

1 **EAST VALLEY Baptist CHURCH**

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

3
4 **CONSTITUTION**

5
6 *Revised and Adopted February, 2020*

7
8 **PREAMBLE**

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

13
14 **ARTICLE I**

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

18
19 **ARTICLE II**

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

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

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

26
27 **To EXALT God through:**

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

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

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

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

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

1 harmonious offices in the work of creation, providence and redemption.
2

3 3. God, the Father

4 We believe in God, the Father, an infinite, personal Spirit, perfect in holiness, wisdom,
5 power, and love. We believe that He concerns Himself mercifully in the affairs of men,
6 that He hears and answers all prayer, and that He saves from sin and spiritual death all
7 who come to Him through Jesus Christ.
8

9 4. Jesus Christ

10 We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We
11 believe in His virgin birth, sinless life, miracles and teachings. We believe in His
12 substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual
13 intercession for His people, and personal visible return to earth.
14

15 5. The Holy Spirit

16 We believe in the Holy Spirit who came forth from the Father and Son to convict the
17 world of sin, righteousness, and judgment, and to regenerate, sanctify, and empower all
18 who believe in Christ, and that He is an abiding helper, teacher and guide.
19

20 6. Regeneration

21 We believe that all men are sinners by nature and by choice, and are therefore, under
22 condemnation. We believe that those who repent of their sins and trust in Jesus Christ
23 as Savior and Lord are regenerated by the Holy Spirit.
24

25 7. The Church

26 We believe in the universal church, a living spiritual body of which Christ is the head
27 and all regenerated persons are members. We believe in the local church consisting of
28 a company of believers in Jesus Christ baptized on a credible profession of faith, and
29 associated for worship, work, and fellowship. We believe God has laid upon the
30 members of the local church the primary task of giving the gospel of Jesus Christ to a
31 lost world.
32

33 8. Christian Conduct

34 We believe that a Christian should live for the glory of God and the well-being of his
35 fellowman; that his conduct should be blameless before the world; that he should be a
36 faithful steward of his possessions, and that he should seek to realize for himself and
37 others the full stature of maturity in Christ.
38

39 9. The Ordinances

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

1 Lord Jesus Christ.

2
3 10. Religious Liberty

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

8
9 11. Church Cooperation

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

15
16 12. The Last Things

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

20
21
22 **ARTICLE V**
23 *Membership*

24
25 **Section 1 ADMISSION and RESTORATION**

26
27 A. Any person who upon confession of faith in Jesus Christ as personal Savior and
28 baptism by immersion as a believer in Christ, and upon completion of the
29 membership class embraces the Church Covenant, Affirmation of Faith and the
30 Responsibilities of Members may become a member of this church by approval of
31 the Board of Elders. This will be done by personal interview of the candidate by at
32 least two elders.

33
34 B. Restoration

35 Any person who has been excluded from membership may be reinstated upon
36 approval of the Board of Elders.

37
38 **Section 2 RESPONSIBILITIES OF MEMBERS - CHURCH COVENANT**

39
40 Having been led by the Spirit of God to receive the Lord Jesus Christ as Savior and, on the
41 profession of our faith, having been led to be baptized in the name of the Father and of the Son
42 and of the Holy Spirit we do now, in the presence of God, angels, and this assembly, most
43 solemnly and joyfully enter into covenant with one another as one body in Christ.

44

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

- 3
4 1. Seek to continually grow in our love relationship with God through Jesus Christ.
5 Matthew 22:37
6 2. Be submissive to authority. Hebrews 13:17
7 3. Attend consistently the meetings of this church. Hebrews 10:25
8 4. Stimulate and encourage others within the church. Hebrews 10:24, 25
9 5. Maintain a fellowship free from sin and continually pursue holy living. I John 1:5-10
10 6. Preserve unity in constant love. Ephesians 4:1-3
11 7. Regard others as more important than self. Philippians 2:3
12 8. Be devoted to prayer. Romans 12:13
13 9. Serve one another through love. Galatians 5:13
14 10. Share in needs of others. Romans 12:13
15 11. Demonstrate our submission to the Lordship of Christ by our giving and our
16 service to the church. II Corinthians 8:7, I Peter 4:10
17 12. Resolve personal differences. Matthew 18:15-17
18 13. Teach God's Word in our homes. Deuteronomy 6:4-9
19 14. Aggressively pursue the evangelization of the lost. Matthew 28:19-20
20 15. Seek counsel from an elder or pastor when we come to a doctrinal position in
21 conflict with the church's statement of faith. If disagreements still exist, we shall not
22 seek to disrupt the fellowship of the church by teaching conflicting doctrines, but will
23 live within the body in a harmonious manner, or quietly withdraw from its membership.
24 16. Bear fruitful testimony, live an exemplary life in word and deed and witness to the
25 power and grace of the gospel of Jesus Christ.
26 17. Keep the church informed of any change of address.
27 18. Bring disagreements of proposed changes to church policy to the Board of Elders
28 prior to introduction at a public meeting.
29
30

31 **Section 3 MEMBERS IN GOOD STANDING**

32
33 A member in good standing is one who strives to live in conformity with the Church
34 Covenant, attends the worship services of the church if physically able and contributes
35 to the financial support of the Church as God has prospered him.
36
37

38 **Section 4 TERMINATION OF MEMBERS**

39
40 All privileges and responsibilities of membership shall be retained by every member
41 until membership is terminated in one of the following ways:
42

- 43 A. Any member desiring to unite with another evangelical church may, upon
44 request, be granted a regular letter of termination or a certificate of Christian

1 character. All such letters shall be addressed and sent to a specific church.

- 2
- 3 B. Members who assume a new permanent residence which makes fellowship
4 with the church impractical shall have their names removed from the
5 membership or transferred to *associate member status* upon decision of the
6 Board of Elders.
- 7
- 8 C. Members who desire to be released from membership shall present a written
9 request for removal to the Board of Elders.
- 10
- 11 D. It shall be the responsibility of the Board of Elders to ensure that an effort is
12 made to contact members who have been absent from the church for a period
13 of one year, without manifesting interest by communication or contribution.
14 After the Board of Elders has determined that these persons are no longer
15 interested in the ministry of our church, these persons will be automatically
16 dropped from the Membership Rolls. Members thus dropped will be listed by
17 the Board of Elders at a regular church information meeting.
- 18
- 19 E. Members who are called to Glory will have their names removed from the
20 church rolls by the Board of Elders.
- 21
- 22 F. Members who fail to respond correctly to church discipline will be removed
23 from membership by congregational vote, as outlined by Article V, Section 5.
- 24

25 **Section 5 DISCIPLINE**

26

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

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

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

11
12
13 **Section 6 PRIVILEGES OF MEMBERSHIP**

14
15 A. Rights

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

21
22 B. Associate Membership

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

32
33
34 **ARTICLE VI**

35
36 *ORGANIZATION*

37
38 **Section 1 PRINCIPLES**

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

43
44

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44

Section 2 SENIOR PASTOR

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

Section 3 ASSOCIATE PASTOR

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

Section 4 CHURCH BOARD

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

Section 5 OTHER OFFICES AND COMMITTEES

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

ARTICLE VII

QUALIFICATIONS AND DUTIES OF OFFICERS

Section 1 OFFICERS

- A. Senior Pastor (to be called by the church)
- B. Associate Pastor (to be called by the church)
- C. Elders to be unanimously appointed by the Board of Elders and ratified by 2/3 majority Congregational vote).
- D. Deacons to be unanimously appointed by the Board of Elders and ratified by simple majority Congregational vote.
- E. Treasurer (to be appointed by the elders)
- F. Financial Secretary (to be appointed by the elders)
- G. Other officers as deemed necessary (to be appointed by the elders)

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44

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

- 1 and financial resources.
- 2 6. Shall approve all candidates for membership and baptism.
- 3 7. Shall be responsible for maintaining the membership roll.
- 4 8. Shall prepare and propose an annual budget to the congregation.
- 5 9. Shall be delegated the authority to administer discipline according to
- 6 the guidelines found in Matthew 18:15-20 and Galatians 6:1-5.
- 7 10. Shall determine all actions by unanimous decision of those elders
- 8 present with the exception of a recommendation for removal of an
- 9 elder which will be by a simple majority of all board members.
- 10 11. Shall assure that the purpose of the church and the will of the
- 11 congregation, both spiritual and temporal be administered as set forth
- 12 in the constitution and these by-laws.
- 13 12. Shall, in compliance with the laws of the State of California, designate
- 14 the Chairman, Vice- Chairman and Secretary as legal trustees and
- 15 perform such corporate duties as required. With prior instructions from
- 16 the church, these trustees are authorized to buy, sell, mortgage or
- 17 transfer church property, or borrow money for property purchase or
- 18 improvements. The Chairman may only serve two consecutive years
- 19 without a one year lapse.
- 20 13. Shall appoint other officers of the church as provided in Article VI,
- 21 Section 5, of this constitution.
- 22 14. Shall evaluate the ministry of the church and appoint such additional
- 23 committees as necessary for an expanding ministry. Shall provide a
- 24 liaison to key committees. They shall also terminate the appointment of
- 25 committees which are no longer required in the ministry of the church.
- 26 15. Shall be responsible to create written policies for the proper operation
- 27 of the church and non-pastoral staff.
- 28 16. Shall schedule regular informational meetings for common
- 29 communication within the church.
- 30 17. Are responsible for the formation of pastoral search teams for the
- 31 purpose of finding Senior/Lead or Associate Pastors.
- 32
- 33

34 D. Deacons

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

40
41 E. Treasurer

42
43 The Treasurer shall assure that payment of all church obligations has been
44 made by check drawn on the church account, as provided by the church budget

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

6
7 F. Financial Secretary

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

13
14 G. Other Offices

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

18
19
20 **Section 4 TERMS OF OFFICE**

- 21
22 A. The Pastoral Staff shall serve an indeterminate term.
23
24 B. Elders shall be unanimously appointed by the Board of Elders for an
25 indeterminate term. Elders must take a sabbatical every three years and be re-
26 ratified by 2/3 majority congregational vote upon returning to active service).
27
28
29 C. Deacons shall be unanimously appointed by the Board of Elders for an
30 indeterminate term. Deacons will normally take a sabbatical every three years
31 and be re-ratified by congregational vote upon returning to active service).
32
33 D. All other officers shall be appointed annually and the church properly informed
34 at a regular informational meeting.
35
36
37
38
39
40
41
42
43
44

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.

1 B. Calling or Terminating a Pastor

2
3 Thirty percent of the voting members - a two thirds vote of those present will
4 carry for calling a pastor. A three fourths vote of those present will carry for
5 termination.

6
7 C. Annual or Special Meeting

8
9 Ten percent of the voting members - a majority of those present will carry.

10
11 D. Board of Elders

12
13 Two thirds of board members - see Article VII, Section 3, sub-section C-10.

14
15 E. Committees

16
17 A majority of the committee - a majority of those present will carry.

18
19 **ARTICLE IX**

20
21 **ELECTIONS AND APPOINTMENTS**

22
23 **Section 1 BOARD OF ELDERS**

24
25 A. Elders

26
27 Those interested may submit themselves for consideration of eldership as
28 indicated in I Timothy 3:1. The Board of Elders will invite an interested person
29 to begin a period of examination. This may include study projects and/or
30 meeting with a sub-group of elders for personal examination.
31 Subsequently, a unanimous recommendation from the Board of Elders is
32 required to bring a prospective elder to the church congregation for election.
33 Approval of an elder candidate will be by two thirds of the voting adult
34 membership present at the meeting called for this purpose.)

35
36 B. Number of Elders

37
38 There shall be no minimum or maximum number of elders, but rather the goal
39 shall be to recognize only those whom God has called to have the ministry of
40 eldership.

41
42
43 C. Duration of Eldership

44

1 Service on the Board of Elders is limited in accordance with the provisions of
2 Article VII, Section 4B. An eldership appointment may be terminated in one of
3 the following methods:

- 4
- 5 1. Withdrawal of membership in East Valley Baptist Church.
- 6 2. Voluntary resignation.
- 7 3. By simple majority vote for removal by the Board of Elders, confirmed by simple
8 majority of members present at the meeting.
- 9 4. If the majority or entire Elder Board is to be terminated, a vote equal to 2/3rds of
10 those present at the meeting can carry the decision.

11
12 D. Re-Ratification of Elders:

13
14 Upon returning to active service after completion of sabbatical, elders shall be
15 re-ratified by 2/3 majority vote at an official business meeting. Voting shall be
16 by written ballot (yes or no).
17
18
19

20 **Section 2 DEACONS**

- 21
- 22
- 23 A. Deacon candidates who meet the scriptural qualifications and are called to the deacon
24 ministry as outlined in Article VII, Section 4 shall be unanimously appointed by the Board
25 of Elders for an indeterminate term and ratified by congregational vote.
- 26
- 27 B. Deacons must take a sabbatical every three years and be re-ratified by congregational
28 vote upon returning to active service.
- 29
- 30 C. Deacons shall be responsible to the Board of Elders
- 31
- 32 D. Duration of Deacon Service
33 Service on the Board of Deacons is limited in accordance with the provisions of Article
34 VII, Section 4C. A deacon appointment may be terminated in one of the following
35 methods:
 - 36 1. Withdrawal of membership in East Valley Baptist Church.
 - 37 2. Voluntary resignation.
 - 38 3. By unanimous vote for removal by the Board of Elders, confirmed by simple majority
39 of members present at the meeting.
- 40
- 41

42 **Section 3 APPOINTED OFFICERS**

- 43
- 44 A. Appointed officers shall normally serve for one year unless the purpose for

1 which they have been appointed is completed earlier.

- 2
3 B. Appointed officers shall be responsible to the Board of Elders or such person or
4 groups designated by the Board of Elders.

5
6 **Section 4 PAID STAFF**

- 7
8 A. Pastoral Staff

9
10 The Senior Pastor and Associate Pastors shall be selected in accordance with
11 Article XI of this constitution and will conduct their ministries in accordance
12 with the Employee Handbook of East Valley Baptist church.

- 13
14 B. Supportive Staff

15
16 The Board of Elders shall be responsible for the hiring and releasing of all non-
17 pastoral staff personnel. The salaries and benefits shall be fixed at the time of
18 employment and shall be reviewed annually by the Board of Elders. The Board
19 of Elders shall present to each employee a written description of his duties and
20 responsibilities at the time of employment. Supportive Staff will fulfill their
21 duties in accordance with the Employee Handbook of East Valley Baptist
22 church.

23
24
25 **Section 5 COMMITTEES**

- 26
27 A. Purpose

28
29 All committees shall exist to serve the ministries of East Valley Baptist Church. As the
30 size of the church changes, and ministries are added and deleted, the composition and
31 number of committees shall be adjusted to allow for the accomplishment of those
32 ministries in the most efficient manner possible.

- 33
34 B. Task and Duration

35
36 All official church committees shall be appointed by and be responsible to the
37 Board of Elders or their designated representative. At the time of appointment,
38 a written statement of purpose, and authority and duration shall be given to
39 the committee.

- 40
41 C. Qualification

42
43 The members of all official church committees shall be as stated in Article XI,
44 Section 5.

ARTICLE X

SELECTION OF PASTORAL STAFF

Section 1 SENIOR PASTOR

The calling of a Senior Pastor shall be done in all cases by written ballot, by a two thirds majority of the voting members present after a unanimous recommendation by the Board of Elders. A business meeting for this purpose may be held at any time after a Sunday worship service announcement and seven day waiting period.

Section 2 ASSOCIATE PASTORS

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

Section 3 TEMPORARY PASTORAL STAFF

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

Section 4 TERMINATION OF A PASTOR

A. Senior Pastor

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

B. Associate Pastors

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

C. Termination of a Pastor (Senior or Associate)

1. By initiation of the congregation: All action to dismiss any pastor shall be referred to the Board of Elders for its consideration before action is taken by the church. The Board of Elders shall be required to present to the church any written request for the dismissal of a pastor when signed by ten percent of the voting membership of the church.

1 Termination proceedings shall be by written ballot taken at a regular or
2 specially called business meeting. A three fourths majority of the voting
3 members present will carry the motion for dismissal (Article III, Section
4 4B).

- 5
6 2. By initiation of the Board of Elders: The elders may present to the
7 church a request for the dismissal of a pastor if all non-staff elders are
8 unanimous in that decision. Termination proceedings shall be by
9 written ballot taken at a regular or specially called business meeting. A
10 three fourths majority of the voting members present will carry the
11 motion for dismissal. (Article III, Section 4B).

12
13 D. Vote of Confidence

14
15 In the event the pastor wins a vote of confidence from the church in such an
16 election, all officers signing such petition mentioned above in Section 4C of this
17 Article shall automatically relinquish their office.

18
19
20 **ARTICLE XI**

21
22 **QUALIFICATIONS FOR SPIRITUAL LEADERSHIP**

23
24 **Section 1 SENIOR PASTOR**

- 25
26 A. He shall be an evangelical, born again, ordained or licensed minister (Or eligible
27 to be licensed or ordained) in harmony and cooperative with Converge World-
28 Wide
29 and Converge PacWest and possess a vision encompassing the many
30 opportunities for expansion in the ministry and outreach of this church.
31
32 B. He shall be a graduate of a recognized college or university and shall possess a
33 seminary degree or its equivalent in training and/or experience.
34
35 C. He shall meet the qualifications set forth in Article XI, Section 3 below.
36
37

38 **Section 2 ASSOCIATE PASTORS**

- 39
40 A. Shall have a dynamic faith in Jesus Christ as Savior with a vision encompassing
41 the many opportunities for expansion in the ministry and outreach of this
42 church.
43
44 B. Shall be an evangelical, born again, ordained or licensed minister (Or eligible to

1 be licensed or ordained) in harmony and cooperative with Converge World-
2 Wide and Converge PacWest.

- 3
4 C. Shall possess other qualifications essential to meeting the responsibilities stated
5 in their job descriptions.
6

7
8 **Section 3 ELDERS**
9

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

- 13 A. Above reproach (good reputation)
14 B. Husband of one wife
15 C. Temperate
16 D. Prudent (sensible)
17 E. Respectable
18 F. Hospitable
19 G. Able to teach (teachable)
20 H. Not given to much wine
21 I. Not self-willed (self-controlled)
22 J. Not quick tempered
23 K. Not pugnacious (a striker)
24 L. Uncontentious (not arrogant)
25 M. Gentle
26 N. Free from the love of money
27 O. One who manages his own household well
28 P. Good reputation with the unsaved
29 Q. Love what is good
30 R. Wise, discerning
31 S. Devout (becoming Christ-like)
32 T. Not a new convert
33

34 **Section 4 DEACONS**
35

36 All recommendations for the position of deacon shall be of men or women who have
37 accomplished a measure of success and are growing in each of the following
38 qualifications taken from I Timothy 3 and Titus 1.
39

- 40 A. Respectable
41 B. Sincere
42 C. Not given to much wine
43 D. Free from the love of money
44 E. A clear conscience

1 F. Previously tested

2 G. Husband of one wife (Literally, “one woman man” in the case of a male, married
3 deacon)

4 H. One who manages his own household well

5
6 The following Characteristics Apply Specifically to Women Deacons (1 Timothy 3:11)

7 I. Worthy of respect

8 J. Not malicious talkers

9 K. Temperate

10 L. Trustworthy in everything.

11
12
13 **Section 5 COMMITTEE MEMBERS AND MINISTRY TEAM MEMBERS**

14
15 The Board of Elders or their designated representatives shall select committee
16 members who are:

17
18 A. Born again believers.

19 B. Growing in their faith.

20 C. Supporting East Valley Baptist Church by their attendance, financial support and
21 abilities.

22 D. Faithful, available and teachable

23 E. And who have met the requirements outlined in the ministry team job description.

24
25
26 **ARTICLE XII**

27
28 *FINANCES*

29
30 Necessary finances for conducting the church, its programs and missionary outreach, shall be
31 obtained through voluntary and regular giving. Additional pledges and free will offerings may
32 be taken as deemed advisable by the Board of Elders or pastors. No entertainment, suppers,
33 bazaars nor other projects of a similar nature shall be held by the church or auxiliary
34 organizations for profit for meeting the operational budget of the church.

35
36
37 **ARTICLE XIII**

38
39 *AUXILIARY ORGANIZATIONS*

40
41 **Section 1 ESTABLISHMENT**

42
43 No organization shall be formed, or considered a part of the church's activities unless
44 the sponsors have first submitted their plans to the Senior Pastor and the Board of

1 Elders for sanction and approval.
2

3 **Section 2 ON-GOING ACTIVITIES**
4

5 The various organizations shall confer with the elders or their representatives regarding
6 the plans and activities of auxiliary organizations.
7
8
9

10
11
12
13 **ARTICLE XIV**

14 *LIABILITY*
15

16
17 No officer, elder, staff member or any member of any committee appointed by this church shall
18 be personally or individually liable for any error or mistake, act or omission for, or on behalf of
19 this church, occurring within the scope of his or her duty as such officer, elder, staff member or
20 committee member, excepting for his or her own willful misconduct or violation of the law.
21

22
23 **ARTICLE XV**

24 *PARLIAMENTARY PROCEDURE*
25

26 At all business meeting, the church shall abide by *Robert's Rules of Order*.
27

28
29 **ARTICLE XVI**

30 *AMENDMENTS*
31

32
33 Amendments to this constitution and by-laws may be made at any business meeting of the
34 church by two thirds majority vote provided at least ten percent of the voting membership is
35 present and voting.
36

37
38 **ARTICLE XVII**

39 *DISSOLUTION*
40

41
42 The term of existence of this corporation shall be continuous without specific term of existence.
43 The property of the corporation is irrevocably dedicated to religious, charitable or hospitable
44 purposes, and upon the liquidation, dissolution, or abandonment of the corporation, after

1 providing for the debts and obligations thereof, its assets will not add to the benefit of any
2 private person, but rather shall be distributed as the existing membership directs to Converge
3 PacWest and/or Converge World Wide.

4

5