

MILLCREEK COMMUNITY CHURCH CONSTITUTION AND BY-LAWS

Article 1: Name and Principal Office

The name of the Corporation is Millcreek Community Church. This corporation will be further referred to in the bylaws as the "Church". The church maintains its principal office at 4444 Sterrettania Rd., Erie, PA 16506. The directors of the Church shall have full power and authority to change the principal office from one location to another. Any change of this location shall be recorded by the Secretary on these bylaws opposite this section, or this section may be amended to state the new location.

Article 2: Mission Statement

The purpose of Millcreek Community Church is to give praise to God (exalt), teach people to live the Christian life (equip), and to reach the thousands of unchurched people in Erie (evangelize).

The church's mission is to seek to provide the tools to reach irreligious people and develop them into fully committed followers of Christ.

The church will accomplish this through church worship services (celebration), home groups (care), and an in depth study and discipleship program (content).

Article 3: Membership Covenant

Having received Christ as my Lord and Savior and been baptized, and being in agreement with Millcreek Church's statements, strategy, and structure, I now feel led by the Holy Spirit to unite with the Millcreek church family. In doing so, I commit myself to God and to the other members to do the following:

I will protect the unity of my church by acting in love toward other members, by refusing to gossip, by following the leaders. I will share the responsibility of my church and by praying for its growth, by inviting the unchurched to attend, and by warmly welcoming those who visit. I will serve the ministry of my church by discovering my gifts and talents, by being equipped to serve by my pastors, and by developing a servant's heart. I will support the testimony of my church by attending faithfully, by trying to live a godly life, and by giving regularly.

Article 4: Affiliation

This church is autonomous and maintains the right to govern its own affairs, independent of any denominational control. Recognizing, however, the benefits of cooperation with other churches in world missions, this Church voluntarily affiliates with the Southern Baptist Convention in its national, state and local expressions.

Article 5: Membership

Section I: General: Membership in this Church shall consist of all persons who have met the qualifications for membership and are listed on the membership roll.

Section II: Qualifications for Membership

1. A personal commitment of faith in Jesus Christ for salvation.
2. Baptism as a testimony of salvation.
3. Completion of the Church's membership class.
4. A public commitment, during a Sunday Celebration, to abide by the membership covenant.

Section III: Responsibilities of Membership

The responsibilities of membership are described in the membership covenant.

Section IV: Voting Rights of Membership

Every resident member shall have the right to vote on the following matters: the annual budget of the Church; the confirmation of officers not already assigned by Article VI, Section II as standing officers; the disposition of substantially all of the assets of the Church or the assets of the Church in their entirety; the merger or dissolution of the Church; acquisition of real property and any indebtedness related thereto; amendments to the Articles of Incorporation or bylaws of the Church; the calling of a Senior Pastor; and additional matters at the discretion of the Administrative Team.

Section V: Termination of Membership

Members shall be removed from the Church roll for the following reasons:

1. Death
2. Transfer of membership to another church
3. Personal request of the member, via a written record of this request
4. Dismissal by the Administrative Team according to the following conditions:
 - a. The member's continued conduct indicates an intent to hinder the purpose and mission of the Church as a whole. Only after reconciliation, as directed in Matthew 18:15-17, is unattainable would membership termination be considered.

b. Procedures for the dismissal of a member shall be pursued only under extreme conditions as determined by the Administrative Team. The goal of the Administrative Team will always be restitution and reconciliation.

Section VI: Restoration of Members

Members dismissed by the Administrative Team shall be restored by the counsel of the Administrative Team and reinstated by the Administrative Team according to the spirit of 2 Corinthians 2:7-8.

Section VII: Voting Limitations: Voting by proxy is prohibited; however, in situations such as unalterable travel plans, absentee ballots may be obtained from the Church office one week prior to a scheduled vote. An individual obtaining an absentee ballot must be a member of the Church, and must pick up and register that vote in one visit to the Church office.

Article 6: Meetings of Members

Business meetings of the members shall be held at the times, in the manner and for the purposes set forth below:

1. An annual business meeting of the Church will be held in the fourth quarter of each calendar year. The purpose of this meeting is to adopt an annual budget, confirm officers as needed, and conduct any other business listed in Article 5, Section IV.
2. The Administrative Team may change the dates of the annual or other scheduled business meetings by notifying the members as provided in the bylaws.
3. A special business meeting of the Church may be called at any time by the Administrative Team or (b) by the Senior Pastor. This special meeting, however, is subject to the notification requirements of Number 5 below.
4. Members shall be notified no less than two (2) weeks prior to a meeting which considers any matters set forth in Article V, Section IV of the bylaws.
5. Notification of members for business meetings shall include the time and location of the meeting, as well as the intended agenda for that meeting, and shall be given by any two of the following methods:
 - a. Distribution of written material to the congregation in attendance at a Sunday Celebration
 - b. Announcement of the meeting in the Church newsletter
 - c. Oral announcement to the congregation at a Sunday Celebration
 - d. First-class letter to the members.
6. A quorum shall consist of those members present and voting.

Article 7: Church Officers (Directors of the Church)

Section I: The officers of the Church will consist of a minimum of five (5) persons. The actual number of officers will be determined by the Administrative Team during its meetings.

Section II:

- a. The Senior Pastor will serve as President of the Corporation and will be the moderator of the Church. In his absence, another member of the Administrative Team, as designated by the Senior Pastor, will serve as moderator.
- b. A member of the Administrative Team, designated by the Senior Pastor will serve as Vice-President of the Corporation.
- c. The Financial Manager will serve as the Secretary/Treasurer of the Corporation.
- d. The remaining officers of the Church will be nominated by the Administrative Team and confirmed by the membership of the Church as set forth in Article 5. Each officer will be an active member of the Church.

Section III:

The officers of the Church are hereby designated as the Directors of the Church, and thereby Directors of the Corporation as the term is defined and used in the Nonprofit Corporation Code.

Section IV:

It shall be the duty of the officers to act as legal representatives of the Church and to take such actions and execute any documents necessary to accomplish the purpose of any matter authorized by the members which concern any real or personal property of the Church.

Article 8: Administrative Team

The Administrative Team of the Church will serve as the administrative advisory arm of the Church. It will assist the pastor in the selection and evaluation of staff; the construction of a yearly budget; conflict management within the Church; and other administrative matters. It will provide advice and support for the Senior Pastor. It is also responsible for maintaining the direction and vision of the Church.

The Senior Pastor is directly responsible to the Administrative Team. It holds the Senior Pastor accountable for conduct, vision, and morality. In the event of the loss of the Senior Pastor, the Administrative Team will serve

as the pastor search committee in finding a suitable candidate to present to the Church body at large, for replacement.

Criteria for selection to the Administrative Team are as follows: a) spiritual maturity; b) understanding of the vision of the Church; c) church membership; d) availability in terms of time and resources; e) current service in a ministry position in the Church; f) management skills; g) ability to maintain confidentiality

Article 9: Records and Reports

The Church will maintain the following records and reports:

1. Adequate and correct books and records of accounts (financial records);
2. Minutes of the proceedings of its members, the Administrative Team, and the Directors of the Church;
3. A record of its members, giving their names and addresses;
4. Contribution statements for contributors.

Article 10: Amendments to the Bylaws

New bylaws may be adopted or these bylaws may be amended or repealed by the affirmative vote of a two-thirds majority of the votes represented at a duly held meeting of the members.

The Millcreek Church Membership Covenant

Having received Christ as my Lord and Savior and been baptized, and being in agreement with Millcreek Church's statements, strategy, and structure, I now feel led by the Holy Spirit to unite with the Millcreek church family. In doing so, I commit myself to God and to the other members to do the following:

1. I will protect the unity of my church

- ...by acting in love toward other members
- ...by refusing to gossip
- ...by following the leaders

"So let us concentrate on the things which make for harmony, and on the growth of our fellowship together" (Romans 14:19 Phillips).

"Have a sincere love for other believers, love one another earnestly with all your heart" (1Peter 1:22 TEV).

"Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs" (Ephesians. 4:29).

"Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be no advantage to you" (Hebrews13:17).

2. I will share the responsibility of my church

- ...by praying for its growth
- ...by inviting the unchurched to attend
- ...by warmly welcoming those who visit

"To the church-...We always thank God for you and pray for you constantly" (1Thess.1:1-2 LB)

"The Master said to the servant, 'Go out to the roads and country lanes, and urge the people there to come so my house will be full" (Luke 14:23 NCV).

"So, warmly welcome each other into the church, just as Christ has warmly welcomed you; then God will be glorified" (Romans 15:7 LB).

3. I will serve the ministry of my church

- ...by discovering my gifts and talents
- ...by being equipped to serve by my pastors
- ...by developing a servant's heart

"Serve one another with the particular gifts God has given each of you" (1 Peter 4:10 Phillips).

"[God] gave...some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up" (Eph. 4:11-12).

"Each of you should look not only to your own interests, but also to the interests of others. Your attitude should be the same as that of Christ Jesus: Who...[took on] the very nature of a servant" (Phil.2:3-4,7).

4. I will support the testimony of my church

...by attending faithfully

...by trying to live a godly life

...by giving regularly

"Let us not give up meeting together...but let us encourage one another" (Heb.10:25).

"Whatever happens, make sure that your everyday life is worthy of the gospel of Christ" (Phil. 1:27 Phillips).

"Each one of you, on the first day of each week, should set aside a specific sum of money in proportion to what you have earned and use it for the offering" (1Cor. 16:2 LB).

"A tenth of [all your] produce...is the Lord's, and is holy" (Lev. 27:30 NCV).