faith in Christ.

By Restoration

Any former member whose conduct has caused the termination of his/her membership, may, upon evidence of restoration and repentance, be restored to full fellowship by a majority vote of the congregation.

Section 3: Dismissal of Members.

Members may be dismissed and removed from the membership roll of the Church according to the AFOFWB.

Section 4: Discipline of Members.

All matters of discipline shall be referred to the Board of Deacons and they shall proceed according to Matthew 18:15-17. The Board of Deacons may recommend that the Church withdraw fellowship from a member provided just cause is found. Such a withdrawal would require a majority vote of the Church body at a regular or

special called business meeting, and would effect the removal of the member from the Church roll.

Section 5: Duties of Members.

The duties of Members are set forth in the Church Covenant.

Section 6: Inactive Membership Roll.

In the event that any member is absent from three consecutive regularly scheduled business meetings, such member will be considered as inactive. Inactive members remain in full fellowship with the church but have no voting privileges. Voting privileges shall be reinstated upon attendance of the second consecutive business meeting.

Section 7: Exceptions.

All ministers, evangelists, missionaries, and Christian workers may remain active members of the church as long as they are in full time Christian work or in full time training for Christian work. Other exceptions to active membership, such as but not limited to college, military, or employment obligations, or illness shall be granted at the discretion of the Pastor and Board of Deacons.

ARTICLE 6: OFFICERS

Section 1: Names of Officers

The general officers and standing Boards of this church are the Pastor, Board of Deacons, Board of Trustees, Clerk, Church Council, Treasurer, Sunday School Superintendent, Finance Committee, and any other boards, committees, or offices deemed necessary by the Church.

Qualifications of Church Officers:

All officers of the Church must be active members and faithful attendees of all services and programs of the Church. They must maintain a good Christian testimony and abstain from all sinful amusements and unholy conformity to the world. Their loyalty to the Bible and to the beliefs and practices of this Church must be beyond reproach.

Section 2 .The Pastor

A. Qualifications.

The Pastor must be an ordained Free Will Baptist Minister, or licensed and pursuing ordination credentials. 1st Timothy 3:1-7 should be used as a guide in the selection of a Pastor.

B. Election.

When the church is without a Pastor, it shall elect a Pulpit Committee. This committee brings recommendations before the Church. The Pastor is elected by a $\frac{3}{4}$ vote of the active members present and is to be elected bi-annually at the January business meeting.

C. Termination.

Should either the Church or the Pastor desire to terminate the pastoral relationship; the party wishing such change shall give ninety (90) day written notice. Exceptions may be made between the Pastor and Deacon Board. The notice is not required in case of moral issues.

D. Duties.

The Pastor shall have general oversight of the work of the Church. He/she is to faithfully administer his duties as outlined in the New Testament. He/she shall preside at the business sessions of the Church.

E. Absence.

The Pastor shall have an annual one (1) week vacation with pay, scheduled in advance with the Board of Deacons. The Pastor shall be permitted to accept invitations for evangelistic meetings, etc. and to engage in denominational work providing he/she does not spend more than four (4) Sundays annually away from the Church for these purposes, (vacation excluded).

F. Compensation.

The Pastor shall be paid a salary twice monthly, the amount to be contingent upon the ability of the Church to pay meaningful salary and the expenses involved in maintaining the pastoral ministry and other benefits, (such as mileage compensation, health insurance and cost of living salary increases), approved in the annual Church Budget.

G. Leave of Absence.

Paid or unpaid leave of absence may be granted by the Board of Deacons due to extenuating circumstances such as illness.

Section 3: Lay Pastor

The Lay Pastor may be elected under the same terms as the pastor but may not preside over quarterly business meetings, conduct OFWB baptisms, or serve communion on Church property.

Section 4: Church Clerk.

The Clerk shall keep accurate minutes of the business meetings of

the Church and keep the membership roll. All of his/her records are the property of the Church.

Section 5: Church Treasurer.

The Treasurer shall sign all checks authorized by the Church or Finance Committee. He/She shall keep a complete financial record of the Church at all times. He/She will give a report at each quarterly business meeting. The assistant treasurer shall be authorized to sign checks in the absence of the Treasurer.

Section 6: Sunday School.

The Sunday School Superintendent, Teachers, and Officers shall be duly elected in regular conference or duly called meeting.

Section 7: Board of Deacons.

A. Qualifications.

A man or woman must have been in regular standing in, and under the watch care of the Church for at least one (1) year. During this time he/she must have been faithful in attendance and support of the church. The qualifications as set forth in Acts 6 and 1st Timothy 3 should be prayerfully considered.

B. Organization.

The Board of Deacons shall consist of those men or women qualified and ordained by the church. They shall elect a Chairman and meet periodically as determined by the Chairman and Deacon Board.

C. Duties.

1. It shall be the duty of the Board of Deacons to visit the members of the church, giving special attention to the sick, and to encourage the members, by word and example, in Christian worship, service and stewardship.
2. They shall endeavor to promote peace, harmony, and the spirit of cooperation among the members.
3. They shall be diligent in their attendance upon all the regular and special services of the Church.
4. They shall assist the Pastor in the administration of Baptism, the Lord's Supper, and the Washing of the Saints' Feet.
5. The Board of Deacons shall, with the Pastor, be responsible for the spiritual welfare of the Church.
6. They and the Pastor shall recommend to the Church evangelists for revival services when deemed advisable.
7. They and the Pastor shall arrange for special educational, denominational, and missionary services.
8. They shall perform all duties as outlined in the various

articles and sections of this Constitution and By-Laws.

D. Election.

All candidates for Deacon must be nominated by the Deacon Board and voted on by the Church body at a regular or called business meeting. The Deacon Board may elect to rotate Deacons periodically to meet the needs of the Church. This rotation must be approved by the Church at a regular or called business meeting. Any member of the church may recommend candidates to the Deacon Board for consideration.

E. Accountability.

If an ordained Deacon of the Church no longer meets the qualifications as set forth in Acts 6 and 1st Timothy 3, or fails to perform the duties prescribed in the various articles and sections of this Constitution and By-Laws, (unless he/she is physically unable to perform said duties), a request may be made, in writing, that said Deacon be brought before the Church for a vote of confidence, provided that such request is signed by no less than six (6) active adult members of the Church. A Deacon who fails to win, by simple majority, a vote of confidence, will be considered inactive and placed under the watch-care of the Church for one year, after which he/she will be brought again before the Church for a vote of confidence. A Deacon who fails to win, by simple majority, two consecutive votes of confidence will be removed from the Board. No Deacon may be brought before the Church for a vote of confidence more than once each calendar year, except in the case of serious moral failure (i.e. adultery, drunkenness, etc.).

Section 8: Board of Trustees.

A. Qualifications.

A man or woman must have been in regular standing in, and under the watch care of the Church for at least one (1) year. During this time he/she must have been faithful in attendance and support of the church.

B. Organization.

The Board of Trustees shall consist of those men or women qualified and appointed by the church. They shall elect a Chairman and meet periodically as determined by the Chairman and Trustee Board.

C. Duties.

1. The Board of Trustees shall supervise the maintenance and repairs of all Church properties. In the event of an emergency situation, (such as Church maintenance or repairs), they shall have the authority to

spend up to \$2000 without a vote of the Church.

2. They shall serve, as legal officers for the Church, holding in trust all Church properties. Upon a specific vote of the Church authorizing each action, they shall have the power to buy, sell, mortgage, lease or transfer any Church property.

3. They shall sign legal documents involving the sale, mortgage, purchase or rental of property, or other legal documents related to Church-approved matters.

4. All maintenance, repair, or construction shall be handled through the Board of Trustees.

D. Election.

All candidates for Trustee may be nominated and voted on by the Church body at a regularly scheduled or called business meeting. The Trustee Board may elect to rotate Trustees periodically to meet the needs of the Church. This rotation must be approved by the Church at a regularly scheduled or called business meeting.

E. Accountability.

If any Trustee fails to perform the duties prescribed in the various articles and sections of this Constitution and By-Laws, (unless he/she is physically unable to perform said duties), a request may be made, in writing, that said Trustee be brought before the Church for a vote of confidence, provided that such request is signed by no less than six (6) active adult members of the Church. A Trustee who fails to win, by simple majority, a vote of confidence, will be considered inactive and placed under the watch-care of the Church for one year, after which he/she will be brought again before the Church for a vote of confidence.

A Trustee who fails to win, by simple majority, two consecutive votes of confidence will be removed from the Board. No Trustee may be brought before the Church for a vote of confidence more than once each calendar year, except in the case of serious moral failure (i.e. adultery, drunkenness, etc.).

Section 9: Finance Committee.

A. Organization.

The Finance Committee shall consist of the Church Treasurer, Assistant Treasurer, a member of the Board of Trustees, a member of the Board of Deacons and one (1) other elected member. The Finance Committee shall meet at any time so designated by the Trustees but must meet at least once annually.

B. Duties.

They shall draft a Church Budget and present it to the Church to be adopted in the October business meeting to be

effective for the full church year except as changed by the Church in a proper business meeting.

C. Limitation of Authority.

The Finance Committee shall have the authority to disburse of all items contained in the Church Budget and approved by the authority of the Church. All unbudgeted expenditures must have the approval of the Church in a proper business meeting.

Section 10: Nominating Committee.

The Nominating Committee shall consist of three to five (3-5) members elected as the need arises. They shall be ready to report at the appropriate business meeting the slate of officers, and board and committee members to be nominated. Each person being considered for any position must be consulted concerning the proposed nomination and must be informed of the duties of the office for which he/she is being considered and nominated. All nominees, whether nominated by committee or from the floor, must meet the provisions of Article 6, Section 1. The Nominating Committee is not a standing committee but will be elected at the pleasure of the Church.

ARTICLE 7: GOVERNMENT

Section 1: Form of Government.

This Church shall be operated according to the principles of congregational church government as herein defined. The final authority for the spiritual business or other affairs of this Church shall be by a vote of the majority of active members present at a regular or special business meeting.

Section 2: Quarterly Business Meetings.

The members of the congregation shall meet for a quarterly business meeting in January, April, July and October. The Pastor and the Board of Deacons may change the time of this quarterly business meeting.

Section 3: Special Business Meetings.

The Pastor and/or Board of Deacons when deemed advisable, with at least two (2) weeks notice given, may call special business meetings. Any member may request a special business meeting provided that such request is presented to the Chairman of the Board of Deacons in writing, with the purpose of the meeting given, signed by no less than six (6) active adult members of the Church, no less than three (3) weeks before the requested meeting.

Section 4: Voting Requirements.

1. On general Church matters in which no legal questions are

involved, all members in good and regular standing who have reached their sixteenth (16th) birthday may vote: but in matters relating to title to property or legal procedures, the laws of the state determine at what age members are eligible to vote.

2. No board or officers of the Church shall sell, mortgage, or otherwise encumber the Church and/or property without the consent of two thirds of the active members present at a regular or special called business meeting.

3. Any proposal to buy or sell any Church property, or to expand or to build new buildings, or to buy additional Church property must be presented to the Church in a regular or special called business meeting. A vote of two thirds of those active, adult members present at the business meeting will be considered the final authority of the Church on a particular matter.

Section 5: Nomination of Officers.

A Nominating Committee consisting of three to five (3-5) persons shall nominate officers. Their report is to be submitted to the Pastor and Board of Deacons for approval before it is presented to the church.

The report will be presented in the next business meeting.

Others may be nominated from the floor. Definitions, duties, and qualifications of officers are given in Article 6.

Section 6: Election of Officers.

The officers are to be elected as needed at a regular or special called business meeting. If any office is vacated for any reason, the assistant will assume the duties of the office. The Nominating Committee will recommend a new officer or assistant to the Church at the next business meeting.

Section 7: Church Year.

The church year runs from January 1st to December 31st.

Section 8: Parliamentary Procedure.

In business meetings, good parliamentary order shall be maintained using *Robert's Rules of Order*.

Section 9: Constitution and By-Laws.

Every member of the church shall receive a copy of the Constitution and By-Laws, where possible.

Section 10: Church Records.

All records except individual donations are available to all members of the church. The records must remain at all times in the hands of the officer, person or persons authorized to handle such records.

Section 11: Quorum.

A quorum shall consist of the active members present.

ARTICLE 8: AUXILIARIES

Section 1: General Policy.

In all matters of deciding policy it is understood that the highest authority is the meeting of the members of the Church in business meetings. Decisions of the meeting are binding on all members, Sunday School Classes, Auxiliary groups and any and all other organizations within the Church.

Section 2: Sunday School.

The Sunday School shall function according to general practice.

Section 3: New Organizations.

Any member wishing to organize a new auxiliary in the church must present their request to the Board of Deacons together with the plan of operation for the new organization. If meeting their approval, the Board of Deacons shall present the new organization to the Church for approval.

ARTICLE 9: MISCELLANEOUS PROVISIONS

Section 1: Use of Church Property.

The church and/or property of the church may not be used for secular gatherings (i.e. birthdays, reunions, etc.), or special services (i.e. weddings, funerals, etc.), unless approved by the Pastor and the Board of Deacons. The Pastor and Deacon Board shall maintain an acute awareness of their responsibility to represent and protect the reputation and properties of the Church.

Persons who wish to appeal a decision made by the Pastor and the Board of Deacons regarding church usage, may do so by requesting, in writing, that the matter be brought before the Church body for a vote, provided that such request is signed by no less than six (6) active adult members of the Church, no less than two (2) weeks before the requested date of usage, if possible.

See addendum regarding "Regulations for use of Mount Zion FWB Church and Fellowship Hall".

Section 2: Paid Entertainment, Sales, Etc.

There shall be no program in which admission is charged held in the Church building or sponsored by the Church or any of its

organizations anywhere, except as previously approved by the Church in a regular or called business meeting.

Section 3: Committees.

The Church shall elect or have appointed as many committees as may be deemed necessary to carry out the program of the Church.

Section 4: Worship.

This Church is devoted to good order, fervent devotion, orderly worship, evangelistic passion, and competence on the part of all its workers and officers.

ARTICLE 10: LICENSING AND ORDAINING

Section 1: Licensing.

Any member of the Church who feels divinely called, and makes report of same to the Church, and if the Church shall be satisfied with qualifications and call of such persons, the Church may grant him/her license to preach the Gospel.

Section 2: Ordaining.

When a licentiate has proven himself/ herself to be worthy, the Church may petition the district association of which it is a part to give the applicant a proper examination and make recommendation to the association. If the ordaining council of association is satisfied, and the association grants approval, the licentiate is granted a certificate of ordination after a customary service.

ARTICLE 11: HUMAN SEXUALITY

1. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery and pornography are sinful perversions of God's gift of sex. (Genesis 2:24; Genesis 19:5, 13; Genesis 26:8-9; Leviticus 18:1-30; Romans 1:26-29; 1st Corinthians 5:1; 6:9; 1st Thessalonians 4:1-8; Hebrews 13:4)
2. We believe that the only legitimate marriage is the joining of one man and one woman as husband and wife. (Genesis 2:24; Romans 7:2; 1st Corinthians 7:10; Ephesians 5:22-23) 15
3. We believe that men and women are spiritually equal in position before God but that God has ordained distinct and separate spiritual functions for men and women in the home and the Church. (Galatians 3:28; Colossians 3:18; 1st Timothy 2:8-15, 3:4-5, 12)

ARTICLE 12: TAX-EXEMPT PROVISIONS

Section 1: Private Inurement.

No part of the net earnings of the Church shall inure to the benefit of or be distributable to its members, trustees, officers, or other private persons, except that the Church shall be authorized and empowered to pay reasonable compensation for the services rendered and to make payments and distributions in furtherance of the purposes set forth in Article 1, Section 2 hereof.

Section 2: Political Involvement.

The Church shall not participate in any political campaign on behalf of any candidate for public office, other than the distribution of public voting records and/or non-partisan voter's guides that may or may not indicate the candidate's position on social and moral issues which are of concern to the Church and society, so long as such distribution does not violate Section 501 (c) (3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law).

Section 3: Racial Nondiscrimination.

The Church shall have a racially nondiscriminatory policy and therefore shall not discriminate against members, applicants, students, and others on the basis of race, color, or national or ethnic origin.

Section 4: Designated Contributions.

From time to time the Church, in the exercise of its religious, educational, and charitable purposes, may establish various funds to accomplish specific goals. Contributors may suggest uses for their contributions but all suggestions shall be deemed advisory rather than mandatory in nature. All contributions made to specific funds or otherwise designated shall remain subject to the exclusive control and discretion of the Church body. No fiduciary obligation shall be created by any designated contribution made to the Church other than to use the contribution for the general furtherance of any of the purposes stated.

ARTICLE 13: ADOPTION AND AMENDMENT

Section 1: Adoption.

This Constitution and By-Laws shall be adopted and put into immediate effect after 3/4 of the active members present shall vote

for the adoption of the same.

Section 2: Amendment or Repeal.

Any of these articles or sections may be amended, altered, or repealed by a vote of 3/4 of the active members present at the business meeting in which the proposed amendment is voted upon.

All proposed amendments must be presented in writing to the Pastor and Board of Deacons at least thirty (30) days prior to being presented to the Church.

The proposed amendment must be read to the Church in at least two (2) regular Sunday morning worship services prior to presentation at a regularly scheduled or called business meeting.

Section 3: Previous Rules.

The adoption of these rules shall affect a repeal of all previously adopted rules in conflict herewith.

Adopted in Quarterly Church Conference, April 14, 2010