

Mountain View Church Oakdale, California Constitution and By-Laws

We, the people of Mountain View Church, voluntarily submit ourselves to the following Constitution and By-Laws. The authority of this Constitution is organizational and subordinate to that of God's Word.

Article 1 – Name

The name of this church, a California non-profit corporation, shall be Mountain View Church.

Article 2 – Principal Office/Registered Agent

The principal office of Mountain View Church shall be located at 311 N. 8th Ave. Oakdale, CA 95361. The name of the registered agent of Mountain View Church at such address is Randy Carter. Mountain View Church may change the location of the principal or registered office, or the designated registered agent, by the board of directors or board of elders.

Article 3 – Mission

Our love for God leads us to love our world.

Article 4 – Vision

Our vision is to lead people to love God. This will naturally lead them to love their world. We believe that there are 4 types of people, according to Jesus' Parable of the Sower (Matthew 13:18-23). Each must be ministered to based on where they are currently on their spiritual journey.

We seek to lead **unbelievers** to belief in Christ. Once they become **believers**, we seek to lead them to involvement within the church and community so that they become **growing believers**. The next step is to train them more deeply in their walk with Christ. Those who continue on to train others become **maturing believers**. They become our church leaders and they continue to train others so that discipleship is multiplied throughout the church and community. (2 Timothy 2:2)

Article 5 – Values/Convictions

- Discipleship:** Train each person to mature in the following areas and to use their spiritual gifting to serve the Lord.
- Prayer (Worship):** Spending time throughout each day singing, praising, and praying to God. Celebrating each Sunday as a family reunion and regularly observing the ordinances of baptism and the Lord's Supper.
- Bible Study:** Learning to study the Bible and apply it to our lives through sermons and small groups.
- Love for the Church Family:** Teaching what we have learned to one another and caring for each person. We function as a family.
- Love for the Lost:** Always looking for opportunities to be involved in the lives of those without Christ through service, and the sharing of our lives and beliefs.
- Marriage:** Mountain View Church believes the biblical teachings that Marriage is a covenant before God between one man and one woman for life. Those who have children are committed to raising their children in a Christ centered home. It is imperative that those being married are both followers of Jesus Christ as only they can make such a covenantal commitment. We will not perform weddings at our facility, nor will our pastors who are employed by Mountain View Church be allowed to perform ceremonies for people who are choosing to live in rebellion and disobedience to God and His guidelines found in Scripture. Finally, the pastors of Mountain View Church reserve the right to decline doing a wedding if they do not feel comfortable about the compatibility of the couple or have any other concerns as the Holy Spirit leads them. For more information, please refer to our Wedding Policy for Facilities and Staff.
- Genesis 1:27, Genesis 2:24, Mark 10:6-9, 2 Corinthians 6:14, Ephesians 5:22-33, Leviticus 18:22, Romans 1:26-27, 1 Corinthians 6:9-10, Hebrews 10:23-25, Hebrews 13:4-7, Matthew 5: 13 – 16
- Gender/Sex:** Mountain View Church believes the biblical teachings that one's unchangeable biological sex is their assigned gender by our Creator, God The Father at conception. Their assigned sex at birth is biologically unchangeable. All facility usages and events will reflect these beliefs. For example: Lodging, Gender Specific Groups, Restrooms, etc....

Genesis 1:27, Genesis 2:4-25, Matthew 19:4

Article 6 – Insurance and Indemnification

Insurance: Mountain View Church will purchase and maintain liability insurance on behalf of any and all persons who are or were a director, officer, leader, employee, committee member or volunteer of Mountain View Church (while serving in their capacity as such). Such insurance will be purchased for the purpose of protecting such persons from covered loss resulting in liability asserted against the above individuals in connection with their activities on behalf of Mountain View Church.

Indemnification Requests: Should any director, officer, leader, employee, committee member or volunteer of Mountain View Church incur any liability as a result of their affiliation with or service to Mountain View Church that is not covered by Mountain View Church's insurance policy, and should such liability result in any out-of-pocket cost to such individual, then such individual may request indemnification from Mountain View Church if the individual was acting on behalf of Mountain View Church in good faith and within the scope of authority designated to the individual by Mountain View Church. The granting of full or partial indemnification shall be at the discretion of the governing board of Mountain View Church as set forth in Section 3 herein.

Indemnification Decisions: In relation to any indemnification request that is made pursuant to Section 2 herein, if such request is made by an individual who is not currently serving on the governing board of Mountain View Church, then the indemnification decision (whether to indemnify the requesting individual, and the dollar amount of such indemnification), will be made by the governing board. Such decision of the governing board will be final. If the indemnification request is being made by a person who is currently serving on the governing board, then the indemnification decision (whether to indemnify the requesting party, and the dollar amount of such indemnification), will be made by the remaining disinterested members of the governing board. A decision on the indemnification request by a majority of disinterested members of the board of directors or elders will be final.

Article 7 – Financial Affairs

Contracts: The board of directors or elders may authorize any officer(s) or agent(s) to enter into any contract or execute and deliver any instrument in the same name of and on behalf of Mountain View Church, and such authority may be general or confined to specific instances.

Loans: No loans shall be contracted on behalf of Mountain View Church and no evidences of indebtedness shall be issued in its name unless authorized by a resolution of the board of directors or elders. Such authority may be general or confined to specific instances.

Checks, Drafts, Etc: All checks, drafts or other orders for the payment of money, notes, or other evidences of indebtedness issued in the name of Mountain View shall be signed by approved Pastoral staff, officer(s), or agent(s) of Mountain View Church and in such manner as shall from time to time be determined by resolution of the board of directors or elders.

Deposits: All funds of Mountain View Church not otherwise employed shall be deposited from time to time to the credit of Mountain View Church in such banks, trust companies or other depositories as the board of directors or elders may select.

Investments: Mountain View Church by its board of directors or elders shall have the right to invest and reinvest any funds Ministry holds.

Fiscal Year: The fiscal year of Mountain View Church shall begin on the first day of January and end on the last day of December in each year.

Offerings: Mountain View Church's offerings will be collected and counted weekly by approved Pastoral staff or agent(s) of Mountain View Church. Once counted, the offerings will immediately be prepared for deposit and deposited in the bank at the earliest convenience. Mountain View Church will designate authorized individuals who will take the offerings from the church building to deposit in the bank. A record shall be kept of all receipts, deposits, and disbursements of Ministry.

Inspection: A director or elder shall have the right to inspect corporate records of Mountain View Church, upon written demand given at least five (5) business days before the date on which the director wishes to inspect the documents.

Article 8 – Governing Law

These bylaws shall be construed and interpreted in accordance with the laws of the state of California.

Article 9 – Dispute Resolution

The Scriptures call Christians to resolve their disputes outside of civil courts (1 Corinthians 6:1-8). Accordingly, all disputes which may arise between any member of Mountain View Church and Mountain View Church itself, or between any member of Mountain View Church and any pastor, officer, director, employee, volunteer, or other worker on Mountain View Church, shall be resolved by binding arbitration as provided below if initial efforts to mediate or conciliate the dispute have failed. Any dispute as mentioned above shall be settled by biblically based mediation and, if necessary, legally binding arbitration in accordance with the Rules of Procedure for Christian Conciliation of the Institute for Christian Conciliation. Judgment upon any arbitration decision may be entered in any court otherwise having jurisdiction. The parties understand that these methods shall be the sole remedy for any controversy or claim arising out of these bylaws and expressly waive their right to file a lawsuit in any civil court against one

another for such disputes, except to enforce an arbitration decision. The arbitration process is not a substitute for any disciplinary process that may be set forth in Mountain View Church's governing or operational documents (such as constitution or bylaws), and shall in no way affect the authority of Mountain View Church to investigate issues of misconduct or administer discipline as appropriate. If a dispute may result in an award of monetary damages, then use of this arbitration procedure is conditioned on acceptance of the procedure by the liability insurer of Mountain View Church, and the insurance carrier's agreement to honor any arbitration awarded against Mountain View Church up to any applicable policy limits.

Article 10 – Affiliation/Stand

The church is independent and not joined to any denomination, synod, or association.

Article 11 – Dissolution

The term of existence of this corporation shall be in perpetuity without specific term of existence. The property of the corporation is irrevocably dedicated to religious or charitable purposes. And upon the liquidation, dissolution, or abandonment of the corporation, after providing for the debts and obligations thereof, its assets will not incur to the benefit of any private person, but shall be distributed, as the existing leadership decides, to exclusively religious or charitable organizations which are in keeping with the objective of the church, and whose purposes are within those specified in the Internal Revenue Code, section 501 (c)(3).

Article 12 – Statement of Faith

We believe:

The entire Bible to be inspired by God and without error in its original writings, the complete revelation of his will for salvation and the final authority for the faith and life of a Christ follower. (2 Pet. 3:15-16; 1 Tim 5:18; 2 Pet. 1:20-21; Matt. 5:18; 2 Tim. 3:15-17; John 17:17; 1 Pet. 1:23)

God is one God, Creator of all things, holy and infinitely perfect, and eternally existing in three persons: Father, Son and Holy Spirit. (Dt. 6:4; Mk. 12:29; Gen. 1:1; Ps. 33:6; Jn. 1:3; Col. 1:15-17; Isa. 6: 1-3; 57:15; Ps. 90:2; Matt. 5:48; Dan. 4:34-35; Acts 17:24-25; Jn. 17:11; Matt. 3:16-17; 28:19; 2 Cor. 13:14)

Jesus Christ is true God and true man having been conceived by the Holy Spirit and born of the Virgin Mary. He lived a sinless life and died on the cross as a sacrifice for our sins, substituting himself to receive our penalty, according to the Scriptures, rose from the dead, ascended into Heaven and now sits at the right hand of God as our High Priest and Advocate. (Isa. 9:6; Jn. 1:1-5, 14; 20:28; Col. 2:9-10; Heb. 1:3; Matt. 4:2; Lk. 2:40; Heb. 5:7-10; Matt. 1:18; Lk. 1:31-35; Rom. 5; Gal. 4:4-5; Matt. 3:16-17; Phil. 2:5-11; Heb. 4:15;

John 19:28-37; Matt. 28:1-10; Mk. 16:1-8; Rom. 4:25; Lk. 24:51; Acts 1:6-11; Eph. 1:20; Col. 3:1; 1 Pet. 3:22; Heb. 2:17; 4:14; Rom. 8:34; Heb. 7:25; 1 Jn. 2:1)

The Holy Spirit is the third person of the Godhead and came to glorify Jesus Christ. During this present age, he convicts people of their sin, regenerates the believing sinner, indwells, gifts, guides, instructs and empowers the Christ follower for godly living and service. (Jn. 16:8, 24; 1 Cor. 2:14; Ezek. 36:25-27; Jn. 3:3, 5; 1 Cor. 12:3; 2 Cor. 5:17; 1 Thess. 1:4-5; 2 Thess. 2:13; Titus 3:5; Jn 14:17; 1 Cor. 6:19; Jn. 16:13; Rom. 8:14; Gal. 5:16-18; Rom. 12:4-8; 1 Cor. 12; Eph. 4:7-11; 1 Pet. 4:10-11; Acts 1:8; 10:38; Rom. 8:4-6, 12-18; Gal. 5:22-23, 25 Phil 2:1-2)

People were made in the image of God but fell into sin, and, therefore, are lost and only saved through the regeneration of the Holy Spirit based on the shed blood of Jesus Christ and His resurrection. When a person surrenders and receives Jesus Christ, they are born again through the Holy Spirit and are adopted into the family and kingdom of God. Simply said, we are saved by grace through faith alone in and because of Christ alone. (Gen. 1:26-27; 9:6; 1 Cor. 11:7; James. 3:9; Gen. 3:1-6; Jn. 8:44; Rom. 5:12-14; 16:20 2 Cor. 11:3; 1 Tim. 2:13-14; Acts 4:12; 16:31; 1 Tim. 2:5; Eph. 1:8-9; Titus 3:5; Matt. 4:19; Rom. 8:15-17)

The true Church is composed of those who are truly members of God's family. Water baptism and the Lord's Supper are ordinances to be observed by the Church during the present age, but they are not a means to salvation. (Matt. 16:15-18; Eph. 4:4-6; 5:25; Heb. 12:28; Matt. 18:15-20; Acts 2:41, 47; 14:23; 1 Cor. 1:2, 9; 12:12-13; 14:40; 16:1-2; 1 Tim. 3:1-13; 5:9; Heb. 10:25; Matt. 3: 13-17; 26:26-29; 28:16-20; Mk. 14:22-25; Lk. 22:15-20; 1 Cor. 11:23-26)

True followers of Christ should live redeemed lives by loving God supremely and others sacrificially. They should care for one another; have compassion on the poor and justice for the oppressed. They are to make disciples among all people and always bear witness of their faith through word and deed. (Dt. 6:5; Lev. 19:18; Mk. 12:30-31; Rom. 12:10; Gal. 5:26; Eph. 4:32, 1 Pet. 4:9; Dt 15:11 Ps. 140:12; Prov. 22:9; Gal. 2:10; James. 1:27; Lev. 19:15; Mic. 6:8; Matt. 23:23; Lk. 4:18; Matt. 5:13-16; 1 Pet. 3: 13-16; Matt. 28:18-20; 2 Tim. 2:2)

In the personal coming of our Lord Jesus Christ, at a time known only to God, and that this "blessed hope" should motivate the Christ follower to godly living and service. (Matt. 24:30, 36; Titus 2:13; Acts 1:11; Rev. 1:7; 2 Pet. 3:10-14)

In the bodily resurrection of the dead; of Christ followers to enjoy everlasting joy with the Lord in Heaven, and of those who reject Him to experience judgment and eternal separation and sorrow in Hell. ((Mat. 25:34, 46; Rev. 21:1-3; Isa. 65:17; 66:22; Rev. 22:3; Matt. 25:46; Lk. 16:26; 2 Thess. 1:9; Rev. 14:11 21:6,8; 22:14-15)

Article 13 – Membership

Membership Statement

1. We believe all true followers of Christ are members of his Body and family (Romans 12:4-6; Ephesians 5:19-20).
2. We do not have formal membership but expect those true followers to have a clear testimony, agree with our vision, mission, values and Statement of Faith, and live God honoring lives.
3. They will regularly attend our worship services, join a small group, participate in outreach and give generously. The only ordinances we recognize are water baptism and the Lord's Supper. We practice full immersion baptism.

Guidelines for Affirmation

1. The Next Year's proposed budget will be made available to the church each December 10. The team will also be available to answer questions. At least 3 weeks will be given for the church's feedback. Our leadership team will make a final decision by December 31.
2. When a candidate is considered for the office of pastor or elder, the church will be given information on that person at least a month in advance.
3. If anyone has any concerns, they are encouraged to speak with a pastor or elder. Two or three witnesses may also approach the entire leadership team. (1 Timothy 5:19-20)

Church Discipline (Matthew 18:15-20)

1. When sin is observed, a private meeting should be arranged as soon as possible to lovingly confront the person.
2. If the person refuses to listen, then one or two witnesses shall be taken along to attempt to restore the sinning person.
3. If the person refuses to listen to the two or three, a pastor or elder should be informed. The pastors and elders must then call a leadership meeting and request that the troubled person be present along with all the parties involved. The desire is to keep the process of restoration in as limited a circle as possible, and to provide good counsel to the troubled person. (Galatians 6:1-2)
4. If the person is responsive, a plan of reconciliation is developed by the leadership to help assure healing between the involved parties.
5. If the person fails to appear at the meeting, or to heed the counsel of the leadership, the leadership will determine the actions to be taken, which may include removal from the church. We reserve the right to remove anyone from our church meetings or facilities that are actively undermining our worship services or are in disobedience to our leadership. (1 Corinthians 5:4-12)
6. A dismissed person may request to return upon repentance and reconciliation.

Church Voting

1. As we do not have formal membership there are no formal business meetings with member voting.
2. Church leaders (Pastors, Elders, and Board of Directors) make decisions concerning the mission, vision, values, and business of Mountain View Church.

Article 14 – Leadership

General Powers – The corporate powers and business affairs of Mountain View Church shall be managed by its board of directors or elders. Board decisions are made by consensus. Every effort is made for unanimity, but if an important decision is stalled, the team can determine how to proceed. Often it may be a majority rule.

Quorum – Attendance (in-person, video, email, or telephone) by 100% of the members of the Board of directors or elders must be present. This shall constitute a quorum and allow official business to be conducted.

Conflict of Interest – Mountain View Church expects its board members, directors, officers, elders, trustees, deacons, representatives, volunteers, or other agents acting on behalf of Mountain View Church to conduct business to ultimately achieve the highest ethical standards of conduct, to comply with all applicable laws, and to conform with Biblical principles. Mountain View Church Representatives are expected to put Mountain View Church's interests ahead of their own personal interests as they carry out their responsibilities on behalf of Mountain View Church, and they have a duty to recognize, disclose, and avoid conflicts of interest. Representatives are prohibited from using their position with Mountain View Church for any type of private gain or to obtain benefits for themselves or members of their family. Potential conflict of interest occurs when a Representative's outside interests (i.e. financial, business, personal, or relational interests) interfere with Mountain View Church's interests or the Representative's work-related duties. For example, a conflict of interest may occur when a Representative is in a position to influence a decision that may result in a personal gain for the Representative or the Representative's family member as a result of Mountain View Church's business dealings. Areas in which conflicts may arise between Representatives and Mountain View Church, may include, but are not limited to, the following transactions with third parties:

- Transactions involving supplying goods and services to Mountain View Church;
- Transactions involving real estate or property leases to or with Mountain View Church;
- Transactions involving donors or others supporting Mountain View Church;
- Transactions that pay royalties or monetary awards to Representatives for products or services provided to Mountain View Church;
- Transactions involving other organizations that affect the operations of Mountain View Church.

Below are a few hypothetical situations that would create a conflict of interest.

Example: As a board member, Mark learns about a great real estate opportunity made available to the ministry. Before the board has a chance to discuss the opportunity and vote on it, Mark purchases the real estate himself and resells it at a profit.

Example: Noah owns a local roofing business and also serves as a board member of ABC Ministry. ABC Ministry needs a new roof for its building. Noah's company has submitted a bid for the roof replacement. Noah has a conflict of interest because he owes loyalty to both his business and ABC Ministry. In order to avoid a breach of his duty to ABC Ministry, he likely needs to disclose the conflict and abstain from the board's decision-making process.

If a Representative becomes aware of any potential conflict of interest or ethical concern regarding the Representative's position with Mountain View Church or another Representative's position with Mountain View Church, the Representative must promptly complete a conflict-of-interest disclosure form and submit it to Mountain View Church's administrator. Representatives serving Ministry as board members, directors or elders, officers, or trustees shall complete an annual conflict of interest disclosure form each year and submit it to the administrator.

Board of Director's – In the absence of Elders, this team will consist of between 3-5 men including the lead pastor. They will be appointed by the lead pastor and serve until our future leadership is developed. They will provide direction and oversight in finances, leadership, and legal compliance. They will approve the compensation of the lead pastor for the fiscal year from January 1st- December 31st. The lead pastor will assist them in determining salaries for other staff positions.

Pastors – It shall be the duty of the pastors to pray, preach and teach, prepare goals, oversee the spiritual health and direction of ministry, and generally equip the people to minister. (Ephesians 4:11-13) Pastors will serve within the area of their gifting and passion. They are entrusted to make the day-to-day decisions of the church and will seek advice from the elders as needed. The lead pastor will serve as the first among equals; leading the others in a collaborative manner. He is responsible for the primary leadership of the church and will make the final decision on matters as needed. He will facilitate meetings and oversee the development of job descriptions.

1. *Qualifications* – Pastors shall be mature godly men who satisfy the character requirements of 1 Timothy 3:1-7; Titus 1:6-9; 1 Peter 5:1-3. They shall excel in leadership, and some will be especially gifted in preaching and teaching. (1 Timothy 5:17) All pastors will be ordained after a three-year period of ministry and observation. The church will recognize ordination from transferring pastors.
2. *Duties* – All pastors will review their job descriptions together yearly. The elders will then be updated on the reviews. Pastors will be responsible for job descriptions for paid staff they oversee and will review them with the lead pastor. They will meet at least weekly and represent those serving under their oversight. They will be represented on the elder board by the Lead Pastor, but all

are welcome to attend as needs arise. The pastors will consult with the elders regarding elder nominations, or any major decisions.

3. *Selection* – The pastor and elder leadership will identify the need for pastors. They may choose to move them internally. A succession process will be identified for the replacement of a retiring lead pastor. The pastors and elders may also decide on a pastoral search team for a lead pastor with outside assistance. The church shall be given detailed information regarding the proposed new lead pastor. They will have opportunity to hear him speak and interact with him in a variety of ways. Their feedback will be a critical part of the process.
4. *Terms of Office* – Pastors serve for an indefinite period of time. A pastor may be removed from office by the other pastors and elders if there is Biblical cause or if he fails to fulfill his function. The lead pastor is responsible for hiring and termination, but will counsel with the church leadership. Lead pastors can be removed by the consensus of the elders and the pastoral team. (1 Timothy 5:19-22; Galatians 6:1-2; Matthew 18:15-20)

Elders – The elders of the church are to be spiritually mature men who are devoted to prayer for the church, the study of the Bible and the application of it to the challenges the church encounters. They are to hold the pastors and each other accountable through the annual review of job descriptions. They are to grant counsel and assistance during church discipline and any conflicts within the church. They are to lead by example as shepherds of the flock and share in pastoral duties. They are to guard the vision, mission, and values of the church. They will join the pastors in making a final decision regarding the budget after the church has been given ample opportunity for feedback. (Matthew 18:15-20; Acts 6:2-4; 13:1-3; 20:28-30; 1 Timothy 3:1-7; Titus 1:6-9; 1 Peter 5:1-3)

1. *Qualifications* – They must meet the qualifications given in 1 Timothy 3:1-7; Titus 1:6-9 and 1 Peter 5:1-3. They must have gifts that enable them to lead effectively. Before becoming an elder, they must go through discipleship and elder training.
2. *Selection* – The church family may make recommendations from among the men who have completed discipleship. The pastors and elders nominate the man they feel is qualified. This man will then proceed through the previously mentioned affirming process by the church.
3. *Terms of Office* – The office of elder is comprised of 2, three - year terms with a mandatory sabbatical of at least 1 year after 2 terms. However, the ministry of an elder is a life-time appointment.
4. *Removal* – An elder may be removed from office by the other elders, by consensus, if there is Biblical cause, or if he fails to fulfill his function, or if he voluntarily removes himself. (1 Timothy 5:19-22; Galatians 6:1-2; Matthew 18:15-20)

Article 15 – Leadership Covenant

Truth – We commit to teach the truth of the Bible and not to be swayed by people, or to succumb to gossip, or slander, but to speak only what is useful for building up the Body of Christ. (Ephesians 4:29)

Purity – We commit to seek purity in our motives and not to compromise with the opposite sex, but to avoid even the suspicion of inappropriateness.

Devotions – We commit to seek daily time with the Lord in prayer and the Bible, and to confess all known sin.

Family – We commit to spend quality time with our families and to share responsibilities and ministry with each other.

Faithful to Each Other – We commit to go first to each other with any concerns. We want open communication and accountability.

Article 16 – Amendments

These by-laws may be amended providing 30-day notice is given in writing, allowing that time for members to express themselves concerning the proposed amendment. The pastors and elders will give the final approval.