



**CONSTITUTION AND BYLAWS OF
EVANGELICAL CHURCH OF FAIRPORT
FAIRPORT, NEW YORK 14450**

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ARTICLE 1 - NAME

The name of this corporation shall be Evangel Church of Fairport, a non-profit religious corporation, doing business as Evangelical Church of Fairport.

ARTICLE 2 - PREAMBLE

For the purpose of maintaining a place for worship of Almighty God, to provide for Christian fellowship where the Holy Spirit may be honored according to our distinctive testimony; to assume the privilege of propagating the Gospel of Jesus Christ both at home and abroad; we, whose names appear upon the active church roster do adopt the following articles of church order and submit ourselves to be governed by them.

ARTICLE 3 - PREROGATIVES

Section 1.

This Church, being an independent corporation incorporated under Article 8 of the Religious Corporation Laws of the State of New York, shall have all the rights covered by said Article and govern itself according to the standards of the New and Old Testament Scriptures and the knowledge of them imparted by God through the Holy Spirit.

Section 2. Ordination

It shall have the right to ordain ministers of the Gospel, provided the Pastors have examined the applicant and he has been found eligible. A certificate shall be issued to the individual and shall be signed by the Pastors.

Section 3. Fellowship

This Church may voluntarily give cooperative fellowship to any churches or groups of believers whose object is the salvation of lost humanity and who believe and teach the fundamentals of Christianity.

Section 4. New Works

This Church shall have the right to establish new churches.

ARTICLE 4 - PROPERTY RIGHTS

Section 1.

The Church shall have the right to purchase or acquire by gift, bequest, or otherwise, either directly or as trustee, and to own in trust, use, sell, convey, mortgage, lease or otherwise dispose of any real estate or chattels as may be necessary for the furtherance of the purposes; all of which to be in accordance with its constitution and by-laws or as the same may be

hereafter modified or amended. All real property of the Church shall be deeded to the Church and held in its name.

Section 2.

No real property of the Church shall be purchased, sold, leased, mortgaged or otherwise transferred without having been authorized by a two-thirds majority congregational vote at an official business meeting.

Section 3.

At least one of the Pastors and the corporate Secretary, acting as agents on behalf of the Church, shall certify in such conveyance, lease, or mortgage, that the same has been duly authorized by the vote of the congregation. Such certification shall be held to be conclusive evidence thereof.

Section 4.

If a division occurs in the church, those adhering to the constitution and bylaws shall retain the name and all property. If the Church ceases to function and its organization is dissolved, the property, or the moneys acquired from the sale of, shall be distributed to missions so determined by the voting members of the congregation.

ARTICLE 5 - TENETS OF FAITH

This Church shall accept the Old and New Testament, as the Revealed will of God, the all-sufficient rule for faith and practice and for the purposes of maintaining general unity, adopt as fundamental truths the following Declaration of Faith:

SCRIPTURE - We believe the entire canon of Scripture (Genesis - Malachi, Matthew - Revelation), to be: That divinely inspired and preserved, complete, accurate, inerrant, supremely authoritative, revealed will and Word of God. That it is so to the exclusion of and as the solitary measure of all other teachings, sayings, writings or works be they held sacred or secular. That it is the rule, instruction and judge concerning our actions and attitudes in righteousness, and is God's divine revelation of his salvation plan for mankind through Jesus Christ. (Rev. 22:18-19, Gal. 3:16, 2 Pet. 1:16-21, Ps. 138:2, Josh. 1:8-9, Isa. 40:8, John 6:68, 1 Tim. 6:3,4, 2 Peter 1:3,4, 2 Tim. 3:16-17, Matt. 5:18, Rom. 1:16,17.)

GOD - We believe in the one true God of the Scriptures. That He is that self-existent, Spirit who within His undivided substance, triunely exists as the Father, Son and Holy Spirit to and from all eternity. That as the infinite, loving, merciful, just, gracious, holy, immutable, omnipotent, omniscient, omnipresent, sovereign creator, He is also the sustainer of all things. (Deu. 4:39, 6:4,5, Psalm 90:2, John 5:26, John 4:24-26, Matt. 3:16,17, 28:18,19, 1 Cor. 12:4-6, 2 Cor. 13:14, 1 Pet. 1:2, 1 Tim. 1:17, Job 11:7-9, John 3:16, Ps. 136:1, Deut. 32:4, James 1:17, Rev. 4:8, Mal. 3:6, Jer. 32:27, Rev. 19:5-7, Ps. 147:5, Ps. 139:7-12, Dan. 4:34, Gen. 1:1, Col 1:12-17)

JESUS CHRIST - We believe that the second person of the eternal Trinity, The Son, is the only mediator between God and man. That he became incarnate as Jesus of Nazareth. That he was born of the virgin Mary, lived sinlessly according to his sinless nature, was crucified for sinners and was buried and arose again the third day. That he ascended to his throne at the right hand of God the Father, and there remains as very man and very God, interceding for his Church until the appointed time of his bodily return to earth to gather his Church, establish his kingdom and execute judgment against his enemies. (John 1:1-14, 1 Tim 2:5, Luke 1:26-35, Heb. 7:26, 1 Cor. 15:3-7, 1 Peter 3:22, John 20:17, Acts 1:11, Heb. 4:14-16, John 14:2-4, 1 Cor. 15:24, Rev. 12:10, 2 Tim. 4:1)

THE HOLY SPIRIT - We believe that The third person of the eternal Trinity, The Holy Spirit, is that member of the godhead by whose direct agency the work of Christ's atoning sacrifice is applied to the individual believer. That he indwells each true believer and according to his being given by the Father at the pleading of Christ is the presence and power of God among his people to fill each believer's heart with the true love of God and his Christ. That he empowers the believer for effective witness and holiness, governs the individual's heart in holiness and thus the Church at large, and leads believers into all truth through the opening of the scriptures and the understanding. That baptizing the believer into Christ, he bestows all giftings and graces individually and corporately to bless and sanctify as he personally deems fit, and to preserve and bring each believer to that final conformity to the image of Christ. (Matt. 28:19, Acts 5:1-6, Eph. 4:30, Heb. 10:26-29, 1 Pet. 1:2, John 14:16,17, Gal. 4:6,7, Rom. 5:5, Acts 1:8, Rom. 8:1-16, Acts 14:16-18, John 16:13, 1 Cor. 12:1-13, 2 Cor. 3:18, Rev. 2:7-29, 3:6- 22)

SATAN - We believe that Satan, (the Devil or Lucifer), is that angel who was once the chief among the created angels who then fell irretrievably into sin through pride. That he led a certain company of angels (called demons in the Bible, who are also irretrievably lost) in open rebellion against God; was the tempter and enticer of our first parents (Adam & Eve) to commit sin in disobedience to God; was totally and completely defeated by Jesus Christ at Calvary yet remains the active adversary of all righteousness, The Church and every redeemed man in it. That his final disposition will be to be cast into a lake of fire to suffer its agonies with his demons and followers among men for all eternity. (Rev. 20:2, Ezek. 28:12-19, Isa. 14:12-15, Rev. 12:3,4, Jude 6-9, Gen. 3:1-19, Heb. 2:14, 1 Pet. 5:8, Rev. 20:10-15)

MAN - We believe that mankind is the only one of all God's creations fitted for fellowship with God. That through the willful disobedience to God of the first man, Adam, the entire human race fell captive to sin and it's corruption's in Adam. That (as descendants of Adam) every child of man, with the sole exception of Jesus Christ, is born a partaker of this fallen nature and sinful state. That the nature of this depravity is such as to render man corrupt in every aspect of being so that he is incapable of rendering any acceptable work of righteousness unto God, and is left with such wickedness and contempt for God as to be irreversibly so, apart from a divine and sovereign work initiated and performed by God in the fallen soul of man. (Gen. 1:26-27, 3:8-9, Rom. 3:10-18, 5:12, 9:16, Gal. 3:22)

SALVATION BY GRACE - We believe that salvation is a pure work of unmerited grace alone. That it is that permanent, sovereign work of God without which no man shall see God. That wherein, the Holy Spirit convicts the individual of his sinful nature and lost state, convinces them of God's judgment of sin and sinners and reveals the righteousness and deity of Christ. The will being renewed, that the elect individual is infallibly enabled and drawn to repent from his sins and to have faith in the atoning sacrifice of Jesus Christ. Wherein that substitutionary sacrifice is applied to his fallen soul, he is cleansed from sin by the blood of Christ and pardoned, indwelt by God the Holy Spirit and made a partaker of the divine nature of Christ, inclining the believer toward holiness and away from sin. This work called the "new birth", continues in the life of the individual in sanctification, unerringly bringing them into conformity to the image of Jesus Christ until that work is perfected in death or Christ's return. (Eph. 2:8-9, John 6:37, 44, John 3:6-7, John 16:8-11, Ps. 110:3, John 6:37, Gal. 3:22, Rom. 3:25-26, 8:9, Heb. 3:14, 1 John 3:2, Eph. 5:9, Eph. 2:2-10)

THE CHURCH - We believe that The Church (properly called the Body of Christ), is that body comprised of all those possessing a saving faith in Jesus Christ (as explained in SALVATION above), regardless of organizational or denominational affiliation or non-affiliation. That The Church appears in society as individual churches, assemblies, fellowships and congregations gathered together for Biblical worship, instruction in God's Word and the life of holy service, fellowship and evangelization. (Col. 1:23-25, Rom. 1:17,18, 1 Cor.1:1-2, Mark 16:15, Titus 1:5, Acts 2:38-42)

SACRAMENTS - We believe that Jesus Christ instituted and directly commanded the perpetual practice of only two official sacraments for the modern Church to obey and employ as specific testimonies of his person and work: The Lord's Supper, and Water Baptism. Concerning the Lord's Supper, we deny the doctrine of transubstantiation. Concerning Water Baptism, we affirm it to be that outward sign of the inward work of regeneration. (Matt. 28:18-20, Mark 1:4,5, Rom. 6:3-11, 1 Cor. 11:23-29)

END TIMES - We believe in the imminent, literal and physical return of our Lord and Savior Jesus Christ in his glorified body. That in coming he will complete his kingdom, render final judgment on all creatures and creation consigning the lost to a literal and eternal torment in the same lake of fire into which Satan and his angels will also be cast. That He will perfect all of the elect and gather them into his unveiled presence for all eternity, destroying and re-creating the heavens and the earth. (Acts 1:10,11, Matt. 24:15-21, 2 Cor. 5:8, 1 Thess. 4:13-18, Rev. 14:9-11, 19:11-21:6, 22)

SECULAR GOVERNMENT - We believe that governments among men and their accordant authority were instituted by God and are sustained by him for the purpose of maintaining an orderly society through the enactment and enforcement of laws. That it is the role of the Church and individual Christians to abide under, pray for and cooperate with those governments, as much as is in our power to do so, and in as much as they neither require us as citizens to do anything God expressly forbids in his Word, or forbids us as citizens to do anything God requires in his Word. (Rom. 13:1-8, 1 Tim. 2:1-5, Mark 12:17, Dan. 3, Acts

4:19-21)

CHURCH LEADERSHIP – We believe that the Bible indicates but two offices to be instituted in the governing structure of the local church; Elders* (hereafter “Pastors”) and Deacons. While the Scripture nowhere requires a specific number of each, the general duties and qualifications of each are given. The Pastors are to devote themselves to the preaching of the Word and to prayer – exercising the spiritual oversight of the congregation; and the Deacons are to devote themselves to ministries of mercy and care to the body allowing the Pastors to concentrate on their responsibilities. Pastors are uniformly designated as males only, while deacon may be either male or female. (Acts 6:1-6; Rom. 16:1; 1 Tim. 3:1-13 & 5:17-20; Titus 1:5-9; 1 Pet. 5:1-5)

** Note that the terms Elder, Pastor, Bishop and Overseer are used interchangeably in the Bible – indicating merely different aspects of one and the same office. While the term “Elder” or “Pastor” is typically used within the church, to avoid conveying levels of elders/pastors within the church, and because the term “Pastor” has more meaning outside the church, therefore we’ve decided to use the term “Pastor” throughout this document.*

ARTICLE 6 - BUSINESS MEETINGS

Section 1. Fiscal Year

The Church fiscal year shall be June 1 through May 31.

Section 2. Annual Business Meeting

The annual business meeting of the congregation shall be held in May. At this meeting the Corporate Secretary and the Treasurer shall be presented or re-affirmed, with their term of office to begin June 1st. Also, appropriate board, committee and ministry reports shall be presented and necessary business shall be transacted.

Section 3. Special Business Meetings

Special business meetings may be called either by a simple majority of the members of the Pastors, or by a simple majority of the voting congregation.

Section 4. Notice of Business Meetings

Notice of all annual and special business meetings shall be announced in two regularly scheduled services, at least one of which is on a Sunday. In addition, notice shall be published in writing for at least two successive Sundays prior to such meeting.

Section 5. Business meeting protocol

A. Voting Rights - Only the Church members, whose names stand on the membership record as described in Article 8, Section 6, have voting rights. Only members in attendance will have a right to vote.

B. To Conduct an Official Meeting - At least one-fifth of the voting members of the congregation shall be present.

C. Decisions - All matters in annual and special business meetings shall be decided by majority vote, unless otherwise specified therein. Amendments to the constitution and bylaws, election of a Lead Pastor, and all sensitive issues shall be decided by secret ballot.

ARTICLE 7 - OFFICERS

Section 1. Corporation Officers

The officers of the Corporation shall be a president, being assumed by the Lead Pastor, a Secretary, and a Treasurer.

Section 2. Appointments

The officers of the Corporation, except for the president, shall be appointed by, and based on, a supermajority agreement of the Pastors and Deacons.

The Secretary and Treasurer shall serve until they are no longer willing, able, or fit to fill the office. If the Secretary or Treasurer is no longer able or fit to fill the office, it shall be determined by a two-thirds majority agreement of the Pastors and Deacons.

If the position of Secretary or Treasurer becomes vacant, an interim Secretary or Treasurer shall be appointed by the Board of Pastors. The Pastors and Deacons shall meet no later than 10 weeks after the time the position becomes vacant to affirm a permanent successor. The individual elected shall serve until no longer willing, able, or fit to fill the office.

Section 3. Secretary Duties

The Secretary shall record, or cause to be recorded, all business; prepare, maintain and post minutes for congregational review; and present reports, as requested, in all annual and special church business meetings. The Secretary shall prepare and distribute church business correspondences as required. The Secretary shall give notice of all special and annual congregational business meetings and shall have such other power and perform such other duties as prescribed by the Pastors. The Secretary shall also call all annual and special Church business meetings to order, and conduct the meeting as appropriate.

Section 4. Treasurer Duties

The Treasurer shall keep and maintain adequate and correct accounts of the properties and business transactions of the Church. The records shall at all reasonable times be open to inspection by any Church member and a quarterly, current, itemized report of the church budget and finances shall be provided to the Pastors and Deacons for review and posted for congregational review. The Treasurer shall deposit all monies and other valuables in the name and to the credit of the Church in a responsible bank and disburse the same by check, as authorized by Board of Deacons.

Section 5. Qualifications of Secretary and Treasurer

The Secretary and Treasurer must each be an active, voting member of the Church and possess the qualifications described below. He or she shall:

- A. Have an open profession of saving faith in Jesus Christ
- B. Be a voting member with regular attendance
- C. Have no open sin indicating disqualification
- D. Be physically and mentally capable of executing their responsibilities

ARTICLE 8 - CHURCH MEMBERSHIP

Section 1. Membership

To qualify for church membership a person must be one who confesses Jesus Christ as their Lord and Savior, has followed Him in the waters of baptism*, manifests a true Christian lifestyle, receives the right hand of fellowship before the Church, and are not already a member of another church. Applicants who are members of another church must terminate their membership in that church or obtain a certificate of transfer, which must be signed by any authorized leader of that church from which they are transferring, with the validity and acknowledgment of either being contingent upon the Pastors of the Evangelical Church of Fairport.

Section 2. Voting and Office Privileges

All active members shall have the privilege of voting and being eligible to hold a Church office. Members will disqualify themselves from voting and office privileges if they willfully and without good cause absent themselves from the Church for a period of at least three consecutive months.

Section 3. Applications for Membership

All requests for membership shall be made to the Pastors or Deacons. Upon making such a request, the person shall be notified of the next available/scheduled membership orientation class.

Section 4. Admission of Applicant

Prospective members with voting privileges must be 18 years old or older and are required to attend a membership class prior to their formal admission to membership. Children under the age of 18 of adult members are considered non-voting members.

Following the membership class, at least one Pastor shall meet with each applicant to affirm his or her understanding of and substantial agreement with the Church constitution and bylaws and sincerity of commitment, and to address any questions of the applicant regarding the Church government, policies, doctrine, or other matters related to church membership.

Disagreements with the constitution and bylaws shall be discussed with the applicant and at least 2 Pastors on a case-by-case basis. Membership may be granted or denied based on the evaluation of these Pastors. If membership is denied, the applicant may appeal to all of the

Pastors for further evaluation and conclusion.

Applicants admitted to membership shall, if possible, present themselves at a worship service designated by the Pastors, at which service the applicants shall publicly confess Jesus Christ as their Lord and Savior and be publicly acknowledged as members.

Section 5. Discipline of Members

The purpose of Church discipline is to effect a return to a biblical standard of conduct in a member who errs (Gal. 6:1), to maintain purity in the Church (1 Cor. 5:6), and to deter sin (Tim. 5:20). Should any member willfully depart from this scriptural standard and engage in conduct which conflicts with biblical principles of holiness, the procedure set forth in Matthew 18:15-16 shall be followed for the purposes leading the erring individual to repentance and, ultimately to full restoration. This shall be done in a spirit of humility and gentleness (Gal. 6:1) as well as loving honesty (Eph. 4:25). If after these steps of reproof are taken there is no repentance, the matter shall be brought before the Pastors to confront, counsel, and pray with the person. Should there still be no evidence of repentance, the person shall be publicly removed from the membership of the Church (Matt. 18:17; 1 Cor. 5:11; 2 Thess. 3:14-15). If said member, after removal from membership, heeds the warning, demonstrates repentance, and requests reinstatement, he or she shall be publicly restored to membership.

Section 6. Membership Roll

The Pastors shall be responsible for maintaining a current membership record containing the name and address of each member, date of membership, and date of termination, if applicable.

Section 7. Termination of Membership

Any member who is found guilty of conduct unbecoming a Christian and refuses to respond appropriately to discipline as outlined in section 5 above shall have their membership terminated.

Any member who willfully and without good cause absents themselves from the Church for a period of one year shall have their membership terminated by the Pastors.

Any member may voluntarily withdraw their membership by written notice to the Pastors.

** We recognize there are different understandings and practices regarding baptism. The Pastors will handle each prospective member on a case-by-case basis.*

ARTICLE 9 - PASTORS

Section 1. Duties

The body of Pastors shall oversee the spiritual affairs of the Church and perform all functions necessary to the discharge of this responsibility, including the following:

A. Provide for the teaching and preaching of the Word.

- B. Assist the Lead Pastor in administering the ordinances of Baptism and Communion.
- C. Recommend the adoption of additional or different policies and practices of the church.
- D. Consider all disciplinary matters of the Church.
- E. Oversee the individual boards and committees of the Church.
- F. Appoint a music coordinator(s) who would provide song leadership at each service, assist in musical presentations by the congregation, and oversee the use and maintenance of all musical instruments of the Church.
- G. Pastors shall organize themselves, with the Lead Pastor as the Chairman.
- H. Pastors shall oversee employment of staff, recommend staff policies, and establish compensation policies and benefits for all such pastoral and non-pastoral staff positions. Any person receiving compensation directly or indirectly from the Church shall not be in a position to determine the nature or amount of said compensation.

Section 2. Qualifications

Each Pastor shall be a man of true Christian experience and established character. Each member of the Pastors board must be an active member of the Church and posses the qualifications described in 1 Tim. 3:1-7 and Titus 1:6-9. He shall:

- A. Have an open profession of saving faith in Jesus Christ.
- B. Be a voting church member with regular attendance.
- C. Have no open sin indicating disqualification.
- D. Be physically and mentally capable of executing his responsibilities.

Section 3. Manner of induction and tenure of office

Candidates shall be nominated by the Pastors. Also, suggestions of candidates for Pastor will be welcomed from the congregation and submitted to the current Pastors. Their names shall be announced and posted at least three weeks prior to their confirmation, which is by a simple majority of all votes cast by the congregation at the annual business meeting, or a special business meeting, whichever is sooner. Also, if any member of the Church knows of any reason for disqualification of any of the prospective candidates, this should be brought to the attention of the Board at least one week prior to the confirmation vote. The Pastors shall consist of at least three members, at the discretion of the existing Pastors. Pastors shall remain in office an indefinite period of time except under the following conditions: death, resignation, termination of church membership, or removed from office if he becomes physically incapacitated, spiritually unqualified or his inability to serve is established in the minds of the other Pastors.

Section 4. Disputes

No accusation shall be brought against any Pastor except on the testimony of at least two members in good standing (1 Tim. 5:19-21). The matter shall then be taken to the other Pastors for investigation and resolution. If the Pastors do not resolve the accusation, the parties involved may request consideration by the combined group of Pastors and deacons. If still unresolved, the Pastors may then present the matter to the congregation for final decision.

ARTICLE 10 - LEAD PASTOR

Section 1. Pastoral Duties

The Lead Pastor shall be the primary spiritual overseer and advisor of the Church. He shall be an ex-officio member of all boards and committees. Also, he shall assume the responsibilities of president of the church as a legal Corporation. He, or a designee, shall provide for all the worship services of the Church, and shall arrange for all special meetings, conventions and evangelistic campaigns with the approval of the Pastors and in consultation with the Deacon board as provided for under Article 12. No person shall be invited to speak or preach in the Church without his approval. He shall have the authority to delegate responsibilities, as he sees fit, to other Pastors.

Section 2. Qualifications

The Lead Pastor shall meet the qualifications for all Pastors, as described in Article 11, Section 2.

Section 3. Elections

A Lead Pastor search shall be conducted as described in Article 12, Section 1. A special election, announced at least two weeks prior, shall be called for a vote on the committee's recommendations. Three-quarters majority of all votes cast is required to confirm a candidate for Lead Pastor. If the candidate is not already a member of the church and is voted into the office of Lead Pastor, he and his wife, if married, shall automatically become members.

Section 4. Vacancies

The Lead Pastor shall remain in office an indefinite period of time subject to the following reservations: resignation, death or termination.

No accusation shall be brought against the Lead Pastor except on the testimony of at least two members in good standing (1 Tim. 5:19-21). The matter shall then be taken to the Pastors for investigation and resolution. If the Pastors do not resolve the accusation, any of them may request consideration by the combined Pastors and Deacon Board. If still unresolved, the Pastors may present the matter to the congregation for final decision.

If the Lead Pastor desires to resign three months notice shall be given in writing, unless waived by mutual consent. If the congregation desires his termination, two-thirds of the votes cast by members present at a regular or special meeting is required for termination. Such termination may be effective immediately as determined by the congregation. Normal compensation shall be continued during the three months, unless waived by mutual consent, or by the Lead Pastor's acceptance of other employment.

ARTICLE 11 - PASTORAL STAFF

The body of Pastors can at any time recommend that the church consider hiring additional

Pastors as paid staff to assume some designated roles assigned by them.

Section 1. The Pastors shall create the position description, proposed employment level, (i.e. part or full time/number of expected hours per week, etc.), and proposed compensation and/or benefits and present their request to the Deacon Board.

Section 2. At their convenience, the Pastors shall present their proposal to the Deacon Board to begin the process of arranging the needed funding for this new position.

Section 3. When possible, existing members of current Pastors shall be considered first for such positions. If however the precise skill or experience set is outside the range of the available Pastors, or, if the Pastors agrees that bringing an additional Pastor onto the board to fill that role from the outside, (from either the congregation at large or beyond), is preferable, they shall proceed to search for said candidate as they see fit.

Section 4. Manner of induction and tenure of office

Once said candidate is identified, the terms of employment are agreed to and the funding provided for – the procedure for the induction and tenure of office shall be in accordance with Article 9, Section 3). If the candidate is not a member of the church and is voted into the role of Pastor, he and his wife, if married, shall automatically become members.

ARTICLE 12 - DEACONS

Section 1. Duties

The deacons, consisting of deacons and deaconesses (hereafter referred to only as deacons), shall oversee certain needs of the congregation as outlined below, and perform all the functions necessary to the discharge of these responsibilities, including but not limited to the following:

- A. Implement church care for the poor, sick, bereaved, or otherwise needy.
- B. Assist the Pastors, as needed, in the spiritual care of the congregation.
- C. Assist the Pastors, as needed, at Communion and Baptism ordinances.
- D. Serve as Church ushers, greeters at the door, and Church collectors or appoint, as needed, individuals to assist in these duties.
- E. The deacons as a body, under the leadership of a chairman, shall be able to recruit others and organize among themselves as they see fit.
- F. The care of the property of the congregation and conduct the church's financial and business affairs. In matters affecting church property requiring un-budgeted expenditures exceeding \$10,000, approval of a simple majority of the votes cast at a special or annual business meeting is required.
- G. Deacons or a designee shall oversee employment of indirect staff and independent contractors, recommend indirect staff/contractor policies, and establish compensation policies and benefits for all indirect staff and independent contractors.
- H. Under the advisement of the Pastors, the deacons shall prepare, or cause to be prepared, a

budget and present it to the congregation during the annual business meeting for a vote.

Section 2. Qualifications

Each deacon must be an active, voting member of the Church and possess the qualifications described in 1Tim 3:8-13. He or she shall:

- A. Have an open profession of saving faith in Jesus Christ.
- B. Be a voting Church member with regular attendance.
- C. Have no open sin indicating disqualification.
- D. Be physically and mentally capable of executing his responsibilities.

Section 3. Organization, manner of induction and tenure of office

Candidates for the office of deacon shall be nominated by any Pastor, with recommendations also being welcomed from the congregation at large. The names of those approved by the Pastors shall be announced to the congregation and posted at least three weeks prior their assuming the office of deacon. If any member of the Church knows of any reason why a candidate should be disqualified from consideration, this should be brought to the attention of the Pastors at least one week prior to the time of which the candidate is to assume office. Their term of service is perpetual until voluntary retirement, permanent or long term incapacitation, death or disciplinary removal. If it is not possible to secure the needed number of deacons, the duties of the office shall devolve upon the Pastors.

Under the advice from the Pastors, the Board of Deacons shall elect a chairman from among their number each year, no more than two weeks after the annual business meeting. The Chairman will serve as a point man for communication with the Pastors. Along with the general body of deacons, the Chairman shall arrive at the distribution of duties, general functioning structure, and determine the number of meetings that are required for the smoothest and most efficient operation.

ARTICLE 13 - MINISTRIES, COMMITTEES, AND BOARDS

Section 1. All ministries, committees, and boards shall be subordinate to the assembly and shall contribute to the harmony and development of the whole. They shall be under the general supervision of the Pastors. The Lead Pastor shall be an ex-officio member of all ministries, committees, boards and departments. A Department Head shall be appointed by the Pastors to direct each department in its routine operations. Ministry, Committee, Board and Department Heads shall be active members. Ministries, Committees, Boards and Departments shall organize themselves as they see fit and operate in accordance with the policies and procedures of the church.

Section 2. Functional supervision and support shall be supplied to all departments and committees, boards and ministries by the Leadership. If a vacancy shall occur in a department or a committee, the designated Leadership shall act to fill the vacancy. All financial activities of any department or committee shall be conducted under the supervision of the church Treasurer, in accordance with the policies and procedures of the church.

Section 3. As need arises, ministries, boards or committees may be established and discontinued at the discretion of the Pastors.

ARTICLE 14 - FINANCES

Section 1. All funds and gifts received shall be used to promote the work, ministry and needs of the assembly (Ezra 7:18). Boards and committees/ministries of the church may receive offerings and raise funds at such times and in such ways as agreed upon by the Pastors. No monies shall be collected by individuals, boards, committees or ministries of the church for any cause (including school, sports and civic fund-raisers) without the consent of the Pastors.

Section 2. The Deacon Board shall have oversight of collecting all funds and gifts and ensuring their accurate banking, under the supervision of the Treasurer.

Section 3. Any vocational Pastors and paid staff shall be given regular and adequate compensation, the amount and manner of which shall be determined by agreement among the non-paid Pastors and Deacons.

ARTICLE 15 - AMENDMENTS

Section 1.

Amendments to this constitution may be made at any annual or specially called business meeting of the congregation by two-thirds vote of the votes cast, when said proposed amendments have been presented in written form and discussed at a business meeting at least three months prior to the time of their adoption. Voting shall be by secret ballot.