

The Constitution of New Life Church: an Evangelical Free Church of Missouri

(Hereinafter referred to as New Life Church)

Preamble

We, the members of New Life Church, in order to carry out more efficiently the commission given by the Lord Jesus Christ to His Church, do ordain and establish the following Constitution to which we voluntarily submit ourselves:

Article 1 - Name

The name of this organization will be New Life Church of Missouri.

Article 2 - Corporate Existence and Powers

- A. The corporate existence of the church will begin on the date the certificate of incorporation is issued by the Secretary of State of the State of Missouri and will continue perpetually thereafter unless dissolved as provided by law.
- B. The church is organized exclusively for the charitable, education, religious or scientific purposes within the meaning of 501(c)(3) of the Internal Revenue Code.
- C. No part of the net earnings will inure to the benefit of any leader or officer of the church or any private individual (except that reasonable compensation may be paid for services rendered to or for the church affecting one or more of its purposes).
- D. No officer of the church or any private individual will be entitled to share in the distribution of any church assets on dissolution of the church. No substantial part of the activities of the church will be the carrying on of propaganda or otherwise attempting to influence legislation, except as otherwise may be permitted in 501(h) of the Internal Revenue Code. The church will not participate in or intervene in (including the publishing or distributing of statements) a political campaign on behalf of any candidate for public office.
- E. Notwithstanding any other provisions of these Articles, the church will not conduct or carry on activities not permitted to be conducted or carried on by any organization exempt under 501(c)3 of the Internal Revenue Code, or by any organization, contributions of which are deductible under 170(c)2 of the Internal Revenue Code.
- F. As a means of accomplishing the foregoing purposes, the church will have all of the general powers set forth in the Missouri Legal Code and as it may hereafter be amended. These general powers will be exercised exclusively for the attainment of the charitable, education, religious or scientific purposes of the church as set forth in this Article.

Article 3 - Authority and Affiliation

- A. Authority: The ultimate authority of this congregation is God the Father, Jesus Christ and the guidance of the Holy Spirit. The congregation, at its annual and special business meetings, is the legislative and governing body of this organization.
- B. Affiliation: This church will be affiliated with the Central District Conference of/and the Evangelical Free Church of America and will send delegates to their conferences, support their missions and unite in all mutual efforts for the furtherance of the Gospel of Jesus Christ in the measure that the church itself may officially decide.

Article 4 – Purpose

In all manner of doing, we at New Life Church will remain focused on our core purpose of leading people to God through a growing relationship with Jesus Christ our Savior, by making disciples who will make disciples.

Article 5 - Statement of Faith

The Statement of Faith of this church shall be the same as that of the Central District of/ and the Evangelical Free Church of America, which reads as follows:

EFCA Statement of Faith (Adopted by the Conference on June 26, 2008)

The Evangelical Free Church of America is an association of autonomous churches united around these theological convictions:

God

1. We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

The Bible

2. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

The Human Condition

3. We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

Jesus Christ

4. We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus-Israel's promised Messiah-was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

The Work of Christ

5. We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

The Holy Spirit

6. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

The Church

7. We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

Christian Living

8. We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

Christ's Return

9. We believe in the personal, bodily and premillennial return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

Response and Eternal Destiny

10. We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

Article 6 - Membership

Membership of this church will be composed of those individuals who, through saving faith in the Lord Jesus Christ, have been born again; who manifest the fruit of a true Christian life; who subscribe to the aforementioned Statement of Faith; and who are willing to support the church by their prayers, contributions, service and attendance.

Article 7 - Officers

- A. The ministry and business functions of this corporation will be overseen by a Board of Directors. The membership of this Board, which will be called the Elders Team, their election and their term of office is defined in the Bylaws of this church.
- B. Any other officers not serving as members of the Board of Directors but required by the State of Missouri for a non-profit corporation will be defined in the Bylaws of this church, including their election and their term of office.

Article 8 - Property

- A. This church will have the power to receive, either by gift or purchase, and to hold such real, personal or mixed property as is authorized by the laws of the State of Missouri and as is deemed necessary for the business of the church. This church will also have the power to dispose of such property by mortgage, deed or otherwise. All purchases of real estate or major construction and building renovations or additions must be approved by seventy-five percent (75%) majority vote of a quorum of members present at an annual or special business meeting of the church.
- B. All debts for the corporation will be held in the name of the corporation. The personal and private property of the officers or members of this corporation will not be used in the payment of the corporate debt.
- C. In case of a division of the church (from which we pray God, by His mercy, will preserve us) the property of the church will belong to those who abide by its Constitution and Bylaws. If the opposing groups or divisions cannot bring resolution to the divisive issue(s), the Central District of the Evangelical Free Church of America will act as arbitrator to make final determination which group retains the rights to the property of the church.
- D. In case of dissolution of the church organization, the property will be assigned to the Central District of the Evangelical Free Church of America to enable the Central District to renew the work or use the values thereof for further Gospel enterprises. The church will be considered dissolved if so decided by the organization; or when the church has not held an annual meeting for three years; or when less than six (6) members remain.

Article 9 - Amendments

Amendments to this Constitution must be submitted to the members in writing and adopted as a preliminary step at a regular business meeting of the church at least three months prior to a congregational meeting. They must be acted upon as previously adopted and without further amendment. At the succeeding congregational meeting they can be acted upon for final adoption but must receive the affirmative vote of seventy-five percent (75%) of the membership who are present and voting.

The By-Laws of New Life Church: an Evangelical Free Church of Missouri

(hereinafter referred to as New Life Church)

Article 1 - Church Government

- A. This church chooses to be congregational in its government. Congregationalism is defined to mean:
1. That this local church has the right to determine its own mission and decisions under the Lordship of Jesus Christ and the guidance of God's Word.
 2. The highest authoritative body for this local church is the membership as they voice their decisions through the appropriate majority vote (as defined in these By-Laws).
 3. The responsibility for church government belongs to the entire membership and each member is encouraged to participate in the decision-making process. Each member should participate with spiritual maturity and with a desire to build up the body of Christ.
- B. Congregationalism is further defined to mean:
1. That ministry is the responsibility of all believers. While government is restricted to the members of New Life Church, congregationalism invites believers, because they have been gifted by the Holy Spirit, to participate in ministry. All believers who regularly participate in the life of this local church are encouraged to find a place of service and are welcomed as co-laborers for our Lord Jesus Christ.
 2. That recognized spiritually gifted leaders are a part of God's plan for the local church. While the congregation determines the general direction of the local church and holds final authority, carrying out specific directions and ministries is delegated to specific officers and leaders in the church. Authority is vested by the congregation in these individuals or groups to operate under the guidelines established by the congregation. Honor is shown to those serving in a specific leadership or ministry role by not unduly interfering in the fulfillment of their position. These servants also understand the responsibility and accountability that has been given to them. Mutual submission, love and respect must govern all of the structural relationships of authority within the church. If there is a question about any decision or action of an individual or group, the congregation can review the issue and may affirm or overrule the decisions at a duly called congregational meeting.
 3. That the church recognizes the need for interdependence with the churches and government structures of the Evangelical Free Church of America. The authority of the congregation is not an excuse for isolation. Rather, it is an encouragement to mutually give and receive help for the work of our Lord Jesus Christ.

Article 2 - Membership

- A. Membership Defined. Membership is granted to anyone who has given testimony to his/her faith in Jesus Christ and who desires to actively support the ministry of New Life Church. This active support includes affirming the EFCA Statement of Faith; the mission, vision and values of New Life Church; and actively praying for, giving to and participating in New Life Church.
- B. Membership Procedures
1. Those professing faith in Jesus Christ and desiring membership will complete a membership class, agree to and sign the membership covenant, and give a testimony to their faith in Jesus Christ to the Pastor and/or a member of the Elders Team.
 2. Baptism, by sprinkling or immersion, is an outward symbol of obedience to Jesus Christ, and is a requirement for membership.
 3. Members will be officially received and welcomed at a subsequent worship service.
- C. Membership Privileges
1. A member has voting privileges at all congregational meetings.
 2. A member may be elected to any office for which he/she qualifies.

D. Termination Procedures

1. The Elders Team will grant a letter of transfer upon receiving a written request from that member.
2. The Elders Team will remove a person's name from the membership list upon receiving a written request from that member.
3. A person's membership may be terminated for discipline reasons according to Article 4 of these By-Laws.
4. A person whose membership has been terminated must complete the membership procedures of Article 2, Section B for reinstatement.
5. When a member has no contact with the church for one year, their membership status will become "inactive".
6. A member who has not had contact with the church for one year will be contacted in writing and may be removed from the membership list by the Elders Team. The Elders Team will make a final attempt to communicate with the member in writing before the action is final.
7. The Elders Team will communicate all membership activity defined above to the congregation as a first item of business at the next congregational meeting.
8. No present or former member has any right or claim to any church property.

Article 3 Leadership

A. Leadership Structures

1. Elders Team

- a. The spiritual oversight and the business operations of the church are the responsibility of the Elders Team.
- b. The Elders Team will meet at least nine times a year to organize and carry out these responsibilities. Additional meetings may be called as necessary.
- c. The Elders Team will be composed of the Senior Pastor, six qualified members elected by the congregation and any additional pastoral staff added by the Elders Team. The required qualifications are listed in Article 3, Section C of these By-Laws.
- d. A simple majority of the Elders Team will constitute a quorum. A simple majority of the entire Elders Team will be required to pass a motion.
- e. Elders will serve three-year terms and not more than two consecutive terms.
- f. Election of Elders will be staggered so that there is a consistency of Elders and not all of the Elders will end their terms at the same time. This means that occasionally an Elder will need to be elected for a one-year or two-year term, although they may be re-elected to serve up to one additional term.
- g. When needed, the Elders Team will create a Nominating Team who will prepare a list of church members (the number required to maintain an adequate number of Elders plus the Pastor) to serve as the Elders of the congregation. This list will be presented to the membership for individual affirmation at the Annual Congregational Meeting.
- h. The Elders will choose from their members the Chairperson, Vice-Chairperson and Recording Secretary prior to the Annual Congregational Meeting. They will serve for a term of one year commencing with the first Elders Team meeting following the Annual Congregational Meeting. Vacancies in these positions may be filled by the Elders Team at any regular meeting of the Elders Team. The Pastor cannot serve as the Chairperson or Vice-Chairperson.
- i. The Elders Team will appoint a Treasurer and Financial Secretary from the church membership at least three months prior to the Annual Congregational Meeting. The Treasurer and Financial Secretary will serve for a term of one year commencing with the first Elders Team meeting following the Annual Congregational Meeting.
- j. The Chairperson will work in cooperation with the Pastor to set the agendas and lead the Elders Team meetings. The Chairperson will also serve as Moderator of the Congregational Meetings and set the agenda (in agreement with the Elders Team) for these meetings.

- k. The Vice-Chairperson will assist the Chairperson as needed and in the event that the Chairperson is unable to complete his term the Vice-Chairperson will assume the role of Chairperson and serve in that capacity until the selection of a new Chairperson.
 - l. The Recording Secretary will be responsible to keep minutes of every meeting of the Elders Team.
 - m. If at least three Elders Team member positions become vacant, the nomination process will begin and elections will be held at a specially called Congregational Meeting to complete the open term.
2. Deacons Team
- a. A Deacons Team will be created by the Elders Team to oversee the facility and property operations of the church.
 - b. The Deacons Team will meet at least nine times a year to organize and carry out these responsibilities.
 - c. The Deacons Team will meet within thirty days after the Annual Congregational Meeting to select their own officers, including at least a Chairperson and a Recording Secretary.
 - d. The Deacons Team will be composed of at least six qualified church members appointed by the Elders Team. The required qualifications are listed in Article 3, Section C of these By-Laws.
 - e. A simple majority of the Deacons Team will constitute a quorum. A simple majority of the entire Deacons Team will be required to pass a motion.
 - f. Deacons will serve one-year terms. Consecutive years of service, however, will not be limited.
 - g. All actions of the Deacons Team are subject to review and approval by the Elders Team.
3. Ministry Teams and Ministry Team Leaders
- a. Ministry Teams will be created by the Elders Team to develop and carry out specific ministries that fulfill the mission and vision of the church.
 - b. Each Ministry Team will continue their ministry existence until the Elders Team believes the Ministry Team should be discontinued.
 - c. The Ministry Teams are accountable to the Elders Team.
 - d. Once a Ministry Team is established, a leader will be chosen by the Elders Team from the membership of the church.
 - 1) These leaders are fulfilling the ministry role described as deacon or deaconess in I Timothy 3:8-13. They must meet the biblical qualifications of a deacon or deaconess.
 - 2) These leaders are accountable to the Elders Team.
 - 3) Team leaders will be reviewed annually by the Elders Team. The Elders Team will either recommend continued leadership by that individual or choose a new leader. The Elders Team appointments will be announced at the Annual Congregational Meeting.
 - e. Team members are selected by the team leader and must be affirmed by the Elders Team.
 - 1) Their service commitment is for one year. Consecutive years of service, however, will not be limited.
 - 2) Team members may not be required to be members of the church but team members must be believers who exhibit godly character and are submissive to the church leadership.
 - 3) Team members involved in leadership or instruction must be members in good standing.
4. Other Leadership and Ministry Structures
- a. Other teams or task forces may be required. These will be established by the Elders Team as needed and will be accountable to the Elders Team.
 - b. The Elders Team will define the purpose, time of existence, chairperson and the people who will serve on the team or task force.

B. Duties

1. Elders Team (Overseers as defined in I Timothy 3:1-7)
 - a. Oversee the ministry and business functions of the church.
 - b. Assist the Pastor in shepherding the congregation.
 - c. Oversee the reception of new members and keep oversight of the membership rolls to be sure that it is kept up to date.
 - d. Lead the congregation, in cooperation with the leadership of the Pastor, by projecting an annual vision statement and working to achieve the goals and objectives of that vision and the overall mission of the church.
 - e. Apply Biblical discipline in the spirit of Christian love.
 - f. Ensure pulpit supply and insure the worship services of the church are adequately led in the absence of the Pastor.
 - g. Assist the Pastor in leading the congregation to pray and care for one another, as well as developing a heart to reach outward with the message and ministry of Jesus Christ.
 - h. Develop the church's annual budget to be presented at the Annual Congregational Meeting.
2. Chairperson
 - a. Conduct congregational and Elders Team meetings in Christian dignity and order.
 - b. Be a non-voting liaison to all other teams or task forces.
 - c. In cooperation with the Pastor, hold other leaders accountable for their responsibilities.
 - d. In cooperation with the Pastor, provide proper communication and interaction with all of the officers and Ministry Team Leaders of the church.
3. Vice-Chairperson
 - a. Preside in the absence of the Chairperson.
 - b. Assist the Chairperson as needed.
4. Elders Team Recording Secretary
 - a. Keep minutes of every meeting of the Elders Team.
 - b. Keep the minutes of Congregational Meetings.
5. Treasurer
 - a. Ensure all funds are dispersed as directed by the annual budget and the Elders Team.
 - b. Keep proper records and receipts for all church expenditures.
 - c. Provide proper records to the Internal Revenue Service (especially for hired employees of the church).
 - d. Provide monthly financial reports of disbursements to the Financial Secretary.
 - e. Provide financial reports of disbursements to the congregation for the Congregational Meetings or as instructed by the Elders Team.
6. Financial Secretary
 - a. Count all monies received. At least one additional person who is trustworthy in finances will assist as a witness for accurate records.
 - b. Keep a record of all monies with proper identification in these records.
 - c. Provide proper records to donors to meet the requirements of the Internal Revenue Service.
 - d. Provide monthly financial reports of income to the Elders Team (and as needed to other Ministry Teams).
 - e. Provide financial reports of income to the congregation for the Congregational meetings and at other times when instructed by the Elders Team.
 - f. Conduct or arrange for an annual review for all financial records.

7. Deacons Team
 - a. Provide advice and assistance regarding the facilities and the physical property of the church.
 - b. Oversee such service functions as may be assigned to them by the Elders Team.

C. Qualifications

1. The Elders Team members will be godly people in accordance with the qualifications described in I Timothy 3:1-7 and Titus 1:5-9.
2. The Elders Team Chairperson and Vice-Chairperson will be godly individuals who have the ability to lead, conduct, coordinate and delegate.
3. The Elders Team Recording Secretary will have an aptitude for keeping minutes, maintaining records and doing correspondence.
4. The Treasurer and Financial Secretary will have the ability to confidentially manage finances.
5. The Deacons will be godly people in accordance with the qualifications described in I Timothy 3:8-14.
6. The Elders Team Members, Deacons Team and Treasurer will be 21 years of age or older.
7. The Ministry Team Leaders will be godly people in accordance with the qualifications described in I Timothy 3:8-14. They must show an aptitude for leading and organizing the specific area of ministry, as well as a passion for that ministry.
8. If a leader becomes unqualified, the Elders Team will ask for that person's resignation. If that person does not resign, he/she will be temporarily suspended by the Elders Team until that leader is permanently removed or restored by a two-thirds majority vote of the members voting at a congregational meeting. Removal from leadership does not automatically revoke one's membership.

Article 4 Discipline

- A. The purpose of discipline is to keep the integrity and purity of the Body of Jesus Christ; help the Body and an individual believer move towards righteousness and maturity in Jesus Christ; and to restore a person to faith and fellowship with other believers and Jesus Christ.
- B. The Elders Team will confront a person (or persons) who digresses from Scripture or the church's Constitution; or disrupts the fellowship of the church (including personality disputes) according to the principles of Matthew 18:15-17 and Galatians 6:1-5.
- C. After following the principles of Matthew 18:15-17 and Galatians 6:1-5, a charge against any person can be submitted, in writing with a personal signature, to the Elders Team. The Elders Team will look into the matter and confer with the accuser and/or the accused. The Elders Team may take appropriate action if they are satisfied the charges are true.
- D. No member will be expelled until every reasonable effort has been made to reclaim him/her for Christ and the church in accordance with Matthew 18:15-17, II Thessalonians 3:13-15 and Galatians 6:1-2. If these efforts fail, that person will be expelled from the membership by a simple majority vote of the Elders Team.
- E. Members and/or regular attendees of the church may also be asked to stay away from any or all gatherings of the church if the Elders Team believes it is necessary for the health of the church and individuals in the church. However, due diligence should be made by the Elders Team to restore the person and allow them to participate in the gatherings of the church.

Article 5 Congregational Meetings

- A. An Annual Congregational Meeting will be held on the fourth Sunday of July.
 1. This yearly meeting will be the meeting where Elders are elected and the annual budget for the coming fiscal year is approved. The fiscal year is July 1-June 30.
 2. The newly elected Elders will begin their terms immediately following the meeting.

3. Annual reports for the current year will be presented by the Elders Team, the Pastor(s), the Deacons Team and Ministry Teams. An annual vision statement from the Elders Team and Pastor will be presented to the congregation at this meeting.
- B. Special Congregational Meetings may be called at the request of the Elders Team or when no less than ten (10) percent of the members submit a written request to the Elders Team requesting a meeting.
1. The Special Congregational Meeting will be announced with its purpose(s) at two consecutive Sunday worship services and by written notice to the membership at least 14 days in advance of the meeting.
 2. Official actions of the Special Congregational Meeting will be limited to the stated purpose(s) and any action specifically allowed by these By-Laws at a duly called Congregational Meeting.
- C. All Congregational Meetings will be conducted in a Christ like spirit and according to Scriptural principles. Robert's Rules of Order (most current edition), will be the standard for the parliamentary procedures at all Congregational Meetings.

Article 6 Pastor, Pastoral Staff and Non-Pastoral Ministry Staff

- A. Duties
1. The Pastor will perform all the Scriptural duties of the office under the guidance of the Holy Spirit. These duties will include:
 - a. Preaching at the stated services of the church.
 - b. Visiting members of the congregation (in cooperation with the Elders Team) as needed (especially the sick and the elderly).
 - c. Seeing to the administering of the sacraments.
 - d. Leading the congregation to care for the spiritual welfare of others (in cooperation with the Elders Team).
 - e. Discipling the leadership.
 - f. Keeping the congregation focused on its mission as stated in the Constitution and projecting an annual vision statement (in cooperation with the Elders Team) which fulfills that mission.
 2. Will be a voting member of the Elders Team and an ex officio, non-voting, member of all Ministry Teams, task forces or committees.
 3. Will not qualify for any other elected or appointed office.
 4. Will be accountable to the Elders Team.
- B. Qualifications
1. The qualifications for the Pastor will be those found in I Timothy 3:1-7 and Titus 1:5-9.
 2. Will exhibit the spiritual gift of the pastor/teacher (Ephesians 4:11-12).
 3. Will hold to the Evangelical Free Church of America Statement of Faith without mental reservation.
 4. At the time of candidating, will state in writing any differences of opinion with the Constitution and By-Laws.
 5. Should be credentialed by the Evangelical Free Church of America or actively pursuing a credential with the Evangelical Free Church of America.
- C. Calling a Pastor
1. The Pastoral Search Team will be composed of at least five church members and the Elders Team Chairperson will serve as an ex officio member. The Team should have at least one Elders Team member but not more than two Elders. The Elders Team will openly seek nominations from the church membership to serve on this Team. The Elders Team will present the proposed Team to the congregation for approval. The Elders Team will select the Chairperson of the Pastoral Search Team.

2. Their duties will be (without unnecessary delay) to seek advice from the District Superintendent, investigate, interview and invite to candidate a person of good report who meets the qualifications stated in Article 6 Section B above.
3. After the process of narrowing the potential candidates to one, the Pastoral Search Team will recommend this candidate to the Elders Team. If the Elders Team accepts the recommendation then the Pastoral Search Team will introduce the candidate to the congregation, arrange a time to candidate and then give their recommendation to the congregation at a Congregational Meeting. At this time, a call to become the Pastor may be extended to the candidate by a 75% majority written ballot vote of the members voting at that Congregational Meeting.
4. A candidate will be excused before another is invited to candidate.
5. A candidate will be expected to accept or reject a call within 72 hours.
6. Questions about job description, salary and other hiring or call issues will be determined by the Elders Team.

D. Termination

1. The Pastor will serve until resignation or dismissal by the congregation. Thirty days will be considered proper notice from the Pastor or the Elders Team, unless both parties mutually agree to a different period.
2. If a Pastor should depart from the Word of God in conduct or doctrine as defined in this Constitution or By-Laws or if the Pastor has lost the confidence of the congregation, the Elders Team or appointed representatives, in conjunction with the EFCA leadership, if needed, will counsel with the Pastor. Should this not have the desired result, the Pastor may be dismissed by a simple majority vote of the members voting at a Congregational Meeting. Any severance pay will be determined by the Elders Team.
3. Heresy and conduct unbecoming a Pastor are grounds for immediate removal from pastoral responsibilities by the Elders Team. The Elders Team will then recommend dismissal at a Congregational Meeting. The Pastor may be dismissed by a simple majority vote of the members voting at a Congregational Meeting. Any severance pay will be determined by the Elders Team.

E. Membership

1. The Pastor and spouse will become members at the time that they begin their ministry with the church.

F. Additional Pastoral Staff

1. The need for additional pastoral staff will be determined by the Elders Team and the approval of the congregation.
2. The search process and hiring of additional pastoral staff will be directed by the Elders Team.
3. A call to become additional pastoral staff may be extended to the candidate by a 75% majority written ballot vote of the members voting at a Congregational Business Meeting.
4. When additional pastoral staff are hired, the Pastor will be identified as the Senior Pastor or other appropriate title to designate his senior pastoral leadership. Additional staff titles and job descriptions will be determined by the Elders Team before the Pastoral Search Team begins its work.
5. The job description, pay or salary and other employment issues will be determined by the Elders Team.
6. The Elders Team will determine whether the pastoral position will carry the privilege and responsibility of serving as a member on the Elders Team and/or whether this person will serve as a Ministry Team Leader or as a part of a Ministry Team.

G. Non-Pastoral Staff

1. The need for non-pastoral staff will be determined by the Elders Team and the approval of the congregation.
2. The hiring of these staff members will be by the Elders Team (with assistance by a Ministry Team, task force, or committee as needed).
3. The job description, pay or salary and other employment issues will be determined by the Elders Team.
4. The Elders Team will determine whether this person will serve as a Ministry Team Leader or as a part of a Ministry Team.

Article 7 - Voting and Elections

A. Procedure

1. All members in good standing who are present at the congregational meeting will be eligible to vote. The exception would be a member under discipline and not eligible to vote.
2. The quorum for all Congregational Meetings will be those members present, but not less than seven members. If less than seven members are present then another Congregational Meeting will be scheduled.
3. Unless otherwise specified, all votes require a simple majority vote of the members voting.
4. All Elders will be affirmed by a two-thirds majority vote of the members voting at that Congregational Meeting.
5. Notification of Congregational Meeting will be given two weeks in advance.

B. Nominations

1. The Elders Team will be responsible for organizing a Nominating Team. The Elders Team will openly solicit the membership for persons to serve on the Nominating Team. The Nominating Team will be comprised of one Elders Team member and three church members. The Chairperson of the Elders Team and the Pastor are ex officio members of the Nominating Team. The Elders Team will select a Chairperson for the Nominating Team.
2. The Nominating Team will carefully and prayerfully consider qualified people and prepare a list of qualified nominees for each Elders Team position.
3. The Nominating Team will ask the congregation for recommendations of people to be nominees and will consider these recommendations in determining a final list of qualified nominees.
4. The Nominating Team should strive to find the best single candidate for each open position and present this to the congregation for the two-thirds majority vote of affirmation.

C. Limitations

1. The Elders Team will be elected for a term of three years. No person can be elected for more than two consecutive terms. A person is eligible for two more terms after a one-year sabbatical.

Article 8 - Amendments

- A. Proposed amendments to these By-Laws must be presented in written form, reviewed, and approved by a two-thirds majority vote of the Elders Team at least three (3) months prior to the time of their adoption at an annual or special business meeting of the church.
- B. Amendments proposed by the Elders Team must be submitted, in writing, to the church membership at least one (1) month prior to the time of their adoption at an annual or special business meeting of the church.
- C. Approval of amendments to these By-Laws shall require a two-thirds majority vote of the members in good standing who are present and voting at an annual or special meeting of the church.

(These Constitution & By-Laws were Adopted October 19, 2014)