

October 19th, 2006

Constitution

Article I. Name

Section 1.01 The name of this church shall be Emmanuel Baptist Church of Barrie, Ontario.

Article II. Statement of Faith

Section 2.01 Bible: We believe the Bible to be the complete Word of God; that the sixty-six books, as originally written, comprising the Old and New Testaments were verbally inspired by the Spirit of God and were entirely free from error; that the Bible is the final authority in all matters of faith and practice and the true basis of Christian union.

Section 2.02 God: We believe in one God, Creator of all, holy, sovereign, eternal, existing in three equal Persons, the Father, the Son, and the Holy Spirit.

Section 2.03 Christ: We believe in the absolute and essential deity of Jesus Christ, in His eternal existence with the Father in pre-incarnate glory, in His virgin birth, sinless life, substitutionary death, bodily resurrection, triumphant ascension, mediatorial ministry and future personal return.

Section 2.04 The Holy Spirit: We believe in the absolute and essential deity and personality of the Holy Spirit Who convicts of sin, of righteousness and of judgment; Who regenerates, sanctifies, illuminates and comforts those who believe in Jesus Christ.

Section 2.05 Satan: We believe that Satan is a created being, a fallen angel, who exists as an evil personality, the originator of sin, the arch-enemy of God and humanity, who will, upon Christ's triumphant return, be finally and utterly defeated.

Section 2.06 Humanity: We believe that the human race was divinely created in the image of God as male and female persons; that they sinned, becoming guilty before God, resulting in total depravity, thereby incurring physical and spiritual death for themselves and their descendants.

Section 2.07 Salvation: We believe that salvation is by the sovereign, electing grace of God; that by the appointment of the Father, Christ voluntarily suffered a vicarious, expiatory and propitiatory death; that justification is by faith alone in the all-sufficient sacrifice and resurrection of the Lord Jesus Christ and that those whom God has effectually called shall be divinely preserved and finally perfected in the image of the Lord.

Section 2.08 Future Things: We believe in the personal, bodily and glorious return of the Lord Jesus Christ; in the bodily resurrection of the just and unjust; in the eternal blessedness of the redeemed and in the judgment and conscious, eternal punishment of the wicked.

Section 2.09 The Church: We believe that a church is a company of immersed believers, called out

from the world, separated unto the Lord Jesus, voluntarily associated for the ministry of the Word, the mutual edification of its members, the propagation of the faith and the observance of the ordinances. We believe it is a sovereign, independent body, exercising its own divinely awarded gifts, precepts and privileges under the Lordship of Christ, the Great Head of the church. We believe that its offices are elders/pastors and deacons.

Section 2.10 Ordinances: We believe that there are only two ordinances for the church regularly observed in the New Testament in the following order:

- (a) Baptism, which is the immersion of the believers in water, whereby this person obeys Christ's command and sets forth their identification with Christ in His death, burial, and resurrection;
- (b) The Lord's Supper, which is the memorial wherein the believer partakes of the two elements, bread and wine, which symbolizes the Lord's body and shed blood, proclaiming His death until He comes.

Section 2.11 Church and State: We believe in the entire separation of church and state.

Section 2.12 Religious Liberty: We believe in religious liberty; that every person has the right to practice and propagate his beliefs.

Section 2.13 The Lord's Day: We believe that the first day of the week is the Lord's Day and that, in a special sense, it is the divinely appointed day for worship and spiritual exercise.

Section 2.14 Civil Government: We believe that civil government is of divine appointment for the interest and good order of society; that magistrates are to be prayed for, conscientiously honoured and obeyed, except only in the things opposed to the will of our Lord Jesus Christ, Who is the only Lord of the conscience and Prince of the kings of the earth.

Section 2.15 Marriage: We believe that God's intention for marriage is established throughout the scriptures of the Old and New Testaments; that God ordained marriage to be the voluntary union for life of one man and one woman; that sexual intimacy is legitimate only within the bounds of marriage; that in Christian marriages, the Church acts as a supportive community to marriage relationships and as a primary witness for accountability within marriage relationships; and that a healthy marriage is the best foundation for families and the raising of children.

Article III. Mission Statement and Covenant

Section 3.01 The mission statement of Emmanuel Baptist Church is, "We exist to win, teach, and equip our world to passionately follow Jesus Christ."¹ This mission statement implies that we are:

- (a) God - centred: We exist to glorify God through a life of worship and obedience to His commands: this includes proclamation, prayer, music, service and giving.²
- (b) People - focused: We exist to reach out with Jesus' love and message to our community and our world so people will know, reflect and serve Him. Through the power of the Holy Spirit we nurture, train and provide opportunities for service.³
- (c) Bible - authorized: God's Word is our final authority for everything we teach and do.⁴

Section 3.02 Because God's Spirit has led us to receive Jesus Christ as our Saviour and Lord by faith alone, because He has joined us into His Body (of which our Emmanuel church family is a part), and because we have obediently displayed that by our own believer's baptism in water,⁵ right now, with God and with our church family as witnesses, we solemnly promise:

- (a) to grow together in Christ's kind of love, diligently working out our own personal growth, as well as the real growth of our church family, in knowledge and in holy obedience into Barrie, Simcoe County and the world.⁶
- (b) to meet together regularly to worship our Lord, practice His ordinances, absorb His teaching, submit to His correction, contribute cheerfully to support His service opportunities provided through our church family, spur each other on to love and good deeds, and support each other when sick or in distress.⁷
- (c) to depend on God's strength by training our families, ourselves and our children in the routine disciplines of personal prayer and exposure to God's Word, and to train our children to walk in God's ways.⁸
- (d) to do our part in Christ's Body by purposefully putting our gifting, skills, and expertise to work to

¹ Matt. 28:18-20; Acts 1:8; Eph. 4:11-12

²Ps 96:1-3; Eph 5:19-20; Jo 4:23-24; 1 Tim 2:8; Heb 10:25; 1 Cor 16:2; Rom 12:11

³1 Thess 1:7-8; Rom 1:14,15; Rom 12:6-8; 1 Cor 12:4-6; 1 Pt 4:10

⁴2 Tim 3:16,17; Col 3:16; 1 Thess 2:13; Josh 1:8; Isa 40:8; Mk 13:31; Acts 20:32

⁵Titus 3:4-7; 1 Cor 12:13; Rom 6:3-11; Jn 16:7-11; Mt 28:19-20

⁶Eph 5:1-2; 1 Thess 3:12-13; Phil 2:12-13; Acts 1:8; Mk 16:15; Mt 16:18; 2 Pt 1:10-11

⁷Heb 10:23-25; Jn 4:24; Mt 28:19-20; 1 Cor 11:23-26; Jn 14:23; 2 Tim 3:16-17; Heb 12:5-6; 2 Cor 9:6-8; Gal 2:10; 6:1-2; James 1:27

⁸Jn 15:1-8; Dt 6:4-9; Prov 22:6; Eph 6:4; Ps 1; Jer 33:3

attain God's purpose for our church.⁹

- (e) to personally enjoy our freedom in Christ, without falling prey to the control of any activity we're free to do, and without causing another member of our church family to sin by violating his standards before God.¹⁰
- (f) to love good, hate evil, and pursue Jesus with a passion.¹¹

Article IV. Affiliation

Section 4.01 Emmanuel Baptist Church shall be affiliated with the Fellowship of Evangelical Baptist Churches in Canada.

Article V. Membership

Section 5.01 Definition, Requirements and Procedures of Membership

- (a) Definition Statement - Emmanuel Baptist Church is comprised of persons who profess a personal faith in Jesus Christ as their Saviour and Lord, have been baptized by believer's baptism (immersion) according to the New Testament, and actively follow the Lord Jesus Christ in discipleship.
- (b) Requirements
 - (i) Need to give a clear understanding of the basic teachings of the gospel.
 - (ii) Need to give a clear statement of faith in Jesus Christ.
 - (iii) Need to be baptized by immersion as a believer.
 - (iv) Need to be willing to live under and abide by the statement of faith, covenant, constitution, and policies and procedures of Emmanuel Baptist Church.
- (c) Procedures - A person shall be considered a member after the approved interview process and a vote of the Church. A person shall be considered a candidate for membership by any of the following ways:

⁹Eph 4:11-16; 2 Thess 1:11-12; 1 Cor 12:11-13, 25-26; for our purpose as a church, see the mission statement, Article III, I.

¹⁰1 Cor 6:12; 8:9; 10:23; Rom 14:1-15:6

¹¹Rom 12:9,11

- (i) Profession of faith - A person who accepts Jesus Christ as Saviour and Lord, gives testimony to that conversion experience, is subsequently baptized by immersion and agrees to abide under the constitution of Emmanuel Baptist Church shall be considered a candidate.
- (ii) By statement - A person who has been scripturally baptized by believer's baptism (immersion) in a New Testament church but who has no transferable church membership may, upon giving satisfactory evidence of a personal Christian faith and agreeing to abide under the constitution of Emmanuel Baptist Church, be considered a candidate.
- (iii) By letter - Any person from another church of like faith and practice and bringing a letter of good standing and transfer from that church, and agreeing to abide under the constitution of Emmanuel Baptist Church shall be considered a candidate.
- (iv) Denial of Membership - If, upon review of an application for membership or after meeting with the prospective member, the membership interviewers determine that the applicant does not meet the requirements set out above (Article V, Section 5.01, b.) they will recommend to the Elders board that membership be denied. The board of Elders, after review, may deny membership and their decision will be final and there shall be no appeal to any court from that decision.

Section 5.02 Privileges and Responsibilities of Membership

- (a) Privileges - Every member of the church has the privilege to participate in worship, in the Lord's Table, in service, and to have the fellowship of the body. As well, every member may hold elected offices. Every member may participate fully in meetings that pertain to the membership of the church. Every member is entitled to one vote on all matters requiring a congregational vote. In order to participate in a congregational vote, a member must be at least eighteen years of age and in good standing, and not under disciplinary action. In special circumstances the Elders/Pastors board may establish an appropriate process for a proxy vote. In such cases, the procedure outlined by the board will be followed.
- (b) Responsibilities - Every member of the church is expected to live under and abide by the statement of faith, covenant, constitution, and policies and procedures of Emmanuel Baptist Church. Every member is expected to be faithful in worship, discipleship, personal growth, service, and giving. Recognizing that Christians are ministers of reconciliation this church expects its members to be active Christians in the mission of winning, teaching and equipping our world to passionately follow Christ. Every member shall seek to exercise his/her unique God given skills and gifts for the mutual benefit of all the church body and will respectfully follow the leadership of the Elders and congregation.

Section 5.03 Discipline of Membership

- (a) This church will make every effort to adhere to the principles of church discipline as set forth in the Bible, particularly in Matthew 18:15-17. The guiding motivation behind church discipline is the commitment to love others in the context of truth. The threefold purpose of church discipline is to glorify God by maintaining purity in the local church,¹² to edify believers by deterring sin,¹³ and to

¹² 1 Corinthians 5:6

¹³ 1 Timothy 5:20

promote the spiritual welfare of the offending believer by calling him or her to return to a biblical standard of doctrine and conduct.¹⁴

- (b) Therefore, any member who is not willing to fulfill the requirements and/or responsibilities set out above (Article V, Section 5.01, b. and Section 5.02, b.) may be terminated from membership and lose his/her privileges through the implementation of "The Church Discipline Policy for Members" and a two-thirds vote of quorum as described in Section 5.05, e. of this article."

Section 5.04 Termination of Membership – Membership will be terminated by death or by vote of the church after any of the following:

- (a) Resignation
- (b) Discipline by action of Emmanuel Baptist Church.
- (c) Transfer by letter to another church of like faith and practice.
- (d) Acknowledgement when a member has joined a church of another faith and practice.
- (e) A member fails to make a favourable contact with the church for eight consecutive months. The member will be contacted by a designee of the Board of Elders and if there is no appropriate response termination will follow.

Section 5.05 Meetings of the Church and its Membership

- (a) Sunday Services: The church will meet regularly each Sunday for worship, preaching, teaching, evangelism, and fellowship; and additionally, may meet on any other day(s) the church so determines. These particular meetings are open to everyone and shall be conducted under the direction of the Senior Pastor or his appointee.
- (b) Regular Meetings: An annual business meeting shall be held at a time approved by the board of Elders, with adequate notice given to the congregation. Full written reports from all departments and committees of the church shall be given. Financial reports and budgets shall be approved by the congregation at this time. Election of Elders, Deacons and committee members will also be held. Other business as determined by the Elders will be conducted.
- (c) Special Meetings: A special business meeting may be called at any time by the Board of Elders and/or ten percent of the members.
- (d) Notice of Meetings: Notice of regular or special meetings shall be announced from the pulpit on at least two Sundays previous to such meetings. In addition, notice shall be published in the regular church bulletin on the same day.
- (e) Quorum: At all meetings, whether regular, special or adjourned, fifteen percent (15%) of the current members in good standing present shall constitute a quorum for the transaction of business.

¹⁴ Galatians 6:1

Section 5.06 Associate Membership

- (a) In exceptional circumstances Emmanuel will allow for individuals to hold a dual membership (called Associate membership), especially those who are Christian workers and students. Such individuals will have all the privileges of regular members. Candidates for such membership will follow the approved membership interview process and their dual membership must be with a church of like faith and practice. The Board of Elders and congregation will decide upon such exceptions on a case by case basis.

Article VI. Adherents

Section 6.01 Definition and Requirements of Adherents

- (a) Definition Statement - Emmanuel Baptist Church is comprised of members; however, Emmanuel Baptist Church welcomes adherents to participate in the worship, service, and fellowship of the body to a greater extent than visitors.
- (b) Requirements
 - (i) Confession of faith in Jesus Christ
 - (ii) Regular or occasional attendance for more than 90 days

Section 6.02 Privileges and Responsibilities of Adherents

- (a) Privileges - Adherents may participate in worship, in the Lord's Table, in service, and to have the fellowship of the body. Adherents may serve in non elected ministries within the church. Appointments of adherents to specific ministries shall be approved by the Senior Pastor or his designee. At the discretion of the chair of the board of Elders, adherents may be allowed to attend business meetings, and even participate in discussion when appropriate, but not to vote.
- (b) Responsibilities - Every adherent of the church is expected to be faithful to orthodox/evangelical scriptural teaching and to conduct him/herself consistently with a confession of faith in Christ. It is the vision of the church that every adherent would eventually identify themselves publicly and formally with the Emmanuel family in membership.

Section 6.03 Discipline of Adherents

- (a) This church will make every effort to adhere to the principles of church discipline as set forth in the Bible, particularly in Matthew 18:15-17. The guiding motivation behind church discipline is the commitment to love others in the context of truth. The threefold purpose of church discipline is to glorify God by maintaining purity in the local church (1 Cor. 5:6), to edify believers by deterring sin (1 Ti. 5:20), and to promote the spiritual welfare of the offending believer by calling him/her to return to a biblical standard of doctrine and conduct (Galatians 6:1).
- (b) Therefore, any adherent who is found to be guilty of flagrant, unrepentant misconduct incompatible with the requirements and responsibilities of an adherent may lose his/her privileges

through the implementation of “The Church Discipline Policy for Adherents” and a two-thirds vote of quorum as described in Article V, Section 5.05, e.

Article VII. Organizational Structure

Section 7.01 Under the authority of Jesus Christ and the Word of God, the congregation of the church is the final authority within this local Church. This authority is normally exercised through the election of officers to govern the Church. Voting of the membership of this church at a properly called meeting shall be required to effect the following actions:

- (a) Accept members into the Church or drop members from the church roll.
- (b) Elect officers of the Church.
- (c) Discipline members by dismissing them, and discipline officers by removing them from office.
- (d) Approve annual budgets of the Church.
- (e) Approve any transactions regarding real property.
- (f) Accept, amend, reject or table any matter submitted to the membership of the Church by the Elders, or raised by motion at a business meeting.
- (g) Adopt, amend or repeal the Constitution of this Church.
- (h) Approve the call of Pastors and Ministry Directors.

Section 7.02 There shall be two formal offices of Emmanuel Baptist Church: Elders (which shall include pastoral staff as non-voting Elders) and Deacons.¹⁵

Section 7.03 The Congregation is responsible for doing the work of ministry.¹⁶ This ministry shall occur formally through ministry teams/committees and programs, and informally through individual initiative. The ministry teams/committees shall be determined and reviewed regularly by the Board of Elders. The Congregation is called upon to submit to the spiritual leadership of the Elders.¹⁷

Section 7.04 Pastoral staff shall include the Senior Pastor and other Pastors as determined by the Board of Elders and the congregation. The Board of Elders shall determine job descriptions, titles and remuneration. The pastoral staff members are accountable to God, the Board of Elders, and the Congregation.

¹⁵ Philippians 1:1; 1 Timothy 3:8-13; Acts 6

¹⁶ Ephesians 4:12

¹⁷ Hebrews 13:17; 1 Thess. 5:12-13

Section 7.05 Support staff shall include any employees other than pastoral staff. Support staff positions are determined by the Board of Elders and are accountable to God, pastoral staff and the Elders.

Article VIII. Church Leaders and Ministry Positions

Section 8.01 Elders

- (a) Composition, Team and Calling – The Board of Elders shall be composed of men, both elected Elders and Pastors, who are members of Emmanuel Baptist Church.
- (b) Qualifications – Elders and nominees for Elder shall be qualified for office as specified in the Bible.¹⁸
- (c) Responsibilities – The fundamental responsibility of the Elders is to devote themselves to prayer and the Word. The Elders are responsible for governing the church, teaching the Word and prayerfully tending the flock of God in this church. Some Elders will have a primary function of teaching and spiritual care and others will have a primary function of oversight of the ministry. The responsibilities of the Elders shall include:
 - (i) Oversee the doctrinal and moral purity of the church.
 - (ii) Oversee the interviewing process for prospective members.
 - (iii) Oversee the nominating process for elected positions in the church.
 - (iv) Schedule business meetings and provide a moderator.
 - (v) Assist the staff of the church in overseeing the worship services.
 - (vi) Administer the ordinances of the church.
 - (vii) Assist the church staff in equipping the membership of the Church for the work of the ministry.
 - (viii) Oversee, coordinate, and promote the ministries of the Church with the help of the deacons and ministry teams.
 - (ix) Mobilize the Church for community and world mission.
 - (x) Oversee the process of Church discipline.
 - (xi) Assist the Pastoral staff in determining the mission of the church and making sure that all ministries reflect this biblical direction.

¹⁸ Relevant texts include 1 Timothy 3:1-7; Titus 1:6-9; and 1 Peter 5:1-4

- (d) Organization - The Board of Elders shall organize itself however it determines to be best to achieve the mission of the church. The Elders shall be equal to one another in authority but may be specialized in function. They shall meet regularly together for prayer and oversight of the ministry. The chairman may also call meetings of the board of Elders as determined necessary. A quorum for meetings of the Elders is defined as at least one-half of the elected Elders. The Board shall annually select its chairman, vice-chairman and secretary from among its Elders.

Section 8.02 Deacons

- (a) Composition, Term and Calling - The number of deacons shall be determined by the needs of the ministry, giftedness and qualification of men in the church. Each Deacon shall be elected by the membership of the church to a specified term. The election and any reaffirmation shall be conducted as provided by the article IX, "Terms of Office."
- (b) Qualifications - Deacons and nominees for Deacon shall be qualified for the office as specified in the Bible¹⁹ and hold membership in Emmanuel Baptist Church.
- (c) Responsibilities - The Deacons shall assist the Elders by performing services, administration, and implementation of ministry. Their responsibilities would normally include leading a ministry team/committee or carrying out and assisting specific areas of ministry overseen by the pastoral and support staff.

Section 8.03 Committees

- (a) Committees consist of believers who are members / adherents of Emmanuel Baptist Church.
- (b) The members of these committees will consist of elected and or appointed persons. Those elected will be identified by the nominating committee, approved by the Board of Elders, and elected by congregational vote to a specified term of service. The election and any reaffirmation shall be conducted as provided by Article IX. The majority of participants of any committee shall be elected members.
- (c) Each committee shall meet regularly to discuss, plan, and implement their responsibilities. Minutes and summary reports of these meetings shall be forwarded to the Board of Elders.
- (d) Each committee will prepare an annual budget for submission to the finance committee and submit a timely, formal report to be included in the annual report.
- (e) Some committees such as finance and missions are of a permanent nature and require a congregational vote to alter, replace, or cancel them.
- (f) The Elders may appoint special teams/committees as necessary to carry out specific activities or tasks (e.g. pastoral search committee, strategic planning committee, etc...). Each of the special teams/committees shall normally include at least one elder and shall cease to exist upon completion of the assigned task.

¹⁹ Relevant texts include 1 Timothy 3:8-12 and possibly Acts 6

Section 8.04 Ministry Teams

- (a) A ministry team is a group of believers, organized to plan and carry out specific tasks of ministry. Each team's existence, specific purpose, job description, and life span is to be determined by the Board of Elders. These details shall be included in the policies and procedures document. The list of ministry teams shall be reviewed regularly by the elders and the pastoral staff. The evaluation will be made in accordance with the church doctrinal statement, mission statement and core commitments.
- (b) Each ministry team will be chaired by a deacon or a member appointed by the Board of Elders.
- (c) Each ministry team shall meet regularly to discuss, plan, and implement their responsibilities. The Board of Elders will determine when necessary minutes and summary reports of these meeting are required and to be forwarded to the Board.
- (d) The Board of Elders will determine, when necessary, any annual budgets for submission to the finance committee and submit a timely, formal report to be included in the annual report.

Section 8.05 Technical Officers of the Church

- (a) Treasurer – The church treasurer shall be responsible for keeping an accurate account of all monies received and disbursed. He or she shall be responsible to carry on the banking business in the name of the church. He or she shall be responsible for paying all the current accounts according to the budget of the church. The treasurer will be responsible to the finance committee and board of Elders and will partner with the financial disbursing officers/comptroller of the church. All church finances will be executed in accordance with the highest biblical standards and integrity.
- (b) Trustees – These shall be three in number. They shall be elected by a majority vote at a duly called business meeting in accordance with the Religious Societies' Act of Ontario. The duties of a trustee shall be to sign legal documents on behalf of the church as the church may direct. For legal purposes a minimum signature from 2 of 3 trustees is required for any legal document.
- (c) Clerk - The church clerk shall keep an accurate roll in a proper book provided by the church. The clerk shall keep records of all members, of church meetings, motions, etc. and carry on all correspondence relative to the membership and matters the board of Elders may direct. The clerk shall be called upon annually to report to the congregation.
- (d) Other elected officers - The church may choose to elect individuals to areas of service for various tasks and various periods of time. The terms of reference for such positions will be established by the board of Elders and ratified by the church.

Article IX. Pastoral and Staff Relationships

Section 9.01 Pastoral Staff

- (a) Definition - Pastors shall be men who in response to God's call have devoted their vocational lives

to the ministry of the Word and prayer in the service of the Church of Christ. Generally, Pastors are supported financially by the church in return for their vocational labours. Pastors may receive partial financial remuneration or may choose voluntarily to serve on a non-remunerated basis.

- (b) Responsibilities - Pastors shall perform the duties determined by the board of Elders. The duties shall be in writing at the time of the call to service, and substantial changes shall be approved by the Board of Elders. The church's call is also a call to the eldership of the church. Therefore, vocational pastors shall be members of the board of elders and have all the biblical qualifications of an elder.
- (c) Call of Pastors - The members shall call pastors:
 - (i) By private ballot upon recommendation of the Board of Elders and;
 - (ii) By at least a 75% majority of those members voting at the meeting with at least fifteen percent (15%) of the membership of the church present. Oral notice of any such meeting or vote, stating its object shall be given from the pulpit on the two successive Sundays preceding the meeting or vote.
 - (iii) The vote to call a Pastor includes the acceptance into membership of him and his spouse.
- (d) Termination of Pastors – The termination of Pastors shall be:
 - (i) By resignation – The question of terminating the vocational call of a Pastor shall be considered at any time by the church upon the presentation of the Pastor's resignation.
 - (ii) By Grievance – Where a grievance exists against a Pastor either due to his preaching or teaching contrary to the beliefs of the Church as set forth in Article II of this Constitution or to unfitting conduct or performance on his part as a Pastor/Elder. Such grievance may be brought before the board of Elders by any two members in good standing.
 - (iii) The procedure for termination shall be by private ballot and a simple majority.
- (e) Senior Pastor – There shall be one pastor known as the Senior Pastor. The Senior Pastor serves as a leader of the pastoral team. He will also be responsible to give spiritual nurture and leadership to the board of Elders and the Church as a whole. He shall act as an ex-officio member of the board and all committees and organizations of the church. The Senior Pastor shall supervise all remunerated and non remunerated church staff. Resignations and terminations of pastoral and support staff shall be acted upon by the Senior Pastor or his designee. Any of the above duties may be delegated to other Pastoral staff by the Senior Pastor. The Senior Pastor is accountable to the board of Elders and to the congregation.

Section 9.02 Support Staff

- (a) Definition – Support staff includes directors, program staff, business staff, secretarial staff, custodial staff, pastoral interns, and other staff as determined by the future needs of the Church. All support staff shall be approved by the Senior Pastor, or his designee, on terms established by the Board of Elders.

Article X. Terms of Office

Section 10.01 Within the boundaries and framework of the above requirements of the Constitution, the Board of Elders shall approve the specific procedure and policy for election and re-election of individuals to church offices and elected officers. Those elected for one, two or three year terms are eligible for re-election up to six consecutive years. The individual is then eligible for re-election after a sabbatical year. Exceptions for this sabbatical may be made for technical officers of the church, based on the counsel of the board of Elders and the ratification of the congregation. In addition, if during the year for some reason a vacancy occurs in any office or ministry team/committee, the Board of Elders or Nominating/Placement Committee shall have the option of approving a replacement until the next Annual Meeting.

Article XI. Policies and Procedures

Section 11.01 Policies – This church shall write policy documents that deal with personnel, finance, property, and other matters as the need arises, and that accurately reflect the spirit of this constitution. When policies are written and approved by the board of Elders, they will immediately become part of the operating policy of the church. All policies shall be included in what is identified as the Policies and Procedures manual. Major changes in policy shall be communicated to the membership at the annual meeting.

Section 11.02 Procedures – Procedures for this church may be written documents or generally understood operating procedures. Should they be written, they should be kept on file in the church office and accessible to all church members on proper notice. All procedures shall be included in what is identified as the Policies and Procedures manual. However, since they may be construed to be generally understood operating procedures, should a question or dispute arise concerning a directive that cannot be resolved, the board of Elders will be responsible for clarifying the procedure and preparing a written copy which will be communicated to the church at the annual meeting.

Section 11.03 Core Commitments – included in the Policies and Procedures manual will be a restatement of our Mission Statement and a description of the core commitments of the Emmanuel family. These statements of commitment are meant to elaborate the mission and give more specific direction to the ministry of our church. The core commitments will be regularly reviewed and evaluated by the board of Elders and may from time to time be updated and altered through the ratification of the church.

Article XII. Alterations and Amendments

Section 12.01 This constitution may be amended at any properly noticed business meeting, provided that written copies of the proposed amendment are available and written or oral public announcement has been made to the membership at least thirty (30) days prior to such meeting. Only church members may vote to amend this Constitution. A quorum for amendment of this Constitution shall be fifteen (15%) percent of all Church Members. A two-thirds vote of those present shall be required to amend the Constitution.

Article XIII. Dissolution

Section 13.01 In the event this church discontinues, its assets not required for payment of its liabilities and obligations, shall be paid over and transferred to the Fellowship of Evangelical Baptist Churches of Canada. In the event the Fellowship of Evangelical Baptist Churches of Canada is not a qualified transferee, then said assets shall be paid over and transferred to one or more organizations engaged in activities substantially similar to our own and also the organizations shall sign that they are in agreement with the statement of faith in this Constitution, and they are also a recognized charitable organization of Canada. Such distribution shall be adopted at a meeting of the board of Elders.

Article XIV. Fiscal and Elective Year

Section 14.01 The fiscal year of Emmanuel Baptist Church shall end on December 31 of each year. The elective year shall commence and end on the date of the Annual Meeting.