

**CONSTITUTION
OF THE
MILFORD BIBLE CHURCH**

Revised June 2005

ARTICLE I

A. NAME

The name of the church shall be: MILFORD BIBLE CHURCH

B. INCORPORATION

The MILFORD BIBLE CHURCH was originally incorporated as the Milford Bible Protestant Church, a non-profit corporation under the laws of the Commonwealth of Pennsylvania, in the year of our Lord 1961. By vote of the membership, the name of the church has been changed to MILFORD BIBLE CHURCH, referred to herein as "the church".

C. AFFILIATION

The MILFORD BIBLE CHURCH may only affiliate with other churches or other organizations that are of like Scriptural faith. Such affiliation shall not allow for any infringement upon the complete independence and autonomy of the MILFORD BIBLE CHURCH.

ARTICLE II

A. PURPOSE

The purpose of this church shall be as follows:

1. To glorify God in all of its worship and ministry,
2. To declare the whole counsel of God as contained in the Holy Scriptures in all its preaching and teaching,
3. To proclaim to the lost at home and abroad the saving grace of God, as set forth in the Gospel of our Lord Jesus Christ,
4. To edify fellow believers in the grace and knowledge of our Lord Jesus Christ,
5. To promote Christian fellowship among God's people of like Scriptural faith,
6. To earnestly contend for the faith in standing against apostasy, compromise, unbelief and all ungodliness.

ARTICLE III

A. RIGHT TO OWN, BUY AND SELL PROPERTY

1. The church shall have the right to own, buy or sell tangible property, both real and personal, in its own name and through properly elected and authorized officials.
2. The sale and/or purchase of all real property shall only be authorized upon the approval of the membership of the church at a properly called business meeting. In the event of dissolution, the procedures outlined in Article XVI shall be followed.
3. For current operating expenditures, the Board of Deacons shall be the authorized officials; but shall have an expenditure limitation of \$1,000.00 beyond the approved budget. Any increases in the expense limitation must be approved by the membership at the properly called business meeting.
4. The facilities of the Milford Bible Church shall only be used, for group or individual activities, upon the approval of a written request to the Board of Deacons. The facilities shall not be used for any activities that would be contrary to the statement of beliefs of the church.
5. The church shall not engage itself in commercialized methods of raising funds but shall be wholly dependent upon the ministry and grace of giving by God's people, as set forth in the Scriptures.

MILFORD BIBLE CHURCH
DOCTRINAL STATEMENT

1. THE SCRIPTURES

We believe the Bible, in its original manuscripts as contained in the sixty-six books of the Old and New Testaments, to be verbally inspired and inerrant Word of God, and the only infallible authority for faith and practice. The Word of God shall be the sole basis and foundation for the preaching, teaching and ministry of this church. (II Timothy 3:15-17; II Peter 1:19-21)

2. GOD

We believe that the Godhead eternally exists in three persons, God the Father, God the Son, God the Holy Spirit, and these three are one God. (Matthew 28:19; John 14:16-20)

3. JESUS CHRIST

We believe that Jesus Christ was conceived by the Holy Spirit, born of the virgin Mary, and is truly God and truly man. (Luke 1:26-38; John 1:1,14; Matthew 1:18-25)

4. MAN

We believe that man was created in the image of God and that through sin fell from his original estate, thereby incurring the judgment of God, as expressed through physical death and eternal separation from God. (Romans 3:23; 5:12; 6:23)

5. SALVATION

We believe that the Lord Jesus Christ died for our sin according to the Scriptures, as a representative and substitutionary sacrifice, and that all who believe in Him are justified on the basis of His shed blood; and furthermore are eternally secure in the light of the perfect and finished work of Christ. (Ephesians 2:8-9; John 10:28-29; Romans 5:8-9)

ARTICLE IV PAGE 1

5

6. RESURRECTION

We believe in the bodily resurrection of our Lord Jesus

Christ, that He ascended into heaven, that He is now seated at the right hand of God the Father and that He ever liveth to make intercession for all who come to God by Him. (Acts 1:9–11; Hebrews 4:14; Ephesians 1:19–21)

7. THE CHURCH

We believe that the true or invisible church, which is the body of Christ, began with the descent of the Holy Spirit on the Day of Pentecost; that each person who accepts the Lord Jesus Christ as his personal Savior is a member of that body and is permanently indwelled by the Holy Spirit. (Acts 2:1–4; 1 Corinthians 12:12–18; 1 Corinthians 6:19–20)

8. THE ORDINANCES

We believe that the Lord's Supper and water Baptism are the only divinely instituted ordinances to be practiced in this age. Baptism shall be by immersion and for believers only. (Matthew 28:19–20; 1 Corinthians 11:23–29)

9. FUTURE THINGS

We believe that Christ may, at any moment, return in the air to rapture his Church, which is comprised of his saints; and that a tribulation period of approximately seven years shall follow, after which He will come to the earth with His saints to rule for a thousand years. After this the wicked will be judged and cast into the everlasting lake of fire. (1 Thessalonians 4:13–18; 1 Corinthians 15:51–57; Daniel 9:27; Matthew 24:15–21, 27; Matthew 25:46; Revelation 19:10–15, 20)

10. SATAN

We believe that Satan is a person, the author of the fall, and that he shall be eternally punished. (Job 1:7; Genesis 3:1–19; Revelation 20:10)

11. RESURRECTION AND THE JUDGMENT OF MAN

We believe in the bodily resurrection of the dead, both the

just and the unjust; in the eternal conscious punishment of the lost and the eternal joy of the saved. (Revelation 20: 11-15, 22:12-14; 1 Corinthians 15:1-58)

ARTICLE IV PAGE 3

7

ARTICLE V

MEMBERSHIP

A. ELIGIBILITY

1. Any person who has accepted Christ as his Savior, who has given assurance of his desire to live a consistent Christian life, who has given assurance of his willingness to abide by this constitution, and who shows evidence of agreement with the doctrinal standards of this church shall be eligible for membership.

2. We believe that the Word of God clearly demands that the believer walk in the path of separation from carnal, worldly pleasures and questionable practices which are harmful in their influence and a stumbling block to others. We believe that those desiring to unite with this church should be willing to make their relationship with all practices clearly in conflict with the Word of God a matter of continual and earnest prayer. These include: sensual dancing, gambling, membership in oath-bound secret societies, intoxicating beverages, tobacco, improper use of drugs, and unscriptural sexual practices. (1 John 2:15-16; Romans 14:21; 2 Corinthians 6:14, 7:1; Exodus 20:14; Romans 1:24-32; Romans 7:2; Ephesians 5:5)

3. We believe that members of this church should be conscientious in supporting wholeheartedly the services and activities of the church through faithful attendance. (2 Timothy 3:16-17)

4. We believe that believer's baptism is commanded by our Lord Jesus Christ and, as such, shall be required for membership in this church. (Acts 2:38-41)

5. We believe that the Pastors have been called by God and the Deacons have been elected by the congregation. As a child of God, a member must be willing to submit to the authorities God has placed over them. (Hebrews 13:7,17)

B. PROCEDURE

Persons can be received into membership upon confession of faith in Christ or by letter of transfer from a church of

like Scriptural faith, conditioned upon participation in a membership class and the satisfactory examination by the Board of Deacons of this church. Names of those persons who are physically unable to be present at the church, but who otherwise meet the requirements for membership, shall be read before the congregation as being admitted into membership.

C. AFFILIATED MEMBERSHIP

Persons who anticipate living in a geographical region of the church temporarily, or who do not desire to sever a life-long relationship with the church in which they have been brought up; but who desire a local church home and give proof that they are members in good standing in their home church, who otherwise meet the standards of membership in this church and who make application for membership in accordance with this constitution, may become affiliated members.

Affiliated members shall have all the rights and privileges of regular membership, including the right to vote and hold office, and shall be subject to all the rules, regulations and standards which govern all church members.

Names of affiliated members shall be immediately removed from the membership rolls upon moving from this geographical region.

D. TERMINATION

1. Letters of Transfer

Request for letters of transfer shall be presented to the Pastor or Church Clerk and shall be acted upon by the

Board of Deacons. Letters of Transfer shall only be approved and addressed to named churches of like Scriptural faith.

2. Dismissal

a. Suspension

In the case of members who shall fail to attend the services of this church for a period of six months, except for physical disabilities, or any case not judged worthy of dismissal by the Board of Deacons, their names shall be placed on a suspended list. Reasonable attempts to contact the suspended members shall be made by the Pastor and/or the Board of Deacons to notify them of such action with a view to restoring them to full fellowship with the church.

Members who have been placed on the suspended list shall not have the right to vote or hold office for a period consisting of two consecutive regular quarterly church business meetings, after which they shall either be removed permanently from the membership rolls or restored to full membership, and so informed.

The Board of Deacons shall report all such action to the membership at the next quarterly business meeting of the church.

b. Exclusion

It is right and in harmony with the Scriptures to exercise church discipline, even to the point of exclusion for membership, upon any person who holds false or heretical doctrine, or who lives in violation of the moral standards of the Scriptures, or who disturbs the unity and peace of the church. (Galatians 1:6-9; 2 Thessalonians 3:6, 11; 1 Corinthians 5:11-13; Romans 16:17-18) Exclusion is a severe form of church

discipline to be exercised only after all other attempts of restoration have failed.

Any action taken in any matter that is to be considered church discipline shall be done in a manner consistent with the Scriptures. The Pastor and Board of Deacons shall carefully and thoroughly investigate all cases which may appear to warrant church discipline. After it has been determined by the facts that church discipline is necessary, and after all attempts to restore those involved have failed; the Board of Deacons shall bring the matter with the facts to the membership of the church, which shall take action on any recommendations presented by the Board of Deacons.

ARTICLE V PAGE 4

11

ARTICLE VI

GOVERNMENT

A. AUTHORITY

The government of this church shall be vested in its membership, executed through the Board of Deacons, herein after referred to as "the Board", in all spiritual and material matters; and is not under the jurisdiction or supervision of any other ecclesiastical body or person.

B. THE BOARD OF DEACONS

1. Responsibilities

a. The Board shall be responsible for the spiritual welfare of the church congregation as a whole, as well as all affiliated organizations; shall be responsible for the administration and care of the physical properties and financial aspects of the church. It shall have the authority to appoint individuals and committees when necessary for the proper transaction of business.

b. The Board shall have the authority to call membership meetings for information purposes or for any action which may require a vote by the church membership.

c. It shall be the responsibility of the Board to work in a relationship of close cooperation with the Pastor at all times.

2. Qualifications

a. The Board of Deacons shall be comprised of men who are members of the church and who show evidence of leadership, responsibility and Godliness.

b. Each member of the Board of Deacons shall endeavor, by the grace of God, to love and serve in full conformity with the standards as set forth in the Word of God for the office of Deacon. (1 Timothy 3:1-13 and Titus 1:5-9)

c. Each member of the Board must be in full and complete agreement with the requirements for Spiritual Leadership as set forth in Article VIII of this constitution and sign a statement of agreement annually.

d. Any Board member who violates the qualifications of his office may be subject to termination of service. When a possible violation comes to the attention of the Board, the following procedures are to be followed:

1) A careful and thorough investigation of all facts is to be conducted by the Board.

2) A fair and impartial hearing, if necessary, is to be conducted under the supervision of the Board, at a special meeting of the church membership called for that purpose.

3. Elections

a. The Board shall consist of a maximum of eleven qualified men. The members shall be elected by the membership of the church from the official slate of nominations (as per Article VI, C. — Nominating Committee).

b. The term of office for each member of the Board shall be three years with a system of rotation to be maintained.

c. Method of voting: An approval system of voting will be used. The membership shall approve or disapprove each nominee. A 75% approval is required to be elected to the Board. In the event of a tie, the membership shall have one vote per vacancy. A plurality shall be required to be elected to the Board. Absentee ballots shall be allowed at the discretion of the Board.

d. In the event that a member of the Board of Deacons cannot complete his term, the Board may appoint a man to fill that term until the next annual business meeting.

4. Duties

a. It shall be the duty of the Board to consider for proper action any suggestions, recommendations, and/or grievances which are submitted in written form by any member or organization of the church.

b. It shall be the duty of the Board to meet at monthly intervals of a stated day each month, or more frequently if needed.

c. It shall be the duty of the Board to assist the Pastor in the administration of the ordinances of the church. The Board may delegate other church members to assist as necessary.

d. The Board shall perform any other duties as defined by this constitution and shall at all times be subject to the majority vote of the membership at any meeting which has been properly called in accordance with this constitution.

5. Organizational Structure

a. At the first meeting of the Board following the annual business meeting of the church, there shall

be elected from its membership, a Chairman, Vice Chairman and Secretary of the Board.

1) The Chairman of the Board shall preside at all meetings of the Board.

2) The Vice Chairman shall preside at the meetings of the Board when the Chairman cannot.

3) The Secretary of the Board shall keep accurate minutes of the meetings of the Board and all correspondence authorized by the Board as well as any other papers of importance.

b. At the June meeting of the Board prior to the annual business meeting of the church, the following appointments shall be made from the membership of the church who meet the qualifications of the position and who also meet the standards of leaders and teachers as described in Article VIII. The Board shall reserve the right to revoke any of its appointments or fill any vacancies.

1) Church Treasurer

The Treasurer of the church shall be responsible for the banking of all church funds each week to the account of the church in a bank or other institution designated by the Board. The

Treasurer shall also draw checks against such funds only as directed by the Board. There shall be kept, under the Treasurer's direction, a ledger, showing the cash account of all funds and a balance taken at the close of each month. A financial statement showing the true status of various funds shall be prepared each month and presented to the Board.

Financial statements shall also be prepared for

presentation at the quarterly and annual business meetings.

All financial records shall be available to the Board at any time for inspection and shall be submitted for audit at least once each year.

The Board shall have full authority to appoint assistants as needed, or in the event the Treasurer is unable to perform stated duties, to make a temporary appointment.

2) Church Clerk

The Church Clerk shall be responsible for maintaining an accurate record of the membership of the church, and shall keep the minutes of the quarterly and annual business meetings, as well as any special business meetings that may be called. The Church Clerk shall also be responsible for posting public notices of any meetings or action as directed by the Board.

3) Publicity Director

As qualified personnel are available, a Publicity Director may be appointed by the Board to prepare publicity as needed to keep the general public informed of the various activities of the church.

4) Social Committee

A Social Committee consisting of a chairperson and at least two members shall be appointed by the Board to arrange, organize and oversee all social activities of the church.

5) Stewardesses

The Board shall appoint a minimum of three

Stewardesses who shall assist the Pastor and Board in ministering to the sick and needy

of the church. They shall be responsible for the preparation of the communion elements, as well as any other duties which may be required of them.

6) Head Usher

The Head Usher shall be responsible for the seating of the congregation, for the appointment of ushers to receive the offerings and for keeping a record of attendance at each service. He shall also oversee the ushers as to their grooming and manner, which should be honoring to the Lord and consistent with the decorum of the church.

7) Music Committee

The Music Committee shall be composed of a chairperson and at least two members who shall have oversight of the music ministry of the church. The music committee shall work in close cooperation with the Pastor in arranging the musical ministry of the church.

8) Youth Group Counselors(s)

The youth group counselor(s) shall be responsible for the spiritual guidance and oversight of the young people's groups(s) as to the regularly scheduled programs and special activities in cooperation with the Pastor.

9) Missions Council Chair

The Missions Chair shall direct the activities of the Missionary Council. He shall preside over all

meetings of the Missionary Council. He shall work in close cooperation with the Pastors(s) and the

Board. He shall make periodic reports to the Board as required.

10) Christian Education Committee Chair

The Christian Education Chair shall direct the activities of the Christian Education Committee. He shall preside at all meetings of the Christian Education Committee. He shall work in close cooperation with the Pastor(s) and the Board. He shall make periodic reports to the Board as required.

C. NOMINATING COMMITTEE

All nominations for all elective offices shall be made by the Nominating Committee. The Nominating Committee shall include the Pastor(s), one member of the Board of Deacons, one member of the Christian Education Committee, one member of the Missions Council, as well as one man and one woman from the membership at large. The members at large shall be elected at the quarterly business meeting in April to serve for a period of one year.

ARTICLE VII

TEACHING MINISTRIES

A. THE CHRISTIAN EDUCATION COMMITTEE

1. The Christian Education Committee shall consist of the Pastor(s), the C.E. Chair, a representative of the Board and at least two members at large from the membership, appointed by the Board.

2. It shall be the duty of the Christian Education Committee to meet at monthly intervals on a stated day each month, or more frequently as required.

3. The Christian Education Committee shall be responsible for the general administration of the teaching ministries of the church.

4. The Christian Education Committee shall be responsible to perform such duties as planning the yearly Sunday School calendar, recruiting, training and appointing of qualified teachers and substitutes, planning Vacation Bible School, approving church-sponsored Bible studies and other duties which may be requested. The recommendation and appointment of teachers and substitutes are subject to Board approval.

5. The Christian Education Committee shall be responsible to establish the curriculum used in the teaching ministries of the church.

6. The Christian Education Committee shall appoint a secretary, who shall be responsible for maintaining minutes and other duties which may be required.

7. All activities of the Christian Education Committee shall be subject to approval by the Board of Deacons.

B. TEACHERS AND SUBSTITUTE TEACHERS

1. All teachers and substitute teachers shall be appointed by the Christian Education Committee.

2. Teachers and substitute teachers are charged with the responsibility of teaching God's Truth to others and must be subject to the highest qualifications as set forth in God's Word. They, therefore, must willingly conform to the standards of personal living as set forth in Article VIII.

ARTICLE VII PAGE 2

20

ARTICLE VIII

TEACHING AND LEADERSHIP POSITIONS

A. POSITIONS OF SPIRITUAL LEADERSHIP

Any person who holds a congregation-elected or Board-appointed position of leadership within the church or any of its related organizations shall be required to conform to the following standards:

1. The individual must acknowledge a personal assurance of their salvation.
2. The individual must be a member of the church in good standing.
3. The individual must be in full and complete agreement with the doctrinal standards of this church.
4. The individual must be willing to recognize and respect properly delegated authority.
5. The individual must walk in the path of separation from all carnal, worldly pleasures and questionable practices which are harmful in their influence and a stumbling block to others. These include: sensual dancing, gambling, membership in oath-bound secret societies, intoxicating beverages, tobacco, the improper use of drugs, and unscriptural sexual practices.

B. TEACHING POSITIONS

Any person who holds a position as a teacher within the Sunday School or any other church related study groups, shall be required to conform to the following standards:

1. The individual must acknowledge a personal assurance of their salvation.

2. The individual must be a member of the church in good standing.

3. The individual must be in full and complete agreement with the doctrinal standards of this church and sign a statement of agreement annually.

4. The individual must walk in the path of separation from all carnal, worldly pleasures and questionable practices which are harmful in their influence and a stumbling block to others. These include: sensual dancing, gambling, membership in oath-bound secret societies, intoxicating beverages, tobacco, the improper use of drugs, and unscriptural sexual practices.

5. The individual must be willing to recognize and respect properly delegated authority.

6. We believe it is consistent with the Word of God to set the highest standards for those who are responsible for teaching God's Truth to others; and, therefore, prospective teachers shall have their Biblical background and Christian experience evaluated by the Christian Education Committee before they are eligible to teach and shall meet the qualifications of the Teacher Training Program (Teacher Qualifications Policy)

ARTICLE VIII PAGE 2

22

ARTICLE IX

AUXILIARY SERVICE ORGANIZATIONS

A. Any auxiliary service groups or organizations such as youth ministries, Bible studies or fellowship groups associated with the Milford Bible Church shall be subject to the ultimate authority of the Board of Deacons.

B. The leadership of such organizations shall be required to conform to the standards of personal living as set forth in Article VIII.

C. Reports outlining the general status of such organizations shall be submitted to the Board of Deacons on a regular basis.

ARTICLE IX PAGE 1

23

ARTICLE X

PASTOR

A. DUTIES

The Pastor shall have general oversight of the spiritual life of the church, its stated worship services, and the administration of its ordinances.

He shall be an ex officio member of all Boards and Committees of the church and any of its organizations.

He shall conscientiously perform such duties as may be required by virtue of his office.

B. CALL

When the pastorate of this church becomes vacant, or when it is evident that it will become vacant, or when the Pastor cannot perform his duties, the Board of Deacons shall take necessary action to insure the continuance of an effective church ministry.

1. Preparation to Call

a) The Board of Deacons shall act as the Pulpit Supply Committee.

b) The Board of Deacons shall have the option of appointing the services of an interim Pastor.

c) A Pastoral Search Committee shall be formed for the purpose of presenting a Pastoral candidate for recommendation to the Board.

The Pastoral Search Committee shall work in harmony with the Board. The Pastoral Search Committee shall consist of two members of the Board of Deacons and three members of

the church at large. The Board will appoint the members at large.

d) The Board shall recommend to the membership for vote, only one Pastoral candidate at a time. All

candidates must be in full and complete agreement with the requirements for spiritual leadership as set forth in Article VIII of this constitution and sign a statement of agreement.

2. Period of Call

The call of a Pastor to this church shall be for an indefinite period. The continuation of his service as Pastor, however, shall be subject to review as provided in this constitution.

3. Vote to Call

The call of a Pastor to this church shall be made by secret ballot at a duly called business meeting of the church. The call shall be by the enrolled, eligible members of this church. A seventy-five percent (75%) affirmative vote of those voting, is required for the call. At the discretion of the Board of Deacons, absentee ballots may be provided to such members who are legitimately prevented from being in attendance at the business meeting. Notice of the business meeting for the purpose of vote to call a Pastor shall be mailed to all members at least two weeks before the meeting.

4. Terms of Call

If the members at the above meeting vote to call the candidate, the terms of the call, including salary, housing, vacation, insurance, car allowance, moving expenses, and any other arrangements shall be approved by a majority of voting members present. All terms shall be stated in the letter to the Pastor calling him to the pastorate of this church.

C. RELATIONSHIP

All aspects of the relationship of the Pastor to the church shall be subject to careful and prayerful review by the Board of Deacons as required. Such reviews may be made and action taken as required, both to protect the Pastor and

his family, as well as to uphold the good name of the ministry and testimony of this church.

1. Review of Compensation

The Pastor's compensation shall be reviewed at quarterly business meetings of the church, not less frequently than annually. He shall be considered for appropriate increases in salary, or other benefits, and granted them as the financial circumstances of the church permit; in order to provide adequately for the Pastor and his family and to indicate the church's approval of his ministry. The Board of Deacons may initiate recommendations to the congregation in this regard.

2. Review of Tenure

Review of the Pastor's tenure is not required periodically; however, such review may be made, both as stated in the Pastor's letter of call or as stated in this constitution.

D. TERMINATION

Written notice shall be given by the Pastor, or the church, for termination of the pastorate. Under normal circumstances, this notice shall not be less than forty-five (45) days.

The pastorate is subject to termination under the following circumstances:

1. Resignation of the Pastor
2. Suspension of the Pastor

In the case of an alleged offense by the Pastor, or of an offense not judged worthy of dismissal, or one requiring a lengthy process of proper adjudication, the Board of Deacons shall review the matter immediately. After much prayer for the mind of the Lord and hearing from the Pastor, the Board of Deacons shall have the authority to

temporarily suspend the Pastor from all of his responsibilities. After a complete investigation, the Board shall recommend the reinstatement of the Pastor to the work of the ministry or move for dismissal.

3. The Dismissal of the Pastor

If after the review of the Pastor, the Board deems it necessary for the membership to consider a possible termination of the pastorate, the procedure for dismissal shall commence.

The procedure for dismissal shall be as follows:

- a meeting of the membership shall be called
- two (2) week notice of the meeting shall be given in writing
- only eligible members shall be allowed to vote
- a seventy-five (75%) percent affirmative vote of those casting ballots shall be required for dismissal
- absentee ballots shall be allowed at the discretion of the Board

If the charge against the Pastor includes the teaching of heresy, he shall be entitled to present his case to men of like Scriptural faith, not associated with the church, before a vote for separation is taken.

If dismissal occurs, the Board of Deacons has the authority to determine severance, further responsibilities, etc.

ARTICLE X PAGE 4

27

ARTICLE XI

ASSOCIATE PASTOR (S)

A. DUTIES

The Associate Pastor shall be directly responsible for the design, coordination and administration of the ministries assigned to him.

He shall be an ex officio member of all Boards and Committees of the church and any of its organizations, as delegated by the Pastor.

He shall conscientiously perform such duties as may be required by virtue of his position.

B. CALL

1. Preparation to Call

a) A Pastoral Search Committee shall be formed for the purpose of presenting a pastoral candidate for recommendation to the Board. The Pastoral Search Committee shall consist of two members of the Board and three members of the church at large. The Board will appoint the members at large.

b) The Board shall recommend to the membership, only one pastoral candidate at a time.

c) All candidates must be in full and complete agreement with the requirements for Spiritual Leadership as set forth in Article VIII of this constitution and sign a statement of agreement annually.

ARTICLE XI PAGE 1

28

2. Period of Call

The call of an Associate to this church shall be for an indefinite period. The continuation of his service as an Associate, however, shall be subject to review as provided in this constitution.

3. Vote to Call

The call of an Associate to this church shall be made by secret ballot at a duly called business meeting of the church. The call shall be by the enrolled, eligible members of this church. A seventy-five percent (75%) affirmative vote of those voting is required for the call. At the discretion of the Board of Deacons, absentee ballots may be provided to such members who are legitimately prevented from being in attendance at the business meeting. Notice of the business meeting for the purpose of vote to call an Associate shall be mailed to all members at least two weeks before the meeting.

4. Terms of Call

If the members at the above meeting vote to call the candidate, the terms of the call, including salary, housing, vacation, insurance, car allowance, moving expenses and any other arrangements shall be approved by a majority of voting members present. All terms shall be stated in the letter to the Associate calling him to the church.

C. RELATIONSHIP

All aspects of the relationship of the Associate to the church shall be subject to careful and prayerful review by the Board of Deacons and Pastor as required. Such reviews may be made and action taken as required, both to protect and Associate and his family, as well as to uphold the good name of the ministry and testimony of this church.

1. Review of Compensation

The Associate's compensation shall be reviewed at quarterly business meetings of the church, not less frequently than annually. He shall be considered for appropriate increases in salary, or other benefits, and granted them as the financial circumstances of the church permit; in order to provide adequately for the Associate and his family and to

indicate the church's approval of his ministry. The Board of Deacons may initiate recommendation to the congregation in this regard.

2. Review of Tenure

Review of the Associate's tenure is not required periodically; however, such review may be made, both as stated in the Associate's letter of call or as stated in this constitution.

D. TERMINATION

Written notice shall be given by the Associate, or the church, for termination of this position. Under normal circumstances, this notice shall not be less than forty-five (45) days.

The Associate is subject to termination under the following circumstances:

1. Resignation of the Associate Pastor
2. Suspension of the Associate Pastor

In the case of an alleged offense by the Associate, or of an offense not judged worthy of dismissal, or one requiring a lengthy process of proper adjudication, the Board of Deacons shall review the matter immediately. After much prayer for the mind of the Lord and hearing from the Associate, the Board of Deacons shall have the authority to

temporarily suspend the Associate from all his responsibilities. After a complete investigation, the Board shall recommend the reinstatement of the Associate to the work of the ministry or move for dismissal.

3. The Dismissal of the Associate Pastor

If after the review of the Associate, the Board deems it necessary for the membership to consider a possible

termination of the pastorate, the procedure for dismissal shall commence.

The procedure for dismissal shall be as follows:

- a meeting of the membership shall be called
- a two(2) week notice of the meeting shall be given in writing
- only eligible members shall be allowed to vote
- a seventy-five percent (75%) affirmative vote of those casting ballots shall be required for dismissal
- absentee ballots shall be allowed at the discretion of the Board

If the charge against the Associate includes the teaching of heresy, he shall be entitled to present his care to men of like-scriptural faith, not associated with the church, before a vote for separation is taken.

If dismissal occurs, the Board of Deacons has the authority to determine severance, further responsibilities, etc.

4. Should the Senior Pastorate of this church ever become vacant, the resignation of the Associate(s) will be asked by the Board. The Associate(s) will remain as staff in the interim. They shall be examined for rehiring within two (2) months after the hiring of the Senior Pastor.

ARTICLE XI PAGE 3

31

ARTICLE XII

MISSIONARY OUTREACH

A. MISSIONARY COUNCIL

The Missionary Council shall include but not be limited to the Missions Chair, one representative from the Christian Education Committee, one representative from the youth group, one representative from the Board of Deacons, and at least two members at large.

Not less than one member at large shall be elected at each annual meeting. Absentee ballots shall be allowed at the discretion of the Board. The term of office for the elected members shall be two years thus providing for a rotation of terms for the members at large. The Nominating Committee of the church shall prepare a slate of nominees for vote at the annual meeting. In the event that a member cannot complete his/her term, the Board in conjunction with the Missionary Council shall fill that position until the next annual meeting.

The Missionary Council shall be responsible for the following:

1. Planning and directing the annual missionary conference.
2. Oversight of the disbursement of all missionary funds.
3. Preparation of the annual missionary budget.
4. Scheduling of missionary speakers.

5. Periodic determination that those who receive regular support are in full agreement with the church's doctrinal position and standards of practice.

6. Promotion of missionary interest and activity through whatever means which are in accordance with the Scriptures and honoring to Christ.

7. All activities of the Missionary Council shall be subject to the approval by the Board.

B. MISSIONARY COUNCIL CHAIR

The Missionary Council Chair shall be appointed by the Board of Deacons to serve a term of one year.

The Missionary Council Chair shall direct all activities of the Missionary Council. He shall preside over all meetings of the Missionary Council. He shall also make periodic reports as required to the Board of Deacons.

ARTICLE XII PAGE 2

33

ARTICLE XIII

BUSINESS MEETINGS

A. QUARTERLY BUSINESS MEETINGS

A quarterly business meeting of the membership shall be held on the third Wednesday evening of the months June,

October, January and April. Notice shall be given at each of the regular worship services for the two (2) Sundays immediately preceding the scheduled business meetings.

The order of business shall be as follows:

1. Reading of the minutes of the previous meeting
2. Reports from all church organizations and committees
3. Consideration of old or unfinished business
4. Consideration of new business

B. FISCAL YEAR

The fiscal year of the church shall be July 1st to June 30th of each year.

C. SPECIAL MEETINGS

Special meetings of the church membership may be called by the Pastor, the Board of Deacons, or by ten (10) active members of the church.

Notice of such meetings and the purpose thereof shall be given at the regular worship services on the Sunday preceding the special meeting.

ARTICLE XIII PAGE 1

34

Special meetings called for the purpose of considering amendments to this constitution must conform to the procedures as set forth in Article XIII of this constitution.

D. QUORUM

The voting members present at any business meeting called in accordance with the requirements of this constitution shall be considered a quorum for the transaction of business, except in the call or termination of the Pastor. A majority vote of the voting members present shall be required for the election of officers, or to render decisions on any matter under consideration except as otherwise required in this constitution or on any matter of such importance whereby a higher quorum is desired by the membership present and voting.

All members of the church in good standing, sixteen (16) years of age or over, shall be entitled to voting privileges at all business meetings of the church. All voting privileges shall be exercised in accordance with State Corporate Law.

E. PROCEDURE

In the conducting of all business meetings of the church, the Church Moderator, being a member of the Board of Deacons, shall preside. Any parliamentary questions not covered by the church constitution shall be decided by the latest edition of Robert's Rules of Order.

ARTICLE XIII PAGE 2

35

ARTICLE XIV

CHURCH SERVICES

A. WORSHIP SERVICES

This church shall assemble for worship in the morning and evening of each Sunday and for prayer one (1) evening each week, preferably Wednesday evening.

At no time shall any meeting or activity be scheduled so as to conflict with regular or special worship services of this church without prior approval by the Board of Deacons. The Board of Deacons shall not approve any conflicting meeting or activity that does not provide for a time of Bible study and worship.

B. MARRIAGE SERVICES

Marriage services held in the church building shall only be for those who profess to have trusted in Jesus Christ as Savior. A marriage of those who do not know Christ as Savior may not be held in the church building, but may be held in the parsonage or some other location by the Pastor. No marriage of a believer to an unbeliever shall be performed on church property, nor by any Pastor of this church. No divorced person may be married by the Pastor of this church, nor on church property. (2 Corinthians 6:14; 1 Corinthians 7:10-16; Matthew 5: 31-32)

ARTICLE XIV PAGE 1

36

ARTICLE XV

AMENDMENTS

A. PROCEDURE

This constitution may be amended by a three-quarters (3/4) vote of the members present and voting at any regular or special business meeting of the church.

B. NOTICE

Any proposed amendment shall be announced to the congregation at each of the regular worship services for the two (2) Sundays immediately preceding the scheduled meeting. In addition, an exact copy of the proposed amendment shall be conspicuously posted in the church for the two (2) Sundays immediately preceding the scheduled meeting.

ARTICLE XV PAGE 1

37

ARTICLE XVI

DISSOLUTION

A. PROCEDURE

The Milford Bible Church, Incorporated shall not be dissolved until the membership shall become so reduced as not to have sufficient members to fill its elected offices, and shall have ceased to hold its regular worship services. If, after a minimum of six months, all efforts of the membership and the church Board have failed to show positive results, the corporation may be dissolved.

In the event of dissolution, none of the assets or holdings shall be divided among the membership, but all assets and holdings shall be sold to:

a. pay off all indebtedness

b. be distributed equally among the ministries and missionaries supported by the church at the beginning of the six-month period stated in the above paragraph.

The official Board, with the church's attorney, shall be responsible for:

a. liquidating the assets

b. paying off all indebtedness

c. distributing remaining assets among the ministries (our missionaries)

This is in conformity with the requirements as set forth under Section 501 (c) (3) of the Internal Revenue Code of 1954 or any of its amendments and in accordance with the laws of the Commonwealth of Pennsylvania.

B. NOTICE AND VOTE

The act of dissolution of this corporation shall be in accordance with the following procedures.

1. Written notice shall be given to the existing membership of any regular or special meeting called for the purpose of dissolution at least thirty days prior to the scheduled date of said meeting.

2. The vote required for dissolution shall be by majority of the enrolled eligible membership at that time, with provision for an absentee ballot.