

LAKE HAVASU BAPTIST CHURCH CONSTITUTION

Lake Havasu City, Arizona

ARTICLE I – NAME AND ORGANIZATION

Name The name of this organization shall be Lake Havasu Baptist Church.

Organization The organization of the Lake Havasu Baptist Church occurred on December 17, 1968.

Incorporation This organization was incorporated under the laws of the State of Arizona on November 19, 1970, No. 76936 and IRC 501(c)(3) as a qualified nonprofit corporation.

Affiliation This church shall maintain affiliation as follows: District – Converge Southwest (formerly Southwest Baptist Conference); National – Converge Worldwide (formerly Baptist General Conference).

Calendar Year The church year shall correspond to the calendar year.

ARTICLE II – AFFIRMATION OF FAITH

1. **The Word of God** We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, possessing supreme authority in all matters of faith and conduct. (Psalm 19:7; Proverbs 30:5-6; 2 Timothy 3:16-17; 2 Peter 1:20-2)
2. **The Trinity** We believe that there is one living and true God, eternally existing as a triune being: God, the Father; God, the Son; and God, the Holy Spirit; all three equal in every divine perfection, and who execute distinct but harmonious offices in the work of creation, providence and redemption. (Genesis 1:26; Matthew 3:16-17; John 14:11-17, 20, 21)
3. **God, the Father** We believe in God, the Father, an infinite, omnipotent, yet personal Being, who is perfect in holiness, wisdom, power and love. We believe that God the Father concerns Himself mercifully in the affairs of men, hearing and answering prayer, and saving from sin and death all who come to Him through Jesus Christ. (Deuteronomy 6:4; Matthew 11:25-26; 1 John 3:1)
4. **Jesus Christ** We believe in Jesus Christ, God's only begotten Son, who was conceived by the Holy Spirit and was born on this earth as fully God and man. We believe in Jesus Christ's virgin birth, sinless life, miracles, and teachings. We believe in Jesus Christ's substitutionary, atoning

death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal, visible return to earth. (John 1:1-2, 14, 18; Romans 3:24-25, 5:8-11; 1 Timothy 2:5; Hebrews 1:3, 9:24; 1 Peter 2:24; 1 John 2:1-2)

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 16:7-13; Romans 8:9; 1 Corinthians 3:16, 6:19, 12:4-12; Galatians 4:6; Ephesians 1:13-14, 5:18)
6. **Regeneration** We believe that all men are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior and Lord are regenerated by the Holy Spirit. We believe that such trust rests upon a salvation of divine grace apart from human works. (John 1:12, 3:3-5; 2 Corinthians 5:17; 1 Peter 1:3, 23)
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, having been baptized by the Holy Spirit into that one body. 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, fellowship, and evangelism. 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. (Matthew 16:18; 1 Corinthians 12:27; Ephesians 1:22-23, 2:9-10, 3:10, 5:25; 1 Timothy 3:15; 1 Peter 2:4)
8. **Christian Conduct** We believe that a Christian should live for the glory of God and the well-being of his fellow man; that his conduct should be blameless before the world; that he should be a faithful steward of his possessions; and that he should seek to realize for himself and others the full stature of maturity in Christ. (Matthew 18:15-19; Romans 12:1-2, 14:13; 1 Corinthians 6:14-20; Ephesians 4:13, 5:1; 1 John 2:15-17)
9. **Christian Marriage** We firmly believe in the Holy Bible and its absolute inerrant teachings on marriage and family life and we feel it is imperative to operate all of our facilities and to have our staff's actions reflect what we deem our Biblical View of marriage and the family.

Therefore, all use of our facilities, staff, and properties for events related to marriages shall be subject to Board pre-approval. (Genesis 2:22-24; Matthew 19:4-6; Hebrews 13:4)

10. **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 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 that these two ordinances should be observed and administered until the return of the Lord Jesus Christ. (Matthew 3:11; Luke 22:14-20; Acts 2:38; 1 Corinthians 11:17-34, 12:13)
11. **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 as separate entities, both having different functions. That while both Church and State have important functions, each should be able to fulfill its duties free from dictation, interference, or disruption from the other. Christians should obey all laws, unless they contradict God's teaching. Christians are urged to participate in public affairs by becoming informed; voting; running for office if qualified and able; and acting as God's "salt and light" in our society. (Matthew 5:13-16)
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 joy of the righteous, and the endless suffering of those who willingly and purposely refuse to receive salvation through Jesus Christ. (John 5:28-29, 11:25-26; Luke 16:19-26; Romans 8:19-23; 2 Corinthians 5:1-10; 1 Thessalonians 4:16-17; 2 Thessalonians 1:6-10; Revelation 20:4-15)

ARTICLE III – PURPOSE

We believe that this church should purposely and conscientiously strive to introduce non-believers to Christ, while also assisting believers to grow in their love and relationship to Christ. We also will strive to effectively convey our core Bible-based values by preaching the Gospel faithfully, loving our world whole-heartedly, and by practicing the administrations and ordinances of the New Testament consistently.

LAKE HAVASU BAPTIST CHURCH CORE VALUES

WHOLEHEARTEDLY LOVING GOD!

(Mt. 22:37; Mark 12:30; Luke 10:27)

We Acknowledge Christ As Head Of The Church

We acknowledge Jesus Christ as head of the Church, and therefore the Head of our church. We willingly submit ourselves and everything we do to His will (Eph 1:22-23; Col 1:18)

We Pursue Clear And Relevant Biblical Teaching.

We value the Bible as God's Word which is relevant for every generation. Therefore, we seek to teach it clearly, boldly and lovingly so that spiritually lost people find Christ and believers grow strong in their faith and in obedience to God. (2 Tim 3:16; John 8:31-32, 14, 15-24; 2 Tim 3:16-17; 2:2, 24; James 1:22-25)

We Seek Intimacy With God, Through Authentic, Joyful Worship.

We were created to love God with our entire being and with all our strength. We regularly gather together to worship God by declaring His glory through praise and thanksgiving. (John 4:23-24; 1 Chr 16:29; Psalms 18:3; 29:2; 95:6; Psalms 66; Psalms 150; Col 3:16; Heb 10:28; 13-15; Eph 5:19-20)

PRACTICALLY LOVING OTHERS!

(Mt. 22:39; Mark 12:31; Luke 10:27; Romans 13:8-9; Gal 5:14)

We Strive To Provide A Safe And Caring Community.

We believe that each person is of eternal worth and value. Therefore, we extend love, forgiveness, acceptance, mutual care, and encouragement to each other. (Rom 12:9-21; 1Cor 13:4-8; Col 3:12)

We Choose To Love Rather Than Judge People

We seek to serve Christ and one another out of love and appreciation rather than guilt and condemnation. We desire to have grace-filled relationships that permeate all aspects of our church ministries. (Eph 2:8,9; Rom 6:14; Mt.22:37-40 1 Cor 13; John 13:34-35; Eph 4:25-26)

We Passionately Pursue Lost People

We value the people of our community, as well as the unreached people of the world, who do not know Christ and will use every available Christ honoring means to bring them to faith in Jesus and to disciple them. (Luke 5:30-32; Mt 18:14; Rom 10:12-15; Luke 15)

We Demonstrate Our Total Dependence On God Through Prayer.

We are convinced that prayer is an encounter with God through the power of the Holy Spirit that acknowledges our total dependence upon God.

(Matt 7:7-11, 21:22; 1 John 3:22; Phil 4:6-7; Rom 8:26; Eph 6:18; 1 Thess 5:17; John 15:5)

We Equip People To Love And Serve Others.

Recognizing that all in God's family are called to serve Christ, we seek to equip the church body to effectively use its abilities and gifts to accomplish the work of ministry whether at home or abroad.

(1 Cor 12; Rom 12; Eph 4; Psalms 139:13-16; 2 Cor 8:7, 11-12)

Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment. And the second is like it: Love your neighbor as yourself. (Matt 22:37-39)

ARTICLE IV – MEMBERSHIP

Profession of Faith

We believe that any person who makes a profession of faith in Jesus Christ as Lord (Romans 10:9) is a part of God's Family. The requirements for membership in Lake Havasu Baptist Church are:

1. Admission Requirements

- a. Attend a Membership Class
- b. Fill out an application for Membership
- c. Declare to the Church that he/she has accepted Jesus Christ as personal savior and has been baptized by immersion
- d. If not yet baptized, be baptized by immersion, unless there is a medical or physical condition that makes immersion impractical (as determined by the Senior Pastor).

Those applying for membership shall be interviewed by the Senior Pastor or his designee. The pre-Membership interview will include a discussion of the candidate's testimony of his/her personal faith in Jesus Christ, as well as information concerning past church affiliation, activities, and church positions held. The interview will also include a discussion of the applicant's beliefs concerning the church's affirmation of faith and core values of Lake Havasu Baptist Church, and his/her expectations pertaining to the church.

Following this interview, the Senior Pastor will review the application with the Servant Leader Board (hereafter referred to as the Board) to obtain its recommendation for

membership. After recommendation from the Board, the applicant for membership shall be presented to the assembled church for a vote at a scheduled meeting. The congregation will be notified in the church bulletin two weeks prior to the voting day. The notification will include the name(s) provided by the Senior Pastor or his designee of the person(s) being considered for membership.

The accepted applicant for membership shall be welcomed into the membership of the church at a regularly-scheduled service, when they will be extended the right hand of fellowship and officially welcomed into the membership of the church.

Associate membership is available to those fulfilling the requirements of membership who desire to retain their membership in another church where they live for part of the year.

Responsibilities and rights will be the same as for resident members, except they will not be able to serve on the Board.

2. **Responsibilities and Rights**

- a. Members of the church are expected:
 - 1) To worship regularly and to contribute financially.
 - 2) To participate in quarterly meetings.
 - 3) To uphold the established core values of the church.
 - 4) To be loyal to the leadership of the church and to love one another.
 - 5) To accept positions of responsibility when willing and able to carry on the work of the position, and if unable to perform the required duties, to willingly step down from that position.
 - 6) To protect the privacy of business discussed while serving in any ministry or attending any church-related meeting.
- b. Members shall hold their Pastor(s), church staff, and Board in esteem and pray for them and work with them in carrying out the ministries of the church.
- c. All members shall have equal rights.. Members under the age of 18 shall be ineligible to vote on church matters. Members of this church have no property rights and, upon termination of membership, shall be entitled to no interest in any of the church's assets.

- d. It is important to the growth and viability of this church that all members endeavor to preserve the unity of the church and abide by the will of the majority. Therefore, members who find themselves continually opposed to the core values and doctrines of this church, or the vision and direction of the Church leadership, will not seek to disrupt its fellowship and unity, but will withdraw from its membership in a respectable and quiet manner.

3. **Membership Removal**

- a. If a member requests to be removed from the membership roll or joins another church his/her membership in Lake Havasu Baptist Church automatically terminates with the exception of associate members. A letter of transfer to another church of like faith and practice or a letter of standing, or both, will be granted upon request. All such letters shall be sent after a recorded decision of action by the Board.
- b. It is important to any well run organization that an accurate membership roll is maintained. Therefore, if a resident member of the church ceases to attend any of the services of the church for a period of six months, without a reasonable explanation, that member will have three personal and/or written contacts made by a Board representative to encourage their attendance. A record of those contacts shall be maintained. If these contacts fail to restore the member to fellowship, the member will be removed from the current church membership roll by action of the Board at a subsequent meeting. Any member removed from the membership who wishes to be restored as a member, may by written or oral request to the Board, request re-instatement. However, he/she must resume fulfilling their responsibilities of membership in a conscientious manner. If they do so, they will be restored to membership upon the recommendation of the Board.

4. **Procedures for Discipline**

- a. In the spirit of loving others (II Timothy 2:24-26), it is the responsibility of every member to practice the model of restoration outlined in Matthew 18:15-18.
- b. If attempts at restoration on an individual basis fail, the Servant Leader Board will become involved in the restoration process. If upon examination, the Board fails to see satisfactory evidence of repentance and reformation, the Board will report those individuals to the church membership and recommend their removal from membership.
- c. The membership will vote whether to affirm the Board's recommendation.

ARTICLE V – DISPOSITION OF CHURCH PROPERTY

1. **Division** In the highly unlikely case of a division of the church membership (church split), the church property shall belong to those members who abide by this constitution. Should any controversy arise as to who is abiding by this constitution, that question shall be resolved by the Trustees of Converge Southwest, and their decision shall be final.
2. **Dissolution** Should conditions arise when, for any reason, the church cannot function according to this constitution, the church property in its entirety shall be transferred to Converge Southwest.
3. **Consolidation** Should conditions arise where a consolidation with another church is advisable, the Board shall be authorized by the church to negotiate the terms of such a consolidation insofar as the property is concerned. The Board's action in the matter of consolidation shall be subject to the approval of 75% of the church membership and the Trustees of Converge Southwest.

ARTICLE VI – GOVERNMENT OF THE CHURCH

This church is a self-governing body, which delegates its administrative function and authority to the Board. The Board shall operate as trustees of this church and directors of this corporation. The Board will always serve as the elected representatives of the church members.

1. **Officers** The offices of the corporation shall be Chairman, Vice Chairman, Corporate Secretary, and Corporate Treasurer. The Chairman and Vice Chairman of the corporation shall be selected from the Board annually. The Corporate Secretary and Corporate Treasurer shall be selected annually from the Board or persons outside the Board and will serve at the pleasure of the Board.
 - a. **Chairman** The Chairman shall be selected from the Board. He shall serve as moderator and be responsible to direct the Board and Membership meetings. The Chairman will assign a church member to take minutes of all Board meetings.
 - b. **Vice Chairman** The Vice Chairman will be selected from the Board and in the absence of the Chairman shall be responsible for all the duties of the Chairman.

- c. **Corporate Secretary** The Corporate Secretary shall keep a book of minutes of the meetings of the Board and the Membership at the principal office or other place as the Board may order. Minutes will include the time and place of meeting, the notice thereof given, the names of those present at Board meetings, the quorum count at Membership meetings, and the proceedings thereof.
 - d. **Corporate Treasurer** The Corporate Treasurer shall keep and maintain adequate and correct accounts of the properties and financial and business transactions of the corporation. A financial report shall be given at each regular Board meeting and at the annual meeting of the church.
2. **Selection, Dismissal, and Resignation of Corporate Officers** The officers of the corporation shall be selected annually by and serve at the pleasure of the Board. A Corporate officer who fails to fulfill their responsibilities can be dismissed from office by a majority vote of the Board, and said majority must exclude the officer in question. An officer may resign at any time by giving written notice to the Board.

ARTICLE VII – MEMBER REVIEW OF CORPORATE RECORDS AND REPORTS

A member may review books, records, documents, and the physical properties of this corporation, except for items deemed “private” or containing personal information. Such privacy exceptions include, among others: individual financial giving records, personnel information, staff counseling notes, and other documents deemed confidential by legal counsel. Staff compensation information may be reviewed by making a request in advance to the Board and by signing a non-disclosure statement.

ARTICLE VIII – LEADERSHIP STRUCTURE

The ultimate authority of the Church rests in Jesus Christ as the Head of His Church and the Word of God as the final authority in all matters pertaining to our conduct, life, and godliness.

Servant Leader Board (Board)

We believe that in accordance with God’s Word, that the loving care, feeding and equipping of the members of this fellowship, and the leadership of this body rests in the hands of spiritually mature men who shall be known as Servant Leaders (Biblical elders), i.e., “the Board”. The Board shall also serve as the Corporate Board of Directors, with final accountability for the church and its ministry, and will make ultimate decisions about ministry priorities.

The Board shall consist of church members who have been prayerfully selected by the current Board and affirmed by the Church Membership. The Senior Pastor is automatically a member of the Board. The Board shall have spiritual and physical oversight of the church. The members of the Board are to lead by example, committing themselves to prayer, to the Word of God, to being led by the Holy Spirit, and to governing the church with due diligence and excellence.

1. Qualifications of Servant Leaders

A Servant Leader must first of all desire to become a Servant Leader. He must then exhibit the qualities and characteristics of an elder as outlined in 1 Timothy 3:1-7; Titus 1:5-9; and 1 Peter 5:1-4. He must have been a member of this church for at least one year and agree to an Elder Training Course to be conducted by the Senior Pastor or his designee, said course to be completed within three months of his affirmation by the membership.

2. Nominations and Affirmation of Servant Leaders

The Senior Pastor and the current Servant Leaders shall nominate and recommend eligible members for appointment as Servant Leaders. Nominees from the congregation shall also be considered. Those approved by the Board shall be presented to the Membership for an affirmation vote by ballot at the first Member’s Meeting of each year (typically in January). Names and brief biographies of each nominee shall be made available to members at least two

weeks prior to the Member's Meeting. Affirmation of each nominee shall require at least a 75% vote of the quorum of the membership present at the meeting.

3. **Terms of Servant Leaders**

The Servant Leader term shall be two years, with terms starting on February 1 each year, renewable for up to two additional consecutive terms, if agreed upon by the majority of the current Board and affirmed by the membership. Servant Leaders may continue to serve three consecutive terms as long as they meet the qualifications and desire to continue as a Servant Leader. After three consecutive terms (six years total), a Servant Leader must step away from the Board for at least a year before being eligible to serve again.

4. **Functions of Servant Leaders**

- a. The Senior Pastor will be responsible to preach and teach God's Word on a regular basis. The Servant Leaders will serve the Lord by lovingly shepherding the members of the fellowship, based on their spiritual gifts and abilities.
- b. The Board will strive to meet twice a month, as their schedules allow, to pray and discuss issues related to the church. They may invite other leaders or members to the meetings as deemed necessary. They will disciple each other to better train and equip themselves to serve the fellowship.
- c. The Board will oversee all ministries of the church and delegate responsibility to members of the fellowship who desire, are gifted, and exhibit the qualities and characteristics to serve in those ministries.
- d. The Board shall appoint a Financial Secretary from the congregation to assist the Corporate Treasurer in the collection and recording of all tithes, offerings and gifts.
- e. The Board may develop and issue church policies as deemed necessary for the effective functioning of the church. Examples include guidelines for child/youth protection, benevolence, budget and financial management, security, etc.

5. **Decisions by the Board**

- a. Decisions shall be reached only after prayerful consideration, consultation of the Word of God, consultation with the membership, as needed, to determine the mind of Christ and the Will of God in all matters. All decisions shall be made by a majority vote of the Board. However, a member of the Board will be exempt from any vote on matters

pertaining to that Board member's personal finances as well as matters in which that Board member has a vested financial interest (i.e., raises, vacations, or personal finances).

- b. The Board shall present a budget proposal at the Annual Business Meeting for the following year, to be voted upon by the church membership. The proposal shall be developed with input from all church ministries.
- c. The Board may adjust the church budget at any time up to 5% of the annual budget approved by the membership.
- d. The Board shall have the authority to dispose of any asset which has a value of \$3000 or less.
- e. The Board may seek and hire outside expertise relating to legal or financial matters.

Deacons

Deacons shall be men of spiritual maturity, possessing the qualifications described in 1 Timothy 3:8-13 and who have been a member for at least 90 days. They may be nominated by church members or by the Board. Deacons shall be appointed by and serve at the discretion of the Board for two-year terms. Deacons have a duty to serve the church as directed by the Senior Pastor, the Board, and the Deacon Chairman. Deacons may be appointed or dismissed by the Board at any time.

Deaconesses

Deaconesses shall be women who possess the qualifications described in 1 Timothy 3:11 and Titus 2:3-5 and who have been a member for at least 90 days. Deaconesses may be nominated by church members or by the Board. Deaconesses shall be appointed by and serve at the discretion of the Board for two-year terms. Deaconesses have a duty to serve the church as directed by the Senior Pastor, the Board, and the Deaconess Chairman. Deaconesses may be appointed or dismissed by the Board at any time.

ARTICLE IX – DECISIONS BY CHURCH MEMBERSHIP

The following decisions require a vote by the church membership. These decisions will require a simple majority of the quorum, except for consolidation with another church (see Article V), for the affirmation of Servant Leaders (see Article VIII), the calling of a Senior Pastor (see Article XI), or for an amendment or revision to this Constitution (see Article XV).

- a. Affirmation or dismissal of any Board member by ballot vote.
- b. Appointment and affirmation of pastoral staff by ballot vote.
- c. Financial issues such as the annual budget and any single non-budgeted expenditure exceeding 5% of the annual budget.
- d. Acceptance of new members.
- e. Constitutional amendments or revisions.
- f. Acquisition or disposal of real property. Disposal of other assets of a value greater than \$3000.
- g. Consolidation with another church.

Before a meeting which will include member voting, all issues to be raised and voted upon will be both announced at least 2 weeks prior and published twice in the church bulletin.

ARTICLE X MEETINGS

1. **Worship** The church shall meet every Sunday for worship and may schedule other meetings as deemed necessary.
2. **The Lord's Supper** The Lord's Supper shall be celebrated at least once a month.
3. **Member's Meetings** Regular member's meetings shall be held quarterly. The January meeting will include the distribution of the Annual Report from the previous year and the affirmation vote for Servant Leader nominees.
4. **Special Member's Meetings** Special member's meetings of the Church may be held at any time by request of the Board or upon written request of a quorum of the membership.

Requests by a member quorum for a special meeting shall be submitted to the Board. The time and place of the meeting and the nature of the business to be acted upon shall be announced at regular church services two consecutive Sundays prior to the meeting, or if the need is urgent, members may be notified by phone tree and/or e-mail ten days prior to the meeting.

5. **Annual Business Meeting** The annual business meeting of the Church shall be held no later than December 15th. The agenda to be discussed will include but not limited to:
 - a. The annual budget
 - b. Nominations of Servant Leaders, Deacons, and Deaconesses by the use of a secret ballot
6. **Deacon / Deaconess Meetings** The Deacons and Deaconesses will meet as necessary and provide meeting minutes to the Board.
7. **Ministry Team Meetings** All Ministry teams will meet as necessary and report as needed to the Board.
8. **Quorum** A quorum shall be based on the current church membership roll only and shall consist of at least twenty (20%) percent of the qualified voters, but not less than ten qualified voters.

ARTICLE XI - SENIOR PASTOR

1. **Pastoral Search Committee** The pastoral search committee shall be commissioned by the Board and shall consist of Servant Leaders and members at large.

This committee shall prayerfully seek a suitable person for the position and shall arrange for the congregation to become acquainted with the candidate through a comprehensive screening process. The committee shall consult with the leaders of Converge Southwest for guidance as needed.

After selection by the search committee, the candidate will be affirmed by the Board before presentation to the membership for a vote by ballot. A 75% majority of the quorum is necessary for approval of the candidate.

2. **Job Description and Compensation** A job description will be developed by the Servant Leaders and Senior Pastor and will be used to guide periodic reviews of performance. The Senior Pastor's salary and provisions for his vacation and participation in opportunities for service or professional growth, shall be fixed at the time of his hiring and shall be reviewed by the Board annually when preparing the annual budget.
3. **Dissolution of Pastoral Relationship**
 - a. **By Resignation:** When a Senior Pastor resigns, the letter of resignation shall be read to the Board. The Board shall present the letter of resignation, date of dissolution and severance package (to be determined by the Board) at a regular or special business meeting of the membership.
 - b. **By Dismissal:** Any member proposal to dismiss the Senior Pastor shall be referred to the Board for consideration. The Board will counsel with the Senior Pastor in an attempt to correct the grievances. The Board shall consult with the leaders of Converge Southwest for guidance as needed. If the grievances are not, or cannot be, corrected, the church may dismiss the Pastor upon such recommendation from the Board. The Board shall be required to present the reasons for dismissal at a special meeting of the membership. A severance package for the dismissed Senior Pastor shall be determined by the Board. The information in the severance package may or may not be shared with the membership, depending on legal advice based on labor law at the time.

ARTICLE XII - OTHER PASTORAL STAFF

The screening and recommendation of other pastoral staff (Associate Pastors) shall be done by the Board and voted on by the membership. Salaries and vacations shall be fixed at the time of employment and may be changed by the Board. The Board shall present to each pastoral staff member a written

description of duties and responsibilities. Duties and responsibilities of the Pastoral staff may be changed by the Board in accordance with the church's ministry plan and focus. The Board shall be responsible for the dismissal of all pastoral staff. A severance package for dismissed pastoral staff shall be determined by the Board. The information in the severance package may or may not be shared with the membership, depending on legal advice based on labor law at the time. A special meeting shall be called within two weeks of a dismissal to advise the membership of its occurrence.

ARTICLE XIII – NON PASTORAL STAFF

Any other paid staff member (i.e. office manager, music director, custodian, nursery attendant) may be employed or dismissed by the Board and shall be under its general supervision.

Salaries and vacations shall always be fixed at the time of employment but may be changed by the Board. The Board shall present a written description of duties and responsibilities to each non pastoral staff member. These duties may always be changed by the Board to keep them in agreement with the church's ministry plan and focus.

ARTICLE XIV – PARLIAMENTARY AUTHORITY

The business of the church will be conducted in a biblical and orderly fashion (Ephesians 4:30-32) using the most current version of Roberts Rules of Order as a guideline for parliamentary procedure.

ARTICLE XV – AMENDMENTS

Any amendment or revision to this Constitution must be adopted by a two-thirds (2/3) vote of a quorum at any regular or special business meeting of the members. A notice of a vote to amend or revise the constitution shall be announced from the pulpit for the three Sundays prior to this meeting. A copy of the amendment or revision will be available to the membership, and a copy shall also be posted in the church office three Sundays in advance of the meeting.