

THE BYLAWS OF GOSPEL COMMUNITY CHURCH

ARTICLE I. NAME AND PRINCIPLE OFFICE

The name of this corporation shall be Gospel Community Church (GCC). GCC maintains its principal office in the City of Lynchburg, Virginia. The Guiding Elders retain the right to change the principle office from one location to another. The administrative staff of the church shall record any change in the location of the principle office.

ARTICLE II. OBJECTIVES

The purpose and vision of the corporation shall be to glorify God by making disciples who love God, grow in community, and to reach out with the love of Christ.

- Love God: GCC will help people to develop, and deepen, their understanding of God, and their love for God, through worship, prayer, and Bible study.
- Grow in Community: GCC will help to foster meaningful, and missional, relationships through our local community groups.
- Reach Out with the love of Christ: GCC will seek to communicate, and display, the love of Christ by meeting physical and spiritual needs in our local community, in our country, and around the world.

ARTICLE III. ECCLESIASTICAL GOVERNMENT

The government of GCC is established and headed by Jesus Christ, who is the Senior Pastor of GCC. The church is first and foremost an ecclesiastical body of believers, the supreme governing document of which is the Bible. GCC is secondarily a civil corporation, the governance of which is established by its Articles of Incorporation (AOI) and these Bylaws. However, the AOI and Bylaws are subordinate to the Bible and must be interpreted in light of the scriptures.

The church government set forth in these Bylaws is a two-level Elder led structure (*Guiding and Shepherding Elders*); the powers and duties of the Elders are derived from the authority of Jesus Christ and the Bible. While neither level of Elders is more qualified than the other, they do serve different functions. The Guiding Elders provide oversight for the church at large, dealing with big picture issues such as the vision and direction of the church, finances, facilities, staffing, and operations. The Shepherding Elders focus primarily on assisting and advising the Guiding Elders, shepherding ministries and people, and overseeing specific aspects of the church.

This type of structure allows us: 1) to accomplish our civil (corporate) and ecclesiastical (church) obligations, 2) to create a balance between lay and staff Elders (see Article III.A.3), and 3) to effectively fulfill the organizational and spiritual needs of the church. Organizationally the Guiding Elders can make swift, and carefully informed, decisions and spiritually the Elder Team can have a greater impact as our Shepherding Elders give wise counsel, help with crises, and assist with the pastoral duties of the church.

Important terms and definitions:

- Elder Team –This includes both the Guiding and Shepherding Elders/Pastors of GCC.
- Board of Directors – Henceforth known as the “Guiding Elders” or “Guiding Elder Team.” An Elder will typically need to spend a season as a Shepherding Elder before being elected to the Guiding Elder Team. Occasionally it may be necessary to add Guiding Elders from outside of the Shepherding Elder Team in order to balance the Guiding Elder Team or meet a specific need at GCC.
- Shepherding Elders – Elders/Pastors who help to counsel, and support, the Guiding Elders and assist with the pastoral duties of the church.

A. Elder Team

1. Lay Elders and Staff Elders – Lay Elders are Elders who are not employed by GCC as regular (part-time or full-time) staff members. Staff Elders are Elders who receive (part-time or full-time) compensation for their role as staff pastors at GCC.
2. General Powers – The Elder Team is composed of Elders/Pastors (paid or unpaid) who follow the leading of Jesus (the Senior Pastor of GCC). The Elder Team (under the leadership and direction of the Guiding Elders) is responsible for fulfilling the overall vision of the church, as well as supporting, and managing, the various operations of the church.
3. Duties
 - a) Prayerfully pursue God and lead the church to faithfully accomplish the Great Commission (Acts 6:4, Matt. 28:19-20).
 - b) Help to fulfill the specific purpose and vision of GCC.
 - c) Model Christ-likeness to the congregation.
 - d) Shepherd the congregation (1 Pet. 5:2).
 - e) Develop and disciple leaders.
 - f) Serve the ministries of the church.
 - g) Equip the body of Christ (the congregation) for the work of ministry (Eph. 4:12).
4. Number – The number of Elders, including the Guiding Elders, is to be at least 3 and no more than 20.
5. Qualifications
 - a) To be considered as an Elder, a man must have been called by God into pastoral leadership at GCC and be a man of the highest Christian character according to the qualifications of Scripture (1 Tim. 3:1-7; Titus 1:5-9; 1 Pet. 5:1-4).

- b) Gender – All Elders must be male.
 - c) Divorce – No Elders may have initiated a divorce in the past or be in the process of a divorce.
 - d) Faith and Character – All Elders must be Christians who are blameless and above reproach, faithful husbands (if married), self-controlled and disciplined, serious and prudent, orderly and respectable, hospitable, able to teach and refute false teachings, free from unhealthy addictions, not violent or short tempered, patient and gentle, free from greed and covetousness, proven in leading their respective families well and guiding them in the faith, not new Christians, respected by non-Christians, devoted to good, just and fair, and holy and devout.
6. Election – The election of Elders is the responsibility of the Guiding Elders (Acts 14:23; Titus 1:5). After prayerfully examining the character and qualifications of each Elder candidate, and consulting with the Elder Team, the Guiding Elders will vote to elect or reject each candidate.
 7. Terms – All Elders will serve a one year term, at which point in time each Elder will have the opportunity to renew their commitment. The Guiding Elder Team will meet on a yearly basis in order to review, and re-confirm, each Elder based on Article III.A.5.
 8. Resignation/Removal – See Article III.B.6 and Article III.C.6.
 9. Meetings – Meetings of the Elder Team shall be held at least once each month at a reasonable time and place. Additional meetings may be scheduled as deemed necessary by the Guiding Elders.
 10. Notice of Meetings – All Elders shall receive at least three days notice of regularly scheduled meetings. All Elders shall receive at least twenty-four hours notice of additionally scheduled meetings. Notice may be given by telephone, email, or any other reasonable method.
 11. Attendance by Telephone – If an Elder is not reasonably able to attend a meeting, a majority of the members present may authorize participation by telephone, so long as the absent member can hear, or be advised of the discussion of business, and other members can hear, or be advised of the absent member's votes or comments. A member participating by telephone may count toward a quorum.
 12. Quorum – When the Elder Team meets, or when the Guiding Elders meet, 75% of the Elders present will constitute a quorum. A quorum of Elders

must be present for any formal meetings. If a quorum is not present, the meeting will be rescheduled by the Guiding Elders.

13. Proxy Voting – There shall be no proxy voting.
14. Compensation – In conjunction with the GCC Finance Team, the Guiding Elders shall establish, and follow the process for determining, adjusting, or discontinuing the salary, compensation, or benefits of all Elders/Pastors of GCC. All Elders may be eligible to receive reasonable compensation for fulfilling their vocational responsibilities as employees of the church. All Elders are also eligible to receive reimbursement for out-of-pocket expenses incurred while conducting authorized business on behalf of the corporation.
15. Grievances – Any charges brought against an Elder/Pastor of GCC must be dealt with in a Biblical manner as described in Article VIII.C. Independent members of the Elder Team will be assigned to investigate any unresolved grievances against a fellow Elder by the Guiding Elder Team. Third party (non-GCC) spiritual leaders may also be enlisted to supervise or help navigate the resolution of any conflict. According to Article III.B.6 and Article III.C.6 each Elder will have the opportunity to defend himself and to repent, if the charges against him are valid. The Elders who are assigned to investigate any unresolved grievances will determine whether the Elder who is being investigated has disqualified himself functionally or biblically from ministry.

B. Guiding Elders

1. Definition and Powers – The Guiding Elders provide leadership and oversight for the vision, direction, and operations of GCC. Along with help, and insight, from the Shepherding Elders, the Guiding Elders are responsible for directing and managing the spiritual and organizational functions of GCC. The Guiding Elders also have the responsibility of electing, re-electing, and terminating all Elders. At their discretion, the Guiding Elders will prayerfully define roles, and delegate various responsibilities, to the Elder Team, to GCC staff members, and to any other ministry leaders (or ministry teams) at GCC.

As the directors of the corporation, the Guiding Elders shall lead the church to fulfill its objectives and purposes. The Guiding Elders shall make the final determination in regards to ecclesiastical questions and shall be the final arbiter of polity, religious doctrine, and questions regarding church assets. Reasonable accountability measures will be set in place in order to make sure that the role of the Guiding Elders is carried out with the highest integrity.

The Guiding Elders will be responsible to faithfully enforce these Bylaws and to make wise final decisions regarding all of the internal workings of the church. When deciding all matters, the Guiding Elders will seek to

determine: a) What is consistent with God's written Word – *What is Biblical?*, b) What are the best spiritual, financial, and operating practices for the church – *What is practical?*, c) What will help to further, and what might hinder, the message of the gospel and the vision of GCC?

2. Number – The number of Guiding Elders is to be at least 3 and no more than 7. The Guiding Elder Team will maintain a simple majority of Lay Guiding Elders. If for any reason the composition of the Guiding Elder Team does not consist of a simple majority of Lay Guiding Elders, then the Guiding Elder Team will begin the process of identifying, pursuing, and selecting, godly Lay Guiding Elders who fit the qualifications outlined in these Bylaws.
3. Qualifications - The qualifications for Guiding Elders is identical to those set forth in Article III.A.5.
4. Election – The Guiding Elder Team has the sole authority to appoint new Guiding Elders. The Guiding Elder Team may appoint a committee or group to investigate Elder candidates and report its findings to the Guiding Elder Team. The Guiding Elder Team may receive recommendations for Guiding Elder candidates from the Elder Team or from the “Core Group” of members (see Article VIII). A man can only be appointed as a Guiding Elder with the full support of each, current, and active, Guiding Elder.

Before a vote is held, the qualifications of all nominees will be carefully reviewed and the proposed appointment will be communicated to the Elder Team and to the church. The Elder Team and the “Core Group” of members will then have the opportunity to submit questions, comments, and concerns, which will be considered by the Guiding Elder Team. Confirmation and appointment of a new Guiding Elder shall be the responsibility of the Guiding Elder Team.

5. Term – Each Guiding Elder will serve a one year term, at which time he will have the opportunity to renew his commitment. The Guiding Elder Team will meet to review, and re-confirm, each Elder along with their specific function on the Elder Team.

Every five to seven years each Guiding Elder is required to take an extended sabbatical; the term, and conditions, will be determined by the Guiding Elder Team. If the Guiding Elder Team determines that a Guiding Elder needs an earlier sabbatical, or a leave of absence because of a legitimate need (ex. illness or tragedy), then the Guiding Elder Team may transition that Guiding Elder into an early time of rest.

6. Resignation/Removal – The Guiding Elder Team will determine the specific procedures for the removal of a Guiding Elder. A Guiding Elder may be

removed for any, valid, reason by a three fourths majority vote of all other active Guiding Elders. The dismissal of a Guiding Elder does not necessarily imply a violation of the qualifications outlined in Article III.A.5. In the event of there being only three Guiding Elders, a two thirds majority will suffice.

A written notice of the proposed removal of any Guiding Elder will be given to the Guiding Elder (who is under consideration for removal) at least two (2) days prior to the meeting at which the final action will be decided. The Guiding Elder will be given reasonable opportunity to defend himself and answer any charges that are brought before him in the presence of his accusers. The Guiding Elder (who is under consideration for removal) shall not be present during the discussion and vote regarding his removal, he shall not have voting rights during the period when the removal is considered.

A Guiding Elder may resign at any time by giving notice of resignation to the Guiding Elder Team in written form. The Guiding Elder Team will then determine the most fruitful and edifying way to notify the Elder Team and the church regarding vacancies on the Guiding Elder Team.

7. Vacancies – Vacancies may be filled as they occur by following the election procedure in Article III.A.6 and Article III.B.4.
8. Compensation – No Guiding Elder shall receive any salary or compensation for his services as a member of the Board of Directors; however, a Guiding Elder may receive a salary or compensation for his role as a pastor of the church. The Guiding Elder Team shall establish, and follow, the process for determining, adjusting, or discontinuing the salary, compensation, or benefits of all Elders/Pastors and staff members of GCC. A Guiding Elder does not have voting rights regarding his personal salary or compensation. Guiding Elders may receive reimbursement for out-of-pocket expenses incurred while conducting authorized business on behalf of the corporation. Guiding Elders shall be entitled to receive reasonable fees for goods or services rendered to the corporation when serving in capacities that fall outside their normal responsibility both as a member of the board and a pastor of the church.

C. Shepherding Elders

1. Definition and Powers – Shepherding Elders are Elders/Pastors whose role is to counsel, and support, the Guiding Elder Team and to assist with the pastoral duties of the church. Each Shepherding Elder will generally have a specific function, or area of oversight, within GCC. The scope of authority of Shepherding Elders is limited to the specific areas of oversight in which they serve, unless otherwise determined by the Guiding Elder Team (ex. Discipleship Pastor, Hospitality Director, etc.).

2. Number – See Article III.A.4.
3. Qualifications – The qualifications for Shepherding Elders is identical to those set forth in Article III.A.5.
4. Election – The Guiding Elder Team has the sole authority to appoint new Shepherding Elders. After an Elder candidate has been tested and proven, and if he meets the qualifications of Eldership (Article III.A.5), he shall be appointed as a Shepherding Elder in order to help fulfill a specific need at GCC. The Guiding Elders may appoint a committee or group to investigate the Shepherding Elder candidates and report its findings to the Guiding Elder Team. The Guiding Elders may receive recommendations for Shepherding Elder candidates from the Elder Team and the “Core Group” of members.

Before a vote is held, the qualifications of all nominees will be carefully reviewed and the proposed appointment will be communicated to the Elder Team and to the church. The Elder Team and the “Core Group” of members will then have the opportunity to submit questions, comments and concerns, which will be considered by the Guiding Elder Team. Confirmation and appointment of new Shepherding Elders shall be the responsibility of the Guiding Elder Team.

5. Term – Each Shepherding Elder will serve a one year term, at which time each Elder will have the opportunity to renew their commitment. The Guiding Elder Team will meet on a yearly basis to review, and re-confirm, each Elder along with their specific functions on the Elder Team.

Every five to seven years each Shepherding Elder is required to take an extended sabbatical; the term, and conditions, will be determined by the Guiding Elder Team. If the Guiding Elder Team determines that a Shepherding Elder needs an earlier sabbatical, or a leave of absence because of a legitimate need (ex. illness or tragedy), then the Guiding Elder Team may transition that Shepherding Elder into an early time of rest.

6. Resignation/Removal – The Guiding Elder Team has sole authority for removing a Shepherding Elder. The Guiding Elder Team will determine the specific procedures for the removal of a Shepherding Elder. A Shepherding Elder may be removed for any, valid, reason by a three fourths majority vote of all current Guiding Elders. The dismissal of a Guiding Elder does not necessarily imply a violation of the qualifications outlined in Article III.A.5. In the event of there being only three Guiding Elders, a two thirds majority will suffice.

A written notice of the proposed removal of any Shepherding Elder will be given to the Shepherding Elder (who is under consideration for removal) at

least two (2) days prior to the meeting at which the final action will be decided. The Shepherding Elder will be given reasonable opportunity to defend himself and answer any charges that are brought before him in the presence of his accusers. The Shepherding Elder (who is under consideration for removal) shall not be present during the discussion and vote regarding his removal, and he shall not have voting rights while such removal is considered.

A Shepherding Elder may resign at any time by giving notice of resignation to the Guiding Elder Team in written form. The Guiding Elder Team will then determine the most fruitful and edifying way to notify the Elder Team and the church regarding vacancies on the Elder Team.

7. Vacancies – Vacancies may be filled as they occur by following the election procedures in Article III.A.6. and Article III.C.4.
8. Compensation – See Article III.A.14.

ARTICLE IV. OFFICERS OF THE CORPORATION

A. Officers – The officers of this corporation shall be the members of the Guiding Elder Team. The officers shall consist of: president, vice president, secretary, and treasurer. Any person, except the president, may hold two or more offices.

B. Duties

1. The President – The president shall preside at all of the formal Guiding and Shepherding Elder Team meetings. He shall determine the agenda for each monthly meeting and any additional meetings which he calls. He shall perform whatever duties the Guiding Elder Team may assign.
2. The Vice President – The vice president, in the absence of a duly-appointed president, or in the event of the president's inability or refusal to act, will perform the duties and exercise the powers of the president. He shall also perform any other duties the Guiding Elder Team may assign.
3. The Secretary – The secretary shall have charge of such books, documents and papers as the Guiding Elder Team may determine; shall keep, or cause to be kept, a true and complete record of the meetings of the board of directors; shall give, or cause to be given, notice of all meetings of the Elder Team; shall keep, or cause to be kept, a record containing the names, alphabetically arranged, of all persons who are members of the corporation, showing their places of residence, phone numbers, and email addresses. Such books shall be open for inspection as provided by law. The secretary shall, in general, perform all the duties incident to the office of secretary subject to the control

of the Guiding Elder Team and shall perform other duties as may be prescribed by the Guiding Elder Team.

4. The Treasurer – The treasurer shall have custody of all corporate funds, property and securities subject to such regulations as may be imposed by the Guiding Elder Team. The treasurer shall keep, or cause to be kept, full and accurate accounts of receipts and disbursements and shall deposit, or cause to be deposited all corporate funds and other valuable effects in the name of and to the credit of the corporation in a depository or depositories designated by the Guiding Elder Team. Corporate funds may be deposited only in banks or institutions which are insured by the Federal Deposit Insurance Corporation, the Federal Savings and Loan Insurance Corporation, or the National Credit Union Administration. The treasurer shall give to the president, or Guiding Elder Team, whenever they require it, an account of transactions as treasurer and of the financial condition of the corporation and shall, in general, perform all duties incident to the office of treasurer, subject to the control of the Guiding Elder Team.

- C. Election and Terms – The officers shall be elected by the Guiding Elder Team on a yearly basis and shall serve in their given office for one year. An officer shall immediately vacate his term upon leaving the corporation.

ARTICLE V. STAFF, TEAMS, COMMITTEES, AND DEACONS

- A. Pastoral Staff – See Article III.
- B. Non-Pastoral Staff – The Guiding Elder Team will be responsible for determining job descriptions and all the hiring, and termination, of all non-pastoral staff (this includes, but is not limited to, Ministry Directors and various ministry leaders). All non-pastoral staff shall be accountable to specific members of the Elder Team. In conjunction with the GCC Finance Team, the Guiding Elders shall determine the salaries, compensation, and benefits of all non-pastoral staff. As they deem necessary, the Guiding Elder Team may delegate the responsibilities of determining job descriptions, hiring, or removing staff members to a single Elder, a committee, or a staff member who oversees the administrative functions of the church.
- C. Teams and Committees – The Guiding Elder Team, or appointees of the Guiding Elder Team, may set up various leadership teams made up of paid staff members or volunteer leaders. As a corporation, GCC may also have both standing and ad hoc committees. The Guiding Elder Team shall be responsible for the establishment or dissolution of any committee as they deem necessary. The Guiding Elder Team shall determine each committee's area of responsibility and authority. The Guiding Elder Team shall either determine the members of these committees or delegate the authority to determine the members of a committee. The Guiding Elder Team reserves the right to overturn the decision of any committee at any time. Participation in a committee does not constitute grounds for receiving compensation from the corporation.

D. Deacons – The New Testament term “deacon” simply means “servant.” The deacons in Acts 6 were helping to manage the rapidly growing church, so that the Elders (Apostles) were freed up to focus on the spiritual leadership of the church (Acts 6:2, 4). While the primary role of deacons was to care for individuals in the church, they were also entrusted with other responsibilities based on their gifting (Stephen – Acts 7 and Philip – Acts 8). At GCC, the deacons: 1) help the Elders to model Christ-likeness for the congregation, and 2) serve by supporting the Elders and helping with the ministries of the church.

Deacons are evaluated according to the qualifications that are described in Acts 6:3, 5 and 1 Timothy 3:8-13. They are appointed by the Guiding Elder Team to specific duties in the church or to fill vacancies on various volunteer teams (ex. Hospitality, Care, Connection, etc.).

ARTICLE VI. FINANCES

- A. Fiscal Year – Coincides with the calendar year (January 1 to December 31).
- B. Budget – The Guiding Elder Team, with help from the GCC Finance Team, shall prepare and adopt a budget from time to time.
- C. Annual Financial Statement – GCC shall prepare an annual financial statement for distribution to church members.
- D. Fiscal Policy – The Guiding Elder Team shall adopt, and from time to time review, the fiscal policy and formal procedures that shall govern internal controls, the signing of checks, the obligation of funds, approval of contracts, leases, deeds and mortgages, and other significant aspects of the organization's fiscal operation. The fiscal policy shall assure that the corporation shall have sound financial controls that are appropriate, under generally accepted accounting principles, to its size and purpose.
- E. Seal – The corporation will not use a common seal. The signature of the name of the corporation by an authorized person shall be legal and binding.

ARTICLE VII. STATEMENT OF BIBLICAL AUTHORITY AND MARRIAGE

- A. The foundation of our Christian faith rests on the Word of God (the Bible) and the message of the gospel. We believe that the Bible is the inspired Word of God, written by men who were moved by the Holy Spirit. We also believe that the Bible is final authority for all matters of faith and conduct. Members of GCC have the opportunity and responsibility to connect with the Elder Team or individual staff members regarding theological disagreements. However, the Elder Team is ultimately responsible to interpret Biblical meaning and apply it to GCC's immediate context.
- B. Statement of Faith – The Elder Team shall draft a statement of faith. The statement of faith will be made available to anyone who requests it.

The statement of faith may be amended or supplemented by a two-thirds vote of the Elder Team. Before Elders may vote on an amendment to the statement of faith, notice must be given to them of the proposed amendment at a prior meeting of the board, and in no case less than 7 days before the amendment is to be considered.

- C. Marriage and Sexuality – It is the position of GCC that marriage is a holy covenant which involves the union of one man and one woman in lifelong fidelity. We believe that God alone has the authority to prescribe and define the marital relationship (Gen. 2:24; Mat. 19:1-9). Any sexual immorality outside of the marital relationship is strictly prohibited (Matt. 15:19; 1 Cor. 6:9-11; Heb. 13:4). We realize that people are fallible and sin deeply affects all of our relationships and, at times, even our sexuality. We also believe in the redemptive, and restorative, power of the gospel (Eph. 2:1-10) which is available to all who confess and forsake their sin and seek God's mercy through Jesus Christ. These convictions govern the way GCC approaches relationships and marriage. Any member of GCC in violation of the Biblical standard of marriage or sexuality may be subject to church discipline as defined in Article VIII.C.

ARTICLE VIII. MEMBERSHIP

- A. The Guiding Elder Team will determine any formal GCC membership process (requirements and responsibilities). The reference to “member” in these bylaws is a spiritual and theological term for a member of the body of Christ that does not have any civil effect for purposes of state law. Presently there is no formal membership process with the aforementioned requirements and responsibilities.

- B. “Core” Group or “Commitment” Group are the terms that are used interchangeably at GCC to represent the active members of the church. The Core Group is made up of individuals who regularly attend on Sunday mornings and who connect with GCC (through community groups, service opportunities, or financial giving). The members of the Core Group are responsible for protecting their testimony as followers of Jesus Christ. They should avoid actions, habits, behaviors, and thoughts that are prohibited by the teachings of the Bible or inconsistent with the character of God. Core Members must be supportive of the church through worship, financial giving, and sacrificial service, as well as satisfy any other conditions of fellowship as defined by the Elder Team.

- C. Church Discipline – Members are responsible for confronting other members who they see persisting in a lifestyle or behavior that is prohibited by the teachings of the Bible or inconsistent with the character of God. If upon being confront about a sinful lifestyle or behavior the confronted member persists in said sinful lifestyle or behavior, the confronting member should ask another member to join him in confronting the confronted member a second time. If the confronted member continues to persist in the sinful lifestyle or behavior, the two confronting members should inform the Elder Team about the situation. The pastors of the church will then be responsible for publicly confronting the confronted member for a third time. If the confronted member continues to persist in the sinful lifestyle or behavior, he will be deemed to be under church discipline. The Elder Team will handle each case of church discipline on a case by case basis. Members, or regular GCC attendees, may be barred from the meetings and activities of the church at the discretion of the Elder Team.

- D. Voting
 - 1. Members who are not also members of the Elder Team will occasionally be presented with opportunities to vote on various matters. The primary purpose of taking these votes will be for the Elder Team to understand the desires and concerns of the membership. The votes of these members shall not be binding in any matter and may be overturned by the Guiding Elders unless expressly stated elsewhere in these Bylaws.

 - 2. Notice of Vote – All members shall be notified by reasonable means at least two (2) days before a vote will be taken.

ARTICLE IX. PARLIAMENTARY PROCEDURES

Parliamentary Procedures – Robert's Rules of Order shall be the parliamentary authority for all matters of procedure not specifically covered by these Bylaws. No vote of the Guiding Elders shall be overturned on a "technicality" if it is deemed that Robert's Rules of Order were improperly applied so long as the Guiding Elders have complied with the other standards contained within these Bylaws.

ARTICLE X. ORDINATION AND LICENSING

The Guiding Elder Team reserve the right to ordain, license, or commission individuals as ministers of the gospel to perform the ordinances and ceremonies of the church including, but not limited to, marriage, baptism, communion, and funerals.

ARTICLE XI. AMENDMENTS

These Bylaws may be amended or supplemented by a two-thirds vote of the Guiding Elders present at any meeting. Before Elders may vote on an amendment to these Bylaws, notice must be given to them of the proposed amendment at a prior meeting of the board, and in no case less than two (2) days before the amendment is to be considered. These Bylaws shall become effective upon approval of the Guiding Elder Team.