

BY-LAWS
SHILOH COMMUNITY CHURCH
PHOENIX, AZ

The By-Laws are passed under the authority of The Shiloh Community Church Constitution.

I. Name

(There are no By-laws for this Article)

II. Statement of faith

(There are no By-laws for this Article)

III. Purpose

(There are no By-laws for this Article)

IV. Government

(There are no By-laws for this Article)

V. Congregation

A. Membership

1. The Elder Board shall oversee a membership orientation in which prospective members shall attend.

2. The Pastors and Elders shall meet with the applicant to determine the applicant's faith, life and agreement with the church, and then make their recommendation at the following congregational meeting.

3. Acceptance of an applicant shall require a simple majority vote by the church members present at a congregational meeting.

B. Termination of membership

1. A member may withdraw his/her membership by letter to the Elders. Members in good standing may obtain a letter of recommendation if so desired when joining another church.
2. Any member absent from all services for one year, shall, by action of the Elders, cease to be a member of this church.
3. Any member of this church who is found to walk in a way unworthy of their calling as a Christian, or to a belief contrary to the Word of God or the Statement of Faith of this church, shall be lovingly admonished by the Elder Board according to the Word of God. If there is no repentance, upon recommendation of the Elders their membership shall be terminated. Upon evidence of repentance, the disciplined person may be reinstated into membership by recommendation of the Elder Board. (Matthew 18:15-18; I Corinthians 5; II Corinthians 2:3-11; Galatians 6:1-2)

VI. Relationships of Accountability

A. Pastors – Leaders and Shepherds of the Church

1. A Pastor at Shiloh Community Church serves according to their giftedness on the pastoral team.
2. A Pastor serves as an extension of the Lead Pastor and is charged with the oversight of assigned ministries within the church.
3. The Pastor's primary role is to shepherd and equip those within their influence towards healthy godly living and effective service in the body (Ephesians 4:11-16).
4. A Pastor is either pursuing licensing or has been licensed through the Evangelical Free Church of America.
5. Authority is reserved to the Pastor to achieve the church's corporate purpose and organizational outcomes in the following areas:
 - a. Set specific ministry directions and priorities (annually)
 - b. Select ministry team leaders
 - c. Oversee ministry teams

d. Propose annual ministry budget

B. Deacons/Deaconesses –servants of the church

1. A Deacon/Deaconess at Shiloh Community Church serves to accomplish specific task related work that enables greater impact in the ministry of the church (Acts 6:1-7).
2. A Deacon/Deaconess must meet the scriptural qualifications laid out in I Timothy 3:8-12.
3. A Deacon/Deaconess is:
 - a. identified by Pastors or Elders
 - b. serves for the period of at least one year
 - c. approved annually by the Elder Board
 - d. reports to an assigned Pastor or Elder
4. Authority is reserved to the Deacon/Deaconess to oversee specific task-related ministry(ies) of the church as assigned.

C. Directors –specific ministry leadership

1. A Director works under the authority of a Pastor to lead and oversee specific areas of ministry.
2. Licensing through the Evangelical Free Church is not required for a Director.
3. Authority is reserved to the Director to:
 - a. implement ministry direction and priorities
 - b. organize ministry teams
 - c. select team members
 - d. engage, empower, and equip others in and for ministry

D. Coordinators & Ministry Assistants –assistants to ministry priorities

1. A Coordinator or Ministry Assistant works under the authority of a Pastor or Director
2. A Coordinator or Ministry Assistant assists in a specific area of ministry.
3. Authority is reserved to the Coordinators & Ministry Assistants to give assistance to a specific ministry direction and priorities.

VII. Affiliation

(There are no By-Laws for this Article)

VIII. Property rights

(There are no By-Laws for this Article)

IX. Corporate seal and legal signature

(There are no By-Laws for this Article)

X. Officers

A. Lead Pastor

1. Hiring of Lead Pastor
 - a. A search committee of at least six people comprised of Elders, Staff and members of the congregation will be formed with the approval of the Elder Board

- b. The search committee will recommend a candidate to the Elder Board
 - c. Upon Elder Board affirmation, the candidate will be presented to the congregation for approval
2. Dismissal of Lead Pastor
- a. Recommendation from the Elder Board for the dismissal of the Lead Pastor will be based on reviews unless termination is for moral or ethical issues.
 - b. Upon Elder Board recommendation, the dismissal of the Lead Pastor will be presented to the congregation for approval.

B. Elder Board:

- 1. The positions held on the Elder Board shall be determined by the Board members themselves.
- 2. Only active members of Shiloh Community Church that have been members for at least one year may be considered to be members of the Elder Board.
- 3. A quorum of 51% of active Elders is required to be present in order to conduct an official Elder Board Meeting.
- 4. An Elder may be subject to termination from the Elder Board by a written request from any active member of the congregation.
 - a. A meeting between the member of the congregation, that Elder and another Elder or Pastor will be conducted.
 - b. If no reconciliation is achieved, a 2/3 vote of the Elder Board (not including the Elder in question) would be necessary in recommending the termination of the Elder in question to the congregation for dismissal.
- 5. The Elder Board may determine to make additions to the Elder Board during the ministry year by following the regular nomination process. In the event of this determination, Elders may be elected at a congregational meeting other than the annual congregation meeting.

C. Nomination of Elders

1. Three months before the annual congregational meeting, the Elder Board will ask for nominations from the congregation.
2. The Elder Board will prayerfully evaluate the prospective Elders and submit their recommendations to the congregation for their feedback thirty days before the meeting.
3. The Final list of proposed Elders to be voted on at the annual congregational meeting will be submitted to the congregation in writing on the two (2) consecutive Sundays prior to the actual meeting date

XI. Congregational Communication

A. Congregation Meetings.

1. The chairman of the Elder Board, or his appointee, shall act as moderator for the church presiding over all congregation meetings.
2. Meetings shall be conducted in accordance with Robert's Rules of Order (revised) when this is consistent with the Constitution. The Elder Board Recording Secretary will assure consistency with Robert's Rules of Order (revised).
 - a. Call to order
 - b. Scripture
 - c. Prayer
 - d. Verification of a quorum
 - e. Reading of minutes
 - g. Receiving of reports
 - h. Unfinished business
 - i. New business

j. Prayer

k. Adjournment

3. Absentee voting is not allowed.

B. Other communications

Upon Elder Board approval, quarterly financial reports and vision updates will be available to the congregation.

XII. Amendments

A. Amendments to the By-laws may be offered at any congregational meeting.

1. Amendments shall be in writing and must be received by the Elder Board at least 60 days before the intended meeting.
2. The amendment(s) shall be presented in writing to the congregation at least 30 days before the intended meeting.

B. Presented Amendments may be approved at any congregational meeting.

C. Approval of presented amendments is subject to the requirements of a quorum and approval guidelines as stated in the church Constitution.

(End of by-laws)

Current Draft Dated: 11/15/09