



WAKESHIMA
COMMUNITY CHURCH

The Church
CONSTITUTION

Table of Contents

Preamble	3
Name	4
Objective	4
Prerogatives	4
Corporate Property	4
Dissolution & Liquidation	5
Ordination of Members	5
Government	6
Membership	6
Application and Approval for Membership	6
Membership Classification	7
Resignation of Membership	7
Letter of Transfer	7
Discipline	7
Meetings	9
Worship Service	9
Business Meetings	9
Officers	11
Pastor	11
Associate Pastor(s)	12
Elders	13
Trustees	15
Vacancies of Office	16
Pastors	16
Other Offices	18
Pulpit Committee	18
Ministry Departments	19
Ministry Coordinator	20
Ministry Department List	20
Pastoral – Counselor Confidence	21
Indemnification	21
Law, Order, and National Defense	23
Political Limitations	23
Revisions and Amendments	24

PREAMBLE

WHEREAS, the Old Testament prophesies and the New Testament testifies that Jesus Christ is Lord, Head, and King of the Church, which is all those who humbly confess, “You are the Christ; the Son of the Living God,” and who sincerely believe, “...that God has raised him from the dead,”

and

WHEREAS, Jesus Christ as Lord, Head, and King of the Church, has given to the Church His oracles, ordinances and officers, for the practical exercise of government, instruction in Christian doctrine, means of edification and the evangelization of the world, be it

RESOLVED, that we, the members of Wakeshma Community Church, do hereby unite in an autonomous congregation of believers in God and His Son, our Lord Jesus Christ, and agree to be governed by the following Constitution.

Section 1. Name

The name of this corporate body shall be Wakeshma Community Church, as located in the township of Wakeshma, County of Kalamazoo, and State of Michigan. It was incorporated on April 10, 1958.

Section 2. Objective

The principle objective of the Wakeshma Community Church is to bring people to Jesus Christ and membership in his family, help them to Christ-like maturity, and equip them for ministry to the glory of God.

Section 3. Prerogatives

A. Corporate Property

The Wakeshma Community Church, a Michigan non-profit corporation, shall have the right to buy, take, or otherwise acquire, own, hold in trust, use, sell, convey, mortgage, lease, or otherwise dispose of such property, real, personal, and mixed, tangible, and intangible, of whatever kind as may be useful for the execution of the church's work.

The church, by an act of public dedication, belongs entirely to God, and all its property, of whatever kind, shall be held in sacred trust by the Trustees, under the authority of the Church Judiciary. **The Church Elders shall be identified using the term "Judiciary" for context within this Constitution. (See p. 12)*

Personal use of the church's property by an individual is prohibited without prior approval. It should be clearly understood that any property borrowed or utilized by an individual member or family of the church, should be maintained in excellent condition, and returned to the church promptly after use. Cases of loss or damage of church property should be reported immediately to the church office or a Trustee Board member.

1. Use

The use of church property will be governed by the following criteria:

a. Application Procedure

All applications for use of property should be made in writing with the church office. All applicants will be required to sign and agree to Wakeshma Community Church's use of property policies and procedures upon receiving the most recent "Use of Property Event Form" at the time of application. Applicant approval shall be made by the Pastor and the church office based on the availability of such requested property and/or facility space, after prioritizing all scheduled church related events and activities.

b. Limitations

The use of alcoholic beverages, tobacco products, vapes, illegal or illicit drugs, shall not be permitted inside the church building. Any violation of this limitation shall automatically cancel any use of property agreement.

B. Dissolution and Liquidation of Assets

The assets of the Wakeshma Community Church are irrevocably dedicated to religious and/or charitable purposes. In the event of the liquidation, dissolution, or revocation of its corporate status, after providing for payment of debts and obligations of the Corporation (church), the remaining assets shall not benefit any person or persons, but all such remaining assets will be distributed to a non-profit organization or church which is exempt under Section 501(c)(3) of the Internal Revenue Code.

The recipient of the church's assets shall be determined by a vote of the members prior to its liquidation, dissolution, or revocation.

Section 4 . Ordination Of Members

The Wakeshma Community Church shall examine and ordain approved candidates to the work of the ministry of the Church of Jesus Christ. Any member of the church who desires public ordination to the Christian ministry may seek such ordination by making application to the Judiciary via the Pastor.

1. Qualifications

The applicant shall be not less than twenty-five (25) years of age and shall have been a member in good standing for at least five (5) years.

The applicant shall fulfill the required qualifications as given in 1 Timothy 3 and Titus 1 and shall have graduated from an accredited theological institution.

2. Nomination

The application shall be carefully considered by the Judiciary, who will examine the candidate's personal testimony, their provided references, motive for seeking ordination, and general ability and fitness for office.

3. Ordination

Upon the approval of the Judiciary and the acceptance of the congregation by a two-thirds (2/3) majority vote of the active members, the Pastor shall convene an official Ordination Service and due notice of thirty (30) days shall be given to the public.

4. Obligation

Whereas the church recognizes and claims the right to ordain qualified candidates to the Christian ministry, any such recognition and ordination shall in no way be deemed a formal declaration of professional contract, or obligatory relationship, between the said individual and the Wakeshma Community Church.

The responsibility of the church to ordain qualified candidates to the Christian ministry shall be recognized by both parties, the church, and the candidate, to be purely spiritual and not legally binding in any way whatsoever.

Section 5. Government

The authority delegated by Jesus Christ to His Church is wholly moral and spiritual, as distinct from the civil government and territories of the United States of America.

The government of this church shall be vested in the congregation, duly assembled in a Congregational Meeting, whose action shall be decisive and final in all matters, both temporal and spiritual.

Section 6. Membership

The official membership of this church shall consist of persons: 18 years of age or older who accept the church's Statement of Faith, who agree to be governed by its Constitution, and adhere to the below articles.

A. Application and approval for membership

The person requesting membership in the Wakeshma Community Church shall attend a membership class followed by the submission of a signed application certifying their intention of becoming a member of Wakeshma Community Church. The applicant shall furnish evidence of personal salvation through faith in Jesus Christ as Lord.

The Pastor shall submit the name(s) of the person(s) applying for membership to the Judiciary (See p. 14). Following a Judiciary review of each applicant, the Judiciary will affirm the applicant into membership by a two-thirds (2/3) majority vote.

B. Membership Classification

1. Active Members

All members who agree to consistently give of their time, talents, and treasures for the advancement of the gospel through the mission of the church, shall be classified as Active members.

2. Heritage Members

Active members who cannot maintain their involvement in the church due to chronic conditions, but wish to maintain their ties to the church, shall be placed on the Heritage Member list, if notice of the said member's incapacity has been given to the Judiciary. This is a non-voting status.

3. Inactive Members

Members who fail to consistently give of their time, talents, and treasures for a period of six (6) months, shall be classified as Inactive members, by official action of the Judiciary (See p. 14). Once so classified, the Inactive member shall forfeit all rights to vote in the Congregational Meeting or in any Special Congregational Meetings, until his/her membership status is reactivated by official action of the Judiciary.

The Inactive member shall be allowed to remain on the Membership Roll for one (1) year from the date following inactive classification by the Judiciary. After one (1) year of continued inactivity, the Judiciary shall send due notice of impending removal from the Membership Roll not less than thirty (30) days prior to the date of official removal of their name(s). Upon termination of the one-year period, the person's name shall be removed from the Membership Roll and an official letter to serve such notice be mailed to the address listed in the church register.

C. Resignation of Membership

If a registered active member considers it necessary, for personal reasons, to resign his/her membership in the church, the Judiciary, shall issue an official letter to the resigned member (if in good standing), stating that the said resignation was tendered amicably.

D. Letter of Transfer

If a member requests a letter of transfer, the church office shall use timely and appropriately deemed procedures in issuing this requested letter.

E. Discipline

The Judiciary of the church shall be responsible for the spiritual discipline of the church, according to fundamental Christian principles.

1. Dismissal

Any member who becomes, by an act of self-will, an offense to the church and to the local community, whether by reason of un-Christian conduct and/or a radical departure from the Christian doctrine, and who disregards the private counsel of the Pastor and the Judiciary, shall be recommended by the Judiciary for dismissal. The name of any member so dismissed shall be removed from the church's register of members by a majority vote of the Judiciary, and immediately thereafter be denied official participation in any, or all, of the church's regular services and functions.

2. Right of Appeal

Any person whose name has been removed, as a disciplinary measure, from the church's register of members by an action of the Judiciary, may appeal in writing to the Judiciary and is entitled to a hearing in the church, before the Judiciary, in the presence of the congregation.

3. Discipline

The simple majority judgment of the Judiciary shall be considered final as long as the judgment rendered is in accordance with fundamental Christian principles given in the following New Testament references: Matthew 18:15-18; Romans 16:17,18; 1 Corinthians 5:11; Galatians 1:6-9; 1 Timothy 6:3-5,20,21; Titus 3:1-11; 2 Peter 2:1-22; and 1 John 2:11.

4. Reinstatement

Any person who is dismissed from the church shall not be considered irredeemable or beyond the aid of the grace of God in Christ. If any such person should give clear evidence of genuine repentance through a transformed character and a renewed standard of conduct and/or Christian doctrine, he/she shall be fully reconciled to the church in an act of mutual love and humility, and proper procedures initiated toward reinstatement of membership.

The Judiciary, following a careful review of the person's written request for reinstatement of membership, in addition to their character and behavior during time of dismissal, shall be considered and reinstated as a member of the church. A simple majority decision by the Judiciary shall be considered final.

If a period of more than one (1) year between official dismissal and genuine repentance elapses, the regular procedure for making application for membership shall be followed.

Section 7. Meetings

A. Worship Services

Meetings for public worship and prayer shall be conducted weekly.

B. Business Meetings

1. Annual Congregational Meeting

There shall be an annual meeting of the church, designated the Annual Congregational Meeting, conducted on the third Sunday in May, after thirty (30) days' prior notice, in which all matters of business relating to the temporal and spiritual work and witness of the church shall be reported and approved. Officers of the church other than the Pastor(s) shall be elected, whose duties shall officially begin on the first day of June each year.

If the situation presents itself where there are not enough eligible, qualified, or willing candidates to run for vacant offices, the church shall not hold any unopposed elections. Rather the Judiciary shall make temporary appointments for said vacancies until an official election can be held at a Special or Annual Business Meeting.

The term of all temporary appointments shall be set by the Judiciary and shall not exceed one (1) year. Appointed officers shall meet all requirements of a Trustee and/or Elder as stated in this Constitution.

2. Trustee Meetings

The Pastor(s), together with the Trustees shall meet once a month to report, plan, execute the official business of the church.

3. Judiciary (Elder) Meetings

The Judiciary (Elders) shall meet no less than six (6) times per calendar year to report, plan, execute spiritual, ministerial, and disciplinary matters of the church.

4. Special Congregational Meetings

A Special Congregational Meeting shall be called by the Judiciary as necessary, or on receipt of a congregational petition, which has been signed by not less than one-third (1/3) of the active members of the church. Notice shall be given no less than fourteen (14) days prior to the date of the meeting so petitioned.

5. Parliamentary Order

a. Authority

To expedite the work of all Special and Congregational Meetings and to ensure that the official business is conducted decently and in order, all business shall be governed by accepted rules of parliamentary procedure as set forth in *Roberts Rules of Order* (revised), and in accordance with the fundamental principles of corporate Christian conduct as given in the Holy Scriptures.

b. Order of Business

All business meetings of the church shall commence with prayer and conclude with a benediction. The Judiciary Chairman shall act as the President of all Special and Congregational Meetings. The regular order of business in a Meeting shall be:

1. Call to Order
2. Prayer
3. Reading of the Word of God
4. Roll Call of Active members by the Judiciary Chairman
5. Reading of the minutes by the Judiciary Secretary (Clerk)
6. Report of the Trustee Treasurer
7. Report of the Pastor
8. Report of Ministry Coordinators
9. Election of Officers
10. Old Business
11. New Business
12. Member Comments
13. Adjournment
14. Benediction

6. Voting Rights

a. Eligible Voters

The voting constituency of the church shall consist of active members.

b. Absentee Voting

In the event that an emergency situation or illness prevents a member from attending a Special or Congregational Meeting at which a ballot is to be cast, the member shall have the privilege of depositing a signed, sealed absentee ballot with the church Judiciary Secretary prior to the scheduled meeting. To receive this absentee ballot, the member must request a ballot from the Judiciary Secretary in writing, providing the reason for their absence. The absentee vote shall count only on the first ballot. There will be no voting by proxy.

c. Quorums

1) Congregational Meetings

A simple majority of the active members of the church in a Special or Annual Meeting shall constitute a quorum.

2) Judiciary and Trustees

A quorum of the Judiciary and Trustees shall consist in a simple majority of the respective members at their monthly or special called meetings.

d. Majorities

All matters shall be decided by a simple majority vote if a quorum has been reached, unless otherwise specified in this Constitution.

Section 8. Officers

The authority delegated to the Church by Jesus Christ is exercised both by its members and its officers. It is exercised by its members in recognizing and electing to office those who comply with the qualifications given in Holy Scripture (in 1 Timothy 3; Titus 1:5-9; and Acts 6:2-4). It is exercised in its officers in preaching, teaching, and administration, thereby caring for the souls within the church's jurisdiction.

All despotic and authoritarian power is alien to the Church of Jesus Christ; therefore, any person holding office in the church should not assume spiritual pre-eminence over other members but be among them as one who serves.

A. Pastor

The Scriptures teach that the person elected to the office of Pastor should give clear evidence of his vocation and that his primary gifts should include, but not limited to: leading, teaching, equipping, overseeing, serving, and protecting the “flock”.

1. Qualifications

The candidate for the office of Pastor should have graduated from an accredited college or university and from an accredited seminary. If the candidate does not possess a seminary degree, consideration will be given to relevant experience in pastoral or other ministerial leadership positions. The candidate shall provide evidence of proficiency in preaching the gospel, teaching scripture, and overseeing ministry departments in a local congregation.

The candidate shall furnish proof of ordination to the Christian ministry by a recognized denomination or Christian church. However, lack of such ordination will not eliminate the candidate from consideration by the pulpit committee.

The candidate shall give evidence of and provide both personal and ministerial references for: the call of God to Christian ministry, moral integrity, biblically based family life, and competence in the areas of Biblical theology, church history, and public worship.

2. Nomination

The Pulpit Committee shall act as the official Nominating Committee of the church.

The Judiciary shall hold veto power over any name presented by the Pulpit Committee for nomination to the office of Pastor. Upon the Judiciary's acceptance and endorsement of the Pulpit Committee's nomination, the candidate shall be officially invited to preach in the church, following two (2) week's prior notice served to the congregation.

3. Election

A Special Congregational Meeting shall be called by the Judiciary Chairman within two (2) weeks of the candidate's preaching, for the purpose of electing the candidate to the office of Pastor.

The election of the Pastor shall be decided by a three-fourths (3/4) majority vote of the active membership by ballot. Failing an election, the candidate shall be notified in writing by the The Pulpit Committee and the nominating and electoral process repeated.

B. Associate Pastors

1. Qualifications

The candidate for an associate pastor position shall have satisfactorily completed high school and, if possible, completed a degree from an accredited college, university, or seminary. The candidate shall be examined by the Pastor, Judiciary, and an appointed Search Team; and give clear evidence of the call of God in Christ to the Christian Ministry, furnishing adequate proof of their ability in the required field of specialized ministry.

2. Nomination

The Pastor, Judiciary, and appointed Search Team shall act as the nominating committee of the church.

3. Election

The election of an associate pastor shall be decided by a three-fourths (3/4) majority vote of the active membership by ballot. Failing an election, the candidate shall be notified in writing by the Judiciary. The search process shall then resume.

C. Elders

As there were elders of the people to assist in the orderly government of Israel in the Old Testament, acting as **Judiciary** in cooperation with Moses, so in the New Testament Jesus Christ, through His apostles, makes provision for the appointment of elders in every church, to assist in the governing, teaching, and advising of God's people.

The church claims the right to elect Elders in due recognition of their Christ like character for purposes of, but not limited to, the following:

1. Affirmation processes and leadership
2. Providing spiritual care and shepherding; including visitations and hospitality
3. Praying for the sick and anointing them with oil
4. Maturity in governing the church and providing discipline when needed
5. Teaching the Word of God and/or having the knowledge to protect the integrity of the Word being taught by others

1. Qualifications of Elders

The men elected to the office of Elder of the church shall not be less than thirty (30) years of age and shall give clear evidence of having lived consistently a Biblically grounded, Christ-like lifestyle, for not less than five (5) years, and have been an active member of this church who has been in attendance for not less than three (3) years.

The candidate should fulfill the Scriptural qualifications of church officers as given in 1 Timothy 3, Titus 1:5-9, and Acts 6:2-4.

2. Nomination

The Judiciary shall act as the Nominating Committee for the office of Elder.

3. Election

There shall be a minimum of three (3) Elders whose terms of office are three (3) years, renewable for one (1) term of three (3) years, followed by a mandatory retirement of three (3) years. An Elder serving only one (1) three (3) year term, shall become eligible to serve as Elder after a one (1) year retirement. Whenever possible, a minimum of (1) Elder shall be elected annually to allow for successive retirement and maintain continuity. The church shall not hold any unopposed elections for Elder vacancies. Elections shall be conducted via a ballot process.

4. Judiciary

The Judiciary members shall consist of the Pastor, as the executive member of the Judiciary. Associate Pastor(s), and all elected elders.

The Pastor shall nominate one (1) elder to serve as Chairman and one (1) elder to serve as Secretary. Any associate pastor will not qualify to serve as Chairman or Secretary.

5. Members

a. Executive

The Pastor shall serve as the Executive and Ex Officio member of the Judiciary and Trustee Board. He shall be responsible for the regular reporting, meeting agendas, spiritual, and ministerial oversight to the church.

b. Chairman

The Chairman shall be responsible for and guide all communications to and from the Judiciary, serving as the spokesman and person of contact. The Chairman shall guide the Judiciary in ministry department appointments, membership roll, disciplinary matters, mission's partners, and the spiritual care of the church. The Chairman shall facilitate all Ministry Coordinator candidates, annual reviews, and lead the affirmation or removal processes of those Coordinators and candidates, while keeping an accurate record of their terms. The Chairman shall be a member of the Trustee Board. The Pastor has veto power over all Ministry Coordinator candidates.

c. Secretary

The Secretary shall record all minutes of the Judiciary and Trustee meetings (as a member of the Trustee Board) and keep an accurate roll of active members, inactive members, and heritage members.

6. Meetings

The Judiciary shall meet not less than six (6) times each year for the purpose of reviewing the spiritual condition of the church; for prayer; provide godly counsel to the Pastor(s); and to govern church discipline, membership, ministry departments, and other church matters.

D. Trustees

The Trustees primary purpose is to report, plan, execute the official business of the church. This includes financial, facility/church property, and legal matters of the church.

1. Qualifications

The persons elected as a Trustee shall be not less than twenty-one (21) years of age and shall have been an active member of this church for not less than one (1) year. They shall give clear evidence of having lived consistently as a Christian for not less than three (3) years.

Trustees shall provide clear experience and knowledge of moral and ethical business and ministerial practices. Having a career in, actively studying for a career in, or having experience in related fields associated with the role of Trustee will be considered as beneficial qualifications but shall not be the sole determining factor.

2. Nomination of Trustees

Members of this church desiring to serve as a Trustee shall submit a letter of interest to the Judiciary who will act as the Nominating Committee for the office of Trustee. Interested candidates shall be vetted by the Judiciary prior to being officially nominated.

3. Election

There shall be four (4) Trustees, two (2) being elected each year by the active membership of the Church. The church shall not hold any unopposed elections for Trustee vacancies. Elections shall conduct via a ballot process. Trustees may be elected to a renewable two (2) year term. Each Trustee shall have a one (1) year retirement following a full second term.

4. Members of the Trustee Board

The Trustee Board shall consist of the Pastor, Judiciary Chairman, Judiciary Secretary, and four (4) elected Trustees. All members of the Trustee Board shall serve as voting members.

a. Trustee Chairman

The Trustee Chairman shall be responsible for the regular order of business, conducted according to acceptable standards of proper parliamentary procedure.

b. Church Clerk

The Church Clerk shall serve as the church financial liaison, as well as, provide oversight to the church treasurer and be entrusted with the general treasury of the church. Including but not limited to keeping a record of all financial transactions in accordance with acceptable standards of financial record keeping, issue individual giving statements, and issue all disbursements and checks/payroll.

- I. The Church Treasurer shall report the church's financial statement to the Trustee Board monthly and at the Annual Congregational Meeting.

5. Duties

The Trustee Board shall be at liberty to execute a single financial transaction up to, but not exceeding, the sum of ten thousand dollars (\$10,000) at any one time without the special approval of the congregation. If a projected expenditure in excess of the sum of ten thousand dollars (\$10,000) be deemed necessary, it shall be approved by the congregation by a two-thirds (2/3) majority vote of the active membership by ballot at a Special or Congregational Meeting. This Financial limitation shall not apply to business transacted under "Special Projects" which have received prior approval of the congregation, but only to such business issuing from the regular execution of the church's work.

The Trustees shall appoint a maximum of four (4) tellers from different households, to assist the Treasurer with accounting and deposits.

In the event of the Treasurer's inability to disburse funds, the Trustee Chairman and Judiciary Chairman shall have authority to jointly disburse funds as directed by the Trustee Board.

Section 9. Vacancies of Office

A. Pastors

1. Relationship

The relation between Pastor(s) and the congregation may be discontinued at the option of either, by the giving of a sixty (60) day notice, or otherwise by mutual consent. The action of the Congregation in this matter shall be determined in a Special Congregational Meeting called by the Judiciary, notice of which meeting shall be given not less than two (2) weeks prior to the stated date.

2. Dismissal

The Judiciary shall have the responsibility and the authority to request the formal resignation of the pastor:

- a. In the event the Pastor departs from the Christian doctrine of the church as defined by the New Testament;
- b. Should he become physically or mentally unable to fulfill his pastoral duties, confirmed by valid authorities; or
- c. Should serious charges be presented against him, which charges shall be presented to and confirmed by the Judiciary.

If such a request be refused by the said Pastor, and duly appealed, his office shall not be considered vacant until his formal appeal has been made and judgment rendered by a simple majority of the active members of the church by ballot in a Special Congregational Meeting.

3. Resignation

It shall be agreed between the Pastor and the congregation at the time of his election that should he resign his office, he will give not less than sixty (60) days' notice to the congregation through the Chairman of the Judiciary, unless extenuating circumstances justify lesser notice.

4. Retirement

Prior to the retirement of the pastor, he will give not less than sixty (60) days' notice to the congregation through the Chairman of the Judiciary. Adequate preparation shall have been made for vacating the parsonage; and to be completed no less than thirty (30) days prior to the pastor's official retirement date unless extenuating circumstances justify an extension of the pastoral residence beyond the agreed retirement date.

5. Death of a Pastor

In the event that the pastor's death occurs during his official tenure of office, his surviving family shall be entitled to residence in the parsonage for a period of not more than ninety (90) days following the pastor's death, unless extenuating circumstances justify an extension beyond the ninety (90) days from the pastor's death.

B. Other Offices

1. Dismissal

Any office (paid or unpaid) of the church may be declared officially vacant by an act of the Judiciary at any weekly worship service, annual, or special business meetings.

Any of the following shall be grounds for such action:

- a. Unscriptural conduct
- b. Doctrinal departure from the Statement of Faith
- c. Incompetency of office
- d. For any good and sufficient cause

2. Right of Appeal

Any incumbent under charges shall have the right to appeal to the Judiciary and the opportunity be provided for a fair and impartial hearing of his/her case, if so desired.

3. Temporary Appointments

Should a vacancy occur in any office within the church, except the office of Pastor, the vacancy may be filled by temporary appointment by the Judiciary following the procedures stated within this constitution. (see p. 8)

C. Pulpit Committee

1. Composition

In the event of a pastor's resignation, dismissal, death, or inability to fulfill their duties to the church, the Judiciary shall appoint a Pulpit Committee. The Pulpit Committee shall elect a clerk and chairman and consist of nine (9) members as follows:

- a. Two (2) members of the Judiciary
- b. Two (2) Ministry Coordinators
- c. One (1) Trustee
- d. Four (4) members in good standing of the church representing generational diversity.

Note: At least four (4) of the nine (9) Pulpit Committee members shall be female

The Pulpit Committee may consider inviting an active youth, under the age of eighteen (18) to provide feedback on candidates.

2. Responsibilities

The Pulpit Committee shall be responsible for:

- a. Posting the vacancy
- b. All communication and correspondence with responding applicants during the entire search process
- c. Reviewing all applicants, including but not limited to: conducting interviews, reference checks, etc
- d. All communication and updates to the church body
- e. Selecting final candidates for presentation to the Judiciary

The Judiciary shall be responsible for:

- a. Maintaining a competent ministry for the weekly worship services, and on such other occasions as necessary

3. Limitations

The Pastor shall hold official veto power over the Pulpit Committee's decision, regarding the appointment of any candidate to a subordinate office in the pastoral ministry of the church. This veto power shall be automatically canceled during the sixty (60) day period of notice of resignation by the Pastor; or the thirty (30) day period of notice served by the church in case of dismissal or inability to hold the office of pastor.

4. Duration

Because of the need for continuity during the selection process, the Pulpit Committee members will continue in office until the vacancy is filled. If there is a prolonged pastoral or pulpit absence, membership of the committee may change after arrangements have been made to replace said vacancy.

Section 10. Ministry Departments

The Judiciary shall establish and govern new and existing ministry departments as they deem necessary, for the benefit of the vision and mission of the church. The Judiciary shall affirm all ministry coordinators to assist in providing leadership to specific ministry departments, in partnership with those individuals serving in those ministries. Because of his ministry and executive functions, the Pastor shall be an ex officio member of all ministries.

A. Ministry Coordinator

Ministry Coordinators shall lead their ministry departments toward spiritual discipleship, healthy community and relationships, and a spirit of unity. Ministry Coordinators shall partner with the Judiciary and their ministry team of volunteers in providing opportunities for individual gifts to be valued and used. Ministry Coordinators shall plan and execute ministry strategies, events, and curriculums according to the vision and mission of the church, as well as by adhering to the church's Statement of Faith.

1. Qualifications

Ministry Coordinators shall be active members of the church in good standing and give clear evidence of Christian maturity. They should have experience in their ministry field, as well as display spiritual giftings which enable them to be an asset to everyone involved in their department. Coordinators should be an example of faithful participation in the life and witness of the church.

2. Appointment

Ministry Coordinators shall be affirmed by the Judiciary and shall work closely with the Pastor in the execution of their ministry department. The Pastor shall meet regularly with the Ministry Coordinators receiving reports, providing feedback, and more. The Judiciary shall annually provide a review for all Ministry Coordinators. For a Ministry Coordinator to maintain their affirmed leadership position, a "vote of confidence" shall be taken annually by the Judiciary. A simple majority decision by the Judiciary shall be considered final.

The Judiciary holds the right to dismiss any Ministry Coordinator of their duties at any time during their appointment as stated in this Constitution.

B. Ministry Department List

This list of Ministry Departments shall be led by the Judiciary affirmed Ministry Coordinators and managed by the Judiciary in partnership with the Pastor. Ministry Departments numbered 10-12 in this list shall be managed by the Trustees in partnership with the Judiciary. Any department may be subject to change, removal, or new departments created, based on the vision, mission, and the needs of the church.

1. **Care Ministries**
2. **Discipleship & Assimilation**
3. **Family Life**
4. **Student Ministries**
5. **First Impressions**
6. **Missions (National & Global)**
7. **Worship & Creative Arts**

8. **Outreach & Evangelism (Local)**
9. **Communications**
10. **Facilities**
11. **Office & Administration**
12. **Finance & Liability**

Section 11. Pastoral-Counselor Confidences

From the earliest days of the church, Christians have been taught and been willing to “Confess your sins to each other...” (James 5:16), not to receive absolution but rather to clear their conscience toward God and to seek both Divine and human forgiveness for wrongs committed against a brother or sister in the Lord.

None but God in Christ can forgive sins (Luke 5:24), yet the importance of personal confession and forgiveness between one another is not overlooked in Scripture (for example, Matthew 5:24).

One aspect of the evolution from traditional “confession” is the modern “counseling.” However, changes are being made in the law, with reference to legal immunity from prosecution for those persons engaged in pastoral-counseling ministries, which make it necessary to state formally the position of this church on the subject of pastoral-counselor confidences.

Pastoral confidentiality is a cornerstone of any local church ministry; however, the pastor(s) of this church have a legal “duty to warn” others if the withholding of any such confidences could have an adverse effect, either spiritually or physically, upon individual members of the church or local community. The pastor reserves the right to exercise personal discretion in the disclosure of confessional confidences.

Should any such threat of danger arise, the pastor(s) shall reserve the right to inform the Judiciary, which in turn shall decide whether to inform the Church Board for a disposition as to what appropriate action should be taken.

Section 12. Indemnification

A. The Wakeshma Community Church shall indemnify any person who was or is a party, or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative (other than an action by or in the right of the church) by reason of the fact that he is or was a Trustee, officer, employee or agent of the church, against expenses (including attorney’s fees), judgments, fines and amounts paid in settlement actually or reasonably incurred by him in connection with such action, suit or proceeding, if he acted in good faith and in a manner he reasonably believed to be in, or not opposed to, the best interests of the Church, and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful. The termination of any action, suit or proceeding by judgment, order, settlement, conviction, or upon a plea of *nolo contendere* or its equivalent, shall

not, of itself, create a presumption that the person did not act in good faith and in a manner in which he reasonably believed to be in or not opposed to the best interests of the church, and, with respect to any criminal action or proceeding, had reasonable cause to believe that his conduct was unlawful.

B. The Church shall indemnify any person who was or is a party, or is threatened to be made a party to any threatened, pending or completed action, suit, or proceeding by or in the right of the church to procure a judgment in its favor by reason of the fact that he is or was a Trustee, officer, employee or agent of the church, against expenses (including attorney's fees) actually and reasonably incurred by him in connection with the defense or settlement of such action, suit, or proceeding, if he acted in good faith and in a manner he reasonably believed to be in, or not opposed to, the best interests of the Church. Except that no indemnification shall be made in respect of any claim, issue or matter as to which such person shall be adjudged to be liable for negligence or misconduct in the performance of his duty to the church, unless, and only to the extent that the court in which such action, suit, or proceeding was brought shall determine upon application that, despite the adjudication of liability, but in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnity for such expenses as the court shall deem proper.

C. Any indemnification under paragraphs A and B (unless ordered by a court) shall be made by the Church only as authorized in the specific case, upon a determination that indemnification of the Trustee, officer, employee or agent is proper in the circumstances because he has met the applicable standard of conduct set forth in paragraphs A and B. Such determination shall be made. a) by the Board of Trustees by a majority vote of a quorum consisting of Trustees who were not parties to such action, suit or proceeding, or (b) by a written opinion of independent legal counsel selected by a majority vote of a quorum consisting of Trustees who were not parties to such action, suit or proceeding, or c) if such a quorum is not obtainable, by a written opinion of independent legal counsel selected by the members.

D. The indemnification provided by this Section shall not be deemed exclusive of any other right to which a person seeking indemnification may be entitled under any agreement, vote of members of disinterested Trustees, or otherwise, both as to action in his official capacity and as to action in another capacity while holding such office, and shall continue as to a person who has ceased to be a Trustee, officer, employee or agent, and shall inure to the benefit of the heirs, executors and administrators of such a person.

E. In connection with the defense of a judicial proceeding under Chapter 42 of the Internal Revenue Code of 1954, as amended, or under state law such person shall not under any circumstances be indemnified for taxes, penalties or expenses of correction and further shall not be indemnified for other expenses in connection with such judicial proceedings unless:

- 1) such other expenses are reasonably incurred by him in connection with such proceeding.
- 2) such person is successful in such defense, or such proceeding is terminated by settlement, and he has not acted willfully or without reasonable cause with respect to the act or failure to act which led to liability for tax under said Chapter 42.

Notwithstanding the foregoing, the church shall not indemnify any Trustee, officer, or employee of the church if such indemnification shall constitute an act of self-dealing under Section 4941 of the Internal Revenue Code of 1954, as amended, or corresponding provisions of any subsequent Federal tax law.

Section 13: Law, Order and National Defense

Recognizing that this present world is not a joyous, orderly, peaceful place because of the immense wickedness of mankind in sinful rebellion against a Holy God; and acknowledging our own sinfulness as Christians saved only by the grace of God in Christ, we accept the Biblical statement of Romans 13:1-7 and 1 Peter 2:13-17, as the Divinely inspired apostolic teaching on the duty of the citizen in relation to the state and civil magistrate.

While recognizing criminal conduct and war as symptoms of the universal wickedness of man, we also accept the fact that nowhere does the teaching of Holy Scripture direct the citizen to totally disarm himself or herself in the face of an aggressor intent upon physical violence. While praying for peace, we believe that our nation should be adequately prepared for war, in order that basic principles of human liberty and justice might prevail.

We fully respect each individual citizen's right to obey none but God and one's own conscience.

We as a corporate body of Christians accept the Constitutional leadership of our Government over the United States of America and endorse the principle of submission to the civil magistrate by upholding the law as represented to us by the judicial process (State and County); State Police, County Sheriff, and local police forces; the Armed Forces, and National Guard Reserves, and Civil Defense.

Only if, and when a government acts in direct contradiction to the revealed will of God in Holy Scripture may the Christian justifiably resort to open defiance. Therefore, we respect individual conscientious objection to personal participation in armed conflict. But, we reject collective, demonstrative objection to reasonable demands made by our Government as acts of overt rebellion to Divinely ordained authority.

Section 14. Political Limitations

Following the supreme example of our Lord Jesus Christ, who subjected Himself to the political power throughout His earthly life, and while on trial, we, as a congregation, shall refrain from publicly endorsing any candidate for any political office via any platform.

Any private petition, or lobby, initiated by any member of the church shall in no way include the name of the church, nor the pastor(s), in seeking public endorsement of the cause or issue in question.

Section 15: Revisions and Amendments

The Statement of Faith and Constitution shall not be revised in such a way as to render ineffective the execution and progress of the church's mission, as defined by the New Testament.

All revisions and/or amendments must be ratified by a two-thirds majority vote of the active membership. Proposed amendments should first be recommended by the Judiciary and be presented to the members not less than one (1) month prior to a Special or Congregational Meeting.

When read and approved by the Congregation, this Constitution of the Wakeshma Community Church shall become effective immediately, replacing any previous editions.