

CONSTITUTION

of

EAST BAY CALVARY CHURCH, Inc.

PREAMBLE

We, the members of EAST BAY CALVARY CHURCH, in order to carry out more effectively the Great Commandment and the Great Commission, do establish the following articles to which we voluntarily submit ourselves:

ARTICLE I - NAME

The name of this church shall be EAST BAY CALVARY CHURCH, (hereafter referred to as "CHURCH"). This CHURCH is an independent, nondenominational fellowship of believers in Jesus Christ incorporated as a nonprofit religious corporation under the laws of the state of Michigan.

ARTICLE II – GOVERNANCE AND OPERATION

2.1 GOVERNANCE: The governance of this CHURCH is vested in its members. The Board of Elders represents the members as their servant leaders, overseeing all matters necessary for the effectual accomplishment of the CHURCH'S mission and vision. The Board of Elders are the sole authoritative interpreter of Scripture. The Board of Elders serves as the CHURCH'S visionaries for its future and the custodian of its physical assets. They are accountable to the membership of the CHURCH.

2.2 OPERATION: Execution of the day-to-day ministry, teaching, and training to accomplish the mission and vision of the CHURCH is vested in the Lead Pastor using his gifts and leadership skills of the pastoral/ministry staff and their various Ministry Leadership Teams. The Lead Pastor is accountable to the Board of Elders. The Pastoral, Ministry, and Support Staffs are accountable to the Lead Pastor.

ARTICLE III – MISSION, VISION & CORE VALUES

3.1 MISSION: To glorify God by loving God, loving Others and making Jesus Christ Known.

3.2 VISION: Be the Church that builds authentic relationships to reach the Grand Traverse area and beyond with the Gospel (Good News) of Jesus Christ.

3.3 CORE VALUES: Our Core Values are the DNA of the CHURCH. They define who we are, and who we desire to become for the glory of God. They find their foundation in the Great Commission (Matthew 28:19-20) and the Great Commandment (Matthew 22:36-40).

3.3.1 EXALT OUR SAVIOR, JESUS CHRIST (WORSHIP)

"Jesus declared...a time is coming and now has come when the true worshipers will worship the Father in Spirit and in truth, for they are the kind of worshipers the Father seeks. God is spirit, and His worshipers must worship in spirit and in truth" (John 4:21-24)

"Love the Lord your God with all your heart and with all your soul and with all your mind." (Matt 22:37)

3.3.2 EXTEND HOPE (PROCLAIM THE GOSPEL)

“I am not ashamed of the gospel, because it is the power of God for the salvation of anyone who believes: first for the Jew and then for the Gentile.” (Romans 1:16)

“Preach the Word; be prepared in season and out of season; correct, rebuke and encourage – with great patience and careful instruction.” (2 Timothy 4:2)

3.3.3 ESTABLISH BELIEVERS IN THE FAITH (DISCIPLESHIP)

“Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.” (Matthew 28:19-20)

3.3.4 EQUIP BELIEVERS FOR MINISTRY (SERVICE)

“All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the man of God may be thoroughly equipped for every good work.” (2 Timothy 3:16)

“Each one should use whatever gift he has received to serve others, faithfully administering God’s grace in its various forms.” (1 Peter 4:10)

3.3.5 ENGAGE IN GRACE-FILLED COMMUNITY (FELLOWSHIP)

“Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people.” (Act’s 2:46)

“With great power the apostles continued to testify to the resurrection of the Lord Jesus, and much grace was upon them all.” (Acts 4:33)

3.3.6 EMPOWER LIVES THROUGH PRAYER

“They devoted themselves to the apostles’ teaching and to the fellowship, to the breaking of bread and to prayer.” (Acts 2:42)

“...but the church was earnestly praying to God for him (Peter).” (Acts 12:5)

ARTICLE IV - STATEMENT OF FAITH

4.1 THE TRINITY: The Godhead consists of God the Father, God the Son, and God the Holy Spirit; three Persons but one God (Deut. 6:4; Mat. 28:19; Mt. 3:16-17). These three are co-equal and co-eternal (Ps. 90:2; Jn 1:1; Heb. 9:14).

4.2 GOD THE FATHER: God is a Person, i.e. He exists as a rational, self-conscious, self-determining, moral Being. He is immutable (James 1:17), omniscient (1 John 3:20), omnipotent (Gen. 1:3), omnipresent (Jer. 23:23-24), eternal (Ps. 90:1-2), absolutely sovereign (Rom. 11:36), and holy (Is. 6:3). He is full of love, justice, mercy, goodness, and truth.

4.3 GOD THE SON: Jesus Christ is the divine Son of God, by whom all things were made (John 1:1-3). He is the image of the invisible God (Col. 1:15-17) and possesses the attributes of God the Father. In the fullness of time (Gal. 4:4), the eternal Son took upon Himself our nature and, being conceived by the Holy Spirit and born of the Virgin Mary (Mt. 1:18-20), was made in the likeness of men (Phil. 2:7). While in the flesh, Jesus Christ is true God and true man, one Person with a two-fold nature.

4.4 GOD THE HOLY SPIRIT: The Holy Spirit is the third Person of the Trinity, co-eternal with the Father and the Son (Heb. 9:14), whom the Father sent into the world to reprove it of sin, righteousness, and judgment, and to testify of Jesus Christ (Jn. 16:8-14).

4.5 THE MINISTRY OF SPIRITUAL GIFTS: We believe that the Holy Spirit bestows spiritual gifts on all believers for Christian service and for the edification of the Church. These spiritual gifts are to be exercised according to biblical guidelines (Rom. 12:3-8; 1 Cor. 12:4-11; 1 Pet. 4:10-11). The sign gifts, originally given by the Holy Spirit (*healing, speaking in tongues, interpretation of tongues, prophesying, words of knowledge and miracles*) to confirm the gospel message to unbelievers, are not normative and are not practiced, taught or encouraged. Because of the redemptive work of Jesus Christ, we trust God's power to heal. Even though medical attention may be sought for treatment, we encourage praying with faith according to the Scriptures and trusting His sovereign will. (Jn. 15:7; 1 Jn. 5:14-15; James 5:13-16).

4.6 CREATION: God, the Creator of the universe, created the heavens and the earth as described in Genesis 1:1-2:3 and confirmed in Exodus 20:8-11. What God creates; He sustains (Colossians 1:15-17). Mankind is the pinnacle of God's creation and bears His image and likeness (Genesis 1:26-27, 31). As human beings we are dependent on God, responsible to God and called into fellowship with God.

4.7 INSPIRATION OF THE SCRIPTURES: The Scriptures, including both the Old and New Testaments, are a divine revelation and, as originally written, are verbally inspired by God. The Scriptures were written by men moved along by the Holy Spirit and are final in authority in all matters pertaining to conduct and doctrine (2 Tim. 3:16-17; 2 Peter 1:21).

4.8 SIN: Man was created in the image of God (Gen. 1:26-27), but, through disobedience to God, fell into sin, thus alienating himself and the entire human race from God (Gen. 3:1-7; Rom. 5:12). Through sin, man became devoid of all spiritual life (Rom. 6:23), and, in this condition, is dead in trespasses and sins, is subject to the power of the devil (Eph. 2:1-3) and is totally incapable of pleasing God (Rom. 8:7-8) or doing anything to remedy his condition (Titus 3:5).

4.9 THE NEW BIRTH: Because of this universal depravity and death in sin, it is impossible for anyone to enter the kingdom of God or take one step toward heaven without experiencing the new birth. To be born again is to partake of a new nature, a nature which is from above and which is implanted by the Holy Spirit through the Word of God, entirely apart from works, ordinances, or human attainment (John 3:1-5; Titus 3:5; 1 Peter 1:23; 2 Corinthians 5:21).

4.10 SALVATION: Salvation, or the new birth, has been made possible by the substitutionary atonement of Jesus Christ on the cross, dying in the sinner's stead. Christ was made to be sin and a curse and shed His blood for the remission of sin (1 Pet. 1:18-19; Rom 5:6-9; 2 Cor. 5:21). Because of God's impartial love, Christ died for the sins of all people without exception (John 3:15, 17; Titus 2:11; Heb. 2:9), He was buried, and on the third day He arose in the body in which He was crucified (1 Cor. 15:3-4). This salvation is appropriated solely by an act of faith in Christ alone. The moment we repent and receive Jesus Christ as our Lord and

Savior, we are sealed with the Holy Spirit, passing immediately from a state of spiritual death into everlasting life (Jn. 3:16; Jn. 5:24; Rom. 5:1; Eph. 1:13-14, 2:8).

4.11 ASSURANCE: It is the privilege of all who are united to Christ through faith to be assured of their salvation. This assurance cannot, in any sense of the word, be considered presumption, as it is founded, not on one's feelings or one's own worthiness, but wholly upon the revealed Word of God (Luke 10:20; Jn. 6:47; Jn. 10:28; 2 Cor. 5:1-2; 2 Tim. 1:12; 1 Jn. 5:13).

4.12 PERMANENCE OF SALVATION (ETERNAL SECURITY): All who are saved are kept by God's power and are safe and secure in Christ forever (Jn. 5:24; Jn. 6:37-40, 47; Jn. 10:27-30; Rom. 8:28-29; Eph. 1:12-14; Eph. 4:30; 2 Tim. 1:12; 1 Pet. 1:5; 1 Cor. 1:4-8; Heb. 13:5). Therefore, it is impossible for a redeemed child of God to lose his or her salvation (John 10:28). One mark of a true believer is a desire to live a life characterized by holiness. Those who live a continual lifestyle of wanton sin or who lack Christian character should examine themselves to determine if they are true believers and have ever really received the grace of God for salvation. The question is not whether a saved person can be lost (which is impossible), but whether one who professes belief is truly saved (1 Jn. 2:4, 6, 9).

4.13 THE BELIEVER'S WALK: The child of God has been called with a holy calling to walk, not after the flesh, but after the Spirit, so as not to fulfill the lust of the flesh (Rom. 8:12-13; Gal. 5:16-25), being a new creature in Christ Jesus (2 Cor. 5:17), and thus possessing a new nature. He, nevertheless, has within him the old nature and, throughout his lifetime, these two natures strive with each other (Rom. 7:15-25). In view of this, the Christian is exhorted to seek those things which are above, where Christ sits on the right hand of God (Col. 3:1), and to walk in the Spirit. The believer is called to live a life of consecration, to present his entire being to God, and not to be conformed to the things of the world (Rom. 12:1-2). He is not to be unequally yoked together with unbelievers and is to separate from that which dishonors the Lord (2 Cor. 6:14-17; Eph. 5:11).

4.14 THE CHURCH: The Church is an elect company of believers, baptized by the Holy Spirit into one body (1 Cor. 12:13). It is known as the body of Christ, and is to witness concerning its Head, Jesus Christ (Eph. 4:15).

4.15 ORDINANCES: We recognize two church ordinances: water baptism and the Lord's Supper. They are not to be regarded as a means of salvation, nor as means of grace by which special merit is obtained.

4.15.1 WATER BAPTISM: Christian baptism by immersion (Acts 8:36-39) is symbolic of the beginning of the Christian life and is the testimony of a believer affirming personal faith in the crucified, buried, resurrected, and ascended Lord, Jesus Christ. Spiritual union with Christ in death to the old life in Adam and resurrection to a new life in Christ is illustrated by water baptism (Rom. 6:1-11; Gal. 2:20; Col. 2:11-12). It is also a sign of identification with the Body of Christ, the Church (Acts 2:41-42).

4.15.2 THE LORD'S SUPPER: The Lord's Supper is the ordinance given by our Lord to commemorate and proclaim His death until He comes. It should always be preceded by worshipful self-examination for sin in the worshiper's life (1 Cor. 11:23-32). We also believe that even though the elements of communion are only symbolic of the flesh and blood of Christ, the Lord's Supper is to be a blessed time of fellowship with the risen Christ.

4.16 THE RETURN OF JESUS CHRIST: We believe in the personal, visible and glorious return of our Lord Jesus Christ. Christ will descend from heaven in the air, at which time the dead in Christ will be raised, the

bodies of the living saints will be changed, and together we shall be caught up with Christ (1 Thess. 4:13-18; 1 Corinthians 15:51-54). The coming of Christ demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service, and energetic mission. (Matthew 24:3; Mark 24:61-62; John 14:1-3; Acts 1:11; Phil. 3:20-21; 2 Peter 3:10-14; 1 Thess.4:15-18, Rev. 20:4-6)

4.17 HEAVEN AND HELL: There is a literal Hell: a place of torment and anguish, prepared for the Devil and his angels (Mt. 25:21; Luke 16:23-26), in which those who reject the Son of God as their personal Savior shall be tormented forever (Rev. 20:10; Rev. 20:13-15). There is an eternal Heaven where all who are saved shall live in perfect peace and bliss forever in the presence of God and His Christ (Rev. 22:1-5).

4.18 FINAL AUTHORITY: This Doctrinal Statement does not present the extent of our beliefs exhaustively. The Bible itself, as the CHURCH'S final and sufficient authority for all life, is the sole and final source of all that the CHURCH believes and will be interpreted and applied to matters not expressly covered herein by the CHURCH'S Board of Elders.

ARTICLE V. STATEMENT OF BELIEFS AND CHURCH POLICIES

5.1 STATEMENT ON SANCTITY OF HUMAN LIFE: We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (Psalm 139:13-16)

5.2 STATEMENT ON MARRIAGE, GENDER AND HUMAN SEXUALITY: We believe that God wonderfully and uniquely creates each person as BORN male or BORN female, an immutable binary gender distinction identified at birth in accordance with an individual's biological sex and DNA sequencing (Genesis 1:27, 2:18, 21-24, 5:2; Mark 10:6-8; 1 Corinthians 14:33). Any person who embraces a gender and/or gender characteristics other than the gender that he (*Husband, Father, Son*) or she (*Wife, Mother, Daughter*) is given by God at birth, and associated with his or her biological sex, is acting in a manner that is contrary to God's design. Treating gender as other than an immutable trait from birth is also contrary to God's design for the family and His design for other interpersonal relationships (Genesis 2:18, 24; 1 Peter 3:7; Ephesians 5:22-23, 6:1-4; Colossians 3:18-21). These two distinct, complementary genders together reflect the image and nature of God (Gen 1:26-27). Rejection of these divine sexual assignments by God is a rejection of the image of God within that person.

We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen 2:18-25). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1Cor 6:18, 7:2-5; Heb 13:4). We believe that God has commanded that no intimate sexual activity be engaged in before marriage or outside of marriage between a man and a woman.

We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest and use of pornography) is sinful and offensive to God (Matt 15:18-20; 1 Cor 6:9-10).

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Acts 3:19-21; Rom 10:9-10; 1Cor 6:9-11). We believe that every person must be afforded compassion, love, kindness, respect and dignity (Mark 12:28-31; Luke 6:31).

5.3 STATEMENT ON DIVORCE AND REMARRIAGE*

5.3.1 OVERVIEW: God hates divorce, because it always involves unfaithfulness to the solemn covenant of marriage that a man and a woman have entered into before God, and because it brings harmful consequences to those spouses, to their children (Mal. 2:14-16), and to society, as a whole. Divorce in the Scriptures is permitted as an accommodation to man's sin for the protection of the faithful spouse. Divorce releases him or her from the oppressive bondage of covenant duties that he or she cannot fill. Since divorce is only a concession to mankind's sin and is not part of God's original plan for marriage, all believers should hate divorce as God does, and seek God's help for reconciliation and restoration whenever marital disharmony occurs. Divorce should not be considered until exhaustive efforts have been put forth to rescue the marriage, and it becomes evident that there is no other recourse.

5.3.2 BIBLICAL GROUNDS FOR DIVORCE: The only biblical grounds for divorce are *unrepentant sexual sin* or *desertion*. The first is found in Jesus' use of the Greek word *porneia* (Matt 5:32; 19:9), a general term that encompasses many kinds of sexual activity, such as adultery, homosexuality, bestiality, incest (1 Cor. 5:1). This kind of sin was mentioned in Old Testament imagery as grounds for divorce between God and Israel (Isa. 50:1; Jer. 3:6-9), and in that case, it was not merely the sexual sin that occasioned the divorce, but the fact that the unfaithful spouse "did not return". When one spouse forsakes the marriage in that way, it becomes impossible for the faithful spouse to fulfill his or her covenant obligations (Gen. 2:24; 1 Cor. 7:1-5), and thus, he or she is placed in an intolerable situation. After all other means are exhausted to bring the sinning spouse to repentance, a way to bring about resolution and release for the faithful spouse may be divorce.

The second reason for permitting a divorce is in cases in which an unbelieving spouse does not desire to live with his or her believing spouse, especially because of the latter's Christian testimony (1 Cor. 7:12-15). Because "God has called us to peace" (1 Cor. 7:15), divorce is permitted in such situations, since peace cannot be maintained. When an unbeliever desires to leave, trying to keep him or her in the marriage may only create tension and conflict. Also, if the unbeliever leaves the marital relationship permanently, but is not willing to file for divorce, perhaps because of chosen lifestyle, irresponsibility, or to avoid monetary obligations, then the believer is in an intolerable situation of having legal and moral obligations that he or she cannot fulfill. Because the "brother or sister is not under bondage in such cases" (1 Cor. 7:15); that is, he or she no longer needs to remain married, divorce is acceptable without fearing the displeasure of God.

5.3.3 REMARRIAGE: Remarriage is permitted for the faithful spouse when the divorce was on biblical grounds. Christians who divorce because of the unrepentant sexual sin of their former spouse are allowed by God to marry another believer (Matt. 5:32, 19:9), as are those who have been forsaken by an unbeliever (1 Cor. 7:15).

Those who divorce on any other grounds have sinned against God and their spouses, and for them to marry another is an act of "adultery" (Mark 10:11-12). This is why Paul says that a believing woman who divorces unbiblically should "remain unmarried, or else be reconciled to her husband" (1 Cor. 7:10-11). If she repents from her sin of unbiblical divorce, the true fruits of that repentance would be to seek reconciliation with her former husband (Matt. 5:23-24). The same is true for a man who divorces unbiblically (1 Cor. 7:11). The only time such a person could remarry another is if the former spouse remarried or died, in which cases reconciliation would no longer be possible.

The Bible also gives a word of caution to anyone who is considering marriage to a divorcee. If the divorce was not on biblical grounds and there is still a responsibility to reconcile, the person who marries the divorcee is considered an adulterer (Mark 10:12).

5.4 STATEMENT ON CHILD PROTECTION: We believe that children are a “*heritage from the Lord*” (Psalm 127:3) and therefore seek to serve them in a protected and safe environment, free from any emotional, physical or sexual harassment and/or abuse. To that end we have established a Child Protection Policy.

ARTICLE VI – CHURCH MEMBERSHIP

6.1 PURPOSE OF MEMBERSHIP: Membership in the CHURCH identifies those individuals who have voluntarily united together for the spiritual purposes set forth in Article III of this Constitution, and who have made a commitment to be faithful to the CHURCH body.

6.2 QUALIFICATIONS FOR MEMBERSHIP: Membership in the CHURCH shall be open to all persons who meet the following qualifications:

6.2.1 Give testimony to and evidence of a personal faith in Jesus Christ as Lord and Savior.

6.2.2 Agree to abide by and uphold the Constitution of the CHURCH.

6.2.3 Complete the CHURCH’s membership class.

6.2.4 Agree to abide by the Membership Covenant (as set forth in 6.8 of this constitution).

6.3 TYPES OF MEMBERSHIP: The membership of the CHURCH shall consist of three groups as follows:

6.3.1 VOTING MEMBERSHIP shall be extended to those who have been received in accordance with the provisions of this constitution and who are not members of any other church.

6.3.2 ASSOCIATE MEMBERSHIP

- a. Associate Membership shall be extended to those who meet the qualifications of Voting Membership, but who are not permanent residents of the area (e.g., a student in the local college, a member of the military, a seasonal resident), or who have other circumstances which make it inadvisable to seek Voting Membership (e.g., a person whose unsaved mate opposes their becoming a Voting Member, etc.).
- b. Associate Membership is meant to be temporary in duration and will be reviewed annually by the Board of Elders. Associate Members shall be allowed all the rights and privileges of membership except that of voting in business meetings or holding a church office.

6.3.3 NON-VOTING MEMBERSHIP shall consist of the following:

- a. Those who have not attained the age of eighteen (18) years, or
- b. Those who have come under disciplinary action (as referred to in 6.7) of the CHURCH shall be denied the right to vote or hold any office or position of service in the CHURCH. The elders shall seek to restore the erring member(s) to fellowship with the Lord and with the CHURCH. If, after reasonable effort by the Board of Elders, this cannot be accomplished, membership may be terminated.

6.4 RESPONSIBILITIES OF MEMBERSHIP: It shall be the duty of every member to regularly attend the worship services of the CHURCH unless providentially hindered; to cheerfully contribute financially to the support of the CHURCH; to seek to exercise their spiritual gifts and talents for the mutual benefit of all the CHURCH body by voluntarily serving, within the limits of their abilities, in some facet of the CHURCH ministry; and to submit cheerfully to the loving leadership of the Elders.

6.5 APPLICATION FOR MEMBERSHIP: Persons making request for membership shall be given an application, along with a copy of the CHURCH's Constitution, and be assigned to a Pastor, Elder or Deacon who will guide them through the application process. The applicant shall be required to take a membership class designed to familiarize them with the church and the responsibilities of membership in the CHURCH. The applicant will share their personal testimony of saving faith in Christ alone with one of the Pastors and at least one current Lay Elder to determine that the qualifications for membership have been met. The interviewing Pastor and Lay Elder will then report to the Board of Elders to make a recommendation to accept or deny membership to the applicant.

6.5.1 ADMISSION TO MEMBERSHIP: Subsequent to favorable action by the Board of Elders, the applicant shall affirm their commitment to the Membership Covenant (6.8). Membership rights and privileges shall commence at the time of said affirmation.

6.5.2 ADMISSION TO ASSOCIATE MEMBERSHIP: Subsequent to favorable action by the Board of Elders, the rights and privileges of Associate Membership shall commence.

6.6 TERMINATION OF MEMBERSHIP:

6.6.1 REASONS FOR TERMINATION: At the discretion of the Board of Elders, a person's membership may be terminated for the following reasons:

- a. A request submitted in writing to the CHURCH by the departing member.
- b. Non-attendance for a period of twelve (12) months.
- c. Becoming a member of another church automatically terminates membership in this CHURCH when said membership commences (an exception shall be made for those who become associate members [as described in 6.3.2 of this constitution] of another church while temporarily away from this area)
- d. Propagation of doctrine contradictory to the Statement of Faith of the CHURCH as described in Article IV (1 Tim. 6:3-5; Titus 3:10,11; Rom. 16:17,18).
- e. Persistent unrepentant sinful behavior, i.e. immoral conduct (1 Cor. 5:9-13; 2 Cor. 6:14-17; 2 Thess. 3:6; Rom. 1:18-32; Lev. 18:22-28; 1 Tim. 1:10), sowing discord, causing division, or walking disorderly (Prov. 6:19; Rom. 16:17; 2 Thess. 3:6,7,11).

6.6.2 PROPERTY RIGHTS: Members of the CHURCH have no property rights and upon termination of membership shall be entitled to no interest in its assets.

6.7 DISCIPLINE OF MEMBERS:

6.7.1 PURPOSE OF DISCIPLINE: The threefold purpose of church discipline is to glorify God by:

- a. Maintaining purity in the local church (1 Cor. 5:6).

- b. Edifying believers by deterring sin (1 Tim. 5:20)
- c. Promoting the spiritual welfare of the offending believer by calling him or her to return to a biblical standard of doctrine and conduct (Gal. 6:1).

6.7.2 GOAL OF DISCIPLINE: Reasonable effort shall be made to restore an erring member to repentance, and restored fellowship.

6.7.3 AUTHORITY TO DISCIPLINE. The discipline of the CHURCH shall be entrusted to the Board of Elders who act on behalf of the membership of the CHURCH. Any disciplinary action that is deemed necessary shall be carried out in the spirit of love and meekness (Gal. 6:1; 2 Thess. 3:14-15).

6.7.4 PROCEDURE FOR DISCIPLINE: Members of the CHURCH who err in matters as described in 6.6.1 (d & e) above shall be subject to church discipline in accordance with the principles of Matt 18:12-18. The following steps must be taken:

- a. It is the duty of any member of the CHURCH who has knowledge of the erring member's heresy or misconduct to reprove and correct such erring member in private, seeking his/her repentance and restoration.
- b. If the erring member does not heed this reproof, the reproving member will again go to the erring member accompanied by one or two additional members as witnesses to reprove and correct such erring member, again, seeking his/her repentance and restoration.
- c. If the erring member still refuses to heed reproof and correction, the matter will be brought to the attention of the elders for a full and fair hearing, who will seek his/her repentance and restoration. If the Board of Elders determines - after thorough investigation in accord with the procedures prescribed by pertinent Scripture (Matt. 18:15-18; 1 Tim. 5:19; Titus 3:10) - that there is corroborating evidence of persistent unrepentant sinful behavior, he/she will be placed on the nonvoting membership roll. The Elders shall bring this matter before the CHURCH encouraging the congregation to pray for repentance and seek restoration of the erring member.
- d. If the erring member refuses to heed the reproof of the Elders and the CHURCH, he/she shall be publicly dismissed from the membership pursuant to the Scriptures (Matt. 18:12-18).
- e. It is understood that the discipline process will continue to conclusion even if the erring member leaves the CHURCH or otherwise seeks to withdraw from membership.
- f. Restoration to membership may be granted if the erring member, after dismissal, heeds the reproof and correction, demonstrates repentance, and requests reinstatement.

6.8 CHURCH COVENANT: Every person becoming a member shall be required to sign a copy of this covenant before their membership will commence. The covenant is as follows:

MEMBERSHIP COVENANT

Having repented of my sin, confessing Jesus Christ as my Lord and Savior, and willing to abide by the Constitution of East Bay Calvary Church, I do now in the presence of God, most solemnly and joyfully covenant to do the following:

I will protect the unity of my church:

- . . . by acting in Christian love toward other members;
- . . . by refusing to engage in gossip, or backbiting about my church, its leaders, or other members;
- . . . by being slow to take offense, and always eager to seek reconciliation with those with whom discord may occur;
- . . . by following and submitting to the leaders of my church.
- . . . by upholding the disciplinary actions of my church.

I will share the mission of my church:

- . . . by supporting the worship, ordinances, doctrines, and outreach of my church;
- . . . by using my spiritual gift(s), talents and time to be directly involved in at least one ministry of my church;
- . . . by cheerfully and faithfully giving my tithes and offerings in support of my church;
- . . . by seeking the salvation of the lost through personal witness and world evangelism;
- . . . by laboring for the growth of my church through prayer, inviting the unchurched to attend, and by warmly welcoming those who visit.

I will uphold the testimony of my church:

- . . . by living a godly life, in accordance with Scriptural principles;
- . . . by being just in my dealings, faithful in my commitments, and exemplary in my conduct;
- . . . by faithfully participating in the public services of my church;
- . . . by recognizing that because God has instituted the local church it holds greater importance than all organizations of human origin.

ARTICLE VII – ORGANIZATION

7.1 BOARD OF ELDERS: The CHURCH shall be organized in accordance with the New Testament pattern. The elders will function as the primary governing board of the CHURCH with the conviction that they serve under the leadership of Jesus Christ, the Head of the Church (Ephesians 5:23; Colossians 1:18).

7.1.1 COMPOSITION: The Board of Elders shall be comprised of the Lead Pastor, Associate Pastor(s) and lay Elders. The lay elders shall be elected by the congregation at a duly called

congregational meeting. The Lead Pastor and Associate Pastors are staff members who are called to fulfill ministry roles for an indefinite period.

7.1.2 QUALIFICATIONS: The elders are to be male only and shall meet the Scriptural qualifications set forth in 1 Tim. 3:1-7 and Titus 1:6-9. They shall be members in agreement with the Constitution of the CHURCH and have a vision for expanding and enriching the ministry and outreach of the CHURCH.

7.1.3 AUTHORITY: The Board of Elders, with the consent and support of the CHURCH membership, are the decision-making body of the CHURCH. All sub-organizations and ministries of the CHURCH are under the authority of the Board of Elders.

7.1.4 TERM OF OFFICE FOR LAY ELDERS: The term of office for Lay Elders shall be two years. A Lay Elder may serve two terms consecutively (totaling 4 years), after which time they shall be ineligible for reappointment until the lapse of one year. As much as possible, the terms shall be so arranged that a majority will not go out of office at the same time.

7.1.5 ORGANIZATION OF THE BOARD OF ELDERS: Annually, during the first regularly scheduled December board meeting following the election of officers, the Board of Elders shall elect from among the lay elders the following Corporate officers: Chairman, Vice-Chairman, and Clerk.

a. CHAIRMAN: The chairman shall be chosen from among the lay elders to perform the following duties:

- (1) Presides at all meetings of the Elder Board.
- (2) Serves as Moderator of all congregational business meetings.
- (3) Ensures that the meetings are conducted in an appropriate manner.
- (4) Able to sign legal documents for the CHURCH.
- (5) In the absence of a Lead Pastor, he shall assume the role of Lead Pastor until an interim Lead pastor can be appointed.

b. VICE-CHAIRMAN: The Vice-Chairman shall be chosen from among the lay elders to perform the following duties:

- (1) Performs the role of the Chairman in the Chairman's absence.
- (2) Serves on the Nominating Committee.
- (3) Able to sign legal documents for the CHURCH.

c. CLERK: The Clerk shall be chosen from among the lay elders to perform the following duties:

- (1) Keeps an accurate record of all business transacted by the Elder Board.
- (2) Records all minutes of Membership Business Meetings of the CHURCH.
- (3) Oversees, reviews, and communicates annually to the Elder Board an accurate roll of all CHURCH members.
- (4) Is an alternate signer of all CHURCH checks.

7.1.6 DUTIES

- a. Care for the spiritual welfare of the congregation.
- b. Guard, protect and defend the doctrinal teachings of the CHURCH, equipping the saints for the work of the ministry through prayer and spiritual teamwork.
- c. Establish visionary leadership and strategic goals in partnership with the Lead Pastor and staff.
- d. Oversee performance and conduct annual performance evaluation of the Lead Pastor with his approved job description.
- e. Receive a report of the performance evaluations of Associate Pastors and Ministry Directors as reported by the Lead Pastor or his designee.
- f. All members, officers, Ministry Leadership Teams, and ministries of this CHURCH come under the spiritual oversight and authority of the Board of Elders. All policies and practices for the CHURCH fall under the oversight of the elders.
- g. Oversee the membership roll (including applications and discipline); assist the Lead Pastor in the administration of the ordinances of baptism and communion.
- h. Oversee licensing, ordination, and commissioning of qualified candidates to ministry.
- i. Approve leadership team members and oversee all Ministry Leadership Teams.
- j. Administer all business matters of the CHURCH; shall function as trustees in all legal transactions; shall be responsible for the general oversight of the CHURCH finances, including the development and supervision of the annual budget adopted by the congregation.
- k. Appoint, oversee, and give direction to the Lead Pastoral Search Team.
- l. Authorized to spend up to 5% of the approved annual budget for non-budgeted ministry purposes per year.

7.1.7. QUOTA: The Board of Elders shall consist of a minimum of four (4) lay elders. Pastoral staff members shall not comprise more than fifty (50%) of the total number serving as elders.

7.2 TREASURER: The Treasurer shall be appointed by the Board of Elders and shall oversee all matters pertaining to the accounting and distribution of CHURCH funds including financial records and transactions pertaining to the outside financial institutions.

7.2.1 Qualifications: The Treasurer shall be a CHURCH member in good standing, having the ability, training, and experience in the area of financial accountability.

7.2.2 Duties: The Treasurer shall:

- a. Oversee the work of the Accounting Secretary, and such members who may be appointed by the Board of Elders to assist in the administration of the finances of the CHURCH.

- b. Maintain the financial books for periodic audit in such a manner as may be directed by the Board of Elders.
- c. Be in charge of accounting system procedure and shall implement financial policy pertaining to the Treasurer's office as recorded in the policy manual and may, from time to time, recommend financial policy changes to the Board of Elders.

7.2.3 **Accountability:** The Treasurer shall, in all matters, be responsible to submit reports to and be accountable to the Board of Elders.

7.2.4 **Term of Office:** The Treasurer shall serve at the discretion of the Board of Elders. The Board of Elders shall appoint the Treasurer at their regular December meeting each year for a one-year term. No term limits shall be applied to the office of treasurer.

7.3 DEACONS:

7.3.1 **QUALIFICATIONS:** The Deacons are to be male only and shall meet the Scriptural qualifications set forth in 1 Tim. 3:8-13. They shall be members in agreement with the Constitution of the CHURCH.

7.3.2 **ACCOUNTABILITY:** The Deacons shall in all matters be responsible to, submit reports to, and be organized in a manner determined by the Board of Elders.

7.3.3 **TERM OF OFFICE:** The term of office for Deacons shall be two (2) years. A Deacon may serve two terms consecutively (totaling 4 years), after which time they shall be ineligible for reappointment until the lapse of one year. In as much is possible, the terms shall be so arranged that a majority will not go out of office at the same time.

7.3.4 **DUTIES:** The Deacons shall maintain all CHURCH property, administer the benevolence ministries of the CHURCH, assist in meeting the physical needs of church members and be heads of ministry teams as directed by the Board of Elders.

7.3.5 **QUOTA:** The Deacons shall consist of a minimum of four (4) members.

7.4 APPOINTMENT AND REMOVAL OF ELDERS (other than pastors) AND DEACONS:

7.4.1 APPOINTMENT:

- a. The appointment of each new elder or deacon will be made by a seventy-five percent (75%) approval by the current Board of Elders and ratified by a seventy-five percent (75%) approval ballot vote of a membership quorum at a meeting held for this purpose within 90 days of the end of the calendar year.
- b. The newly elected officers shall assume their responsibilities on January 1 of the following year.

7.4.2 **DISMISSAL:** Elders and deacons may be removed from their office by:

- a. Voluntary resignation.
- b. Disciplinary Actions. Any elder or deacon who shall neglect the duties of his office, or to whom any of the conditions listed in 6.6.1 of this constitution apply will be removed from his office provided that there is a seventy-five percent (75%) vote to do so by all elders who are not in question.

7.4.3 FILLING VACANCIES: In the event that an Elder or a Deacon should resign or is removed before his term ends, the Board of Elders shall have the authority to appoint a qualified person to fill the vacancy for the remainder of the term.

7.5 PASTORS: All pastors of the CHURCH shall meet the qualifications of an elder (described in 7.1.2).

7.5.1 LEAD PASTOR:

- a. **QUALIFICATIONS:** The Lead Pastor shall be a male and an ordained minister of the Gospel of Jesus Christ, having adequate formal training, and experience so as to fulfill his duties and give adequate leadership to the CHURCH.
- b. **CALL:** The Lead Pastor of the CHURCH will be called by a seventy-five (75%) approval ballot vote of a membership quorum at a meeting held for this purpose. Public notice of this meeting shall be given at a Sunday service and published two Sundays immediately preceding. Church membership will be automatic for him and his wife on commencing his duties.
- c. **TERM OF OFFICE:** The Lead Pastor's term of office shall be for an indefinite period of time.
- d. **DUTIES:** He shall function as the primary preaching-teaching Elder and have charge of the worship services. He shall be responsible for the administration of the CHURCH, overseeing and directing all Associate Pastors, Ministry Directors and Support Staff Members, and be an ex-officio member of all Ministry Leadership Teams. His duties include spiritual leadership, vision casting and equipping of the staff and Board of Elders of the CHURCH. He, or his designee, also does performance evaluations of the Associate Pastors, Ministry Directors and Support Staffs reporting the results to the Board of Elders.
- e. **SALARY:** Salary and benefits shall be established and administered by the Lay Elders.
- f. **DISMISSAL:**
 - (1) The Lead Pastor may terminate his responsibilities upon giving a sixty (60) day notification to the church.
 - (2) Upon a seventy-five percent (75%) agreement of the Board of Elders, a Lead Pastor may be dismissed from his office at a properly called business meeting, by a simple majority ballot vote of a membership quorum. He will be given a thirty-day notification. These terms may be waived by mutual agreement. The Lead Pastor may not vote in this matter.

(3) In the event of alleged moral or doctrinal defection, the Board of Elders, having fully investigated the allegations and finding them to be true, shall have, by a simple majority vote, the authority to dismiss the Lead Pastor from his office immediately. The Lead Pastor may not vote in this matter.

(4) Severance remuneration shall be determined by the Board of Elders.

g. FILLING A VACANCY: In the event that a vacancy occurs in the position of Lead Pastor, or if the Lead Pastor is unable to function, the Board of Elders shall have the authority to appoint a qualified person as interim Lead Pastor. Until an interim Lead Pastor has been appointed, the chairman of the Board of Elders shall assume that role. In selecting a new Lead Pastor, the following process will be followed:

- (1) The Board of Elders shall appoint a Lead Pastor Search Team composed of three (3) Lay Elders and four (4) members from the membership. The Lead Pastor Search Team is charged to identify potential candidates, interview them considering spiritual qualifications, educational background, and previous pastoral experience.
- (2) The Lead Pastor Search Team will recommend one candidate to the Board of Elders for their approval. Upon a 75% approval by the Board of Elders, the final candidate will be recommended to the congregation.
- (3) The Board of Elders will provide a job description, salary range and benefit package to the candidate.
- (4) The Board of Elders will present the approved candidate to the membership for approval not less than two weeks (14 days) before a specially called congregation meeting. A seventy-five (75%) affirmative vote is the minimum to extend a call to the candidate.

7.5.2 ASSOCIATE PASTORS:

- a. QUALIFICATIONS:** An Associate Pastor shall be male and have adequate formal training, experience and demonstrated giftedness in ministry for which he is called.
- b. CALL:** The Board of Elders will select a suitable candidate and will announce their selection to the congregation no less than two weeks (14 days) prior to the date of hire. Upon review of all input from the congregation during this interval, the Board of Elders shall make a final determination and will have the authority to extend a call, provided that there is a seventy-five (75%) approval of the Board of Elders, including the approval of the Lead Pastor. Church membership will be automatic for him and his wife upon commencement of his duties.
- c. TERM OF OFFICE:** The term of an Associate Pastor shall be for an indefinite period.
- d. DUTIES:** The duties of an Associate Pastor shall be determined by the Lead Pastor and approved by the Board of Elders. All pastoral staff members shall be accountable to and evaluated by the Lead Pastor. As a Pastoral Staff Elder, they do not vote in any personnel

related decisions regarding the discipline or the dismissal of a Pastoral Staff member of the CHURCH.

e. **SALARY:** Salary and Benefits shall be established and administered by the Lead Pastor and Lay Elders.

f. **DISMISSAL:**

(1) The Associate Pastor may terminate his responsibilities upon giving a thirty-day notification to the Lead Pastor.

(2) At the recommendation of the Lead Pastor, the Board of Elders, shall have the authority to dismiss an Associate Pastor from service, provided that there is a seventy-five (75%) vote to do so by the Board of Elders. The Associate Pastor under consideration and other Staff Associate Pastors shall not vote in this matter.

(3) Severance remuneration shall be determined by the Board of Elders.

7.6 MINISTRY DIRECTORS AND SUPPORT STAFF

7.6.1 MINISTRY DIRECTORS: Ministry Directors include other paid, full or part-time, staff positions which the Board of Elders may deem necessary to establish for effective church ministry.

a. **QUALIFICATIONS:** Each Ministry Director shall be a member of the CHURCH and shall have training, experience, or ability qualifying him/her for the area in which he/she is to serve.

b. **SELECTION:** These positions will be filled upon recommendation of the Lead Pastor with approval of the Board of Elders.

c. **TERM:** The length of time of service will be determined by a recommendation from the Lead Pastor with approval of the Board of Elders.

d. **DUTIES:** The duties of the professional and ministry staff shall be formulated by the Lead Pastor and approved by the Board of Elders.

e. **SALARY:** Salary and Benefits shall be established and administered by the Board Elders.

f. **DISMISSAL:**

(1) A Ministry Director may terminate their responsibilities upon giving the Lead Pastor a thirty-day notification.

(2) At the recommendation of the Lead Pastor, the Board of Elders has the authority to dismiss a Ministry Director as a simple majority vote.

(3) Any severance remuneration will be at the discretion of the Board of Elders.

7.6.2 SUPPORT STAFF: CHURCH support paid personnel are persons engaged in areas of service supporting the ministry, and include secretaries, custodians, and other staff necessary to fulfill the ministry of the CHURCH.

- a. **QUALIFICATIONS:** Each support employee shall be a Christ-follower and shall have training, experience, or ability qualifying him/her for the area in which he/she is to serve.
- b. **SELECTION:** These positions will be filled upon recommendation of the Lead Pastor with approval by the Board of Elders.
- c. **DUTIES:** The duties of the support staffs shall be formulated by the Lead Pastor and approved by the Elder Board.
- d. **SALARY:** Salary and benefits shall be established and administered by the Board of Elders.
- e. **DISMISSAL:**
 - (1) A Support Staff Member may terminate their responsibilities upon giving the Lead Pastor a two-week notice.
 - (2) At the recommendation of the Lead Pastor, the Board of Elders has the authority to dismiss a Support Staff Member as a simple majority vote.
 - (3) Any severance pay remuneration will be at the discretion of the Board of Elders.

7.7 MISSIONARY/MINISTRY PERSONNEL AND ORGANIZATIONS: All persons and organizations approved for financial support will be required to sign a statement indicating that they accept in its entirety the Statement of Faith contained in this Constitution. They may also be required to submit a statement of total income upon request.

ARTICLE VIII: NOMINATING COMMITTEE

8.1 ROLE: The Nominating Committee manages the process for the selection of candidates to serve as Elders and Deacons. They shall strive to determine the spiritual gifts and passions of the CHURCH'S members as they relate to the specific positions to be filled. They request nominations from members of the congregation who they believe would serve the CHURCH well as elders and/or deacons.

8.2 QUALIFICATIONS: Members of the Nominating Committee shall be active members of the CHURCH who have been actively involved in ministry for the previous year and meet the character qualifications of a deacon (1 Timothy 3). They must demonstrate a commitment to the CHURCH'S Constitution and Philosophy of Ministry.

8.3 COMPOSITION: The Nominating Committee shall consist of the Vice-Chairman of the Board of Elders, one (1) additional **lay** elder, one (1) pastor and three (3) members at large from the congregation.

8.4 EXCLUSIONS: Spouses of paid staff members of the CHURCH and spouses of current Elders are not eligible to serve as members of the Nominating Committee. In the event that spouses of current nominating committee members become candidates, they shall recuse themselves from voting for their spouse.

8.5 PROCESS: The Nomination Committee presents their recommendations to the Board of Elders not less than three weeks prior to the Fall Business meeting. The Elders shall review

and approve these recommendations, submitting a slate of candidates to the congregation for the Fall Business Meeting.

8.6 ANNOUNCING THE CANDIDATES: A list of approved candidates shall be published and presented to the congregation not less than three weeks before the Fall Business Meeting. If a member of the CHURCH has any concerns regarding the approved Elder/Deacon candidate, the member may meet with the candidate(s) to discuss his/her concerns. If the outcome of that meeting is not satisfactory then both parties will meet with the Lead Pastor and Elder Chairman to resolve the issue. Candidates will share their personal testimony with the congregation during the Worship Service.

8.7 TENURE: Nominating Committee members shall serve for one year from the time of their selection and may be called upon by the Lead Pastor or Board of Elders to vet candidates when a vacancy occurs, recommending candidates to the Board of Elders for the approval and presentation to the congregation.

8.8 DISCIPLINE AND REMOVAL: If a Nominating Committee member fails to uphold the qualifications or responsibilities of the position, they shall not continue to serve in that position. Those raising concerns shall first discuss them with the team member in question, and only escalate the issue if there is not a resolution. If there is no resolution, the Nominating Committee shall bring it to the attention of the Lead Pastor. The Lead Pastor in consultation with the Board of Elders will make a final determination, after investigating the accusation.

ARTICLE IX - MINISTRY LEADERSHIP TEAMS

9.1 SELECTION:

9.1.1 Ministry Leadership Team members shall be members of the CHURCH. Non-members may also serve as long as they are born again Christ-followers who commit to the CHURCH'S Constitution and philosophy of ministry.

9.1.2 Pastoral/Ministerial staff members submit names of their specific Ministry Leadership Team to the Board of Elders for approval at the beginning of each calendar year.

9.2 DUTIES: Ministry Leadership Teams serve in specific ministry areas of the CHURCH which are responsible for carrying out the mission and vision of the CHURCH.

9.3 REMOVAL: Ministry Leadership Team members shall be removed upon recommendation of the Pastoral/Ministerial Staff and approval of the Board of Elders.

9.4 ADDITIONAL MINISTRY LEADERSHIP TEAMS: Additional Ministry Leadership Teams can be formed to carry out the core values, mission, vision, and philosophy of ministry of the CHURCH.

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9.4 ADDITIONAL MINISTRY LEADERSHIP TEAMS: Additional Ministry Leadership Teams can be formed to carry out the core values, mission, vision, and philosophy of ministry of the CHURCH.

ARTICLE X - MEMBERSHIP BUSINESS MEETINGS

10.1 REGULATIONS:

10.1.1 RULES OF ORDER: All business meetings will be governed by the latest version of Robert's Rules of Order, unless otherwise specified in this Constitution. These meetings may also be conducted using electronic means when in-person meetings are impossible. The Elders shall maintain a written policy of how such electronic meetings shall be conducted.

10.1.2 ABSENTEE BALLOTS are permissible for all who cannot physically attend scheduled congregational meetings. This can be done by securing a ballot in the church office or digitally by requesting a ballot before the meeting date. The absentee ballot must be returned to the church office on or before the scheduled meeting.

10.1.3 QUORUM: Twenty (20) percent of voting members present at a meeting duly called and announced shall constitute a quorum for the transaction of business

10.1.4 NOTICE OF MEETINGS: The date and time of the membership business meetings shall be determined by the Lead Pastor or Board of Elders. Notice of said meetings shall be given during a Sunday service and published two Sundays immediately preceding.

10.1.5 ITEMS REQUIRING VOTING MEMBERSHIP ACTION:

- a. Calling the Lead Pastor to or dismissing the Lead Pastor from office.
- b. Ratification for the appointment of Lay Elders and Deacons for office.
- c. Adopting, amending, or repealing the Church Constitution.
- d. Approving the annual budget.
- e. Approving the purchase, sale, mortgage, or transfer of real property.

- f. Major building projects and related indebtedness.
- g. Any non-budgeted item exceeding five (5) percent of the annual budget per year.
(cf.7.1.6L)

10.2 ANNUAL BUSINESS MEETING: The annual business meeting will be held during the month of January on a date specified by the Lead Pastor in conjunction with the Elder Board Chairman, for the purpose of adopting an annual budget and conducting any other business necessary.

10.3 FALL BUSINESS MEETING: A business meeting of the Membership shall be held in **the fall** on a date specified by the **Lead** Pastor in conjunction with the Elder Board Chairman, for the purpose of approving the men nominated to serve as Elders and Deacons.

10.4 SPECIAL BUSINESS MEETINGS: Special business meetings of the voting Membership may be called at any time by the Lead Pastor or Board of Elders with proper notice being given (described in 10.1.4) to transact any business requiring membership approval.

ARTICLE XI - LICENSING, ORDINATION, COMMISSIONING

11.1 LICENSING: License to preach shall be formally granted to any man who is qualified to preach. This license shall allow a man to perform the ecclesiastical duties and functions of the church. It shall be issued at the discretion of the Board of Elders and will be evaluated periodically.

11.2 ORDINATION: When, in the judgement of the elders, a member is called to Christian vocational ministry, it will be within the power of the elders to call and conduct a council of ordination after announcing it to the CHURCH. This council will consist of five or more ordained ministers who subscribe to the statement of faith of this CHURCH. The council shall thoroughly examine the candidate regarding his personal faith in Christ as Lord and Savior, call to the ministry, educational training, doctrinal beliefs, reputation, and demonstrated efficiency in Christian service. The candidate will give evidence of agreement with the provisions of the CHURCH constitution with respect to doctrine, and Scriptural qualifications for church leadership. The council will report their recommendation of whether or not to proceed with ordination to the Board of Elders. The ordination shall be approved upon a 75% favorable vote of the elders. Ordination shall be conferred for life, so long as the man continues to manifest the qualifications of the office.

11.3 COMMISSIONING: When local-church certification is required for ministry where ordination would be unnecessary or inappropriate, a person may be commissioned by the Board of Elders to minister. This authorization continues as long as the opportunity to minister remains in effect and as long as the person maintains the qualifications for ministry.

11.4 POWER OF REVOCATION: It shall be within the power of the Board of Elders, after impartial thorough investigation, to revoke the ordination credentials, license or commission of any minister or missionary ordained, licensed or commissioned under this

constitution, if said minister or missionary is found guilty of neglecting the duties for which ordination, license, or commissioning were conferred, or to whom any of the conditions listed in 4.6.1 (a)(d) and (e) of this Constitution may apply.

ARTICLE XII - DISSOLUTION

In the event of dissolution of the CHURCH, its properties and assets will be used to satisfy all creditors; any remaining assets will be disbursed as determined by the Board of Elders to other church ministries of like faith and/or mission agencies being supported by the CHURCH at the time of dissolution and which are themselves exempt from federal income tax under section 501 (c)(3) of the Internal Revenue Code of 1954 or the corresponding provision of any future federal tax code.

ARTICLE XIII – INDEMNIFICATION

- 13.1 The CHURCH shall purchase and maintain liability insurance on behalf of all persons who are or were an elder, officer, leader, employee, committee member or volunteer of the CHURCH. This insurance will be purchased for the purpose of protecting these persons from covered loss resulting in liability asserted against these individuals in connection with their activities on behalf of the CHURCH.
- 13.2 Should any elder, officer, leader, employee, committee member or volunteer of the CHURCH incur any liability as a result of their affiliation with or service to the CHURCH that is not covered by the CHURCH'S insurance policy and the liability results in an out-of-pocket cost to the individual, then they may request indemnification from the CHURCH. The granting of full or partial indemnification shall be at the discretion of the Board of Elders. The Board of Elders (excluding the person making the request if he is an Elder) shall decide whether to indemnify a requesting individual and the dollar amount of such indemnification. Such a decision of the Board of Elders will be final.

ARTICLE XIV – CONFLICT OF INTEREST

- 14.1 The CHURCH expects its board members, directors, officers, staff and volunteers acting on behalf of the CHURCH to conduct themselves with utmost integrity. They must put the interests of the CHURCH ahead of their own personal interests as they carry out their responsibilities on behalf of the CHURCH which includes recognizing, disclosing, and avoiding conflicts of interest. A conflict of interest, or appearance of this, exists when someone in the decision-making leadership at the CHURCH has a significant vested interest, ministry related, or financial, in an organization or with an individual that could benefit from certain decisions under this leader's role.
- 14.2 Current Board of Elder's members must refrain from any possible conflicts of interest, or appearances of the same. This includes carrying on non-church (*financially related*) business with other members of the Board of Elders or church staff, offering products or services to other elders or staff members, or linking resources with other Christian ministries that are not part of our partnership agreements. Any individual considering nomination to the Board of Elders must either terminate business with the other elder or staff member or remove his name from elder consideration. If a current Board of Elder member sees a conflict of interest developing, he should advise the Lead Pastor and Chairman of the Board of Elders so that the potential conflict can be evaluated and resolved.

14.3 Annually, all elders, deacons and staff should complete and sign the *Conflict-of-Interest Form* located in the Policies and Procedures Manual.

ARTICLE XV - AMENDMENTS

This Constitution may be amended at any time by a two-thirds (2/3) ballot vote by a quorum of the Voting Membership at a meeting held for this purpose. Any member of the CHURCH may propose an amendment to this constitution provided that it is submitted in written form to the Board of Elders and approved by them. The proposed amendment shall be announced from the pulpit in the Sunday worship services, and printed copies made available to the Voting Members, three (3) consecutive Sundays immediately preceding the business meeting in which the said amendment is to be voted upon.

ARTICLE XVI- ENDORSEMENT OF DOCUMENTS, CONTRACTS

The Board of Elders, except as in this Constitution otherwise provided, may authorize any officer(s), or agent(s), to enter into any contract or execute any instrument in the name of and on behalf of the CHURCH corporation. Such authority may be general or confined to specific instances. Unless so authorized by the Board of Elders, no officer, agent or employee shall have any power or authority to bind the CHURCH by any contract or agreement, or to pledge its credit, or to render it liable for any purpose or to any amount.

ARTICLE XVII - SUNSET CLAUSE

This Constitution will be reviewed by the Board of Elders for further revision and updating within five (5) years of its approval.

***Details are found in Position Paper titled “EBCC Position Paper on Divorce and Remarriage” which is available by contacting the Board of Elders.**

Congregational approval:06.23.24