

DISTRICT BYLAWS
as approved at District Conference 5/4/2012

ARTICLE I - NAME

Name

The name of this organization shall be MISSIONARY CHURCH, NORTH CENTRAL DISTRICT, INC.

ARTICLE II - CORPORATION

Section 1:
Corporation

- A. Missionary Church, North Central District, Inc., is an Indiana Corporation, and as such is incorporated also in Michigan.
- B. The geographical area of the Missionary Church, North Central District, Inc., shall be generally northern Indiana and southern Michigan. Specifically, the boundary between the North Central District and the Central District in the State of Indiana shall be from east to west, U.S. Highway 6 from the Indiana/Ohio state line to Indiana S.R. 13; south to Indiana S.R. 14; west to Indiana S.R. 15; south to U.S. Highway 24; west to the Indiana/Illinois state line. The greater Chicago metropolitan area shall be shared by the North Central District and the Central District of the Missionary Church.
- C. The North Central District shall include the portion of Indiana north of the boundary stated above, and a portion of southern Michigan. The eastern boundary in Michigan is U.S. Highway 23; the northern boundary is I-94 to the Berrien County line, and shall include Berrien County.

Section 2:
Home Office

The Home office of the Corporation is located at 3301 Benham Ave., Elkhart, Indiana 46517-2247.

Section 3:
Conference Year

The Conference Year shall be July 1-June 30.

ARTICLE III - RELATIONSHIP

Relationship

This organization is a subsidiary of the Missionary Church, Inc., with headquarters at 3811 Vanguard Drive, P.O. Box 9127, Fort Wayne, Indiana 46899, and as such is responsible for the promotion of the work and objectives of the parent organization within the borders known as the MISSIONARY CHURCH, NORTH CENTRAL DISTRICT, INC. It shall be governed in all matters pertaining to doctrine, polity and practice by the Constitution and Bylaws of the parent organization.

ARTICLE IV - DISTRICT CONFERENCE

Section 1:

Jurisdiction

- A. The Missionary Church, North Central District, Inc., shall be governed by a District Conference which shall function in accordance with the authority delegated to it by the Constitution and General Conference of the Missionary Church and by the Missionary Church, North Central District Bylaws.
- B. The District Conference shall include all churches and district institutions within its borders. (A district institution is any institution within the district controlled by the district and used for district purposes.)

Section 2:

Composition

The District Conference shall be constituted of only members of the Missionary Church. The District Conference shall be composed of: the Denominational President, member ex officio; all ordained and licensed ministers resident in the district; the members of the District Governance Board; one lay delegate for each 50 members or major fraction thereof from each full member church; all members of the District Boards; all members of related boards; Bethel College President; Administrator of Hubbard Hill Estates, Inc.; and Directors of District Ministries.

Section 3:

Time of Meeting

The District Conference shall meet annually at the time and place decided by the District Conference. All Conferences shall be governed according to Robert's Rules of Order.

Section 4:

Functions of the District Conference

- A. The District Conference shall elect by ballot its own officers and committees including the District Superintendent, Vice District Superintendent, Treasurer, the Secretary, the additional members of the Governance Board and such other officers, boards and committees as may be deemed necessary. A majority of votes cast shall be required for election of the officers.
- B. It shall approve new churches for membership in the Missionary Church and request that a certificate of membership in the denomination be issued by the proper denominational officers.
- C. It shall license and ordain ministers in keeping with the provisions of the Constitution of the Missionary Church and shall certify such to the proper denominational officers.
- D. It shall conduct conferences, conventions and camps in the district as practical and shall take steps as are necessary to implement and to promote the missionary programs of the denomination.
- E. It shall receive the reports of the District Superintendent and other officers, pastors, other ministers, boards and committees; and submit to the General Conference such reports as may be required.

- F. It shall be the prerogative of the District Conference to make recommendations to the General Conference.

Section 5:

Special Conference

A Special Conference may be called by the District Governance Board. The membership of the Special Conference shall follow the guidelines outlined in Article IV, Section 2 of the District Bylaws. Churches shall report names of delegates to the District Resource Center no later than 14 days prior to the Special Conference.

Section 6:

Special Conference Chairman

The District Superintendent shall serve as the Chairman of the District Conference and Special Conference, and Vice Chairman shall be the Vice District Superintendent.

ARTICLE V - OFFICERS AND ELECTIONS

Section 1:

Executive Officers

The Executive Officers of the Missionary Church, North Central District, Inc., shall consist of a District Superintendent, Vice District Superintendent, Secretary, Treasurer and the Assistant to the District Superintendent. All officers must be members in good standing of a full member Missionary Church.

Section 2:

District Superintendent

- A. The District Superintendent shall be elected for a four-year term by the District Conference from among the ordained ministers of the Missionary Church in a Special Conference in February preceding his taking office on July 1 of that year. In case of special need, the District Governance Board may request assistance from the General Oversight Council and the Ministry Leadership Council of the Missionary Church.
- B. In any election where the District Superintendent is running unopposed, the vote shall be a referendum on whether the sitting District Superintendent shall stay in office. After two four-year terms have been served, a two-thirds majority of votes is necessary for reelection of the sitting District Superintendent, if running unopposed. Should the two-thirds threshold not be reached, then the sitting District Superintendent shall not be eligible to run in the following election. The Nominating Committee for the District Superintendent shall then be reactivated and must again make every possible effort to submit at least two qualified nominees to the Governance Board. An election for the District Superintendent will then be held at District Conference.

Section 3:

Vice District Superintendent

The Vice District Superintendent shall be elected for a term of four years by the District Conference from among its ordained ministers.

Section 4:

Assistant to the District Superintendent

The Assistant to the District Superintendent shall be recommended by the District Superintendent and approved by the Governance Board for a four-year term coinciding with that of the District Superintendent.

Section 5:

Secretary

The Secretary of the District shall be elected for a term of two years by the District Conference.

Section 6:

Treasurer

The Treasurer of the District shall be elected for a term of three years by the District Conference.

Section 7:

Election of Officers

All elected and appointed officers and committee members shall take office at the close of the annual District Conference, with the exception of Prairie Camp, whose officers and board members shall take office within 30 days of the conclusion of Family Camp.

Section 8:

Vacancies

Any vacancies occurring among executive officers, boards or committees not otherwise provided for shall be filled by appointment by the District Governance Board. Such appointees shall serve until the next District Conference.

ARTICLE VI - DUTIES OF OFFICERS

Section 1:

District Superintendent

The District Superintendent shall:

- A. Have supervision of all the churches and ministers within his jurisdiction;
- B. Uphold the Constitution of the Missionary Church;
- C. Arrange for conventions and conferences within the district;
- D. Arrange for meetings in each church in the interests of denominational programs;
- E. Emphasize the duties of churches to their pastors and pastors to their churches;
- F. Take such steps as necessary in the change or transfer of ministers;
- G. Serve as the chief liaison officer between the Governance Board and pastors and congregations in all pastoral relations;
- H. Submit to the General Conference a full report of the work of his district, including a summarized statistical report of the General Conference term;
- I. Maintain healthy relationships with the denomination and its entities;

- J. Accept such other assignments as may be outlined from time-to-time by the District Conference;
- K. Recommend an Assistant to the District Superintendent to be approved by the Governance Board; and
- L. At his discretion appoint Vice District Superintendent or Assistant to the Superintendent to serve as his representative at any board or committee meeting he is unable to attend.

Section 2:

Vice District Superintendent

The Vice District Superintendent shall perform such duties as delegated by the District Superintendent. In case of death, resignation or removal of the District Superintendent, the Governance Board shall appoint the Vice District Superintendent to serve as District Superintendent until a Special Conference.

Section 3:

Assistant to the District Superintendent

The Assistant to the District Superintendent shall be recommended by the District Superintendent and approved by the Governance Board. His term of office shall coincide with that of the District Superintendent who recommended him. His duties shall be those defined by the District Superintendent. He is an advisory member of the Governance Board and its Executive Committee.

Section 4:

Secretary

The Secretary shall record and keep the minutes of the District Conference and District Governance Board and perform such other functions as are outlined by the Conference or Governance Board.

Section 5:

Treasurer

The Treasurer shall receive such monies as the District Conference shall determine and make payments in keeping with its policies and directives. He shall submit such reports as the District Conference, District Governance Board and District Superintendent shall require.

ARTICLE VII - DISTRICT GOVERNANCE BOARD

Section 1:

Role

The affairs of the Corporation shall be administered by a Governance Board.

Section 2:

Composition

The composition of the Governance Board shall be:

- A. The Governance Board shall be the highest decision-making body apart from District Conference.

- B. The size of the Governance Board shall be a total of 13; with one advisory member and 12 voting members, of whom at least two and a maximum of four must be Lay Persons.
- C. The Governance Board shall consist of: District Superintendent; Vice District Superintendent; Assistant to the District Superintendent (advisory member); Secretary; Treasurer; four elected members; and four appointed members.
- D. At each annual District Conference two members shall be elected for two year terms, and two members shall be ratified for two year terms. Of the four elected or ratified, at least two must be Lay Persons.
- E. Board Members appointed by the Governance Board shall be presented to District Conference for ratification by a simple majority vote.
- F. All terms shall begin following the adjournment of that District Conference.
- G. The District Superintendent shall be Chairman of the Governance Board; the Vice District Superintendent the Vice Chairman of the Board; the District Secretary the Secretary of the Board; and the District Treasurer the Treasurer of the Board.

Section 3:

Term Limitation

Non-salaried ratified or elected members of the Governance Board who have served for four consecutive years shall be ineligible for one year to be ratified or elected for another term.

Section 4:

Executive Committee

- A. An Executive Committee of the Governance Board shall be composed of the District Superintendent, Vice District Superintendent, Secretary, Treasurer, and one person annually elected from the Governance Board by the Governance Board. The Assistant to the District Superintendent shall be an advisory member.
- B. Any four (4) members of the Executive Committee may call a meeting of the Executive Committee or Governance Board. Any two officers of the district may sign official papers in behalf of the district. In the event a member(s) of the Executive Committee is unable to attend a specific meeting, the District Superintendent may appoint, from the Governance Board, a temporary member(s) to serve for that meeting.

Section 5:

Duties

- A. It shall be the responsibility of the Governance Board to conduct the necessary business of the District Conference in the intervals between Conferences; it shall deal with all emergency matters and shall call a special session of the District Conference when necessary. Its actions shall be subject to ratification by the next District Conference.
- B. The Governance Board has the authority to delegate some of its business to teams composed of a minimum of three Governance Board members and any other individuals appointed by the Governance Board. All teams shall report to the Governance Board.
- C. The Governance Board shall conduct a minimum of two meetings annually.

Section 6:

Emergency Powers

- A. When there are irreconcilable differences within a local church after counsel by the District Superintendent and his representatives has been unsuccessful in resolving the issues affecting church health, and when at least two of the following conditions are met:
 - 1) The local church board supported by a majority vote request emergency assistance.
 - 2) The Senior Pastor requests emergency assistance.
 - 3) The District Executive Committee believes significant problems exists that warrant emergency assistance.
 - 4) The District Superintendent believes significant problems exists that warrant emergency assistance.

- B. The following steps shall be taken:
 - 1) The District Executive Committee shall call a congregational meeting or a local church board meeting to gather information in order to understand the issues involved. The District Superintendent shall chair the meeting.
 - 2) The District Superintendent shall give a report to the Governance Board. The District Governance Board, by two-thirds majority vote, shall assume the temporary decision making authority in a local church, to make pastoral changes, exercise church discipline, suspend the local church bylaws or assume responsibility over the local church finances. These decisions will be made for the long-term benefit of the local church, the district, the denomination and the Body of Christ.

Section 7:

District Superintendent Performance Review

The Governance Board shall annually conduct a performance review for the District Superintendent.

Section 8:

District Teams, Committees, and Boards

The following teams shall operate under the authority of the Governance Board but shall act as decision making bodies. Each team, committee, and board is accountable to the Governance Board as outlined in the organizational structure of the Missionary Church North Central District.

Section 9:

Management Team

The Governance Board shall hold in trust any properties owned by the District Conference and have authority to receive and hold in trust monies, convey or exchange real estate held by the District Conference or other property such as stocks, bonds, mortgages and other securities; issue annuity agreements; and serve as the trustees for estates and gifts in conformity with civil laws in keeping with authority delegated by the District Conference. The Board shall appoint a Management Team to serve as agents to carry out any of the foregoing authorizations.

Section 10:

Committee on Credentials

The Governance Board shall appoint a Committee on Credentials to recommend all ministerial candidates for credentials. The Governance Board shall certify to the proper denominational official annually a list of all ordained and licensed ministers under the jurisdiction of the district.

Section 11:

Finance Committee

The Governance Board shall serve as, or may appoint, the Finance Committee.

Section 12:

Nominating Committee

- A. The Governance Board shall appoint a Nominating Committee of seven members.
- B. It shall submit nominations to the Conference for the following district officers, directors and committees: Vice District Superintendent; Secretary; Treasurer; additional members of the Governance Board; and such others as may be delegated to them.
- C. Whenever feasible, the slate of candidates for each standing committee shall include at least one more name than the number to be elected.
- D. In each of these elections, additional nominations may be received from the floor.

Section 13:

Nominating Committee for the District Superintendent

- A. The Governance Board shall appoint a Nominating Committee, for the District Superintendent, of seven members. At least three of the seven members must be members of the Governance Board.
- B. This shall be a vetting committee to determine that candidates have the qualifications, skills, and gifts required to fill the position of District Superintendent.
- C. The sitting District Superintendent shall make his wishes regarding being on the ballot known to the Governance Board in writing by September fifteenth of the year prior to the election. If so indicated, his name shall appear on the ballot.
- D. Candidates for nomination must be submitted to the Nominating Committee for the District Superintendent by October fifteenth of the year prior to the election to allow for the required vetting process.
- E. The Nominating Committee for the District Superintendent shall make every possible effort to submit at least two qualified nominees to the Governance Board.
- F. The Governance Board shall have the authority to set the final ballot for the election of the District Superintendent.

Section 14:

Appointments

The Governance Board shall appoint the Directors, Teams, and Committees necessary to conduct the business of the District Conference (see Appendix 1, Section 1)

Section 15
Quorum

A majority of the members of the Board shall constitute a quorum for the transaction of business provided due notice of the meeting has been given.

ARTICLE VIII - CAMP BOARD, HISTORIAN, AND WOMEN'S MINISTRIES

Section 1:
Camp Board

- A. The Camp Board shall be composed of nine members who shall be ratified by District Conference for three-year staggered terms. Besides these, the District Superintendent is a member by virtue of his office and shall be allowed to appoint a representative to attend in his absence. The Camp Board will annually elect its officers.
- B. It shall be in charge of maintenance of the entire camping ministry including maintenance of the campground and Family Camp. It shall be responsible to the Governance Board of the Missionary Church, North Central District, Inc. for capital investments, including erection of buildings, purchase of property and major improvements.
- C. It shall appoint the Camp Director. The Camp Director shall oversee the camp ministry, appoint directors and assistant directors, and hire camp staff.

Section 2:
District Historian

- A. The District Historian shall be appointed by the Governance Board for a two-year term.
- B. It shall be the duty of the District Historian to submit an annual report to the Conference of the significant events of the year.

Section 3:
Director of Women's Ministries

The Director of Women's Ministries and other officers shall be elected by the members of the Women's Ministry at their annual meeting and shall fulfill the duties as stated in Article XIV, A. in the Constitution of the Missionary Church.

ARTICLE IX - PARTNER ORGANIZATIONS

Section 1:
United Missionary Loans and Investments, Inc.

- A. United Missionary Loans and Investments, Inc., is a separate corporation from the Missionary Church, North Central District, Inc. Membership in this corporation is on an annual basis and each year every person, who is a voting member of the District Conference of the Missionary Church, North Central District, Inc., shall automatically, by virtue of this designation, become a member of this corporation and shall remain such until the next District Conference is convened. All annual meetings of the members shall be held at the same place and time as the District Conference of the Missionary Church, North Central District, Inc.

- B. The number of Directors of this Corporation shall be nine (9). The Directors shall be apportioned into three classes, with the terms of the Directors in each class expiring at different times. All Directors, excepting cases of election to fill unexpired terms, shall be elected for a period of three years.
- C. The Directors shall be ratified at the annual meeting by a majority vote of the members of the Corporation. Membership on the UML&I Board shall be limited to those persons who are members of churches in the North Central District.
- D. The District Superintendent shall serve as an additional member by virtue of his office and shall be allowed to appoint a representative to attend in his absence.

Section 2:

Hubbard Hill Estates, Inc.

- A. Hubbard Hill Estates, Inc., is a separate corporation from the Missionary Church, North Central District, Inc. The purposes for which the corporation exists are to provide elderly persons with housing facilities and services especially designed to meet their physical, social, emotional and spiritual needs; and to promote their health, security, happiness and usefulness in longer living.
- B. The Corporation is irrevocably dedicated to and operated exclusively for non-profit purposes; and no part of the income or assets of the Corporation shall be distributed to, nor inure to the benefit of, any individual.
- C. Members of the Hubbard Hill Estates Board of Directors shall be of one class with equal rights and privileges, and shall be limited to individuals who have the approval of the Governance Board of the Missionary Church, North Central District, Inc. In the event that aforesaid approval is withdrawn, then and in that event, shall such constitute automatic resignation as a member and director of the Corporation.
- D. The initial Board of Directors is twenty-five. The exact number of Directors is not stated; the minimum number shall be twelve and the maximum shall be twenty-five, the exact number being prescribed in the Bylaws of the corporation. The Board of Directors shall be ratified by the District Conference of the Missionary Church, North Central District, Inc., and shall serve for three years in staggered terms. The District Superintendent of the Missionary Church, North Central District, Inc., shall be a member of the Board of Directors by virtue of office and shall be allowed to appoint a representative to attend in his absence.

ARTICLE X - DISTRICT FINANCES

Section 1:

District Finances

- A. FINANCIAL STATEMENT - The Missionary Church, North Central District, Inc. shall care for the funding of all its activities, ministries and programs and shall be self-supporting.
- B. FISCAL YEAR - The fiscal year shall be from January 1 to December 31.
- C. FUNDING:
 - 1) The District Governance Board shall serve as, or may appoint, a Finance Committee.
 - 2) The District Superintendent and District Treasurer shall be members of the Finance Committee by virtue of their office and shall be voting members.
 - 3) The Finance Committee shall be composed of eight members - three layman and three pastors, the District Superintendent and District Treasurer.

- 4) The Finance Committee shall present the proposed budget for the next fiscal year to the Governance Board.
- 5) The Governance Board shall annually set the assessment cap on any and all churches in the district.
- 6) The approved district budget for the next fiscal year shall be reported to district churches.
- 7) Assessments shall be given by the individual churches using the standard percent of total church receipts.
- 8) Total receipts shall include all monies which are eligible for tax-deductible receipt, except building/capital fund monies.
- 9) The assessment from each church shall be proposed by the Finance Committee at the time the proposed budget is drafted.
- 10) Exceptions to the percent rule shall be as follows:
 - a. Established churches which choose to become a part of the Missionary Church, North Central District, Inc., and new church plants, shall be phased into a full assessment over a period of three years (year one, 1/3 share (33.3%) of full assessment, year two, 2/3 share (66.6%) of full assessment, year three, full assessment).
 - b. Extenuating circumstances as noted by the Management Team.
- 11) Each church should forward its assessment in 12 equal payments beginning January 15th and continuing each month with a payment by the 15th to the district office.
- 12) Appeal process shall include the following:
 - a. A written statement of the reason why the assessment cannot be fulfilled and the amount in question. This statement shall be properly signed by any two officers of the local church board. This statement shall be sent to the District Superintendent.
 - b. A copy of the minutes that record the decision of the local church board to exercise their right to appeal.
 - c. All financial records requested by the District Superintendent.
 - d. The pastor and other persons from the church may be requested to be present when the appeal is discussed and may be asked for their input.
 - e. The final decision rests with the Governance Board.
 - f. A letter will be issued to the pastor and the local church board after a decision has been reached by the Governance Board.
- 13) It is imperative that the local church and district understand that their ministries are the same and together each is working to build the greatest kingdom in the world. Everything should be done to encourage a cooperative spirit between the district and local church.

Section 2:

District Assessments

District operating budget shall be raised through an annual Conference Assessment which shall be forwarded to the Conference Treasurer in twelve (12) monthly installments beginning in January. Assessments shall not exceed 3% of the total offerings of each local church. The district budget shall be presented to the district pastors as approved by the District Governance Board.

Section 3:
World Missions

All monies for World Missions shall be sent directly by the churches to the Denominational Treasurer. The District Superintendent shall receive appropriate reports from the Denominational Treasurer of the district churches' giving.

Section 4:
Expansion Ministry

All Expansion Ministry Funds shall be sent monthly to the District office.

ARTICLE XI - MINISTERS

Section 1:
Educational Requirements

Candidates for the ministry shall be expected to fulfill the requirements stated in the "Constitution of the Missionary Church, Article XII".

Section 2:
Procedure for Credentials

A person seeking ministerial standing in the Missionary Church should counsel with his pastor and District Superintendent or with the Director of World Partners in the case of a missionary candidate. If his qualifications are acceptable, he may submit a final application, which shall be duly considered by the respective bodies authorized to approve candidates and confer ministerial credentials.

Section 3:
Licensed Ministers

- A. Candidates shall be approved by the District Conference or the Governance Board after satisfactorily passing an examination and being recommended for licensing by the Committee on Credentials.
- B. Any licensed minister in the district who is actively engaged in full-time Christian work AND who has completed two consecutive years of satisfactory ministry may be a candidate for ordination. His request should be made to the District Superintendent in writing at least six months in advance of the desired ordination date. He shall then be interviewed by the Credentialing Committee as to doctrine, practices, and ministry. The Credentialing Committee may recommend the approval to the Governance Board.
- C. If a minister who has been ordained by another denomination desires to join this District Conference, he shall make application to the District Superintendent. He shall give full particulars as to previous ordination, reasons for withdrawal, intention to join the church, and acquaintance and agreement with the Constitution by an examination. This information shall be presented to the District Conference, which shall take one of the following actions:
 - 1) Recognize the previous ordination and accept the candidate at once as an ordained minister of the church;

- 2) Provisionally recognize his previous ordination until such time as the District Conference can fully recognize him as an ordained minister or advise his reordination;
- 3) Delay action in view of further investigation; or
- 4) Deny the application.

**Section 4:
Evangelists**

- A. A Missionary Church minister duly credentialed by his District Conference, feeling the call to a full-time evangelistic ministry, may be certified as an approved district or denominational Evangelist.
- B. It shall be his duty to do the work of an Evangelist and to make full proof of his ministry by preaching the Word and exhorting with all long-suffering and doctrine. II Timothy 4:2-5
- C. He shall uphold the doctrines and practices of the Missionary Church, and keep himself above reproach in all matters of conduct and finance.
- D. He shall make an annual report to the President of the Missionary Church.

**Section 5:
Duties of Credentialed Ministers**

- A. Credentialed ministers are given the authority to administer communion and baptism, and to solemnize marriage.
- B. All ministers in the homeland shall submit an annual report to the respective District Superintendent; all foreign missionaries shall submit their reports to the Director of World Partners.
- C. All active credentialed ministers shall meet the annual continuing education requirements as set forth in the Continuing Education Strategy.

**Section 6:
Discipline of Ministers**

Any minister against whom a charge is made for unwise or unbecoming conduct of ministers departing from any doctrine or practice of the Constitution of the Missionary Church, Inc., shall be admonished by the District Superintendent; in the event no satisfactory adjustment is made, the District Superintendent shall bring the matter to the attention of the District Governance Board for appropriate action. If the charge is of sufficient magnitude in the estimation of the District Superintendent, he may temporarily suspend the minister. Final action shall be taken by the Governance Board.

**Section 7:
Inactive Ministers**

Ordained ministers who have discontinued active ministry shall be put on an inactive list. After three years of such inactivity in Christian service, the issuance of credentials shall be discontinued. Exception to this shall be those who retire after having served 25 years of approved ministry; those for whom valid circumstances have interrupted their ministry; and those whom the District Governance Board may recommend for continuing certification. Reinstatement to ordained status is possible if the minister resumes active service. He must make application to the District Governance Board who will appoint a committee to interview

him. The District Governance Board will take final action upon the recommendation of this examining committee. Credentials will be restored if such action is favorable.

Section 8:

Women Ministers

- A. Any woman who feels called of God to a Christian ministry and who desires ministerial standing shall follow the same procedure as a brother minister.
- B. Women who are approved for ministerial service shall be granted a license only upon being duly appointed to active service.

Section 9:

Calling a Pastor

- A. The District Superintendent shall make available to each church desiring a change of pastor, a list of all approved ministers.
- B. A local church seeking a new pastor shall work through the District Superintendent. Under no circumstances may candidates be summoned without his prior approval.
- C. From the list of approved and available Missionary Church pastors and workers, the church may, through the District Superintendent, make preliminary contact with the desired prospect.
- D. The Church Board or the Pastoral Search Committee, exclusive of the pastor, shall bring to the Local Conference the name of a candidate which it considers advisable.

Section 10:

Tenure

- A. The first call of a pastor shall be for two years and shall require at least a two-thirds majority vote of the Local Conference. Following the initial two year call the Church Board may extend subsequent calls. The length of additional calls shall be determined by the pastor and church board.
- B. Only after a pastor has served a period of at least 7 years may a church board extend an indefinite call. An indefinite call shall be understood to mean that so long as relationships are good and the work of the church is progressing well, no congregational pastoral vote of confidence be called.
- C. On or before February 15 of each year, each minister shall express to the District Superintendent, via the Annual Ministerial Report, his desire regarding his field of service for the next Conference term. If the pastor thinks that a change of pastors is advisable, he shall inform his Church Board.

Section 11:

Pastoral Changes

- A. The District Superintendent shall serve as chief liaison office in all negotiations between pastor and churches.
- B. Whenever a minister resigns his pastorate, that pastor shall not be eligible for a period of one year to candidate in the same church from which he resigned.
- C. Whenever a minister is candidating in a church, the current pastor and his immediate family shall not be present. Further, any additional staff deemed a minister should consider, under the guidance of the District Superintendent, the advisability of being present.

- D. Pastors shall normally move to their new charge following the last Sunday in June.
- E. Whenever a church does not have a pastor by the first Sunday in July, or whenever the church is without a pastor for the period of two months, the district superintendent may at his discretion and in consultation with the local congregation appoint an interim pastor until the new pastor arrives.

Section 12:

Vote of Confidence

- A. Should relationships break down or the progress of the church be questioned, either pastor or board may request a vote of confidence from the church board. The vote of the board shall be taken not later than January 17.
 - 1) If an incumbent pastor receives less than a majority of the votes cast by the church board, a desire for change is indicated.
 - 2) After consultation with the District Superintendent, either pastor or board may request a pastoral vote of confidence by the Local Conference. A vote shall be taken not later than February 10.
- B. The proposed length of call shall be determined by the pastor and Board in consultation with the District Superintendent, prior to the vote of confidence being taken.
- C. A pastoral vote of confidence shall be announced at least two Sundays prior to the vote. Absentee ballots are not permitted.
- D. If an incumbent pastor receives less than a two-thirds majority of the votes cast, the advisability of the pastor remaining at the church shall be determined by the District Superintendent, pastor and the Church Board in consultation. The final determination shall rest with the District Superintendent.
- E. The District Superintendent shall be informed of the result of the vote within 48 hours by either the church secretary or the Board Chairman.

Section 13:

Annual Reviews

Annually, by December 31 the church board and pastor shall conduct pastoral and church board reviews. Both the pastor and the church board shall submit copies of the reviews to the District Superintendent within 10 days of the reviews being completed.

Section 14:

Pastor's Compensation Review

Each year when preparing the budget for the coming year, the Church Board shall review the pastor's salary and benefits. The District Superintendent shall be available for consultation with the church board in establishing a fair compensation package.

Section 15:

Vacation of Credentialed Ministers

All credentialed ministers including Pastors, District Superintendent, and Assistant to the District Superintendent shall be granted vacation according to the following schedule:

6 mos.-1 year = 1 week
1-5 years = 2 weeks
6-12 years = 3 weeks
13-19 years = 4 weeks
20+ years = 5 weeks

These years of service shall be interpreted as meaning years served in full-time ministry while credentialed. A week is defined as seven to nine days, including one Sunday and at least one Wednesday. This will be exclusive of Denominational and District Conferences, Camps, Pastors' Retreat, etc. Pastors shall be responsible for arranging the time of vacation and the selection of the pulpit replacement for the Sundays, subject to the approval of the Church Board. The honorariums for the guest speakers shall be cared for by the church treasury unless otherwise agreed upon. This schedule is a minimum and a church may grant additional vacation if it so desires.

Section 16:

Ministry Staff

- A. All ministry staff members must be approved by the Governance Board prior to being hired by a local church.
- B. A minister who has been credentialed by another denomination must have approval of the transfer of credentials before being hired.
- C. Ministry Staff are selected by the Senior Pastor with the approval of the Church Board and are not subject to congregational vote.
- D. At the installation of a new Senior Pastor all ministry staff members, as a matter of protocol, shall offer their resignation in writing to the incoming Senior Pastor.
- E. In the absence of a Senior Pastor, the Church Board shall consult with the District Superintendent before implementing any changes in Ministry Staff.

ARTICLE XII - DISSOLUTION CLAUSE

In the event it becomes necessary to dissolve or terminate the Missionary Church, North Central District, Inc.; by unanimous vote of the North Central District Governance Board, all assets, if any, after all expenses and debts have been paid, shall be transferred to The Missionary Church, Inc., which qualifies under Section 501 (c) (3) of the Internal Revenue Code of 1984 or amendments thereto.

ARTICLE XIII - AMENDMENTS

Amendments to the Bylaws may be adopted at any regular session of the District Conference by a two-thirds majority vote of the Conference, provided they do not conflict with the Constitution of the Missionary Church.

Appendix 1

Standing Rules North Central District, Inc.

SECTION 1 - APPOINTMENTS BY THE GOVERNANCE BOARD:

A. Directors

Expansion Ministries
Healthy Ministries
Hispanic Ministries
Urban Ministries
Student Ministries
Children's Ministries
JOY Ministries
Athletics
Historian

B. Teams and Committees

Bylaws and Standing Rules
Certify Accurate Copies of Journal
Committee on Credentials
Finance Committee
Management Team
Memorials
Nominating Committee
Parliamentarian
Pastor's Salary and Benefits
Regional Health Plan Team
Registration (Credentials) (District Conference)
Resolutions Committee
Tellers

SECTION II - BOARDS ELECTED/RATIFIED BY THE CONFERENCE:

Camp Board
Governance Board
Hubbard Hill Board
United Missionary Loans and Investments, Inc. Board

SECTION III - STANDING RESOLUTIONS:

PART 1 - FINANCES

1. All treasurers who report to District Conference; namely, District Treasurer, Prairie Camp, Women's Ministries, and any other treasurers shall close their books as of December 31 each year, and shall submit the same to an auditor.

2. The Governance Board and the District Superintendent shall secure proper information from local church officials concerning an annual statement of assets and liabilities for the District. This information shall be compiled with the assistance of a public accountant, if necessary, and a report presented to each District Conference.
3. Local churches shall close their fiscal periods on December 31 of each year and reports of officers and treasurers shall be reported as of these periods.
4. It is recommended that each church select a competent general treasurer from its membership, by election, at the local Conference or by appointment of the local Church Board, to care for the funds of the church. Other treasurers of various departments shall be elected from competent and reliable members of the church.
5. Each church wishing to engage in new building or remodeling shall submit to the Management Team for approval in accordance with Appendix 5.
6. All local church treasurers' books shall be audited by a public accountant, if possible, or by a committee appointed by the chairman or the Church Board.
7. All churches shall report the pastor's salary for the coming fiscal year to the district office by February 15th of each year.
8. Any church seeking to purchase or sell real estate must obtain prior approval from the Management Team.

PART II - MINISTERS

1. Pastors shall encourage the system of tithing among their members and shall preach at least one sermon on tithing each year.
2. When a minister is stationed on a new field, his membership and that of his wife and minor children (if they are members of the church) shall follow them.
3. No speaker, except a candidating minister, shall be engaged by any person, group or auxiliary in the ministries of the local church without the approval of the Senior Pastor.
4. We recommend that no pastor shall arrange to leave his church for evangelistic work until satisfactory arrangements are made with his church; and that he see that the supply in his church be properly remunerated for his service.
5. The pastoral vacation is a privilege granted to the pastor by the District and recognized by the local church based upon the length of ministry. Since the privilege is based upon length of ministry, the pastor may utilize vacation time without being bound to a year of service at a local church before the vacation is granted.
6. No minister, besides the pastor, shall be permitted to be a member of the Board of the local church, except those elected to an office where they would be members of the Board by virtue of their offices.
7. All ministers in charge of a Missionary Church or Affiliate Church shall be responsible to have the minutes of their Annual Business Meeting and Annual Statistical Report filed in the district office by February 15th of each year.
8. We recommend that the local church or its designate, exclusive of any paid ministerial staff, shall represent the church in negotiating for a pastor.

PART III - MISCELLANEOUS

1. The local church office shall maintain the records and historical documents of the local church and the pastor shall be held responsible for the same.

2. Organizations having secret meetings with oath bound or password obligations are hereby classed as secret societies and members joining them shall become subject to the "Constitution of the Missionary Church" on the subject of secret societies.
3. When a member is suspended or expelled from any local church for any cause, no pastor or any of our churches shall receive him/her into membership until he has made satisfactory adjustment to the difficulty with the church having suspended or expelled him/her.
4. We strongly encourage our Sunday schools to use literature that is in keeping with our Wesleyan theological position.
5. To assure greatest representation at District Conference, local congregations are advised not to elect as their delegate to Conference the wife of a minister or any layman who by virtue of office already is a member of Conference.
6. Each church is asked to send any recommendations that it has for the coming District Conference directly to the district office.
7. The Committee to Certify Accurate Copies of the Journal shall be appointed a year in advance so that their work may be completed by the coming Conference.
8. The list of nominees presented to the Conference must be distributed to the delegates prior to or at Conference, with a brief statement concerning each of the nominees.
9. Our District Superintendent may be the delegate to the national conventions of the National Association of Evangelicals and the Christian Holiness Partnership.
10. The chairman of the District Conference shall be responsible to appoint a Parliamentarian at every regular or special called Conference.
11. Annually, before the Governance Board meets to prepare the ballot for election of officers, district churches shall be contacted to invite them to submit names for consideration.
12. No published Conference reports are to be read publicly unless requested by a Conference member.
13. All members of District Committees and Boards shall be members of the Missionary Church in good standing.

PART IV - RULES OF ORDER

- Rule 1. RESOLVED, That the chairman of the Conference designate the area constituting the Conference Bar.
- Rule 2. RESOLVED, That the Conference members retain their respective places with regard to the established Conference Bar throughout the Conference, except by consent of the Chairman.
- Rule 3. RESOLVED, That each member desiring to address the Conference shall rise, address the Chairman and speak no longer than five minutes, except by consent of the Conference.
- Rule 4. RESOLVED, That no member shall speak more than twice on the same subject except by consent of the Conference.
- Rule 5. RESOLVED, That all ministers from other districts and ministers from other denominations, be admitted as advisory members and they be invited to sit in the first two rows of seats back of the Bar.
- Rule 6. RESOLVED, That throughout the Conference when there is a majority of votes for one person on the first ballot, such a ballot shall be considered an electoral ballot.

Rule 7. RESOLVED, That a committee of four be appointed to read and compare the minutes of the Conference.

Appendix 2

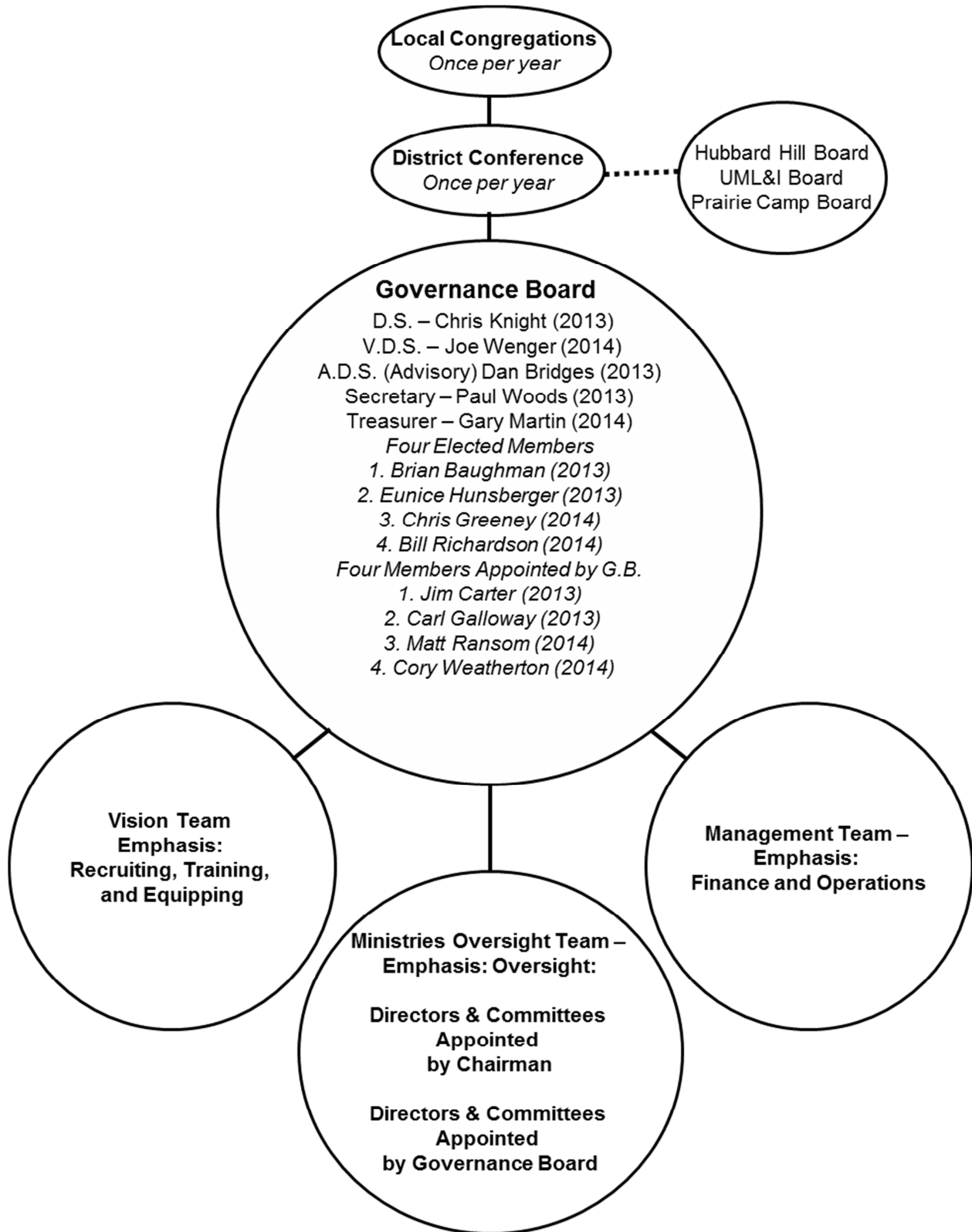
District Conference Composition Worksheet

According to North Central District Bylaws, Article IV District Conference, Section 2: Composition:

Membership	Delegates
15-75	1
76-125	2
126-175	3
176-225	4
226-275	5
276-325	6
326-375	7
376-425	8
426-475	9
476-525	10
526-575	11

Appendix 3

North Central District Organizational Chart



Appendix 4

Process and Checklist for Purchasing Property

1. ____ Notify District office of intent to purchase property.*
2. ____ Church board approves pursuing potential purchase.
3. ____ Church leadership shares concept of purchase with congregation.
4. ____ Management Team tours potential purchase to approve or disapprove moving forward.
5. ____ Items 6-11 must be completed before a purchase agreement can be signed.
6. ____ Projected total costs of purchase submitted for district approval.*
7. ____ Copy of minutes of church board approval of purchase.*
8. ____ District approval of debt ceiling.*
9. ____ Notify the District Office of any loan applications.*
10. ____ District approval of loan(s).*
11. ____ Copy of minutes of congregational approval of purchase.*
12. ____ Purchase agreement may be signed.
13. ____ Coordinate with district office to schedule two officers to sign for the purchase of property.
14. ____ Church arranges for insurance for property after closing.
15. ____ Property is titled in district's name unless granted waiver by Management Team.
16. ____ Two District Officers sign for purchase at closing.
17. ____ Deed is filed at county court house.
18. ____ District office applies for exemption of real estate taxes.

* Items must be submitted to the Management Team as they are incurred.

Appendix 5

Process and Checklist for Building/Remodeling

1. ___ Notify District office of intent to build or remodel prior to requesting any quotations.*
2. ___ If looking at estimates in the planning stages remember that estimates are not binding quotes.
3. ___ Minimum 2 written quotations (not estimates) for all work to be done.*
4. ___ References from contractor.*
5. ___ Proof of contractor's worker's compensation insurance.*
6. ___ Proof of contractor's liability insurance.*
7. ___ Copy of minutes of congregational approval.*
8. ___ Notify the District Office of any loan applications.*
9. ___ Building plans for district approval.*
10. ___ Projected total costs for district approval.*
11. ___ District approval of debt ceiling.*
12. ___ District approval of loan(s).*
13. ___ Accepted quotations (signed contracts) must be signed by both parties and a copy sent to the district office.*
14. ___ Ensure necessary permits have been pulled.
15. ___ Any extra work outside of quote (change orders) must be authorized and signed before work is commenced.

* Items must be submitted to the Management Team as they are incurred.

The checklist for * items to be completed is on page 2 of this document.

Approved by Management Team on March 16, 2006

Revised: June 15, 2006
 July 13, 2006
 January 18, 2007

Appendix 5 cont.

Items to Be Submitted To or Approved By Management Team

Church Name: _____

Project Contact Name: _____

Phone Number: _____

Item	Date Completed	Notes
District Notified of Project		
Two Quotes (not estimates)		
Contractor References		
Proof of Contractor's Worker's Comp Insurance		
Proof of Contractor's Liability Insurance		
Copy of Minutes of Congregational Approval		
District Office Notified of Loan Applications		
District Approval of Building Plans		
District Approval of Total Cost of Project		
District Approval of Debt Ceiling		
District Approval of Loan		
Copy of Signed Contract(s)		

Appendix 6

Recommended Sabbatical Leave Guidelines for the Local Church

A sabbatical leave provides an ordained minister an opportunity to reflect on his call to ministry and relationship with God and God's people. It is expected to be beneficial both to the pastor and the church he serves. The following are guidelines for sabbaticals:

There are various kinds of sabbatical leaves:

- 1) Study Leave...
- 2) Rest and Spiritual Renewal Leave...
- 3) Service Leaves...
- 4) Special Assignment...
- 5) Pastoral Exchange...

Length: One month of sabbatical time is granted for each completed year of ministry.

- 1) Sabbatical benefits begin to accumulate during the first year of ministry but can only be activated following the third year of service.
- 2) Sabbaticals should be granted at regular intervals, preferably within four to seven year cycles, instead of after extended periods greater than seven years.
- 3) Vacation time shall not be considered as part of the sabbatical benefit, however, vacation time could be added to a sabbatical agreement.
- 4) Participation in short seminars or conferences throughout the year shall not be considered a part of the sabbatical time.

Specific Agreements: Persons interested in a sabbatical should make application to the church board to which they are accountable at least six months prior to the planned absence from ministry. This application should include a statement of goals for the intended sabbatical, an outline of proposed activities, and a rationale as to how these activities will help them reach their goals.

Remuneration: During any agreed upon sabbatical time, monthly salary, housing and benefits will continue at the usual rate. Grant monies received from other sources for salary, housing and benefits shall be forwarded to the church.

Implementation: This sabbatical policy shall normally become part of the salary and benefits package negotiated at the time the ministering person is engaged. The maximum number of years that can be credited toward the sabbatical program retroactively at the point at which the program is adopted is six years.

Appendix 7

Guidelines for Treasurers, Bookkeepers, Money Counters and Depositors

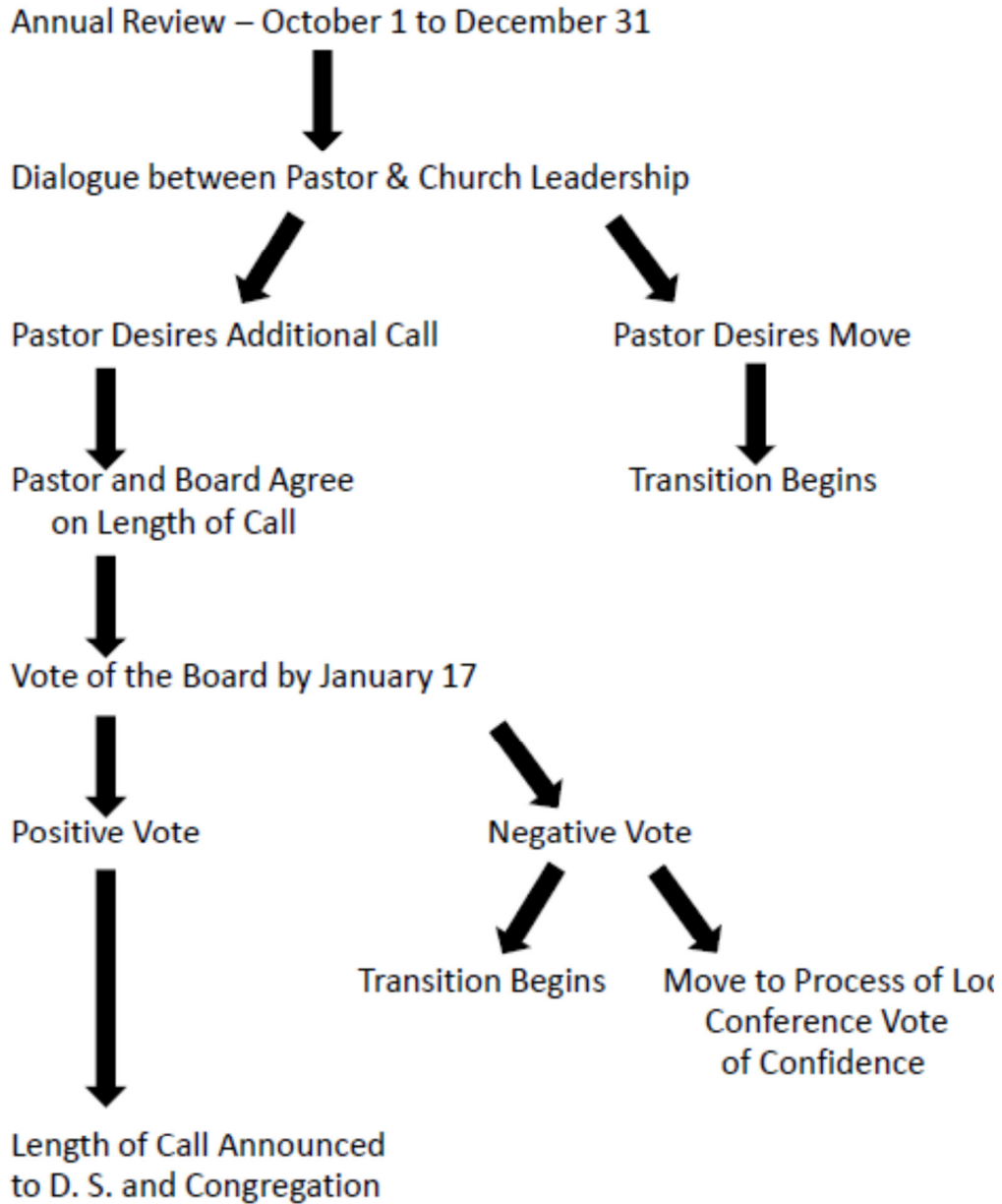
The following are guidelines that all churches in the North Central District should strongly consider adopting and monitoring.

1. Church Board shall make provision to purchase bond insurance equal to one month's total regular financial gifts on all persons who handle the offerings. Note: All churches that currently insure through Brotherhood Mutual already have bond insurance.
2. Church Board shall designate three people that shall sign checks.
3. Church Board shall require double-signature checks.
4. Church Board shall designate as many people as necessary to count the offerings.
5. Church Board shall designate at least two people to count the offerings and record the aggregate amount. The offerings shall be placed in an appropriate bank bag and given to the person responsible to deposit the money.
6. Church Board shall designate two persons to deposit offerings.
7. Church Board shall require that the day's offerings shall be deposited following the morning service(s) or the offerings placed in the church safe until after the Sunday evening offerings have been received. The person responsible to deposit monies shall absolutely not take the money home with them so as to be deposited at a more convenient time or at a later date.
8. Church Board shall require that the Financial Secretary records the individual gifts and keeps an accurate record. Quarterly reports shall be distributed to the donors throughout the year.
9. Church Board shall require that the Treasurer record the breakdown of the offerings into the various accounts in the finance record.
10. Church Board shall require that the Treasurer provide a monthly finance report to the pastor and board.
11. Church Board shall require that the Treasurer provide a monthly check-register report to the pastor and board.
12. Church Board shall require that an annual audit be performed on all financial records by an in-house or an independent organization.

Approved by the Management Team on March 16, 2006.

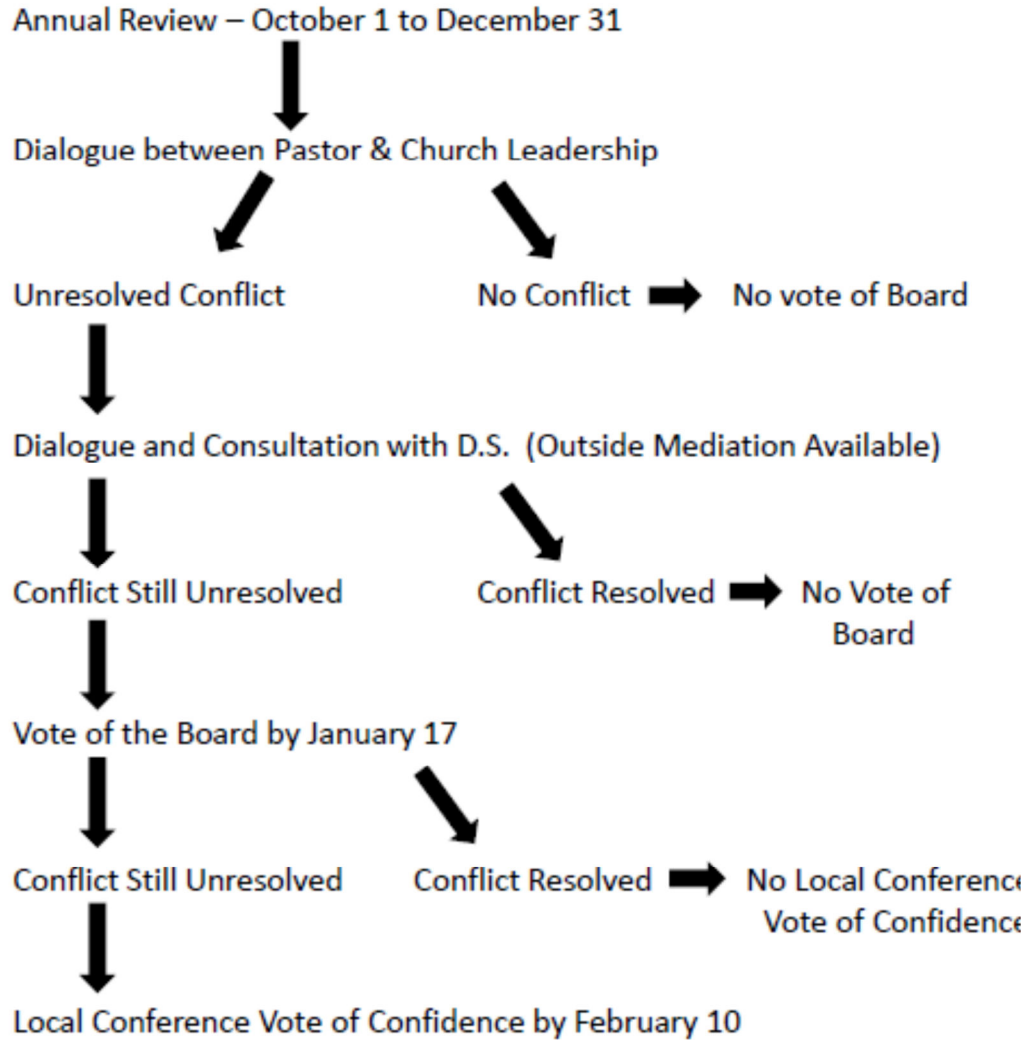
Appendix 8

Process of a Subsequent Call



Appendix 9

Process of a Vote of Confidence



Appendix 10

Suggested Procedure and Timeline for the Nominating Committee for the District Superintendent

August	Nominating Committee for the District Superintendent is formed (Art VII, Sec 13, A)
September 15	The sitting District Superintendent declares his intention to run, in writing, to the Governance Board (Art VII, Sec 13, C)
September 16	A letter goes out to Missionary Church, North Central District churches that communicates the decision of the sitting District Superintendent and solicits nominations
October 15	Nominations close (Art VII, Sec 13, D)
November 15	The Nominating Committee for the District Superintendent confers with the President of the Missionary Church, Inc. and submits a list of vetted, qualified candidates to the Governance Board (Art VII, Sec 13, D)
Nov/Dec	Governance Board sets the ballot for the election of the District Superintendent
Dec/Jan	Confer with the President of the Missionary Church, Inc. on the determination of nominees. Nominees ratified by the Ministry Leadership Council and General Oversight Council of the Missionary Church, Inc. (MCI Constitution Art XV, C, 1, b)
February	Special Conference for the election of the District Superintendent