

CONSTITUTION OF GOSPEL BAPTIST CHURCH, GALION, OHIO

ARTICLE I. NAME

The name of this church shall be Gospel Baptist Church, Galion, Ohio.

ARTICLE II. PURPOSE

Gospel Baptist exists to glorify God by making disciples. Because we want to fulfill our purpose in a way that pleases God we hold these three Biblical values:

Authority of Scripture: 2 Tim. 3:16-17 (where we get our truth)

The Great Commandment: Matthew 28:18-20 (where we get our motivation)

Disciples who make disciples: 2 Tim. 2:2, Matthew 4:19 (results we work toward)

ARTICLE III. AFFILIATION

Section I. Independent

Gospel Baptist Church is an independent church body after the New Testament pattern, an assembly of believers free from denominational control. Affiliation with any organization shall be for purposes of fellowship only, and shall in no way regulate or restrict the function of this church body in any way whatsoever.

Section II. Affiliation

Affiliation with an organization in accordance with section one (1) of this article shall require the pastor team approval.

ARTICLE IV. DOCTRINE

In essential beliefs we have unity, in nonessential beliefs (marked below with *italics*) we have liberty, and in all our beliefs we show charity (love).

“inerrant” is used here to mean the writings in the original manuscripts were without error

“infallible” is used here to mean reliable and trustworthy in manuscripts found today that have divinely preserved the inerrancy of the original manuscripts

Section I. The Holy Scriptures. We believe the Holy Scriptures of the Old and New Testaments to be the verbally inspired Word of God, the final authority for faith and life, inerrant in the original writing, infallible and God breathed. (II Timothy 3:16-17; II Peter 1:20; John 16:12)

Section II. The Godhead. We believe in one triune God, eternally existing in three persons- Father, Son, and Holy Spirit—co-eternal in nature, co-equal in power and glory, and having the same attributes and perfections. (Deut. 6:4; II Cor. 13:14)

Section III. The Person and Work of Christ.

- A. We believe that the Lord Jesus Christ, the Eternal Son of God, became man, without ceasing to be God, having been conceived by the Holy Spirit and born of the Virgin Mary, in order that He might reveal God and redeem sinful men. (John 1:1,2,14; Luke 1: 35)
- B. We believe that the Lord Jesus Christ accomplished our redemption through His death on the cross as a representative, vicarious, (suffered for and instead of us) and substitutionary sacrifice; and, that our justification is made sure by His literal physical resurrection from the dead. (Rom. 3:24,25; I Peter 2:24; Eph. 1:7; I Peter 1:3,5)
- C. We believe that the Lord Jesus Christ ascended into Heaven, and is now exalted at the right hand of God, where, as our High Priest, He fulfills the ministry of Representative, Intercessor, and Advocate. That His descent into the air from Heaven will be an event, not a process, and will be personal and corporeal. (Acts 1:9-11; Heb. 9:24; 7: 25; Rom. 8:34; I John 2:1,2; Matt. 25:30, 31; Mark 14:62)

Section IV. The Person and Work of the Holy Spirit.

- A. We believe that the Holy Spirit is a Person who convicts the world of sin, of righteousness, and of judgment and, that He is the Supernatural Agent in regeneration, baptizing all believers into the body of Christ, indwelling, and sealing them unto the day of redemption. (John 16:8-11; II Cor. 3:6; I Cor. 12:-14; Rom. 8:9; Eph. 1:13-14)
- B. We believe that He is the Divine Teacher who guides believers into all truth; and, that it is the privilege and

duty of all the saved to be filled with the Spirit. (John 16:13; Eph. 5: 18; I John 2:20)

Section V. The Depravity of Man. We believe that man was created in the image and likeness of God, but that in Adam's sin the race fell, inherited a sinful nature, and became alienated from God; and that man is depraved, and, of himself utterly unable to remedy his lost condition. (Gen 1:26; Rom. 3:22,23; 5:12; Eph. 2: 1-3)

Section VI. Salvation. We believe that salvation is the gift of God brought to man by grace and received by personal faith in the Lord Jesus Christ, whose precious blood was shed on Calvary for the forgiveness of our sins. (Eph. 2:8-10; John 1:12; Eph. 1:7; I Peter 1:18, 19)

Section VII. The Eternal Security and Assurance of Believers.

- A. We believe that all those redeemed by God, once saved are kept by God's power and are thus secure in Christ forever. (John 6:37-40; 10:27-30; Rom. 3:22, 23; 5:12; Eph 2:1-3, 12)
- B. We believe that it is the privilege of believers to rejoice in the assurance of their salvation through the testimony of God's Word; which, however clearly forbids the use of Christian liberty as an occasion to the flesh. (Rom. 6:13; 8:12,13; Gal. 5:16-25; Eph. 4:22-24; Col. 3:10; I Peter 1:14-16)

Section VIII. Separation. We believe that all the saved should live in such a manner as not to bring reproach upon their Savior and Lord; and, that separation from all religious apostasy, all worldly and sinful pleasures, practices and associations is commanded by God. (II Tim. 3:1-5; Rom. 12:1,2; 14:13; I John 2:15-17; II John 9-11; II Cor. 6:14; 7:1)

Section IX. Make Disciples. We believe that it is the obligation of the saved to witness by life and by word to the truths of the Holy Scriptures and to seek to proclaim the Gospel to all mankind. (Mark 16:15; Acts 1:8; II Cor. 5:19, 20) Subsequently followed by helping believers on an intentional spiritual growth journey to be fully mature and eventually to make disciples themselves (Matthew 28:19-20, Matthew 4:19, 1 John 2).

Section X. The Ministry and Spiritual Gifts.

- A. We believe that God does hear and answer the prayer of faith, in accord with His own will, for the sick and afflicted. (John 15:7; I John 5:14, 15)
- B. We believe that God is sovereign in the bestowment of all His gifts; and, that the gifts of evangelists, pastors, and teachers are given for the equipping of the saints so they may minister and be perfected; *and, that speaking in tongues and the working of sign miracles gradually ceased as the New Testament Scriptures were completed and their authority became established.* (I Cor. 12:4-11; II Cor. 12:12; Eph. 4:7-12)

Section XI. The Church. We believe that the Church which is the espoused Bride of Christ, is a spiritual organism of all born-again persons of this present age. (Eph. 1:22,23; 5:25-27; I Cor. 12:12-14; II Cor. 11:2) We believe that the establishment and continuance of local churches is clearly taught and defined in the New Testament Scriptures (Acts 14:27; 20:17; 23:32; I Tim. 3:1-13).

- A. We believe the "Lord's Supper," or "Communion," was instituted by Christ to remember His cross and His future coming, and is to be observed as often as the church deems appropriate. This church observes close communion allowing for those believers who are right with the Lord, but not members of Gospel, to partake of communion. The Lord's Supper will be observed with unleavened bread and juice. (Matt. 26:26-30; 1 Cor. 11:17-34)
- B. We believe water Baptism in the New Testament is by mode of immersion only, after salvation experience, and for expression of prior salvation not receiving salvation. (Matt. 3:13-17; Acts 2:41, 8:30-39)

Section XII. Angels, Satan and the Spirit World. God created a separate being, neither divine nor human, to be His messengers and servants. Angels are spiritual beings. 'Good' angels continue to serve God and saints. 'Fallen' angels serve their master, Satan (once named Lucifer), who was once the chief angel but fell through pride. We are forbidden from seeking audience or from seeking interaction with any angels. (Deut. 18:9-13; Isa. 14:12-15; Ezek. 28:14-17; Rev. 12:9; Jude 6; II Peter 2:4; Eph. 2:2; John 14:30; I Thess. 3:5; Matt. 4:1-3; I Peter 5:8) These fallen angels will someday be judged and cast into the Lake of Fire. (I Cor. 6:3; Matt. 25: 41; Jude 6)

Section XIII. Last Things, Future Things, Eschatology. *We believe in the imminent Rapture of the Church to Heaven followed by a seven (7) year period of tribulation upon all the earth. At the end of this period of tribulation, Jesus shall come back to earth in power and glory with His Church to establish the promised Davidic Kingdom.*

Christ shall then reign for one thousand (1,000) years, during which time, peace and righteousness will cover the earth, Satan will be bound, and Israel shall be established in her own land. At the end of this glorious reign, Satan shall lead a rebellion against Christ, shall be defeated, and shall forever be banished to the Lake of Fire.

The wicked dead shall be judged at the Great White Throne, and shall be condemned to everlasting conscious torment and fire; the saved, and eternal, conscious blessedness in the presence of our Lord. (John 14:13; Matt. 24:21; Rev. 19:11-16; Rev 21:1-5; Ezek. 39:25-29; 1 Thess. 4:17)

Section XIV. Family. We believe that the term "marriage" has only one meaning. We believe that marriage is the exclusive covenantal union of only one naturally born man and only one naturally born woman, which union was designed by God. (Genesis 2:24, Matthew 19:4-6) We will faithfully follow this Scriptural definition of marriage in the teachings and practices of this church. (Therefore, for example only, this church will not officiate, solemnize, perform or host a marriage or marriage-like ceremony involving anything other than the union of only one naturally born man and only one naturally born woman as instituted by God.) However, we also believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behaviors or attitudes are to be repudiated and are not in accord with Scripture nor the doctrines of the church. (Gen 2:24; Matt 19:4-6) We believe children are a gift from God and life begins at the moment of conception. (Psalm 22:10, 139:13)

ARTICLE V. ADMINISTRATION

Section I. Authority

The ruler of the church is Jesus Christ (Eph. 5:23, Col 1:18). The administrative authority of the church is vested in the pastor team as those God has appointed to lead the congregation according to His rule (Acts 20:28; 1 Tim. 5:17). Accountability for adherence to this document, legal requirements, and the Scriptures is vested in the congregation (Acts 15:4, 22-23, 30).

Section II. Congregational Votes

The congregation shall decide the buying and selling of property, new construction projects, non-budgeted expenses exceeding five thousand dollars (\$5,000), appointment of a new lead pastor, and approving the annual budget. The transaction of all other business is entrusted to the pastor team.

Section III. State Laws

The congregation shall in its adopted name sue, hold, purchase, and receive title by gift, grant or other conveyance of and to any property, real or personal, with power to mortgage, sell or convey the same, in accordance with the laws of the State of Ohio and the procedures laid out in this constitution.

ARTICLE VI. OFFICERS AND THEIR MINISTRIES

The head of Gospel Baptist is Jesus Christ our Chief Shepherd (1 Peter 5:4, John 10:14). Serving and ruling as under-shepherds is our team of pastors (1 Peter 5:1-3), assisted by our team of deacons (1 Timothy 3:8-13, Acts 6:1-7). Using the Bible as our sole and final authority on all concerns and issues (2 Timothy 3:16-17, 2 Peter 1:3), our team of pastors will display these five Biblical qualities: pastoral leadership, shared leadership, male leadership, qualified leadership and servant leadership (1 Peter 5:1-4, Titus 1, 1 Timothy 2-3, Acts 20:17-36). Therefore, the officers of the church shall consist of a Pastor Team and a Deacon Team.

Section I. Pastor Team

“lead pastor” is used here to refer to the man appointed by congregational vote who, while equal in authority with all other pastors on the pastor team, carries a more significant amount of responsibilities and influence namely casting the churchwide vision

“staff pastor” is used here to refer to the man or men who are hired to paid staff positions and are then added through the appointment process to the pastor team

“pastor” is used here to refer to the man or men who serve on the pastor team but who are not “lead pastor” or “staff pastor”

- A. Qualifications: the qualifications for those who serve on the pastor team shall be such as are prescribed and set forth in the New Testament (1 Tim. 3:1-7,10, 11, Titus 1). Details on Scriptural interpretation and application of these requirements shall be found in the pastor team handbook.
- B. Role: as servant-leaders of the church, men should be observed serving, teaching, and leading faithfully

before being considered for the office (1 Cor 4:2)

- C. Duties: the office is singular referred to by three Bible terms (elder, bishop, pastor) which collectively describe the whole of the duties which include: the teaching and preaching of the Word in its purity, administering ordinances, leading and overseeing the church, protecting from false teachers, exhorting and admonishing the saints through sound doctrine, visiting and praying for the sick, equipping the saints to do the work of the ministry, and judging doctrinal issues (Acts 20, 1 Peter 5, 1 Timothy 3-4, Titus 1-2, Ephesians 4:11-13).
- D. Submission: the pastor team shall be recognized as the spiritual leaders of the church and as such should be given the Christian love, prayer, and hearty cooperation of all members (1 Timothy 2:1-2, 5:17-21; Hebrews 13:7-17).
- E. Pay: those who serve on the pastor team shall be considered for regular pay as deemed appropriate by the pastor team, to relieve them of temporal cares as far as possible and to preserve the dignity of their calling as determined according to their season of life and what their duties demand in time and resources (1 Timothy 3:17-18). Staff pastors' pay will be largely based on the lead pastor's annual evaluations.
- F. Term: pastors shall serve for a three (3) year term. Lead pastor and staff pastors serve an indefinite term. Those who serve on the pastor team may be asked to step down by the pastor team due to disqualification at any time which will terminate their appointment term. Those serving on the pastor team may resign for any reason at any time which will terminate their appointment term. Those men completing a term and wishing to continue serving will go through the appointment process again.
- G. Appointment Process: men will go through a rigorous and transparent process to test their qualifications, desire, and abilities according to Scripture (1 Timothy 3:10). The exact process is found in the pastor team handbook. This process can begin at any time of year.
- H. Dismissal process: If a pastor team member is terminated or resigns for any reason during their term, a formal explanation shall be given to the congregation on the following Sunday at the morning service. (1 Tim 5:19-25)
- I. Shared Leadership: every member appointed to the pastor team will have an equal voice and vote on any and all issues. Unanimity is desired but two-thirds ($\frac{2}{3}$) vote of all current pastor team members is required, with the exception of dismissing the lead pastor. (1 Tim 5:19-25)
- J. First Among Equals: the lead pastor will have considerably more responsibility and duties than other pastors and staff pastors. This naturally will result in having a greater influence, remuneration, and role than other members; but affords no greater authority or voting privilege.
- K. Records: accurate records of every pastor team meeting shall be kept. Records with personal or privileged information removed are available, upon request, to members.
- L. Size: the pastor team shall have no quota. When there are less than three (3) on the team, the deacon team shall appoint two (2) deacons not in the first year of their term to serve with the pastor team to fulfill the requirements on the pastor team according to this constitution until such time as additional men are appointed.
- M. Lead pastor dismissal
 1. The lead pastor may be dismissed by the joint deacon and pastor team at any time by unanimous vote, not allowing the lead pastor to vote.
 2. A meeting to dismiss the lead pastor shall be called only by a vote of the pastor team.
 3. Dismissal must be for immoral behavior, false doctrine, biblical disqualification, or prolonged refusal to submit to church authority.
- N. Lead pastor vacancy: the following process shall be followed.
 1. Two (2) deacons shall be selected by the existing deacon team, two (2) members of the congregation shall be appointed by the joint deacon and pastor teams, and two (2) pastors shall be selected by the existing

pastor team to comprise the “pulpit committee.”

2. The pulpit committee shall call the church to a season of prayer.
3. The pulpit committee shall write and post a job description and opening to not less than two (2) sources and receive resumes for a period of no less than thirty (30) days.
4. The pulpit committee shall vet applicants until they unanimously recommend one (1) at a time to the entire deacon team and pastor team.
5. The entire deacon team and pastor team shall examine the recommended applicant. After which the joint deacon and pastor team must unanimously vote him to candidate or not; if he is voted not to candidate, the pulpit committee shall recommend a next candidate.
6. If he is voted to candidate, he and his family should be brought in at the church’s expense to candidate before the entire congregation. On the Sunday following, the congregation shall vote by ballot to call the lead pastor or not; if he is voted to not be called by the church, the process will continue until God reveals the man to lead the church. If he is voted to be called, the chairman of the pulpit committee shall in writing issue the call. When the candidate has answered, the congregation shall be made aware of his answer the following Sunday.

Section II. Deacon Team

- A. Qualifications: the qualifications for deacons shall be such as are prescribed and set forth in the New Testament (I Tim. 3:1-7,10, 11, Titus 1). Details on Scriptural interpretation and application of these requirements shall be found in the deacon handbook.
- B. Role: deacons are chief servants among the congregation. As such they should be observed serving and being faithful before being considered for the office. (1 Cor 4:2, Acts 6:3)
- C. Duties: It shall be the duty of the deacons to cooperate with the pastor team with administering ordinances, with visitation, with administrating policies for what purpose the facilities may be used, with visiting the sick and sorrowing, with fostering the spiritual growth of the body, with repair and care for the facilities, and with care for physical needs of the congregation (especially the fatherless and widows) and the community. (Acts 6:1-7, James 1:27)
- D. Term: all deacon appointments shall be for a three (3) year term. Those who serve on the Deacon Team may be asked to step down by the pastor team due to disqualification at any time which will terminate their appointment term. Those serving on the Deacon Team may resign for any reason at any time which will terminate their appointment term.
- E. Appointment Process: men will go through a rigorous and transparent process to test their qualifications, desire, and abilities according to Scripture (1 Timothy 3:10). The exact process is found in the pastor team handbook. This process will be overseen by the pastor team annually.
- F. Trustees: there shall be two (2) Trustees—appointed among the current deacons by the pastoral team in compliance with the laws of the State of Ohio for the purposes only of serving the legal requirements by the state. They shall have no power, authority, or privilege.
- G. Chairman: shall be chosen on the first meeting of the calendar year from those in the second or third year of their term by the deacons. He shall be the moderator of all deacons meetings, and shall work closely with a pastor to administrate the deacon team.
- H. Records: accurate records of every deacon team meeting shall be kept. Records with personal or privileged information removed are available, upon request, to members.

Section III. Support Staff

- A. Treasurer(s) and/or Bookkeeper(s)
 1. Hiring: a bookkeeper may be hired as needed by the lead pastor with approval of the pastor team
 2. Appointment: the Treasurer(s) and/or Bookkeeper(s) will be appointed annually by the pastor team
 3. Duties: to receive all money of the church; and be responsible for the banking of such monies each week to the account of the church or other designated and approved accounts according to the financial policies of the church; to make financial reports to the congregation and pastoral team, to submit all records to the appropriate party for audit when required, and to serve on the Finance Committee.

- B. Secretary
 1. Hiring: secretary(s) will be hired by the lead pastor with approval of the pastor team
 2. Duties: to be determined by the lead-pastor according to the needs of the church, the skills of the individual, and the recommendations of the pastor team. A job description is to be written and annual evaluation performed by the lead pastor.
 3. Firing: secretary(s) may only be fired by the lead pastor with approval of the pastor team, or by the pastor team in the absence of a lead pastor.
- C. Staff
 1. Hiring: all staff, including staff pastors, will be hired by the lead pastor with approval of the pastor team
 2. Duties: to be determined per individual, ministry, and need. Job descriptions are to be written and annual evaluations are to be performed by the lead pastor and reported to the pastor team.
 3. Firing: staff may only be fired by the lead pastor with the approval of the pastor team, or by the pastor team in the absence of a lead pastor.

ARTICLE VII. MEMBERSHIP

We believe in meaningful membership. Many may attend and are welcome, but only those who are committed to the growth process and growth environments of GBC should join. This helps distinguish for whom the pastors are responsible. "Congregation" in this document refers to those who are members in good standing.

Section I. Admission of Members

- A. Requirements: the following requirements shall be met by all candidates for membership with no exceptions
 1. professing faith in the Lord Jesus Christ as personal Savior
 2. participated in believer's baptism by immersion at Gospel or a church of like faith and practice
 3. complete the prescribed study or class for incoming members (former members must complete the study or class again if returning for membership)
 4. at least 16 years of age
 5. agrees with the doctrinal beliefs of this church (Article IV. Doctrine)
 6. meets with a pastor or other appointed leader to affirm these things
 7. participates publicly in a new members ceremony
- B. Candidates for membership will be received into membership at designated times upon completing Article VII, Section I, part A.

Section II. Expectations of Members

- A. Members are charged in God's Word with the responsibility of faithful and regular attendance to the ministries of the church for spiritual growth and health (Hebrews 10:25) unless providentially hindered.
 1. churchwide worship
 2. studying the teaching of the Scriptures
 3. community relationships in the body
 4. regular, committed service
- B. Members are charged in God's Word with the responsibility of contributing regularly to the financial support of the church and are encouraged to do so proportionately in accordance with the teaching of the Scripture. (Malachi 3:10; II Cor. 9:7; I Cor. 16:2)
- C. Members are expected to participate prayerfully and actively in the discipleship process for their own growth as well as helping others grow.

Section III. Discipline of Members

- A. Members who absent themselves for a period of time of three (3) months from the ministries of the church shall be dropped from the church membership roll. If health, family, or travel make an extended period of absence necessary, it is the responsibility of the member to notify the pastor team of such difficulties before or during the three (3) month period.
- B. Members behaving in a way which brings reproach upon themselves, Christ, or the church shall be addressed by the pastor team according to Scriptural church discipline procedures (Matthew 18:15-17, 1 Corinthians 5)
 - 5). The goals of church discipline are the restoration of the believer and the purity of the body.

- C. No action may be taken regarding an individual's membership by the member or the church when he is in the church discipline process until the process has been concluded to the satisfaction of the pastor team.
- D. Once removed from membership for any reason for any period of time, a candidate wishing to rejoin Gospel Baptist Church must complete anew the requirements described in Section One (I) above.

Section IV. Transfer of Membership

Any member in good standing may be transferred from this church to another church of like faith by letter following his written request to the pastor team for such a letter of transfer.

ARTICLE VIII. COMMITTEES

Section I. Audit

The finance committee will annually hire an outside source to audit the previous year's financial records. The committee shall report the results of the audit to the pastor team, and these reports will be made available to the congregation.

Section II. Finance Committee

A finance committee shall be made up of at least one (1) deacon, one (1) pastor, one (1) biblically financially minded member who is not a deacon or a pastor, the church bookkeeper(s), and the church treasurer(s). This committee shall submit a quarterly budget and expense review as well as recommend an annual budget to the pastor team. It shall also fulfill necessary ministry as outlined in the financial policies of the church as set forward by the pastor team.

ARTICLE IX. MEETINGS

Section I. Services

The church shall maintain at least one (1) weekly churchwide meeting. Other ministry meetings, smaller group meetings, and services should be scheduled as fit with the purposes and goals of the church as led by the pastor team. (Acts 2)

Section II. Annual Business Meeting

The Annual Business Meeting shall be held during December, at which time the budget for the ensuing year shall be presented for approval, the report of the past year given, and other business that may be properly conducted.

Section III. Business Meetings

- A. Business meetings may be called at any time, provided an announcement and an agenda have been made at the services on the Sunday preceding the meeting. They may be called by the pastor team; or if without any pastors, by the deacon team.
- B. There shall not be any meetings called without the pastor team's notification and majority approval, or if without any pastors, by the deacon team. Violation or attempted violation of this Article and Section shall constitute immediate disciplinary removal from the church membership.

Section IV. Ordinances

- A. The ordinance of the Lord's Supper shall be observed on Sundays or special occasions when the pastor team deems proper. Deacons shall be responsible for setting up the Lord's Supper.
- B. The ordinance of Baptism shall be observed on Sundays or special occasions when the pastor team deems proper. Baptism shall be by mode of immersion only. Baptism shall be upon a profession of faith in Jesus Christ apart from the waters of baptism for salvation. Baptism shall be performed by a member in good standing who is preapproved by the pastor team or by any member of the pastor team.

Section V. Doctrinal Redress

Any member in good standing with a concern regarding doctrine or teaching may request an audience with the pastor team at the next scheduled pastor team meeting. The concern must be clearly written with Scripture references and submitted to the team beforehand.

ARTICLE X. MINISTRIES

All ministries shall have the same objective as the church (glorify God by making disciples), because they are part of the church, always accountable to the church through her officers for doctrine, operation, and finances.

Section I. Bible Teaching

A ministry for teaching and studying the Bible shall meet regularly. The officers and teachers shall affirm their

agreement with the Doctrinal Statement of this Constitution, and shall be in regular attendance at the services of the church. No teacher shall be appointed without approval of the pastor team.

Section II. Young People

The Young People shall meet regularly for the study and instruction of the Word of God that they may grow in grace and in knowledge of our Lord. Youth Leaders shall be appointed by the pastor team, and affirm their belief in the Doctrinal Statement of this Constitution.

Section III. Other Groups

Other Organizations shall be approved by the pastor team. They must comply with all church Articles of Faith and Doctrinal Beliefs.

Section IV. Dissolution

Upon dissolution of any organization, society or groups, any monies held in the treasury shall be turned over to the Church Treasurer for use in the Church Missionary programs.

Section V. Raising of Money

No monies shall be raised by the church or any group or ministry except by free-will giving unless otherwise authorized by the pastor team.

Section VI. Missions

Missionaries, both foreign and domestic, shall be supported financially and otherwise by the church in partnership with their ministries. A missions strategy shall be assessed every five (5) years by the pastor team. A missions team appointed by the pastor team shall make recommendations and assessments to the pastor team.

ARTICLE XI. AMENDMENTS

This Constitution may be changed by the unanimous vote of all current members of the pastor team. Written notice of the proposed changes shall be previously given at the regular services of the church giving at least two (2) weeks for the congregation to consider the changes, and then have questions answered at a congregational question and answer session prior to the pastor team meeting at which such changes shall be voted on.

BY-LAWS

ARTICLE I. BUSINESS MEETING

A two-thirds ($\frac{2}{3}$) vote of members in good standing present at such duly called meetings shall be binding. Personnel votes will be by ballot and all others by show of hands.

ARTICLE II. CHURCH DOCUMENTS

All church documents, incorporation papers, deeds, personnel records, and any legal papers concerning the church or its property shall be kept in the church safe and shall be in the custody of the pastor team.

ARTICLE III. CONSTITUTION REVIEW

The Constitution and By-Laws shall be reviewed each year, by the joint deacon and pastor team.

ARTICLE IV. VOTING AGE

All members sixteen (16) years of age and over in good standing shall have the right to vote in any duly called congregational business meeting.