

# **Island Community Church**

## **Constitution And Bylaws**

# Constitution of Island Community Church

## PREAMBLE

We declare and establish this constitution to preserve and secure the principles of our faith and to govern the body in an orderly manner. This constitution will preserve the liberties of each individual church member and the freedom of action of this body in relation to other churches.

## ARTICLE 1: OUR NAME AND ASSOCIATION

This body shall be known as the Island Community Church started on Mud Island in Memphis, Tennessee, having been organized on November 2, 2003, and incorporated on December 12, 2003.

This church is subject to the control of no other ecclesiastical body but it recognizes the benefits of the mutual counsel and cooperation which are common among churches under the Lordship of Christ. This church will strive to work in cooperation with and support the Southern Baptist Convention, Associations, and causes.

## ARTICLE 2: OUR PURPOSE

We exist for one goal – to glorify God. This will be demonstrated in the following five purposes:

1. Worship: God's presence in our lives brings deep satisfaction to our hearts that overflows in joyful worship and genuine love toward others.
2. Small Groups: God's Word and Spirit in our lives bring us into intentional relationships that deepen our understanding, intimacy, and obedience of Jesus.
3. Local Ministry: God's grace brings salvation and restoration to our lives and moves us to extend His gospel and grace to others.
4. Global Missions: God's desire for all to know Him gives us purpose and moves us to pray, give, and go so that all nations might join us in praise of His name.
5. Leadership: God's design for the church to thrive when everyone uses their unique gifts for the common good motivates us to take responsibility to lead in ministry.

These five purposes can be summed up through our **Vision Statement**, "*We are being transformed by Jesus to impact our world.*"

## ARTICLE 3: OUR CORE BELIEFS

These are the foundational priorities that motivate our existence as well as our structure and strategy as a church. These do not consist of the entirety of the truths of the Bible (these are contained within the Baptist Faith and Message), but rather the basic and narrow core beliefs upon which our faith and body are completely dependent and about which we cannot compromise.

**Belief I: The Bible**

We believe that the Bible is the verbally inspired Word of God, wholly without error as originally given by God, and is sufficient as our only infallible rule of faith and practice. We deny that other books are inspired by God in the same way as the Bible. Only the 66 canonized books of the Bible are the God-inspired revelation of God.

**Belief II: God**

We believe in the one true and living God, the creator and sustainer of all things. He is infinite, eternal, unchangeable, and is revealed to us as Father, Son, and Holy Spirit, the Trinity. The Father is spirit and is the essence of holiness and righteousness in His perfection; He is the head of the Godhead. The Son is the promised Messiah of the Old Testament, Jesus Christ, who was born of the Virgin Mary, hence the God-Man. He died on the cross to redeem man, rose again from the dead to justify the believer, ascended to the right hand of God where He intercedes for us, and in the Father's own time will return in visible, personal form to overthrow sin and judge the world. The Holy Spirit is the one sent from God to convict the world of sin, of righteousness, of judgment, to regenerate and cleanse from sin. He is the resident guide, teacher, and strengthener of the believer.

**Belief III: Satan and Sinful Man**

We believe that man was created innocent, that he was tempted by Satan and chose to sin; because of this, men have been born in sin since that time and are by nature, the children of wrath. We believe that Satan is a personal devil who, with his angels, carries on the work of iniquity in this world. Sin is basically rebellion against God, and the end of sin is eternal separation from God.

**Belief IV: Salvation**

We believe that Jesus Christ is the only Savior from sin. He atoned for our sins on the cross and rose again for our justification. Apart from Jesus Christ there is no salvation. All men are under condemnation through personal sin, and escape from condemnation comes only through the righteousness of Jesus Christ. This righteousness is imputed to the believer by grace through faith in Jesus as Lord and Savior. The Holy Spirit immediately regenerates the one who makes the true life commitment to Jesus upon conversion, and the life begun in regeneration is never lost.

**Belief V: Resurrection**

We believe in the final resurrection of all men, just and unjust. We believe that those who commit their lives to Jesus Christ during this life will be raised to everlasting life, but those who are not committed to Jesus Christ in this life will be raised to everlasting condemnation.

**ARTICLE 4: OUR STATEMENT OF FAITH**

The Bible is the inspired Word of God and is the basis for any statement of faith. The church subscribes to a statement of faith consistent with the "Baptist Faith and Message" adopted by the Southern Baptist Convention in 2000. We band together as a body of baptized believers in Jesus Christ, personally committed to sharing the Good News of salvation to lost mankind.

## **ARTICLE 5: OUR COVENANT**

Having received Jesus Christ as my Savior and Lord, I further seek to unite with the Island Community Church fellowship through the ordinance of baptism or by a transfer of membership from another church of like faith and practice. In doing so, I commit myself to God and to fellow members of Island Community Church.

I agree to share in the purposes of my church (Worship, Small Groups, Local Ministry, Global Missions, and Leadership). I will be consistently faithful in my attendance to worship and Bible study. I will make a conscious effort to be a positive witness for Jesus to those around me. I will find a place of service in the church that utilizes the spiritual gifts God has bestowed upon me, and I will nurture God-honoring friendships with my fellow brothers and sisters in Christ.

I affirm my belief in the core doctrines of this local body and commit to teach views consistent with these key teachings of the Bible.

I commit to be a faithful giver to the church, understanding that the cost of the ministry of my church and the spread of the Gospel around the world depends on the generous and consistent giving of church members. I will also honor my church by striving to protect its unity by nurturing a loving attitude toward all, refusing to gossip, and following its God-called leaders as they follow Christ.

I pledge to conform my life morally to the instruction of God's Word. I will seek to honor Him with my actions, attitudes, and words. Since I profess to live by the Spirit of God, I will sincerely seek to walk by the Spirit and demonstrate what the Bible labels the fruits of the Spirit: love, joy peace, patience, kindness, goodness, faithfulness, gentleness, and self-control.

## **ARTICLE 6: CHURCH ORDINANCES**

The ordinances of the church are believer's baptism and the Lord's Supper. Baptism is an act of joy and obedience following a life commitment to Jesus Christ as Lord and Savior. It is, therefore, performed after the individual has made a profession of faith and is administered by immersion in water to symbolize the death, burial, and resurrection of Jesus.

The Lord's Supper is also an act of joy in the Lord and obedience to the command of Jesus to do in remembrance of Him, proclaiming His death until He returns. It will be observed regularly and on special occasions as determined by the pastor. The ordinance of the Lord's Supper is open to all those who love the Lord Jesus Christ and have made a life commitment to Him. It shall be taken by the individual in accordance to I Corinthians 11:23-34. One of the church elders shall preside.

## **ARTICLE 7: MEMBERSHIP**

### **Section 1: General**

This church is under the Lordship of Jesus Christ, and the membership retains unto itself the exclusive right of self-government in all phases of the spiritual and temporal life of this church. The membership reserves the exclusive right to determine who shall be members of this church and the conditions of such membership.

## **Section 2: Qualifications**

Membership in the church is open to all persons who have publicly testified to their faith in Jesus Christ as their personal Savior and Lord and have given evidence of that faith by following the Lord in believer's baptism by immersion, and who are in agreement with the covenant and the statement of faith of this church.

## **Section 3: Candidacy**

Any person may offer himself as a candidate for membership in this church. All such candidates shall be presented to the church at any regular church gathering for membership in any of the following ways:

- 1) by baptism upon profession of faith in Jesus Christ,
- 2) by transfer of membership from another church of like faith and order,  
or
- 3) by declaration of salvation and scriptural baptism by immersion in a church of like faith and order

Upon request, the elders shall have opportunity to use discretion together to make pastoral exceptions to baptism by immersion when the candidate for membership alleges an inability to be baptized by immersion or when the candidate for membership has a disability which prevents them from being baptized by immersion. Should there be any dissent as to any candidate, such dissent shall be referred to the pastor and recommended leadership for investigation and the making of a recommendation to the church with thirty days.

## **Section 4: Membership Process**

Membership candidates will be expected to participate in the church's membership process as determined by the elders. Each individual, not whole families, is responsible for this decision and must sign a covenant with the church prior to official membership.

## **Section 5: Privileges and Duties of Membership**

All members, regardless of age, have equal rights and privileges. Only active members of the church may act and vote in transactions of the church or hold church office. Every member also is entitled to offer comment and raise issues at all meeting times where recommendations and vision casting are expressed by church leadership teams or elders.

In order to be afforded the above privileges, the member must be in good standing within the church. The following stipulations are set to protect the integrity of a meeting where voting takes place:

- 1) The member must have been present at corporate worship 67% of the time over the last six months,
- 2) A quorum of 25% of the members on the church's active membership list must be present,

- 3) Proxy votes shall not be permissible, except by a special motion approved by a two-thirds majority vote of the membership,
- 4) An 80% approval percentage from the body will be needed to affirm and approve decisions unless otherwise noted in this constitution.

#### **Section 6: Transfer to the Inactive Membership Roll**

When a member has been inactive for a period of one year, by not attending services, communicating with the church, or contributing to its support, the church may, upon recommendation of an elder transfer his/her name to the inactive membership roll.

Any person, whose name has been placed on the inactive roll who renews his/her work in the church and takes an active role as a professing Christian, may be restored to active membership by recommendation of an elder without further action by the church.

#### **Section 7: Termination of Membership**

Membership shall be terminated in the following ways:

- 1) Death,
- 2) Transfer of membership to another like church,
- 3) Exclusion by action by vote of the church,
- 4) Written request.

The church shall have authority to refuse a Member's voluntary resignation or transfer of membership to another church, either for the purpose of proceeding with a process of church discipline, or for any other reason the church deems necessary or prudent.

#### **Section 8: Conflict Management**

In dealing with conflict between two or more parties within the church, the counsel of Matthew 18:15-17 will be taken. The necessary leadership will meticulously adhere to the following process:

- 1) The two parties will be counseled to meet privately to deal with the conflict.
- 2) If no resolution occurs, the elder(s), deacon(s), or qualified leader(s) within the church will serve as an intermediary between the parties as determined by the pastor.
- 3) If no resolution occurs, then the issue and the parties will be brought before a larger body of elders, deacons, staff, and/or qualified leaders of the church for management and resolution as determined by the pastor.
- 4) If no resolution occurs, then measures must be taken by the church to exclude the parties from the church for a period of time until peace has been reached. All parties will meet with designated leadership apart from sponsored church gathering times for counsel and restoration. When these occur, the restored parties will resume full membership opportunities and responsibilities.

## **Section 9: Discipline**

The basic purpose of the Island Community Church will be to emphasize to its members that every reasonable measure will be taken to assist any troubled member. The elders, deacons, and small group leaders are available for counsel and guidance. Redemption rather than punishment should be the guideline that governs the attitude of one member toward another.

Should some serious condition exist which would cause a member to become a liability to the general welfare of the church, every reasonable measure will be taken by the elders to resolve the problem. A spirit of Christian kindness and forbearance shall pervade all such proceedings. But, finding that the welfare of the church will best be served by the exclusion of the member, the church may take this action by an 80% vote of the members present at a scheduled meeting and the church may proceed to declare the offender to be no longer in the membership of the church.

The purpose of any such discipline should always be:

- 1) Love for the individual and a desire for God's best in his/her life,
- 2) For the repentance, reconciliation, and spiritual growth of the individual being disciplined,
- 3) For the instruction of other Christians,
- 4) For the purity of the church as a whole,
- 5) For the good of our corporate witness to non-believers,
- 6) For the glory of God by reflecting His holy character.

Any person whose membership has been terminated for any condition that has made it necessary for the church to exclude him may, upon his request, be restored to membership by a vote of the church upon evidence of his repentance and reformation. The church shall continue to make active attempts to bring the individual back into membership.

If a member departs from Island Community Church while under church discipline and thereafter attends another church, the elders may inform that church of the pending discipline along with the grounds for that action, seeking to encourage the brother or sister to repent and be restored to the Lord and to any people he or she has offended. The elders may also warn the other church to be on guard against the individual's conduct or beliefs and any risk of harm that he or she might present to the other church.

## **ARTICLE 8: FINANCIAL SUPPORT AND BUDGET**

It is expected that this church shall be supported through the regular weekly giving of its members. The Finance Team is charged with the duty of justifying budgeted line item expenses, keeping in mind the five purposes of the church. The needs of the ministry vision and annual budget of the church will be:

1. Led by the Elders
2. Supported and affirmed by the Finance Team
3. Approved by the church

It is expected that the understood purpose of this church would be to draw people into a relationship with Jesus Christ. In order to assist in this aspect of the church, certain line items shall remain in the budget.

### **Section 1: Local and Global Support**

An amount not less than 10% of the total giving receipts shall be given in support of missional work both locally and globally to see the gospel spread and churches planted at home and around the world. Additionally, special offerings may be taken to support the work of missions both locally and globally.

### **Section 2: Individual Missions Support**

Monetary support for organizations which spread the Gospel is important, but this church will strive to have individual participation in missions work as well. In order to assist in this aspect, the church will strive to provide budgetary monetary assistance to those in need.

## **ARTICLE 9: MEETINGS OF THE CHURCH**

### **Section 1: Religious Services**

The church shall meet regularly each Sunday for public worship and for the preaching of the Gospel. Other meetings for worship, preaching and study may be held at the discretion of the pastor and appropriate leadership.

### **Section 2: Regular and Special Business Meetings**

Business meetings shall be held regularly. Additionally, special business meetings may be held if necessary as determined by the elders.

### **Section 3: Annual Meeting**

The moderator, the Lead Pastor unless changed by the membership, shall chair all business meetings. In his absence, the vice-moderator, an elder, shall chair the meeting. For the purpose of business meetings, the voting shall be accomplished as described in Article 7, Section 5 – the privileges and duties of membership.

An annual meeting for the purpose of vision casting and goal setting shall be held once per calendar year. Its format does not have to be that of a regular business meeting as long as the purpose remains that of growth of the Kingdom of God focusing mainly on evangelism, outreach and ministry.

## **ARTICLE 10: VOTING AND PROCEDURE**

### **Section 1: Polity**

The government of this church is vested in the body of baptized believers who compose it. It is an independent, self-governing and democratic body.



## **Section 2: Structure**

Meetings shall follow the regulations set forth in this constitution and may use parliamentary procedure as described by Robert's Rules of Order. The church shall receive communication prior to the meeting on how business will be conducted.

A secret ballot on any issue may be called for upon decision of the majority of those members present and voting.

## **Section 3: Amendments**

Any member may submit written proposals for constitutional amendments or revisions to the pastor, staff, or appropriate committee. This amendment shall then be presented before all elected officials for review and a report of the decision shall be made to the member who submitted the proposal. The elected officials may propose constitutional amendments and revisions to the congregation. The proposal and the date of the vote must be announced for two weeks prior to the vote, and the text of the proposal must be available for inspection by the membership during this time. A 90% majority of votes cast is necessary for ratification of the amendment or revision.

## **ARTICLE 11: OFFICERS, LEADERSHIP, AND TEAMS**

### **New Testament Leadership**

The Bible outlines two spiritual offices that work to oversee and serve the church: Elders and Deacons. Elders/Pastors/Overseers oversee the spiritual affairs of the church, consisting of biblically qualified men who lead the church together. Deacons serve the temporal and practical needs of the church, consisting of men and women who coordinate specific ministries for the church.

### **Section 1: Elders**

#### **A. Elder Structure**

Island Community Church is led by a team (plurality) of elders referred to as the "Elder Team," composed of both paid (referred to as "staff pastors") and unpaid (referred to as "lay elders") elders. The New Testament describes multiple elders leading each individual church (Acts 14:23, 15:4, 20:17, Phil. 1:1, Titus 1:5, 1 Peter 5:1, James 5:14). The elders are equal in authority but organizationally led by the Lead Pastor.

Island Community Church desires to follow biblical guidelines for church structure. Since the Bible does not spell out every detail, we must seek to be sensitive to godly wisdom and the Spirit's leadership. Just as flexibility was exercised in the application of church structure in the early church, applications of this structure may be adjusted as the church grows and enlarges its ministry to best minister to the body.

## **B. Elder Role**

Elders are not to function as simply a governing board of directors. Paid elders are not to do all the work with simple approval from lay elders. Rather, all elders shall be fully engaged in pastoral ministry and decisions, serving as functional shepherds of the church.

The team of elders shall work together to serve the church in the following ways:

- Prayer: intentional intercession for the body (Acts 6:4, James 5:14)
- Shepherding: relational care for the body (1 Peter 5:1-4, Acts 20:28)
- Teaching and Discipleship: maturing the body (1 Tim. 3:2, 2 Tim. 4:2, 1 Tim. 4:13, Titus 1:9)
- Spiritual Oversight: protection of the body (Acts 15:6, Acts 20:17,28-31, 2 Timothy 3:13-17)
- Leadership of the church: governance of the body (1 Timothy 5:17, Titus 1:7)

## **C. Elder Qualifications:**

Elders shall exhibit a clear heart and life of godliness, maintaining the moral and spiritual qualifications as set forth by Scripture in Titus 1:6-9, 1 Timothy 3:1-7, and 1 Peter 5:1-4. In accordance to the Scripture, elders must be male. Elders can be married or unmarried.

Some of the basic scriptural qualifications of elders require a man to currently evidence:

- Aspiration and calling to be an elder
- Example of godly character and Christlikeness
- Freedom from conspicuous sin and immorality
- Self-controlled, sober-minded, temperate, and disciplined
- Gentle and tender in the exercise of authority
- Not greedy for money or materialistic
- Known for teaching the Bible well
- A one-woman man, faithful to uphold the covenant of marriage (divorced or remarried men shall not automatically be excluded from the office of elder, but a man must be willing to submit his past and/or current marriage to thorough examination by the Elder Team)
- Faithful shepherding within his family
- Hospitality and concern for the church, the needy, lost, and lonely
- Evidence of maturity, wisdom, and experience in relationship with God

## **D. Elder Team Composition**

The Elder Team shall be composed of a mixture of staff pastors and lay elders. A balance of staff and lay elders is desirable. The size of the team may fluctuate to meet the needs of the church body as deemed appropriate by the Elder Team and the church body.

The Lead Pastor shall serve as a permanent elder during his tenure. Staff pastors may be nominated by the Lead Pastor and approved as elders in the same manner as lay elders and able to fully participate in their meetings, decisions, and purposes together. All elders will be equal in authority and votes, though the Lead Pastor will be first among equals.

#### **E. Elder Team Work**

The Elder Team is to ensure faithful and effective fulfillment of the vision, purposes, values, and measures of the church. In all matters, elders are to serve the glory of God, submit to the headship of Christ, and seek the leadership of the Holy Spirit.

The Elders are called by the membership to serve the church and must exhibit the ability to administrate the affairs of the church, cast vision and direction as God leads, and edify the body through the ministry of the Word of God. It shall be the elders' duty to preach the Gospel, teach the Scriptures, administer the ordinances, articulate a vision for the congregation, train and prepare leaders, equip the saints for the work of ministry in order to evangelize the lost, pray for the church, counsel and care for those in need, and in various other ways guide and advance the spiritual welfare of the church.

While the elders are ultimately responsible for the spiritual care, health, and leadership of the church, they do not work alone. In matters related to the finances and budget of the church, the elders shall be supported by the elected leadership of the Finance Team. In matters related to the church staff, the elders shall be supported by the elected leadership of the Personnel Team. Because of the value of the role and voice of women in the church, the elders shall be supported by the Women's Advisory Team as appropriate. In matters related to making the church safe from abuse and safe for those who have been abused, the elders shall be supported by the elected leadership of the Caring Well Team.

While elders are desired to reach unanimous consensus on decisions, an approval of at least two thirds majority of all sitting elders is required for the advancement of decisions. While differences of opinion may exist within discussions toward decisions, the team shall work to protect trust and promote church unity by limiting discussion of internal team deliberations and speaking as one voice on decisions made by the team.

#### **F. Lay Elder Selection**

Lay Elders shall be nominated and affirmed by the church body but recommended by the Elder Team. The church shall nominate men for the office of elder through a regular nomination process with a clearly identified structure. The Elder Team shall be responsible to ensure qualification of nominees by a thorough interview, examination, and training process. After this process is complete, the Elder Team shall recommend qualified candidates to the church for affirmation and installation.

Lay Elders and Staff Pastors shall serve a three-year term but can be nominated for an immediate subsequent term. To ensure health, Lay Elders shall not serve more than two consecutive terms (six years) at a time, and a minimum of one sabbatical year from the work of the office of elder is required. After sabbatical, men called to the office may seek nomination and affirmation of the Elder Team to continue a new term in the role.

The Lead Pastor and Staff Pastors shall be exempt from mandated sabbaticals, though he may be granted temporary sabbaticals from the office of elder with the affirmation of the Elder Team for specified reasons of rest, writing, or other purposes.

### **G. Elder Team Accountability**

The elders are to shepherd one another, ensuring spiritual, emotional, and physical health and accountability. While no elder is expected to be perfect, it is expected that elders will live above reproach. This requires a high degree of honesty and humility before God and one another. Worship, prayer, and transparent community should be regularly included in the rhythms of elder team gatherings.

Other than situations involving the Lead Pastor, if a lay or staff elder is found to be no longer qualified or able to carry out the duty of the office faithfully or effectively, they can willingly resign or be removed from office by a vote of other elders. The Lead Pastor shall provide leadership for processes of elder resignation or removal. In the case of the resignation or removal of the Lead Pastor, elders shall follow the specific steps outlined in Article 13 of this Constitution.

Church members may raise issues about any elder to any member of the elder team in accordance with 1 Timothy 5:19-21. Complaints and accusations will be investigated seriously and appropriately by the elder team. The elders shall provide follow-up from investigations for those who make complaints or accusations against elders, and may also choose to share those results with the church. After the decision of the Elder Team related to a complaint or accusation, an individual may choose to appeal to the church. The church may also call for a vote to remove an elder, other than the Lead Pastor (see Article 12 of this Constitution), if 51% of active membership agree.

### **H. Elder Team Legal Issues**

The current Elder Team shall be recognized as the “Board of Directors” in accordance with the State of Tennessee’s needs for information related to our church’s organization.

## **Section 2: Deacons**

### **A. Deacon Role**

The New Testament teaches that Deacons are servant leaders (Acts 6:1-7). They are to serve the church by attending to more practical and physical aspects of the church body, especially in areas of mercy ministry and service. While Deacons are not the primary Bible teachers or

decision-makers within the church, they serve in important supporting servant-leadership roles that enable the church's elders to carry out their responsibilities with greater freedom and fulfillment.

## **B. Deacon Qualifications**

Deacons shall exhibit a clear heart and life of godliness, maintaining the moral and spiritual qualifications as set forth by Scripture in 1 Timothy 3:8-13. Deacons may be male or female. Deacons may be married or unmarried.

Some of the basic scriptural qualifications of Deacons require the candidate to currently evidence:

- Fullness of Spirit and Wisdom
- Confident in salvation and walk with Christ
- Sincerity and integrity of life
- Soberness and Contentment
- Faithfulness in Relationships and Family
- Proven Godly Belief and Behavior

## **C. Deacon Selection**

Deacons will be prayerfully nominated and approved by the Elder Team for affirmation and installation by the church. The number of deacons shall be evaluated and determined by the Elder Team based on the specific roles and needs within the church body.

Candidates for Deacon will largely come from qualified lay leaders showing character, competency, and calling in a specific ministry area from candidates within the current membership and leadership of the church. Deacons will be recommended to the church body for affirmation and installation.

## **D. Deacon Responsibilities**

At Island Community Church, there are five primary levels of ministry leadership: Team Members, Team Leaders, Ministry Coordinators, Directors, and Pastors. All members elected to serve as lay leaders in the level of "Ministry Coordinator" will be considered Deacons.

Under the supervision of church Elders and Directors, Deacons shall organize members of the congregation to assist in meeting specific needs of their particular area of servant leadership responsibility. Job descriptions shall be provided for each Deacon role to support faithful and effective fulfillment of responsibility.

Deacons shall focus on carrying out this servant leadership role rather than the role of a board. While Deacons may gather together for purposes of encouragement, training, and prayer, their primary service shall be in practical leadership of their assigned ministry area. Attention is given to ongoing function instead of regular meetings.

## **E. Deacon Terms**

Deacons shall serve two-year terms in each role assignment, renewable through affirmation of the Elder Team at the end of their term.

If a Deacon is found to be no longer qualified or able to carry out the duty of the office faithfully or effectively, they can willingly resign or be removed from office by the Elder Team. The decision shall be made known to the church within a reasonable time.

## **Section 3: Leadership Teams**

### **A. Standing Elected Leadership Teams**

#### **i. Personnel Team**

The Personnel Team serve the church in supporting the Elder Team's work of providing care for the staff team, including matters related to staff health, structures, salaries, benefits, conflicts, complaints, hiring, and other related issues. The Personnel Team shall be composed of no less than three non-staff members (at least one of whom shall be female). Personnel Team members shall be elected by the church to serve a two-year term after a process of nomination and vetting led by the Elder Team. Elections for a portion of team members shall take place annually to ensure continuity of vision and work at all times. The Personnel Team shall relate to a designated elder as the chair.

#### **ii. Finance Team**

The Finance Team serve the church in supporting the Elder Team's work of discipling the church toward obedient stewardship and generosity. Additionally, the team shall support the Elder Team's responsibility to ensure prayerful, wise, and effective financial management of all areas of the church's ministry and mission. The Finance Team shall be composed of no less than five non-staff members (at least one of whom shall be female). Finance Team members shall be elected by the church to serve a two-year term after a process of nomination and vetting led by the Elder Team. Elections for a portion of team members shall take place annually to ensure continuity of vision and work at all times. The Finance Team shall relate to a designated elder as the chair.

#### **iii. Women's Advisory Team**

The Women's Advisory Team shall serve the church in supporting the Elder Team's work on a variety of issues related to church life and ministry, ensuring the valuable perspective of women is represented throughout the life and leadership of the church. The Women's Advisory Team shall be composed of no less than three non-staff female members, desirably representing a variety of life stages. Team members shall be elected by the church to serve a two-year term after a process of nomination and vetting led by the Elder Team. Elections for a portion of team members shall take place annually to

ensure continuity of vision and work at all times. The Women's Advisory Team shall relate to a designated elder as the chair.

**iv. Caring Well Team**

The Caring Well Team serve the church in supporting the Elder Team's work of abuse prevention and care for survivors of abuse, including matters related to policies, procedures, communication, networking, training, and additional care. The Caring Well Team shall be composed of no less than six non-staff members (at least half of whom shall be female). Caring Well Team members shall be elected by the church to serve a two-year term after a process of nomination and vetting led by the Elder Team. Elections for a portion of team members shall take place annually to ensure continuity of vision and work at all times. The Caring Well Team shall relate to a designated elder as the chair.

**B. Temporary Elected Leadership Teams**

From time to time, the Elder Team may form special temporary Elected Leadership Teams for the purpose of supporting specific needs in the life of the church body. The church body shall approve the formation of these teams and elect members for them in accordance to the terms approved by the church when the team is formed.

**ARTICLE 12: STAFF TEAM**

**A. Lead Pastor**

The Lead Pastor shall meet and maintain the qualifications of an Elder as outlined in this constitution and shall fulfill his responsibilities as outlined and affirmed by the church. The Lead Pastor will be considered the first among equals among the Elder Team for their shared purposes together, including calling, organizing, setting vision, and leading meetings together.

The Lead Pastor shall be the head of the staff team and have primary responsibility for the leadership, supervision and evaluation of the staff team in support of the Elder Team's vision, decisions, and desires. Elders shall entrust the execution of staff responsibilities to the Lead Pastor. This responsibility may, on a case-by-case basis, be delegated to another staff member. In the absence or incapacity of the Lead Pastor, the Elder Team shall assume responsibility for his duties, any of which can be delegated.

**B. Vocational Staff**

Additional pastors and staff members may be added to the ministerial staff as deemed necessary upon the recommendation of the Elder Team. Positions and candidates for lower levels of ministry leadership (Support Staff Ministry Leaders, and Ministry Coordinators) shall be approved by the Elder Team with support of other elected ministry teams with no

additional congregational oversight necessary (unless budget amendments are required). Positions of higher-level church leadership (Ministry Directors and Staff Pastors) shall be recommended by the Elder Team with support of other elected ministry teams for affirmation by the church body. Final approval for these positions will be by vote of the church. Along with all staff, Staff Pastors shall be submitted under the authority of the Lead Pastor as it relates to their responsibilities as outlined in their job descriptions. Severance of duties will take place in the same manner as prescribed above.

### **C. Change of Relationship in Regard to the Lead Pastor**

It shall be the privilege of either the church or the Lead Pastor to dissolve relations by giving one month's notice after consultation with the Elder Team, or less where both parties agree. The dismissal of the Lead Pastor shall be voted on at a meeting of the church announced by the Elder Team for that purpose. The vote will be held by secret ballot and must receive a minimum of 80% approval to be passed. Previous notice of this meeting shall be given at two preceding Sunday morning services. Such a meeting may be called upon the request of the Elder Team, with support of other elected leadership teams if needed. A vote of the Elder Team is required to present the request to the church. Such a meeting may also be called upon the request of 51% of the active members.

### **D. The Lead Pastor Search Team**

Upon the resignation, removal, incapacity, or death of the Lead Pastor, a pastor search team shall be formed as follows to support the Elder Team in recommending a new Lead Pastor:

- 1) Two members-at-large shall be nominated by the church body,
- 2) Two members from the Personnel Team nominated by the Personnel Team
- 3) One member from among the vocational staff who is not an elder, chosen with large consideration of the length of employment, and
- 4) One member from the Deacon Body
- 5) One member from the Women's Advisory Team

All of the above nominations shall be qualified and affirmed by the Elders, then approved by the church. The Lead Pastor Search Team will join the work of the Elder Team and, after seeking the leadership of the Holy Spirit, proceed to select a Lead Pastor whom they shall present to the church for election. The Elder Team shall lead the Lead Pastor search process and Lead Pastor Search Team. Once appointed, this team will serve continuously until a pastor is called or the team is dissolved, in part or in whole, by vote of the membership. The Elder Team shall be responsible for filling the pulpit each Sunday until the Lead Pastor can be named and assume this role.

### **E. Election of the Lead Pastor**

The Lead Pastor shall be elected by secret ballot at a special business meeting of the church called for that purpose. Previous notice shall be mailed and given at two previous Sunday



morning services. A vote of approval of 80% of the active members present and voting shall be required to elect.

**ARTICLE 13: DISSOLUTION**

In the event of dissolution of this organization, all unencumbered properties and finances shall be given to another non-profit religious corporation of like faith and practice that is in agreement with the letter and spirit of this constitution. All such decisions regarding this matter would be made by the majority vote of the remaining members of this corporation prior to final dissolution.