

**Constitution of St. Paul's Evangelical Church
Of Creve Coeur, St. Louis County, State of Missouri.**

Preamble

We, the members of St. Paul's Evangelical Church of Creve Coeur, St. Louis County, State of Missouri, 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 St. Paul's Evangelical Church, an Evangelical Free Church, of Creve Coeur, St. Louis County, State 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 director 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 Missouri Revised Statutes Chapter 352 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 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 should 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 Statement of Faith

The Statement of Faith of this church will be the Evangelical Free Church of America Statement of Faith as 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 5 Membership

Membership of this church will be composed only of those individuals who have been accepted into membership by the Elder Board in accordance with the By-Laws.

Article 6 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 Elder Board, their selection and their term of office, is defined in the By-Laws of this church.
- B. The officers of the Elder Board, as defined in the By-Laws, will be the Church Officers for the conduct of corporation business.
- C. Any other officers not serving as members of the Elder Board but required by the State of Missouri for a non-profit corporation will be defined in the By-Laws of this church, including their election and their term of office.

Article 7 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. All purchases of real estate or major construction and building renovations or additions must be approved by two-thirds of a quorum present at an annual or special business meeting of the church.
- B. All debts for the church 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 By-Laws. 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, disposition of the property will be arranged for by the congregation as defined in the By-Laws of this church. Should the congregation be unable to dispose of the property, 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 8 Amendments

- A. Proposed amendments to this Constitution must be presented in written form, reviewed, and approved by a two-thirds majority vote of the Elder Board 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 Elder Board must be submitted 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 this Constitution shall require a two-thirds majority of votes cast by written ballot at an annual or special business meeting of the church.

**By-Laws of St. Paul's Evangelical Church
Of Creve Coeur, St. Louis County, State of Missouri.**

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 St. Paul's Evangelical 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

1. Membership of this church will be composed of those individuals who have been justified by God's grace through faith alone in Christ alone; who manifest the fruit of a true Christian life; and who are willing to actively support the church. This active support includes affirming the Evangelical Free Church of America Statement of

- Faith; the core values, mission and vision of St. Paul's Evangelical Church; and actively praying for, giving to and participating in St. Paul's Evangelical Church
2. A member who is 18 years of age or older has voting privileges at all congregational meetings

B. Application Procedures

1. Those professing faith in Jesus Christ and desiring membership will request a membership application and return the completed application to the pastor or a board member for consideration by the Elder Board or their designated representatives. The applicant may also be required to complete a membership class.
2. An applicant will meet with the Elder Board or their designated representatives to review the application form and give a testimony of his/her faith in Jesus Christ.
3. The applicant will then be notified of the decision.
4. Applicants admitted to membership will be officially received and welcomed at a subsequent worship service.

C. Termination Procedures

1. The Elder Board will grant a letter of transfer upon receiving a written request from that member.
2. The Elder Board will drop 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 and who desires reinstatement must complete the application procedures of Article 2, Section B for reinstatement.
5. A member who has not had contact with the church for one year may be removed from the membership list by the Elder Board. The Elder Board will make a final attempt to communicate with the member before the action is final.
6. The Elder Board will provide a summary of all membership activity defined above to the congregation at the next congregational business meeting.
7. No present or former member has any right or claim to any church property.

Article 3 Leadership

A. Leadership Structures

1. Elder Board
 - a. The spiritual oversight and the business operations of the church are the responsibility of the Elder Board.
 - b. The Elder Board will meet at least nine times a year to organize and carry out these responsibilities.
 - c. The Elder Board will be composed of the Senior Pastor, nine qualified members elected by the congregation and any additional pastoral staff added by the Elder Board. The required qualifications are listed in Article 3, Section C of these By-Laws.

- d. A simple majority of the Elder Board will constitute a quorum. A simple majority of the entire Elder Board 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. The Nominating Team 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 Business Meeting.
 - h. The Elders will choose from their members the Chairman, Vice-Chairman and Secretary prior to the Annual Congregational Business Meeting. They will serve for a term of one year commencing with the first Elder Board meeting following the Annual Congregational Business Meeting. Vacancies in these positions may be filled by the Elder Board at any regular meeting of the board. The Pastor cannot serve as the Chairman or Vice-Chairman.
 - i. The Elder Board will appoint a Treasurer from the church membership at least three months prior to the Annual Congregational Business Meeting. The Treasurer will serve for a term of one year commencing with the first Elder Board meeting following the Annual Congregational Business Meeting.
 - j. The Chairman will work in cooperation with the Pastor to set the agendas and lead the Elder Board meetings. The Chairman will also serve as Moderator of the Congregational Business Meetings and set the agenda (in agreement with the Elder Board) for these meetings.
 - k. The Vice-Chairman will assist the Chairman as needed and in the event that the Chairman is unable to complete his term the Vice-Chairman will assume the role of Chairman and serve in that capacity until the selection of a new Chairman.
 - l. The Secretary will be responsible to keep minutes of every meeting of the Elder Board.
 - m. If at least three Elder Board member positions become vacant, the nomination process will begin and elections will be held at a specially called Congregational Business Meeting to complete the open terms.
2. Deacon Board
- a. A Deacon Board will be created by the Elder Board to oversee the business operations of the church.
 - b. The Deacon Board will meet at least nine times a year to organize and carry out these responsibilities.
 - c. The Deacon Board will meet within thirty days after the Annual Congregational Meeting to select their own officers, including at least a chairman and a secretary.

- d. The Deacon Board will be composed of at least six qualified church members appointed by the Elder Board. The required qualifications are listed in Article 3, Section C of these By-Laws.
 - e. A simple majority of the Deacon Board will constitute a quorum. A simple majority of the entire Deacon Board 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 Deacon Board are subject to review and approval by the Elder Board.
3. Ministry Teams and Ministry Team Leaders
- a. Ministry Teams will be created by the Elder Board 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 Elder Board believes the Ministry Team should be discontinued.
 - c. The Ministry Teams are accountable to the Elder Board.
 - d. Once a Ministry Team is established, a leader will be chosen by the Elder Board 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 Elder Board.
 - 3) Team leaders will be reviewed annually by the Elder Board. The Elder Board will either recommend continued leadership by that individual or choose a new leader. The Board's appointments will be announced at the Annual Congregational Business Meeting.
 - e. Team members are selected by the team leader and must be affirmed by the Elder Board.
 - 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 involved in leadership or instruction must be believers who exhibit godly character and are submissive to the church leadership.
4. Other Leadership and Ministry Structures
- a. Other boards, task forces, committees or teams may be required. These will be established by the Elder Board as needed and will be accountable to the Elder Board.
 - b. The Elder Board will define the purpose, time of existence, chairperson and the people who will serve on the board, task force, committee or team.

B. Duties

- 1. Elders (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. Process applications for membership 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. Approve the church's annual budget developed by the Deacon Board to be presented at the Annual Congregational Business Meeting.
2. Chairman
- a. Conduct congregational and Elder Board meetings in Christian dignity and order.
 - b. Be a non-voting liaison to all other boards, teams, task forces and committees.
 - 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-Chairman
- a. Preside in the absence of the chairman.
 - b. Assist the chairman as needed.
4. Elder Board Secretary
- a. Keep minutes of every meeting of the Elder Board.
 - b. Keep the minutes of Congregational Business Meetings.
5. Treasurer
- It is the responsibility of the Treasurer to ensure that:
- a. All funds are dispersed as directed by the annual budget and the Elder Board.
 - b. Proper records and receipts are kept for all church expenditures.
 - c. Proper records are provided to the Internal Revenue Service (especially for hired employees of the church).
 - d. Monthly financial reports of disbursements are provided to the Deacon Board.
 - e. Financial reports of disbursements are provided to the congregation for the Congregational Business Meetings or as instructed by the Elder Board.
6. Deacons
- a. Develop the church's annual budget to be presented to the Elder Board for their approval and submission at the Annual Congregational Business Meeting.
 - b. Provide administrative oversight of the finances of the church.
 - c. Conduct or arrange for an annual review for all financial records.
 - d. Provide advice and assistance regarding the facilities and the physical property of the church.

Oversee such service functions as may be assigned to them by the Elder Board.

C. Qualifications

1. The Elders will be godly people in accordance with the qualifications described in I Timothy 3:1-7 and Titus 1:5-9.
2. The Elder Board Chairman and Vice-Chairman will be godly individuals who have the ability to lead, conduct, coordinate and delegate.
3. The Elder Board Secretary will have an aptitude for keeping minutes, maintaining records and doing correspondence.
4. The Treasurer 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, Deacons 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 an elected leader becomes unqualified, the Elder Board will ask for that person's resignation. If that person does not resign, he/she will be temporarily suspended by the Elder Board until that leader is permanently removed or restored by a two-thirds majority vote of the members voting at a congregational business 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 Elder Board 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. A charge against any person will be given in writing with a personal signature and presented to the Elder Board. The Elder Board will look into the matter and confer with the accused. The Elder Board 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 Elder Board.
- 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 Elder Board believes it is necessary for the health of the church and individuals in the church. However, due diligence should be made by the Elder Board to restore the person and allow them to participate in the gatherings of the church.

Article 5 Congregational Business Meetings

- A. An Annual Congregational Business Meeting will be scheduled once a year in January on a date set by the Elder Board.
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 the calendar year.
 2. The newly elected Elders will begin their terms immediately following the meeting.
 3. Annual reports for the current year will be presented from Elders, Officers, Pastors and Ministry Teams. An annual vision statement from the Elders and Pastor will be presented to the congregation at this meeting.
- B. Special Congregational Business Meetings will be called at the request of the Elder Board or when no less than ten (10) percent of the members submit a written request to the Elder Board requesting a meeting.
1. The Special Congregational Business 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 Business Meeting will be limited to the stated purpose(s) and any action specifically allowed by these By-Laws at a duly called Congregational Business Meeting.
- C. All Congregational Business Meetings will be conducted in a Christ like spirit and according to Scriptural principles. Robert's Rules of Order Newly Revised, most current edition, will be the standard for the parliamentary procedures at all Congregational Business 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 as needed (especially the sick and the elderly).
 - c. Administering the ordinances.
 - d. Leading the congregation to care for the spiritual welfare of others (in cooperation with the Elder Board).
 - 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 Elder Board) which fulfills that mission.
 2. He will be a voting member of the Elder Board and an ex officio, non-voting, member of all Ministry Teams, task forces or committees.
 3. He will not qualify for any other elected or appointed office (except he may serve as Secretary of the Elder Board).
 4. He will be accountable to the Elder Board.

B. Qualifications

1. The qualifications for the Pastor will be those found in I Timothy 3:1-7 and Titus 1:5-9.
2. He will exhibit the spiritual gift of the pastor/teacher (Ephesians 4:11-12).
3. He will hold to the Evangelical Free Church of America Statement of Faith without mental reservation.
4. At the time of candidating, he should state in writing any differences of opinion he has with the Constitution and By-Laws.
5. He 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 Elder Board Chairman will serve as an ex officio member. The Team should have at least one Elder Board member but not more than two Elders. The Elder Board will openly seek nominations from the church membership to serve on this Team. The Elder Board will present the proposed Team to the congregation for approval. The Elder Board 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 man 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 Elder Board. If the Elder Board 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 Business 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 Business Meeting.
4. A candidate will be eliminated 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 Elder Board.

D. Termination

1. The Pastor will serve until he resigns or is dismissed by the congregation. Thirty days will be considered proper notice from the Pastor or the Elder Board, 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 he has lost the confidence of the congregation, he will be counseled in love by the Elder Board. Should this not have the desired result, he may be dismissed by a simple majority vote of the members voting at a Congregational Business Meeting. Any severance pay will be determined by the Elder Board.
3. Heresy and conduct unbecoming a Pastor are grounds for immediate removal from pastoral responsibilities by the Elder Board. The Elder Board will then recommend dismissal at a Congregational Business Meeting. The Pastor may be dismissed by a

simple majority vote of the members voting at a Congregational Business Meeting. Any severance pay will be determined by the Elder Board.

E. Membership

1. The Pastor and his wife 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 Elder Board.
2. The search process and hiring of additional pastoral staff will be directed by the Elder Board.
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 Elder Board before the Pastoral Search Team begins its work.
5. The job description, pay or salary and other employment issues will be determined by the Elder Board.
6. The Elder Board will determine whether the pastoral position will carry the privilege and responsibility of serving as a member on the Elder Board 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 Elder Board.
2. The hiring of these staff members will be by the Elder Board (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 Elder Board.
4. The Elder Board 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, 18 years of age and older, and 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 Business Meetings will be those members present, but not less than seven members. If less than seven members are present then another Congregational Business Meeting will be scheduled.
3. Unless otherwise specified, all votes require a simple majority vote of the members voting.
4. Election of individual Elders will be by written ballot.

5. All Elders will be affirmed by a two-thirds majority vote of the members voting at that Congregational Business Meeting.

B. Nominations

1. The Elder Board will be responsible for organizing a Nominating Team. The Elder Board will openly solicit the membership for persons to serve on the Nominating Team. The Nominating Team will be comprised of one Board member and three church members. The Chairman of the Elder Board and the Pastor are ex officio members of the Nominating Team. The Elder Board will select a Chairperson for the Nominating Team.
2. The Nominating Team will carefully and prayerfully consider qualified people and prepare a ballot listing qualified nominees for each Elder Board 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 ballot 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 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 Elder Board 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 Elder Board must be submitted 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 simple majority of votes cast by written ballot at an annual or special business meeting of the church.