JOURNEY CHURCH
CONSTITUTION & BYLAWS
Version 4.0

PREAMBLE

Journey Church exists to glorify God by helping people take their next steps toward Him through worship, discipleship, community, and mission (Matt 28:18-20; Acts 2:42-47). These Bylaws provide the governing framework by which the congregation pursues that purpose in an orderly, transparent, and accountable manner. Journey Church is a Word & Spirit church, a church largely committed to the ongoing expositional teaching of the Bible and committed to the fullness of the work and gifts of the Holy Spirit.

ARTICLE 1
NAME AND PURPOSE

1.01 - Name: The corporate name of this church is Journey Church, with the business office at 8 Eastern Avenue in Barrington, NH 03825 and the mailing address being PO Box 707, Barrington, NH 03825.

1.02 - Purpose: Journey Church is organized exclusively for religious, charitable, and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code, including the proclamation of the gospel, the administration of ordinances, the equipping of believers, and the advancement of God's Kingdom locally and globally.

1.03 Autonomy: Journey Church is autonomous and maintains the right to govern its own affairs, independent of any denomination or denominational control. Recognizing, however, the benefits of cooperation with other churches in world missions and otherwise, this Church may voluntarily affiliate with any churches or organizations of similar precious faith.

ARTICLE 2
GOVERNANCE STRUCTURE

2.01 Congregational Authority. Ultimate earthly authority under Christ rests with the covenant members ("the Membership").

2.02 Governing Bodies. The Membership delegates specific oversight to:

- Elder Board – spiritual oversight and doctrine.

- Deacon Board – servant leadership, care ministries, and ministry-team mobilization, property, legal, and financial stewardship.

2.03 Officers. Officers of the corporation are: President, Secretary, Treasurer, and Board Chairs as defined in Article 3.

2.04 Ministry Staff. Paid staff serve under the direction of the Lead Pastor (and accountable to the Elder Board), or under the direction of an appointed ministry leader (accountable to the Elder Board) according to written job descriptions.

2.05 Church Legal Officers
As an accommodation to legal relationships outside the Church, the Lead Pastor shall serve as president of the corporation; the church secretary shall serve as secretary of the corporation; the church treasurer shall serve as treasurer of the corporation; and the head trustee shall serve as vice president of the corporation.

ARTICLE 3
OFFICERS & BOARDS

3.01 General Board Responsibilities
Unless otherwise specified, all Boards shall:

1. Meet at least quarterly with an announced agenda.
2. Keep accurate minutes and file them with the Secretary within 14 days.
3. Maintain quorum (>50 % of filled seats).
4. Fill vacancies per Article 4.
5. Nominate a Chair & Vice Chair annually from among themselves.
6. Submit annual ministry plans and budgets to the Trustees.
7. Hold one joint meeting per year for alignment.

3.02 Elder Board

- Guard doctrine and teaching.
- Shepherd members through prayer, counsel, and discipline/restoration (see Article 5).
- Approve ordinances and public worship practice.
- Work together with the Lead Pastor/Elder and help supervise ministry staff.

3.03 Deacon Board

- Identify, resource, and lead mercy and care ministries; work and establish other ministries as needed.
- Coordinate volunteer teams for gatherings and outreach.
- Assist the Elders in pastoral care and any Lead-Pastor search.
- Prepare the annual budget and present it to the Membership.
- Oversee property, risk-management, insurance, and contracts.
- Provide yearly financial reports to the Membership.
- Approve unbudgeted expenditures ≤ $1,000 (see Article 7).

3.04 Secretary

- Maintain all official records, minutes, membership roll, and corporate filings.

3.05 Treasurer

- Keep accurate accounts, disburse funds as authorized, and oversee internal controls; submit monthly and annual financial statements.

3.06 Lead Pastor (Officer & Elder)

- Primary preacher/teacher; visionary leader; supervisor of staff; accountable to the Elder Board

Article 4
TERMS & ELECTIONS

Office	Term Length	Consecutive Terms	Sabbatical	Electing Body
Elder	3 yrs	2	1 yr off	Elders & Deacons
Deacon	2 yrs	2	1 yr off	Membership
Secretary	3 yrs	n/a	n/a	Elders & Deacons
Treasurer	3 yrs	n/a	n/a	Elders & Deacons
Lead Pastor	Indefinite	n/a	sabbatical per policy	Elder & Deacons & Membership

4.01 Nomination. A Nominating Team appointed by the Elders shall publish a slate 30 days before the Annual Vision Meeting.

4.02 Voting. Elections require ≥ two-thirds of ballots cast by members in good standing.

4.03 Vacancies. Boards may appoint an interim (simple majority) until the next regular election (typically held yearly at the annual vision meeting but can be specially-called based on need).

4.04 Removal. Any officer or board member may be removed for biblical disqualification or neglect of duty by three-fourths vote of the elder & deacon boards operating together.

Article 5
MEMBERSHIP

5.01 Requirements

- Profession of faith in Jesus Christ and believer's baptism.
- Completion of the membership class and affirmation of the Journey Church Covenant (Appendix A).
- Agreement with the doctrinal statement (Appendix B).

5.02 Rights & Responsibilities

- Actively engage in worship gatherings, pursue discipleship of self and others, and volunteer time and talents in various ministries and outreaches of the church.
- Financially support the mission [with a cheerful and generous as outlined in 2 Corinthians 9:6-8
- Uphold the Covenant and pursue godly living.
- Vote in meetings of the Membership (Art. 6).

5.03 Discipline & Restoration

Members persisting in serious, unrepentant sin shall be lovingly confronted in accordance with Matthew 18:15-17. Final removal from membership requires a three-fourths vote of the Elders and shall be reported to the Membership. Restoration is available upon repentance. For a more detailed description of proper church discipline, see Appendix E.

5.04 Membership Roll Maintenance
Members absent from weekly gatherings for six consecutive months without satisfactory reason may be removed from membership by the Elders and potentially notified in writing. This membership roll maintenance is overseen by the church secretary. Any member who seeks reinstatement of membership will be required to meet with two elders and be given instruction as to how they can best be reinstated as a member. Simply re-attending services again after being removed does *not* constitute membership.

ARTICLE 6
MEETINGS

6.01 Annual Vision Meeting. Held in the first quarter of each year; agenda includes Elder & Deacon reports; budget approval; and elections. Quorum = 20 % of active members.

6.02 Special Meetings. May be called by the Elder Board or by petition of 10 % of members; two-week written notice required.

6.03 Voting Definitions. Unless otherwise noted, “majority” means >50 % of votes cast; “two-thirds” and “three-fourths” refer to fractions of ballots cast.

ARTICLE 7
FINANCIAL OVERSIGHT

7.01 Budget. The Deacons shall present an approved annual budget to membership every year at the annual meeting.

7.02 Expenditures.

- Within budget: authorized by ministry leaders.
- Unbudgeted < $1,000 by the Lead Pastor.
- While the request can arise from any elder, deacon, or ministry leader, any other unbudgeted expenditures greater than $1000 are to be approved by the deacon board.

7.03 Audit. A financial review or audit shall be conducted at least every five years either internally by appointed members of the trustee or externally by an independent CPA, depending on the need.

ARTICLE 8
ETHICAL SAFEGUARDS

8.01 Conflict-of-Interest. All officers, staff, and board members shall sign an annual disclosure statement and recuse themselves from votes where a conflict exists.

8.02 Whistle-blower Protection. No retaliatory action may be taken against any person who, in good faith, reports misconduct. Procedures are detailed in Policy ES-01 in Appendix D.

8.03 Child & Youth Safety. Screening, training, and reporting standards shall comply with state law and Policy ES-02 in Appendix D.

ARTICLE 9
DISPUTE RESOLUTION

Disputes among members or between members and the church leadership shall be submitted first to biblical mediation (see Appendix E). If unresolved, the matter will be recommended to be submitted to Christian arbitration under the rules of the Association of Christian Conciliation (§ 4th Ed.) unless prohibited by law.

ARTICLE 10
AMENDMENTS

Amendments to these Bylaws may be proposed by the Elder Board or by petition of 15% of active members. A two-thirds vote at a duly-called Membership meeting is required for adoption. Proposed amendments must be distributed at least 30 days in advance.

EXECUTION

These Bylaws were adopted by the Membership of Journey Church on _____, and supersede all prior versions.

| _____ | _____ | | Elder Board Chair | Lead Pastor |

| _____ | _____ | | Trustee Board Chair | Church Secretary |

APPENDICES (separate documents)

A. Membership Covenant
B. Doctrinal Statement & Historic Creeds
C. Board-Election Flowcharts
D. Ethical & Financial Policies (ES-01, ES-02, FP-01)
E. Church Discipline Procedure