

Constitution and By-Laws of Gracepointe Church

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Constitution of Gracepointe Church

Article I. Name, Incorporation and Affiliation

Section 1.01 Name

The name of this church shall be Gracepointe Church of Mundelein, Illinois.

Section 1.02 Incorporation

This church was organized on May 25, 1964, as Calvary Baptist Church of Mundelein, Illinois, and incorporated as a nonprofit religious organization according to the laws of the State of Illinois and recorded in the Recorder's Office of Lake County, Illinois, as Document 1227386 on June 3, 1964. The church is now doing business as Gracepointe Church, hereafter referred to as "GPC."

Section 1.03 Affiliation

This church shall maintain affiliation with Converge Mid-America and the Baptist General Conference, now doing business as Converge Worldwide.

Article II. Foundation, Purpose And Vision

Section 2.01 Foundation: The Basis for Our Ministry

The foundation of GPC is the Lord Jesus Christ, and its code of guidance in its affairs is the Word of God, the sixty-six canonical books of the Old and New Testaments.

1 Corinthians 3:11
Mark 13:31

Section 2.02 Purpose: Our Biblical Mandate

At GPC, we exist for God's glory. Our mission is:
We exist to love God in growing community while sharing Jesus with everyone.

Ephesians 3:10
Ephesians 4:15
2 Thessalonians 2:10
Colossians 1:16

Section 2.03 Vision: What We See God Doing through Us

- Loving God through congregational worship, obedience to His Word and celebration of the grace and Lordship of Christ in every area of our lives.
- Living as disciples of Jesus committed to growing community expressed in both increasing maturity in the image of Christ and through increasing fruitfulness.
- Sharing Jesus with everyone through good works and the message of God’s saving grace found through faith in Jesus Christ alone. Our sharing starts with family and local community and then extends through strategic choices in locations around the world.

1 Corinthians 14:26-39; Ephesians 5:19,20; Colossians 3:15-17; Acts 2:24;43
Hebrews 10:24,25;
2 Timothy 2:20-23;
25-26; Galatians 6:10;
2 Corinthians 4:5,5:20;
Colossians 4:5;
2 Timothy 2:25-26

Article III. Affirmation of Our Faith

Section 3.01 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.

Genesis 1:26
Matthew 28:19
John 1:1-3
John 4:24
Romans 1:19,20
Ephesians 4:5,6

Section 3.02 God the Father

We believe in God the Father, an infinite, personal spirit, perfect in holiness, wisdom, power and love. We believe that He infallibly foreknows all that shall come to pass, that He concerns Himself mercifully in the affairs of men, that He hears and answers prayer, and that He saves from sin and death all who come to Him through faith in Jesus Christ.

Luke 10:21,22
Matthew 23:9
John 3:16; 6:27
Romans 1:7
1 Timothy 1:1,2
1 Timothy 2:5,6
1 Peter 1:3
Revelation 1:6

Section 3.03 Jesus Christ

We believe in Jesus Christ, God’s only Son, eternally begotten of the Father, uncreated, fully God and fully human. We believe that He was conceived by the Holy Spirit and born of the virgin Mary. He lived a sinless life, performed many miracles, and His teachings are truth. We believe in His substitutionary, atoning death; His victory over evil and death; His bodily resurrection; His ascension into heaven; His perpetual intercession for His people; and His personal, visible return to earth.

Matthew 1:18-25; Luke 1:26-38; John 1:1; 20:28; Romans 9:5; 8:46; 2 Corinthians 5:21; 1 Peter 2:21-23; John 20:30, 31; Matthew 20:28; Ephesians 1:4; Acts 1:11; Romans 5:6-8; 6:9,10; Hebrews 7:25; Hebrews 9:28; I Timothy 1:10, 3:16:1-6

Section 3.04 The Holy Spirit

We believe in the Holy Spirit who comes 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.

John 14:16,17,26; John 16:8-14; Romans 5:1-5, 8:9; 1 Peter 1:1-3; Ephesians 1:8-10; 1 Corinthians 2:12; 3:16; 6:19; Galatians 5:22-26

Section 3.05 The Word of God

We believe that the Word of God, the sixty-six books of the Old and New Testaments, is fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit. We believe it has supreme authority, testing all claims about what is true and right for faith and practice.

2 Timothy 3:16
2 Peter 1:20,21
Mark 13:31
John 8:31,32
John 20:31
Acts 20:32
Genesis 1:1,26
Matthew 28:19
John 1:1,3
John 4:24
Romans 1:19,20

Section 3.06 Sin and Slavery to Sin

We believe that man and woman were created by God in His own image. We believe that in Adam all humanity incurred the penalty of physical, spiritual and eternal death, which is separation from God and slavery to sin. As a consequence, all are born with a sinful nature and are sinners by choice. Therefore all are under God’s just condemnation.

Genesis 1:26, 2:17; 3:1-24; 5:2; Psalm 51:7; Proverbs 28:13; Ecclesiastes 2:11; Jeremiah 17:9; John 3:14, 5:24,30, 7:13, 8:12, 10:26; Romans 3:19, 5:19; 6:1-23, 9:22; 2 Thessalonians 1:9; Revelation 19:3,20, 2 Thessalonians 1:9; Revelation 19:3,20; 20:10,14,15; 21:18; James 1:14

Section 3.07 The Gospel of Jesus Christ

We believe that by the incarnation, death and resurrection of Jesus Christ, salvation is found in no one and nowhere else other than through personal faith in Jesus Christ. We believe that by the blood of Christ and his resurrection power we are a new creation in Christ, redeemed and forgiven. Those who repent and accept God's gift of forgiveness do so by God's gift of faith, not assisted by their works. We believe that they are sanctified by the Holy Spirit and are delivered from condemnation, receiving the gift of eternal life. This Gospel is to be proclaimed through all the earth to all peoples.

1 Timothy 2:24-26;
John 6:37;44;64-65; Ephesians 2:8,9; John 1:9; John 3:16; John 1:13; Romans 1-19,10; 2 Corinthians 5:17; Romans 8:1; John 14:6, Acts 4:2

Section 3.08 Christian Conduct and the Place of Works

We believe that good works are owed to God, that they are the necessary fruit of salvation, giving evidence of what God has done. They reflect the glory of our God. Therefore, we believe that Christians should live for the glory of God and the well-being of one another - first to the household of God and then to all mankind. Their conduct should be worthy of their calling before the Church and the world. They should be faithful stewards of their possessions with generosity characterizing their lifestyles. They should seek both to realize for themselves and to encourage other believers to the full stature of maturity in conformity to the image of Christ.

James 2:14-26; Ephesians 2:10; Romans 8:1-11; Romans 12:1-4; Titus 3:8; 1 Thessalonians 3:11-4:12; 1 Corinthians 10:31; Romans 12:1-3; Hebrews 12:1-2; John 14:15,23-24; 1 John 2:3-6; 2 Corinthians 9:6-9; 1 Corinthians 4:2; Colossians 1:9-10; Romans 8:29

Section 3.09 The Church

We believe in the universal Church, united in one Lord, one faith, one baptism, one God and Father of our Lord Jesus Christ. It is a living spiritual body of which Christ is the head and regenerated persons of all people groups are its members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, discipleship (which includes building up one another), and reaching out to the community and the world with both good works and the Gospel.

Matthew 28:18-20; Ephesians 4:5; 2:19-22; Acts 1:8; Revelation 5:9,10; Ephesians 5:19-21; Acts 2:42; Hebrews 10:23-25

**Section 3.10 *The Ordinances of the Church:
Lord's Supper and Baptism***

We believe Jesus Christ commands all believers to celebrate two outward signs of God's grace in corporate worship. First, the Lord's Supper is to be celebrated often with joy, remembering the Lord Jesus's death for forgiveness of sins, along with enjoying the spiritual presence of Jesus Christ by the Holy Spirit. This is practiced by taking bread and the fruit of the vine in thanksgiving for the Gospel, proclaiming the Lord's death until His return.

Luke 22:14-20; 1
Corinthians 11:23-29;
Matthew 28:19; Acts
6:4; Ephesians 2:19-
22; Acts 1:8;
Ephesians 5:19-21;
Acts 2:42; Hebrews
10:23-25

Second, public baptism is to be practiced as the outward physical sign of spiritual conversion by the Gospel. We practice baptism after confession of faith in Jesus Christ, by immersion in water pronounced in the name of God "the Father, the Son and the Holy Spirit" according to the command of Jesus Christ. Baptism is an act of obedience expressing the believer's faith in a crucified, buried and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is also a testimony to his or her faith in the final resurrection of the dead.

Section 3.11 *Religious Liberty and Accountability*

We believe that every person who has faith in Jesus Christ has a direct spiritual relationship with God the Father by the agency of the indwelling Holy Spirit, not mediated by any other person or ecclesiastical authority. While each person is ultimately and personally responsible to God in all matters of faith, he or she is also accountable to his or her local church as expressed in the terms of membership.

Romans 14; Romans
14:7,9,12; 1 Cor
10:23-33; Colossians
3:12-17;
1 Timothy 2:5;1
Timothy 3:1-
15; Hebrews 13:17

Section 3:12 Church, State and Social Order

We believe the church and state must be kept separate as they have different functions, each fulfilling its God-given duties. God has ordained the state to have both a protective function for the innocent and the power of punishment for wrongdoers. The church has both a God-given right and calling to be a moral and spiritual voice through words and works in state and society. In the spirit of Jesus, we lovingly oppose racism, greed, vice and all forms of sexual immorality. We compassionately speak for the unborn, seeking to minister to the orphan, widow, stranger, the sick and elderly among us. We believe in the sanctity of life from conception to natural death. Every Christian is called to exhibit a productive and fruitful life which brings honor and praise to God, letting our light shine before others.

Leviticus 6:2-5;
Deuteronomy 10:12-13;
Deuteronomy 27:17-26;
Micah 6:8;
Zechariah 8:16-17;
Matthew 5:3-16;
22:36-40;
John 15:8; 17:15;
Romans 13:1-7;
1 Corinthians 5:9-13;
Galatians 3:26-28;
6:10;
James 1:27; 2:8

Section 3:13 Family, Marriage and Singlehood

We believe God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood or adoption.

Marriage is only the uniting of one man and one woman in covenant commitment for a lifetime. Outside of marriage, God has called all people to live celibate lives. The husband and wife are of equal worth before God, since both are created in God's image. A husband is to love his wife as Christ loved the church. A wife is to respect her husband as head of the family, as unto the Lord. Children are a blessing and heritage from the Lord. Children are to obey their parents while dependent and are to always honor them.

God has called many adults to be single for a season or lifetime. All adults, whether married or single, are equally valued.

Genesis 1:26-28; 2:15-25; 3:1-2;
Exodus 20:12;
Deuteronomy 6:4-9;
Psalm 78:1-8; 127; 128;
139:13-16;
Proverbs 5; 6:20-22;
13:24; 14:1; 17:6;
18:22; 29:15; 31:10-31;
Ecclesiastes 4:9-12; 9:9;
Malachi 2:14-16;
Matthew 5:31-32; 19:3-12;
Romans 1:18-28;
I Corinthians 7:1-16;
Ephesians 5:21-6:4;
I Timothy 5:8,14;
2 Timothy 1:5;
Titus 2:2-6;
Hebrews 13:4;
I Peter 3:1-7.

Section 3:14 Last Things

We believe in the personal and visible return of the Lord Jesus Christ to earth where he will fully bring about his Kingdom and renew all things. He will return to destroy Satan and all his works, judge the nations and all mankind. Death and the curse will be destroyed. The new heaven and the new earth will be eternally established. There will be the resurrection of the dead and the final judgment of all mankind will take place resulting in the endless suffering of the wicked and the eternal joy of the righteous, His people, whom God will be with forever.

Matthew 16:27; Mark 14:62; John 14:3; Acts 1:11; Phil. 3:20; 1 Thessalonians 4:15; 2 Timothy 4:1; Titus 2:13; 1 Corinthians 4:5; 1 Corinthians 15; 2 Thessalonians 1:7-10; Revelation 20:4-6,11-15

Article IV. Membership

The membership of this church shall consist of persons who have attained at least the age of sixteen, who confess faith in the Lord Jesus Christ alone as their personal savior, who give evidence of regeneration by living consistently with their profession of faith and with the views of faith, doctrine, and practice of this church, who support this Constitution and By-Laws, who have been baptized by immersion, and who have been received into its membership according to the By-Laws of this church.

Section 4.01 Conscientious Exemption for Baptism Requirement

For those who have been baptized as infants in churches that practice covenant theology, we will grant an exception for baptism by immersion under the following conditions: 1. Parents must have been believers at the time of the baptism; 2. The person seeking the exemption must be able to state in writing the rationale for infant baptism; 3. The person must believe it is a violation of conscience to be baptized by immersion.

Article V. Leadership and Organization

Section 5.01 Government

Under the authority of Jesus Christ and the Word of God, the congregation of the church is the final authority within this local church. This authority is normally exercised by the Elders elected to govern the church. However, the vote of the membership of this church, at a properly called business meeting of this church, as provided in the By-Laws, shall be required to affect the following actions:

1. Elect officers of the church;
2. Approve the call of the Senior Pastor;
3. Approve the annual budget of the church;
4. Approve expenditure of church funds in excess of budget authorization when:
 - a. a proposed expenditure exceeds five percent of the total annual budget of the church; or
 - b. a proposed expenditure would cause the cumulative fiscal year excess expenditures to exceed five percent (5%) of the total annual budget of the church.
5. Approve any transactions regarding real property;
6. Approve any loan secured by church real property;
7. Discipline officers of this church;
8. Accept, reject, or otherwise dispose of any matter submitted to the membership by the elected officers of the church, or raised by motion of members at a properly called meeting of this church;
9. Adopt, amend, or repeal the Constitution or By-Laws of this church.

Section 5.02 Church Officers

The governing officers of the church shall be the Elder Board. The purpose of the Elder Board of this church is to govern, shepherd, and equip the membership to do the work of the ministry and to give support, encouragement and accountability unto the Senior Pastor.

1 Peter 5:1-11
Ephesians 4:1-16
1 Timothy, Titus 1

Article VI. Organizational Division, Dissolution or Consolidation

Section 6.01 Division

In the event of a division of this church, from which may God in His mercy save us, the property of this church shall belong to that group of such division as represents the largest portion of the church membership before recognizing a division therein, provided such group is loyal to this Constitution; otherwise it shall belong to the group remaining loyal to this Constitution though it may not be the largest group in such division. Should any controversy arise as to whether such loyalty exists, the question shall be submitted to the board of Converge Mid-America, and their decision shall be final.

Section 6.02 Dissolution

Should a condition arise at any time in the future when, for any reason, the church work cannot continue, the church property shall be transferred to

Converge Worldwide and/or Converge Mid-America, and/or to an organization honoring Section 2.01 of this Constitution and the laws of the State of Illinois regarding tax-exempt religious organizations. A recommendation shall be made by the remaining faithful elders (according to section 6.01) voted upon and resolved by the will of the remaining membership (according to section 6.01).

A congregational meeting called to dissolve the church and to dispose of church property must follow the same procedures as required by section 7.01, though it need not be an Annual Meeting, and the membership may act without a quorum of the membership, if at least a majority of the Elder Board is present.

Section 6.03 Consolidation

Should conditions arise where a consolidation with another church be advisable, the Elder Board shall be authorized by the church to negotiate the terms of such consolidation in so far as the property of this church is concerned.

Article VII. Constitutional Revisions, Additions and Amendments

Section 7.01 Revisions, Additions or Amendments of this Constitution May Be Made Only in the Following Manner:

- At either the Annual Meeting of the church or at a business meeting in the second quarter of the year (hereafter called "the voting meeting");
- By approval of a two-thirds majority of members present at the voting meeting;
- After full text of all proposed changes is published to the membership at least two months prior to the voting meeting;
- After at least one business meeting is held for discussion of proposed changes one month prior to the voting meeting;
- And after written notice of intent to vote is published two consecutive Sundays in the bulletin and a letter is mailed to all members prior to notification in the bulletin, before the voting meeting.

Section 7.02 Section 2.01 and Section 7.02 of this Constitution Shall not Be Repealed, Amended nor Revised.

By-Laws of Gracepointe Church

Article I. Membership

Section 1.01 Qualifications for Membership

The membership of this church shall conform to the standards of the Constitution (Article IV).

All pastoral staff and their spouses (who are an active part of our church) are members by virtue of their appointed office.

Section 1.02 The Duty of Membership: Church Covenant

Having been led, by the Holy Spirit of God, to receive Jesus Christ as Savior and confess Him as Lord, and on profession of this faith, having been baptized in the name of the Father and of the Son and of the Holy Spirit, we do now, in the presence of God and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.

Romans 10:9-10
Acts 2:38
Romans 12:4,5
1 Corinthians 12:12-13
Ephesians 4:4-5

We Commit to Building Community: We commit together to strive for the peace, unity, and purity of this church; to affirm, through our words and actions, its worship, ordinances, doctrines, and disciplines; to support the church through our regular attendance and service; to contribute cheerfully, regularly, and generously to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the Gospel to all peoples.

Colossians 3:15
2 Timothy 2:22-23
Hebrews 10:24-25
Romans 8:1-17
1 Peter 3:8-9
2 Corinthians 8-9

We Commit to Honoring Leadership: We shall respect and esteem the leaders of the church, pray for them regularly, and serve together with them in carrying out the mission of this church.

1 Thessalonians 5:12-13
Hebrews 13:17

We Commit to Loving One Another: We engage, by the aid of the Holy Spirit, in community and with mutual accountability, to walk in a manner worthy of our calling in Christ Jesus. We further engage to speak the truth in love; to give and receive admonition with meekness and affection; to remember each other in prayer and to aid each other in case of sickness and distress; to cultivate sympathy in feeling and courtesy in speech; to be slow to take offense and always ready for reconciliation; and, mindful of the Scriptures, to seek it without delay; and to encourage one another by the love and the truth of Christ.

Colossians 3:12-17
1 Peter 3:8-9; 4:9
Romans 14:19
Galatians 6:2
Ephesians 4:25

We Commit to Glorifying God through our Witness in the World: We also engage, with God's help, to maintain family and private devotions; to teach the Bible to our children; to seek the salvation of our family and acquaintances; to live a life worthy of our calling in Christ Jesus and to forsake the ways of sin; to be just in our dealings, faithful in our promises, and exemplary in our conduct; to avoid unkind words, gossip, grumbling, and unrighteous anger; to seek God's help in abstaining from all things which harm the body or jeopardize our or another's faith; to combine zeal and knowledge in our efforts to advance the cause of our Savior; to make Christ first in all things.

Psalms 119:9-11
Deuteronomy 6:1-9
Ephesians 4:1
1 Thessalonians 2:12
1 Peter 4:1-6
Romans 14:1-4;15:1-7

We Commit to the Body of Christ: We moreover engage that when we move from this place, we will as soon as possible unite with a church where we can carry out the spirit of this covenant and the principles of the Word of God.

Section 1.03 *The Rights and Privileges of Membership*

Members may be elected as Elders or Officers, or may be affirmed by the Elder Board as deacons who do the work of ministry under the authority of the Elder Board.

All members are expected and encouraged to participate actively in the community life of the church using their God-given gifts and talents to glorify God in and through the church through acts of service and ministry.

All members of this church shall have equal voting rights. Members have no rights to the property and assets of the church for personal usage or ownership of any kind, and upon termination of their membership or dissolution of this church, they shall have no interest in the assets of the church.

Section 1.04 *Application for Membership*

Anyone meeting the qualifications for membership and desiring the responsibilities and duties of membership may apply.

Application for membership shall be made to an elder of the church. The application will be submitted to the Elder Board.

The Elder Board shall contact and evaluate all applicants for membership in a manner that seems wise to them. Those who do not currently meet the qualifications for membership as defined by Article I Membership, section 1.01 and 1.02, shall be encouraged to take steps necessary to become qualified for membership in the future.

Section 1.05 *Membership Approval*

Any decision of the Elders in regard to membership recommendations is final. The Elders shall publish all qualified applicants in the church's weekly publication, making it readily available to the current membership of this church for at least two consecutive weeks.

During that time any member may contact the Elders with written and signed objections to any application for membership. The Elders shall evaluate all submitted concerns. Members are admonished to keep such objections private; they may be asked to meet with the Elders' representative(s) and/or the person they believe to be not qualified for membership. Membership becomes effective when the candidate is welcomed into membership at any worship service subsequent to the two-week period.

Section 1.06 *Membership Renewal*

Each year, prior to the Annual Meeting of the church, the Elders shall call on all members of the church to renew their membership. At least four weeks prior to the Annual Meeting, the Elders shall distribute the Affirmation of Membership form (hereafter referred to as the "Form") to all members.

By submitting this Form, a member affirms their desire to continue as a member and their continued commitment to the duties of a member as

outlined in sections 1.01 and 1.02 of these Bylaws. Those members who do not submit this Form prior to the Annual Meeting are dropped from membership by their inaction. Exceptions and exemptions may be granted at the discretion of the Elders.

The Elders shall insure that opportunity is provided to instruct and encourage the members (and potential members) in regard to the duties and importance of membership in the local church as well as in the Body of Christ.

Section 1.07 Church Discipline

All members shall be subject to biblical discipline. If any member is accused of violating their Christian obligations or conducting themselves in a manner that brings reproach upon Christ and His Church, that member may not withdraw their membership until the Elders and this church have acted and the issue is resolved according to this Constitution and By-Laws.

The Elders, and any other members they appoint, shall seek to interview any member accused of violating their Christian duty or conducting themselves in a manner that brings reproach upon Christ and His Church. The goal of such encounters shall be their restoration to fellowship. If the member is found to be in error and fails to provide satisfactory evidence of repentance and reformation, a member may be removed from membership in this church by action of the Elders. The church membership shall be informed of any such action. That member is to be treated with love and compassion, and all should be done to restore them.

Regarding conflict between members of this church, the concerned member must first prayerfully decide if the issue can be overlooked, taking responsibility for his or her own contribution to the problem (Matthew 7:1-5). In most cases of grievance involving a member or between members, unilateral or mutual forgiveness is all that is required (Matthew 18:19-22). In cases of unresolved grievance, involving a member or between members, which continues to disturb the peace of this church, impugn the Name of Christ, or hinder the work of this church, such cases shall be dealt with in accordance with the procedure outlined in Matthew 18:15-17. Decisions of the Elders are final.

Matthew 18:15-22
Matthew 7:1-5
1 Corinthians 5:6-7

Section 1.08 Membership Status

Members who move out of the area and desire to maintain a relationship with the church may request and complete the Affirmation of Membership

Form for "Associate Membership." This membership is non-voting and maintained at the discretion of the Elders.

Members who join another church, who request that their membership be removed, who die, whose membership is removed as a result of a disciplinary process described in Section 1.07, or who move from the area and do not request "Associate Membership," shall be removed from membership by the Elders and notification made to the membership.

Article II. Pastoral Staff

Section 2.01 Duties of the Senior Pastor

The Senior Pastor, in response to God's call, shall lead the church body to be people of prayer and the Word, and the church leaders to be shepherds under the authority of Christ. This means he is to be a man of prayer and the Word and the key person in the preaching ministry of the church. He is to be a model, a discipler, and an equipper of leaders that they may be models, disciplers, and equippers of the whole church, so that it will accomplish its mission.

It is expected that he shall proclaim the Gospel and perform all of the scriptural duties of the office of pastor as directed by the Elders. He is, because of his office, a voting member of all boards and committees except the auditing committee.

The Senior Pastor is ultimately accountable to the congregation; however, in the performance of his job duties, he shall report to the Elder Board.

Section 2.02 Qualifications of the Senior Pastor

The Senior Pastor shall be a man who meets the spiritual qualifications set out in God's Word (listed in 1 Timothy 3:1-13 and Titus 1:6-9), including:

- not be a recent convert
- have the ability to teach and be teachable
- be faithful in marriage if married
- manage his own family well
- be deserving of respect from believers and nonbelievers alike
- not be quick-tempered or overbearing
- be moderate in lifestyle
- not be unduly influenced by money or desirous of financial gain
- be hospitable

The Senior Pastor shall agree with and support, without reservation, the doctrinal belief of this church, stated in Article III of this constitution. The Senior Pastor shall agree with and adhere to the duties of membership in this church, as set forth in Article I of the By-Laws to this constitution.

In addition, the Senior Pastor shall:

- be able to assist in the processes of reaching consensus and compromise
- be fair and impartial in decision-making
- possess good judgment
- have a deep and abiding respect for the Scriptures
- practice regular individual and corporate prayer

The Elders may set additional age, experience, and educational qualifications deemed wise prior to hiring any Senior Pastor.

Section 2.03 Senior Pastor Search Committee

A search committee consisting of at least two Elders and at least two members of the church who are not Elders shall be nominated by the Elders and approved by the membership. Each person on the search committee must receive a majority of votes cast to be confirmed.

It shall be the duty of this committee, under the sovereign guidance of God, to take necessary steps to locate a man, called by God to serve this church, to fill the office of Senior Pastor. In addition to spiritual qualifications, the committee shall investigate the merits of each individual under consideration in regard to personal character, education, ministerial record, and personal gifts in determining fitness for the position. The committee shall report its unanimous recommendation to the Elders who will decide, based on the findings of the search committee, if that candidate will be recommended to the church for consideration.

Only one candidate shall be recommended at a time; the church shall vote on each candidate before another is recommended.

Section 2.04 Calling of a Senior Pastor

The call of a Senior Pastor shall come before the church at a regular or specially called business meeting. Notice of such meeting and its purpose shall be mailed to the church membership and published to the church on two successive Sundays in the church publications and in public meetings. Ratification by seventy-five percent of the members voting shall be necessary to extend a call to anyone under consideration. The vote shall be

by written ballot. When the call has been approved by membership, a formal offer is sent to the candidate. The candidate's written acceptance shall establish the pastoral relationship.

An Interim Pastor may be presented to the congregation by the Elders without appointing a search committee. An Interim Pastor is called for a period of time, specified at the time he is presented. The Interim Pastor may be considered for the position of Senior Pastor at the discretion of the Elders, in the same manner as any other candidate applying for that position. In all other respects, he is understood by these By-Laws to be a Senior Pastor.

Section 2.05 Termination of Senior Pastor or Elder

A vote to consider termination of the Senior Pastor or an Elder can be called by a majority of the Elders or by the petition of at least twenty-five percent of the membership.

In this event, the notice of a special business meeting and its purpose shall be mailed to the church membership and published to the church on two successive Sundays in the church publications and in public meetings. The vote shall be by written ballot indicating the member's name. A vote by the majority of all current voting members shall be necessary to remove the Senior Pastor or Elder.

If it is the case that the Senior Pastor or Elder is supported in such a vote, all members who voted to remove the Senior Pastor or Elder automatically forfeit their membership.

If it is the case that the Senior Pastor is not supported in such a vote, the Senior Pastor shall be terminated with a minimum of two weeks' severance pay for every year served, up to a maximum of six months' pay. No severance is required to be paid if termination is for cause or voluntary resignation. For cause is defined by:

- Unrepentant doctrinal error
- Moral failure
- Abuse of staff
- Incompetence in preaching
- Gross dereliction of duties

Section 2.06 Staff Other than Senior Pastor

The Elders are authorized to fill all staff positions. The qualifications and duties are determined by the Senior Pastor and Elders.

All office and pastoral staff are accountable to the Senior Pastor. They may be terminated by the Senior Pastor in consultation with the Elder Board. Insubordination of staff regarding their job duties or job description shall be automatic grounds for termination.

Article III. Elders

Section 3.01 Composition of the Elder Board

The Elder Board shall be composed of the Senior Pastor and three elected Elders, one of whom is elected Church Chairman by the membership.

Section 3.02 Terms of Office

All elected Elders serve terms of two years and they may serve a maximum of five consecutive terms.

In order to provide continuity of ministry, the Nominating Committee shall maintain overlapping terms for the Elders whenever possible.

Section 3.03 Qualifications

Elders shall be men who meet the biblical qualifications set out for the Senior Pastor in Section 2.02.

They shall be members 25 years of age or older who have been active members of the church for at least six months and are judged by the church to be spiritually mature and able to lead.

No person shall hold more than one elected office concurrently. Members of the same family may not serve concurrently as Elders.

Section 3.04 Organization and Duties

The Elders are responsible for overall leadership of the church. The first and primary duty of the Elders shall be to shepherd the church through prayer and the Word.

The Elders shall also work together to cast church vision, govern the church and oversee its ministries. This includes establishing goals, policies and

objectives for the church's ministries.

It is the responsibility of the Elders to maintain written records of church business meetings and minutes from all Elders' meetings. They are responsible to keep church membership records up to date.

The Church Chairman, or his designate as agreed to by the Elder Board, shall preside at the meetings of the Elders, the Nominating Committee, and all business meetings of the church.

Section 3.05 Termination of an Elder

Termination of an Elder shall follow the same procedure as that for the Senior Pastor (Section 2.05).

Article IV. Other Officers

Section 4.01 Financial Officers

A Treasurer and Financial Secretary shall be elected annually.

Section 4.02 Terms

The terms of the Treasurer and Financial Secretary shall be for one year. There is no term limit for either office.

Section 4.03 Qualifications

Financial officers shall be members 25 years of age or older, who are judged by the church to be spiritually mature, and who possess the necessary business skills and acumen for the positions. The spiritual qualifications for these positions are the same as those for deacons as found in I Timothy 3:8-13.

Members of the same family shall not hold concurrent elected offices of any kind.

Section 4.04 Duties

The Treasurer is responsible for disbursement of all funds and periodic reporting to the Elders. This officer together with the Church Chairman shall supervise the formulation of an annual budget by the Elders.

The Financial Secretary is responsible for confidential receipt of all funds given by members and friends of the church; for the posting of these funds;

for the weekly deposit of these funds; for weekly and periodic reports to the Elders and Treasurer; and for annual reporting to all givers. The weekly counting of received funds must be done by an Elder and an Elder-approved member. No one other than the Financial Secretary and the Elder Board shall have access to these records. Others may be given short-term access as deemed necessary by the Elders.

Section 4.05 *Termination of a Financial Officer*

Termination of a financial officer shall follow the same procedure as that for the Senior Pastor (Section 2.05).

Article V. Committees

Section 5.01 *Audit Committee and Duties*

An Audit Committee consisting of at least two individuals who do not work with the financial records of the church shall be appointed by the Elders to audit all church accounts at least biennially and submit a written report of their findings to the Elders, who shall publish the report to the membership. The audit shall consist of a review of procedures for handling receipts, deposits and expenditures in order to insure appropriate accounting methods are followed.

Section 5.02 *Nominating Committee and Duties*

A Nominating Committee consisting of the Elders and at least two additional members who shall be elected by the membership to serve for a term of two years. They are responsible to nominate annually at least one person for every vacant office of this church and to publish these nominations to the church at least two weeks prior to the Annual Meeting.

Section 5.03 *Qualifications*

Committee members shall be people judged by the Elders to possess the skills necessary for the assigned tasks.

Article VI. Business Meetings and Order

Section 6.01 *Fiscal Year*

The fiscal year of this church shall begin on the first day of January and close on the last day of December.

Section 6.02 Annual Meeting

The church shall hold an Annual Meeting in the last quarter of the fiscal year. The date, time, and location of the meeting will be published to the church in the weekly publication and in public meetings two weeks prior to the Annual Meeting.

Prior to this meeting all ministry groups as well as members of the pastoral staff and Elders shall present written reports to the Elder Board. The Elders shall see that these reports are combined into an Annual Report to be available to the membership prior to the Annual Meeting.

The agenda for the Annual Meeting shall include adoption of a budget for the coming fiscal year and the election of church Officers as well as those other items of agenda approved by the Elders.

Section 6.03 Business Meetings

A meeting of the membership for conducting business may be called at any time by the Senior Pastor, a majority of the Elders, or upon written petition signed by twenty-five percent of the membership. The date, time and location of the meeting will be published to the church in the weekly publication and in public meetings of the church two weeks before the meeting.

Section 6.04 Order

Biblical order, godly wisdom and consideration for one another shall govern all business meetings. The latest edition of *Robert's Rules of Order* shall serve as a guide to the business proceedings of the church unless it conflicts with biblical standards or this Constitution and By-Laws.

Section 6.05 Agenda

All business meetings shall follow a published agenda which shall be drawn up by the Elders.

Additional items may be added to the agenda by a majority vote of the membership or by the Church Chairman unless opposed by a majority of the membership.

Section 6.06 Elections

Officers shall be elected at the Annual Meeting. Members may present names to be considered by the Nominating Committee up to one month prior to the

Annual Meeting. A simple majority of the ballots cast by members voting is required for the election of any officer. Those elected shall assume their offices on January 1 of the following year.

An election to fill any vacancies occurring during the year shall be held at a business meeting. Those elected will complete the unexpired term of such offices. The Elders may appoint persons to serve in any office until a business meeting is held.

Section 6.07 Quorum

A quorum of at least twenty-five percent of the membership of this church is required for the congregation to transact church business.

Article VII. Finances

Any item or contract approved by the membership of this church in the annual budget may be purchased or entered into by any Elder. Any purchase or contract amounting to greater than \$10,000 and not included in the budget must have the signature of either two Elders or one Elder and the Treasurer.

Entering into any loan agreement or land purchase must be approved by the membership of this church.

Article VIII. By-Law Revisions, Additions and Amendments

Revisions, additions or amendments may be made to these By-Laws:

- at an Annual Meeting or Business Meeting; and
- by a simple majority vote of those members voting; and
- after the full text of all proposed revisions, additions or amendments is published in the weekly publication of the church and available to the membership at least two weeks prior to the vote; and
- after notice of the proposed revisions, additions, or amendments has been announced on at least two Sundays prior to the vote.