

CONSTITUTION OF THE HADLEY COMMUNITY CHURCH

OUR POSITION

Hadley Community Church can be described as biblical, fundamental, premillennial, dispensational, moderately Calvinistic, thoroughly evangelistic and is a congregational-led church.

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged and every other stage or condition from conception through natural death. Therefore, we are called to defend, protect and value all human life. (Psalm 139)

This position does not reflect the full extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Hadley Community Church's faith, doctrine, practice, policy and discipline, our Pastor and Board of Deacons are the church's final interpretive authority on the Bible's meaning and application.

When Hadley Community Church members disagree or their interpretations differ, we pray that the love of Christ guard our attitudes toward one another so that we exhibit a genuine concern for the building up of all God's people in an atmosphere of love.

The Constitution of "Hadley Community Church" of Hadley Michigan was drawn up and adopted on the 23rd day of August, 1979 and was subsequently revised on 02/31/1991, on 07/28/2004 and again on 10/11/2021.

ARTICLE I - NAME

The name of this association shall be "Hadley Community Church."

ARTICLE II - OBJECT

Its object will be to glorify God, promote the worship of God by the preaching of the Word of God and the Gospel of His Son, Jesus Christ, our Lord and Savior, at home and abroad. Trusting as a result, sinners will come to Christ for salvation from sin and the brethren will be built up in faith.

ARTICLE III - DOCTRINE

Its doctrine shall be taken from the pages of the Word of God (the Bible) and all rules of faith and practice shall originate from the New Testament, further explained in our Statement of Faith.

ARTICLE IV - Gender, Marriage, and Sexuality

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 (Gen 1:26-27). Rejection of one's biological sex is a rejection of the image of God within that person.

We believe the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen 2:18-25). Hadley Community Church will only conduct a marriage ceremony and recognize the marriage between a biological man and a biological woman.

We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Cor 6:18; 7:2-5; Heb 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God (Matt 15:18-20; 1 Cor 6:9-10).

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Acts 3:19-21; Rom 10:9-10; 1 Cor 6:9-11).

We believe that every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated.

We believe that in order to preserve the function and integrity of Hadley Community Church as the local Body of Christ, and to provide a biblical role model to Hadley Community Church members and the community, it is imperative that all persons employed by Hadley Community Church in any capacity, or who serve as volunteers, agree to and abide by the Scriptures and the doctrines of Hadley Community Church.

ARTICLE V - ASSOCIATION

Hadley Community Church, Hadley, Michigan is an independent and autonomous body affiliated with the Independent Fundamental Churches of America (I.F.C.A.); however, at the discretion of the Board of Deacons it may participate in activities with other churches or organizations of like doctrine for the promotion of the Gospel of Jesus Christ as long as by doing so there will be no infringement upon the independence and autonomy of this church or violate the church constitution.

ARTICLE VI - MEMBERSHIP

Section 1: Eligibility for Membership

All those professing faith in Jesus Christ as their personal Savior are

eligible for membership in our church, providing they agree with the Statement of Faith and agree to faithfully abide by the Constitution.

Section 2: Joining the Church

A person may join the church by:

1. Profession of Faith followed by believer's baptism or
2. By letter of transfer from a church of similar faith; this letter will be requested from their former church.

Candidates for church membership, including those transferring by letter, shall appear personally before the Pastor and Membership Committee to review their profession of faith. Applicants who have been approved for membership shall be recommended to the church by announcement from the pulpit and in the bulletin the following Sunday. If no valid objections are received by the Membership Committee, the right hand of fellowship shall be extended to them at the following Sunday morning service. Their membership shall then be in force.

Section 3: Present Members

All whose names appear on the rolls of the church are to be members of the church. Members are to be defined as "active" or "inactive".

1. Active Members

Active membership shall consist of such Christians as have been received in accordance with the provisions of this Constitution. No minimum age shall be set for membership.

2. Inactive Members

Inactive membership shall consist of those who have been absent from the worship services of the church for an extended period of time or have come under disciplinary action of the church as determined by the Deacon Board.

Names will be removed from the rolls of the church for the following reasons: death, personal request, failure to respond to a written Membership Committee inquiry, or transfer of membership to another church. Any member wishing to unite with another church should have that church request a letter of transfer.

Section 4: Discipline of Members

The purpose of church discipline is to affect a return to a Biblical standard of conduct and doctrine in a member who errs (Galatians 6:1), to maintain purity in the local church (1 Corinthians 5:6) and to deter sin (1 Timothy 5:20). Disciplined members will continue in membership while restoration is pursued throughout the disciplinary process.

Any member of the church who teaches or insists on holding false doctrine, or persistently conducts himself or herself in a manner inconsistent with Biblical teaching, or who persists in disturbing the unity or peace of the church shall be dealt with as follows, according to Mathew 18:15-18:

1. It is the duty of any member of the church who has knowledge of an erring member's heresy or misconduct to warn and correct the erring member in private, seeking his or her repentance and restoration.
2. If the erring member does not heed this warning, the warning member shall again go to the erring member accompanied by one or two other members as witnesses to warn and correct, seeking repentance and restoration.
3. If the erring member still refuses to heed the warning, the matter shall be brought to the attention of the Deacon Board, who, upon careful and prayerful investigation, shall tell it to the church, encouraging the congregation to pray for repentance and restoration of the erring member.
4. If the erring member refuses to heed the warnings of the Deacons and the church, he or she shall be dismissed from the church pursuant to the Scriptures and treated as an unbeliever. There shall be no appeal of the discipline process or the dismissal to any court. The congregation shall be encouraged to pray for the repentance and restoration of the erring member.

ARTICLE VII - ORDINANCES

Section 1: Baptism

Those professing saving faith in Jesus Christ as their personal Savior, shall be baptized, by immersion, in accordance with scriptural teaching.

Section 2: Lord's Supper

The Lord's Supper (Communion) shall be served to the assembled church monthly. Since it is the Lord's Table, none who are His are barred, but the Pastor shall frequently state the scriptural order and shall explain the meaning of the ordinance.

ARTICLE VIII - OFFICERS AND BOARDS

God has provided various forms of leadership for His Church. Those who serve and minister in these roles shall collectively and individually oversee, provide for, and encourage the spiritual life, welfare, and total ministry of the congregation in order to insure the proper equipping of the saints.

As God's servants and stewards, these leaders shall be persons:

1. Who meet the qualifications in 1 Timothy 3:1-13; Titus 1:5-9.
2. Who adhere to the doctrinal basis of this church.
3. Whose soundness in the faith and whose ability to serve has been examined and approved by the church.

Therefore, our church leaders are to be assisted, respected and prayerfully supported as they carry out their duties (Heb. 13:17).

Section 1: Officers

All the officers of the church except the Pastor and Deacons, shall have been a member of the church for a period of at least one year before being placed in nomination. Their term of office shall begin the first Sunday following the Annual Meeting. Retiring officers shall hold office until the term of the newly elected begin. Other minor offices may be created from time to time as may be deemed necessary by the Pastor and either Board. No person shall hold more than two major offices at one time.

Section 2: Pastor

Paragraph A: Choosing a Pastor

The Pastor of this church shall be chosen by vote for an indeterminate time.

Paragraph B: Procedure for Calling a Pastor

The Board of Deacons will appoint a Pulpit Committee consisting of not less than one member from each Board and not less than two members at large. This committee will be responsible for (1) opening the church file with various fundamental colleges and (2) screening, listening to, interviewing and calling potential candidates. The method of calling a Pastor will be:

1. A potential candidate is asked to fill the pulpit allowing the congregation to listen and the Pastor to preach without either having further obligation.
2. If the congregation reflects a positive reaction, the Committee then issues a formal call.
3. If the candidate expresses interest, the Committee will secure a signed statement by the proposed candidate signifying his acceptance of the Statement of Faith and his agreement to faithfully abide by the Constitution and then present it to the congregation.
4. He then returns to fill the pulpit a second Sunday as an official candidate.
5. A vote is taken the Sunday after the prospective Pastor preaches. Only active voting members may vote, with an 85% positive vote of members present required to be called.
6. The candidate then accepts or rejects the call.
7. Upon acceptance he shall become a member of the church.

Paragraph C: Pastor's Duties

First and foremost, the Pastor is responsible to God and the leading of the Holy Spirit and is expected to meet all the qualifications as set forth in I Timothy 3. In the execution of his duties he will work closely with, and is accountable to, the Deacon Board. These duties include, but are not limited to:

- Giving himself to prayer and the study of the Word of God.
- General oversight of the spiritual life of the church.
- Regular services and ministration of the ordinances of the church.
- Faithfully preaching the Gospel of Jesus Christ as set forth in the scriptures.
- Faithfully visit the sick and shut-ins.
- Restoration of any member who has fallen into sinful conduct through Christian love.
- Visitation of each church family.
- Ex-officio member (i.e., voting member) of all Boards and committees.
- Additional duties are set forth in the posted position description as prescribed by the Board of Deacons and reviewed annually.

Paragraph D: Intention to Discontinue as Pastor

The Pastor shall give the church a notice (in writing) not to exceed sixty (60) days and not less than thirty (30) days of his intention to discontinue as Pastor with remuneration and services continued through this period unless otherwise mutually agreed to by the Pastor and the Board of Deacons.

Paragraph E: Vote of Confidence from the Board of Deacons

The Board may call for a vote of confidence among themselves for the Pastor at any regular meeting. A quorum must be present for this vote. If indicated by the majority of the Board, the Pastor must call for a vote of confidence from the church at which time a 2/3 majority of the active regular voting members present must be in favor of retaining the Pastor. Should a negative vote result, the Pastor must present a letter of resignation to the Board within 10 calendar days. If one is not forthcoming in 20 calendar days, the Board must demand it. If at any time the Statement of Faith is discredited by the Pastor, the Board will be expected to ask for his immediate resignation. The church properties must be vacated within 60 days of the negative vote or date of resignation, unless otherwise agreed.

Section 3: Associate Pastor

Paragraph A: Choosing an Associate Pastor

The Associate Pastor of this church shall be chosen by vote for an indeterminate time.

Paragraph B: Procedure for Calling an Associate Pastor

The method of calling an Associate Pastor will be:

1. The Board of Deacons and the Pastor will select a possible candidate to be presented to the congregation.
2. If the congregation reflects a positive reaction, the Deacons then issue a formal call.
3. If the candidate expresses interest, the Committee will secure a signed statement by the proposed candidate signifying his acceptance of the Statement of Faith and his agreement to faithfully abide by the Constitution and then present it to the congregation.
4. A vote is then taken. Only active voting members may vote, with an 85% positive vote of members present required to be called.
5. The candidate then accepts or rejects the call.
6. Upon acceptance he shall become a member of the church.

Paragraph C: Associate Pastor's Duties

The Associate Pastor, first and foremost, is responsible to God and the leading of the Holy Spirit and is expected to meet all the qualifications as set forth in I Timothy 3. In the execution of his duties he will work closely with, and be accountable to, the Senior Pastor. His duties are set forth in the posted position description as prescribed by the Board of Deacons and reviewed yearly.

Paragraph D: Intention to Discontinue as Associate Pastor

The Associate Pastor shall give the church a notice (in writing) not to exceed sixty (60) days and not less than thirty (30) days of his intention to discontinue as Associate Pastor with remuneration and services continued through this period unless otherwise mutually agreed to by the Associate Pastor and the Board of Deacons.

Paragraph E: Vote of Confidence from the Board of Deacons

The Board may call for a vote of confidence among themselves for the Associate Pastor at any regular meeting. A quorum must be present for this vote. If a negative vote is indicated by the majority of the Board the Associate Pastor must present a letter of resignation to the Board within 10 calendar days. If one is not forthcoming in 20 calendar days, the Board must demand it.

If at any time the Statement of Faith is discredited by the Associate Pastor, the Board will be expected to ask for his immediate resignation. The church properties must be vacated within 60 days of the negative vote or date of resignation, whichever is first, unless otherwise agreed.

Section 4: Church Boards

The Board of Deacons and the Board of Trustees shall meet together on the second Thursday of each month, unless otherwise posted. The joint agenda will be set and the meeting will be co-chaired by the Chairmen of both boards.

Paragraph A: Qualifications

Members of the Board of Deacons must be active male members of this church for a period of at least three (3) years. All other board members must be active members for a period of at least one year. The qualifications set forth in I Timothy 3:1-13 and Titus 1:5-9 as applicable to each office shall be required of all members of the Boards.

Paragraph B: Board of Deacons

The Board of Deacons shall be formed of at least three active members of the church to be increased on the ratio of one (1) deacon for every fifteen (15) active church member families. They shall hold office for a period of three years and must have a recess prior to being re-elected. Initially there shall be one Deacon elected for one year, one Deacon elected for two years and one Deacon elected for three years. Thereafter, one shall be elected at each annual business meeting to replace the expiring term. A Chairman and Secretary shall be elected from the Board at the first meeting following the Annual Meeting. Vacancies may be filled by appointment by the Board of Deacons to finish un-expired terms. Deacons shall be responsible, along with the Pastor, for the spiritual oversight of the church, calling closed meetings when necessary. The Board of Deacons shall function for the Pastor in emergencies and when the Church has no Pastor. They shall be responsible for the filling of the Pulpit in the absence of a candidate. The Board of Deacons will meet with the Pastor monthly. Meeting dates shall be posted in the Church Bulletin.

The Board of Deacons shall appoint one Deacon to serve on the Christian Education Committee, Missions, and other committees as needed. The Deacons shall be responsible for appointing the Nominating Committee which shall consist of five members selected as follows: A member of the Board of Deacons, a member of the Board of Trustees, a member of the Christian Education Committee and two women at large.

1. Dismissal of Board of Deacon Members

An effective and efficient Deacon Board requires active participation by all members. If any member is deemed by the Board to not be fulfilling the responsibilities and meeting the expectations of the position, the Chairman or Vice-Chairman may call for a vote of the Board and request that Board member's resignation.

Paragraph C: Board of Trustees

The Board of Trustees shall be formed of five active members of the church and will meet on the second Thursday of each month, unless otherwise posted. They shall hold office for a period of three years and must have a recess prior to being re-elected. Initially, there shall be one trustee elected for a one-year term, two Trustees elected for a two-year term, and two Trustees elected for a three-year term. The number to be elected at each annual business meeting shall be determined by the number of terms expiring. Vacancies shall be filled by appointment by the Board to finish un-expired terms. This Board shall have the power to decide upon business, spending no more than \$3,000 on a single item without a majority vote of approval by the church members. In the event of an emergency situation the Trustee Board is authorized to exceed the spending limit with a unanimous vote of the Trustee Board, to maintain the smooth operation of any church owned property. The members will be informed as soon as possible of the situation and what was purchased. The Board shall submit to the Budget Committee their proposed fiscal budget for salaried personnel.

Paragraph D: Board of Trustee Officers

At the first meeting of the Board after the Annual Meeting, the following officers shall be elected from its membership: Chairman, and Vice-Chairman. The Chairman shall act as the Church Trustee for the purpose of signing legal documents.

1. Duties of the Chairman

The Chairman shall appoint, with Board approval, the necessary committees and other personnel for the operation of the church. Committees appointed by the Chairman, with Board approval, are: auditing, budget, missions, church and parsonage overseer, and others as needed.

2. Duties of the Vice-Chairman

The Vice-Chairman shall, in the absence of the Chairman, assume the duties of the Chairman.

3. Dismissal of Board of Trustee Members

An effective and efficient Trustee Board requires active participation by all members. If any member is deemed by the Board to not be fulfilling the responsibilities and meeting the expectations of the position, the Chairman or

Vice-Chairman may call for a vote of the Board and request that Board member's resignation.

Section 5: Treasurer

The Treasurer shall have charge of finances of the church and shall furnish a statement to the Board of Trustees on the financial condition of the church at their monthly meetings. The total giving and expenditure amounts over or under the budget shall be published in the bulletin once a month. The Treasurer shall disperse to the Missions Secretary—Treasurer monies earmarked or otherwise provided for in the budget for missions. The Treasurer shall be an elected official of the church, elected for a period of three (3) years at the Annual Meeting. The position of Treasurer has no vote on the Board. The Treasurer is expected to attend all regular Board of Trustee meetings.

Section 6: Secretary

The Secretary shall keep a correct and permanent record of all the business meetings of the Church, take charge of all Church records, maintain a register of members in which shall be noted such changes as may occur. It is also the secretary's duty to keep a complete record in a book provided for that purpose, of all memberships, baptisms, marriages, deaths, etc. The Secretary shall enter upon the records of the Church current events in the life of the Church that are likely to be of historical value, making the Church records a true and complete history of the Church. All letters and other communications to the Church shall be presented to the Church Secretary who shall present them to the Board of Trustees. The Board shall act upon them according to their discretion.

The Secretary shall be an elected official of the Church, elected for a period of three (3) years at the Annual Meeting. The position of Secretary has no vote on the Board. The Secretary is expected to attend all regular Board of Trustees meetings. General duties include:

1. Posting of monthly Board of Trustees' Minutes.
2. Typing of official church business.
3. Compiling of Annual Reports.

Section 7: Other Offices

Paragraph A: Financial Secretary

The Financial Secretary shall be appointed yearly by the Board of Trustees to assist the Treasurer.

Paragraph B: Communion Stewards

There shall be two members elected annually to prepare the Communion Table for the Communion Service.

Paragraph C: Memorial Chairperson

There shall be one person elected annually to send remembrances to those of our fellowship. (See the "Memorial Chairperson Job Description" for a full description of duties.)

Paragraph D: Missions Secretary-Treasurer

The Missions Secretary-Treasurer shall be elected by the church at its Annual Meeting; the term of office shall be for three years. The Missions Secretary-Treasurer will be responsible for distributing the missions money as the church prescribes. (See the "Missions Secretary-Treasurer Job Description" for a full description of duties.)

Paragraph E: Head Usher

The Head Usher shall be elected annually and will be responsible for carrying out the duties referred to in the Head Usher Job Description. Major duties include securing ushers and recording attendance at church services.

Paragraph F: Ladies Fellowship Service Organization

Two officers of the Ladies Fellowship shall be elected to be responsible for planning and coordinating the activities and events such as funeral dinners, nursery, etc. for the Ladies Fellowship. Initially, there shall be one officer elected for one year and one for two years. Thereafter, one shall be elected at each annual business meeting to replace the expiring term. They shall form committees to handle their activities. Vacancies may be filled by appointment by the Ladies Fellowship committee heads and remaining officer with the approval of the Board of Trustees to finish un-expired terms.

ARTICLE IX - COMMITTEES

The Board of Deacons or Board of Trustees may appoint committees to maintain and organize business not otherwise prescribed in this Constitution. Members of the congregation may also request the formation of a committee by presenting their request at the monthly joint Deacon and Trustee meeting for discussion.

Section 1: Christian Education Committee

The Christian Education Committee shall be the official board of the Sunday School. This committee shall consist of the Sunday School Superintendent (chairman of this committee), Assistant Sunday School Superintendent, Sunday School Secretary-Treasurer, the Youth Leader, one Deacon and one Trustee. They shall be responsible for the general supervision of the Sunday School, Junior Church, all Christian Education of the Church and, in the absence of an Associate Pastor, the Christian Youth Fellowship (C.Y.F.). They shall appoint Sunday School teachers, choose the Sunday School materials, determine the time, personnel, and the materials for Daily Vacation Bible School and other special programs such as the Christmas Program.

Section 2: Membership Committee

The Membership Committee shall consist of the Pastor, the Deacon Board, the Secretary and two women (appointed to serve by the Board of Deacons). There shall be an annual evaluation of the "Active" list by the Membership Committee and those who do not meet the requirements of "Active Members" shall be moved to the "Inactive Members" list subsequent to contact by the Committee. The Committee shall also review candidates for new membership. It shall be the duty of the Membership Committee to list in the Annual Report all changes made to the Membership roll.

Section 3: Missions Committee

The Missions Committee is appointed by the Chairman of the Trustee Board and shall consist of the Pastor, a Deacon, a Trustee and other members as requested who have a heart for missions. The Committee shall execute the duties as called out in the Missions Policy.

ARTICLE X - AUXILIARY ORGANIZATIONS

Section 1: Other Organizations

Other organizations such as women groups, mission societies, men's fellowships, and clubs within the framework of the church shall be under the clauses of this Constitution and hold to this Church's policies.

Section 2: Officers and Teachers

All major officers of the auxiliary organizations and all regular teachers in the Sunday School must be members of the church, in good standing. Non-members must be given special permission by the Board of Deacons.

Section 3: Employment Criteria

Any paid positions within the Hadley Community Church will be supported with written job descriptions highlighting all key responsibilities. Each employee will be required to sign an employment agreement, a statement accepting our Statement of Faith and agree to faithfully abide by the Constitution.

ARTICLE XI - FINANCING

Section 1: Fiscal Year

The fiscal year shall begin on January 1 and shall end on December 31.

Section 2: Raising Money

No money shall be raised by the church or its auxiliary organizations

except by free will giving, the exception being for youth projects with the permission of the Board of Trustees.

Section 3: Financial Obligations

No financial obligation shall be placed on the church, such as mortgage notes or outstanding bills in any form, unless approved by the Board of Trustees. Concerning any mortgage, two-thirds of the legal active voting members of the church present must approve of such expenditure at an official meeting.

Section 4: Dissolution Clause of Hadley Community Church

No part of the net earnings of this corporation shall ever inure to the benefit of any donor, member, director or officer of the corporation or to any private individual, and no donor, member director, officer of the corporation or any private individual shall be entitled to share in the distribution of any of the corporation assets. Upon dissolution, any assets of the corporation must be distributed to one or more organizations recognized by the Internal Revenue Service as one organized exclusively for religious, charitable, scientific, literary, or educational purposes.

ARTICLE XII - CONGREGATIONAL MEETINGS

Section 1: Annual Congregational Meeting

There shall be an annual congregational meeting of the church within 45 days of the close of the previous fiscal year to elect officers prescribed in this Constitution and to carry out the end-of-the-year business and the beginning of the new year's business. Annual reports of various organizations shall be presented at this meeting. All reports for the preceding fiscal year shall be in writing. The order of the annual congregational meeting, co-chaired by the Chairmen of the Deacon and Trustee Boards, is as follows:

1. Reading and approval of minutes of previous Annual Meeting.
2. Election of: Board of Deacons, Board of Trustees, Church Treasurer, Church Secretary, Communion Stewards, Memorial Chairperson, Missions Secretary-Treasurer, Head Usher, Sunday School Superintendent, Assistant Sunday School Superintendent, Sunday School Secretary-Treasurer and Ladies Fellowship Officers.
3. Review any questions regarding Annual Report.
4. Old Business.
5. New Business.
6. Adjournment.

Section 2: Elections

At least two weeks before the election, the nominating committee shall present to the church the names of one or more persons for each office to be filled. Upon presentation of said report it shall be the privilege of any member qualified to vote to place in nomination the name of any eligible person for any office, with his/her consent. No nominations shall be made from the floor at the time of the election. All elections shall be by written ballot, a majority of the ballots cast being necessary for the election of any officer.

Section 3: Special Congregational Meetings

All meetings of the church body shall be jointly called by the Chairmen of the Deacon and Trustee Boards. The Chairmen, or an appointee designated by them, will preside over the meeting. These may be called at any time, provided public notice be given of the same for two Lord's Days preceding, except for the calling or dismissing of a Pastor. In this case Article VIII, Section 2, Paragraph B and D shall be followed. The exception to the above is Article XIV amending the Constitution.

Section 4: Order of Meetings

In the conducting of congregational meetings, a motion, a second, and discussion from the floor will be recognized prior to any vote. Secret ballots will be used when deemed necessary by the Co-Chairmen or their appointed designee. A majority vote is required for a vote to be approved, unless otherwise specified in this document.

Section 5: Voting

1. Legal voting age on all church matters is 18 and over.
2. Only active members of the church can vote.
3. No voting by absentee ballot shall be allowed.

ARTICLE XIII - INDEMNIFICATION

Hadley Community Church will indemnify and hold harmless any and all Deacons, Trustees, officers, and business administrators for any expenses actually and necessarily incurred in connection with any action, suit or proceeding against said Deacons, Trustees, officers, and business administrators. This indemnification shall include costs for attorney fees. The indemnification shall occur as the expenses are incurred and in advance of the final disposition of the action, suit or proceeding, on receipt of the Deacons', Trustees', officers', and business administrators' promise: (1) to repay the amount advanced if proved by clear and convincing evidence in court that the Deacons', Trustees', officers', and/or business administrators' conduct involved a deliberate intent to injure the church's best interests, (2) to reasonably cooperate with the church in connection with the action, suit or proceeding.

This indemnification shall be available to any Deacon, Trustee, officer, and/or business administrators which is made or thereafter to be made a part to any action, suit or proceeding because of the person's relationship with the church. Persons who are Deacons, Trustees, officers, and/or business administrators at the time of being made a party, or threatened with being made a party to any action, suit or proceeding, or were Deacons, Trustees, officers, and/or business administrators shall be allowed indemnification. Indemnification will also be available in criminal actions only if it is found that the Deacons, Trustees, officers, and/or business administrator had no reasonable cause to believe that the subject acts were unlawful.

ARTICLE XIV - AMENDING THE CONSTITUTION

This Constitution may be amended by two-thirds of the active members present at any annual congregational meeting or at a called congregational meeting, provided that notice of proposed amendment shall have been given from the pulpit for the two Sundays prior to the meeting at which action is desired.

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