

CONSTITUTION

Partnership Christian Church

Maryville, Tennessee

Preamble

Partnership Christian Church endeavors to be a Church of the Lord Jesus Christ as described and established by the New Testament. The purpose of this Constitution to help us carry out the life of this Church in a Biblical and orderly manner. The ultimate authority for the Church's organization, governance and operation is the Bible. When a conflict or ambiguity exists concerning this Constitution, deference is to be given to Scripture for resolution.

Article 1: Name and Principal Office

The name of the corporation is Partnership Christian Church. This corporation will be further referred to in the Constitution as the "Church." The Church maintains its principal office at 323 Partnership Parkway, Maryville, Tennessee 37801.

Article 2: Membership

Section 2.1: General

The New Testament depicts groups of people who, once devoted to Jesus, regularly participated with a specific body of believers (Romans 16:1, 1 Corinthians 1:2, 2 Corinthians 8:1, Philippians 1:1, Acts 11:26). In order to implement the principles of accountability and commitment to such a local body as defined in the New Testament and practiced in the early churches, the Church recognizes the need for formal membership. Membership in this Church will consist of all persons who have met the following qualifications for membership.

Section 2.2: Qualifications of Membership

Any person who has accepted Jesus Christ as his or her personal Savior and Lord, repented of sin, has been baptized by immersion, and is willing to commit himself or herself to be a part of the local body of believers may become a member by expressing such a desire and agreeing to the vision, mission, and values of Partnership Christian Church.

Section 2.3: Responsibilities of Membership

The responsibilities of members are described by, but not limited to, the following: spiritual growth, helping others follow Jesus more closely ("making disciples"), practicing the many "one-anothers" of the New Testament ("love one another," "serve one another," "submit to one another," "share each others' burdens," "motivate one another to acts of love and good work," etc.).

Section 2.4: Termination of Membership

Membership of an individual in the Church will be ended by the request of the member to an elder or minister of the Church, by the individual's death, or by a consensus decision of the elders.

Section 2.5: Discipline of Members

The purpose of church discipline is to glorify God by maintaining purity in the Church (1 Corinthians 5:6), protecting believers by deterring sin (1 Timothy 5:20), promoting the spiritual welfare of the offending believer by calling him or her back to biblical standards of doctrine and conduct (Galatians 6:10).

Article 3: Membership Meetings

Section 3.1: Location

Meetings of the members will be held at 323 Partnership Parkway, Maryville, Tennessee, or at a location designated by the elders.

Section 3.2: Congregational Meetings

A general meeting of the members will be held on such a date and time as determined by the elders with a two-week notice being given to the members.

Section 3.3: Special Meetings

Church members may, for any purpose, present to the chairman of the elders a request calling for a special meeting of the membership. This request will be signed by no less than 25% of the members of the Church and state the purpose for which the meeting is being called. The chairman will schedule and announce the meeting at least two weeks in advance, and conduct the special meeting within 30 days of the receipt of the request.

Section 3.4: Notification Requirements of Meetings

Church members will be given prior notification of membership meetings no less than two weeks prior to the scheduled meeting. Notification of membership meetings and their agendas will be provided by any one of the following methods: written announcement in any Church publication (i.e., newsletter, etc.); verbal announcement to the congregation in attendance at regular worship services; and/or written notification delivered electronically to members.

Section 3.5: Quorum

Those members present will constitute a quorum of the membership for the transaction of any and all business.

Section 3.6: Meeting Procedures

The chairman of the elders will conduct all Church membership meetings, and in his absence such meetings will be conducted by another designated elder. Official minutes will be taken and filed in the permanent records of the Church.

Article 4: Elders

Section 4.1: General Scope

The Church seeks to be a New Testament Church committed to the teachings of the Bible. No other authority or tradition is to guide the means, faith, or structure of the Lord Jesus Christ's Church. The pastoral and administrative structure for a New Testament Church is to utilize a plurality structure of

leaders, consisting of, but not limited to, elders, professional staff, lay leaders, etc. The elders are accountable before God for the ultimate oversight of the Church. Partnership Christian Church abides by and practices Elder Governance.

Section 4.2: Duties

The elders will oversee, lead, shepherd, and care for the spiritual condition of the Church as set forth in the Bible. According to scriptural example, the elders' primary responsibilities in an elder governance leadership model are Prayer (Acts 6:2); Preaching (Acts 6:2); "ministry of the word"; Policy creation and oversight (Acts 15:22, 28-29); Pastoral care (Acts 20:28); Protection (Acts 20:28-31).

Section 4.3: Qualifications

Any man who is an active member of the Church and has demonstrated spiritual maturity over an indeterminate period of time and meets scriptural requirements (1 Timothy 3:1-7, 5:17-22; Titus 1:5-9; 1 Peter 5:1-4; Hebrews 13:17) is eligible to serve as an elder.

Section 4.4: Selection

While there is no established biblical mandate for a minimum number of elders, those elders currently serving will determine the appropriate number of elders to serve at the Church based upon the number of spiritually qualified individuals. When deemed necessary to have additional elders, currently-serving elders will recruit, orient, equip and integrate new elders into the eldership through a deliberate vetting process.

Section 4.5: Terms of Service

Each elder will be asked for a 3-year commitment, subject to annual review by their peers. At the end of a 3-year term, elders can transition to an inactive role for no less than one year before potentially being asked to return to active elder status.

Section 6: Organization of the Elders

The elders will meet as a collective group as often as necessary and minutes will be recorded. The elders will appoint annually from their own number, men who serve in the following roles: Chairman, Vice-Chairman and Recording Secretary of the elders. An elder will be designated by consensus of the elders as the Chair of the Leadership Team.

Article 5: Church Leadership

Section 5.1: General Scope

The following is a description of the various positions of leadership at the Church, which creates a multifaceted leadership structure and allows us to do ministry in a decent and orderly fashion.

Section 5.2: Elders

The elders, previously described in Article 4, have final authority over all matters at the Church.

Section 5.3: Lead Minister

5.3.1: DUTIES:

The Lead Minister is responsible to the elders to lead the Church in such a way that the church functions effectively as a New Testament Church, thereby achieving the stated vision and purpose. The Lead Minister will provide a clear voice of leadership to the Church and be responsible for communicating the vision, while preaching/teaching the Word of God so that lives can be authentically impacted by Scripture. He is to lead by precept and example, maturing believers through insightful and accurate presentation of the Word. The Lead Minister will be considered a non-voting member of all ministry teams by virtue of his role ("ex-officio"). The Lead Minister will advise the elders as needed on all matters that come before the elders. The Lead Minister will provide the elders with a "Pastor's Report" on a schedule as set by the elders.

5.3.2: QUALIFICATIONS:

The-lead minister will be a male and will possess the same spiritual qualifications as that of an elder (Article 4.3: Elders Qualifications). The elders may establish further skill requirements (e.g., preaching, teaching, leadership, etc.).

5.3.3: SELECTION:

The elders will appoint a team of individuals (i.e., Search Team), comprised of selected elders and other leaders as deemed appropriate. The Search Team will locate a Lead Minister candidate, conduct initial interviews, complete background investigations, and recommend a candidate to the elders for their review and approval. After prayerfully reviewing the candidate, the elders will appoint him to the role of lead minister.

Section 5.4: Deacons

5.4.1: General Scope

Deacons are those members of the Church who are designated servants of the Church, i.e., people commissioned by the elders to perform specific tasks of ministry.

5.4.2: Duties

Primary role of deacons is to serve the church in duties, i.e., physical and functional as the elders identify needs of the church. Deacons will serve the congregation in whatever practical or spiritual needs that arise as the example in Acts 6:1-6. The elders are responsible for assigning the deacons based on their personal giftedness and experience. While the deacons operate and function as a team/committee, oversight or implementation of specific tasks may be delegated to an individual deacon as designated by the deacon committee.

5.4.3: Qualifications

The qualifications for deacons are found in 1 Timothy 3: 8-12. A deacon must not be an addict (v. 3), not greedy for dishonest gain (v. 3), blameless (v 2; Titus 1:6), the husband of one wife (v. 2), and an able manager of his children and household (vv 4-5). The focus of these qualifications is the moral character of the person who is to fill the office: a deacon must be mature and above reproach.

5.4.4: Selection

The elders are responsible for the selection of the deacons. The elders will recruit, orient, equip, and integrate new deacons into service for the Church through a deliberate vetting process.

5.4.5: Terms of Service

The deacons with the oversight of the elders will conduct an annual review of each team member. This will be an evaluation of accountability, spiritual walk and individual calling and desire. An individual who has taken on the role of deacon should inform the elders when they wish to be relieved from this commitment of service. The elders have the responsibility to remove an individual from service as a deacon who is no longer serving well.

5.4.6: Organization of the Deacons

The deacons will meet as a collective group as often as necessary, and minutes will be recorded. The deacons will appoint annually from their own number individuals who will serve as Chairman, Vice-chairman, and Recording Secretary of the deacons.

Section 5.5: Officers and Trustees

5.5.1: GENERAL:

While Scripture indicates that elders bear the ultimate responsibility for leading the church, it does allow for the delegation of responsibilities. Therefore, the elders of the Church will specifically delegate to the Administrative Team the responsibility of overseeing the legal, financial, business, and executive matters of the Church. The Administrative Team will create whatever internal structures it deems appropriate to carry out its responsibilities and to fulfill any requirements necessary for them to act as legal and financial representatives of the Church. The Administrative Team will be accountable to the elders.

5.5.2: OFFICERS:

On an annual basis, the elders will appoint officers comprising the Administrative Team, who are considered the Church's corporate officers:

Chairman: This individual is also an elder and will preside over the Administrative Team. He is responsible for preparing meeting agendas and leading such meetings. It is his responsibility to keep the elders apprised of the operational integrity of the church.

Vice-Chairman: This individual will be appointed from outside the eldership and fulfill the duties and responsibilities of the chairman when he is absent and perform other duties as delegated by the chairman.

Treasurer: The treasurer will be appointed annually from outside the eldership and present monthly financial reports at the Administrative Team meetings, keeping the Team informed as to the status of the general operating budget. The treasurer oversees the management of all financial investments, noncash gifts (i.e., stocks, bonds, etc.), and develops a system of financial operation that ensures fiscal integrity.

Secretary: This individual will be appointed annually from outside the eldership and be responsible for taking minutes of all Administrative Team meetings and membership meetings. S/he will provide accurate minutes in a timely fashion to the elders and Administrative Team members. S/he will have the ability of retrieving these records when needed and ensuring the accuracy of all meeting minutes prior to submitting them as official records of the church.

Trustees: The Chairman and Vice-Chairman of the Elder Board shall serve as Trustees. In addition, the elders may appoint additional individual(s) who will serve as at-large members of the Administrative Team as Trustee(s), and who will perform duties as delegated by the chairman.

Section 5.6: Ministry Teams

Ministry teams perform duties related to specific ministry tasks (i.e. outreach/benevolence team, missions team, worship/music team, etc.). These teams have been delegated the responsibility and authority to do their ministry within the confines of their operating budget and church policies. Each team is responsible to meet regularly, and they will be accountable to either a staff member or another individual appointed by the elders. Each team will create a ministry description, outlining the role and responsibilities of the team. Each ministry description will be approved by the elders. Every ministry organization within the Church will be an integral part of the Church and not an entity in itself. The elders will have ultimate oversight of all ministry organizations/teams connected with the Church; auxiliary ministry teams (i.e. bookstore, school, day care center, etc.) remain within this structure.

Article 6: Indemnification

Section 6.1: General Scope

The Church will indemnify any agent (i.e., elders or officers) made a party to any action, suit, or proceeding by reason of the fact that they are or were a director of the Church, against all costs and expenses, including attorney's fees, actually and necessarily incurred by them in connection within any appeal therein, except in relation to matters as to which it will be adjudged in such action, suit, or proceeding that such person is liable for negligence or misconduct in the performance of their responsibilities. Such right of indemnification will not be exclusive of any other rights to which such person may be entitled apart from the provisions of this article.

Section 6.2: Required Standard of Conduct

The agent (i.e., person) seeking indemnification will be found by the elders that they acted in good faith, in a manner they believed to be in the best interest of the Church, and with such care, including reasonable inquiry as an ordinarily prudent person in a like position would use in similar circumstance. In the case of a criminal proceeding, the person will have had no reasonable cause to believe that their conduct was unlawful.

Section 6.3: Insurance

The Leadership Team may adopt a resolution authorizing the purchase and maintenance of insurance on behalf of any agent (i.e., person) of the Church against any liability asserted against or incurred by the agent in such capacity or arising out of the agent's status as such, whether or not the Church would have the power to indemnify the agent; provided, however, that the Church will have no power to purchase and maintain such insurance to indemnify any agent of the Church for violation of State or Federal laws.

Article 7: Fiscal Operations

Section 7.1: General Scope

The Church will maintain adequate and accurate books and records of accounts (i.e., financial records); minutes of elders' meetings, Leadership Team meetings, and membership meetings; records of membership including names, addresses and contribution records of individuals. All such records will be kept at its principal place of business and the safekeeping of the records will be the responsibility of the Recording Secretary of the Leadership Team.

Section 7.2: Organizational, Policy and Procedural Manuals

These manuals are prepared as a guide to all who serve in leadership positions at the Church. Their purpose is to aid in effectively fulfilling of the purpose of the Church, providing guidelines about the Church's organizational structure and ministry operations. Policy statements guide and protect, and the elders reserve the right to modify, supplement, rescind, or revise any of the policy manual's information, with or without notice, as deemed necessary.

Section 7.3: Inspection of Records, Reports and Documentation

An active member may, at any reasonable time, inspect records, reports, and documentation of the church except for personnel salaries and records, contribution records, elder meeting minutes, and counseling records.

Section 7.4: Asset and Debt Management

The elders delegate the authority to the Leadership Team to manage all funds of the Church. If there are requests for expenditures exceeding the approved general operating budget, the Leadership Team is responsible to review and approve (or deny) such a request. The Leadership Team may buy or sell church assets up to, but not exceeding, a market appraised value of \$10,000. Purchases or sales greater than \$10,000 require the prior approval of the elders. In instances that would result in indebtedness secured by the real property of the Church, the elders must affirm the indebtedness.

Section 7.5: Fiscal Review

The fiscal operation of the Church is subject to annual review as deemed necessary by the Finance Committee, including, but not limited to, an annual audit by a committee outside the Finance Committee as appointed by the elders.

Section 7.6: Fiscal Year

The fiscal year of the Church is January 1 through December 31

Article 8: Purpose and Requirements to be exempt as an Organization described in section 501(c)(3) of the Internal Revenue Code

Section 8.1:

The organization is organized exclusively for charitable, educational purposes, including for such purposes the making of distributions to organizations that qualify under section 501(c)(3) of the Internal Revenue Code of the corresponding section of any future tax code.

Section 8.2:

No part of the net earnings of the organization will inure to the benefit of, or be distributed to, its members, trustees, officers, or other private persons, except that the organization will be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the purpose clause hereof.

Section 8.3:

No part of the activities of the organization will be the carrying on of propaganda or otherwise attempting to influence legislation, and the organization will not participate in or intervene in (including the publishing or distributing of statements) any political campaign on behalf or in opposition to any candidate for public office.

Section 8.4:

Notwithstanding any other provision of these bylaws, the organization will not carry on any other activities not to be carried on (a) by an organization exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code or the corresponding section of any future federal tax code, or (b) by an organization, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code or the corresponding section of any future federal tax code.

Section 8.5:

Upon dissolution of the organization, assets will be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code or the corresponding section of any future federal tax code, or will be distributed to the federal government or to a state or local government, for a public purpose. Any such assets not so disposed of will be disposed of by a Court of Competent Jurisdiction of the county in which the principal office of the organization is then located, exclusively for such purpose or to such organizations, as said Court will determine, which are organized and operated exclusively for such purposes.

Article 9: Amendments

This Constitution, or any provision of it, may be altered, amended, or repealed; and a new constitution may be adopted at any time by the elders.