

CONSTITUTION OF FAITH BAPTIST CHURCH

PREAMBLE

Faith Baptist Church (Faith) is a community of Christ followers gathered together—by the grace of God for the glory of God—to live out the teachings of the Lord as expressed in the sixty-six books of the Bible. At Faith, we don't put our expectations in what people can do, but we choose to...*ANTICIPATE GOD!* To help us follow Jesus, the members of this church adopt this constitution. The following presuppositions provide balancing perspective regarding our approach to the creation and implementation of such human documents, policies and procedures:

1. The Bible is our final authoritative document and ultimately governs our entire ministry. We realize that the Bible does not provide an exact manual for the day-to-day operation of a local church. At the same time, it does give general administrative principles that allow for organization, flexibility, creativity and purposeful change in structure and methodology as we follow the leading of the Holy Spirit. Hence, this constitution has been created.

2. Church constitutions and policy documents cannot be written in such a manner as to preclude all interpretive questions and issues. At Faith, the congregationally elected Board of Elders (Article 5), in submission to the Holy Spirit, will be the final decision making authority in matters of interpretive dispute. The Elders will render any such decisions realizing that the spirit of this constitution is to help Faith follow Jesus and that it is not intended to be an end in itself.

3. We also acknowledge, that no matter how finely crafted governing documents might be, it is ultimately the Christ-like character of the leaders themselves that make any system of leadership work with integrity. Each year the Elders of Faith shall evaluate themselves to ensure Christ-like leadership and will review the constitution for any updates needed. Proposed constitutional revisions shall be voted upon by the congregation at the annual congregational ministry meeting.

4. The Statement of Faith (Article 3) contained in this constitution expresses our basic beliefs and reflects a baptistic theological approach in harmony with our affiliation in Converge Worldwide and Converge Northwest (formerly known as Baptist General Conference and Columbia Baptist Conference). We recognize that needs may arise requiring the Board of Elders to clarify or define in greater detail the beliefs that distinguish us. We also affirm that while all Biblical truth is important, not all such truths are essential to salvation or have equal bearing upon spiritual growth or Christian fellowship. Consequently, we understand that there may be some differences of opinion regarding secondary doctrinal issues within Faith which are outside the primary teachings of our doctrinal statement or constitutional guidelines. To promote Christ-honoring relational unity in areas where differing interpretations of a secondary nature exist, we embrace the historically revered statement endorsed by the great saints of the Christian era:

In essentials, unity. In nonessentials, freedom. In all things, love.

To this concept we add the powerful admonition of Ephesians 4:3 and 2 Timothy 2:14 ...

*Be diligent to preserve the unity of the Spirit in the bond of peace...
In the presence of God, be solemnly charged to not wrangle over words which is useless
and leads to the ruin of those who are listening.*

ARTICLE ONE: IDENTIFICATION AND AFFILIATION

The original and legal name of this assembly of Christians is Faith Baptist Church of Kent, Washington. Faith began on December 8, 1965 and was incorporated in the state of Washington on January 7, 1966 under number 177160. As an autonomous body of believers, Faith is voluntarily affiliated with Converge Worldwide and its regional association, Converge Northwest.

ARTICLE TWO: PURPOSE STATEMENT AND BIBLICAL MANDATE

Faith is here to lovingly help people everywhere become fully devoted followers of Jesus Christ.

*We love because He first loved us.
(1 John 4:19)*

This purpose statement grows out of three amazing declarations from Jesus which we believe define His heart reasons for embedding His people in this world:

The Great Commandment – Matthew 22:37-39

Jesus declared, "You must love the Lord your God with all your heart, with all your soul, and with all your mind. This is the first and greatest commandment. The second is equally important: Love your neighbor as yourself."

The Great Confession – Matthew 16:15-16

Jesus said to them, "Who do people say that I am?" Simon Peter answered, "You are the Christ, the Son of the Living God."

The Great Commission – Matthew 28:18-20

Jesus told His disciples, "I have been given all authority in heaven and on earth. Therefore, go and make disciples of all the nations; baptizing them in the name of the Father and the Son and the Holy Spirit. Teach these new disciples to obey all the commands I have given you. And be sure of this: I am with you always, even until the end of the age."

These words, from and about Christ, give form to our missional calling as a church family. Summarized and personalized: Jesus has first commanded Faith to passionately love God and people. Also, Jesus desires Faith to boldly confess (worship) Him as Savior and God. Finally, Jesus has commissioned Faith to intentionally spread His gospel of salvation to people everywhere and help them follow Him on a journey of life built around His will and His ways. Every ministry we do as the "family of Faith" is to relate to one or more of these objectives.

ARTICLE THREE: STATEMENT OF FAITH

Our Statement of Faith is in exact harmony with those of both of our affiliates—Converge Worldwide and Converge Northwest.

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 has 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.
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 each person, that He hears and answers prayer, and that He saves from sin and 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 Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ, and that He is an abiding helper, teacher and guide.
6. Regeneration: We believe that all people 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 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 that 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 Christians should live for the glory of God and the well-being of others; that their conduct should be blameless before the world; that they should be faithful stewards of their possessions; and that they should seek to realize for themselves 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 Christian 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.
10. Religious Liberty: We believe that every human being has direct relations with God, and is responsible to God alone in all matters of faith; 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 it is the Conference or a district conference, exists and functions by the will of the churches. Cooperation in a conference is voluntary and may be terminated at any time. Churches may likewise cooperate with interdenominational 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 felicity of the righteous, and the endless suffering of the wicked.

ARTICLE FOUR: CHURCH MEMBERSHIP

1. Qualifications: Membership is available to those who are at least eighteen years old; have personally accepted Jesus Christ as God and Savior; have been water baptized as a believer subsequent to salvation; have attended the membership orientation classes and completed any application materials required; have agreed to abide by the constitution and policies of Faith as administered and interpreted by the Board of Elders; have come to understand and fully support the philosophy of ministry at Faith; and have been approved by the Board of Elders for membership. New members will be introduced to the congregation as soon as possible after their confirmation by the Board of Elders.

2. Individual Commitment: Members agree to live a spiritually healthy life following Jesus. This is possible only through the empowerment of the Holy Spirit (Ephesians 5:17-18). We commit to this kind of life which we believe includes ongoing...

Sunday Experiences

Weekly we come together as a united church family to worship and anticipate God!

Small Group Experiences

Outside of our large group worship services, we actively engage in smaller sized support groups to help us pray for Faith, apply God's truth to daily living, care for one another and reach the community outside our walls with the story of Jesus.

Solitude Experiences

Each of us needs to consistently meet alone with Jesus to nurture our relationship with Him. As we privately pray and read the Bible, asking His Holy Spirit to guide us, our walk with Christ can become genuinely intimate and spiritually powerful.

Stewardship Experiences

The Lord has given to each of us a certain amount of time to live, talents to use and financial resources with which we may impact eternity. These gifts are supplied so that we will, as the members of Faith, provide for our families; help those in need; and support our church staff, missionaries and ministries.

Service Experiences

Every member of Faith is a servant to one another. All of us are to seek to discover our place of joyful, productive ministry within the church family based upon God-given gifts, abilities, and passion. The goal is to help each other grow strong in our journey with Jesus.

Seeker Experiences

Faith genuinely believes that Jesus came to seek people to bring them into a relationship with Himself as God (Luke 19:10). So must we! Our ministry is to build *this church* locally, and build *the Church* globally, by helping as many people as possible discover Christ as their Savior and Lord.

Members also agree to voluntarily follow the church leadership of the Elders and Pastors. Members agree to love and esteem one another in this body of believers. Members agree to refrain from gossip or sowing discord in the church. Members agree to represent Faith well in the community beyond our walls.

3. Corporate Commitment: Church membership will, at various congregational meetings, be called upon to...

- a. ratify, by a vote of 75% of the members present, the appointment of, or removal of, the Lead Pastor in response to a recommendation from the Board of Elders.
- b. recognize, by a vote of 75% of the members present, God's selection of each elder.
- c. approve, by a vote of 75% of the members present, the annual church budget projection.
- d. approve, by a vote of 75% of members present, any loans procured on behalf of Faith.
- e. approve, by a vote of 75% of members present, all constitutional changes or revisions.
- f. approve, by a vote of 75% of members present, the sale or purchase of real-estate related to the church and our ministries.

4. Termination of Membership

- a. Request for Letter of Recommendation: Any member of Faith, in good standing, seeking membership in another church of like faith and practice may have that church request a letter of recommendation from Faith's Board of Elders.
- b. Personal Request: Any member of Faith in good standing, and not undergoing a disciplinary process, may request in writing, to the Board of Elders, that his name be removed from the roll. In such a case no letter of recommendation will be issued.
- c. Irresolvable Conflict: Members who cannot support the beliefs, practices, leadership or direction of the ministry at Faith, after discussion and interaction with church leadership, agree to quietly remove themselves from membership and to refrain from cultivating conflict or discord within the Body as well as refrain from damaging Faith's reputation in the broader community. Heeding the words of Scripture: Each member of Faith is to carefully...*be diligent to preserve the unity of the Spirit in the bond of peace* (Ephesians 4:3).
- d. Inaction: When, for a period of six months, members do not attend church services or support the ministry as a contributor of record, they automatically become inactive and forfeit the privileges of membership. Reinstatement may occur at their request and approval by the Board of Elders.

- e. Discipline: Sadly, some believers are overtaken by sin (Galatians 6:1) and forsake their obedient lifestyle. Action to restore such members will be initiated by the Elders in accordance with the Biblical process outlined in Matthew 18:15-17; Galatians 6:1; 1 Timothy 5:19-20; and Titus 3:10. When repentance is absent and/or there is refusal to make confession and enter a restoration process, the Elders may terminate their membership. The disciplined member will be notified of the action. At their discretion, the Elders may reveal to the congregation when a termination occurs and the cause(s) for the action. A member may not withdraw their membership in order to avoid a disciplinary process.

5. Discipline of Members: Members agree to be subject to restorative church discipline in cases of doctrinal heresy and lifestyle decisions contrary to scripture. All matters requiring church discipline shall be conducted at the discretion of the Elders following the pattern of Matthew 18:15-17; 1 Timothy 5:19-20 and Titus 3:10 in the spirit of Galatians 6:1.

6. Associate Membership: Associate membership is available to those who wish to maintain membership at Faith, but are unable to fulfill normal membership requirements due to extenuating circumstances. Associate membership status is conferred upon an individual through the Board of Elders. Associate members will not have voting privileges nor will they be counted as “members” in statistical reports. Associate members may have their status “upgraded” to membership status, by the Board of Elders, provided they can meet membership requirements. This is a special category designed for missionaries, students away at school, shut-ins, etc. This is not intended as a “catch all” category for non-attendees. Those desiring associate membership status must submit a written request to the Board of Elders.

7. Communication with the Board of Elders: Any matters that a member desires to bring to the attention of the Board of Elders shall be stated in writing; will be signed and dated; and submitted to the Chair or Vice Chair.

8. Membership Roles: The active and associate membership rolls of Faith will be maintained in a current status by the Board of Elders. These rolls will be kept in the minutes of the Board of Elders with copies available at all times in the church office.

9. Interpersonal Relationships: Members agree to seek faith, hope, and love within our church family. If conflict between members occurs, then every attempt will be made to seek peaceful resolution leading to unity and harmony.

ARTICLE FIVE: CHURCH GOVERNMENT

Jesus Christ is recognized as the ultimate leader of Faith and all decisions by our human leadership must strive to be a reflection of His will. Earthly oversight for the leadership, governance, administration, spiritual health and discipline of this church is vested in the Faith Board of Elders. All members of Faith agree to acknowledge and follow their leadership (Hebrews 13:7, 17).

1. Selection of Elders

- a. Nomination: God is responsible for choosing those men that He desires to serve in the eldership role at Faith. It is the privilege of the congregation, working in harmony with the current Board of Elders, to prayerfully discover those brothers whom God has *called* to leadership in this capacity. The congregation is to nominate men for the office of elder who reflect the godly *character* qualities of 1 Timothy 3:1-7 and Titus 1:5-9. These

nominated individuals must also possess the *capability* of performing the tasks of elders in a spirit of *compatible camaraderie* as demonstrated in the New Testament. Nominations may only be submitted by church members. These submissions are to utilize the *elder nomination* form which is to be provided by the Board of Elders to the congregation. Nominations may be received at any time during the year but no later than six weeks prior to the annual ministry meeting. This time schedule is designed to allow for adequate processing of nominees.

- b. Review: The Board of Elders will conduct a careful and confidential review process of all nominees based upon the Biblical qualities of calling, character, capability and compatibility. The currently serving Board of Elders confidentially decides whether or not a nominee is qualified and ready to be advanced to elder candidacy. In the event of an abundance of qualified possibilities, the Elders will advance those names they deem most qualified on the basis of current ministry needs.
 - c. Candidacy: After review by the Board of Elders, approved nominees will be contacted and be asked to allow their names to be placed before the congregation at the annual ministry meeting.
 - d. Election: A “yes or no” congregational ballot shall be taken on each individual candidate. No brother shall “compete” against another. A positive vote of 75% of members present at the annual ministry meeting will be required for selection. All Elders must be members of Faith.
 - e. Assumption of Office: Newly elected elders will assume office on the first day of Faith’s fiscal year. Outgoing elders will serve until the last day of Faith’s fiscal year.
2. Biblical Elder Responsibilities: The Board of Elders shall collectively...
- a. provide (under Christ) shepherding leadership of the congregation toward spiritual maturity, relational harmony, and emotional health (1 Peter 5:2).
 - b. oversee the forward direction of ministry at Faith in harmony with Christ’s desires (1 Timothy 5:17a).
 - c. serve as examples to the church of what it means to follow Jesus (Hebrews 13:7,17; 1 Peter 5:3).
 - d. be able to teach God’s Word to others (1 Timothy 3:2; 5:17b; Titus 1:9).
 - e. pray diligently for Faith to be and do all that Jesus has in mind for us (Acts 6:4).
 - f. oversee the practice of church discipline (Matthew 18:15-17; Galatians 6:1).
 - g. help equip the members of the church to actively engage in the ministries of Faith (Ephesians 4:11-13).

3. Functional Elder Responsibilities: The Board of Elders shall collectively...
- a. oversee the Lead Pastor. This entails caring for him and his family; reviewing annually his ministry performance in light of his job description; and providing for his compensation in accordance with 1 Timothy 5:17-18.
 - b. provide legal representation for Faith as the Board of Directors for the legal entity.
 - c. establish, maintain or remove church operating policies and procedures as deemed necessary for the appropriate and efficient operation of the church.
 - d. act in matters of licensing, commissioning or ordination related to ministerial recognition.
 - e. give direction to all matters pertaining to church finances. This includes the discretionary authority to direct the spending of church funds as best befits the ministry as well as borrow money on behalf of Faith when congregationally approved. *Note:* The church budget is both a step of faith (since Faith is solely dependent upon the gifts of the congregation) and a general guideline for how ministry funds will be spent. The Elders will prayerfully oversee the wise expenditure of donations and are to make adjustments to the budget and spending in the course of the fiscal year as ministry needs require.
 - f. resolve issues relating to doctrine and practice not specifically addressed in the church constitution. The Lead Pastor will guide the Board of Elders in studying through questions that may arise. The study will be in light of Scripture, historical orthodoxy, baptistic theology and cultural understandings. The goal is that the Elders can collectively agree on, and present, a Biblical response to such issues on behalf of Faith. When necessary, the Lead Pastor will teach to the church the findings of the Elders to help the congregation understand and embrace the direction the leadership is sensing from the Holy Spirit.
 - g. annually review one another as elders to help foster growth in spiritual health and leadership skill. A key objective of this review is to help ensure a culture of joyful camaraderie and effective leadership among those who serve. Each elder will be assessed for godliness, leadership ability and their role as a "team" builder. Any Elder deemed spiritually unfit, ineffective in leadership or not in "team" harmony may be lovingly removed from office for the sake of the brother in question and the overall well-being of the Board and church. Such action will require a two-thirds vote of the Board of Elders.
 - h. organize a pastoral search team in the event that Faith should be without a Lead Pastor.
 - i. assist pastoral staff in the giving of loving care and Biblical counseling to Faith's membership.
4. Composition and Number of Elders: Realistically, this determination can only be based on the number of Biblically qualified individuals who are able and willing to serve. Additionally, the ministry size and needs of the church are a factor as to how many elders are needed. Practically, a minimum of three individuals (chair, vice chair, and secretary) are needed to constitute Faith's Board of Elders. Typically, no more than nine total elders would be needed at any one time. The exact number of elders to serve will be determined by the Board annually, based on whom the Lord provides and what the church needs. The Lead Pastor must qualify and serve on the Board of Elders as a condition of his call. Associate vocational pastors may serve in this capacity provided they qualify to be elders. Associate vocational pastors who

serve as elders do so with the clear understanding that they are employees first (serving under the leadership of the Lead Pastor) and they are elders second. This is to safeguard the integrity of pastoral staff relations. Sincere effort will be made to maintain a majority of non-vocational pastors as elders.

5. Vacancies of Office: Elder vacancies may be filled by appointment of the Board of Elders if a vacancy occurs. Appointees will serve only until the next annual ministry meeting when a permanent replacement will be voted upon by the congregation.

6. Length of Service: The Lead Pastor will serve indefinitely. Other Elders will serve for three year terms. Elders may serve for additional terms should they be willing and provided that the Board supports their ongoing service and the congregation reaffirms them by vote at the annual ministry meeting.

7. Board Officers

- a. Chair: The Lead Pastor will normally function in this role except at his request that another do so. The Board of Elders may also request (by majority vote) that another elder serve in this capacity. The Chair will lead at each meeting of the Board. The Chair (or Board designate) will also lead at corporate congregational meetings.
- b. Vice Chair: The Board will annually select, by simple majority vote, an elder to serve in this role. This elder will work very closely with the Chair (and Lead Pastor should he not be the Chair) to establish the agenda; to lead meetings in the absence of the Chair; and to lead meetings at times when it would be deemed appropriate by a simple majority of the Board for the Chair to temporarily hand over leadership of the meeting to another.
- c. Secretary: The Board will annually select an individual to record and distribute as directed by the Elder Board, the minutes of all Elder Board meetings and all congregational meetings. This person can be an elder. However, the Board may also choose to appoint a non-elder to serve in this capacity. This person would need to be spiritually mature; completely confidential; a skilled note taker for the purpose of recording minutes; and one who can function comfortably in the role of a non-participant in Board discussions and decisions. The Secretary will work with the Lead Pastor and the church office to insure the preservation of all official minutes from both Elder and congregational meetings. The Secretary, working in collaboration with the church office, will also be charged with the preservation of any constitutional revisions, policy statements or official doctrinal papers.

8. Board Meetings: The Board of Elders shall meet as often as is necessary to faithfully lead the church in following Jesus. An average of two Board meetings per month will be the norm. Each meeting will devote significant time to prayer in order to seek God's direction in all discussions and decisions.

9. Elder Training: The Board of Elders will formulate a plan each year whereby new elders or those who aspire to one day minister in this office may receive Biblical training for effective eldership.

10. Relational Clarity Regarding the Terms *Pastor* and *Elder*: In the life of our church, the two terms *pastor* and *elder* are both heard. To avoid confusion, misunderstanding or misrepresentation in the use of these terms, there is a need for clarification. The two terms are not synonymous as used at Faith. The term "*pastor*" is used to refer to those who have been hired to engage in a ministerial leadership role that is both vocational and professional in nature.

The term “*elder*” is used to identify men who are called by God to serve in the shared Biblical leadership role of church overseers. Not all pastors will be elders. In this sense, a woman may be referred to as a “pastor” if (like a male counterpart) she has been hired to do a ministerial leadership role. However, applying the term “pastor” to a vocational female minister at Faith does not imply in any sense that she is an elder.

All vocational pastors serve under the ministry oversight of the Lead Pastor who is accountable to the Board of Elders. Additionally, the Lead Pastor of Faith may only be a Biblically qualified male because his ministry assignment requires that he serve as an elder and because he is the main teaching elder of our local church (Article 6, Section 1 / 1 Timothy 2:12; 5:17). All elders will perform a limited pastoral (shepherding) role as a part of their service (1 Peter 5:1-2). However, not all elders will be hired nor recognized as vocational pastors. In accordance with our understanding of Scripture (1 Timothy 3:1-7; Titus 1:5-9), the office of Elder has been reserved by God for men only and only for those men whom He appoints to such noble and needed service in His church (1 Timothy 3:1).

ARTICLE SIX: THE PASTORS

The Pastors of Faith are individuals who are engaged in service to the Body of Christ as vocational ministers. It is expected that their specific educational training and experience will qualify them as professionals in this career calling from God. All pastoral staff will be team builders and players.

1. The Lead Pastor: At Faith, the Lead Pastor is accountable to the Board of Elders for his walk with Jesus and service as a minister of the Gospel. His ministry includes...

- a. serving as the shepherd/leader of the Board of Elders. The Lead Pastor of Faith will, by virtue of his employment agreement, be a member of the Board of Elders. This also means that the Lead Pastor can only be a male. A commonly accepted phrase, used extensively in elder led churches to describe the role of the Lead Pastor, is “the first among equals.” The phrase actually dates back to ancient times to describe the leader among Roman Legion officers of identical rank. On the Board of Elders, each Elder has one vote, the Lead Pastor included. It is anticipated that the Lead Pastor will bring to the Board of Elders extensive ministry training and eldership wisdom not otherwise present. As Chair of the Board of Elders, the Lead Pastor will work with the Vice Chair to develop the agenda for each meeting of the Board and all corporate congregational meetings.
- b. supervising the church staff. The Lead Pastor is the shepherd/leader of the church staff. This includes the direct oversight of all associate pastoral staff and the indirect oversight of support staff. The Lead Pastor is to help staff grow in their journey with Jesus and to develop in their ministry areas of service. He holds staff members accountable for their job performance and sees to an annual review for each employee. With Board approval, the Lead Pastor may hire and release from service any staff member as he deems necessary.
- c. communicating the truths of God’s Word with emphasis upon practical application for accepting Christ and following Christ. The Lead Pastor is the main teaching elder at Faith.
- d. casting ministry vision and direction for Faith in cooperative effort with the Board of Elders and other associate pastoral staff.

- e. developing Faith into Christ's desired "house of prayer" (Matthew 21:13).
- f. exemplifying God's heart to bring the Gospel (locally and globally) to those who do not have a personal relationship with Jesus Christ as their God and Savior.
- g. equipping the people of Faith to serve in ministry (Ephesians 4:11-12) with special focus upon recruiting and training future leaders for Faith (2 Timothy 2:2).
- h. providing pastoral care and counseling as his schedule allows.

2. Associate Pastoral Staff: At Faith, the associate pastoral staff is led by the Lead Pastor. Together, along with the Board of Elders, they seek to equip and mobilize the congregation to accomplish the mission and vision of our Church. Associate Pastors...

- a. will qualify for and follow their job description outlining the areas in the church wherein they exercise their ministry leadership and to whom they are responsible.
- b. sets an example of what it means to follow Jesus.
- c. brings professional training and expertise to their service.
- d. seeks to help their area(s) of ministry oversight to function as interdependent parts of the whole at Faith rather than as independent entities.
- e. equips the people of Faith to serve in ministry with special focus upon recruiting and training leaders.
- f. provides pastoral care and counseling.

ARTICLE SEVEN: VOLUNTEER MINISTRY LEADERS

Volunteer ministry leaders will be recruited and trained by elders, pastors and other volunteer ministry leaders. These volunteer leaders will be selected because they bring appropriate gifts and knowledge to the areas of ministry they will lead. They will be team builders and players. Such individuals shall be equipped and empowered to accomplish tasks vital to the spiritual growth of Faith. They will be members of Faith, active in the community life of the church. They will demonstrate clear support for the mission and ministry philosophy of the church. They will possess the character and conduct of deacons as described in 1 Timothy 3:8-13.

ARTICLE EIGHT: CONGREGATIONAL MEETINGS

1. Annual Ministry Meeting: The Board of Elders shall call an annual meeting of the congregation during the first quarter (January–March) of the calendar year. One month prior notice of the meeting will be given to the congregation through public means such as the bulletin, verbal announcement at Sunday worship, website, letter or email. The purpose of this meeting will be to celebrate what the Lord has done in the previous year at Faith and for leadership to share their collective vision of God's direction regarding the coming year. Additionally, voting pertaining to the annual church budget and the selection of elders will occur. The agenda for this meeting, including the proposed budget and the slate of elder candidates, will be made available by the Board of Elders, to the congregation, two weeks prior to the annual meeting. Proposed changes to the constitution and any other agenda matters requiring

congregational approval may be voted upon at this time as well. The “culture” of this important meeting will be shaped by collective prayer, worship, testimony and communion. The goal is for the membership of Faith to renew a sense of commitment to the Lord and His work in the world through our church.

2. Additional Congregational Meetings: The Board of Elders may call for additional meetings of the congregation at any other time during the year with prior two weeks public notice being given. The exception to this notice would be a time that the Elders determine is one of emergency or urgent need.

3. Quorum: The membership present at a congregational meeting shall constitute a quorum for the transaction of church business.

4. Voting Approval: Unless otherwise specified in this constitution, all congregational decisions shall require a seventy-five percent vote for approval.

ARTICLE NINE: FISCAL YEAR

The fiscal year for Faith will begin on the first day of April and ends on the last day of March.

ARTICLE TEN: CONSTITUTIONAL CHANGES

Proposed constitutional revisions shall be submitted by the Board of Elders to the congregation for ratification at the annual ministry meeting. The Board of Elders may also call, with two weeks prior notice, an additional congregational meeting for the purpose of constitutional changes. Any changes or revisions will require a 75% approval vote from the membership present.

ARTICLE ELEVEN: DIVISION OR DISSOLUTION

Faith fully intends to exist as a spiritually healthy and harmonious body of believers until Christ returns. However, the members of Faith agree to the following provisions in the unlikely event that this goal is not realized.

1. Division: In the case of an irreconcilable major division of the church membership, an appeal will be made, by the Board of Elders or 51% of the active membership, to the Executive Minister of Converge Northwest, for arbitration in restoring order and harmony. Should this approach not succeed, all church properties, appurtenances, and effects shall belong to those members who abide by this constitution. Should there be a controversy as to who is abiding by the constitution, the issue will be submitted to the Executive Board of Converge Northwest for resolution. Their decision will be final. They may also decide to close or dissolve the church if they feel that neither party is exhibiting the Christian character necessary to maintain a Christ honoring ministry.

2. Dissolution: If Faith, as a church, ceases to exist then all property, appurtenances and effects of this ministry will be transferred to the ownership of Converge Northwest.