

1 **EAST VALLEY Baptist CHURCH**

2 San Jose, California (DBA – East Valley Church)

3
4 **CONSTITUTION**

5
6 *Revised and Adopted February, 2012*

7
8 **PREAMBLE**

9
10 Recognizing the ongoing need to uphold and to hold forth the Word of Life, we do hereby unite
11 as a body of believers in the Lord Jesus Christ and subscribe together to the following articles:

12
13 **ARTICLE I**

14
15 This organization shall be known as the East Valley Baptist Church, incorporated under the laws
16 of the State of California.

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18 **ARTICLE II**

19
20 **Our purpose is as follows:**

21
22 *"As followers of Christ, we make Him known to our neighbors, community, and world."*

23
24 To this end we commit ourselves to the following goals:

25
26 **To EXALT God through:**

- 27 Worship
- 28 The ordinances of baptism and the Lord's Supper
- 29 Submission to His holy and inspired Word

30
31 **To ENCOURAGE One Another by:**

- 32 Assembling ourselves together for prayer, fellowship, worship and instruction
- 33 Seeking to meet one another's needs, physical or spiritual
- 34 Ministering to one another in sickness or distress
- 35 Admonishing one another in love

36
37 **To EQUIP Believers for the work of ministry through:**

- 38 Instruction in the Word of God
- 39 Personal discipleship
- 40 Encouraging the discovery and development of one's spiritual gifts
- 41 Training in the various aspects of ministry and service; i.e., evangelism, teaching,
- 42 discipling and caring

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To EVANGELIZE The Lost through:

- The example of Spirit-filled, obedient lives
- Taking the initiative to verbally share the claims of Christ in the power of the Holy Spirit and leaving the results to God
- The support of missions in our nation and abroad through our prayers, finances, and acts of encouragement
- Encouraging our people to be alert and responsive to any call to missionary service which God may extend to them

ARTICLE III

CHARACTER AND GOVERNMENT

- Section 1 The government of the church is vested in the body of believers who compose it. It is subject to the control of no other ecclesiastical body but will maintain fellowship with Converge PacWest and Converge World-Wide.
- Section 2 The final authority shall be the congregation, to whom the Board of Elders and the Senior Pastor are responsible.
- Section 3 The directors of the corporation shall be known as elders, and whenever used herein, the term "elders" shall be deemed to include directors and the term "directors" shall be deemed to include elders.
- Section 4 The fiscal year of the church shall begin on the first day of January and close on the last day of December.

ARTICLE IV

AFFIRMATION OF FAITH

- 1. The Word of God
We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it is the supreme authority in all matters of faith and conduct.
- 2. The Trinity
We believe that there is one living and true God, eternally existing in three persons; that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence and redemption.

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3. God, the Father

We believe in God, the Father, an infinite, personal Spirit, perfect in holiness, wisdom, power, and love. We believe that He concerns Himself mercifully in the affairs of men, that He hears and answers all prayer, and that He saves from sin and spiritual death all who come to Him through Jesus Christ.

4. Jesus Christ

We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal visible return to earth.

5. The Holy Spirit

We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, and empower all who believe in Christ, and that He is an abiding helper, teacher and guide.

6. Regeneration

We believe that all men are sinners by nature and by choice, and are therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior and Lord are regenerated by the Holy Spirit.

7. The Church

We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church consisting of a company of believers in Jesus Christ baptized on a credible profession of faith, and associated for worship, work, and fellowship. We believe God has laid upon the members of the local church the primary task of giving the gospel of Jesus Christ to a lost world.

8. Christian Conduct

We believe that a Christian should live for the glory of God and the well-being of his fellowman; that his conduct should be blameless before the world; that he should be a faithful steward of his possessions, and that he should seek to realize for himself and others the full stature of maturity in Christ.

9. The Ordinances

We believe that the Lord Jesus Christ has committed two ordinances to the local church, baptism and the Lord's Supper. We believe that Christ baptism is the immersion of a believer in water into the name of the triune God. We believe that the Lord's Supper was instituted by Christ for commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ.

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10. Religious Liberty

We believe that each church is independent and must be free from interference by any ecclesiastical or political authority; that therefore, Church and State must be kept separate as having different functions, each fulfilling its duties free from dictation or patronage of the other.

11. Church Cooperation

We believe that local churches can best promote the cause of Jesus Christ by cooperating with one another in a denominational organization. Such an organization, whether a regional or district operation in a conference is voluntary and may be terminated at any time. Churches may likewise cooperate with inter-denominational fellowships on a voluntary independent basis.

12. The Last Things

We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body; the final judgment, the eternal life of the righteous, and the eternal punishment of the wicked.

ARTICLE V
Membership

Section 1 ADMISSION and RESTORATION

- A. Any person who upon confession of faith in Jesus Christ as personal Savior and baptism by immersion as a believer in Christ, and upon completion of the membership class embraces the Church Covenant, Affirmation of Faith and the Responsibilities of Members may become a member of this church by approval of the Board of Elders. This will be done by personal interview of the candidate by at least two elders.

- B. Restoration
Any person who has been excluded from membership may be reinstated upon approval of the Board of Elders.

Section 2 RESPONSIBILITIES OF MEMBERS - CHURCH COVENANT

Having been led by the Spirit of God to receive the Lord Jesus Christ as Savior and, on the profession of our faith, having been led to be baptized in the name of the Father and of the Son and of the Holy Spirit we do now, in the presence of God, angels, and this assembly, most solemnly and joyfully enter into covenant with one another as one body in Christ.

1 We, the members of this church shall strive to, among other things:
2

- 3 1. Seek to continually grow in our love relationship with God through Jesus Christ.
4 Matthew 22:37
- 5 2. Be submissive to authority. Hebrews 13:17
- 6 3. Attend consistently the meetings of this church. Hebrews 10:25
- 7 4. Stimulate and encourage others within the church. Hebrews 10:24, 25
- 8 5. Maintain a fellowship free from sin and continually pursue holy living. I John 1:5-10
- 9 6. Preserve unity in constant love. Ephesians 4:1-3
- 10 7. Regard others as more important than self. Philippians 2:3
- 11 8. Be devoted to prayer. Romans 12:13
- 12 9. Serve one another through love. Galatians 5:13
- 13 10. Share in needs of others. Romans 12:13
- 14 11. Demonstrate our submission to the Lordship of Christ by our giving and our
15 service to the church. II Corinthians 8:7, I Peter 4:10
- 16 12. Resolve personal differences. Matthew 18:15-17
- 17 13. Teach God's Word in our homes. Deuteronomy 6:4-9
- 18 14. Aggressively pursue the evangelization of the lost. Matthew 28:19-20
- 19 15. Seek counsel from an elder or pastor when we come to a doctrinal position in
20 conflict with the church's statement of faith. If disagreements still exist, we shall not
21 seek to disrupt the fellowship of the church by teaching conflicting doctrines, but will
22 live within the body in a harmonious manner, or quietly withdraw from its membership.
- 23 16. Bear fruitful testimony, live an exemplary life in word and deed and witness to the
24 power and grace of the gospel of Jesus Christ.
- 25 17. Keep the church informed of any change of address.
- 26 18. Bring disagreements of proposed changes to church policy to the Board of Elders
27 prior to introduction at a public meeting.

30 **Section 3 MEMBERS IN GOOD STANDING**

31
32 A member in good standing is one who strives to live in conformity with the Church
33 Covenant, attends the worship services of the church if physically able and contributes
34 to the financial support of the Church as God has prospered him.
35

36 37 **Section 4 TERMINATION OF MEMBERS**

38
39 All privileges and responsibilities of membership shall be retained by every member
40 until membership is terminated in one of the following ways:
41

- 42 A. Any member desiring to unite with another evangelical church may, upon
43 request, be granted a regular letter of termination or a certificate of Christian
44 character. All such letters shall be addressed and sent to a specific church.

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2 B. Members who assume a new permanent residence which makes fellowship
3 with the church impractical shall have their names removed from the
4 membership or transferred to *associate member status* upon decision of the
5 Board of Elders.
6
7 C. Members who desire to be released from membership shall present a written
8 request for removal to the Board of Elders.
9
10 D. It shall be the responsibility of the Board of Elders to ensure that an effort is
11 made to contact members who have been absent from the church for a period
12 of one year, without manifesting interest by communication or contribution.
13 After the Board of Elders has determined that these persons are no longer
14 interested in the ministry of our church, these persons will be automatically
15 dropped from the Membership Rolls. Members thus dropped will be listed by
16 the Board of Elders at a regular church information meeting.
17
18 E. Members who are called to Glory will have their names removed from the
19 church rolls by the Board of Elders.
20
21 F. Members who fail to respond correctly to church discipline will be removed
22 from membership by congregational vote, as outlined by Article VIII, Section 5.
23

24 **Section 5 DISCIPLINE**

25
26 The procedure outlined by Christ in Matthew 18:15-20 shall be encouraged in all cases
27 when one member detects sin in the life of another member. In summary, when sin is
28 observed, a private meeting shall be arranged as soon as possible to lovingly confront
29 the other member and to clarify the facts (Proverbs 18:17). If the other member
30 refuses to listen, then one or two witnesses should be taken along to confirm the facts.
31 At least one of these witnesses should be an elder. Our desire is to keep the process of
32 restoration in as limited a circle as possible, and to provide good counsel to the
33 troubled members. All parties concerned shall express a spirit of gentleness and a
34 desire to bear the burdens of the troubled members (Galatians 6:1, 2). If the accused
35 member refuses to listen to the two or three, then the Board of Elders shall be
36 informed. When all avenues of reconciliation have been explored, the Board of Elders
37 shall then call a congregational meeting and request in writing, delivered personally,
38 with at least one week's notice, that the erring member be present along with all
39 parties involved. If the troubled member fails to appear before the church or to heed
40 the counsel of the church (measured by biblical change of behavior), the church shall
41 determine the action to be taken against the offending member, which may include
42 removal from church membership. (Matthew 18:17; I Corinthians 5:11-13; II
43 Thessalonians 3:6-15; Titus 3:11, 11)
44

1 The elders shall determine whether or not the counsel of the church has been properly
2 heeded and recommend whether the member is to be restored to fellowship or
3 dismissed from the membership.
4

5 Dismissed members may visit the church the same as any non-member providing they
6 are not disruptive. They will in no way be considered a member of this fellowship until
7 repentance is expressed to the Body. Following reconciliation with all parties
8 concerned, the individual may request membership in the church in accordance with
9 Article VIII, Section 1.
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12 **Section 6 PRIVILEGES OF MEMBERSHIP**

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14 A. Rights

15
16 All members of the church, sixteen years of age or older, shall constitute the
17 voting body of the church. Members of this church shall have no property
18 rights and upon termination of membership; they shall be entitled to no
19 interest in the assets.
20

21 B. Associate Membership

22
23 Associate membership status shall be available upon application for those
24 retaining membership in other evangelical churches, but presently attending
25 our church (i.e., missionaries and students). Associate members shall meet all
26 qualifications for regular membership and shall have all the privileges and
27 duties of regular members including consideration for Sunday School teaching
28 and staff positions (interns, short-term missionary appointments, etc.), except
29 they shall not have the right to be a candidate for eldership or to vote in
30 congregational elections.
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33 **ARTICLE VI**

34 ***ORGANIZATION***

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37 **Section 1 PRINCIPLES**

38
39 The work of this church shall be carried on by the members, led by and equipped for
40 ministry by the Pastoral Staff and Church Officers according to the pattern set forth in
41 the New Testament.
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1 **Section 2 SENIOR PASTOR**

2
3 The Senior Pastor shall fill the office of Pastor-Teacher as indicated in Ephesians 4:11-
4 16.

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6 **Section 3 ASSOCIATE PASTOR**

7
8 Associate Pastors may be called by the church to assist the Senior Pastor and will be
9 accountable for the discharge of their pastoral duties to the Senior Pastor.

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12 **Section 4 CHURCH BOARD**

13
14 The Board of Elders shall have complete responsibility for the administration of all the
15 church business in accordance with the authority vested in them by the congregation
16 and the State of California through this constitution.

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18 **Section 5 OTHER OFFICES AND COMMITTEES**

19
20 Such other offices and committees or ministry teams as may be necessary for the
21 growth and prosperity of the church may be established and appointed by the Board of
22 Elders provided they are not contrary to the Word of God or to this constitution and by-
23 laws.

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26 **ARTICLE VII**

27
28 *QUALIFICATIONS AND DUTIES OF OFFICERS*

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30 **Section 1 OFFICERS**

- 31
32 A. Senior Pastor (to be called by the church)
33 B. Associate Pastor (to be called by the church)
34 C. Elders to be unanimously appointed by the Board of Elders and ratified by 2/3 majority
35 Congregational vote).
36 D. Deacons to be unanimously appointed by the Board of Elders and ratified by simple
37 majority Congregational vote.
38 E. Treasurer (to be appointed by the elders)
39 F. Financial Secretary (to be appointed by the elders)
40 G. Other officers as deemed necessary (to be appointed by the elders)
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Section 2 QUALIFICATIONS

The qualifications of persons selected for spiritual leadership will be in accordance with Article XI.

Section 3 DUTIES AND AUTHORITY OF CHURCH OFFICERS

All officers and board members must agree to support the services of the church and support the church's position doctrinally.

A. Senior Pastor

The Senior Pastor shall preach the Word of God, perform all scriptural and necessary duties of his office, promote the spiritual interest, growth and evangelistic outreach of the church, develop the individual for his best possible service and administer the ordinances of the New Testament. The Senior Pastor shall have the liberty of the pulpit and freedom of expression on scriptural matters. The Senior Pastor will fulfill his ministries in accordance with his written ministry descriptions and the Employee Handbook for East Valley Baptist Church.

B. Associate Pastors

Associate Pastors shall assist the Senior Pastor in the efficient discharge of the pastoral duties as described by the conditions of their respective calls, by their written ministry descriptions and in accordance with the Employee Handbook for East Valley Baptist Church.

C. Elders

1. Shall shepherd the church with a tender heart and shall seek to protect the church from harmful influences. (Acts 20:28; Galatians 6:1; I Peter 5:2)
2. Shall together with the pastors be responsible for the doctrinal teachings of the church for equipping the saints for the work of the ministry. (Acts 20:27-28; Ephesians 4:11-13; I Timothy 5:17; Titus 1:9; 2:15)
3. Shall serve as an example for the church to follow, and shall never lord their position over the others. (I Timothy 5:17-22; I Peter 5:3)
4. Shall go to the aid of those who are sick and pray for them when called upon for that ministry. (James 5:14-16)
5. Shall make this local church the primary recipient of their available time and financial resources.

- 1 6. Shall approve all candidates for membership and baptism.
- 2 7. Shall be responsible for maintaining the membership roll.
- 3 8. Shall prepare and propose an annual budget to the congregation.
- 4 9. Shall be delegated the authority to administer discipline according to
- 5 the guidelines found in Matthew 18:15-20 and Galatians 6:1-5.
- 6 10. Shall determine all actions by unanimous decision of those elders
- 7 present with the exception of a recommendation for removal of an
- 8 elder which will be by a simple majority of all board members.
- 9 11. Shall assure that the purpose of the church and the will of the
- 10 congregation, both spiritual and temporal be administered as set forth
- 11 in the constitution and these by-laws.
- 12 12. Shall, in compliance with the laws of the State of California, designate
- 13 the Chairman, Vice- Chairman and Secretary as legal trustees and
- 14 perform such corporate duties as required. With prior instructions from
- 15 the church, these trustees are authorized to buy, sell, mortgage or
- 16 transfer church property, or borrow money for property purchase or
- 17 improvements. The Chairman may only serve two consecutive years
- 18 without a one year lapse.
- 19 13. Shall appoint other officers of the church as provided in Article VIII,
- 20 Section 1, of this constitution.
- 21 14. Shall evaluate the ministry of the church and appoint such additional
- 22 committees as necessary for an expanding ministry. Shall provide a
- 23 liaison to key committees. They shall also terminate the appointment of
- 24 committees which are no longer required in the ministry of the church.
- 25 15. Shall be responsible to create written policies for the proper operation
- 26 of the church and non-pastoral staff.
- 27 16. Shall schedule regular informational meetings for common
- 28 communication within the church.
- 29 17. Are responsible for the formation of pastoral search teams for the
- 30 purpose of finding Senior/Lead or Associate Pastors.

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33 D. Deacons

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35 Deacons shall be unanimously appointed by the Board of Elders and ratified by
36 Congregational vote in accordance with the selection criteria listed in I Timothy 3:8-10,
37 12-13. Deacons shall perform functions as requested by the Board of Elders following
38 the example of Acts 6:1-7).

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40 E. Treasurer

41
42 The Treasurer shall assure that payment of all church obligations has been
43 made by check drawn on the church account, as provided by the church budget
44 and the Board of Elders. The Treasurer shall keep an accurate account of all

1 receipts and disbursements. The Treasurer shall prepare an annual report of
2 the church's financial condition. The Treasurer shall be responsible to the
3 Board of Deacons and make additional reports as requested by them, or by the
4 Elders.

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6 F. Financial Secretary

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8 The Financial Secretary shall coordinate all of the weekly financial reports. The
9 Financial Secretary shall be responsible to resolve all questions arising from the
10 giving statements. The Financial Secretary shall be responsible to the Board of
11 Deacons.

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13 G. Other Offices

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15 All other offices shall be responsible to the Board of Elders and shall function as
16 indicated in a written job description.

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19 **Section 4 TERMS OF OFFICE**

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21 A. The Pastoral Staff shall serve an indeterminate term.
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23 B. Elders shall be unanimously appointed by the Board of Elders for an
24 indeterminate term. Elders must take a sabbatical every three years and be re-
25 ratified by 2/3 majority congregational vote upon returning to active service).
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28 C. Deacons shall be unanimously appointed by the Board of Elders for an
29 indeterminate term. Deacons will normally take a sabbatical every three years
30 and be re-ratified by congregational vote upon returning to active service).
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32 D. All other officers shall be appointed annually and the church properly informed
33 at a regular informational meeting.
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ARTICLE VIII

MEETINGS

Section 1 PUBLIC WORSHIP

- A. The stated meetings of this church for public worship shall be scheduled at the direction of the Board of Elders.)
- B. The Lord's Supper shall be observed at least once each month and Christian Baptism administered as frequently as there are qualified candidates.

Section 2 BUSINESS MEETINGS

- A. The Annual Business Meeting shall be held no later than February 15. The church shall operate under the last approved budget until the proposed budget is approved by the congregation.
- B. Special business meetings of the church may be held at any time by recommendation from the Board of Elders, the Senior Pastor or upon written request of a quorum of the membership after a Sunday worship service announcement and a seven day waiting period.
- C. Regular information meetings shall be conducted to insure a healthy flow of communication between the church and the Board of Elders. This will be a minimum of three times annually.

Section 3 BOARD MEETINGS

All members of the Board of Elders shall be notified in advance of any board meeting.

Section 4 QUORUM

The term "voting member" is defined in Article V, Section 6A of this constitution

- A. Corporate (legal) Business

Ten percent of the voting members - a two thirds vote of those present will carry.

- B. Calling or Terminating a Pastor

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Thirty percent of the voting members - a two thirds vote of those present will carry for calling a pastor. A three fourths vote of those present will carry for termination.

C. Annual or Special Meeting

Ten percent of the voting members - a majority of those present will carry.

D. Board of Elders

Two thirds of board members - see Article VII, Section 3, sub-section C-10.

E. Committees

A majority of the committee - a majority of those present will carry.

ARTICLE IX

ELECTIONS AND APPOINTMENTS

Section 1 BOARD OF ELDERS

A. Elders

Those interested may submit themselves for consideration of eldership as indicated in I Timothy 3:1. The Board of Elders will invite an interested person to begin a period of examination. This may include study projects and/or meeting with a sub-group of elders for personal examination. Subsequently, a unanimous recommendation from the Board of Elders is required to bring a prospective elder to the church congregation for election. Approval of an elder candidate will be by two thirds of the voting adult membership present at the meeting called for this purpose.)

B. Number of Elders

There shall be no minimum or maximum number of elders, but rather the goal shall be to recognize only those whom God has called to have the ministry of eldership.

C. Duration of Eldership

Service on the Board of Elders is limited in accordance with the provisions of

1 Article VII, Section 4B. An eldership appointment may be terminated in one of
2 the following methods:

- 3
4 1. Withdrawal of membership in East Valley Baptist Church.
5 2. Voluntary resignation.
6 3. By simple majority vote of the Board of Elders.
7 4. By negative vote equal to 10% of the total eligible voting membership.
8

9 D. Re-Ratification of Elders:

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11 Upon returning to active service after completion of sabbatical, elders shall be
12 re-ratified by 2/3 majority vote at an official business meeting. Voting shall be
13 by written ballot (yes or no).
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17 **Section 2 DEACONS**

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20 A. Deacon candidates who meet the scriptural qualifications and are called to the deacon
21 ministry as outlined in Article VII, Section 4 shall be unanimously appointed by the Board
22 of Elders for an indeterminate term and ratified by congregational vote.
23
24 B. Deacons must take a sabbatical every three years and be re-ratified by congregational
25 vote upon returning to active service.
26
27 C. Deacons shall be responsible to the Board of Elders
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30 **Section 3 APPOINTED OFFICERS**

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32 A. Appointed officers shall normally serve for one year unless the purpose for
33 which they have been appointed is completed earlier.
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35 B. Appointed officers shall be responsible to the Board of Elders or such person or
36 groups designated by the Board of Elders.
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38 **Section 4 PAID STAFF**

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40 A. Pastoral Staff

41
42 The Senior Pastor and Associate Pastors shall be selected in accordance with
43 Article XI of this constitution and will conduct their ministries in accordance
44 with the Employee Handbook of East Valley Baptist church.

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2 B. Supportive Staff
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4 The Board of Elders shall be responsible for the hiring and releasing of all non-
5 pastoral staff personnel. The salaries and benefits shall be fixed at the time of
6 employment and shall be reviewed annually by the Board of Elders. The Board
7 of Elders shall present to each employee a written description of his duties and
8 responsibilities at the time of employment. Supportive Staff will fulfill their
9 duties in accordance with the Employee Handbook of East Valley Baptist
10 church.
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13 **Section 5 COMMITTEES**
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15 A. Purpose
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17 All committees shall exist to serve the ministries of East Valley Baptist Church. As the
18 size of the church changes, and ministries are added and deleted, the composition and
19 number of committees shall be adjusted to allow for the accomplishment of those
20 ministries in the most efficient manner possible.
21

22 B. Task and Duration
23

24 All official church committees shall be appointed by and be responsible to the
25 Board of Elders or their designated representative. At the time of appointment,
26 a written statement of purpose, and authority and duration shall be given to
27 the committee.
28

29 C. Qualification
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31 The members of all official church committees shall be as stated in Article XI,
32 Section 5.
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34 **ARTICLE X**
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36 **SELECTION OF PASTORAL STAFF**
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39 **Section 1 SENIOR PASTOR**
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41 The calling of a Senior Pastor shall be done in all cases by written ballot, by a two thirds
42 majority of the voting members present after a unanimous recommendation by the
43 Board of Elders. A business meeting for this purpose may be held at any time after a
44 Sunday worship service announcement and seven day waiting period.

1 **Section 2 ASSOCIATE PASTORS**

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3 The calling of associate pastors shall be done in all cases by written ballot by a majority
4 of the voting members present after a unanimous recommendation by the Board of
5 Elders. Such a vote may be held at any time after a Sunday worship service
6 announcement and a seven day waiting period. Only one candidate for each office shall
7 be presented to the church at one time.
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9 **Section 3 TEMPORARY PASTORAL STAFF**

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11 Temporary members (six months or less) of the pastoral staff shall be approved by the
12 Board of Elders.
13

14 **Section 4 TERMINATION OF A PASTOR**

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16 A. Senior Pastor

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18 The Senior Pastor may terminate his position upon thirty days notification
19 submitted in writing and in person to the Board of Elders. The notification will
20 then be presented to the church.
21

22 B. Associate Pastors

23
24 The term of associate pastors and temporary pastors may be ended upon the
25 submission of written resignation to the Board of Elders.

26 C. Termination of a Pastor (Senior or Associate)

- 27
28 1. By initiation of the congregation: All action to dismiss any pastor shall
29 be referred to the Board of Elders for its consideration before action is
30 taken by the church. The Board of Elders shall be required to present to
31 the church any written request for the dismissal of a pastor when
32 signed by ten percent of the voting membership of the church.
33 Termination proceedings shall be by written ballot taken at a regular or
34 specially called business meeting. A three fourths majority of the voting
35 members present will carry the motion for dismissal (Article III, Section
36 4B).
37
38 2. By initiation of the Board of Elders: The elders may present to the
39 church a request for the dismissal of a pastor if all non-staff elders are
40 unanimous in that decision. Termination proceedings shall be by
41 written ballot taken at a regular or specially called business meeting. A
42 three fourths majority of the voting members present will carry the
43 motion for dismissal. (Article III, Section 4B).
44

1 D. Vote of Confidence
2

3 In the event the pastor wins a vote of confidence from the church in such an
4 election, all officers signing such petition mentioned above in Section 4C of this
5 Article shall automatically relinquish their office.
6

7
8 **ARTICLE XI**
9

10 **QUALIFICATIONS FOR SPIRITUAL LEADERSHIP**
11

12 **Section 1 SENIOR PASTOR**
13

- 14 A. He shall be an evangelical, born again, ordained or licensed minister (Or eligible
15 to be licensed or ordained) in harmony and cooperative with Converge World-
16 Wide and Converge PacWest and possess a vision encompassing the many
17 opportunities for expansion in the ministry and outreach of this church.
18
19 B. He shall be a graduate of a recognized college or university and shall possess a
20 seminary degree or its equivalent in training and/or experience.
21
22 C. He shall meet the qualifications set forth in Article XI, Section 3 below.
23
24

25 **Section 2 ASSOCIATE PASTORS**
26

- 27 A. Shall have a dynamic faith in Jesus Christ as Savior with a vision encompassing
28 the many opportunities for expansion in the ministry and outreach of this
29 church.
30
31 B. Shall be an evangelical, born again, ordained or licensed minister (Or eligible to
32 be licensed or ordained) in harmony and cooperative with Converge World-
33 Wide and Converge PacWest.
34
35 C. Shall possess other qualifications essential to meeting the responsibilities stated
36 in their job descriptions.
37
38

39 **Section 3 ELDERS**
40

41 All recommendations to the church for the position of elder shall be of persons who
42 have accomplished a measure of success and are growing in each of the following
43 qualifications taken from I Timothy 3 and Titus 1.

- 44 A. Above reproach (good reputation)

- 1 B. Husband of one wife
- 2 C. Temperate
- 3 D. Prudent (sensible)
- 4 E. Respectable
- 5 F. Hospitable
- 6 G. Able to teach (teachable)
- 7 H. Not given to much wine
- 8 I. Not self-willed (self-controlled)
- 9 J. Not quick tempered
- 10 K. Not pugnacious (a striker)
- 11 L. Uncontentious (not arrogant)
- 12 M. Gentle
- 13 N. Free from the love of money
- 14 O. One who manages his own household well
- 15 P. Good reputation with the unsaved
- 16 Q. Love what is good
- 17 R. Wise, discerning
- 18 S. Devout (becoming Christ-like)
- 19 T. Not a new convert

20

21 **Section 4 DEACONS**

22

23 All recommendations for the position of deacon shall be of men or women who have
24 accomplished a measure of success and are growing in each of the following
25 qualifications taken from I Timothy 3 and Titus 1.

26

- 27 A. Respectable
- 28 B. Sincere
- 29 C. Not given to much wine
- 30 D. Free from the love of money
- 31 E. A clear conscience
- 32 F. Previously tested
- 33 G. Husband of one wife (Literally, “one woman man” in the case of a male, married
34 deacon)
- 35 H. One who manages his own household well

36

37 The following Characteristics Apply Specifically to Women Deacons (1 Timothy 3:11)

- 38 I. Worthy of respect
- 39 J. Not malicious talkers
- 40 K. Temperate
- 41 L. Trustworthy in everything.

42

43

44 **Section 5 COMMITTEE MEMBERS AND MINISTRY TEAM MEMBERS**

1
2 The Board of Elders or their designated representatives shall select committee
3 members who are:

- 4
5 A. Born again believers.
6 B. Growing in their faith.
7 C. Supporting East Valley Baptist Church by their attendance, financial support and
8 abilities.
9 D. Faithful, available and teachable
10 E. And who have met the requirements outlined in the ministry team job description.
11

12
13 **ARTICLE XII**

14
15 *FINANCES*

16
17 Necessary finances for conducting the church, its programs and missionary outreach, shall be
18 obtained through voluntary and regular giving. Additional pledges and free will offerings may
19 be taken as deemed advisable by the Board of Elders or pastors. No entertainment, suppers,
20 bazaars nor other projects of a similar nature shall be held by the church or auxiliary
21 organizations for profit for meeting the operational budget of the church.
22

23
24 **ARTICLE XIII**

25
26 *AUXILIARY ORGANIZATIONS*

27
28 **Section 1 ESTABLISHMENT**

29
30 No organization shall be formed, or considered a part of the church's activities unless
31 the sponsors have first submitted their plans to the Senior Pastor and the Board of
32 Elders for sanction and approval.
33

34 **Section 2 ON-GOING ACTIVITIES**

35
36 The various organizations shall confer with the elders or their representatives regarding
37 the plans and activities of auxiliary organizations.
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44 **ARTICLE XIV**

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LIABILITY

No officer, elder, staff member or any member of any committee appointed by this church shall be personally or individually liable for any error or mistake, act or omission for, or on behalf of this church, occurring within the scope of his or her duty as such officer, elder, staff member or committee member, excepting for his or her own willful misconduct or violation of the law.

ARTICLE XV

PARLIAMENTARY PROCEDURE

At all business meeting, the church shall abide by *Robert's Rules of Order*.

ARTICLE XVI

AMENDMENTS

Amendments to this constitution and by-laws may be made at any business meeting of the church by two thirds majority vote provided at least ten percent of the voting membership is present and voting.

ARTICLE XVII

DISSOLUTION

The term of existence of this corporation shall be continuous without specific term of existence. The property of the corporation is irrevocably dedicated to religious, charitable or hospitable purposes, and upon the liquidation, dissolution, or abandonment of the corporation, after providing for the debts and obligations thereof, its assets will not add to the benefit of any private person, but rather shall be distributed as the existing membership directs to Converge PacWest and/or Converge World Wide.