

Constitution & Bylaws of mosaic church

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PREAMBLE

We, the members of mosaic church, in order to more effectively carry out The Great Commission given by Jesus Christ to His Church, do ordain the following Constitution and Bylaws to which we voluntarily submit ourselves.

ARTICLE I - NAME

The name of this church shall be mosaic church (hereinafter, “mosaic” or “Corporation”).

ARTICLE II - PURPOSE

The purpose for which this Corporation is organized is to glorify God, revealed as Father, Son and Holy Spirit in the Scriptures, to obey Christ’s directive for the Church recorded in the Scriptures, and to engage in such religious, educational, charitable and benevolent work as the Bylaws of this Corporation may determine to be necessary to carry out the above stated purpose.

Notwithstanding the foregoing, however, the Corporation is organized exclusively for charitable, religious, educational, and scientific purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code of 1986, as amended (or corresponding section of any future federal tax code).

ARTICLE III - STATEMENT OF BASIC BELIEF

1. **The Word of God** | We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct.
2. **The Trinity** | We believe that there is one living and true God, eternally existing in three persons, that these are equal in every divine perfection, and that they execute distinct, but harmonious, offices in the work of creation, providence and redemption.
3. **God the Father** | We believe in God, the Father, an infinite, personal spirit, perfect in holiness, wisdom, power and love. We believe that He concerns Himself mercifully in the affairs of people, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ.
4. **Jesus Christ** | We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal visible return to earth.
5. **The Holy Spirit** | We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ, and that He is an abiding helper, teacher and guide.
6. **Regeneration & Salvation** | We believe that all people are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior and Lord are regenerated by the Holy Spirit.
7. **The Church** | We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members.
We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible confession of faith, who are associated and gathered for worship, work and fellowship. We believe that God has laid upon the members of the local church the primary task of taking the Gospel of Jesus Christ to a lost world.
8. **The Ordinances** | We believe that the Lord Jesus Christ has committed two ordinances to the local church: baptism and the Lord's Supper. We believe that the Christian baptism is the immersion of a believer in water into the name of the triune God. We believe that the Lord's Supper was instituted by Christ for commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ.
9. **The Last Things** | We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body, the final judgment, the eternal joy of the righteous, and the endless suffering of the wicked.

ARTICLE IV - STATEMENT OF BIBLICAL AUTHORITY

The basic statement of faith does not exhaust the extent of our faith. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning the truth, morality and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of church doctrine, practice, policy and discipline, our Council of Elders is our church's final interpretive authority on the Bible's meaning and application.

ARTICLE V - STATEMENT ON MARRIAGE, GENDER AND SEXUALITY

- A. We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. Rejection of one's biological gender is a rejection of the image of God within that person.
- B. We believe that the term "marriage" has only one meaning and this is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.
- C. We believe that any form of sexual immorality (including sex outside of or prior to marriage, adultery, fornication, homosexuality, lesbianism, bisexual conduct, bestiality incest, pornography, and attempting to change one's biological sex or otherwise acting upon any disagreement with one's biological sex) is sinful and offensive to God.
- D. We believe that in order to preserve the function and integrity of the church as a local Body of Christ, and to provide a biblical role model to the church members and community, it is imperative that the members of mosaic church should abide and agree to this Statement on Marriage, Gender, and Sexuality and conduct themselves accordingly.
- E. We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.
- F. We believe that every person must be afforded compassion, love, kindness, respect and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with the scripture nor the doctrines of the church.

ARTICLE VI - PROPERTY

- A. This Corporation shall have the authority to receive, either by gift or purchase, and to hold such real or personal property as is authorized by the laws of the State of Iowa, and as is deemed necessary for the business of the Corporation and shall have the authority to dispose of such property by mortgage, deed or otherwise. All such property shall be held in the name of the Corporation.
- B. In case of dissolution of the Corporation, the leadership shall, after paying or making provision for the payment of all liabilities of the Corporation, dispose of all the assets of the Corporation in such manner, or to such organization or organizations organized and operated exclusively for

religious purposes as shall at the time qualify as an exempt organization or organizations under Section 501(c)(3) of the Internal Revenue Code of 1986, or the corresponding provisions of any later federal tax laws, as the leadership of the Corporation shall determine that conforms with our Statement of Faith.

ARTICLE VII - MEMBERSHIP

Section 1 | Qualifications for Membership

Any person, eighteen (18) years of age or older, who confesses faith in the Lord Jesus Christ for their salvation.

Section 2 | Expectations for Membership

At mosaic church the marks of a healthy member are that they have publicly identified with this confession of faith through believer's baptism, whose character, conduct, and reputation is in accord with their confession, who subscribes to the foregoing Statement of Faith, who accepts the Bylaws of mosaic, and who is willing to faithfully support the ministry of mosaic church through regular participation, financial generosity, and the exercise of spiritual gifts to build up the church body may apply to become a member of mosaic. Ongoing membership is contingent on continuing commitment to the above.

Section 3 | Membership Application Process

- A. The elders shall define the specific process for people seeking to be church members (i.e. a membership class) and continue in church membership. Those seeking membership should fill out a member application and submit it to a member of the church staff.
- B. The application will be reviewed by an elder or others designated by the elder team to confirm that the prospective member meets the qualifications outlined in Article VII, Section 1. If so, the applicant shall become a member of the church.

Section 4 | Membership Commitments

- A. **CELEBRATE** | As a part of the body of Christ-followers at mosaic, members are expected to commit to regular worship attendance and participation (Ps. 95.1-7; Ps 100.1-2; Ps 150).
- B. **CONNECT** | Members are expected to develop vital accountability-based connections with other members of mosaic in small group contexts (1 Cor. 12.12; Heb 10.24-25).
- C. **CONTRIBUTE** | Members are expected to systematically give a portion of their income and other financial resources for the support of the general obligations of the church (1 Cor 16.2; Prov 3.9; 2 Cor 9.7) and to generously give of their time and talents by exercising their spiritual gifts to build up the body (Mark 10.43-45; Eph 4.11-13).

Section 5 | Suspension of Membership

- A. Members who fail to actively participate in or support mosaic (except in extenuating circumstances such as health issues, college, military service, etc.) for more than a year may

have their membership suspended according to the following process:

1. The Council of Elders or their designee shall attempt to locate and contact the absent or non-supportive member.
 2. If the absent member cannot be located or contacted within one month, he or she shall be moved to “Inactive” membership status.
 3. If the absent or non-supportive member is located but fails to resume attendance or give sufficient reason for their lack of support, he or she shall be moved to “Inactive” membership status.
- B. Inactive Members may not vote or receive other benefits of active membership, nor shall they be counted for purposes of establishing a quorum.
- C. The membership roll will be reviewed annually by the Council of Elders or their designee.

Section 6 | Termination of Membership

- A. A member who wishes to terminate their membership should inform the Council of Elders in writing. Unless the member is under church discipline, he or she will be removed from the membership roll.
- B. A member who wishes to transfer their membership to another church should inform the Council of Elders in writing. Unless the member is under church discipline, he or she will be granted a Letter of Release and removed from the membership roll.
- C. Membership may also be terminated in the following circumstances:
1. A member has been received as a member of another church and the Council of Elders are able to confirm the same.
 2. A member has been on Inactive membership status for over one year without demonstrating evidence of a desire to return to Active status.
 3. A member dies.

Section 7 | Church Discipline

*“If your brother sins against you, go and rebuke him in private. If he listens to you, you have won your brother. But if he won’t listen, take one or two others with you, so that by the testimony of two or three witnesses every fact may be established. If he doesn’t pay attention to them, tell the church. If he doesn’t pay attention even to the church, let him be like a Gentile and a tax collector to you.” **Matthew 18:15-17 (CSB)***

Church discipline is a biblical process that is to be followed by mosaic when a member is found to be consistently in violation of clear biblical truth. The purpose of church discipline is not to punish a member; its goal is the repentance and restoration of the erring member to a spiritually healthy condition and full participating membership in mosaic. In progressing through the stages of church discipline, ample time for repentance should be allowed at each step.

A. Steps of church discipline according to Matthew 18:15-17:

1. **Private Confrontation** | The erring member should be directly approached in private by a concerned and informed fellow member and confronted with his or her sin. If repentance does not follow, the church discipline process proceeds to the next step.

2. **Private Conference** | The erring member will be confronted about his (her) sin by two or three believers, normally including at least one elder. If repentance does not follow, the church discipline process proceeds to the next step.
 3. **Public Meeting** | After the second step, the Council of Elders should be made aware of the situation and will determine whether or not the biblical ideals of discipline, love and concern have been appropriately communicated to the erring member. If the Council of Elders is so convinced, the matter may be presented to a public meeting of church members or to an appropriate subgroup of the church that has connection with the person. If repentance still does not follow, the church discipline process proceeds to the final step.
 4. **Public Exclusion** | When the Council of Elders and members of mosaic have made consistent efforts to bring the erring member to repentance without results, one of the two following actions should be taken:
 - a. **Exclusion from membership** | The unrepentant member shall be excluded from church membership and treated as a person in need of the gospel (Matt. 18:17).
 - b. **Exclusion from church involvement** | If the erring member is deemed dangerous and divisive to the church body he or she shall be completely excluded from church involvement (2 Thess. 3:6-15; 1 Cor. 5).
- B. At any point of the discipline process, if the allegations are found to be false, the case shall be dismissed and the Council of Elders shall clear the name of the accused member in a manner appropriate to the situation.
- C. If the Council of Elders determines it to be appropriate, the erring member may be removed from any role of leadership or any other role of service in mosaic until the disciplinary issue is resolved according to the above steps.
- D. At any point of the discipline process, if the Council of Elders determines it to be appropriate, the erring member may be designated as a suspended member under discipline and shall be denied a request to terminate membership in mosaic or transfer membership to another church.
- E. A suspended member under discipline may be restored to active membership if the Council of Elders determines that he or she has repented of the offense(s) for which discipline was exercised.

ARTICLE VIII – CHURCH LEADERSHIP

mosaic recognizes that the Bible gives clear instruction about the identity and responsibilities of the leaders of God’s Church (Acts 20:17-35, Phil. 1:1, 1 Tim. 3:1-13, Titus 1:5-9, 1 Peter 5:1-3, Heb. 13:17). The Bible also gives us some freedom in how to implement these Biblical principles. At mosaic, the following key leaders will have prominent roles and responsibilities.

Section 1 | Elders

- A. The elders, as overseers or shepherds under the headship of Christ, shall provide for the spiritual leadership of mosaic.
- B. The number of elders shall be determined by need and availability of qualified men. On an

annual basis (typically the spring) the elders currently serving shall determine if additional elders are needed and, if so, they shall initiate the following process for elder selection:

1. A prospective elder may be recommended by any member, but must meet the qualifications described in 1 Timothy 3:1-7 and Titus 1:5-9.
 2. The Council of Elders shall have the authority to determine whether a prospective elder meets the referenced qualifications. If the Council determines that a man is not qualified, he may not be appointed as an elder.
 3. If the Council determines that a man is qualified, he will be presented to the members of mosaic for consideration.
 4. Members will be encouraged to bring evidence of a disqualifying nature concerning any prospective elder to the Council within two weeks of first presentation.
 5. If disqualifying evidence is presented, the Council shall fully investigate and evaluate the evidence. If the Council confirms the disqualifying evidence, the prospective elder shall be disqualified from serving.
 6. The appointments of new elders and affirmation of current elders shall be finalized by a 75% affirmative vote of members present at a scheduled Members Meeting.
 - a. Signed "NO" votes will be reviewed for evidence that warrants disqualification.
- C. The elders currently serving shall be presented to the membership of mosaic annually for reconsideration following a similar process as Article VIII, Section 1B, 3-6 above.
- D. The elders shall collectively be responsible for overseeing and shepherding the people of mosaic. This is accomplished as they:
1. Keep watch over themselves and the greater flock (Acts 20:28);
 2. Model Christian living (1 Tim. 4:12);
 3. Provide servant leadership (Matt. 20:26-28);
 4. Teach, exhort and correct according to Scripture (1 Tim. 4:13; Titus 1:9);
 5. Guard the spiritual welfare of each individual (Heb. 13:17); and
 6. Promote the growth in Christ and unity of the body of believers (Eph. 4:12-16)
- E. An elder may be dismissed from serving at any time he is deemed to be disqualified. Any accusation against an elder must be brought to the Council by two or more members (1 Tim. 5:19). If the Council determines that an elder is disqualified, he shall immediately be dismissed from serving as an elder and the Council shall appropriately inform the members of mosaic of the dismissal.
- F. Elder Rotation
1. All non-staff elders will serve no more than three consecutive terms. Each term will be one year. Terms will run July 1 to June 30. After three terms of service as a non-staff elder, the elder must step down from the office for at least one year. The elders reserve the right to keep an active elder for longer than three terms if it is viewed as critical to the health of the church body.
 2. The Lead Pastor is a permanent member of the Council of Elders.
 3. All non-staff elders will serve on staggered terms ensuring that a portion of our elder team rotates off every year.
 4. Staff elders serve one-year terms with no limit on consecutive terms.

- G. **Council of Elders** | For the purposes of timely and effective church governance, the elders may appoint from among themselves a smaller group of elders (the “Council of Elders” or “Council”) who will guide week-to-week operational decision-making, teaching, and shepherding strategies.
1. The Council will be composed of a number of men necessary for timely and effective decision-making, as determined by the elders.
 2. The number of staff elders serving on the Council shall not exceed the number of non-staff elders.
 3. The members of the Council shall be appointed for staggered terms of not more than three years, with the goal that, for the sake of continuity, that no more than two elders will rotate off the Council each year.
 4. The Council shall receive input and counsel from the elders, but final decision-making authority shall rest with the Council of Elders.
 5. The Council will meet weekly whereas the full team of elders will meet as needed, except when absences prevent meeting.
 6. The Council of Elders shall be considered the directors of the Corporation for purposes of the Revised Iowa Nonprofit Corporation Act.
 7. The Council shall have the authority to temporarily modify the duties of the Lead Pastor including granting sabbaticals. Any changes that last for more than three months require notification of the congregation at the next Church meeting.
 8. If the full team of elders is of such a small number that the elders determine it is redundant to appoint a Council of Elders, the elders may choose not to appoint a Council of Elders. In the case that no Council of Elders is appointed, all decisions to be made by the Council as provided in these Bylaws shall be made by the full elder team.
- H. Decision making within the Council
1. The Council of Elders will strive for a level of consensus where all members of the council are willing to support the decision in question.
 2. In the event that one or more Council members have serious concerns about a decision, they can request a meeting to receive input from the full elder team as the Council seeks a decision all can support. If after further attempts at unity the Council shall lack consensus, the Council shall have the ability to decide the question by a vote of at least a 2/3 majority. If there are council members who cannot support the decision, they shall resign and the congregation shall be notified of their resignation.
 3. In the event that three or more members of the Council believe that the Council is deadlocked on an issue of crucial importance, they may request arbitration by a group of three Baptist Convention of Iowa (BCI) Pastors. The Council members initiating the request shall choose one BCI Pastor, the other Council members shall choose a second BCI Pastor, and the two Pastors chosen will select a third BCI Pastor. The Council shall abide by the decision of this group which shall render its decision by majority vote.

Section 2 | Pastoral Staff (Also called Staff Elders)

- A. mosaic follows the New Testament pattern of certain men being set aside vocationally to serve as full-time pastors (1 Tim. 5:17).
- B. The pastoral staff shall include the Lead Pastor and such additional pastors as shall be necessary to carry out the ministerial work of mosaic (such as, but not limited to, an Executive Pastor, Community Pastor or Discipleship Pastor, etc...).

- C. The Lead Pastor is to be hired, dismissed (his vote abstaining) and annually reaffirmed by a 75% affirmative vote of the Council of Elders. He shall be primarily responsible for:
 - 1. Providing leadership and vision for mosaic and its staff;
 - 2. Motivating, equipping and nurturing the church body through spiritual example, leadership and teaching; and
 - 3. Overseeing church discipline and managing conflict within mosaic, seeking to reconcile relationships and promoting unity.

- D. Additional pastoral staff shall serve under the directorship of the Lead Pastor, who will be responsible for their hiring and dismissal under the final approval of the Council of Elders. The Pastoral Staff shall be responsible for:
 - 1. Initiating and coordinating ministry planning;
 - 2. Recruiting additional staff and coordinating volunteer leaders; and
 - 3. Solving problems and conflicts that arise within the scope of their ministry.

- E. When a member of the staff team becomes an elder, he shall have no more authority than a non-staff elder.

Section 3 | Non-Pastoral Staff (also called Non-Elder Staff)

- A. “Non-Pastoral Staff” shall refer to persons hired, or approved for hire within the parameters of the annual budget, by the Lead Pastor to assist the pastoral staff in the administration of church operations. Examples of non-pastoral staff may include a Facilities Manager, Financial Assistant, or Children’s or Women’s Ministry Leader, among others.

- B. Non-pastoral staff may be full-time or part-time positions, or may be temporary internship or resident positions.

- C. Interns or residents, if approved, shall work under the direction of ministry directors or leaders and be paid from approved ministry budgets apart from the approved staff salaries budget.

- D. A ministry may emerge within mosaic without the need for a pastor or vocational staff leader. A volunteer-led ministry is not only allowed, it is encouraged. Volunteer leaders of such ministries are provided shepherding oversight by the elders or pastoral staff.

Section 4 | Board of Directors and Officers

- A. **Designation and Appointment** | As required by the Iowa Code, the corporate officers of the church shall be the President, Secretary and Treasurer. No person may hold more than one office. The officers shall be appointed by the Council of Elders. Generally, though it is not required, the Lead Pastor or designated Staff Senior Director shall serve as the President. A Vice-President may be appointed but is not required. Each officer shall hold office until his successor has been duly elected and qualified, until his death, or until he resigns or has been removed in the manner provided by these Bylaws. None of these corporate officers shall have any duties or rights not delegated to them by the elders, the membership or these Bylaws.

- B. **Removal** | Any statutory officer may be removed by the elders at any time if in their judgment the best interests of the Corporation will be served thereby, but such removal shall be without prejudice to the contract rights, if any, of the person so removed.

- C. **President** | The President shall preside at all business meetings and shall have such additional responsibilities as may be delegated by the Council of Elders. The President shall also serve as Chairman of the Council of Elders. The President shall sign, with the Secretary or any other officer of the Corporation authorized by the elders or the members, deeds, mortgages, bonds, contracts, or other instruments that the elders have authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the elders or by the Bylaws to some other officer or agent of the Corporation, or shall be required by law to be otherwise signed or executed. In general, he shall perform such duties as may be prescribed by the elders from time to time, but shall have no other authority or duties.

- D. **Secretary** | The Secretary, or his (her) designee, shall:
 - 1. Keep accurate records of actions taken at all business meetings of the Corporation and shall submit such records for approval at the next business meeting;
 - 2. Preserve, in a safe place, all records of the Corporation, including membership rolls and current contact information for all elders;
 - 3. Complete any periodic reports required by state or federal agencies or other organizations; and
 - 4. Perform such other duties as may be prescribed by the elders.

- E. **Treasurer** | The Treasurer, or his (her) designee, shall:
 - 1. Oversee receipt and disbursement of funds of the Corporation in accordance with the annual budget and these Bylaws;
 - 2. Oversee the preparation of a proposed annual budget and, after review by the Council, present the proposed annual budget to the Members, as provided in Article X;
 - 3. Ensure the maintenance of accurate records of mosaic's financial affairs and shall report on its financial standing at regular business meetings;
 - 4. Supply all records during audits and shall supply all financial reports required by government authorities; and
 - 5. Perform such other duties as may be prescribed by the elders.

- F. Officers shall perform the duties prescribed by these Bylaws or by the laws of the State of Iowa governing non-profit corporations.

- G. No corporate officer shall receive a salary or any other remuneration for their service as an officer.

Section 5 | Connection Group ("CG") Leaders

- A. Under the shepherding care and guidance of the elders, CG Leaders edify and care for all within the body of mosaic.

- B. CG Leaders will receive training in theology, character, and ministry skills as necessary.

- C. On-going training and mentoring takes place as our CG Leaders meet with their assigned

elder and/or other individuals selected by the elders to serve as CG Leader Coaches.

- D. In the absence of a full-elder team beyond the Council of Elders, the male Connection Group Leaders shall serve as the larger team in which the elders can seek input from in order to help resolve a serious concern brought about by an elder serving on the elder team. (per Article VIII, Section 1H, 2)

Section 6 | Deacons & Deaconesses

Deacons and Deaconesses are servants of the church under the authority of the elders (Acts 6:1-7; Phil. 1:1; 1 Tim. 3:8-13.)

- A. The Council of Elders reserves the authority to appoint deacons/deaconesses as necessary. There may be as many or as few as the current ministry needs require.
- B. Any deacon/deaconesses must meet the qualifications listed in 1 Timothy 3:8-13.
- C. Any deacons/deaconesses must be approved by a 75% majority of the full elder team.
- D. The tenure and responsibilities for any deacons/deaconesses shall be determined by the Council of Elders according to the needs for which they are set apart.

ARTICLE IX – MEMBER MEETINGS

Section 1 | Purpose

Member Meetings (also known as Member’s Events) are a forum for the Council of Elders or their designee(s) to communicate with the membership of mosaic. These meetings may also be held for the purpose of the membership to vote on items in which the authority of the Council of Elders is restricted.

Section 2 | Scheduling

- A. The annual Winter Member’s Event shall be scheduled in November or December with the primary purpose of ministry updates and vision for the coming year.
- B. An annual Spring Member’s Event shall also be scheduled in May or June with the primary purpose of approving the annual budget for the upcoming fiscal year and voting on elders.
- C. Additional Member Meetings shall be scheduled as necessary by the Council of Elders. The Council will communicate with members prior to the meeting the reason for scheduling the meeting.

Section 3 | Voting

- A. The actual number of members in attendance at any duly called meeting shall constitute a quorum for the transacting of the business of the meeting. We define a “duly called” meeting as:
 - 1. A meeting called by the Council of elders
 - 2. Public communication to all members is made at least two weeks prior to the meeting

- B. All matters shall be determined by a simple majority vote, except when otherwise specified in these Bylaws.
- C. Votes shall be taken either by a show of hands or by written ballot.
- D. Absentee votes or voting by proxy is not permitted (unless an in-person meeting is not possible. If this is the case the Elders shall determine an appropriate method for voting.)
- E. The Council of Elders reserve the right to table a decision for an indefinite period of time if a vote appears to threaten the unity of mosaic.
- F. The following actions of mosaic shall require a vote of the membership:
 - 1. Confirmation and reaffirmation of elders (75% affirmative vote per Article VIII, Section 1B, 6, and Section 1C);
 - 2. Calling of a new Lead Pastor;
 - 3. Borrowing of money by the church;
 - 4. Approval of the annual budget;
 - 5. Amendment of these Bylaws (2/3 majority vote per Article XI), or
 - 6. Any other matter that the Council of Elders determines to put to a membership vote.

ARTICLE X – FINANCE

Section 1 | Finance Team

- A. The Finance Team shall be comprised of at least three individuals who shall be appointed by the Council of Elders.
- B. The Finance Team shall be chaired by an elder or deacon/deaconess.
- C. The Finance Team shall have the following responsibilities:
 - 1. Recommendation of the annual budget for the coming fiscal year;
 - 2. Financial policies and procedures, ensuring that fiscal accountability is maintained and that all financial matters are above reproach;
 - 3. Coordination of independent audits as deemed necessary by the Council of Elders;
 - 4. Staff compensation and benefit review;
 - 5. Purchase, disposition and financing of real and personal property in excess of \$100,000; and
 - 6. Coordination of capital fundraising campaigns

Section 2 | Annual Budget

At the Annual Spring Member’s Event, the members shall approve, by majority vote, a budget for the next fiscal year (beginning July 1 and ending June 30) and this section shall constitute sufficient notice of that action. Approval of the budget shall constitute authority for the expenditure of funds in the amounts and for the purposes stated in the budget.

ARTICLE XI - CHURCH DISRUPTIONS

Any person deemed by a member of the Staff Team, the Council of Elder, or the Safety Team to pose a physical or psychological threat to any person or to the church, or to be causing, about to cause, or capable of causing disruption to the religious services and activities of the church, shall be considered a trespasser on church property (or any rented facility that the church is using for its services) and may be ejected summarily. No church employee or Elder shall incur any liability for acting in good faith in the interests of the church pursuant to this section.

ARTICLE XII - AMENDMENTS

- A. These Bylaws may be amended or altered by a two-thirds majority vote of the members at any regular or special Member Meeting.
- B. An amendment may be proposed by any member of mosaic.
- C. A written copy of the proposed amendment must be given to the Council of Elders at least two weeks before the Member Meeting.
- D. If the Council of Elders approves the proposed amendment, a copy shall be made available to every member of mosaic at least one week prior to the Member Meeting.

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