

ARTICLES OF INCORPORATION AND BYLAWS OF STILLWATER COMMUNITY CHAPEL

PO BOX 632, 10300 US HWY 34, GRAND LAKE, COLORADO 80447

Adopted on Sunday, October 18, 2026

PREAMBLE

Whereas, we, a body of evangelical believers in Jesus Christ, organized for the purpose of fellowship and propagation of the gospel of our Lord as recorded in the Holy Scripture, deem it wise that we have certain rules to serve as a criterion to work by; and help preserve the purpose and function of this local church, Stillwater Community Chapel; therefore be it resolved: that beginning with its legal adoption thereof we shall be governed by the following Constitution and Bylaws.

NAME

The name of this organization, a non-profit religious corporation organized under the laws of the State of Colorado, is Stillwater Community Chapel. We are a non-denominational, independent Bible believing church.

PURPOSE/MISSION

The Stillwater Community Chapel is a body of believers in Christ, commissioned by the Holy Spirit to demonstrate the Father's love by sharing Jesus, strengthening believers and serving others.

STATEMENT OF FAITH

We hold to, affirm and adopt this Statement of Faith.

God

1. We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

The Bible

2. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

The Human Condition

3. We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

Jesus Christ

4. We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

The Work of Christ

5. We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

The Holy Spirit

6. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

The Church

7. We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

Christian Living

8. We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

Christ's Return

9. We believe in the personal, bodily and glorious return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

Response and Eternal Destiny

10. We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

(Revised from the 2018 Statement of Faith of the Evangelical Free Church of America)

STATEMENTS OF FINAL AUTHORITY FOR MATTERS OF BELIEF AND CONDUCT, THE SANCTITY OF HUMAN LIFE, BIBLICAL MARRIAGE AND SEXUALITY

Final Authority for Matters of Belief and Conduct

Our statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For the purposes of the Stillwater Community Chapel's faith, doctrine, practice, policy, and discipline, our member affirmed Elder Team is Stillwater Community Chapel's final interpretative authority following its constitution and bylaw guidelines on the Bible's meaning and application.

Statement on the Sanctity of Human Life

We believe that all human life is sacred and created by God in His image. All human life, from conception to natural death - including pre-born babies, the aged and the physically or mentally challenged - hold immeasurable value and dignity. We are therefore called to defend, protect, and value all human life. **(Genesis 1:26-27, 9:6; Psalm 139; Matthew 9:36, 14:14, 18:1-6).**

Statement on Biblical Marriage

We believe the term "marriage" has only one meaning: the uniting of one biological male ("man") and one biological female ("woman") in a single, exclusive union, as delineated in Scripture.

We believe that marriage between one man and one woman, for life, uniquely reflects one of the most sacred truths of our faith: Christ's relationship with His Church. We believe that God intends for sexual intimacy to occur exclusively between a man and a woman who are married to each other, and that no sexual activity should take place outside this marital union.

Because God ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, the Stillwater Community Chapel will only recognize marriages between one biological male and one biological female. **(Genesis 2:18-25; Ephesians 5:21-33; 1 Corinthians 6:18; 7:2-5; Hebrews 13:4).**

Statement on Biblical Sexuality

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of the Stillwater Community Chapel. **(Mark 12:28-31; Luke 6:31; 1 John 3:14-15; Ephesians 4:31).**

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. **(Acts 3:19-21; Romans 10:9-10; 1 Corinthians 6:9-11).**

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary sexes together reflect the image and nature of God. Rejection of one's biological sex is a rejection of the image of God within that person. **(Genesis 1:26-27).**

We believe that any form of sexual immorality (*such as listed in the scriptures following this statement*) is sinful and offensive to God. **(Matthew 15:18-20; 1 Corinthians 6:9-10, 18-20; Colossians 3:5; Ephesians 5:3-5; Galatians 5:19-21).**

(Application of our STATEMENTS OF FINAL AUTHORITY FOR MATTERS OF BELIEF AND CONDUCT, THE SANCTITY OF HUMAN LIFE, BIBLICAL MARRIAGE AND SEXUALITY in regards to our physical facilities are found in Section 3, B.)

SECTION 1: MEMBERSHIP

OUR MEMBERSHIP COVENANT

I, _____, have responded with repentance and belief to the grace of God through the saving faith offered by Jesus' death and resurrection (**Ephesians 2:8-9**), **covenant** (*a voluntary binding agreement*) with others of this same response who gather as the church body known as Stillwater Community Chapel **to strive and be accountable to our Lord's instruction** found in the words of Scripture which are inspired by the Holy Spirit for teaching, reproof, correction and training in righteousness (**2 Timothy 3:16-17**). These actions are to be offered in grace to one another (**Ephesians 4:1-3**) and following the example of the head of the church, our Lord Jesus Christ (**Colossians 1:15-20**).

I covenant to:

- **Love one another.** (**John 13:34-35; 15:12, 17; Romans 12:10; 13:8; 1 Thessalonians 3:12; 4:9-10; 1 Peter 1:22; 4:8; 1 John 3:11, 23; 4:7, 11-12; 2 John 1:5**)
- **Be in fellowship with one another.** (**1 John 1:7**) Which also includes greeting one another (**1 Corinthians 16:20**), welcoming one another (**Romans 15:7**), and showing hospitality to one another (**1 Peter 4:9**).
- **Encourage one another.** (**Hebrews 10:24**) Which also includes building one another up (**1 Thessalonians 5:11**), comforting one another (**2 Corinthians 13:11**), and stirring up one another to love and good works (**Hebrews 10:24**).
- **Honor one another.** (**Romans 12:10**) Which also includes not speaking against one another (**James 4:11**), not provoking one another (**Galatians 5:26**), not envying one another (**Galatians 5:26**), and not passing judgement upon another (**Romans 14:13**).
- **Speak the Truth to one another.** (**Ephesians 4:25; Colossians 3:9**) Which also includes exhorting one another (**Hebrews 3:13**), instructing one another (**Romans 15:14**), and teaching and admonishing one another (**Colossians 3:16**).

- **Serve one another.** (**Galatians 5:13; 1 Peter 4:10**) Which also includes being kind to one another (**Ephesians 4:32**), bearing with one another (**Colossians 3:13**), bearing one another's burdens (**Galatians 6:2**), caring for one another (**1 Corinthians 12:25**), doing good to one another (**1 Thessalonians 5:15**), following Jesus' symbolic example of washing one another's feet (**John 13:14**), and waiting for one another (**1 Corinthians 11:33**).
- **Pray for one another.** (**James 5:16**) Which also includes agreeing with one another (**2 Corinthians 13:11**), and singing to one another (**Ephesians 5:19**).
- **And live in harmony with one another.** (**Romans 12:16; 15:5**) Which also includes being at peace with one another (**Mark 9:50**), forgiving one another (**Ephesians 4:32; Colossians 3:13**), confessing sins to one another (**James 5:16**), being humble toward one another (**1 Peter 5:5**), and submitting to one another (**Ephesians 5:21**).

I understand that if I am exhibiting the negative of any of these God given "*one another's*" that **I am out of step with God's will** and **will seek repentance** (*a turning back to God's standard*) following **1)** the words of God (**2 Timothy 3:16-17**), **2)** the guidance of the Holy Spirit (**Matthew 5:23-24; John 16:13**), and **3)** the loving discipline of my church family (**Matthew 18:15-17**). This corrective action back to God's standard is for the benefit of the whole and myself.

I will strive to love God with all my heart, soul, mind and strength and to love my neighbor as myself thus fulfilling the two greatest commands of Christ (**Matthew 22:36-40**) and participate, led by the Holy Spirit, in the Great Commission to go and proclaim a risen and coming Lord. (**Matthew 28:18-20**)

I also will be supportive of this church family by being devoted to: (**Acts 2:42-47**)

- **The teaching and applying of God's word**, privately and corporately.
- **The worship of Christ alone** as the way, the truth and the life.
- **The practice of prayer**, privately and corporately.
- **The gathering of the saved** on a regular weekly basis.
- **The service of others** using my resources, talents, and spiritual gifts.

A. **Application for Membership**

1) This church shall receive as members only those who have, by faith, accepted Jesus Christ as their Lord and Savior, and who by their lives manifest a born-again experience.

2) The Elder Team shall oversee the examination of all applicants for membership to determine if they are members of the Body of Christ and to determine if they sincerely support the stated purpose/mission of this local church. If the Elder Team, in its sole discretion, determines that the moral and spiritual character of an individual does not support the stated purpose/mission of this local church, then his/her application for membership shall be rejected.

3) Any person who desires membership shall attend a membership class prior to applying for membership.

4) Any person 18 or above in age who qualifies per above shall receive and complete an application for membership and return same to a Pastor or other Elder Team member. *In addition, they must agree with, and/or be willing to live in harmony with, all of our Statement of Faith, the membership covenant, the statements on final authority, sanctity of life, and biblical marriage and sexuality and abide by the Articles of Incorporation, Bylaws, and Policies of this church.*

5) This person shall be required to share his or her personal testimony of faith in Christ with selected Elder Team members or those whom the Elder Team designates (two or more).

6) When the Elder Team is confident of the applicant's faith in Christ, assurance of salvation, desire to live the Christian life, and willingness to submit to the fellowship and discipline of this local Body, the Elder Team shall then post the names of the candidates publicly for two weeks. Any member of the church objecting must give to an Elder in writing a just cause in accordance with the Bible and the bylaws of this church why this candidate should not be accepted. Taking these objections into consideration, the Elder Team shall then decide on acceptance of these candidates into the membership of the church.

7) Those who are admitted to membership in the church shall be formally presented and welcomed into fellowship at a gathering the next available Sunday.

8) Pastors and their wives automatically become members with full membership privileges on receipt and acceptance of a call from the church. *(The membership requirements will be covered and fulfilled in the hiring process.)*

B. Membership Roll

- 1) The membership roll shall be supervised by the Elder Team.
- 2) The membership roll shall be reviewed by the Elder Team or those selected by that Elder Team at least once each six months to determine if the needs of any members have been neglected, or if any name should be removed from the roll.
- 3) **If any member should be absent from the church services for a period of six months, without communicating to a member of the Elder Team,** the Elder Team shall endeavor to contact such member to determine why he/she has not been attending church services. The name of said member shall be removed from the roll and said member shall be notified of this action unless the Elder Team believes there is a legitimate reason for the member's absence or if there exists another reason for continuing membership.
- 4) Any member who has withdrawn or been removed from the membership roll has no right or claim upon the church property, real or personal.

C. Discipline

- 1) If any member of the church is found to be living or teaching contrary to the Word of God and the Statement of Faith of this church, he/she shall be counseled in love by the Pastor or by the Elder Team. If efforts to bring repentance and restoration fail, then the Elder Team will follow the procedures outlined in the following passages of Scripture: **Matthew 18:15-18; 1 Corinthians 5; 2 Corinthians 2:5-11; Galatians 6:1-2.**
- 2) If one or more persons brings an accusation against an elder, it must be fully investigated by the Elder Team to determine its validity. **(1 Timothy 5:19)**

- 3) Any member who has withdrawn or has been dismissed has no right or claim upon the church property, real or personal.
- 4) Though membership may be withdrawn at any time by a member, if church discipline has been initiated, the biblical discipline process as outlined in this section will be continued through to completion.

SECTION 2: RELATIONSHIPS

Local Autonomy

This church is independent and free so far as relates to its internal organization and the regulation of its own affairs. It is in subjection to no ecclesiastical body, except by its own consent. It controls the admission, discipline, and removal of its members according to its own understanding of the Word of God.

SECTION 3: PROPERTY RIGHTS

- A. This church shall have the power to buy, own, and sell property in its corporate name.
- B. Our physical facilities, either our current location(s) or rented facilities, will be used in the following manner in accordance with our STATEMENTS OF FINAL AUTHORITY FOR MATTERS OF BELIEF AND CONDUCT, THE SANCTITY OF HUMAN LIFE, BIBLICAL MARRIAGE AND SEXUALITY (page 5 & 6). Because the blessing of marriage is a worship service to the Lord, the facilities and property of the Stillwater Community Chapel shall only host with the elder team's approval a wedding ordained and defined by God in His scriptures. In addition our current location provides 6 community biologically assigned restrooms and 2 family/uni-sex restrooms. The use of these restrooms are to be in accordance with each person's created sex. We encourage a minor child to be accompanied by their parent to our restroom facilities.

- C. Conveyance or encumbrance of all or any church property may be made, provided, however, that any such action must receive **at least a 3/4 majority vote of the membership of the church** present at a duly called meeting (Section 7, B). Instruments of conveyance or encumbrance so authorized at any such meeting shall be executed in the name of the church by the Chairman and Secretary of the church Elder Team or a designated representative.
- D. In the event of disagreement and division in the church membership, the church name and all church property shall be retained by those members remaining and adhering to the Articles of Incorporation and Bylaws.
- E. In the event the church ceases to function or should the corporation be dissolved, the right, title, and interest in and to all of the real and personal property of the church shall accrue to the benefit of, and be vested in a successor organization voted on by the membership. The successor organization is to be exempt under Section 501 (c) (3) of the Internal Revenue Code of 1954, as amended, or under such successor provision of the Code as may then be in effect.

SECTION 4: MODIFICATIONS

Amendments, additions, or changes to these Bylaws may be made at any business session of the church when said proposed amendments, additions, or changes have been presented in written form and discussed at a previous regular or special meeting for discussion. A 3/4 majority vote of the membership of the church present at a duly called meeting (Section 7, B) is necessary for ratification.

SECTION 5: STATEMENT OF GOVERNMENT

Stillwater Community Chapel follows the interactions and developments of the 3 groups found in **Acts 6:1-7**. We have (1) an engaged membership; (2) Biblically qualified spiritual leaders (elders) of oversight; and (3) Biblically qualified ministry leaders (deacons) of the specific ministries of Stillwater Community Chapel.

- A. Ultimate authority in the church shall reside in the membership of the congregation. The members shall approve biblically qualified Lay Elders. The Elder Team shall carry on the routine operation and governance of the church.
- B. The Elder Team shall annually select from its members the following officers: a Chairman who shall be the moderator of the church and Elder Team and a Secretary for the church and Elder Team. These men shall serve as the corporate officers/trustees of the church.
- C. The Elder Team shall affirm ministry teams and personnel needed to effectively and efficiently carry out the purpose of this church. These ministry leaders (deacons) shall be members of Stillwater Community Chapel who manifest the qualifications stipulated by the Scriptures (**Acts 6:3; 1 Timothy 3:8-13**).

SECTION 6: ELDERS

A. Qualifications

1. The Elders shall be members of this church who are mature, godly men, who manifest the qualifications stipulated by the Scriptures (**1 Timothy 3:1-7; Titus 1:5-9; 1 Peter 5:1-4**).
2. The Elders ***shall fully support*** the Statement of Faith of this church, the membership covenant, the statements on final authority, sanctity of human life, biblical marriage and sexuality and its Articles of Incorporation, Bylaws, Policies, and the Purpose/Mission statement of the church.
3. In case of a question as to whether any man meets these requirements, the Elder Team may rule, subject to review by the members at the request of any member, or the members may rule directly by not affirming said elder.

B. Selection

1. It is the Holy Spirit who must guide in the selection of men for eldership. Only He knows the hearts and motives of men. His choices, however, must be expressed through human agency (**Acts 20:28**).
2. Selection will be made on the basis of spiritual qualifications, leadership qualifications, and commitment to this church.
3. Prior to the Annual Meeting of the congregation, and at other times when new or additional Elders are needed, the Elder Team shall obtain suggestions of men who meet the qualifications of an Elder from the Elder Team and the membership. The Elder Team will prayerfully select from among these men those who meet the qualifications of an Elder and privately share the nomination with the nominee. Pending their acceptance, the Elder Team will submit their final selections to the members for affirmation at a congregational meeting. Affirmation requires a **3/4 majority of the membership** present at said duly called meeting (Section 7, B).

4. The Lead Pastor shall automatically be a member of the Elder Team as a fellow elder. Other elder-qualified pastoral staff may serve on the Elder Team so long as there are at least two more non-staff elders than staff elders on the team.
5. The Elder Team should have a minimum of two non-staff elders in addition to the Lead Pastor and the ability to add elders as needed per the selection process.

C. **Term of Service**

1. Each non-staff elder shall be affirmed by the members to serve **a two-year term**. At the end of the two-year term, the elder and Elder Team will decide together if he shall be put forward for member affirmation for a new two-year term. There shall be no limit to the number of terms an elder may serve if he serves well and does not disqualify himself other than the required sabbatical years.
2. Any elder who does not fulfill the qualifications or duties of his office, fails to attend 3 consecutive Elder Team meetings without good reason, or does not regularly attend the stated services of the church shall, after notice and attempt to restore said elder, be removed from the Elder Team. The affirmation of removal the elder will require a **3/4 majority of the membership** at a duly called congregational meeting (Section 7, B).
3. Non-staff elders **shall take a one-year sabbatical after 3 consecutive terms of service** (6 years) and be eligible to return the following year if nominated. This requirement may be waived for one term if deemed necessary by the Elder Team and affirmed by the members at a duly called congregational meeting (Section 7, B).

D. **Evaluation, Discipline and Accountability**

1. The Elder Team shall evaluate itself and its members. It shall be a self-disciplined board according to **Matthew 18:15-20; 2 Thessalonians 3:14-15; 1 Timothy 5:19-20**. However, the elders are directly accountable to the Lord of the Church, Jesus Christ, for all their actions and decisions (**Hebrews 13:17**). They are also accountable to the membership.

2. Any elder will excuse himself from affirming any action that would be considered a conflict of interest.

E. **Function**

1. The elders will have essentially a three-fold function:
 - a. To build and develop their own families in the Lord (**1 Timothy 3:4-5**).
 - b. To feed, shepherd, counsel, and pray for the flock of God (**John 21:15-17; Acts 10:17-32; Acts 6:1-4**). This involves positive impartation of truth, the refutation of error, counseling and administration of discipline.
 - c. To oversee and manage the entire ministry of this local Body (**Acts 20:28; 1 Peter 5:2-3**). This involves assessing the needs of the entire body, planning, evaluating, and affirming those to assist in various areas of responsibility. It shall be their primary function to care for the spiritual health of the church by praying for and imparting the Word of God to the congregation and overseeing the ministry of the church assuring that the ministry teams function in such a way that fulfills the purpose/mission of the church.
2. The elders shall affirm qualified ministry leaders as necessary to carry through the operational aspects of ministry while, as elders, staying focused on the purpose/mission and role of shepherding the flock (**Acts 6; 1 Timothy 3:8-13**).

F. **Basis of Authority**

The basis of authority for all the deliberations and activities of the Elder Team shall be Scripture (**2 Timothy 3:16; Hebrews 13:17**).

G. **Decision Making Process**

1. The Elder Team shall approach decisions in prayerful dependence upon the Holy Spirit. **They shall earnestly seek to reach an affirmation without coercion.**
2. **Once a decision is made, the elders agree to present that decision as a unified team.**

H. **Quorum for Elder Team Meetings**

A quorum for an Elder Team meeting shall consist of a simple majority of the members of that team. All elders must be informed of the time and place of the meeting.

I. **Organization**

The Elder Team shall be self-organizing. That is, the various functions and areas of responsibility of the Elder Team shall be delegated among the team members on an annual basis and adjusted as necessary should a need arise.

SECTION 7: CONGREGATIONAL MEETINGS

A. **Annual Meetings**

The congregation shall have at least two scheduled meetings during the year. One will be the first Sunday of June and the second will be the first Sunday of December or dates adjusted by the Elder Team to the benefit of the membership.

B. **Special Meetings - (A duly called meeting)**

1. Special congregational meetings may be called at any time by the Elder Team or by a written request by 25 percent or more church members, but no less than 10 members, presented to the Chair of the Elder Team.
2. These meetings, along with the stated purpose of the meeting, and any alternative provisions for attendance and voting, **shall be announced publicly for 2 weeks at weekly worship services and by written notice to the members.** The Elder Team will optionally call town hall meeting(s) to take place prior to the congregational meeting to allow for discussion and amendment of proposals.

C. **Voting Rights**

Members present at any official congregational meeting shall be eligible to vote. If deemed necessary, the Elder Team can provide alternative methods for the members to attend and vote.

D. **Fiscal Year**

The fiscal year shall be from **June 1st to May 31st.**

E. **Decisions**

1. As members of this church, we will operate under an Affirmation of Approval of all issues brought before the members through or by the Elder Team.
2. For issues such as the approval of an elder, each dissenting member will be contacted by the Elder Team to investigate the objection(s), determine the validity of the objection(s), and then report back to the members whether the elder has been affirmed.
3. On all issues that require a vote, input from the members will be requested after an explanation of the issue has been offered. Each issue may be amended through town hall discussions prior to final presentation and affirmation at the congregational or special meeting. If there are objections to the final proposal, each dissenting voter's concern will be addressed as to validity, and the elders will make a final determination as to whether the concern has enough merit to declare a lack of affirmation. However, if there is not a **3/4 affirmation of the members present** on any given issue, the issue will be considered to be not affirmed by the members.
4. The Elder Team must gain member affirmation for any expenditure outside of the annual budget that **exceeds 5% of the annual budget per year.**

F. **Quorums**

A minimum of 25% of church membership attending any congregational or special meeting that has been properly announced shall constitute a quorum to conduct business.

SECTION 8: PASTORS

A. The Calling of a Lead Pastor

1. The Elder Team shall recommend qualified persons (members) to the members of the church for a Pastoral Search Committee, which shall be chaired by an Elder Team member. Nominations to serve on this committee may be made in writing or in person to an Elder Team member. The members shall affirm a Pastoral Search Committee to secure suitable candidates for Lead Pastor.
2. The Elder Team and the Pastoral Search Committee shall work together to develop a plan. The plan should include an opportunity for the recommended candidate to preach at a church service(s) and other interactions with the congregation as the Elder Team may direct.
3. Once the Elder Team determines it has a man to recommend as the final candidate for a call, the members shall be convened for a special business meeting. The recommendation should be presented with all the reasons for suggesting him as a candidate. The members shall vote as to whether or not it desires to send the recommended candidate a call. If the recommended candidate receives **a 3/4 majority vote of the members present**, the call shall be extended. If not, the matter goes back to the Elder Team and Pastoral Search Committee for the presentation of new recommendations. The candidate cannot be presented to the members for a repeat vote unless at least two other candidates have been voted on.
4. The Elder Team shall notify the Lead Pastor-elect of the action of the church immediately and, upon his affirmative reply, make arrangements for an employment contract leading to his transition and installation.

B. Termination of Office

1. The Lead Pastor shall serve an unlimited term of service unless other arrangements are made at the time the call is accepted.
2. The relation between the Lead Pastor and the church may be dissolved at the option of either, by the giving of **a 3 month's notice, or by mutual consent**.
3. If the Lead Pastor should radically depart from the Word of God in his conduct or in doctrine as contained in the Statement of Faith of the church, or demonstrate

proven ineffectiveness in ministry, the Elder Team shall admonish him in love, and should this not have the desired result, said pastor shall be discharged by action of the members.

4. The Lead Pastor may be discharged from his term of office by the church subject to the following conditions:
 - a) The Lead Pastor may only be dismissed by the members at a properly called special business meeting (Section 7, B) called specifically for that purpose.
 - b) After hearing the reasons for his recommended dismissal, the Lead Pastor shall be accorded the right of stating his position before the congregation. He (and his family) shall be absent at the time of voting.
 - c) **A vote of 3/4 of the members present** shall make valid termination of the term of office of the Lead Pastor.

C. **The Duties of the Lead Pastor**

1. He shall perform all of the Scriptural duties of this office, and under the guidance of the Holy Spirit, have freedom of the pulpit. Together with the Elder Team he shall lead and preach at the stated services of the church, oversee the entire ministry of the church, facilitate the administration of the ordinances of the church, facilitate care for the spiritual welfare of the members of the church, and facilitate the discipleship and equipping of lay people to serve in various ministries of the church.
2. **He shall be a member of the Elder Team as a fellow elder.** He shall not qualify for any appointed office on the Elder Team (chair or secretary).
3. He shall supervise all church staff and conduct yearly reviews of staff. He shall work with the Elder Team to hire and terminate pastoral and non-pastoral staff.
4. He shall also perform such other duties in accordance with the job description, as given by the Elder Team, in connection with the work of the church as shall be delegated to and accepted by him.

5. He shall abide by the Word of God in his life, teaching and preaching, taking great care in all his conduct so as to be esteemed a man of respect in the congregation and community.
6. **He shall be evaluated by the Elder Team on an annual basis.**

D. **Pastoral Staff (Non-Lead Pastor)**

1. The members must affirm the funding of additional pastoral staff through the process outlined for affirming the annual budget. If a pastoral staff position is needed outside of the annual meeting, a special congregational meeting will be called to affirm the additional funding needed to begin the search process.
2. The Lead Pastor and Elder Team will oversee the hiring process for all pastoral staff. This process should include opportunities for member input and participation.
3. A final candidate should be introduced to the congregation with opportunities for interaction and a period for feedback to be given to the Elder Team.
4. All non-Lead Pastoral Staff shall be hired or terminated by the Elder Team.
5. All non-Lead Pastoral Staff shall be given a job description that will be reviewed and updated as needed.