

CONSTITUTION AND BY-LAWS OF GREATER CHRISTIAN FELLOWSHIP CHURCH

ARTICLE I-ORGANIZATION

Section 1.1-Name

The name of the church is Greater Christian Fellowship Church. This organization is a non-profit corporation incorporated in North Carolina, hereinafter called the "Corporation."

Section 1.2: Purpose and Covenant of Faith & Government

The Corporation known as the church, is organized for the purpose of promoting the worship of God through the preaching of the Gospel of Jesus Christ, the teaching and studying of the Holy Bible, and conducting the winning of souls to Christ. The church shall operate exclusively for religious, community outreach, charitable contributions, and educational purposes that will qualify this organization as a 501(c) 3 or successor provisions of the Internal Revenue Code.

Section 1.3: Mission Statement

Our Missions is to:

- Worship God through various cultural such as preaching, studying, and dancing
- Reach the mind, body, and soul of people through teaching and sharing the Word of God
- Encourage people to come to Christ and to join Greater Christian Fellowship Church
- Encourage and Empower people to serve God through embracing and loving one another
- Reach communities for God through various means, such as, providing for temporal needs, visiting the sick and imprisoned, supporting missionaries, and planting churches.

Section 1.4: Vision Statement

Building a Christ-Centered Bible base church, by empowering people, families, and communities to come to Christ and grow in the grace and knowledge of Jesus Christ through ministry, evangelism, preaching, and teaching the word of God.

Section 1.5: Statement of Faith

We **BELIEVE** a great commitment to the great commandment and the commission will grow a great church.

The Great Commandment: "Jesus said: Love the Lord your God with all your heart. soul. and mind. This is the first and greatest commandment.

And the second is like it: Love your neighbor as yourself. All the Law and Prophets hang on these two commandments." Matthew 22.37-39

The Great Commission:

"Jesus said, "Go and make disciples of all nations, baptizing them in the name of the Father and of the son and of the Holy Spirit, and teaching them to obey everything I have commanded you."

Matthew 28.19,20

- Love God with all your heart" - WORSHIP
- Love your neighbor as yourself - MINISTRY.
- Go...make disciples: EVANGELISM baptizing them... - INCORPORATION /FELLOWSHIP
- Teach them to observe..." - DISCIPLESHIP.

Jesus did these! John 17:1-26

The first church did these! Acts 2:1-47

Paul explained these! Ephesians 4:1-16

We **BELIEVE** the church exists to:

Communicate God's word "Evangelize our mission field".

Evangelism: "You will be my witness..." Acts 1:8

"...you will be my witnesses..." Acts 1:8

Why our Church must never stop growing:

Because GOD We **BELIEVE** in Worship

"O magnify the Lord with me and let us exalt his name together" Psalm 34:3

"I was glad when they said to me, let us go to the Lord's house" Psalm 122:1

"Worship the Lord your God, and serve Him only" Matthew 4:10

"The Father seeks worshippers...and His worshippers must worship Him in spirit and in truth"

John 4:23-24

LOVES PEOPLE.

The Lord... is patient, not wanting anyone to perish, but wants everyone to come to repentance." II Peter 3:9

11 Corinth. 5:14, Luke 15:3-10, Matt. 9. 12-13

B. Because GOD COMMANDS US TO REACH OUT.

"Go out into the country. and urge anyone you find to come in, so that My House Will be full"

Luke 14:23

C. Because GROWTH IS GOD'S WILL

"Under Christ's control, the whole Body is nourished...and grows as God wants it to grow" Col. 2:19

"(Jesus) I will build my church." Matt. 16:18

CELEBRATE God's Presence "Exalt our Master."

Expressions of Worship

Singing: Ephesians 5:19

Commitment: Romans 12:1,2

Praying: Psalm 95:6

Hearing the Word: John 17:17

Giving: I Corinthians. 16:1,2

Baptism: Romans 6:3;4

Meditating: Habakkuk 2:20

Lord's Supper: 1 Corinthians 11: 23-26

INCORPORATE God's Family

"Encourage our members."

Baptism/Fellowship

"You are a member of God's very own family, and you belong in God's household with every other Christian" Ephesians 2:19

EDUCATE God's People

"Educate for maturity"

DISCIPLESHIP

"...building up the church, the body of Christ, to a position of strength and maturity...until all become full grown in the Lord Ephesians 4:12-13

DEMONSTRATE God's Love

"Equip for Ministry"

Ministry

"...to prepare God's people for the work of ministry." Ephesians 4:12

By this shall all men know that you are my disciple - that you have love for one another." John 13:35

I John 3.16, 17; Matthew 25.34-40; Hebrews 13.16; Romans 12.13

Every Member needs to be a part of a ministry.

We don't SPECTATE, we PARTICIPATE.

"Now God gives us many kinds of special abilities...and there are different kinds or service to God (ministry...All of you together form the one Body of Christ and each of you is a separate and necessary part of it. I Corinthians 12.4-5,27

Every member is a: MINISTER.

Every task is: IMPORTANT.

Every Member is a "10" in: SOME AREA OF MINISTRY.

Section 1.6-Location

The office(s) of the church shall be in such location(s) determined by the Pastor and the Pastoral Leadership Team.

Section 1.7-Corporate Seal

The corporate seal of the Corporation, if any, shall be of such design as shall be approved and adopted from time to time by resolution of the Pastor and Board of Trustees, and the seal or a facsimile thereof may be affixed by any person authorized by the Board or these Bylaws by impression, by printing, by rubber stamp, or otherwise. The foregoing notwithstanding, however, unless otherwise required by the laws of the State of North Carolina, the Board may opt not to utilize a corporate seal.

ARTICLE II- MEMBERSHIP

Section 2.1-Basis for Membership

- Persons may become members of Greater Christian Fellowship Church upon confession of faith, or upon reaffirmation of faith. Those who are members of another church are requested to provide a letter of good standing or release, if possible.

Requirements for Membership:

- Each person applying to become a member of Greater Christian Fellowship Church shall:
 - Profess faith in Jesus Christ as Lord and Savior, and subscribe to the personal confession of faith adopted by this church.

- Complete a New Members Class organized by the Pastor and Pastoral Leadership Team
- Appear before members of the church so that the church can satisfy itself on the qualifications of each person applying for membership.

Section 2.2-Inactive or Former Members

Removal of Active Members:

- Members who have not actively engaged in the support of, or otherwise shown their interest in, Greater Christian Fellowship Church for a period of two or more years may be dropped from active membership by action of the Board of Trustees, but the names of such members shall be retained on the list of inactive members.

Reinstatement:

- Members previously removed from active membership may be reinstated upon reapplication by the action of the Board of Trustees by completing a New Members Class. The Pastoral Leadership Team will finalize the membership process by approving all reinstated members.

Section 2.3-Removal from Membership

- The Board of Trustees may remove from membership in the church any member whom inquiry shows to be leading a life dishonoring to Christ and His church.

Section 2.4-Transfer of Membership

- All requests for letters of transfer received from active members shall be read at a meeting of the leadership team and be granted upon a majority vote of the committee members present. Any member uniting with another church without first obtaining a letter of transfer shall be removed from membership in this church.
- All requests for letters of transfer received from persons previously removed from active membership in the church shall be read at a meeting of the leadership team and granted upon a majority vote of the committee members present. Such letters shall state that these transfers are granted to inactive members, and the date of, and reason for their being transferred from the active roll.

Article III: LEADERSHIP

Greater Christian Fellowship Church and its ministries are led by the Board of Trustees, Pastor, and the Pastoral Leadership Team authorized by these Bylaws, and these church officers: Secretary and Treasurer.

Section 3.1-Board of Trustees

- The Board of Trustees shall be fiscal responsible for the church, shall have the general oversight of all aspects of the church, shall prayerfully seek and help implement God's will for Greater Christian Fellowship Church, shall keep the church's vision before the congregation, and shall deal with such church business as cannot be delegated.

Number:

- The number of Trustees shall always be odd and not be less than 3 or more than 9. Trustees will demonstrate a commitment to the corporation's mission.

Duties

- In exercising this general oversight, Trustees shall build mentoring and supportive relationships with the Trustees and pastoral staff.
- The Board of Trustees shall annually review the service of all its staff including the Pastor.
- The Board of Trustees and Pastor shall require that all employees receive an annual performance evaluation that shall result in a written report that shall be signed by the reviewer and the individual who is reviewed.
- Following the Annual Meeting, the Board of Trustees shall confirm members of the standing committees specified in these Bylaws.
- The Board of Trustees has responsibility for the oversight of all moneys belonging to the church, for assuring that these moneys are used for the purposes designated, and for the approval of all budgets.

Qualifications:

- Trustees shall be members in good standing of the church. They shall also in their private and public lives conform to the principles set forth in such Scripture as: Acts 20:28; Romans 12:1–2; I John 3:16–18; Psalm 15; II Corinthians 5:17; Galatians 5:13–16; Ephesians 4:22–32, 5:1–33; Philippians 2:1–8; Colossians 3:5–11; I Peter 3:8–12, 5:2–3; I Timothy 3:2–7; and Titus. Trustees shall be in full accord with the church's Confession of Faith and the Covenant of Faith and Government. They must be willing to serve, and be able to commit themselves to the priority of service as Trustees in Christ's church. Each Trustee shall have demonstrated leadership in this church. They shall also have demonstrated a consistent Christian witness in their previous service and various ministries in the church and in all areas of their lives.

Election of Board of Trustees

- With the exception of the Pastor and the Treasurer; Trustees are elected for three-year terms with approximately the same number of terms ending each year. Elected members of the Board of Trustees are eligible for nomination for a second consecutive three-year term. After completing two consecutive terms as a member of the Board of Trustees, or leaving membership on the Board of Trustees for any reason, a person may not be nominated again for membership on the Board of Trustees until at least three years have expired. To be elected Trustee, an individual must receive the vote of not less than 50% of the members entitled to vote who are present at the Annual Meeting of the church, or at a special meeting called for the purpose.

Section 3.2: The Pastor: President

- The Church finds its headship under the Lord Jesus Christ and in its Senior Pastor.
- The Senior Pastor will work alongside church leadership to shepherd and implement the mission and vision of the church.

- The goal of the Pastor is to equip and empower church members to serve in the ministries under his or her leadership, as well as to build relationships among the body of believers at GCFC. Attending church functions, and other administrative duties.
- The Pastor shall be responsible for the spiritual welfare of the church and its members, shall have the general oversight of all aspects of the church, and its ministries, shall prayerfully seek and help implement God's will for Greater Christian Fellowship Church, shall keep the church's vision before the congregation, and shall deal with such church business as cannot be delegated.

Qualifications:

The ideal candidate is someone with significant leadership skills, as well as life experience. The goal is to bring experience and maturity to the position while maintaining energy and excitement for ministry.

The ideal candidate should meet the qualifications listed below:

- Exhibit a strong Christian faith that is nurtured by prayer, Bible study, and self-discipline
- Be able to teach effectively
- Have experience in church ministries
- Practice a biblical attitude towards authority and conflict resolution
- Demonstrate confidentiality, tact, and good judgment
- Work in an organized and efficient manner
- Must be available/flexible to meet the varying needs of the congregation

Election of the Pastor

- **The nominating committee will govern the process and develop policies for the election of the Pastor**
- When the position of the Pastor is vacant, the Board of Trustees and Pastoral Leadership Team should call a special meeting with the Nominating Committee to appoint a new **or interim** Pastor.
- The day of the election should be held at a special church service to vote upon the name with members of the church. An affirmative vote of three-quarters of the members present shall be required to elect.
- Before entering upon his or her duties, a Pastor elected shall become a member of Greater Christian Fellowship Church upon signing the Confession of Faith adopted by the church.

The Pastoral Leadership Team Duties and Responsibilities

- The Pastoral Leadership Team shall annually identify the ministries of the church. Each ministry shall in turn identify one or more lay leaders to the Pastor. The Pastor shall confirm the leadership of these individuals by naming them as members to the Pastoral Leadership Team, and presenting them to the church.
- The Pastoral Leadership Team shall organize itself by assigning its members to oversee the several functions of the church such as Christian education, assimilation and care, worship,

missions and outreach, and administration and finance as well as overseeing the welfare of various ministries within the church.

- The Pastoral Leadership Team shall be responsible for the form, content, and time of the worship services.
- The Pastoral Leadership Team may establish such ministries as it deems appropriate. Except as specifically provided in the Act of Incorporation or in these Bylaws, and subject to the approval of the Board of Trustees, each ministry or committee shall make such provision as it considers necessary for its organization and for the conduct of its business. Unless otherwise specified elsewhere in these Bylaws, a majority of the members of each ministry or committee shall constitute a quorum.

Section 3.3 - Executive Pastor

The Executive Pastor will handle the administrative aspects of a church. They lead strategic planning, human resources, recruitment, and all functional activities to ensure alignment with and accomplishment of the church's mission and vision. They are second in command to the Senior Pastor, and can serve in the role in the absence or vacancy of the Pastor until the position has been filled or appointed by the Pulpit Committee.

Executive Pastor Overview

To oversee the day-to-day operations of the church and support the Senior Pastor in making decisions and determining the overall church direction. The executive pastor is expected to continually cultivate your relationship with God and increase your spiritual maturity. Success in this role will be demonstrated by applying biblical principles in the development and execution of strategies to improve the health and growth of the church.

Executive Pastor Job Responsibilities and Duties

- Facilitates annual strategic planning and budgeting
- Determines church population and develops age-appropriate activities
- Leads church planning initiatives
- Foster lasting relationships among other churches
- Spearheads the church's key programs and fundraising events
- Prepares reports about church finances and operating activities

Section 3.4 – Operations/Facilities Pastor

The Operations/Facilities Pastor is responsible for all aspects of ensuring the church is operationally strong through leadership and coordination of all church operations activities from weekend service preparation and logistics through ongoing care and maintenance of church facilities and grounds.

General Summary and Objective:

- Responsible for the oversight of all church operations, including finance, facilities, HR, and IT.

Essential Functions:

- Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.
- Work with Pastoral Leadership Team to clarify and advance vision, goals, and strategy.

Operations Role: Oversee 5 primary areas of church function: 1) Finances, 2) Facilities, 3) Human Resources, 4) Information Technology, and 5) Office

Management/Church Staff

- Provide top-level leadership and facilitate team-building in the above areas.
- Recruit, equip, and empower volunteers and leaders to further the operational aspects of the ministry and mission.
- Prepare the annual church budget with Executive Pastor, Pastoral staff, and Finance Team.
- Monitor all church financial statements (Balance Sheet, Income Statements, Cash Flow) on a monthly basis.
- Oversee the maintenance, custodial, property care, security, and building usage scheduling for all GCFC facilities, with Trustee Chairman.
- Oversee all human resources/personnel functions (salaries and job descriptions)
- Oversee that church personnel are equipped with necessary computer and technology tools needed for their ministries; all communication systems supported.
- Ensure that the church office runs smoothly and efficiently, including office equipment and communication systems.
- Provide ongoing training for church staff to ensure best practices.

Section 3.5 - Ministries Pastor

The Ministries Pastor will work alongside church leadership to shepherd and to implement the mission and vision of the church. Specifically, will have direct oversight of the Men's Ministry, Women's Ministry Single's Ministry, and Seniors' Ministry.

The goal of the Ministries Pastor is to equip and empower church members to serve in the ministries under his/her leadership, as well as to build relationships among the body of believers at GCFC.

Other duties may include but are not limited to, teaching Men's Ministry, Single's Ministry, or Seniors' Ministry. Attending church functions, and other administrative duties.

Qualifications:

The ideal candidate is someone with significant leadership skills, as well as life experience. The goal is to bring experience and maturity to the position while maintaining energy and excitement for ministry.

The ideal candidate should meet the qualifications listed below:

- Exhibit a strong Christian faith that is nurtured by prayer, Bible study, and self-discipline
- Be able to teach effectively
- Have experience in church ministries
- Practice a biblical attitude towards authority and conflict resolution
- Demonstrate confidentiality, tact, and good judgment
- Work in an organized and efficient manner

- Must be available/flexible to meet the varying needs of the congregation

Section 3.6 - Evangelism: Outreach and Membership Pastor

Functions in leading the church to grow by providing Biblical leadership in the area of evangelism, working with and under the direction of the executive pastor. A member of the pastoral team, he or she will enable the church to focus on carrying out the Great Commission and equip the church to carry out the five functions of the New Testament church: evangelism, discipleship, ministry, fellowship, and worship. Membership Pastor needs to identify and contact new attendees, visit current, non-attending members, and visit shut-in members and attendees of the congregation.

Personal Qualifications:

- Committed Christ-follower who feels a call by God into ministry
- Desirous to help the congregation, surrounding community, and the unchurched encounter and grow in Christ
- Possesses organizational and leadership skills
- Thriving prayer life

Job Qualifications:

- Previous experience in evangelism, outreach ministry or pastoral care

Responsibilities:

- Assist in oversight of evangelistic ministries of the church, including but not limited to outreach, special evangelism events, missions, membership, etc.
- Create culture, environments, and training to facilitate evangelism through new and existing ministries inside GCFC.
- Available for additional tasks as directed by the lead/executive pastor.
- Work alongside the lead pastor & Leadership Team in communicating the priority of evangelism and outreach in accordance with the vision of GCFC.
- Fully embraces the mission, vision, and values of GCFC.
- Must be reliable, self-motivated, and take initiative.
- Embrace and adapt to growth, change, innovation, and creativity.
- Use appropriate judgment in the areas of discretion, sensitivity, and confidentiality.
- Model the call, character, and competencies of becoming a minister of the gospel of Jesus Christ.

Essential Functions:

EVANGELIZING: This person will evangelize in various ways in the community

EQUIPPING OTHERS to EVANGELIZE: will train and equip others to evangelize in their spheres of influence

COMMUNITY OUTREACH: this position will lead and help coordinate a plan for reaching out with the Gospel in meaningful ways to our community. This will include mobilizing the congregation to serve the community in various manners to demonstrate love and represent God's grace to them.

MENTORING: this will include meeting with people in the congregation as time allows and as the opportunity and need arises for the sake of helping them mature and grow in Christ

MEMBERSHIP: this will include having monthly membership classes. Helping potential members understand the mission and vision of GCFC. Finalizing the process of membership. Making sure the church clerk has all the updated information.

PASTORAL COUNSELING: this will include meeting with men and couples for the sake of helping them think biblically regarding their life situations.

PREACHING/TEACHING: this will include various opportunities to share God's Word in formal typesetting, including at times on Sunday morning, but also in various smaller classroom forums.

VISITATION: this will include visiting the sick at times for prayer and encouragement
Active and growing personal relationship with Jesus Christ, evidenced by action, attitude, and behavior.

- A passion for ministry
- Effective communication skills (written, verbal, and interpersonal).
- Demonstrated ability to understand and relate to the congregation and community
- Ability to reach out and connect with families, as needed
- Competency with basic computer software (Excel, Word, Publisher)
- Ability to share faith, testimony, and scripture with others in order to evangelize as well as train others to do so

Section 3.7 - Worship Pastor

The Worship Pastor will spiritually and strategically oversee and coordinate all worship ministries and gatherings of the church to accomplish the mission and vision set by the Holy Spirit, Senior Pastor, and Leadership Team. The Worship Pastor will take on the responsibility of guarding the spiritual culture and character of the worship ministry and its staff and support the spiritual health of the church as it develops disciples and serves the community.

The Worship Pastor will serve in a leadership role to:

- Further the Senior Pastor's vision by overseeing worship gatherings and worship culture.
- Lead worship for Sunday morning gatherings and oversee the Tech Team
- Spiritually lead the Worship Team to bring new depth, understanding, and relevance to GCFC's worship gatherings.
- Oversee the Worship Team, which includes a Worship Assistance, Tech Producer (Keith Green), and worship/tech volunteers.
- Work with the Senior Pastor, Executive Pastor, and Leadership Team to coordinate worship gatherings.

The Worship Pastor needs to:

- Develop and maintain their own relationship with Jesus to live above reproach.
- Be an excellent musician, singer, and communicator for large and small groups.

- Provide pastoral, visionary, and directional leadership for GCFC's worship gatherings.
- Disciple, mentor, recruit, and develop worship ministry and tech team volunteers.
- Oversee volunteer scheduling for weekly worship gatherings.
- Lead weekly rehearsals for weekly worship gatherings.
- Lead, oversee, and have regular meetings with the Worship Team staff.
- Meet with the Senior Pastor and Executive Pastor weekly to plan gatherings.
- Attend Pastoral Leadership Team meetings.
- Collaborate with staff about their worship gatherings (students, kids, adults, etc.).
- Create an annual budget for the worship ministry with Leadership Team.
- Be accessible, and approachable, and lead with a relational heart.
- Be proficient in Planning Center, Apple devices, and sound, lighting, and live streaming systems.

The Worship Pastor will oversee the following team leaders:

- Worship Assistant
- Tech Producer

The Worship Pastor will report to:

- The Executive Pastor

Section 3.8 - Youth and Young Adult Pastor

- Developing, coordinating, and overseeing the Child, Youth and Young adult ministries at Greater Christian Fellowship Church.
- Recruit leaders to facilitate small groups
- Provide the necessary training for those serving in the Children/Youth/Young Adult Ministry to enhance ministry effectiveness and spiritual growth
- Initiate and hold to a long-range plan that uses adult leaders to build a relationship-driven Children/Youth/Young Adult Ministry that helps students/adults move from being a leader in their walks with Christ
- Seek to build community relationships and think creatively about how to, most effectively, minister to the children/youth/young adults
- Lead and Shepherd those on the Children/Youth/Young Adult Ministry Team and Student Leadership Team
- Empower Leaders to pursue contact with students/young adults
- Facilitate feedback opportunities (parents, students, and young adults) to comment on how successful the ministry is for them
- Conduct team meetings at least monthly
- Counsels youth and parents and young adults when needed
- Organize and lead trips and learning opportunities that will provide for further enhance spiritual character.

Section 3.9 – Secretary

- The secretary attends all Board of Trustees meetings and is responsible for maintaining complete and accurate meeting minutes. The secretary is also tasked with monitoring compliance with the organization's bylaws.

- The Secretary shall keep a written record of the Annual and Special Meetings of the church and have charge of its membership records.
- The Secretary shall give legal notice of all the Annual and Special Meetings of the church as specified by these Bylaws.
- The Secretary shall process all correspondence regarding letters of transfer; shall record the number of new members by confession of faith; by reaffirmation of faith and by letter; the number of names removed from membership during the year by granting of letters of transfer, by death, and for other reasons; the number of infant baptisms and dedications; and the number of adult baptisms. The Secretary shall ensure that new members sign membership documentation.
- The Secretary shall make a written report at the Annual Meeting of the membership of the church and the changes during the preceding year.
- The Secretary shall publish the list of nominees selected by the Nominating Committee along with the nominees selected by the Trustees for nomination to the Nominating Committee 60 days prior to the Annual Meeting, and this list of nominees plus any additional nominations 30 days prior to the Annual Meeting. These publications shall include appropriate biographical information concerning each nominee's past service to the church. The ballot used to elect officers shall indicate which candidates are nominees of the Nominating Committee.
- The Secretary shall notify officers of their election.
- The Secretary is elected for a three-year term and is eligible for reelection.

Section 3.10 - Treasurer

- The treasurer keeps track of the organization's financial condition. He or she must understand financial accounting for the church and work with the Pastoral team/leadership team to ensure that appropriate financial reports are made available on a timely basis. The treasurer also reviews the annual financial report and presents it to leadership.
- The Treasurer shall receive, have custody over, and be responsible for all moneys belonging to the church and its organizations, including funds for the relief of the poor.
- The Treasurer shall make no payment of money belonging to the church except as authorized in writing by the Pastor and Board of Trustees.
- The Treasurer shall keep adequate accounting records.
- The Treasurer shall make an annual written report of the finances of the church at its Annual Meeting and shall report to the Finance and Administration Committee monthly, and at such other times as the Committee may request.
- The Treasurer is responsible for the submission of the annual budget for Ministry and Operations at the Annual Meeting for vote by the congregation.
- The Treasurer shall mail a copy of the budget with a letter of explanation to each member not less than fourteen days prior to the Annual Meeting.
- The Treasurer may execute contracts when authorized by a vote of the congregation, a vote by the Pastor and Board of Trustees.
- The Treasurer may also participate and vote at meetings of the Board of Trustees as required.
- The Treasurer is elected for a one-year term and is eligible for reelection.

Article IV - Election of Officers

All officers of the Church shall be elected biannually at the last regular meeting for the Organization in June of the election year. Nominations for the various officers shall be brought in by the nominating committee in writing, and nominations may also be made from the floor. **Only the trustees, secretary and treasurer can be elected as officers.**

Section 4.1-Nomination

The Pastoral Leadership Team shall appoint a nomination committee that shall be responsible for producing a slate of candidates for election to the Board of Trustees, in accordance with such procedures as the Board of Trustees may by resolution determine.

Section 4.2-Election

Trustees shall be elected by written ballot by mail, email, absentee ballot or at meetings.

Section 4.3-Appointed Directors

The Board of Trustees shall appoint persons for vacant seats by a majority vote.

Section 4.4-Term of office

Term of office shall be three years or until a successor is duly initiated.

Section 4.5-Vacancies

Vacancies may be filled by a majority vote by the remaining board members.

Section 4.6-Quorum

Two-thirds of the membership, in good financial standing (tithes) of the organization present at a regular meeting, shall constitute a regular quorum.

Section 4.7 – Nominating Committee for the Senior Pastor

- The nominating committee shall have no more than five members which includes two members from the congregation, two members from the pastoral leadership team, and the chairperson of the Board of Trustees.
- Must be a member of the church for a minimum of three to five years.
- The committee will seek and recommend to the church body a candidate to fill the vacancy of Senior Pastor.

ARTICLE V-MEETINGS

Section 5.1-Meetings

Public worship shall be held on the Lord's Day, on such days as the church may designate, and at such hours and subject to such changes as may be determined by the Board of Trustees.

Section 5.2-Special Meetings

Special meeting may be called by the Pastor or Board of Trustees, who thinks that it is necessary to do so. Such meeting shall also be called by the Pastor upon the written request of as many as ten members of the organization.

Section 5.3-Notice

Notice stating the place, date, and hour of meetings must be sent to members by email, and/or regular mail (or personal phone call for special or emergency meetings) two weeks in advance.

Section 5.4-Quorum

The minimum number of members needed for the transaction of any business on behalf of the organization is one-fifth of the number of members.

Section 5.5-Proxies

A member entitled to vote may do so by proxy in writing before the meeting is conducted.

Section 5.6-Manner of Acting

A majority vote by the members present of a duly constituted meeting shall be necessary unless required by these bylaws.

Section 5.7-Vacancies

Any vacancy occurring on the Board of Trustees by reason of death, resignation, disqualification, incapacity to act, or for any other reason or cause shall be filled for the balance of the then current term by the Board.

Section 5.8-Removal

The Pastor and Board of Trustees may remove any officer(s) elected or appointed by the Board of Trustees whenever in the Board's judgment, the officer has not been acting in the best interests of the Church. It shall be required that the affirmative vote of three-fourths (3/4) of its members, not three-fourths of those in attendance at the meeting, in favor of removal for the motion to be carried. However, any such removal shall be without prejudice to the contract rights, if any, of the officer(s) so removed. **Only the trustees, secretary and treasurer can be elected and/or removed as officers.**

ARTICLE VI-DISSOLUTION

The Corporation shall use its funds only to accomplish the objectives and purposes specified in these Bylaws and no part of said funds shall inure, or be distributed, to the members of the Corporation. On dissolution of the Corporation, any funds remaining shall be distributed to one or more regularly organized and qualified as a charitable, educational, scientific, or religious organization to be selected by the Board.

ARTICLE VII-ANNUAL REPORTS

Section 7.1-Annual Reports

- The Pastor and Treasurer shall present to the Pastoral Leadership Team/Board of Trustees at its annual meeting a report, verified by the Pastor and Treasurer or by a majority of the Board, showing in appropriate detail the following:

- The assets and liabilities, including savings, of the Corporation as of the end of the fiscal year immediately preceding the date of the report.
- The principal changes in assets and liabilities, including savings, during the year immediately preceding the date of the report.
- The revenue or receipts of the Corporation, both unrestricted and restricted to particular purposes, for the year immediately preceding the date of the report, including separate data with respect to each savings account held by or for the Corporation.
- The expenses or disbursements of the Corporation, for both general and restricted purposes, during the year immediately preceding the date of the report, including separate data with respect to each savings account held by or for the Corporation.
- The annual report of the Board of Trustees shall be filed with the minutes of the annual meetings of the Board. The annual report shall be distributed to all members, granters, grantees and organizations so requesting. The annual report shall be prepared for presentation once a year after the annual meeting but no later than June 30 of each year.

ARTICLE VIII—CORPORATION RECORDS

The Corporation shall keep at its registered office or at its principal place of business (a) an original or duplicate record of the proceedings of the Board of Trustees, (b) the original or a copy of its Bylaws, including all amendments thereof to date, and (c) appropriate, complete, a record of its Trustees, giving the names and addresses of all Trustees and accurate books or records of account.

ARTICLE IX-AMENDMENT

The Bylaw of the Corporation may be altered, amended, or repealed when necessary by a two-thirds majority of the Board of Trustees and Pastoral Leadership Team at any meeting after written notice of such purpose has been given. Proposed amendments must be submitted to the Secretary to be sent out with regular Board of Trustees announcements.

ARTICLE X—MISCELLANEOUS

Miscellaneous Provisions: Indemnification every person in the corporation shall be indemnified by the corporation against all cost and expenses incurred or imposed upon by his or her connection with, or resulting from, suit, or proceeding to which he or she may be made a party by reason of his or her being or have been a member of the corporation or of any subsidiary or affiliate thereof, except in relation to such matters as to which he or she shall finally be adjudicated in such action suit, or proceeding to have acted in bad faith and to have been liable by reason of willful misconduct in the performance of his or her duty as such director or officer. "Cost and expense" shall include, but without limiting the generality thereof, attorney's fees, damages, and reasonable amounts paid in settlement.

Section 10.1-Fiscal Year

The Board of Trustees is authorized to fix the fiscal year of the corporation and to change it from time to time, as it deems appropriate and in the best interest of the corporation. (June 30-July 1)

Section 10.2-Headings

In interpreting these Bylaws, the headings of articles shall not be controlling.

Section 10.3-Amendments

Changes to this constitution shall be made by 2/3 vote.

ARTICLE XI-CONFLICT OF INTEREST POLICY

Section 11.1: Purpose.

The purpose of the conflict of interest policy is to protect the interest of Greater Christian Fellowship Church organization when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Corporation or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations. This policy is intended to supplement but not replace any other policy that is already in place by the corporation.

Section 11.2: Definitions.

a. Interested Person. Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

b. Financial Interest. A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

- 1) An ownership or investment interest in any entity with which the corporation has a transaction or arrangement,
- 2) A compensation arrangement with the corporation or with any entity or individual with which the corporation has a transaction or arrangement, or
- 3) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the corporation is negotiating a transaction or arrangement.
- 4) Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. Under Article III, Section 3.1, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

Section 11.3: Procedures.

a. Duty to Disclose. In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the Trustees and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

b. Determining Whether a Conflict of Interest Exists. After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

c. Procedures for Addressing the Conflict of Interest.

1) An interested person may make a presentation at the governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.

2) The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.

3) After exercising due diligence, the governing board or committee shall determine whether the Corporation can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.

4) If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested Trustees whether the transaction or arrangement is in the Corporation's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination, it shall make its decision as to whether to enter into the transaction or arrangement.

d. Violations of the Conflicts of Interest Policy.

1) If the governing board or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.

2) If, after hearing the member's response and after making further investigation as warranted by the circumstances, the governing board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

Section 11.4: Records of Proceedings.

The minutes of the governing board and all committees with board delegated powers shall contain:

a. The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the governing board's or committee's decision as to whether a conflict of interest in fact existed.

b. The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

Section 11.5: Compensation.

a. A voting member of the governing board who receives compensation, directly or indirectly, from the Corporation for services is precluded from voting on matters pertaining to that member's compensation.

a. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Corporation for services is precluded from voting on matters pertaining to that member's compensation.

a. No voting member of the governing board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Corporation, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

Section 11.6: Annual Statements. Each director, principal officer and member of a committee with governing board delegated powers shall annually sign a statement which affirms such person:

a. Has received a copy of the conflicts of interest policy,

b. Has read and understands the policy,

c. Has agreed to comply with the policy, and

d. Understands the Corporation is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Section 11.7: Periodic Reviews. To ensure the Corporation operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

a. Whether compensation arrangements and benefits are reasonable, based on competent survey information and the result of arm's length bargaining.

b. Whether partnerships, joint ventures, and arrangements with management organizations conform to the Corporation's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in impermissible private benefit or in an excess benefit transaction.

Section 11.8: Use of Outside Experts. When conducting the periodic reviews as provided for in Section 11.7, the Corporation may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews are conducted.

ARTICLE XII-RATIFICATION

These articles of incorporation shall be ratified when approved by the Secretary of State of North Carolina.

ARTICLE XIII CEREMONIES OF CHURCH – MARRIAGE AND BAPTISMALS

Marriage

We believe, at the dawn of creation, God created the institution of marriage, as a covenant union between one man and one woman. This church recognizes no other definition, notion, concept, or idea of marriage other than the aforementioned definition.

Baptisms

Every adult and the parents of every child to be baptized shall have the choice of Baptism either by immersion, sprinkling or pouring. Baptism is a Divine Ordinance, the sign of regeneration of the new birth.

ARTICLES OF INCORPORATOR

The incorporator of this corporation:

Adopted by resolution of the Corporation's Pastor and Board of Trustees on June 2023.

Signature: _____ Date: _____
(Pastor)

Signature: _____ Date: _____
(Chair of Board of Trustees)

Signature: _____ Date: _____
(Secretary)