

ByLaws
of The Mission

Adopted by the Elder Board
on August 28, 2014

By-Laws of *The Mission* As Of 8/28/2014

The Mission is chartered/incorporated as Mid Cities Bible Church with the Texas Secretary of State (Certificate of Filing of Articles of Incorporation #345855 dated 7/12/1974). The charter term is 50 years. The IRS 501(c)(3) designation was granted to Mid Cities Bible Church on 10/27/1983. Mid Cities Bible Church voted to merge Mid Cities Bible Church with *The Mission* on 6/26/2011. The Assumed Name Certificate was filed with the Texas Secretary of State on 2/22/2012 and is valid for 10 years. The Assumed Name of Mid Cities Bible Church is *The Mission*.

These By-Laws are established to conform the actions of *The Mission* Elder Board as a missional church as established by the inerrancy, Holy Spirit inspiration and infallibility of the 66 books of Scripture (the Christian Bible). We believe Scripture informs our Christology which informs our Missiology which informs our Ecclesiology.

The church vision is as stated in a separate document titled "The Vision of The Mission".

A. Elders and the Elder Board:

1. The voting members of the Elder Board of *The Mission* is the Board of Trustees (the governing board) as specified in the state charter (which requires a minimum of 4 trustees). Appointed Elders are Trustees as specified in the state charter each accorded one vote.
2. The Elder Board shall consist of a minimum of 4 voting Elders and a maximum of 7 voting Elders.
3. The Lead Pastor is a voting member of the Elder Board and is the presiding member. In the absence of the Lead Pastor, the Secretary or Treasurer may temporarily serve as presiding member.
4. Elders shall be men who meet Biblical requirements (i.e. 1 Timothy 3) and be supportive of and in concurrence with *The Mission* vision. Past Elders in good standing are welcome to Board meetings as non-voting attendees unless the Board decides otherwise.
5. The authority of voting Elders takes place in their function in a properly constituted Elder Board meeting only. The Lead Pastor is empowered to make day-to-day decisions subject to the limits imposed by the Elder Board.
6. Elders shall be appointed by the Elder Board. The Lead Pastor is a permanent member of the Elder Board by virtue of his position.
7. Elder recommendations for appointment will be solicited from the congregation prior to appointment.
8. Elder candidates for appointment will be submitted to the congregation for review and consideration and comments to the Board.
9. Elder terms of office shall be limited to three years.
10. Elders shall not serve consecutive terms unless the prior term served was less than 13 months.
11. Elder terms shall be staggered so that approximately 1/3 of Elders are newly appointed each year.

12. Elders shall continuously disciple (coach/mentor/oversee) at least one assigned Missional Community leader and their assistants in accordance with procedures established by the Lead Pastor.
13. Elders shall be participating members of a Missional Community.
14. The Elder Board shall appoint a Secretary and a Treasurer. The Secretary shall keep minutes of all Elder Board meetings. The Treasurer shall provide all necessary financial and budget reports for the Board's consideration.
15. The Elder Board shall meet at minimum once per month and more often at the discretion of the presiding member if the affairs of *The Mission* require it.
16. The presiding member shall not schedule a Board meeting without a 3 day notice to the Board.
17. The presiding member shall provide an agenda 3 days in the advance of a meeting to include approval and review of previous Board minutes and the Treasurer's report.
18. Members of the Board may propose agenda additions at a Board meeting.
19. The presiding member shall follow, but not be restricted to, a meeting order and rules that conforms with Robert's Rules of Order.
20. A majority vote can carry any motion after seconding; however, a vigorous attempt should be made to find common ground for consensus.
21. A quorum of voting members necessary for the Elder Board to conduct its affairs is as follows:

Number of Appointed Voting Elders	Voting Elder Board Meeting Quorum
2	2
3	2
4	3
5	3
6	4
7	4

22. There is no provision for proxy voting.
23. Absentia voting is allowed in unusual circumstances if the Elder is able to fully participate in the Board discussions electronically or by similar means.
22. Unfilled Elder Board terms shall be filled at the earliest possible moment either by appointing previously nominated, trained and vetted candidates (per Article A) or by initiating the process described in Article A. The appointed candidate will complete the vacated term.
23. The Elder Board will establish an annual plan for the ongoing development and abiding-fruitful (work-rest) cycle for the Lead Pastor to include outside training, retreats and mentoring. The Elder Board will take positive steps for its implementation.

24. Elders who have served their term, are out-of-office and are in good standing are designated as "Past Elders".
25. An Elder can be dismissed by majority vote of the Elders at a Board meeting.

B. Lead Pastor:

1. The Lead Pastor is appointed by the Elder Board for an indefinite term or a negotiated term between the Lead Pastor and the Elder Board.
2. The Lead Pastor is the chief executive and chief visionary of the church organization with a primary leading role in the equipping of the body particularly the development of leadership.
3. A proposed Lead Pastor is submitted to the congregation for comment before appointment by the Elder Board.
4. The Lead Pastor shall meet the Biblical requirements for Elder and be supportive of and in concurrence with *The Mission* vision.
5. The Lead Pastor shall have sound Biblical credentials (i.e. graduate seminary degree), sound knowledge of the missional movement and sound organization development knowledge.
6. The Lead Pastor shall personally disciple (coach/mentor) the members of the Elder Board.
7. The Lead Pastor is authorized to make expenditures within the limits of the Elder Board approved budget and in conformance with the Finance & Personnel Procedures handbook as approved by the Elder Board.
8. The Lead Pastor can be terminated by majority vote of the Elders at a Board meeting following a 2 week written notification of the church congregation to allow their comment and Elder consideration.

C. Deacons:

1. Deacons are appointed by the Elder Board to specific areas of leadership, i.e. Missional Community Leader, Capital Projects Chair.
2. Deacons are appointed to three year terms.
3. Deacons may serve consecutive appointments.
4. Deacons do not meet as a Board.
5. Deacons shall be men and women who meet Biblical requirements (i.e. 1 Timothy 3) and be supportive of and in concurrence with *The Mission* vision.
6. Deacons are personally disciplined (coached/mentored) by members of the Elder Board.
7. A Deacon can be dismissed by majority vote of the Elders at a Board meeting.

D. Staff

1. The hiring, evaluating and dismissing of staff is within the discretion of the Lead Pastor within budget levels.
2. Hiring outside budget levels (headcount levels) requires the consent of the Elder Board.
3. Compensation:

- a) Wage and benefit levels for paid staff will be evaluated annually for competitiveness.
- b) Compensation practices will be in accordance with the Finance & Personnel Procedures handbook.

E. Members

The Mission identifies the church as God's redeemed people, reconciled to God through the cross, baptized into the family (in the name of the Father, Son, & Holy Spirit), and commissioned into Kingdom service. We believe every disciple of Jesus is a minister of the Gospel in their spheres of life, and is empowered by the Holy Spirit to live on mission to advance the Kingdom of God. Every follower of Jesus is called to both be a disciple (obeying all He commanded), and to make disciples of Jesus as they go through life (Matt. 28:18-20). Following Jesus' example, this ministry calling is accomplished most effectively in harmonious collaboration with other disciples (Eph. 4) in extended family (oikos) relationships. *The Mission* does not require completion of a formal membership process to become part of the extended family of faith, but invites and challenges everyone to continue growing in knowledge, love, service, & enjoyment of Jesus & His glorious Gospel, and help others to do the same.

F. Key Committees

1. From time to time, the Elder Board may appoint chairs of key committees for specific purposes.
2. The term of a key committee chair shall be no more than 3 years.
3. A key committee chair may serve consecutive terms if there are no "internal controls" conflicts (see Finance & Personnel Procedures handbook).

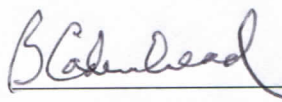
G. Amendments to the By-Laws

1. A member of the Elder Board may propose amendments to the By-Laws at an Elder Board meeting.
2. After a 15 day waiting period, a proposed amendment can be submitted to the Elder Board for approval.

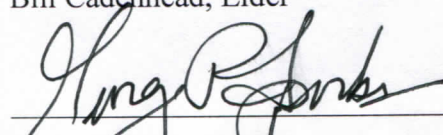
These By-Laws were approved by the Elder Board on August 28, 2014.



Cory Kuhn, Lead Pastor & Elder



Bill Cadenhead, Elder



George Sparks, Elder