



CONSTITUTION AND BY-LAWS

PREAMBLE

This Constitution and Bylaws are made to:

1. Preserve and secure the principles of our faith.
2. Preserve the liberties of each individual Partner of the church.
3. Ensure freedom of action of independence from any religious body or organization.
4. Provide for orderly conduct of internal affairs, in dealing with others, and of governing church Partners.

RATIFICATION

Fusion City Church's Pastoral Leadership Team has ratified this Constitution and these Bylaws.

Ratification Date: July 18, 2017

Constitution

I. NAME

The name of this church shall be Fusion City Church. It shall be affiliated with the Southern Baptist Association, North Carolina Baptist Convention, and the Southern Baptist Convention.

II. BUSINESS LOCATION

The address of the principal office of this church shall be:

P.O. Box 636
Kannapolis, NC 28082

III. PURPOSE

The purposes of Fusion City Church are to:

Love God • Love People • Serve the World

Matthew 22:37–40 (ESV): And he said to him, “You shall love the Lord your God with all your heart and with all your soul and with all your mind. This is the great and first commandment. And a second is like it: You shall love your neighbor as yourself. On these two commandments depend all the Law and the Prophets.”

Matthew 28:19–20 (ESV): Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.”

IV. ARTICLES OF FAITH

Fusion City Church adopts the 2000 Baptist Faith and Message in its entirety. A portion is listed in this constitution for brevity.

A) The Scriptures

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.



B) God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

1. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

2. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord.

3. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Saviour, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.



C) Man

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

D) Salvation

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Saviour, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

1. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace.

Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Saviour.

2. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.

3. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

4. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.



E) The Church

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each Partner is responsible and accountable to Christ as Lord. Its scriptural officers are pastors and deacons. While both men and women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture.

The New Testament speaks also of the church as the Body of Christ, which includes all the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

V. GOVERNMENT

The government of Fusion City Church is vested in its Pastoral Leadership Team, vowing allegiance only to its head and founder, the Lord Jesus Christ.

The Pastoral Leadership Team shall seek leadership guidance from 1) Board of Advisors and 2) Board of Overseers. Persons that make up these boards shall be individuals who have in common with the Fusion City Church: their spiritual union with the Lord Jesus Christ and their agreement on the principles of faith contained in this document.

VI. NONPROFIT STATUS AND LIQUIDATION

This church is not organized for profit. In the event of liquidation or dissolution of the church, all its assets and property of every nature and description whatsoever shall be paid over and transferred at the direction of the Pastoral Leadership Team to a like minded nonprofit organization.

VII. AMENDMENT

This Constitution and Bylaws may be amended provided the proposed amendment shall have been presented in writing to the Pastoral Leadership Team. Amendments to this Constitution and Bylaws must be unanimously approved by the Pastoral Leadership Team.

In addition to special amendments, this Constitution and Bylaws must be reviewed and approved by the Pastoral Leadership Team at least every three years from the last revision date.



BYLAWS

ARTICLE ONE: CHURCH LEADERSHIP STRUCTURE

Section 1: Pastoral Leadership Team

A. General

The Pastoral Leadership Team shall lead Fusion City Church. Each pastor on the Pastoral Leadership Team has equal authority and influence. The Pastoral Leadership Team of Fusion City Church retains the exclusive right of self-government in all phases of the spiritual and temporal life of this church.

B. Qualification

1. The qualification for pastors shall be consistent with those listed in 1 Timothy 3:1-7.

C. Responsibilities

1. These primarily fall into the following areas: Preaching, teaching, corporate worship, pastoral counseling, administration, planning, and guiding the church to grow and fulfill its purposes.

2. They shall lead the church, volunteers, and staff in performing their tasks in worship, proclamation, education, and evangelism.

D. Call

1. The call of a pastor to the Pastoral Leadership Team must be initiated by the Pastoral Leadership Team.

2. To be approved to join the Pastoral Leadership Team, all the following must take place: the candidate must have 1) 100% support from the acting pastors on the Pastoral Leadership Team and 2) at least 50% support from the Board of Advisors.

E. Removal

1. The removal of a pastor from the Pastoral Leadership Team, can only be initiated by 1) the unanimous support from the Pastoral Leadership Team except for the pastor(s) in question, or 2) 50% of the support of the Board of Advisors.

2. To remove a pastor from the Pastoral Leadership Team, all the following must take place: 1) 100% agreement from the acting pastors on the Pastoral Leadership Team not including the pastor(s) in question for removal, 2) at least 50% support from the Board of Advisors, and 3) at least 50% support from the Board of Overseers.



Section 2: Board of Advisors

A. General

The Board of Advisors is designed to bring accountability, perspective and a voice to the Pastoral Leadership Team from those within the fellowship of Fusion City Church.

B. Qualification

1. All who serve on the Board of Advisors must, on a regular basis: attend Sunday services, attend a Connect Group, volunteer, give generously.
2. The qualification for an individual on the Board of Advisors shall be consistent with the qualifications of a deacon listed in 1 Timothy 3:8-13.

C. Responsibilities

1. It is the responsibility of the Board of Advisors to advise the Pastoral Leadership Team. Meaning, to represent the voice of Fusion City Church.
2. The Board of Advisors are responsible for voting on these items. A simple majority of 50% will determine the Board's decision.
 - Purchase of land and/or building
 - Annual Budget
 - Merger/Dissolution
3. The Board of Advisors is expected to vote on and in accordance to:
 - Article One, Section 1 (Pastoral Leadership Team)
 - Article One, Section 3 (Board of Overseers)

D. Call

The call of an individual to the Board of Advisors is at the sole discretion of the Pastoral Leadership Team. The Pastoral Leadership Team must support the final decision unanimously.

E. Removal

The removal of an individual from the Board of Advisors is at the sole discretion of the Pastoral Leadership Team. The Pastoral Leadership Team must support the final decision unanimously.

F. Finance Administration Team

Within the Board of Advisors shall be a select number of individuals that will focus on the details of all financial income and outgo for Fusion City Church: bringing further advisement and accountability as it pertains to Fusion City Church's finances. This team will be assembled and led by the Pastoral Leadership Team.



Section 3: Board of Overseers

A. General

The Board of Overseers is designed to bring accountability and perspective to the Pastoral Leadership Team from those outside of Fusion City Church. The individuals that make up the Board of Overseers shall not be compensated or held liable while acting as the Board of Overseers to the Fusion City Church.

B. Qualification

1. All who serve on the Board of Overseers must not make Fusion City Church their regular place of worship.
2. The qualification for an individual on the Board of Overseers shall be consistent with the qualifications of an elder listed in 1 Timothy 3:1-7.

C. Responsibilities

1. It is the responsibility of the Board of Overseers to oversee the Pastoral Leadership Team. Meaning, to represent the voice of the global Church.
2. The Board of Overseers is expected to vote only in accordance to:
 - Article Two, Section 1 (Pastoral Leadership Team)

D. Call

1. The call of a pastor to the Board of Overseers must be initiated by the Pastoral Leadership Team.
2. To be approved to join the Board of Overseers, all the following must take place: the candidate must have 1) 100% support from the pastors on the Pastoral Leadership Team and 2) at least 50% support from the Board of Advisors.

E. Removal

1. The removal of a pastor from the Board of Overseers must be initiated by the Pastoral Leadership Team.
2. To be removed from the Board of Overseers, all the following must take place: the decision must have 1) 100% support from the pastors on the Pastoral Leadership Team and 2) at least 50% support from the Board of Advisors.



Section 4: Church Staff

Church Staff shall be employed, led, and /or removed by The Pastoral Leadership Team. Fusion City Church Staff is classified in two groups:

- Pastoral Staff - staff members that have been ordained and are not on the Pastoral Leadership Team.
- Non-Pastoral Staff - staff members that have not been ordained and are not on the Pastoral Leadership Team.

The Board of Advisors will be consulted about all staffing decisions.

ARTICLE TWO: LICENSING AND ORDAINING

Section 1: Licensing

Any active attendee of the church, who has shown by his life and has felt the call to the gospel ministry, may by the decision of the Pastoral Leadership Team be licensed by the church to the Christian ministry.

Section 2: Ordination

Any active attendee that desires to be ordained by Fusion City Church must meet the following requirements:

1. Has submitted a written request to the Pastoral Leadership Team
2. Licensed for at least a year
3. Has shown unquestionable scriptural qualifications
4. Has demonstrated his skills and training for ordination to the work of the gospel ministry
5. Has been unanimously approved by the Pastoral Leadership Team.

ARTICLE THREE: Partners

Section 1: Partnership

Partners of Fusion City Church are those who choose to support the vision and direction of the church in any given year. Partners are identified as those who attend Sunday services on a regular basis, frequently attend a Connect Group, volunteer on an ongoing rotation, and give generously.

Partnership gives focus to the attendee's presence at Fusion City Church. By working in unison with other partners, the vision of the church can be carried out in a powerful and efficient way.

Partnership also provides accountability for spiritual growth for the individuals that attend Fusion City Church. Accountability happens when expectations are clear and small group environments are healthy.



Section 2: Volunteers Positions

Volunteers are vital to the health of Fusion City Church. All attendees of Fusion City Church are encouraged to serve in some capacity. However, some positions require more strict guidelines than others.

- Positions of Service – In general, positions of service are 1) behind-the-scenes roles and 2) roles that are basically void of blatant influence and leadership.
- Positions of Influence – In general, positions of influence are 1) teaching roles and 2) roles that reside on a stage or platform. Persons in these positions require the highest level of accountability, living above reproach, and void of habitual sins.
- Positions of Leadership – In general, positions of leadership are roles that 1) have direct responsibility for other people and 2) have direct responsibility over a major project. Persons in these positions require the highest level of accountability, living above reproach, and void of habitual sins.

Section 3: Church Discipline

It shall be the practice of this church to emphasize to its attendees that every reasonable measure will be taken to assist any troubled person. The Pastoral Leadership Team, Board of Advisors, and Board of Overseers will be available for counsel and guidance. The attitude of attendees toward one another shall be guided by a concern for redemption and restoration rather than punishment.

Should some serious condition exist which would cause an attendee to become a liability to the general welfare and harmony of the church, the Pastoral Leadership Team will take prayerful and reasonable measures to resolve the problem following the principles found in Matthew 18:15-17. If it becomes necessary for the church to act to exclude a Partner, a unanimous vote of the Pastoral Leadership Team is required; and then the church may proceed to declare the person to no longer be in the fellowship of the church. All such proceedings shall be bathed in prayer and exhibit a spirit of Christian kindness and patience.

The Pastoral Leadership Team may restore fellowship with any person previously removed. The individual must submit a written request and be approved by the Pastoral Leadership Team.

