

**CONSTITUTION AND BY-LAWS, SALT CHURCH
WADDELL, ARIZONA**

CONSTITUTION

ARTICLE I – INCORPORATION

We organize ourselves together as a body of believers in our Lord Jesus Christ. The following articles and by-laws are established as a guide for the orderly functioning of this corporation (the Church). The Holy Bible is the ultimate binding authority on this Church.

ARTICLE II – NAME

The name of this church is: Salt Church.

ARTICLE III – PURPOSE STATEMENT

The church exists for the sole purpose of bringing glory to God. We do this by bringing about the obedience of His Gospel to all people through:

- Regular participation in public worship services that include worship, prayer, and the preaching of the Word.
- Proclaiming and teaching His word to promote personal and communal spiritual growth.
- Equipping the saints for the work of the ministry by bringing light to darkness in local and personal contexts.
- Encouraging the formation of biblical community to encourage, pray for, support, and reprove the members of the church.

ARTICLE IV – MISSION STATEMENT

We exist to transform everyday people into fully engaged disciples of Jesus Christ.

ARTICLE V – MEMBERSHIP

Membership in Salt Church shall be open to anyone who professes personal faith in Christ Jesus and meets the requirements for membership as outlined in Article 1 Section 2.

ARTICLE VI – CORPORATE OFFICERS

The Elder Board, as provided for in the by-laws, shall serve as the corporation's Board of Directors. The Chairman of the Elder Board shall serve as President of the corporation, The Vice-Chairman of the Elder Board as Vice-President, a third member of the Elder Board as the Secretary. The Treasurer of the corporation is not required to be filled by a member of the Elder Board.

ARTICLE VII – AMENDMENTS

This document is open for review so that it may be amended if it is determined to be in conflict with the Bible in any way or when it appears to hinder the stated mission statement and principles of this, Christ's Church.

BY-LAWS

ARTICLE I – MEMBERSHIP

1. *Process* - The elder team is responsible for developing a membership process for the church. Prospective members will go through the membership process and will sign a membership form requesting membership. The Elders will approve membership requests and the admission of new members to the membership roll upon successful completion of membership class(es) and elder interviews.

2. *Qualifications*

Members at Salt Church must meet the following qualifications: A professing Christian that has been baptized and shows clear evidence of regeneration. He or she will also agree to the church's doctrinal statements as well as agree to fulfill the responsibilities of membership.

3. *Responsibilities* - Each member of the church is expected to be involved in the ministry of the Church, consistent with spiritual gifts, time and resources. Members are expected to regularly attend the services of the church as well as steward the financial resources that God has given through regular giving that is sacrificial, cheerful, and voluntary. Members must also commit to pray for and support the ministries, leaders, and workers of the Church.

3. *Meetings* – The Chairman of the Elder Board, or his designee, shall schedule at least one Church business meeting annually and others as required. Any Elder Board Member may moderate a meeting of the members. Members are expected to aspire to the principles of love, unity, and harmony during Church meetings.

4. *Voting Privileges* - Voting privileges are reserved for members. Those members present shall constitute a quorum for the purpose of voting at any Church business meeting. Voting members must be physically present at a meeting to cast a vote. Congregational voting will take place for approval of the annual budget, confirmation of a new elder, hiring a new lead pastor, removing the current lead pastor or elder, and any other specified project or event in the future of the church. A vote will be considered a passing vote with a minimum of 80% approval.

5. Church Discipline - When a member knowingly ignores the direct commands or prohibitions of the Bible, the church discipline process is used. Church discipline is implemented in accordance with Matthew 18 and with the purpose of restoration, repentance, reconciliation, and spiritual growth. The principles of church discipline, for both members and non-members, are as follows:

- A. At least one church member shall lovingly, privately, and personally meet with the sinning member and seek their restoration.
- B. If the sinning member will not repent of their sin, then at least two members of the church shall lovingly, privately and personally meet with them and seek restoration.
- C. If the member still will not repent of their sin, the matter is brought to the Elder Board who will send representatives to the sinning member to seek their restoration.
- D. If the member still does not repent, the Church body is publicly informed of the sin so that they may pray for the unrepentant member and seek restoration.
- E. If the member still remains unrepentant, the Elder Board will vote to remove the member out of membership up to and/or including removal from the church. and the individual will be notified of the action through a letter from the Church.

6. Membership Termination - Church membership may be terminated when one or more of the following apply:

- A. A member requests to be removed from membership.
- B. A member is absent or fails to discharge their responsibilities as outlined in section 3 for a period of six consecutive months.
- C. A member continues to practice sin and is unrepentant after they are confronted through the church discipline process in Article 1 Section 5.
- D. Upon a member's physical death.

ARTICLE II – ELDER BOARD

1. Qualifications – Each member of the Elder Board must be an active member of the Church, faithful in his attendance and giving, and involved in the ministry of the Church. He must be above reproach, the husband of one wife, temperate, prudent, respectable,

not addicted to wine, gentle, not contentious, able to teach, free from the love of money, one who manages his own household well, who is not a new convert, who has a good reputation with those outside the church, thus meeting the Biblical requirements laid out in 1 Timothy chapter 3, and Titus chapter 1.

2. *Nominations and Elections* – The Elder Board will nominate and/or consider informal nominations made by Church members for the spiritual and stated qualifications of an Elder Board member. The Elder Board will require unanimous vote for official nomination. The Elder Board will submit to the members of the Church a candidate list for approval for the office of Elder at a scheduled meeting. There shall be no nominations accepted from the floor at the meeting. The vote for Elder Board Member is a vote of affirmation requiring a majority of voting members.

3. *Meetings* – The Chairman of the Board, or the chairman's designee is responsible to schedule all Elder Board meetings. A majority of the Elder Board shall constitute a quorum for the purpose of conducting Church business.

4. *Duties* – The duties of the Elder Board include but are not limited to:

- A. Selecting a Chairman, Vice Chairman, and Secretary.
- B. Assisting and serving the Lead Pastor in setting Church vision, direction, and caring for the members of the Church.
- C. Approving and giving general oversight of Church policies.
- D. Exercising oversight of Church finances, approving annual budgets and salaries.
- E. Providing general oversight of Church property including acquiring or disposing of all real or personal property of any kind.
- F. Approving new members.
- G. Participating in Church discipline of a sinning member (ARTICLE I, section 5.).
- H. Appointing temporary action teams and councils, with specific duties and authority, as needed to expedite ministry.
- I. Making final decisions regarding the use of Church property, staff, and resources consistent with Article VII of these by-laws.
- J. Conducting periodic meetings to exchange information with church members.

5. *Authority* – All members of the Elder Board shall act as voting members of the Board. Additionally, Elder Board members may choose to participate and act as a

voting member on any other board, team, or council. The Elder Board has the final authority in all administrative and governance decisions of the church in keeping with the Bible, the Church constitution, and these by-laws.

6. *Rotation* – Staff Elders will serve on the Elder Board for the duration of their time on staff at Salt Church. Sabbaticals will be offered to Staff Elders at the Elder Board's discretion. Lay Elders will be elected to 3-year terms with the option of taking a 1-year break at the end of each 3 year period after formal evaluation.

ARTICLE III – LEAD PASTOR

1. *Qualifications* – The Lead Pastor shall be of exemplary Christian character conforming to the same qualifications as those of an Elder Board Member. (See ARTICLE II, Section 1.).

2. *Pastoral Calling* – The Lead Pastor shall be called with a 80% passing vote of all eligible voting members present at a scheduled meeting. The Lead Pastor shall be called for an indefinite term.

3. *Duties* – The duties of the Lead Pastor include but are not limited to:

- A. Working as the recognized leader responsible for carrying out the work of the Church
- B. Setting the vision and direction of the Church along with the Elder team.
- C. Arranging services of the Church.
- D. Oversight and leadership of Church staff including hiring, performance evaluation, and termination along with the Elder team.
- E. Developing and submitting an annual budget to the Elder Board for their approval.
- F. Ensuring procedures are in place for the functioning of the Church.
- G. Providing general oversight for the spiritual welfare of the Church.

4. *Authority* – The Lead Pastor shall act as a permanent voting member of the Elder Board excluding matters pertaining to his employment or compensation.

5. Termination – The Lead Pastor’s work relationship may be dissolved at any time by giving thirty days written notice or by mutual agreement between the Pastor and the Elder Board. The Church cannot give such notice except by a majority vote of the members at a meeting scheduled with at least a two-week notice. Should the Pastor be found guilty of notorious sin, such as no longer meeting qualifications laid out in 1 Timothy chapter 3 and Titus chapter 1, the pastorate may be dissolved solely by the Elder Board without recourse to the thirty-day written notice.

ARTICLE V – FINANCIAL

1. Financial Year – The financial year of the Church shall be July 1 through June 30. Full financial reports shall be compiled at the end of each fiscal year.

2. Accounting – A written account of receipts and disbursements shall be arranged by the Church staff with oversight from the treasurer. Regular reports of the finances of the Church will be submitted to the Elder Board and communicated to the Church members.

3. Budgets - An annual budget shall be prepared by the Church staff and ministry leaders. The Lead Pastor submits this budget to the Elder Board and treasurer each fiscal year for review, revision, and approval.

4. Remuneration – The salaries and benefits of the Lead Pastor, Church staff, and any others employed by the church shall be determined and approved by the Elder Board or a team appointed by the Elder Board. All salaries shall be presented as one lump sum in any budget presented to the Church membership and the specifics of individual salaries shall be kept confidential.

ARTICLE VI– USE OF CHURCH RESOURCES

1. Right of Refusal - The Church reserves the right to refuse to rent, lease, or otherwise lend church facilities, staff, or resources to any person or persons who are engaged in activity contrary to the written doctrinal statement of the Church or Bible, or who holds or promotes beliefs that are contrary to the written doctrinal statement of the Church or Holy Scripture.

2. *Final Determination* – A decision of the Elder Board shall be final in all matters related to Section 1. of this Article.

ARTICLE VII – INDEMNIFICATION

1. *Insurance* – The Church will purchase and maintain liability insurance on behalf of any and all persons who are or were a director, officer, leader, employee, team member, or volunteer of the Church (while serving in their capacity as such). Such insurance will be purchased for the purpose of protecting such persons from covered loss resulting in liability asserted against the above individuals in connection with their activities on behalf of the Church.

2. *Indemnification Requests* – Should any director, officer, leader, employee, team member or volunteer of the Church incur any liability as a result of their affiliation with or service to the Church that is not covered by the Church’s insurance policy, and should such liability result in any out-of-pocket cost to such individual, then such individual may request indemnification from the Church. The granting of full or partial indemnification shall be at the discretion of the Elder Board of the Church as set forth below in section 3.

3. *Indemnification Decisions* – In relation to any indemnification request that is made pursuant to Section 2 above, if such request is made by an individual who is not currently serving on the Elder Board of the Church, then the indemnification decision (whether to indemnify the requesting individual, and the dollar amount of such indemnification), will be made by the Elder Board. Such decisions of the Elder Board will be final. If the indemnification request is being made by a person who is currently serving on the Elder Board, then the indemnification decision (whether to indemnify the requesting party, and the dollar amount of such indemnification), will be made by the remaining disinterested members of the Elder Board. A decision on the indemnification request by a majority of disinterested members of the Elder Board will be final.

ARTICLE IX – DISSOLUTION

1. *Criteria* – The Church shall be considered dissolved when so decided by a majority of the members at a meeting scheduled by the Elder Board for the purpose of dissolution with at least a two-week notice.

2. *Transfer of property and assets* – In the case of dissolution of the Church, all property and assets will transfer to the Arizona Baptist Convention (Venture Church Network Southwest) to be used of, or disposed of, as determined by their governing board.

ARTICLE X – AMENDMENTS

Amendments to the Church's constitution and by-laws may be adopted by a majority vote of the members at a business meeting scheduled with at least a two-week notice. The proposed changes must also be made available to the church members with at least a two-week notice. Information about the changes should be made available to the membership through normal communication channels.

ARTICLE XI – DEVIATIONS OF PRACTICE

If a church member believes the church to be out of accord with this constitution, he or she should inform an elder. When the elders determine that the church is out of accord with this constitution, they must provide an update at each member's meeting until the situation is remedied.

ARTICLE XII – INFLUENCE LEGISLATION

No substantial part of the activities of this corporation shall be devoted to attempting to influence legislation by propaganda or otherwise, and the corporation shall not participate in, or intervene (including the publication or distribution of statements with respect to) any political campaign on behalf of or in opposition to any candidate for public office.