

CONSTITUTION (2015) OF COMMUNITY CHURCH OF CHESAPEAKE

253 St. Luke's Church Road
Chesapeake, Virginia 23320

ARTICLE I. NAME

The name of this church shall be "Community Church of Chesapeake," (herein, the "Church").

ARTICLE II. NATURE AND PURPOSE OF THE CHURCH

Section A. Doctrinal Statement

1. The church is a divinely ordained, spiritual organism with certain very important privileges, assignments, obligations, and disciplines relating to our love and worship of God, to the world's great need to hear the gospel, and to the growth of Christians.
2. The *universal church* is "the Body of Christ," and is composed of those in heaven and on earth whom He has redeemed with His blood and over whom He exercises ownership and Lordship, as Head of the church. It finds its unity in the Holy Spirit, who indwells believers individually and as a body.
3. *Local churches* are the earthly, visible expression of Christ's Body, made up of professing believers wherever they are to be found throughout the world. The word "community" expresses both our desire to be salt and light in the local community, as well as our unity in the midst of our own diversity.

Section B. The **PURPOSE** of the Church, in conformity to the Biblical pattern, shall be:

1. **WORSHIP:** to praise and worship the Living God.
2. **FELLOWSHIP:** to fellowship as God's family, promoting commitment to the Church.
3. **DISCIPLESHIP:** to build up believers for godly living both individually and corporately according to the means of grace contained in the Scriptures.
4. **MINISTRY:** to help every believer discover their ministry and serve each other in the Church.
5. **MISSION:** to maintain the terms of the Church's "Great Commission", which is to evangelize the world through personal and corporate involvement, both at home and abroad.

Section C. The **MEANS** to accomplish these purposes shall be:

1. Teaching the Bible consistently and thoroughly, emphasizing the necessity of encouraging one another to personal and corporate obedience to its principles.
2. Establishing prayer as a priority in the life of the Church.
3. Training and encouraging members to be a witness for Christ within their social sphere of influence.
4. Promoting personal and financial involvement with foreign missions.
5. Practicing the ordinances of water baptism and the Lord's table.
6. Sharing community life within the body so that the unity of the Holy Spirit may be strengthened among us by promoting participation in:

- a) One-on-one discipleship for intimate sharing,
 - b) Small groups for personal sharing and
 - c) United meetings for worship and teaching.
7. Nurturing the exercise of spiritual gifts by each believer in the fellowship for the edification of the whole.
 8. Strengthening home and family life, realizing that the home is the basic unit of any society or local church.

Conclusion: The regular meetings and all other activities of Community Church of Chesapeake shall seek to attain these objectives in whole or in part.

ARTICLE III. THE FELLOWSHIP

Community Church of Chesapeake is committed to the view of the local church as a fellowship where the visiting Christian can participate in church life and ministry without immediately becoming a member. This will enable short-term local residents who agree with its doctrine and philosophy of ministry to participate in the ministries of the Church. Full membership is the eventual, normal step of all who continue in this local assembly to grow and minister. Membership should be seen as the visible commitment to the fellowship, ministry, and wellbeing of this local church and an expression of one's commitment to the Lord of the church.

ARTICLE IV. STATEMENT OF FAITH

Introduction: Community Church of Chesapeake subscribes to the following declaration of the fundamental doctrines of biblical faith:

- A. The Bible, consisting of the 66 books of the Old and New Testaments, is the inspired Word of God, the complete and final written revelation of Himself to mankind, given without error in the original manuscripts through Spirit-empowered men. It is the absolute, sole authority for our faith and practice.
- B. God has revealed Himself as triune: one God manifest in three Persons, Father, Son and Holy Spirit, who are co-equal and co-eternal.
- C. God created the human race in His own image as immortal, morally responsible beings whose purpose is to serve, glorify and enjoy God with undivided affection. Adam chose rather to rebel and pursue selfish goals and thus all are accounted sinners, both by nature and by choice, needing individual reconciliation to God.
- D. God has provided the only means of reconciliation through the incarnation and virgin birth of His Son, Jesus Christ, who, by His shed blood and substitutionary death, paid the penalty for sin, satisfying fully the demands of God's holy law, as evidenced by Christ's bodily resurrection from the grave.
- E. This salvation from sin is offered to all, is received by repentance from sin and faith in Christ alone, apart from human effort or merit, and results in eternal life to all who so respond. Everyone else is under the just condemnation of God.
- F. The Holy Spirit indwells every true believer, uniting all as one Body in Christ through spiritual baptism, producing spiritual growth into the likeness of Christ and empowering the Christian for a godly life and witness in this world.
- G. The church, Christ's Body (See Article II).
- H. The Lord, Jesus Christ, shall return visibly and bodily to this earth to resurrect the dead, both the just and the unjust, to claim His own people, to vindicate

Himself, to punish eternally in hell all who are under His condemnation, including Satan and his demons, and to restore all things.

ARTICLE V. MEMBERSHIP

Section A. Active Membership Roll

Members of the Church who are inactive shall retain their membership, but, upon approval by the Elders, shall be placed on the roll of inactive members (the “Inactive Roll”) and shall not be deemed active members. “Inactive” is defined as prolonged absence from the Church’s services (six months or longer) and lack of attendance at meetings of the Church’s members (“Membership Meetings”) for one year. The Church’s staff shall review the Active and Inactive Rolls (collectively, the “Membership Rolls”) once per year and present any recommended changes to the Elders for final approval.

Section B. Qualification

Upon approval by two Elders after an interview, all adults who have professed faith in Christ, participated in believer’s baptism (whether administered by the Church or previously administered), read the Constitution, completed the Membership Class at Community Church of Chesapeake, and made the affirmation set forth in Section C of this article shall become members. Upon admission, each such person shall be deemed an active member of the Church (an “Active Member”) and his or her name shall be placed on the roll of Active Members (the “Active Roll”).

1. Membership Interview: All applicants for membership shall interview with two of the Elders in order to share their testimony of faith in Jesus Christ as Lord and Savior and their baptism as a believer. The interview shall also give opportunity for the Elders to answer any questions a prospective member has regarding the Church’s statement of faith and philosophy of ministry and to encourage new members in their commitment to the Church consistent with the Membership Covenant (Section E of this article).
2. Baptism. Community Church of Chesapeake shall practice believer’s baptism, which is defined as baptism done in obedience to God’s command after experiencing regeneration, for everyone who expresses faith in Jesus Christ and a willingness to follow Him. Tolerance shall be exercised regarding the mode of previous baptism, but the Church shall baptize by immersion unless the Board of Elders shall otherwise approve in particular circumstances.

Section C. Acceptance

After a person requesting membership has read the Constitution of Community Church of Chesapeake, participated in the Membership Class provided by the Church, been baptized, and been interviewed and approved by at least two Elders (in accordance with Section B of this article), he or she shall be presented to the attendees of a Sunday morning service of the Church and asked to affirm his or her commitment to the Membership Covenant. Following said public affirmation, he or she shall be deemed an Active Member of the Church and placed on the Active Roll of the Church.

Section D. Termination of Membership

Members who (1) request that their membership be terminated, (2) indicate they have transferred to another church, or (3) are deceased shall be removed from the Membership Rolls, whereupon they shall cease to be members of the Church. Membership may also be terminated according to the procedure defined in Article VI, Church Discipline.

Section E. Membership Covenant

Introduction: All members shall endeavor to keep the following ten points of the Membership Covenant, depending on the strength of the Holy Spirit, and make an affirmation of such before the fellowship.

1. Do you promise to pray for the growth and health of this church regularly?
2. Are you willing to cooperate fully with the decisions of the church leadership within biblical guidelines?
3. Will you make it your practice to regularly attend our church functions as your schedule allows?
4. Will you commit to be in community with other believers, allowing yourself to be counseled by mature believers and supported in meaningful relationships?
5. Will you seek to discover your spiritual gifts and use them to build up the body of Christ?
6. Will you strive to have a consistent testimony to those outside this church?
7. Will you support the church financially?
8. Will you refrain from gossip, backbiting, or any action that promotes disunity and division?
9. Are you willing to submit to church discipline and restoration, as defined in our Constitution, for those practicing serious contaminating sins?
10. Do you embrace our statement of faith and our philosophy of ministry?

ARTICLE VI. CHURCH DISCIPLINE

The Church shall exercise discipline as instructed by Scripture (cf. Matt. 18:15-18; I Cor. 5; Gal. 6:1; II Thess. 3:6, 14-15; I Tim. 5:20; Titus 3:10-11; II John 7-11; etc.). The Board of Elders, especially at “Step #2,” below, shall supervise the discipline. Each person should first prayerfully examine his own heart before beginning the steps of discipline. These steps should be followed humbly, gently, kindly, with an attitude not quarrelsome or resentful and desirous of full restoration. The process shall follow Christ’s instructions in Matt. 18:15-18, as set forth below:

STEP #1. The offender must be confronted *in private* by the one who has observed the sin.

- If he accepts correction and repents, he is to be forgiven and the matter not mentioned again.
- If he does not accept correction and repent, move to step #2.

STEP #2. The one confronting the offender must consult with an Elder, who shall take one or two witnesses and confront the offender again.

- If he accepts correction and repents, he is to be forgiven and the matter not mentioned again.
- If he does not accept correction and repent, move to step #3.

STEP #3. If the Board of Elders determines that sufficient private confrontation and warning have been given, they shall inform the Church's members of the offender's sin and allow at least one month for the Church members to speak with the offender and encourage the offender to repent.

STEP #4. If there is still inadequate repentance, as determined by the Elders in their sole discretion, the Board of Elders' spokesperson shall inform the membership that the Church will no longer treat the individual as a believer or member and that the individual should be considered an outsider who needs a work of grace, which must be offered in love and concern for the backslider. The individual's membership in the Church will thereupon terminate, and his or her name shall be removed from the Membership Rolls.

ARTICLE VII. GOVERNMENT

Section A. Church Membership

1. Business: It is both expected and desired that the Church membership be actively informed and involved in the business of the church. The following actions shall be taken only upon approval by the Church's Active Members following a recommendation from the Board of Elders:
 - a. Annual approval of pastors, Elders, and Ministry Leaders at one of the Membership Meetings, per Section C of this Article.
 - b. Appointment of a new lead pastor of the Church ("Lead Pastor"), following selection by the Board of Elders.
 - c. Conveyance, transfer, mortgage of, or dealings in, real estate.
 - d. Changes to the Constitution, in whole or in part.

Additionally, the Church leadership shall present ministry and business reports to the membership annually. The elder-approved budget shall also be presented to the membership at least annually at a Membership Meeting near the start of the Church's fiscal year.

2. Meetings: Membership Meetings shall be held quarterly. Each regular Membership Meeting shall be announced in each service of the Church held on the two Sundays immediately prior to the Membership Meeting. By majority vote of the Board of Elders, a special Membership Meeting may be called at any time, and advance notice shall be announced in each service held by the Church on the Sunday prior to such a meeting. No Membership Meeting shall be held unless and until the relevant notice requirements set forth in this paragraph are met.
 - a. Portions of the Constitution shall be reviewed by the membership at the quarterly Membership Meetings with special emphasis on ARTICLES II, III, IV, VI and VII.
 - b. The Elders shall establish the agenda for Membership Meetings, including matters of information, discussion, and membership approval, as necessary or beneficial. Items not on the agenda may be raised and discussed by the membership during the meeting; however, motions shall not be allowed on unplanned agenda items.
 - c. For agenda items needing a decision and requiring a membership vote, the Elders shall include the language of the motion as part of the advance notice

for the meeting. During the meeting, the members shall be provided an opportunity for questions and discussion and shall then be asked to vote “yes” or “no” on the motion presented by the Elders. Alternative motions or amendments shall not be allowed. If a motion is not approved due to a majority “no” vote, the Elders shall solicit comments and concerns from the membership as part of determining the best course of action.

3. Motions: Any matter to be voted on by the Active Members in accordance with the Constitution shall be passed upon an affirmative vote of a majority of a quorum of Active Members. A quorum shall consist of thirty percent of the Active Members of the Church. Only Active Members shall vote.

Section B. Church Leadership

1. Elder Board. Community Church of Chesapeake is an Elder-led church with a local Presbyterian form of government. As such, the Board of Elders is the governing and policy making body for the Church. Elders shall oversee the spiritual life of the Church and be the final authority for all the decisions of Community Church of Chesapeake under the authority of the Bible subject to the approval authority given to the membership in Article VII, Section A. 1.

- a. Responsibilities.

The Elders are responsible to accomplish the following annually:

- Present pastors, Elders and Ministry Leaders for approval by the Active Members.
- Prepare a written evaluation for all pastors who are employed on a full-time basis.
- Review, amend, and approve the Church’s budget and present it to the membership.

As the governing body for the Church, the Board of Elders shall be responsible for all fiduciary, financial, and legal matters, including, but not limited to:

- Approval of compensation and benefits for Church employees.
- Approval of any long-term or capital budgets for the Church.
- Selection and approval of auditors or legal counsel on behalf of the Church, if such services are required or beneficial. If an external audit is to be conducted, the Board of Elders shall appoint an Audit Committee.
- Establishment, amendment, or cancellation of any contract, lease, or other legal or financial agreement involving the Church (collectively, “Agreements”). Authority to enter into Agreements on behalf of the Elders is granted to the Lead Pastor(s) and records secretary/clerk and others as may be designated in writing by the Elders from time to time, subject to limits approved by the Elders.
- Approval of individuals serving on the Church’s Finance and Administrative Support Team (FAST).
- Approval of individuals or businesses providing accounting or bookkeeping services for the Church.

- Designation in writing of individuals authorized to write checks or make electronic payments with Church funds.
 - Review and approval of internal financial procedures and policies.
 - Review and recommendation of any conveyance, transfer, mortgage of, or dealings in, real estate prior to approval by the Active Members.
 - Review and recommendation of any amendments or changes to the Constitution for presentation and approval by the Active Members.
 - Approval of partnerships with other organizations and ministries.
- b. **Composition.** The Board of Elders shall consist of the Lead Pastor(s) and such number of additional individuals as shall be determined by the Board of Elders from time to time. A majority of the Board of Elders shall be individuals who are not pastors or other paid staff of the Church. The Elders shall be members of Community Church of Chesapeake whose lives reflect the biblical qualifications of I Tim. 3:1-7 and Titus 1:6-9. Because the Board of Elders has the final authority to determine the teaching of the Church, it shall be restricted to male participation based on I Timothy 2:12. They shall choose a moderator and a secretary from among themselves to expedite the flow of the Board of Elders' meetings and to record the minutes.

Each Elder shall serve for one year and until his successor is appointed, unless earlier removed. He may be appointed to successive terms without limitation. An Elder may resign. The Board of Elders shall have the authority to remove any Elder, by a unanimous vote of the other Elders, for failure to perform in his recognized duties or to meet biblical qualifications. An explanation shall be given to the membership for an Elder's dismissal. Any other provision of the Constitution notwithstanding, in the case of any vacancy in the Board of Elders, the Board of Elders may appoint a successor who shall serve out the term of the Elder whom he has replaced, and said appointment shall be effective without approval of the Active Members.

- c. **Elders' Wives.** Because of the oneness in the marriage relationship and the complementary role that the wife is expected to assert upon her husband's role as Pastor or Elder, it is necessary that the wife of married pastors and Elders be virtuous, trustworthy, spiritually mature, supportive of her husband's position, and able to keep a confidence.
- d. **Meetings.** The Elders shall meet as often as needed to carry out their responsibilities for their spiritual leadership and care of the congregation and their oversight of the ministries and business of the Church. This shall normally be at least monthly. Notice of a regular meeting of the Board of Elders shall be given by public announcement on the Sunday prior to such meeting. Any Elder may call a special meeting of the Board of Elders by notifying the records secretary/clerk, and notice of the special meeting shall be given as for regular meetings. A quorum for any meeting of the Board of Elders shall be a majority of the Board, provided at least one non-staff Elder and at least one staff Elder are present, except for meetings addressing pastoral compensation, at which no pastors shall be present.

- e. Decision-making. The decisions of the Board should reflect the Elders' collective effort to seek the leading and provision of God for the Church – recognized and revealed through prayer, God's Word, and the wisdom and counsel enabled by His Spirit. Humility, patience, and unity are recognized as marks of true maturity and wisdom from God (Eph. 4:1-3). While a majority affirmative vote of a quorum of the Elders is all that is required to carry a motion, the Board shall strive, except in unusual circumstances, to practice decision-making through unanimity as an affirmation of God's leading in the situation and for that decision (Matt 18:18).
 - f. Compensation. No salary or compensation shall be paid to any Elder in his capacity as an Elder. However, nothing herein shall be construed to preclude any Elder from serving the Church in any other capacity and receiving reasonable compensation and the payment of travel and other expenses approved by the Board of Elders.
 - g. Conflicts of Interest. The Elders shall adopt a conflicts of interest policy that will provide for full disclosure of potential material conflicting interests in regard to members, officers, or employees. This policy shall permit the Elders to determine whether a contemplated transaction shall be authorized and whether it will be just, fair and reasonable to the Church.
2. Ministry Leaders. Community Church of Chesapeake shall have a sufficient number of men and/or women serving as leaders to direct the ministries and resources of the Church (each a "Ministry Leader"). They shall be members of Community Church of Chesapeake, and their lives shall reflect the qualifications of 1 Timothy 3:8-13. They shall administer and implement the policies of the Board of Elders and are subject to their authority. Each Ministry Leader shall oversee those matters pertaining to the physical and organizational needs of the Church in the areas of ministry and stewardship assigned to him or her. Their basic responsibilities shall include ministry planning and oversight, financial management, and volunteer supervision. They are expected to encourage and equip interested volunteers in the Church to join them in serving.

Each Ministry Leader shall serve for one year and until his or her successor is appointed, unless earlier removed. He or she may be appointed to successive terms without limitation. He or she may resign, and the Elders may dismiss any Ministry Leader for failure to perform his or her duties or to meet biblical qualifications. Their availability and suitability to continue serving as Ministry Leaders shall be reviewed annually by the Board of Elders, prior to presenting them to the Active Members for approval. Members of the Church considered suitable for serving as a new or replacement Ministry Leader may be recommended to the Board of Elders by an Elder, another Ministry Leader, or a nominating committee, if one is established by the Board. The Board of Elders shall nominate individuals to serve as Ministry Leaders and present them annually to the Active Members for approval (see also Article VII.A.1). Any individual not approved shall not serve as a Ministry Leader. In the case of a vacancy, the Board of Elders shall appoint a successor, who shall serve out the term of the Ministry Leader whom he or she has replaced, and said appointment shall be effective without approval of the Active Members.

3. Leadership Meetings – The Board of Elders shall meet with the Ministry Leaders individually or as a group (which may include all or a portion of the Ministry Leaders) to discuss the needs and plans of the Church and to encourage and equip the Ministry Leaders in their respective ministries.
4. Church Officers – Community Church of Chesapeake shall maintain the following offices of the Church: chairman of the Board of Elders, records secretary/clerk, treasurer, and other offices as the Elders may appoint. The chairman must be an Elder and may not hold any other office.
 - a. Election. The Elders shall elect the officers of the Church, who shall each serve a one-year term and until his successor is elected. They may be elected to successive terms without limitation.
 - b. Chairman. The Elders shall appoint one Elder from among them to serve as the chairman, whose sole duty as chairman shall be to preside over meetings of the Elders. The chairman may designate another Elder to preside over any meeting.
 - c. Treasurer. The Elders shall appoint a treasurer who shall oversee the Church's funds and securities and shall keep full and accurate accounts of receipts and disbursements in books belonging to the Church. He shall ensure all monies and other valuable effects are deposited in the name and to the credit of the Church in such depositories as shall be approved by the Elders. He shall likewise ensure that all disbursements of Church funds by check or electronic payments are paid out with proper authorization by persons designated by the Elders.
 - d. Records Secretary. The Elders shall appoint a records secretary/clerk who shall be the legal secretary of the Church, responsible to ensure the proper recording and filing of all documents and minutes from the Board of Elders meetings and Membership Meetings. The records secretary/clerk shall advise the chairman when a quorum has been reached. The records secretary/clerk shall also ensure that the Church records are kept in a secure place as part of the historical file and periodically inventory the Church's important documents.
5. Legal Trustees - The only function of the legal trustees shall be to sign all documents for the conveyance, transfer, mortgage of, or dealings in, real estate at the direction of the Board of Elders and the Church's Active Members as per article VII. There shall be at least three legal trustees, and the Board of Elders shall appoint them.
6. Church Staff – The Church shall maintain a non-pastoral staff as needed to support the Church's pastors, Elders, and Ministry Leaders in carrying out the ministries of the Church. The pastors shall identify and recommend the staff positions to be filled. Employee pay and benefits shall be as approved by the Elders. The pastors shall oversee the process of identifying and hiring individuals for non-pastoral positions on the Church staff, but shall consult and advise the Board of Elders prior to making a final decision to hire someone. An individual shall not be interviewed in regard to, or hired to fill, a new, non-pastoral staff position unless the creation of such position has previously been approved by the Board of Elders.

Section C. Appointment of Elders and Ministry Leaders

1. Elder Board Authority. – The authority to appoint leaders in the Church shall rest with the Elders, although the process shall also include input and approval by the Active Members (Acts 6:1-3). The Board of Elders should actively work to identify and develop individuals with the abilities and spiritual gifts needed to serve and lead within the Church.
2. Nominating Committee. – The Board of Elders may convene a nominating committee to assist in identifying potential leaders. The nominating committee shall consist of at least five Church members, two of whom shall be Elders. The committee shall recommend their nominees in writing to the Board of Elders.
3. Approval. – The Board of Elders shall present all of the Elders and Ministry Leaders to the Church's Active Members for approval. This shall occur annually at a regular Membership Meeting, and may also be done at a special meeting. The Elders shall inform the membership of those being nominated at least two weeks prior to the meeting where they will be presented for approval. Approval by the membership shall be accomplished only upon an affirmative vote of at least eighty percent of a quorum of Active Members. Those approved shall be publically installed at a subsequent Sunday morning service. Any individual not approved shall not serve as Elder or Ministry Leader, as the case may be.

Section D. Ministry Teams

One of the responsibilities of the Elders and Ministry Leaders is to equip the rest of the Church to serve actively in ministry (Ephesians 4:7, 11-12). For that reason, Ministry Leaders shall encourage participation in their areas of ministry among interested members of the Church fellowship, with the goal of instilling a high-level of corporate involvement and commitment within the Church. Accordingly, the development of ministry teams within the Church shall be an essential part of Community Church of Chesapeake's philosophy of ministry. Ministry Leaders shall have oversight for teams in their areas of ministry and stewardship. They shall be responsible to organize and fill their team(s) appropriately to serve the physical, administrative, relational and spiritual needs in their areas of responsibility. They may direct each team under their responsibility or designate a person to facilitate the team and to recruit sufficient members to accomplish the task assigned.

The establishment of teams within the Church will vary according to the appointment of Ministry Leaders. At a minimum, the Elders shall establish and maintain a Finance and Administrative Support Team (FAST), led by the Church treasurer, to oversee the financial processes of the Church and to advise the Elders on their financial responsibilities as a Board. The duties and responsibilities of the FAST shall be as set forth in writing by the Elders.

ARTICLE VIII. PASTORAL STAFF

Section A. Qualifications

Each Lead Pastor and his associate pastors shall, by virtue of their offices, be members of Community Church of Chesapeake. They shall meet the qualifications prescribed for all

Church Elders in Article VII. They shall be committed to the stated nature and purpose of the Church and to its distinctive emphases detailed in ARTICLES II and III. They shall be men totally committed to Jesus Christ as Lord, filled with the Holy Spirit, with a burden for world evangelization, personally active in winning the lost, and able to teach and preach the Word effectively and counsel believers scripturally. They shall have recognizable spiritual gifts that enable them to equip others for the work of the ministry (Eph. 4:11-13). Most of all, they must be men of God aspiring to holiness of attitude and life, who can lead the Church in fulfilling its calling and who will maintain its unity in the bond of peace.

Section B. Duties

1. The Lead Pastor(s) shall be the primary spokesman(men) for and executor(s) of the decisions and direction of the Board of Elders and shall be responsible under the Board of Elders for the ministries and operations of the Church. As such, the Lead Pastor(s) shall communicate with the Board of Elders, supervise the pastoral staff, and ensure coordination with leaders in the Church as required to direct the overall ministry. Working with and through the pastoral staff, this includes responsibility for worship, the pulpit ministries, missions/evangelism, special meetings, and the spiritual encouragement, teaching, and equipping of the Church body. The Lead Pastor(s) shall oversee the planning and execution of the Church calendar and associated Church activities and shall ensure proper management of the Church finances and other resources. He/they shall supervise the Church staff, delegating responsibility for specific Church employees to other pastors as appropriate.
2. The scope of the ministries of all pastoral staff shall be as defined by the Board of Elders. Each member of the pastoral staff shall report to the Lead Pastor(s), who is/are their immediate supervisor(s). They shall supervise Church employees and ministry teams assigned to them by the Lead Pastor(s) based on their areas of pastoral responsibility.

Section C. Appointment of Pastors

1. Appointment of pastors is the responsibility of the Board of Elders. The Elders' decision to call someone to serve as a pastor must be presented to the Church and shall only be effective upon approval by no less than an eighty percent affirmative vote of a quorum of Active Members.
2. Identifying and approving a new Lead Pastor is a critical process in the life of the Church. In considering those who might serve as a Lead Pastor, the Board of Elders must evaluate each candidate as outlined in Article VIII.A, in light of the Church's history, the ministry priorities and culture of the church, and the Church's present and future leadership needs. The Elders must be committed to unity, patience, and prayer throughout the process, trusting that God will provide for the pastoral needs of the Church in His perfect timing.
3. In order to preserve continuity of ministry, unity in the Church, and confidence in the Church's leadership when appointing a new Lead Pastor, it is highly preferable that candidates for Lead Pastor have a pre-existing relationship with the Church or have ministry experience and a referral from a sister church or ministry partner.

Section D. Termination

A pastor may resign from his position by giving notice of his intentions to the Board of Elders thirty days in advance. Dismissal of a pastor for cause shall occur only upon (1) the affirmative vote of two thirds of the other elders to recommend dismissal and (2) the affirmative vote of two thirds of a quorum of Active Members at a specially called meeting for this purpose.

When a pastor is dismissed for cause or resigns, the Board of Elders shall determine the appropriate severance pay.

ARTICLE IX. ORDINATION

Section A. Requirements

The Church shall have authority to ordain ministers to the gospel ministry by decision of the Board of Elders. Before ordaining any man, the Church shall have had full and sufficient opportunity for evaluating his gifts, education, ministry experience, reputation, character, and doctrinal beliefs. This period of evaluation should include a public commissioning to the pastoral ministry. The candidate for ordination shall be questioned by an ordination council which shall invite the participation of pastors and Elders from a consortium of sister churches. At the discretion of the Board of Elders, other local Christian leaders may be invited. His qualifications shall be in keeping with the high calling of God's servants in Scripture as "men approved by God"(I Thes. 2:4), "a model for you to follow"(II Thes. 3:9), "chosen instruments"(Acts 9:15), "shepherds of the church of God"(Acts 20:28), and those who can "prepare God's people for works of service"(Eph. 4:12).

Section B. Revocation

It shall be within the power of the Board of Elders to revoke the ordination credentials of anyone found guilty of serious and continual failure in his ministry or qualifications.

ARTICLE X. AFFILIATION

Section A. Autonomy

This Church is independent, not affiliated, for purposes of governance, with any denomination or fellowship of churches, and, therefore, shall be self-governed.

Section B. Relationships

The Church maintains a fellowship affiliation with a consortium of sister churches that desire to work together in cooperative and complementing ministries.

ARTICLE XI. CHURCH PLANTING

Section A. Establishment.

The Church shall actively assist the founding of new “daughter” churches in areas where believers are seeking to form a congregation under purposes and statements of faith paralleling those of the Church. Help shall be given to these churches in providing leadership, guidance, prayer and financial assistance for facilities according to the resources available.

Section B. Government.

A steering committee shall be appointed by the Board of Elders of Community Church of Chesapeake to help direct the affairs of the “daughter” church along with the local leadership of the beginning church. Each Lead Pastor shall have oversight of the new church leadership and shall be an ex-officio member of the steering committee. The new church shall become autonomous in both government and property ownership when authorized by the Board of Elders. It is the intent that such churches maintain a close affiliation with Community Church of Chesapeake and other “sister” churches, as described in Article X.

ARTICLE XII. FISCAL YEAR

The fiscal year of the Church shall be from July 1 to June 30 or as otherwise determined by the Board of Elders.

ARTICLE XIII. USE OF THE CHURCH PROPERTY

Use of Church buildings and grounds shall be subject to the Elders’ approval and limited to activities consistent with biblical principles.

ARTICLE XIV. AMENDMENTS

Changes in the Constitution may be made in whole or in part (except that no part of the Statement of Faith or the Dissolution Article may be deleted) according to the following procedure:

1. The ratification of any change requires the affirmative vote of a two-thirds majority of the Active Members and an affirmative vote of a majority of the Board of Elders.
2. Proposals for change may be presented at any regular or special meeting of the membership, but final ratification must be made at a meeting subsequent to the meeting at which the proposal for change was presented. All proposals for change must be presented in writing.
3. Written notice, with the complete proposal, shall be given to all members at least two weeks prior to any meeting at which a proposed change is to be ratified by the Active Members.

ARTICLE XV. DISSOLUTION

This Church is organized exclusively for religious, educational, and charitable purposes. In the event that Community Church of Chesapeake is ever dissolved, all its properties shall be sold and its assets distributed within the Consortium (as defined by the Board of Elders) of sister churches, as determined by the then current Board of Elders, to be used for the same purposes, which are exclusively Christian and evangelical.