

**CONSTITUTION
OF
CORNERSTONE CHURCH
ALEXANDRIA, MINNESOTA
February, 2010**

PREAMBLE

We, the members of Cornerstone Church, in order to effectively and efficiently carry on the work committed to us by our Lord and Savior, Jesus Christ, do hereby adopt the following Constitution, by which we mutually agree to be governed in the affairs of our church.

ARTICLE I NAME AND ORGANIZATION

This organization is a religious corporation organized and incorporated on July 2, 1881, in the State of Minnesota, and is to be known as Cornerstone Church of Alexandria, Minnesota. The Articles of Incorporation are filed at Douglas County.

ARTICLE II PURPOSE

The purpose of Cornerstone Church is to glorify God by making *Connecting, Growing, and Serving* disciples of Jesus Christ.

Motto: *Connect, Grow, Serve.*

ARTICLE III GOVERNMENT

- Section 1.** The government of this church is vested in the body of believers in Jesus Christ who compose it.
- Section 2.** This church shall voluntarily maintain fellowship with the Minnesota/Iowa Baptist Conference (doing business as) Converge MN/IA, and the Baptist General Conference (doing business as) Converge Worldwide.
- Section 3.** The fiscal year of the church shall begin on the first day of January
And close on the last day of December.

ARTICLE IV CHURCH COVENANT

Cornerstone Church Member Covenant

Section 1 What is the Church?

The church exists in this world to display the glory of God in Christ Jesus. Those of us who trust in and follow Jesus are caught up in something much bigger than ourselves. We have graciously been invited into God's redemptive purposes in the world. Membership at Cornerstone is a participation in Christ's family, a local expression of the universal household of God. All members are united in Christ and thus to one another. Unity within the church is expressed in love for God and a love for others, both those within the family and those who are not. Because of the identification of Jesus with His church we are expected to display His gospel glory in a manner worthy of Him (Ephesians 4:1).

As Christians, we are members of God's household (Eph. 2:19) called to function, participate, and minister in a particular place within the body of Christ. A healthy body requires that each part does its work well (Eph. 4:11-16). A healthy church requires the same: members who are sacrificially committed and well equipped to do the works of ministry that the Lord Jesus has prepared in advance for them to do (Ephesians 4:11ff, 2:1-10). Here at Cornerstone we hold our members in high regard and expect them to be a community of growing disciples who are on mission with Jesus to the culture and to one another in Christ. The Lord, in his sovereignty, placed us in this city, in our neighborhood, at our workplace, among these people, in this time for a reason (Acts 17:26-27).

Section 2 What is a Church Covenant?

A covenant is a promise by which we obligate ourselves to one another in such a way that the obligation of one party is not dependent on the faithfulness of others (Ps. 76:11; Ezek. 20:44; 36:22; Hos. 2:19-20; 3:1; 2 Tim. 2:13). In a biblical covenant

we make promises first and foremost to the Lord and also to one another in Christ to be the church that the Lord is calling us to be. The Cornerstone church covenant includes a statement of personal faith, a statement of biblical doctrine, the obligation of Cornerstone church to its members, and the obligations of members to Cornerstone church.

Section 3 Statement of Personal Faith

- a) I am a Christian saved from the eternal wrath of God by God's grace and through faith in Jesus Christ, my Lord, Savior and Life, through his death and resurrection, by which I am assured of eternal life (John 3:16-18; Rom. 3:23-26).
- b) I believe that Jesus Christ is exactly who he claimed to be, the divine Son of God (Isa. 5:6; Mt. 26:64; Mark 14:62; Luke 22:70; John 4:25-26; 6:29; 8:58; 11:25-27; 14:6-7; 15:5).
- c) I have repented of my sins and have been made a new creation in Christ (Acts 2: 29-42; 1 John 1:9; 2 Cor. 5:17).
- d) In obedience to Scripture I have been baptized by immersion to personally identify with the death, burial, and resurrection of Jesus, and to publicly demonstrate my commitment as a disciple of Jesus (Col. 2:12; Romans 6; 1 Peter 3:21).

Section 4 Statement of Biblical Doctrine

- a) I agree with the core beliefs of Cornerstone church which are expressed in the Cornerstone church affirmation of faith.
- b) I understand the importance of submission to church leadership and will be diligent to preserve unity and peace; I will adhere to Cornerstone church's position on primary theological issues, and I will not be divisive over secondary issues * (Eph. 4:1-3; Heb. 13:7,17).
- c) I agree that the 66 books of the Bible are the ultimate doctrinal authority on all matters (Isa. 55:11; 1 Cor. 15:3-4; 2 Tim. 3:15-16; Heb. 4:12).

Section 5 Obligation of Cornerstone church to its members

- a) We covenant that your elders and deacons will meet the criteria assigned to them in the Scriptures (1 Tim. 3:1-13; 5:17-22; Titus 1:5-9; 1 Peter 5:1-4).
- b) We covenant to seek God's will for our church community to the best of our ability as we study the Scriptures and follow the Spirit (Acts 20:28; 1 Peter 5:1-5).
- c) We covenant to care for you and seek your growth as a disciple of Christ, in part by teaching you the Word, equipping you for service (Eph. 4:11-13) and praying for you regularly.
- d) We covenant to provide teaching and counsel from the whole of Scripture (Acts 20:27-28; Gal. 6:6; 1 Timothy 5:17-18).
- e) We covenant to be on our guard against false teachers (Acts 20:28-31).
- f) We covenant to exercise church discipline when necessary (Mt. 18:15-20; 1 Cor. 5; Gal. 6:1).

Section 6 My Obligation to Cornerstone church as a member.

- a) I have read and understood the Cornerstone church doctrinal statement and will not be divisive to its teaching. I also understand the importance of, and will be diligent to preserve unity and peace (Eph. 4:1-3; Heb. 13:7,17).
- b) I covenant to submit to the authority of Scripture as the final arbiter on all issues (Ps. 119; 2 Tim. 3:16-17).
- c) I will maintain a close relationship with the Lord Jesus through regular Bible reading, prayer, fellowship, and practice of spiritual disciplines. My relationship will be evident through my participation in weekly worship services, communion, gospel community, service, and a life that glorifies Jesus (Pss. 105:1-2; 119:97; Acts 2:42-47; Heb. 10:23-25; 2 Pet. 1:3).
- d) I will steward the resources God has given me, including my time, talents, and treasures (Prov. 3:9-10; Rom. 12:1-2; Gal. 5:22-26; Eph. 4:1-16; 5:15-18). This includes regular financial giving, service, and participation in community that is sacrificial, cheerful, and voluntary (Rom. 12:1-8; 2 Cor. 8-9; 12:7-31; 1 Peter 4:10-11).
- e) I covenant to care for my brothers and sisters in Christ in brotherly love (2 Peter 1:7), to pray for my fellow members regularly (Colossians 4:3), and to be slow to take offense and quick to seek reconciliation (James 1:19, Matthew 5:24).
- f) I covenant to submit to discipline by God through his Holy Spirit, to follow biblical procedures for church discipline in my relationships with brothers and sisters in Christ, to humbly adhere to righteous discipline when approached biblically by brothers and sisters in Christ, and to the discipline by church leadership if the need should ever arise (Ps. 141:5; Mt. 18:15-17; 1 Cor. 5:1-5; 2 Cor. 2:5-8; Gal. 6:1-5, 8; 1 Tim. 5:20; 2 Tim. 2:25; Titus 1:9; 3:10-11; Heb. 12:5-11; Rev. 2:5-7, 14-25).
- g) I agree, by God's grace, to walk in holiness as an act of worship to Jesus Christ, who has saved me from my sin so that I could live a new life (2 Cor. 5:17). I will practice complete chastity before marriage and complete fidelity in heterosexual marriage by abstaining from practices such as cohabitation, pornography, homosexual behavior, and fornication (Job 31:1; Prov. 5; Rom. 13: 12-14; 1 Cor. 6:9-7:16; Heb. 13:4). I will refrain from illegal drug use, drunkenness, and other sinful behavior as the Bible, and my conscience dictate (1 Cor. 8:7; Gal. 5:19-21). Should I sin in such a manner, I agree to confess my sins to the Lord, and to Christian brothers or sisters in order to help me put my sin to death and remain in right relationship with others and God. (Rom. 8:13; Col. 3:5; 1 John 1:6-10; James 5:16; Galatians 6:1-2).

Section 7 My Commitment to the Mission of Cornerstone Church

The mission of Cornerstone church is to glorify God by making *Connecting, Growing, and Serving* disciples of Jesus Christ. I have read the complete mission statement of Cornerstone church and commit to live out this mission statement as a diligent, faithful disciple of Jesus, that my identity would be in Him, my worship would be for Him, my fellowship would be through Him, and my interaction with the culture would be for His Kingdom and Glory.

I understand that this covenant obligates me to the members and elders of Cornerstone church. I accept responsibility to notify Cornerstone church if at any time I can no longer commit to this covenant, or if I have any questions, comments, or concerns regarding Cornerstone church.

* While the doctrines expressed in the 'Statement of Personal Faith' and our 'Affirmation of Faith' are recognized as primary within the church, there are a number of secondary beliefs about which the current leadership of Cornerstone is passionate. Complete agreement is not required for the sake of membership, but it should be known that the pastors of Cornerstone church will preach, teach, and counsel in accordance with their conscience regarding various secondary theological convictions.

ARTICLE V AFFIRMATION OF FAITH

Section 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. II Timothy 3:16; II Peter 1:20-21; Mark 13:31; John 8:31-32; John 20:31; Acts 20:32.

Section 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. Genesis 1:1, 26; John 1:1, 3; Matthew 28:19; John 4:24; Romans 1:19-20; Ephesians 4:5-6.

Section 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 prayers, and that He saves from sin and eternal death all who come to him through Jesus Christ. Luke 10:21, 22; Matthew 23:9; John 3:16; John 6:27; Romans 1:7; I Timothy 1:1-2; I Timothy 2:5-6; I Peter 1:3; Revelation 1:6.

Section 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. Matthew 1:18-25; Luke 1:26-38; John 1:11; John 20:28; Romans 9:5; Romans 8:46; II Corinthians 5:21; I Peter 2:21-23; John 20:30-31; Matthew 20:28; Ephesians 1:4; Acts 1:11; Romans 5:6-8; Romans 6:9-10; Hebrews 7:25; Hebrews 9:28; I Timothy 3:16.

Section 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. John 14:16-17, 26; John 15:26-27; John 16:9-14; Romans 8:9; I Corinthians 3:16; I Corinthians 6:19; Galatians 5:22-26.

Section 6. Regeneration.

We believe that man was created by God in His own image; that he sinned and thereby incurred physical, spiritual and eternal death, which is separation from God; that as a consequence all human beings are born with a sinful nature and by choice are therefore under condemnation. We believe that those who repent and forsake sin and trust Jesus Christ as Savior are regenerated by the Holy Spirit and become new creatures, delivered from condemnation and receive eternal life. Genesis 1:26; Genesis 5:2; Genesis 3; Genesis 2:17; Genesis 3:19; Ecclesiastes 2:11; John 3:14; John 5:24; John 5:30; John 7:13; John 8:12; John 10:26;

Romans 9:22; II Thessalonians 1:9; Revelation 19:3,20; Revelation 20:10, 14-15; Revelation 21:18; Psalm 51:7; Jeremiah 17:9; James 1:14; Romans 3:19; Romans 5:19; Proverbs 28:13; I John 1:9; John 3:16; John 1:13; II Corinthians 5:17; Romans 8:1.

Section 7. The Church.

We believe in the Universal Church, a living spiritual body of which Jesus 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 in Jesus Christ, 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. Ephesians 2:19-22; Acts 1:8; Ephesians 5:19-21; Acts 2:42; Hebrews 10:23-25.

Section 8. Christian Conduct.

We believe that a Christian should live for the glory of God and the well-being of his fellow men; that his conduct should be exemplary 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. I Cor. 10:31; Romans 12:1-3; Hebrews 12:1-2; I Cor. 4:2; I John 14:15, 23-24; I John 2:3-6; II Cor. 9:6-9; Col. 1:9-10.

Section 9. The Ordinances.

We believe that 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 in the name of the triune God. We believe that the Lord's Supper was instituted by Christ for commemoration of His death. We believe these two ordinances should be observed and administered until the return of the Lord Jesus Christ. Matthew 28:18-20; Romans 6:3-5; I Corinthians 11:23-26.

Section 10. Religious Liberty.

We believe that every human being has direct access to God through Jesus Christ, 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. I Timothy 2:5; Romans 14:7-9, 12.

Section 11. Church Cooperation.

We believe that local churches can best promote the cause of Christ by cooperating with one another in a denominational organization whether in a regional or district conference, which 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. Acts 15:36, 41; Acts 16:5; I Corinthians 16:1; Galatians 1:1-3; Revelation 1:4, 10, 11.

Section 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 blessedness of the righteous, and endless suffering of the wicked. Matthew 16:27; Mark 14:62; John 14:3; Acts 1:11; Philippians 3:20; I Thessalonians 4:15; II Timothy 4:1; Titus 2:13; I Corinthians 4:5; I Corinthians 15; II Thessalonians 1:7-10; Revelation 20:4-6, 11-15.

ARTICLE VI MEMBERSHIP

Section 1. Qualifications.

Members of this church shall be believers in the Lord Jesus Christ who have been baptized by immersion upon personal profession of faith, and who agree to the Affirmation of Faith (Art. V) and seek to live by the Church Covenant. (Art. IV)

Section 2. The following are ways in which membership may be obtained:

- a) Persons, not previously a member of a church, may be admitted by meeting the qualifications in Art. VI, Section 1 above.
- b) **Admission by letter.** Members of another Baptist Church accepting our statement of faith, may

be received by virtue of their letter certifying their baptism by immersion, duly granted by said church(s).

- c) **Admission by restoration.** A former member of a Baptist church whose membership has lapsed, due to dereliction on his or her part, may be restored to fellowship on profession of repentance and faith.
- d) **Admission by experience.** Persons who are not members of other Baptist churches, but have been immersed upon the profession of their faith in the Lord Jesus Christ, and accept the views of faith and practice as approved by the church, may be received into membership by virtue of their experience.

Section 3. Procedure for Membership.

- a) It is advisable that all applicants attend membership classes as deemed fit by the pastoral staff.
- b) All applicants shall appear before the Elders and their deacon representative for consultation and examination. Appearance before the Elders and baptism shall not be on the same day.
- c) All applicants' names, with a recommendation for membership from the Elders shall be presented to the congregation and voted upon at any business meeting, following their public testimony to the church.
- d) The Hand of Church Fellowship shall be extended to new members at the observance of the Lord's Supper.

Section 4. Voluntary removal of members from church registry.

- a) Transfer to another Baptist church. Upon written request, any member in good standing, upon church approval, shall be granted a regular letter of transfer to any other church of the same faith.
- b) Transfer to churches of other denominations. When a member of this church desires to unite with some other evangelical church, a certificate of Christian standing may be given upon approval of this church.

Section 5. Responsibility of members.

- a) Every member of the church is expected to attend meetings, to work for its growth, to fittingly represent Jesus Christ and the church in the community, and to contribute regularly and according to their ability.
- b) Members shall hold their pastoral staff in esteem and shall pray for them as well as other officers and leaders in the program of the church.
- c) Members shall endeavor to preserve the unity of the church, and if at any time they find themselves opposed to the fundamental doctrines of this church, they shall not seek to disrupt its fellowship, but shall quietly withdraw from its membership.
- d) Members, to retain their voting right, must be active church members.
- e) If any member becomes inactive (which is defined as attending services less than 50% of the time during a six month period) he/she shall be placed on an inactive list by the Board of Elders.
- f) If an inactive member wishes to be re-instated to membership he/she must be re-approved for membership by the Board of Elders.
- g) If a member remains on the inactive list for longer than two years, he/she shall be removed from all membership lists at Cornerstone Church.
- h) Exceptions to the above guidelines (for example shut-ins or college students) can be approved by the Board of Elders.
- i) The church shall have authority to refuse to accept a member's voluntary resignation or transfer of membership to another church, either for the purpose of proceeding with a process of church discipline, or for any other biblical reason.

Section 6: Discipline

- a) Personal Grievances. In case of grievances between members, the persons involved shall follow the principles set forth in Matthew 18:15-16. If this procedure does not lead to reconciliation, charges in writing shall be submitted to the Board of Elders for consideration, counsel to the persons involved, and appropriate church action, if necessary.
- b) Unchristian deportment, delinquency, nonsupport and non-performance. All problems involving the failure of a member to maintain his or her Christian obligations (see Art. IV and Art. V) shall

be considered by the Board of Elders. This consideration shall include confidential inquiry, counsel to the member, and recommendation to the church for appropriate action if necessary.

ARTICLE VII – Officers

Summary

The Biblical offices in the church are elders and deacons. In addition, our church recognizes the administrative positions under this constitution of church clerk and church treasurer and church financial secretary. All officers must be members of this church prior to assuming their responsibilities.

Section 1 - Elders

The elders shall be comprised of not less than three men who satisfy the qualifications for the office of elder set forth in I Timothy 3: 1–7 and Titus 1: 6–9. A majority of the active eldership shall be composed of church members not in the regular pay of the church, and no elder shall hold the office of deacon during his tenure.

Subject to the will of the congregation, the elders shall oversee the ministry and resources of the church. In keeping with the principles set forth in Acts 6: 1–6 and I Peter 5: 1–4, the elders shall devote their time to prayer, the ministry of the Word (by teaching and encouraging sound doctrine), and shepherding God’s flock.

The church shall recognize men gifted and willing to serve in this calling, in accordance with the constitutional provisions on elections. These men shall be received as gifts of Christ to His church and set apart as elders. This recognition shall be reaffirmed by the church every three years.

An elder's term of office (including that of Senior Pastor and Associate Pastor) may be terminated by resignation or by dismissal. Any two members with reason to believe that an elder should be dismissed should express such concern to the elders and, if need be, to the congregation. Any such action shall be done in accordance with the instructions of our Lord in Matthew 18: 15–17 and I Timothy 5:17–21. Any of the elders may be dismissed by a two-thirds vote of the members at any members’ meeting of the church. In the case of paid pastors, the persons will no longer be employed by the church, will no longer be members of the elder board and no longer be members of the church.

The elders shall take particular responsibility to examine and instruct prospective members, examine and recommend all prospective candidates for offices and positions, oversee the work of the deacons and appointed church agents and ministry teams, conduct worship services, administer the ordinances of baptism and communion, equip the membership for the work of the ministry, encourage sound doctrine and practice, admonish and correct error, oversee the process of church discipline, coordinate and promote the ministries of the church, and mobilize the church for world missions. The elders are further to ensure that all who minister the Word to the congregation, including outside speakers, share our fundamental convictions.

The elders may establish ministry positions or ministry teams to assist them in fulfilling their responsibilities. The elders may also propose funding for new paid staff positions. The membership shall approve all candidates to fill the positions of senior and associate pastor. The scope and approval of job descriptions for any staff position shall reside in the hands of those with hiring authority for that position.

The elders shall have primary responsibility for the employment, supervision, and evaluation of staff members. This responsibility may, on a case-by-case basis, be delegated to another staff member. Other salaried church employees may be hired by the Board of Elders provided their salaries are included in the annual budget approved by the church. These employees will be responsible to the Board of Elders.

Each year the elders, after consultation with the deacons, the deaconesses, and the membership, shall present to the church an itemized budget. No money shall be solicited by or on behalf of the church or any of its ministries without the approval of the elders. The elders may spend up to .5% of the annual budget yearly without approval from the congregation for discretionary purposes.

The elders shall elect a chairman of elders' meetings from among the non-paid elders and he shall serve as moderator of members' meetings.

Section 2 - The Senior Pastor

The senior pastor shall be an elder. He shall perform the duties of an elder described in Section 1, above, and shall be recognized by the church as particularly gifted and called to the full-time ministry of preaching and teaching. His call shall not be subject to the three year reaffirmation set for elders. His call shall be defined as per Article VIII. He shall preach on the Lord's Day, administer the ordinances of baptism (this may be delegated) and communion, and perform such other duties as usually pertain to that office, or as set forth in the constitution. In the absence or incapacity of the senior pastor the elders shall assume responsibility for his duties, any of which can be delegated.

Section 3 - Associate Pastors

The church may call additional pastors whose relationship to the senior pastor is that of associate. An associate pastor shall be an elder. He shall perform the duties of an elder described in Section 1, above, and shall be recognized by the church as particularly gifted and called to the full-time ministry of preaching and teaching. His call shall not be subject to the three year reaffirmation. He shall assist the senior pastor in the performance of his regular duties and shall perform any other duties as usually pertain to the office of pastor, or as set forth in the constitution, or which may be specifically assigned to him by the congregation. In the absence or incapacity of the senior pastor for defined periods of time (such as sabbatical or illness), the associate pastor(s) shall assume the responsibility for his duties under the oversight of the elders.

Section 4 - Deacons & Deaconesses

The office of deacon is described in I Timothy 3: 8–13 and Acts 6: 1–7. The church shall recognize, in accordance with the constitutional provisions on elections, men and women who are giving of themselves in service to the church, and who possess particular gifts of service. These members shall be received as gifts of Christ to His church and set apart as deacons and deaconesses. They shall be elected to a term of three years and may be re-elected for successive terms as long as they and the elders approve of additional terms.

Deacons and deaconesses shall care for the temporal needs of members, attend to the accommodations for public worship, and encourage and support those able to help others and those with gifts of administration. The deacons or deaconesses shall receive, hold, and disburse a fund for benevolence, reporting on its use to the elders at their request, and reporting to the church its total receipts and total disbursements only.

The deacons and deaconesses, with the agreement of the elders, may establish unpaid administrative positions or ministry teams of members to assist them in fulfilling their responsibilities in the church.

Section 5 – Church Clerk, Treasurer, and Financial Secretary

a. Clerk

It shall be the duty of the clerk to record the minutes of all regular and special members' meetings of the church, to preserve an accurate roll of the membership, and to render reports as requested by the pastor, the elders, the deacons, or the church.

The clerk shall be nominated by the elders and elected by the congregation to serve a term of two years. In the absence or incapacity of the clerk the elders shall appoint a member to perform the duties of the church clerk. The church clerk shall ensure that dated copies of the most recent revision of this constitution shall be available for all church members.

b. Treasurer

The treasurer, who shall not be an active elder, deacon, or paid church staff member, shall ensure that all funds and securities of the church are properly secured in such banks, financial institutions, or depositories as appropriate. The treasurer shall also be responsible for presenting regular reports of the account balances, revenues

and expenses of the church at the annual members' meeting. The responsibility may be delegated with the approval of the elders. The treasurer shall also ensure that full and accurate accounts of receipts and disbursements are kept in books belonging to the church, and that adequate controls are implemented to guarantee that all funds belonging to the church are appropriately handled by any officer, employee, or agent of the church. The treasurer shall render to the elders annually, or whenever they may require it, an account of all transactions as treasurer and of the financial condition of the church.

The treasurer shall be nominated by the elders and elected by the congregation to serve a term of two years.

c. Financial Secretary

The financial secretary, who shall not be an active elder, or paid church staff member, shall maintain a record of all receipts and designated funds, deposit funds in appropriate accounts at designated banks as directed by The Board of Elders, keep a record of individual contributions as necessary, prepare a notification of deposit and give to treasurer(s) after bank deposits have been made, prepare a monthly report of receipts which shall be given to the Board of Elders, prepare a quarterly and annual report which shall be provided for all members of the church. An assistant Financial Secretary may be appointed by the Finance Deacon with approval by the Board of Elders.

The financial secretary shall be nominated by the elders and elected by the congregation to serve a term of two years.

Article VIII - Calling of the Senior and Associate Pastor

Calling of the Senior Pastor and Associate Pastor positions

In the calling of any man to these positions, the same basic process of calling an elder must be followed. In addition, however, the church must be given adequate opportunity to assess the preaching gifts of any potential senior pastor and associate pastor and, before being asked to express its judgment, must receive assurance from the elders that, having interviewed the man concerned, they are in no doubt as to his wholehearted assent to the Affirmation of Faith and Church Covenant. Notice of the nomination of a man to be elected to membership and called as senior pastor or associate pastor (which shall include, if necessary, election to membership of his wife if he is married) must be given at two Sunday morning services following the nomination, prior to the vote at a members' meeting. The elder board will serve as the search committee and may delegate portions of this work to other members as they see fit.

Article IX - Elections

Section 1 – Principles

The process for church elections shall be interpreted and carried out to fulfill the following principles:

- Substantial prayer, both individually and corporately, should be an integral part of the election process;
- Nominations should proceed with the support of the elders;
- All candidates for church office should be treated with the grace, kindness, and honesty appropriate in evaluating fellow members;
- The election process shall express that spirit of mutual trust, openness, and loving consideration that is appropriate within the body of our Lord Jesus Christ.

Section 2 – Selection of Officers

The election of officers shall be held at a members' meeting of the church. Names of nominees to serve as elders, deacons and deaconesses, clerk, financial secretary or treasurer shall be presented by the elders at least two weeks prior to their election and the election shall proceed as directed by the elder chairman. The elders should seek recommendations and involvement from the general membership in the nomination process. Any member with reason to believe that a nominated candidate is unqualified for an office should express such concern to the elders. Members intending to speak in opposition to a candidate should express their objection to the elders as far in

advance as possible before the relevant church members' meeting.

The elder chairman shall declare elected all men receiving a 75% majority of all votes cast for the office of elder. For all deacons and deaconesses a vote of 66% will be required and for all other offices, the elder chairman shall declare elected all persons receiving a simple majority of all votes cast; abstentions will not be considered as votes cast. The persons elected shall assume their respective offices upon election, unless another date has been specifically designated.

ARTICLE X DISPOSITION OF CHURCH PROPERTY

Section 1. Division

In case of an un-reconcilable division of the church membership, the church property shall belong to those members who abide by the constitution and its statement of faith. Should there be any question as to who is abiding by this constitution, the Board of Elders shall request the Board of Stewards of the Minnesota Baptist Conference (Converge MN/IA) to decide the issue. This decision shall be final.

Section 2. Dissolution.

If such conditions arise when, for any reason the church work cannot continue, the church properties shall be transferred to the Minnesota Baptist Conference (Converge MN/IA).

Section 3. Consolidation.

Should conditions arise where a consolidation with another church of the same denomination be advisable, The Board of Elders shall be authorized by the church to negotiate the terms of such a consolidation in so far as the property is concerned. A report of such agreement must be made to the church and approval granted by the church before any legal papers are signed. (Article XIII, Sec 4b)

ARTICLE XI MEETINGS

Section 1. For Worship.

Public services shall be held weekly on the Lord's Day. The Lord's Supper shall be celebrated at least monthly. The ordinance of baptism shall be observed when requested.

Section 2. For Business

a. The annual meeting

The annual meeting shall be held on the second Sunday of February as far as possible to approve the budget, elect officers and other business taken up as is appropriate.

b. Special business meetings

Special business meetings of the church may be held at any time by order of the Elder Chairman, and must be held upon written request signed by twenty percent of the active membership and submitted to the Elder Chairman. Notices for all special business meetings must be posted in conspicuous places and announced from the pulpit at the Sunday worship services a week prior to the meeting. If an agenda for any meeting includes a constitutional amendment see Article XIV.

c. Agenda

An agenda for any business meeting shall be posted one week prior to any meeting of the church.

Section 3. Eligibility to vote.

All active resident members are eligible to vote. On matters pertaining to the purchase, sale or mortgaging of property, only active resident members who are of legal age (18) are eligible to vote.

Section 4. Quorum.

- a. Twenty percent of the active resident members shall constitute a quorum for regular and special business meetings.
- b. Forty (40) percent of the active resident members shall constitute a quorum, with 75 percent affirmative vote required for adoption of:
 - (1) Calling of a pastor or electing the elders
 - (2) Constitutional changes
 - (3) Acquisition and disposition of church property.
- c. Forty (40) percent of the active resident members shall constitute a quorum, with a 66 percent affirmative vote required for election of deacons and a majority vote to elect the clerk, treasurer, and financial secretary.
- c. Forty (40) percent of the active resident members shall constitute a quorum, with a 55 percent affirmative vote required for adoption of disciplining of members.

Article XII – Indemnification

Section 1 – Mandatory Indemnification

If a legal claim or criminal allegation is made against a person because he or she is or was an officer, employee, or agent of the church, the church shall provide indemnification against liability and costs incurred in defending against the claim if the elders determine that the person acted (a) in good faith, (b) with the care an ordinarily prudent person in a similar position would exercise under similar circumstances, and (c) in a manner the person reasonably believed to be in the best interest of the church, and the person had no reasonable cause to believe his or her conduct was unlawful.

Section 2 – Permissive Indemnification

At the discretion of the elders, the church also may indemnify any person who acted in good faith and reasonably believed that his or her conduct was in the church’s best interest and not unlawful.

Section 3 – Procedure

If a quorum of the elders is not available for an indemnification determination because of the number of elders seeking indemnification, the requisite determination may be made by the membership or by special legal counsel appointed by the membership.

ARTICLE XIII PARLIAMENTARY AUTHORITY

Church business meetings shall be conducted in accordance with the Biblical principles of kind and respectful interaction. The rules contained in Robert’s Rules of Order, Revised, shall guide the church in all cases to which they are applicable, and in which they are not inconsistent with The Constitution or the special rules of order of this church.

ARTICLE XIV AMENDMENTS

The constitution may be amended at any regular or called business meeting of the church by a three-fourths affirmative vote of those qualified resident members, present and voting, providing the specified quorum is present (Article XI, Sec. 4b). Notice of amendment shall have been given from the pulpit on two successive Sundays, in advance, and a copy of the proposed amendment shall have been posted in conspicuous places.