

CITY CHURCH CONSTITUTION

ARTICLE I NAME

The name of this organization shall be CITY CHURCH.

ARTICLE II STATEMENT OF FAITH

We believe in:

The one true God, almighty creator of all things, eternally existing in three persons – Father, Son and Holy Spirit, full of love and glory. (Genesis 1:1, 26; Matthew 28:19; John 1:1, 3; 4:24; 12:26; 16:12-15; Acts 5:3, 4; Rom. 1:20; Eph. 4:5-6; 2 Cor. 13:14; 1 John 4:7-21).

The unique divine revelation and entire trustworthiness of the Bible, our final authority in faith and life. (2 Tim. 3:16-17; 2 Peter 1:20, 21).

The value and dignity of all people, created in God's image to live in love and holiness, but alienated from God and each other because of sin and rebellion. (Genesis 1:27; 2:16-17; 3:1-24; 5:1-2; John 3:18-19; Rom. 3:23; 6:23; Eph 2:1-3; 1 John 1:8).

Jesus Christ, conceived by the Holy Spirit, born of the virgin Mary, fully human and fully divine, who lived and taught in perfect obedience, serving as our representative by dying in our place; who conquered evil by rising bodily from the dead; and who revealed his power by ascending as Lord of all things. (Isaiah 53; Matthew 1:18-25; 4:1-11; 28:6; Luke 1:26-38; Rom. 3:25; 5:12-18; 8:34; 1 Cor. 15:3-4, 14; 2 Cor. 5:21; Phil. 2:5-11; Heb. 4:15).

Justification by God's grace to all who, convicted of sin by the Holy Spirit, repent and put their faith in Jesus Christ alone for salvation. (John 3:16; 16:8-9; Romans 3:23-24; 5:1-2; 10:9; Ephesians 1:7; 2:4-5, 8-9; 1 John 2:2)

The indwelling presence of the Holy Spirit at work in the life of the believer, enabling life transformation and equipping the believer for loving service. (1 Cor. 2:12; 2 Cor. 3:18; Gal. 5:22-23; Eph. 1:13-14)

The unity of all believers in Jesus Christ made evident through local congregations in worship, community, nurture, service and witness as the body of Christ on earth, a spiritual community that conveys God's love, justice and peace to the world. (Matthew 5:9; 28:18-20; Mark 12:18-20; 16:15; Luke 11:20; John 13:34-35; 17:20-26; 1 Cor. 12; 14:26; Eph. 1:22-23; 2:10; 4:11-13; 5:23; Col. 1:18; Heb. 10:25)

The ordinances of baptism and communion: Baptism – declaring loyalty to Jesus as Lord through water baptism by immersion in the name of the Father, Son and Holy Spirit. And communion – corporate remembrance of the saving work of Jesus. (Matthew 28:18-20; Acts 2:28-47; Acts 8:36-40; 10:47; 18:8; Rom. 6:3-4; 1 Cor. 11:23-29; 12:13; 1 Peter 3:21)

The future return and victorious reign of Jesus Christ, who will judge all people with justice and mercy, giving over the unrepentant to eternal condemnation but receiving the redeemed into eternal life. (Matthew 24:30; 25:31-46; John 5:28-29; Acts 1:9-11; 2 Cor. 5:10; 1 Thess. 4:16-17; Titus 2:13; Rev. 20:4-6; 11-15).

To God be the glory forever.

ARTICLE III PURPOSE AND COVENANT

City Church is a Christ-centered community inviting all people to grow in the transforming grace of Jesus and demonstrating the love of God to the world.

At City Church we are called to Love God, Love Others.

We covenant together, by God's grace, to live lives consistent with the standards of the Bible; to support this faith community through attendance, prayer, service and giving; and to encourage others to know and be like Jesus. Our vision is to contribute to the well-being of the city of Minneapolis by meeting the spiritual and physical needs of the people. This involves faithfully communicating the good news of Jesus in fresh and relevant ways, meeting the needs of the poor, and showing that faith can and should transform the lives of individuals and the life of the community.

ARTICLE IV DENOMINATIONAL AFFILIATIONS

City Church shall be affiliated with Converge (formerly known as "Converge Worldwide" and before that the "Baptist General Conference"), Converge North Central (the legal name of which is the "Minnesota-Iowa Baptist Conference"), the Conservative Congregational Christian Conference, and such other denominational affiliations as are recommended by the Church Board and approved by a vote of the Church Members.

ARTICLE V MEMBERSHIP

Membership Requirements

There shall be two categories of membership in City Church: Church Member and Fellowship Member (the term "Member" when used herein shall refer to both Church Member and Fellowship Member). Requirements for each category of membership are the following:

1. Requirements for Church Members are:
 - a. A statement of faith in Jesus Christ as Savior and Lord.
 - b. Affirm and uphold the City Church Statement of Faith, Purpose and Covenant and its leadership.
 - c. Live a life consistent with the standards of the Bible and take steps to grow spiritually. Agree to abide by City Church policies on Member discipline.
 - d. Regularly participate in weekly worship and be involved in a small group, spiritual friendship or ministry team.
 - e. In gratitude to God, share the good news of God's love with others, use spiritual gifts to serve others and seek to contribute to the well-being of the city and the world through loving acts of service in the name of Jesus.
 - f. Give generously in proportion to the resources God has provided.
 - g. Concurrent membership in no other church.
 - h. Believer's baptism by immersion.

2. Requirements for Fellowship Members are:
 - a. A statement of faith in Jesus Christ as Savior and Lord.
 - b. Affirm and uphold the City Church Statement of Faith, Purpose and Covenant and its leadership.
 - c. Live a life consistent with the standards of the Bible and take steps to grow spiritually. Agree to abide by City Church policies on Member discipline.
 - d. Regularly participate in weekly worship and be involved in a small group, spiritual friendship or ministry team.
 - e. In gratitude to God, share the good news of God's love with others, use your spiritual gifts to serve others and seek to contribute to the well-being of the city and the world through loving acts of service in the name of Jesus.
 - f. Give generously in proportion to the resources God has provided.
3. Membership participation distinctions are:
 - a. A Church Member may vote on all matters to be determined by the Church Board, and may serve in any capacity in the ministry of City Church.
 - b. A Fellowship Member may vote on all matters to be determined by the Church Board, except to amend the Articles of Incorporation or the Constitution of City Church, and may serve in any capacity in the ministry of City Church, except as Called Staff or Board member.

Procedure for Membership

The procedure for membership shall be:

1. The Church Board (or its designated special committee) shall examine each applicant for membership to ascertain whether the applicant meets the membership requirements. Instruction in City Church background and beliefs generally will precede this interview.

Upon unanimous vote of the Church Board (or special committee) that the applicant meets the membership requirements, membership shall be granted.

2. The name of each new Member shall be made publicly available within a reasonable timeframe thereafter, and also at the next Annual Meeting.

Termination from Membership

1. Whenever a Church Member joins another church, his or her membership in City Church shall terminate without further action.
2. A Member, upon the Member's request, may be terminated from membership.
3. A Member who fails to regularly participate in weekly public worship services or other ministry of City Church for six consecutive months shall be contacted by a Called Staff member or designee of the Church Board. If that Member then fails to renew his or her participation in weekly public worship services or other ministry of City Church within a reasonable period of time, such Member may be terminated from membership by a two-thirds vote of the Church Board.

4. A Member determined by the Church Board to be guilty of unrepentant conduct inconsistent with biblical teaching or the Statement of Faith or the Purpose and Covenant of City Church may be terminated from membership by a two-thirds vote of the Church Board. Such action may be taken only after reasonable efforts have been made to restore that Member to Christian fellowship as provided in the church discipline policy adopted by the Church Board.

ARTICLE VI STAFF

Called Staff

Called Staff shall include the Pastor and other pastors as determined by the Church Board. At the determination of the Church Board, the Pastor may be functionally referred to as the Senior Pastor, Lead Pastor, or such other title as representative of his/her duties, experience and performance. The job description for the Pastor shall be maintained by the Church Board. Job descriptions and titles for other Called Staff shall be maintained by the Pastor.

Qualifications for Called Staff

Each Called Staff shall:

1. Be a Church Member.
2. Subscribe to and annually affirm the Statement of Faith, and the Purpose and Covenant of City Church.
3. Strive to meet the biblical standards for church leaders (I Timothy 3).
4. Be a proportionate giver with tithing as a norm.
5. For the Pastor, possess experience, education, and abilities as deemed appropriate by the Church Board; for other Called Staff, possess experience, education, and abilities as deemed appropriate by the Pastor.
6. For the Pastor, be recommended by the Church Board and called by the Members; for other Called Staff, be recommended by the Pastor and approved by the Church Board.
7. Be a regular participant in public worship with City Church.

Establishment of Called Staff Relationship

A call to a Pastor candidate shall be issued from the Members upon recommendation of the Church Board and a 75% affirmative written ballot vote of those present at a properly noticed and called meeting of the Members.

A call to a candidate for a Called Staff position other than Pastor shall be issued from the Church Board.

A Called Staff relationship may be terminated by a two-thirds action of the Church Board, provided that when the Pastor relationship is the subject of potential termination, the Pastor shall not participate in the Church Board's decision to terminate the relationship.

Other Staff

All staff other than Called Staff ("Other Staff") shall be selected by the Pastor (or the designee of the Pastor) on terms established by the Pastor within the guidelines established by the Church Board. Resignations and terminations of such Other Staff shall be acted upon by the Pastor or designee.

ARTICLE VII CHURCH LEADERS

Officers

The officers of City Church shall be:

1. Chair
2. Vice Chair
3. Treasurer
4. Secretary
5. Pastor

The Chair shall be selected bi-annually, or otherwise to coincide with the person's two-year Board term, by the Church Board and presented to the Members for election as set forth herein. The Church Board bi-annually shall appoint individuals to the positions of Vice Chair, Treasurer and Secretary. Any individual may hold multiple officer positions concurrently. The Chair and Vice Chair shall be Church Board members. The Treasurer and Secretary may, but need not, be Church Board members. In the event an officer is unable to complete his/her term, the Church Board shall select a replacement to complete the term. A newly selected Chair would then be presented to the Members for election at the next scheduled annual meeting as provided in Article XI.

Qualifications of Board Members

A Board member of City Church shall:

1. Be a Church Member.
2. Subscribe to and annually affirm the Statement of Faith, and the Purpose and Covenant of City Church.
3. Strive to meet the biblical standards for church leaders (I Timothy 3).
4. Be a proportionate giver with tithing as a norm.
5. Be a regular participant in public worship with City Church.
6. Be actively involved in the ministry of City Church.

Other Church Leaders

All other church leaders shall demonstrate biblical standards of character and conduct and a commitment to the ministry of City Church. In addition, they shall be a Member.

ARTICLE VIII GOVERNMENT

Church Board

The Church Board shall consist of not fewer than seven members or more than ten members. Notwithstanding the foregoing, any action taken by the Church Board pursuant to Article XI to fill vacancies on the Church Board shall be a valid, binding and enforceable action regardless of whether such action was taken by a Church Board consisting of fewer than seven persons.

Church Board members shall be elected by the Members at the annual meeting. Subject to the foregoing, the term of office for each Church Board member shall be two years, not to exceed a cumulative ten consecutive years of service on the Church Board. The conclusion of a two-year term shall be after the Annual Meeting following the two-year term. Six months or more of service during an elective church year is deemed to be one year of service. After a lapse of one year, a Church Member may again be eligible to serve as a Church Board member. A Church Board member may be terminated from office by expiration of a term, by resignation, or upon a vote of dismissal by a two-thirds vote of all remaining Church Board members. Any Church Board member whose two-year term is expiring and who is eligible for an additional term shall be allowed to stand for election to a subsequent term unopposed.

The Church Board governs: The Church Board defines the organizational mission, guiding principles and proposes organizational objectives for the approval of Members. Governance provides both accountability and support for the Pastor. Accountability is defined by clear guiding principles. The Church Board is responsible to the Members of the church. The Church Board generally shall meet monthly and at other times as necessary to accomplish its duties. The Church Board shall maintain minutes of its meetings.

Without limiting the generality of the foregoing, specific duties of the Church Board shall include, but not be limited to, the following:

1. To authorize and approve ordinations, licensings and commissionings.
2. To call church meetings as necessary and to recommend action on matters it proposes to the Members.
3. To appoint an independent certified public accountant no less than bi-annually to review and/or audit the financial records of City Church and to resolve any issues identified.
4. To present a budget and objectives to the Members for approval at each annual meeting.
5. To make expenditures from funds which are contributed and designated for a specific purpose where the purpose is consistent with the purpose and strategies of City Church; to the extent any such designated purpose is inconsistent with the strategies of City Church, the money shall not be accepted by City Church and shall be promptly returned to the donor. Subject to the foregoing, approve any non-budgeted expenditure, provided that the Church Board must submit to the Members for approval any non-budgeted expenditure that alone or when combined with other non-budgeted expenditures exceeds or is anticipated to exceed twenty percent of the then-current overall annual church budget.
6. To buy, lease, acquire, own, hold, improve, use and deal in any interest in real property; to sell, convey, mortgage, create a security interest in, exchange, or dispose of any interest in real property. However, any action involving the construction of, financing of, or addition to the church facilities exceeding twenty

percent of the then-current overall annual budget must be approved by the Members at a meeting called for such purpose, and that any sale, lease, transfer, or disposition of all or substantially all of the church property and assets shall likewise be approved by the Members at a meeting called for such purpose. In case of dissolution of City Church, the church's property and debt shall be transferred in accordance with determinations made by the Church Board. Notwithstanding anything in this Constitution to the contrary, the Church Board is permitted, on behalf of the church and the Members, without any action by the Members, to dispose of any property, including real property, gifted to the church.

7. To review and enter into legal contracts consistent with the budget, Constitution, Member approval, and state law. This includes the authority to borrow money. The review of, and required signature(s) for contracts may be delegated to authorized staff. Any such authorizations shall be annually reviewed by the Church Board.
8. To represent the congregation in certain staff relationships, including:
 - a. Annual appraisal of the ministry of the Pastor, and provide godly counsel or discipline as required.
 - b. Oversight of staff compensation and benefits.
 - c. Establishment of personnel policies and overseeing administration of those policies.
9. To provide that City Church is adequately represented in all legal matters.
10. To incorporate and operate new churches and other organizations as appropriate to the fulfillment of the purposes and strategies of City Church.
11. To consider, adopt, and oversee City Church's policies.

Nominating Committee

The Church Board (or its designated special committee) shall act as the committee to nominate Church Board members. In such capacity, the Church Board may present at the annual meeting of the Members one candidate for each vacant Church Board position pursuant to the provisions of Article XI. In lieu of acting as the nominating committee, the Church Board may create a nominating committee, the organization and membership of which shall be subject to the discretion of the Church Board.

Other Committees

The Church Board may create special committees from time to time in its discretion as it deems necessary to carry out specific activities or tasks. Each special committee shall include at least one member of the Church Board and shall cease to exist upon the completion of the assigned activities or tasks.

ARTICLE IX DUTIES OF CHURCH STAFF AND CHURCH LEADERS

Pastor

The Pastor leads: The Pastor leads the congregation by casting the vision, directing the staff, and teaching the congregation. The Pastor is accountable to the Church Board for defining and accomplishing annual organizational objectives (acting in accordance with the guiding principles) to advance the organizational mission.

Without limiting the generality of the foregoing, specific duties of the Pastor shall include, but not be limited to, the following:

1. Be the spiritual and executive leader of City Church.
2. Direct the performance of City Church functions of preaching and teaching the Word, leading public worship services, administering the ordinances, and leading the congregation in a practical Christian life.
3. Be a member of the Church Board and an *ex officio* member of all City Church ministry teams, committees and other organizations and in such capacity shall strive to establish and accomplish objectives in conjunction with the strategies of City Church.
4. Direct Called Staff and other staff, providing counsel, encouragement, and Christian discipline so as to assist in the accomplishment of objectives for each staff member. All Called Staff and other staff are responsible to the Pastor either directly or through another staff member as the Pastor directs.
5. Represent the Called Staff and other staff to the Church Board.

If the position of Pastor is vacant or the Pastor is unable to function, the Church Board shall appoint interim church leaders to perform the duties of Pastor.

Staff

The staff manages: The staff supports the Pastor by managing the ministries of the church and equipping and mobilizing the congregation for ministry effectiveness. Staff includes both Called Staff and Other Staff, and key volunteer leaders.

The Called Staff carries out specific areas of ministry under the direction of the Pastor. The Called Staff strives to equip the Members for the work of ministry.

Congregation

The congregation ministers: The congregation ministers according to giftedness by effectively serving those outside and inside the church to fulfill the organizational mission. Its Members annually approve the objectives and budget, elect Church Board members, and Church Members approve amendments to the Constitution.

Chair

The Chair provides leadership to the Church Board and serves as moderator of the annual meeting and all special meetings of the Members. In the absence of the Chair, the Vice Chair or another Church Board member designated by the Church Board shall serve in place of the Chair.

The Chair is an *ex officio* member of all church ministry teams, committees and other organizations.

The Chair evaluates the work of the Church Board on a regular basis to determine its effectiveness.

Vice Chair

The Vice Chair provides leadership to the Church Board and serves as moderator of the annual meeting and all special meetings of the Members in the absence of the Chair. The Vice Chair may also serve as an *ex officio* member of all church ministry teams, committees and other organizations in place of the Chair.

Treasurer

The Treasurer is responsible for assisting in the implementation of City Church's long-term financial strategies and assists in the establishment and administration of processes to control handling and disbursement of funds in accordance with generally accepted accounting principles and as a responsible Christian steward. The Treasurer is authorized to make all payments/disbursements on behalf of City Church and may delegate such authorization to others (e.g. a bookkeeper) in accordance with written procedures approved by the Church Board. The Treasurer regularly reviews City Church's financial records and reports on the same and the overall financial condition of the church to the Church Board. The Treasurer also works with City Church's independent accountants to facilitate, among other things, such accountants' review and/or audit of City Church's financial records.

Secretary

The Secretary is responsible for maintaining official church records and recording minutes of Church Board meetings.

ARTICLE X MEETINGS

Annual Meeting

The annual meeting of City Church shall be held within ninety days of the end of each fiscal year, as specifically determined by the Church Board. The agenda of the annual meeting shall include election of Church Board members, approval of the church's annual budget and objectives for the current year, election of the Chair in such years that a candidate for Chair is presented by the Church Board, and other matters as determined by the Church Board. In preparation for the annual meeting, the Church Board shall supply Members an agenda together with a financial report, budget, and Pastor's report at least one week prior to the annual meeting. The annual meeting, as well as any special meetings, may be restricted in whole or in part to Members, as determined by the Church Board.

The names of each Church Board candidate to be presented at the annual meeting shall be publicly communicated at least one week prior to the meeting. All Church Board members to be elected shall be

contained on one ballot. No Member or other person may submit for consideration by the Members any proposed Church Board member. An affirmative vote of 75% of the Members present is required for election of each Church Board member.

Special Meetings

Other meetings, in addition to the annual meeting, may be convened by the Church Board as it deems necessary. A special meeting may also be convened by written petition signed by at least thirty-three percent of all Members.

Proper Notice

Proper notice (including instructions for absentee ballots) for all annual and special meetings including, but not limited to, any meeting to amend this Constitution or the Articles of Incorporation of City Church, shall be at least one week, published in a form of notice or communication regularly used by City Church for communicating to Members. Such notice shall include a brief description of any special items for action at any special meeting, and, in the case of proposed amendments to this Constitution or the Articles of Incorporation of City Church, shall make available written copies of the proposed amendments.

Meetings of the Church Board

Notice of all regularly scheduled and special meetings of the Church Board shall be made to the members of the Church Board in writing no later than three days prior to the meeting, provided that verbal notice of a special meeting may be given in circumstances in which such meeting must be convened in fewer than three days. Written notice shall be deemed to have been made when placed in a designated location for receipt of such notice at the City Church facility or provided via email. Notice of a meeting may be waived by a Church Board member; a Church Board member in attendance at a meeting shall be deemed to have waived notice.

The Church Board may meet by conference call or other means of communication permitted by Minnesota law.

The Church Board may take action by majority vote of those present (so long as those present constitute a quorum) unless otherwise provided in this Constitution. A quorum for action by the Church Board shall be a majority of the Church Board members.

Parliamentary Procedures

The parliamentary manual of authority in the conduct of meetings of Members, the Church Board, and committee and other meetings shall be Robert's Rules of Order (Revised).

ARTICLE XI ELECTIONS AND VOTING

Vacancies

The Church Board shall fill any vacant officer or Church Board position, subject to the minimum standards for the particular office or Church Board elsewhere set forth herein, provided that this obligation shall extend only to ensure that the Church Board consists of at least five members. Any person selected to fill any such vacancy shall be subject to a vote at the next Annual Meeting in accordance with the terms hereof, and, if elected, any time previously served by that person shall count toward the term, if any, such person may serve in such

position, as set forth below. To the extent such person is not elected in accordance with the terms hereof, such person shall immediately vacate such office or position on the Church Board and the Church Board shall select another person to fill any such vacancy created.

Voting

Only Members may vote at meetings, whether annual or special, with each such Member being entitled to cast one vote on each submitted matter in which such Member is eligible to vote as otherwise set forth herein. Unless otherwise provided in this Constitution, a majority vote of the Members present is required for action by the Members.

All votes respecting the election of Church Board members and the Chair, calling of Pastor, acquisition or disposition of real property, or construction thereon, or borrowing of funds shall be by written ballot vote. The meeting chair may call for written ballot votes on other key questions, as determined by the Church Board.

Absentee ballots shall be valid if received by the Chair prior to the meeting and otherwise comply with applicable provisions of Minnesota law and this Constitution. The Church Board shall have sole discretion to determine the validity of any absentee ballots.

Quorums

Subject to the provisions of Article XIII, a quorum of the Members for conducting business at a meeting of Members shall be equal to the number of Members in attendance plus valid absentee ballots received prior to a properly noticed annual meeting or special meeting.

Effective Date of Service

Church Board members and all appointed church leaders assume responsibility on the first day of the elective year, unless elected or appointed during the year to fill a vacancy.

ARTICLE XII FISCAL AND ELECTIVE YEAR

The fiscal year and elective year of City Church shall be determined by the Church Board.

ARTICLE XIII AMENDMENTS

Only Church Members may vote to amend this Constitution or the Articles of Incorporation of City Church at a properly noticed annual meeting or special meeting. A quorum for amendment of this Constitution or the Articles of Incorporation shall be ten percent of all Church Members. A two-thirds vote of those Church Members in attendance plus valid absentee ballots received prior to a properly noticed annual meeting or special meeting shall be required to amend the Constitution or the Articles of Incorporation.

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Amended October 9, 2011
Amended October 13, 2013
Amended October 8, 2017
Amended October 29, 2023