

Leadership Team Model FAQ's

When did this idea begin?

The Executive Board began to explore the leadership model when Pastor Ali served Good Sam two years ago. The Leadership Team model is familiar to Pastor Jed, as he has served in this structure for most of his ministry.

What was wrong with the Executive Board model?

1. There has never been one group of leaders devoted to focusing on the spiritual and strategic mission, needs and health of the church.
2. Overall decision-making has been inefficient and tedious due to multiple teams focusing on multiple priorities.
3. Lack of consistent and effective communication between disparate ministries.
4. Too many areas of ministry with too few leaders.

Changing leadership models seems like a huge challenge. Are we having to figure this out on our own?

We are receiving coaching from the PSWC; the Conference is incredibly supportive of our exploring this process. Our denomination has helped many churches navigate this change.

What are the advantages of the Leadership Team model?

It will streamline ministry because it requires fewer leaders, thus allowing the team to be more focused and flexible, able to go deeper more quickly in developing the highest spiritual and strategic priorities. Fewer leaders at the top opens the door for other ministry opportunities.

What will the Leadership Team actually be doing?

1. Monitoring the overall health and ministry at GSCCC by stewarding the vision, mission focus, and budget of the church.
2. Encourage, support, and keep the Lead Pastor accountable in leading GSCCC.
3. Identify 2-4 spiritual priorities and strategies for the church for the upcoming year.
4. Craft and monitor an annual budget with input from staff and ministry leaders.
5. Manage crisis situations, if and when they occur.

How will the Leadership Team be selected?

By the same process we have in place now: Nominating Committee and congregation affirmation.

The leadership team model and organizational chart are a lot to comprehend. Are we committed to this change?

No, the Executive Board is only asking for permission to explore this new leadership model for a year. If we test drive it and do not like it, we will go back to the board model.

Proposed Constitution and Bylaws

(2021)

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GOOD SAMARITAN COMMUNITY COVENANT CHURCH CONSTITUTION - LEADERSHIP TEAM MODEL

PREAMBLE

(An historical statement from the Preamble of the Constitution and Bylaws of The Evangelical Covenant Church as adopted by The Evangelical Covenant Church in 2002.)

The Evangelical Covenant Church is a communion of congregations gathered by God, united in Christ, and empowered by the Holy Spirit to obey the great commandment and the great commission. It affirms its companionship in faith with other church bodies and all those who fear God and keep God's commandments.

The Evangelical Covenant Church adheres to the affirmations of the Protestant Reformation regarding the Bible. It confesses that the Holy Scripture, the Old and the New Testament, is the Word of God and the only perfect rule for faith, doctrine, and conduct. It affirms the historic confessions of the Christian Church, particularly the Apostles' Creed and Nicene Creed, while emphasizing the sovereignty of the Word of God over all creedal interpretations.

In continuity with the renewal movements of historic Pietism, The Evangelical Covenant Church especially cherishes the dual emphasis on new birth and new life in Christ, believing that personal faith in Jesus Christ as Savior and Lord is the foundation for our mission of evangelism and Christian nurture. Our common experience of God's grace and love in Jesus Christ continues to sustain The Evangelical Covenant Church as an interdependent body of believers that recognizes but transcends our theological differences.

The Evangelical Covenant Church celebrates two divinely ordained sacraments, baptism and the Lord's Supper. Recognizing the reality of freedom in Christ, and in conscious dependence on the work of the Holy Spirit, we practice both the baptism of infants and believer baptism. The Evangelical Covenant Church embraces this freedom in Christ as a gift that preserves personal conviction, yet guards against an individualism that disregards the centrality of the Word of God and the mutual responsibilities and disciplines of the spiritual community.

The Evangelical Covenant Church has its roots in historical Christianity, the Protestant Reformation, the biblical instruction of the Lutheran Church of Sweden, and the great spiritual awakenings of the eighteenth and nineteenth centuries. These influences, together with more recent North American renewal movements, continue to shape its development and distinctive spirit. The Evangelical Covenant Church is committed to reaching across boundaries of race, ethnicity, culture, gender, age, and status in the cultivation of communities of life and service.

This document, which is in harmony with the above preamble, is the Constitution and Bylaws of **Good Samaritan Community Covenant Church** ("GSCCC") of Valley Springs, California.

ARTICLE I - Name and Incorporation

The name of this Church is **Good Samaritan Community Covenant Church** ("GSCCC"). GSCCC is a nonprofit corporation incorporated under the laws of California and located in Valley Springs, California.

ARTICLE II - Affiliation

GSCCC is a member congregation of The Evangelical Covenant Church ("ECC") and its Pacific Southwest Conference ("Conference"). It is pledged to work in harmony with the ECC and the Conference, and to faithfully support the mission, ministries, and policies of each.

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ARTICLE III - Confession of Faith

The congregation of GSCCC agrees that the Bible is the Word of God and the only perfect rule for faith, doctrine, and conduct.

ARTICLE IV - Purpose

GSCCC exists to encourage people to live a life dedicated to following Jesus Christ.

ARTICLE V - Membership

Members of GSCCC, as defined in Article I of the Bylaws, commit themselves to furthering the Purpose of GSCCC through faithful obedience to the Scriptures.

ARTICLE VI - Governance

GSCCC is governed by a Leadership Team comprised of members elected by the congregation according to the Bylaws, with certain powers reserved by the Conference.

ARTICLE VII - Assets of GSCCC

1. GSCCC, as a corporate entity, shall hold title to the assets of GSCCC.
2. In the event of a division within GSCCC, in which there are competing claims to the assets of GSCCC by various factions of the membership, the right to use and occupy GSCCC's property, real and/or personal, shall remain with the group which abides by the Articles of Incorporation, and Constitution and Bylaws of GSCCC, as determined by the Executive Board of the Conference. The determination of a division may be made by the Executive Board of the Conference, upon request of at least 20% of the members of GSCCC.
3. No action for the sale or transfer of assets may be taken when the closure of GSCCC is under consideration without prior written approval of the Executive Board of the Conference. In the event GSCCC members vote to close the Church, the property and all assets of GSCCC shall become and be the property of the ECC and the Conference, shared equally for the furtherance of the mission of both.
4. GSCCC may not (i) lease or license any portion of the Church property, (ii) merge or otherwise affiliate with any other entities, or (iii) transfer any of its assets without the written approval of the Conference. Any transaction entered into by GSCCC without the prior written approval of the Conference shall be void, and of no force or legal effect.

ARTICLE VIII - Congregational Closure

a) GSCCC understands that no member church of the ECC exists indefinitely. Unless a greater number for quorum or voting is required by state law, the members of GSCCC may terminate its existence by a majority vote of the members present and voting at a congregational meeting called for that purpose. The decision on whether to close GSCCC cannot be a part of, or added to, the agenda of any other meeting. The congregational meeting for such a vote may be called by the Leadership Team or through the request of the congregation, accomplished by a petition for such a meeting signed by at least twenty percent (20%) of the members. Unless otherwise required by state law, all members of record must be notified of the meeting via first class mail, and/or electronically, at least fourteen (14) calendar days in advance of the meeting. The Conference shall also be notified in writing of such meeting at least fourteen (14) calendar days in advance of the meeting. Unless otherwise required by state law, the quorum for such a meeting shall be all members of record who are present at the meeting.

b) If the Executive Board of the Conference deems it necessary to close GSCCC and transfer its assets because the divisions within GSCCC is preventing it from fulfilling its purposes as set forth in the Articles of Incorporation, and Constitution and Bylaws, such decision of the Executive Board shall supersede any rights of the Church leadership and membership to approve such closure and transfer such assets as

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granted in the Articles of Incorporation, and Constitution and Bylaws, of GSCCC, provided that the Executive Board of ECC is in agreement with the decisions of the Executive Board of the Conference.

c) In the event of (a) closure and/or transfer of substantially all assets of GSCCC pursuant to (3) or (4) above, and (b) upon an adopted resolution of the Executive Board of the Conference, the voting rights of the members of GSCCC at the time of such actions shall terminate as to such closure and/or transfer of substantially all of the assets of GSCCC, and the Conference shall become the sole voting member of GSCCC as to such matters. In addition, the officers of the Conference shall be authorized to execute all documents of conveyance in connection with a transfer of substantially all of the assets of GSCCC.

ARTICLE IX - Amendments

Amendments in harmony with this Constitution, non-profit laws of California, and not in conflict with ECC principles and policies may be adopted by a two-thirds (2/3) affirmative vote of a quorum of members at an Annual Meeting of GSCCC, provided the proposed amendment was presented in written form at the preceding Annual Meeting. In addition, GSCCC shall have received prior written approval of such amendments from the Executive Board of the Conference. Any suggested amendments to this Constitution which are not adopted in accordance with this Article shall be void, and of no force or legal effect.

ARTICLE X - Agreement

In the event of a disagreement in any provision of this Constitution with any provision of the Bylaws, this Constitution shall govern.

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GOOD SAMARITAN COMMUNITY COVENANT CHURCH

BYLAWS - LEADERSHIP TEAM MODEL

ARTICLE I - Membership

Section 1. Purpose. Membership exists to build a community of followers of Jesus Christ committed to prayer, study of the Scriptures, celebration of the sacraments, fellowship, and outreach.

Section 2. Responsibilities. The members of GSCCC agree to dedicate themselves to obedience to the Scriptures.

Section 3. Procedure for Membership. Upon completion of a membership class, those who agree to the Constitution and Bylaws of GSCCC may apply for and be granted membership by the Leadership Team. Applicants who are received into membership of GSCCC will be welcomed at a service and make public confession of their Christian faith, as outlined in *The Covenant Book of Worship*.

Section 4. Children. GSCCC will provide instruction in the Word of God, Christian doctrine, and the history of GSCCC, normally using the confirmation/discipleship material of the ECC. At age 18 they may apply for Church membership as outlined under Section 3 of this Article.

Section 5. Discipline.

- a. *Erring members.* Any member known to err in doctrine or conduct will be counseled according to Matthew 18:15-18 and Galatians 6:1. Any member having knowledge of such error shall, in the spirit of Christian love, seek to restore the erring member. If he or she does not heed this counsel, the matter shall be brought to the attention of the Leadership Team in writing, which shall in meekness and gentleness seek to restore the member.
- b. *Dismissal.* If a member remains in error after receiving Biblical counsel, s/he may be dismissed by a two-thirds (2/3) vote of the Leadership Team. The dismissed member may appeal to the congregation at the next congregational meeting.

Section 6. Transfers, Withdrawal, and Removal of Membership. A member desiring to transfer or withdraw from membership may make a request in writing to the Pastor or Leadership Team. Members in good standing may request a letter of transfer to be issued by the Pastor. The Leadership Team shall annually review the membership roster to determine inactivity. Inactive members may be removed by a simple majority vote of the Leadership Team.

ARTICLE II - The Leadership Team

Section 1. Purpose. The Leadership Team functions to accomplish GSCCC's purpose.

Section 2. Composition. The Leadership Team is comprised of five (5) to nine (9) members; one being the Senior Pastor (*ex officio*) and the remaining (Chair, Vice Chair, Secretary, a Financial Officer and one (1) or more Members at Large) are to be nominated by the Nominating Committee and elected by a 50%+ 1 vote of members at a congregational meeting. The Leadership Team will function as follows:

1. **Chair.** The Chair shall preside at all business meetings of the Church and Leadership Team. The Chair shall confer with the Senior Pastor in preparing the agenda for such meetings, and utilize the counsel that the Senior Pastor can give by virtue of training, experience, and calling.
2. **Vice Chair.** The Vice Chair shall assume the duties of the Chair in the Chair's absence, assist in the Chair's duties, and chair the pastoral relations committee.
3. **Secretary.** The Secretary shall keep and preserve the minutes of all business meetings of GSCCC and Leadership Team, conduct and preserve all official correspondence as shall be delegated, and be responsible for the official seal (if any) and documents of GSCCC.
4. **Financial Officer.** The Financial Officer shall ensure proper policies, processes, reporting, and reviews of all matters related to the finances of GSCCC are followed. The Financial Officer shall update the Leadership Team monthly regarding these matters.
5. **Members at Large.** Responsibilities vary according to the needs of GSCCC.

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Section 3. Advisors. The Leadership Team may appoint other pastors or staff members as non-voting advisors, who may attend meetings of the Leadership Team, but who shall have no standing as members of the Leadership Team.

Section 4. Term of Office. Leadership Team members shall be evaluated annually for continued service. Leadership Team members may be removed by a 2/3 vote at a congregational meeting called for that purpose.

Section 5. Meetings. All Leadership Team members shall receive advance notice of meetings. A simple majority shall constitute a quorum. The Leadership Team shall strive for unanimity and action shall be taken in such manner as to preserve the unity of the Spirit in the bond of peace.

Section 6. Responsibilities. To accomplish the purpose of GSCCC, the Leadership Team will:

- (1) Monitor the overall health of GSCCC
- (2) Set Spiritual, structural, and strategic goals
- (3) Encourage, support, and hold the Lead Pastor accountable
- (4) Craft an annual budget that is balanced and meets ministry needs
- (5) Manage crisis situations if and when they occur

ARTICLE III - Ministry Teams

Section 1. Purpose. Ministry Teams shall be formed to accomplish the purpose of GSCCC.

Section 2. Organization. The Leadership Team, in consultation with the Pastor(s), will select Ministry Team leaders who will recruit, train, and organize team members and serve as liaison to the Leadership Team. The Leadership Team may appoint one of its members to be an *ex officio* member of any Ministry Team, who may also serve as that Ministry Team's leader. A Ministry Team member may be removed by a majority vote of that Ministry Team.

ARTICLE IV - Pastoral and Ministry Staff

Section 1. Purpose. Pastoral and additional ministry staff positions are created to help the congregation fulfill Christ's purposes in the world and among its members.

Section 2. Pastoral Qualifications. Pastors of GSCCC shall meet the qualifications for character, giftedness, and the call set forth in the Holy Scriptures. The Lead Pastor shall be an ordained pastor in good standing with the ECC. Other pastors shall be credentialed by the ECC in accordance with their qualifications and duties. A pastor shall be a member of GSCCC by virtue of the call to serve GSCCC.

Section 3. Call of the Senior Pastor. A Pastoral Search Committee shall be formed according to Article V, Section 2, for the purpose of discernment and selection of a Senior Pastor. The Senior Pastor shall be called at a congregational meeting by written ballot with a two-thirds (2/3) vote of members present and voting (at which a quorum exists). The call shall be for an indefinite period of time. If GSCCC is receiving aid from the Conference and/or ECC through appropriations or has a loan with National Covenant Properties guaranteed by the Conference and/or ECC, the call shall be with the approval of the Conference Executive Board.

Section 4. Call of Additional Pastors and Credentialed Ministry Staff. Additional Pastors and credentialed ministry staff shall be called by the Leadership Team at a congregational meeting with a two-thirds (2/3) vote of members (at which a quorum exists). The meeting shall include budget implications of the position(s). If GSCCC is receiving financial aid from the Conference and/or ECC through appropriations, the call shall be with the approval of the Conference Executive Board. The call shall be for an indefinite period of time unless otherwise noted at the time of call.

Section 5. Duties of the Senior Pastor. The Senior Pastor shall preach and teach the Word of God, administer the sacraments, provide missional leadership, work in harmony with the ECC and Conference, and faithfully carry out pastoral work. The Senior Pastor supervises and directs Church staff. The Senior

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Pastor shall be an *ex officio* member of the Leadership Team, ministry teams and committees and in such capacity shall strive to establish and accomplish objectives and strategies in conjunction with the mission and purpose of GSCCC.

Section 6. Duties of Additional Pastors and Ministry Staff Members. Additional pastors and ministry staff shall carry out specific areas of ministry under the direction of the Senior Pastor. They may be designated by the Leadership Team to be the leader or member of one or more Ministry Teams.

Section 7. Resignation of a Pastor or Ministry Staff Member. A pastor or ministry staff member may resign by submitting a letter of resignation to the Leadership Team. Six (6) weeks' notice is encouraged.

Section 8. Charges Against a Pastor. Charges against a pastor shall be submitted in writing to the Leadership Team and the Conference Superintendent. Example charges include indiscretion, immorality, doctrinal error, unethical behavior, or disloyalty to the ECC. The Superintendent shall confer with the ECC Executive Minister of the Ordered Ministry. These two officers shall confer and determine how to proceed according to the Rules and Regulations of the Board of Ordered Ministry of the ECC regarding discipline, prior to further action by GSCCC. A pastor or staff member credentialed by the ECC may be suspended by the ECC during this process. The Leadership Team may suspend or recommend for dismissal an uncredentialed minister at any time without prior notice.

Section 9. Dismissal. The dismissal of a pastor or ministry staff member should occur only after avenues of remediation have been pursued.

- a. **Dismissal of the Senior Pastor.** The membership, through a petition signed by at least twenty percent (20%) of the membership, or the Leadership Team, by a two-thirds (2/3) vote, may call for a special meeting with the singular purpose of dismissing the Senior Pastor. The grounds for dismissal shall be presented, and members and the Senior Pastor shall be allowed to speak on the matter. A majority vote by written ballot of a member quorum (at least fifty percent, plus one [50%+1]) is necessary to dismiss the Senior Pastor.
- b. **Dismissal of Additional Pastors and Ministry Staff.** Additional pastors and ministry staff may be dismissed by the two-thirds (2/3) vote of the Leadership Team. A meeting to overturn this action may be called through a petition signed by at least twenty percent (20%) of the membership. The grounds for dismissal shall be presented, and members and the pastor/staff member shall be allowed to speak on the matter. A majority vote by written ballot of a member quorum (at least fifty percent, plus one [50%+1]) is necessary to overturn the action of the Leadership Team.

ARTICLE V - Committees

Committees will be formed to perform specific tasks (Nominating, Pastoral Search, etc.). These committees have no authority to act on behalf of the Leadership Team or as directors or trustees of GSCCC. A majority shall constitute a quorum for Committees.

Section 1. Nominating Committee.

- a. **Responsibilities.** The nominating committee selects members by prayerful discernment to fill the offices of the Leadership Team, at-large members of the nominating committee and congregational relations committee, and any positions requested by the Leadership Team or congregation. Nominees can be any member of appropriate character, giftedness, and call. Actions shall be taken in such manner as to preserve the unity of the Spirit in the bond of peace.
- b. **Composition.** The nominating committee consists of one Leadership Team member, the Senior Pastor or his/her designated staff member, and at least two members-at-large elected by a majority of the members voting at a congregational meeting. The Leadership Team shall designate one committee members to serve as Chair.
- c. **Term.** The Leadership Team member shall serve at the pleasure of the Leadership Team. The at-large members shall serve one-year terms and be evaluated annually.

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Section 2. Pastoral Search Committee. The Senior Pastor shall be nominated by a pastoral search committee who works closely with the Conference Superintendent. The nominee shall meet the criteria set out in Article IV, Section 2 of these Bylaws. This committee shall be elected by the congregation. It shall be representative of the congregation and have five (5) to nine (9) members.

Section 3. Pastoral Relations Committee. The Pastoral Relations Committee encourages a vital, healthy, mutually beneficial relationship between the congregation, the pastors, and ministry staff. This committee shall have four (4) main areas of responsibility: 1) care for and encourage pastors, ministry staff, and their families, 2) consider the perspectives and concerns of the pastors and ministry staff relative to the congregation and ministry, 3) communicate the perspectives and concerns of the congregation to the pastors and ministry staff, and 4) periodically review goals of the church and staff. The pastoral relations committee shall be made up of the Leadership Team.

Section 4. Other Special Committees. The Leadership Team or the congregation may establish a committee to address a specific task. The committee shall report back to the body which formed it unless otherwise instructed by its founding body. The committee shall terminate upon the completion of its task.

ARTICLE VI - Congregational Meetings

Section 1. Annual Meeting. An Annual Meeting of the members of GSCCC shall be held as close to the beginning of the fiscal year as feasible. At this meeting the congregation shall have the opportunity to ready ministry updates and financial reports, elect officers, and approve the church budget. A member may advance an item to the agenda by a majority vote of the membership at the meeting, providing the item is not in conflict with other provisions of the Constitution and Bylaws. An item brought to the agenda in this way shall be decided by a majority vote of the membership in attendance.

Section 2. Notification of Meetings. Congregational meetings shall be announced at least fourteen (14) calendar days prior to the meeting date, unless state law requires a longer period of notice. Meeting notices shall contain the date, time and place of the meeting, as well as the purpose of the meeting.

Section 3. Conduct of Meetings. The Chair of the Leadership Team or their designee shall serve as Chair.

Section 4. Voting. Except as set forth in the Constitution's Article VIII – Congregational Closure, members are allowed to cast one vote for each matter at hand. Such votes must be cast in person; proxy voting is not permitted. The Chair of the meeting may call for open or written balloting where no objection is raised.

Section 5. Quorum. Except as set forth in the Constitution's Article VIII - Congregational Closure, a quorum shall be the greater of (i) twenty-five percent (25%) of the membership, (ii) twenty (20) individual members, and (iii) such greater number as required by the Articles of Incorporation.

Section 6. Rules of Order. Meetings shall be conducted by Biblical guidance, Spiritual maturity (GSCCC Compass), and according to the current edition of Robert's Rules of Order, subject to the provisions of this Constitution and Bylaws.

ARTICLE VII - Amendments

Section 1. Procedure. These Bylaws may be amended by the affirmative vote of two-thirds (2/3) of a quorum of members at a meeting duly called and noticed, provided such amendments are in harmony with the Constitution, the Model Bylaws for Member Churches of the ECC, non profit laws of the state of California, and not in conflict with ECC principles and policies. A proposed amendment to the Bylaws must be presented in writing to the membership not less than thirty (30) days prior to the meeting called for the purpose of voting on Bylaw changes. This Article VII, titled "Amendments", may only be amended with the prior written approval of the Executive Board of the Conference. Any suggested amendments to these Bylaws which are not adopted in accordance with this Article shall be void, and of no force or legal effect.

Current Constitution and Bylaws

(2021)

Good Samaritan Community Covenant Church

CONSTITUTION—Board Form

PREAMBLE

(A Historical Statement from the Preamble of the Constitution and Bylaws of the Evangelical Covenant Church as revised in 1957.)

“The Evangelical Covenant Church has its roots in historical Christianity as it emerged in the Protestant Reformation, in the biblical instruction of the Lutheran State Church of Sweden, and in the great spiritual awakenings of the nineteenth century. These three influences have in large measure shaped its development and are to be borne in mind in seeking to understand its distinctive spirit.

“The Covenant Church adheres to the affirmations of the Protestant Reformation regarding the Holy Scriptures, the Old and the New Testament, as the Word of God and the only perfect rule for faith, doctrine, and conduct. It has traditionally valued the historic confessions of the Christian church, particularly the Apostles’ Creed, while at the same time it has emphasized the sovereignty of the Word over all creedal interpretations. It has especially cherished the pietistic restatement of doctrine of justification by faith as basic to its dual task of evangelism and Christian nurture, the New Testament emphasis upon personal faith in Jesus Christ as Savior and Lord, the reality of a fellowship of believers which recognizes but transcends theological differences, and the belief in baptism and the Lord’s Supper as divinely ordained sacraments of the church. While the denomination has traditionally practiced the baptisms of infants, in conformity with its principle of freedom it has given room to divergent views. The principle of personal freedom, so highly esteemed by the Covenant, is to be distinguished from the individualism that disregards the centrality of the Word of God and the mutual responsibilities and disciplines of the spiritual community.”

This document, that is in harmony with the above preamble, is the constitution and bylaws of the Good Samaritan Community Covenant Church of Valley Springs, California.

ARTICLE I

Name

The name of this church shall be Good Samaritan Community Covenant Church of Valley Springs, California.

ARTICLE II

Affiliation

The church is a member of the Evangelical Covenant Church and its Pacific Southwest Conference and is pledged to work in harmony with the denomination and its decisions and to support its programs, policies, and institutions.

ARTICLE III

Confession of Faith

The church believes in the Holy Scriptures, the Old and the New Testament, as the Word of God and the only perfect rule for faith, doctrine, and conduct.

ARTICLE IV

Purpose

Section 1. The purpose of this church shall be to unite Christians in fellowship for spiritual development, for the winning of persons to Christ, for the propagation of the gospel of Jesus Christ, and to serve one another, this community, and the world through Christian education, home and world mission, and the institutions conducted by The Evangelical Covenant Church and its local regional conferences.

Section 2. In order to achieve this purpose, the church, in the unity of the Spirit, shall use the gifts that God has given it and the means of grace which God has placed at its disposal: The Word of God, baptism, and Holy Communion.

ARTICLE V

Membership

Membership in the church shall be granted on application to those who through faith in God's Son, our Lord Jesus Christ, have been born anew to a living hope, have been baptized according to the Holy Scriptures, desire to live a Christian life, and promise to support the total ministry of the church and to share its fellowship and obligations.

ARTICLE VI

Officers

The officers of the church shall be a chair, a vice-chair, a secretary, and a treasurer.

ARTICLE VII

Church Boards

The general administration of the church shall be vested in the Executive Board, the Board of Trustees, the Board of Deacons, and the Board of Christian Life (Formation). Each of these church boards shall report to the congregational business meetings of the church. The Executive Board shall consist of the pastor, the chair, the vice-chair, the secretary, the treasurer, the chairs of the other church boards, the Ministry Coordinator and a Senior Advisor. The Executive Board shall coordinate the workings of the other church boards. Matters to be presented by the other church boards to the congregational business meetings for action must be first considered by the Executive Board.

ARTICLE VIII

Congregational Business Meetings

Section 1. Regular congregational business meetings shall be held at stated intervals. The annual congregational business meeting shall be held as near to the first of the year as feasible. At the annual meeting written reports shall be submitted by the pastor(s) and by each organization of the church. Financial reports shall be submitted by the treasurer of the church and by each of its organizations. Officers for the ensuing year shall be elected by ballot.

Section 2. Notice of all congregational business meetings shall be mailed to members not less than two weeks prior to the meeting and shall include the date, time of the meeting, and an annotated agenda of business to be transacted.

ARTICLE IX

Property

In the event of schism within the church, from which we earnestly pray God to spare us, the title of all church property, real or personal, shall remain with the group which abides by this constitution, as determined by the executive board of the conference. In the event of dissolution, the property and all assets of the church shall become and be the property of The Evangelical Covenant Church and Pacific Southwest Conference.

ARTICLE X

Amendments

Amendments in harmony with this constitution and the Model Constitutions for Local Covenant Churches and not in conflict with Covenant principles and policies may be adopted by a two-thirds vote of those present and voting in an annual meeting of the congregation, providing the proposed amendment was presented in written form at the preceding annual meeting. Articles IX and X may be amended only with the approval of the executive board of the regional conference.

BYLAWS

ARTICLE I

Membership

Section 1. Admission into Membership.

a) Application for membership

Application for membership shall be placed with the pastor or a member of the Board of Deacons. When the applicants have completed the inquirers' classes, they shall meet with members of the Deacon Board and give a confession of Christian faith, according to Article V of this constitution. When the members of the Deacon Board have reviewed their applications and received their testimonies favorably, their applications shall be submitted to the next Executive Board meeting for formal affirmation.

b) Transfer of Membership

Applicants from other Christian churches shall submit letters of transfer, when available, to the pastor and/or the Board of Deacons, who shall act upon each application according to the requirements of paragraph a) of this section.

c) Reception of New Members

Applicants will be received into membership on a Sunday following the Inquirers' Class and make a public confession of their Christian faith, as outlined in the *Covenant Book of Worship*. The congregation will formally affirm and approve the new member(s) during this brief service.

Section 2. Children of Members

Children of members of the church and its constituency shall be nurtured under its spiritual care. When they have reached confirmation age, they shall receive instruction from the pastor(s) in the Word of God, Christian doctrine, and the history of the church, using the confirmation material of the Covenant Church. Following confirmation, they may apply for church membership as outlined under Section 1, paragraph a) of this article.

Section 3. Responsibility of Membership

All members of the church shall assume the responsibilities and obligations placed on them by the Word of God and the church. They shall, through witness and word, consecrated service, prayer, and financial support further the cause of Christ in the local church, regional conference, and the Covenant.

Section 4. Care and Discipline.**a) Inactive Members.**

Members who willfully neglect their duties or fail to attend services of the church regularly or to contribute to its support according to their ability shall be encouraged by the Board of Deacons. If this encouragement is not heeded, they can be dealt with as erring members. The Deacon Board will redouble their ministry efforts of prayer and contact to identify inactive members.

b) Erring Members.

Any member known to err in doctrine or conduct shall be counseled according to the procedure outlined in Matthew 18:15-18 and Galatians 6:1. Any member having knowledge of such error shall, in the spirit of Christian love, seek to restore the erring member. If he or she does not heed this counsel, the matter shall be brought to the attention of the Board of Deacons, which shall in meekness and gentleness seek to restore the member. If this fails, then the Board of Deacons shall recommend action to a congregational business meeting. Discipline shall then be administered in the spirit of Christ with due regard for the welfare of the member as well as the church.

c) Dismissal of Members.

Dismissal of a member under paragraph b) of this section must be acted on by the church, which alone has the authority. A two-thirds vote of those present and voting at a congregational business meeting is necessary for such action.

d) Forfeiture of Rights.

A member who has been properly dismissed from the church, or has withdrawn membership, has forfeited all rights and privileges of membership in the church.

Section 5. Transfer of Members.

Members who move to another community should soon thereafter identify themselves with the local Covenant church. If there is not a Covenant church, they should identify themselves with some other evangelical Christian church. Application for transfer of membership shall be made in writing to the pastor, who shall issue the transfer to the church with which a member is uniting. Withdrawal of said membership shall be reported through the Board of Deacons to the next congregational business meeting, where it shall be made a matter of record.

Section 6. Removal of Membership.

Request for withdrawal from membership in the church shall be made in writing to the pastor or the Board of Deacons. In the process of care and discipline of inactive members, the Board of Deacons will make contacts concerning withdrawal of membership. After careful consideration the Board of Deacons may present a recommendation for withdrawal to a business meeting of the church.

Section 7. Non-Member Friends.

Non-member parish friends shall be enrolled by the church as part of its total constituency. The church and its pastor shall serve them in all their spiritual needs, and they shall be encouraged to consider this as their church home. They shall be kept informed of the activities of the church.

ARTICLE II**The Pastor(s)****Section 1. Qualifications.**

The pastor(s) of the church shall meet the New Testament requirements of the office (I Timothy 3:2-7) and be members of the Covenant Ministerium and follow the Rules and Regulations of the Board of Ministry. They shall by virtue of call be members of the church.

Section 2. Duties.

The pastor(s) shall devote themselves to the service of the church, preaching and teaching the Word of God, administering the sacraments, and faithfully giving themselves to pastoral work. They shall provide the church with an accurate record of their pastoral acts and present a written report to the congregational annual business meeting. They shall practice good administrative procedures and cooperate with the church boards. The lead pastor shall be an ex-officio member of all boards and committees of the church. The lead pastor shall provide for or evaluate all staff members. The Associate and / or Youth Pastor (s) shall be considered ex-officio member (s) of the Board of Christian Life (Formation) and the Board of Deacons.

Section 3. Cooperation.

The pastor(s) shall, both in word and precept, work in harmony with the Covenant, the regional conference, and other Covenant ministers.

Section 4. Call.

The pastor(s) shall be called at a regular or special congregational business meeting, the purpose of which shall be announced two weeks in advance. The pastor(s) shall be nominated by a pastoral search committee. This committee shall be elected by a congregational business meeting. It shall be representative of the congregation and have five to nine members and shall work closely with the regional conference superintendent. The pastor(s) shall be called by ballot with a two-thirds vote required for a call. The call shall be for an indefinite period of time with a minimum of six weeks notice required by the church or the pastor(s) for termination of duties.

Section 5. Charges against a Pastor.

Charges against a pastor shall be submitted in writing to the Executive Board, charging a pastor with indiscretion, immorality, doctrinal error, unethical behavior, or disloyalty to the Covenant (Matthew 18:15-18). If in the judgment of the Executive Board of the church there is substance to the charges, the case shall be referred to the regional conference superintendent. The superintendent shall confer with the Covenant executive secretary of the ministry. These two officers shall confer and determine the order of responsibility in pursuing the matter according to the Rules and Regulations of the Board of the Ministry of the Covenant regarding discipline, prior to further action by the church.

ARTICLE III

Officers

Section 1. Qualifications.

Officers of the church shall be members in good standing who are active in the support of the total ministry of the church, financially and otherwise.

Section 2. Chair.

The chair shall preside at all business meetings of the church and of the executive board. The chair shall confer with the senior pastor in preparing the agenda for such meetings and shall utilize the counsel that the pastor can give by virtue of his or her training, experience, and calling. The chair shall be responsible for leadership of the church services in the absence of the pastor.

Section 3. Vice-Chair.

The vice-chair shall assume the duties of the chair in his or her absence and assist in the chair's duties.

Section 4. Secretary.

The secretary shall keep and preserve minutes of all business meetings of the church and of the Executive Board and shall conduct and preserve all official correspondence as shall be delegated and shall be responsible for the official seal and documents of the church.

Section 5. Financial Secretary.

The financial secretary shall receive, record, and transmit to the church treasurer all funds contributed to the church. The financial secretary shall be selected by the Executive Board. The financial secretary shall work with the Board of Trustees but does not need to be a member of the Board of Trustees. He/She shall submit a report to the Board of Trustees monthly.

Section 6. Treasurer.

The treasurer shall be responsible for all funds committed to him or her and shall make disbursements as authorized by the church or the board of trustees. The treasurer shall also present a written report of the receipts and expenditures to each regular business meeting of the Trustees and the Executive Board, and to the annual business meeting of the church. The treasurer shall be an ex-officio member of the Board of Trustee

Section 7. Senior Advisor

The Senior Advisor shall advise the Executive Board on matters under discussion and ensure that the Constitution and Bylaws of the church are followed. He/She must be a past chair of the church or past chair of one of the church boards.

Section 8. Ministry Coordinator

The Ministry Coordinator shall be selected by the Executive Board to work with the pastor (s) to coordinate the work and ministries of the church. He/She shall be an ex-officio member of the Board of Trustees.

ARTICLE IV**Boards****Section 1. Qualifications.**

Members of all boards shall be members in good standing who are active in the support of the total ministry of the church, financially and otherwise.

Section 2. Executive Board.

The Executive Board shall consist of the pastor, the chair, the vice-chair, the secretary, the treasurer, the chairs of the other church boards, the Ministry Coordinator and a Senior Advisor. The Board shall report to the congregational business meetings. The Board shall not take over the responsibilities of the other boards and committees, except in emergency situations. The responsibility of the Board shall include the following:

- a) To discuss and deliberate on such matters and problems that arise in the activities of the church, review the programs and ministries of the church, and coordinate and oversee the work of the four church boards, receive reports and recommendations, and take action as needed.
- b) To ensure that decisions of the congregation are carried out.
- c) To encourage representatives of various groups and organizations within the church to present concerns and issues to the board for consideration.
- d) To appoint members to all standing committees and give direction to those committees.
- e) To review and coordinate the church calendar.
- f) In event of the resignation or death of an elected officer or board member, to appoint a replacement to serve until the next annual meeting as advised by the Nominating Committee.

Section 3. Board of Trustees.

- a) The Board of Trustees shall consist of 4 or more men and women. The Trustees shall report to the congregational business meetings of the church. The Trustees shall direct the financial needs of the church, receive monthly reports from the church treasurer, exercise proper supervision over church properties, arrange for adequate insurance coverage for all church properties and for possible liabilities, and arrange for payment of salaries, honorariums, purchases, and all other obligations authorized by the annual budget or the congregation at a business meeting.
- b) The Board of Trustees shall present a budget to the congregation for its acceptance at the annual meeting of the church. They shall submit an income and expense report to the annual congregational meeting. The Trustees shall have the authority by their own decision to expend up to \$1,000.00 for maintenance and repair of the church. If in a serious emergency more funds are needed, the Trustees must confer with the executive board of the church for authorization to spend more funds. The Trustees are not authorized to dispose of or purchase real property for the church except as directed by a duly called congregational business meeting.
(Section 3. - Continued)
- c) It shall be the responsibility of the Board of Trustees to provide the pastor(s) and staff of the church with equipment necessary for the efficient work of the church. They shall reimburse staff for reasonable expenses incurred in the service of the church according to the church budget. They shall annually review the salaries of the church staff in the process of planning the annual budget for the church.

- d) The Board of Trustees shall be the stewardship committee of the church. They shall encourage and promote the practice of good stewardship in the congregation in all phases of its work and ministry. They shall support the ministry of the regional conference and the denomination.
- e) The Trustees shall immediately after the annual meeting of the church elect from their own number a chair, a vice-chair and a secretary.
- f) The Trustees shall provide for an audit/review of financial records on an annual basis.

Section 4. Board of Deacons.

The Board of Deacons shall consist of 4 or more men and women, who shall be responsible for the spiritual welfare of the church and assist the pastor(s) in administering the sacraments; and in the absence of the pastor(s), together with the chair of the church, be responsible for the services of the church. The Board shall be authorized to receive and administer benevolences and care for the sick and the needy. The Board shall meet following the annual meeting and shall organize itself by electing a chair, a vice-chair, a secretary, and such other officers and committees as may be needed to conduct its work.

Section 5. Board of Christian Life (Formation).

The Board of Christian Life (Formation) shall consist of 4 or more men and women. The Children's Coordinator shall be an ex-officio member of the Board. The Board shall be responsible for the educational discipleship programs of the parish, its curriculum, teachers, counselors, and leaders. The Board shall meet following the annual meeting of the congregation and elect its own chair, vice-chair, and secretary, and in general organize itself for effective service.

Section 6. Executive Board and Other Church Boards.

The Executive Board and other church boards shall meet at least once a year in a general planning session to study the programs and needs of the church and to coordinate the work and ministry of the church. This is not a legislative meeting. Any matters for action shall be referred to the appropriate board or committee.

ARTICLE V

Committees

Section 1. Pastoral Relations Committee.

The Pastoral Relations Committee shall consist of the chair of the church and the chair of each church board. The Committee shall evaluate the ministry of each pastor and work toward effective relationships between the congregation and the pastoral staff. The Committee shall annually review the compensation of the pastoral staff and recommend adjustments to the Budget Committee.

Section 2. Nominating Committee.

- a) The Nominating Committee shall consist of the pastor, one representative each from the Board of Deacons, the Board of Trustees, and the Board of Christian Life (Formation), and one member at large from the church elected at a business meeting of the congregation.
- b) The Nominating Committee, after being convened by the church chair, shall elect from among its members a chair and a secretary. The responsibility of the Committee shall include the following:
 1. Nominate a candidate for a position to the Executive Board to fill a vacancy that occurs during the year.
 2. Prepare a ballot for the annual meeting of the congregation listing at least one qualified candidate for each office to be filled.
 3. Confirm the willingness of each candidate to serve before listing his or her name on the ballot.
 4. Present a complete ballot to the annual meeting of the congregation. This shall constitute completion of the committee's assignment, unless given specific responsibilities at said annual meeting.

Section 3. Budget Committee.

The Budget Committee shall be appointed by the Executive Board. It shall consist of at least two members from each of the three church boards and other church organizations as decided by the Executive Board. The Committee shall present a proposed budget to the Board of Trustees.

Section 4. Missions Committee (as needed)

The Missions Committee shall organize and carry out the missions program of the church. It shall report to the Deacon Board.

Section 5. Evangelism Committee (as needed)

The Evangelism Committee shall assist the pastoral staff in developing and maintaining a continuing program of evangelism for the church. It shall report to the Board of Deacons as needed.

Section 6. Special Committee (as needed)

Special committees for specific purposes may be appointed by any duly constituted business meeting of the congregation or the boards according to need but shall be automatically terminated at the next annual meeting, unless specifically extended by said annual meeting.

Section 7. Human Resources Committee

The Human Resources Committee (HR) shall consist of the Vice Chair of the church, the Ministry Coordinator (if position is filled), and up to two (2) other members selected by the Executive Board. The HR committee shall:

1. Recommend a candidate for a vacant staff position to the Executive Board.
2. Maintain personal files and ensure that evaluations are completed yearly.
3. In the absence of a lead pastor, provide for the evaluation of all staff members.

ARTICLE VI

Meetings

Section 1. Public Services.

Public services shall be conducted regularly on Sunday and, when deemed appropriate, on weekdays for worship, the preaching and teaching of God's Word, and prayer.

Section 2. Celebrating the Sacraments.

The sacrament of Holy Communion shall be celebrated monthly or as determined by vote of the church. The sacrament of baptism shall be celebrated in keeping with Covenant policies and according to the needs of the constituency.

Section 3. Congregational Business Meetings.

Congregational business meetings shall be held regularly as stipulated in Article VIII of this constitution. Special meetings of the congregation may be called by the chair of the church in consultation with the pastor or by the Executive Board of the church.

Section 4. Board Meetings.

The church boards, the Board of Deacons, the Board of Trustees, and the Board of Christian Life (Formation), shall meet at least bimonthly and more often if necessary.

Section 5. Organizational Meetings.

Meetings and activities of the organizations of the church shall be planned and conducted regularly under the direction and supervision of the Executive Board of the church.

ARTICLE VII

General Provisions

Section 1. Quorum.

- a) Twenty-five percent of the membership, but not less than ten members, present and voting at a congregational business meeting properly called shall constitute a quorum.
- b) The quorum for all board and committee meetings of the church shall be a majority of its membership.

Section 2. Tenure.

The chair, the vice-chair, senior advisor and the secretary shall be elected annually for a term of one year and shall not succeed themselves more than twice in the same office. Members of the Board of Deacons, the Board of Trustees, and the Board of Christian Education and Discipleship shall be elected by the congregation at the annual meeting for terms of three years each in such an order that approximately one-third of the terms of three years expire each year. They may not succeed themselves more than once on the same board.

Section 3. Rules of Order.

All business meetings of the church and the boards, committees, and organizations for the church shall be conducted according to *Robert's Rules of Order*.

ARTICLE VIII

Amendments

Amendments to these bylaws not in conflict with the constitution or with the Model Constitutions for Local Covenant Churches may be adopted at any regular congregational business meeting or at a special business meeting called for that purpose by a two-thirds vote of the members present and voting, providing that such amendments have been presented in writing to the Executive Board of the church and at a preceding regular congregational business meeting.