



**WESTLAKES INDEPENDENT BAPTIST CHURCH**  
Incorporated Under the Associations  
Incorporation Act of 2009

THE CORE  
VALUES

THE STATEMENT  
OF FAITH

THE  
CONSTITUTION

**Proverbs 22:28**  
**Do not remove the ancient landmark,**  
**which your fathers have set.**

Updated: 13 September 2020

## **ARTICLE 1 – NAME**

Our name is Westlakes Independent Baptist Church Inc.

## **ARTICLE 2 – PURPOSE**

The purpose of this church shall be to carry out the Great Commission as set forth in Matthew 28:18-20.

## **ARTICLE 3 – CHURCH CORE VALUES**

1. **GOD**  
God is the Creator and Sustainer of life and we respond to Him in faithful worship and service - Gen. 1:1-3
2. **CHRIST**  
Jesus Christ is our living Lord, Saviour and Friend. We choose to involve Him in every aspect of our lives - Phil. 2:9-11
3. **GOD'S WORD**  
The Bible is the absolute authority for what we believe and do.  
2 Tim. 3:16-17
4. **THE LOVE PRINCIPLE**  
The biblical principle of love governs everything we think, say and do.  
2 Corinthians 5:14-15.
5. **THE LOST**  
The love of Christ motivates us to reach the lost at home and abroad.  
Matt. 28:18-20
6. **THE LOCAL CHURCH**  
Every Christian is gifted and enabled by God for service in the Church and the wider community - Eph. 2:10.
7. **PRAYER**  
Our constant communication with Christ brings change and builds a strong relationship with Him - James 5:16.
8. **LEADERSHIP**  
Following godly leadership promotes a healthy church - Heb. 13:17.
9. **GODLY LIVING**  
Reflecting Christ should be our standard of living - 1 Cor. 6:19-20.

## **ARTICLE 4 – STATEMENT OF FAITH**

1. We believe in the Scriptures of the Old and the New Testaments as verbally and plenary (every word) inspired by God and without error in the original writings; that the Bible is reliable in science, history, and every other matter it discusses; and that the Bible is of supreme and final authority in faith and life.  
II Timothy 3:16, 17; II Peter 1:19-21.
2. We believe in one Triune God, eternally existing in three Persons – Father, Son, and Holy Spirit – co-eternal in being, co-identical in nature, co-equal in power and glory, and having the same attributes and perfections. Exodus 20:2, 3; I Corinthians 8:6; I John 5:7; Matthew 28:19, 20; II Corinthians 13:14.

3. We believe in God, the Father, perfect in holiness, infinite in wisdom, measureless in power; that He concerns Himself mercifully in the affairs of men, that He hears and answers prayer, and that He saves from eternal death and from hell all that come to Him through Jesus Christ.  
Psalm 22:3; John 17:11; Psalm 147:5; I John 3:20; Matthew 19:26; John 3:16; Matthew 6:26, 28-30; Psalm 65:2; Hebrews 11:6; Romans 5:8; I Timothy 2:5; John 14:6.
4. We believe in the absolute Deity of the Lord Jesus Christ; His eternal existence as God, equal with the Father, and the Holy Spirit; His incarnation by means of the virgin birth; His sinlessness; His vicarious death through the shedding of His blood as an atonement for the remissions of our sins; His literal bodily resurrection from the dead; His ascension; His present high priestly ministry in heaven for believers; and His personal return to earth. I John 5:20; John 1:16; John 14:9; Hebrews 1:8; Isaiah 7:14; Matthew 1:18-25; Luke 1:26-35; I Peter 2:22; Romans 3:25; Hebrews 9:14; Luke 24:36-43; Acts 10:40, 41; Acts 1:9; Luke 24:51; Hebrews 8:1, 2; I John 2:1; Acts 1:11; I Thessalonians 4:16.
5. We believe that the Holy Spirit is a Divine Person, equal with the Father and the Son and of the same substance and nature; that He convicts the world of sin, righteousness, and judgment; that He bears witness to the Truth; that He is the Agent of the new birth; that He baptises all true believers into the body of Christ, indwelling and sanctifying all of them, sealing and thus securing them unto the day of redemption; that He empowers, guides, teaches and helps believers; and that it is the privilege and duty of all the saved to be filled with the Spirit, the evidence being the fruit of the Spirit. Matthew 28:19; II Corinthians 13:14; Acts 5:3-4.
6. We believe that God created the heavens and the earth, including all life, each after its own kind, by direct act and not by the process of evolution.  
Genesis 1 and 2; Colossians 1:16, 17; John 1:3.
7. We believe that man, in the person of the first Adam, was created in the image of God, in innocence under the law of his Maker, but by reason of his voluntary sin, fell from his high and holy state; that as a result the whole race plunged into condemnation and death, so that now all human beings are born with a sinful nature; and that all who reach the age of moral responsibility become wilful sinners in thought, word and deed, and so are without excuse before God.  
Genesis 1:26, 27; Genesis 3; Romans 5:10-19; Psalm 51:5; Romans 1:18-32; Romans 3:10-23.
8. We believe that the justification of sinners is wholly of grace through faith in the blood sacrifice, death, and resurrection of the Lord Jesus Christ; that all who receive Him are regenerated by the Holy Spirit and become children of God; that no rite, ceremony or work can avail in any way for the sinner's salvation or make the believer's salvation more secure; that Christ is the only and all sufficient Saviour; and that all who are truly saved are kept forever. Ephesians 2:8, 9; Titus 3:5-7; John 5:24; John 1:12; Romans 10:9-13; Acts 16:31; Acts 4:12, II Timothy 1:12; John 10:28, 29; Romans 8:35-39; Philippians 1:6.

9. We believe that the blessings of salvation are made free to all by the gospel; that it is the immediate duty of all to accept them by a cordial, penitent, and obedient faith; and that nothing prevents the salvation of the greatest sinner on earth but his own inherent depravity and voluntary rejection of the gospel, which rejection involves him in an aggravated condemnation. John 3:16-21; I Timothy 1:15; Hebrews 7:25; Revelation 22:17; Ezekiel 33:11; John 5:40; II Peter 3:9; I Timothy 2:3, 4.
10. We believe that every saved person possesses two natures; that he has the old nature for the duration of his earthly life; but that provision is made for victory of the new nature over the old nature through the power of the indwelling Holy Spirit. Romans 7:15-25; Romans 6:11-14; Philippians 4:7-14; Philippians 3:7-14; II Corinthians 12:7-10.
11. We believe that sanctification for the believer is immediate, upon acceptance of Christ as Saviour, and progressive, continuing to the end of earthly life; and that the progressive phase of sanctification is carried on in the hearts of believers by the presence and power of the Holy Spirit in the continual use of the appointed means, especially study of God's Word, self-denial, faithfulness in and through a fundamental local church, prayer, and soul-winning. I Corinthians 1:2; I Corinthians 6:11; Hebrews 10:10, 14; I Thessalonians 3:12, 13; I Thessalonians 4:1-12; II Peter 3:18; Ephesians 4:11-16; Hebrews 10:25.
12. We believe that the local New Testament church is composed of regenerated baptised believers, voluntarily united together for the purpose of worship, edification, observing the ordinances, fellowship, and service; that the offices of the local church as pastors and deacons, whose qualifications, and duties are clearly defined in the Scriptures; that the true mission of the church is the faithful witnessing of Christ to all men as we have opportunity in the local community and unto the uttermost parts of the earth; that the local church has absolute right of self-government; free from the interference of any hierarchy of individuals or organisations, religious or political; that the one and only superintendent is Christ, through the Holy Spirit; that it is scriptural for true churches to cooperate with each other in contending for the faith and for the furtherance of the Gospel, with each local church as the sole judge of the measure and method of its cooperation; and that all matters of membership, policy of government, discipline, benevolence, and the will of the local church is final. Acts 2:41-47; Romans 1:7; Colossians 1:2; I Corinthians 1:2; Acts 4:4; Hebrews 10:25; Acts 20:7; Acts 11:26; Philippians 1:1; I Timothy 3:1-16; Titus 1:5-8; Hebrews 13:7, 17; I Peter 5:1-5; Acts 6:1-8; Matthew 28:18-20; Acts 1:8; Ephesians 1:22, 23; Colossians 1:18; Ephesians 5:23-26; Acts 15:1-27; Acts 11:29, 30; Acts 13:1-4; Philippians 4:14-16; Acts 20:28, 31; I Corinthians 5:1-6, 11.
13. We believe that biblical baptism is full immersion of a believer in water, thus setting forth in symbol his union with Christ in His death, burial, and resurrection; that every believer should be baptised because of the example of our

Lord and because of the command given by our Lord; and that while there is not saving power in water baptism, it is an act of obedience by those who are already saved to picture that they are dead, buried, and raised spiritually with Jesus Christ by faith in Him. We reject infant baptism as unscriptural. Romans 6:3-5; Matthew 3:13-17; Matthew 28:19, 20; Acts 8:36-39; Ephesians 2:8, 9; Titus 3:5; John 5:24.

14. We believe that the Lord's Supper is a commemoration of the Lord's death until He comes again; and that, in this ordinance, the Lord's Table should be open to all regenerated persons living in fellowship with, and in obedience to Jesus Christ. I Corinthians 11:23-32; Luke 22:14-20.
15. We believe in the literal, bodily, personal pre-millennial and imminent coming of our Lord into the air to catch away all believers unto Himself before the tribulation period; also, in the personal, visible and glorious return of Christ to the earth, with believers, at the close of the tribulation period to judge the living nations and to set up His millennial kingdom on earth. Acts 1:11; John 14:3; I Thessalonians 4:13-18; Revelation 4:1; Matthew 24:42-44; II Thessalonians 2:7, 8; Matthew 24:29-31; Revelation 19:11-21; Matthew 25:31-46; Revelation 20:1-6; Hebrews 12:22-24.
16. We believe in the bodily resurrection of the dead, the saved to everlasting blessedness at the coming of Christ, and, one thousand years later, the lost to the judgment at the Great White Throne and then to everlasting conscious punishment in the Lake of Fire. John 5:21-30; I Thessalonians 4:13-18; I Corinthians 15:42-52; Philippians 3:20, 21; Revelation 20:5, 6, 11-15.
17. We believe that the souls of the redeemed are, at death, absent from the body and present with the Lord, where in conscious bliss they await the first resurrection; and that the souls of the lost remain after death, in conscious misery until the second resurrection. II Corinthians 5:6-8; Philippians 1:23, 24; Luke 16:19-31.
18. We believe that civil government is of divine appointment, for the interests and good order of human society; and that magistrates are to be prayed for, conscientiously honoured, and obeyed, except where that would require disobeying our Lord Jesus Christ. Romans 13:1-7; Genesis 9:5, 6; Exodus 18:21; I Timothy 2:2, 3; Acts 4:19, 20; Acts 5:27-29.
19. We believe that in this Age of Grace, the Lord's Day, which is Sunday, the day of our Lord's resurrection, is the proper day for Christian worship and service. Acts 23:7; I Corinthians 16:1, 2; Colossians 2:13-17; Hebrews 10:25; John 20:1, 19, 26.
20. We believe that Satan, a fallen angel, is a distinct and real personality, the god of this age, the adversary of Christ and all believers, and that his destiny is eternal punishment in the Lake of Fire. Ezekiel 28:1-19; Job 1:6-9; I Peter 5:8; Matthew 4:1-11; I Timothy 3:7; James 4:7; II Corinthians 4:4; Revelation 20:10.

21. We believe that ‘marriage’ means the union of one biological man and one biological woman to the exclusion of all others, voluntarily entered into for life. 1 Corinthians 7:2; Ephesians 5:31

## **ARTICLE 5 – MEMBERSHIP**

### **SECTION 1 – ADMISSION**

#### **A. Requirements for Membership**

1. Profession of faith in the Lord Jesus Christ as his or her personal Saviour
2. Evidence of having been born again
3. Assurance of a desire to live a consistent Christian life
4. Showing evidence of a satisfactory attitude toward this Church’s Values and Statement of Faith (Articles 3 & 4)
5. Having been baptised by immersion sometime after his or her conversion.

#### **B. Candidates may be received by:**

1. Satisfactory profession of faith in the Lord Jesus Christ, followed by scriptural baptism; or,
2. Letter of recommendation from another church of like faith or
3. Statement, if not holding membership elsewhere, or if it is impossible or inadvisable to obtain a letter of dismissal from their previous church because of peculiar circumstances; or,
4. Restoration, after having been excluded from the membership of this church, and upon satisfactory statement and evidence of repentance.

#### **C. The candidate shall appear before the Pastor for advice and instructions before the person/family is presented for membership by vote of the church.**

### **SECTION 2 – MEMBERSHIP CLASSIFICATION:**

#### **A. Active Members:**

1. All those who show their interest in the welfare of the Church and the Kingdom of our Lord by regular attendance and various means of support or,
2. Those who because of sickness or infirmities are unable to attend services but support the work through prayer and other means by which they are able shall be classed as active members.

#### **B. Inactive Members:**

1. All those, who without reasonable excuse do not attend the regular services of the Church for a period of six months, will be placed on an inactive list.
2. Names on the inactive list shall not be counted in any statistical reports.
3. Any member on the inactive list shall automatically become an active member upon his or her resumption of regular attendance over a period of 3 months and giving evidence of a satisfactory attitude toward this church’s Values and Statement of Faith (Articles 3 & 4).

### **SECTION 3 – DUTIES OF THE CHURCH**

- A. To themselves:
  - 1. The acquisition of Scriptural knowledge
  - 2. Constant progress in spirituality, and
  - 3. Consistency in external conduct.
- B. To their pastor:
  - 1. To honour, esteem, and love him
  - 2. To pray for him fervently and often;
  - 3. To submit to him in the Scriptural exercise of his official authority;
  - 4. To be teachable and listen carefully to him;
  - 5. To manifest a tender regard for his reputation, and
  - 6. To contribute to his support to the extent of ability.
- C. To other members:
  - 1. To cultivate and cherish brotherly love for all,
  - 2. To show this love by using all proper measures to promote their spiritual benefit and prosperity as set forth in the Core Values, and
  - 3. As nearly as possible, refrain from being party to cliques or groups whose spirit is manifestly selfish and not in the interest of “all other members.”
- D. To the church:
  - 1. To be faithful in all the spiritual duties of the church essential to the Christian life;
  - 2. To attend regularly the services of the church
  - 3. To give regularly to its support and its missionary endeavours, and
  - 4. To share in its activities.
  - 5. Those members who have moved away are expected to report to this church, through the pastor, deacons, or clerk at least once a year.
- E. To those not connected with the church:
  - 1. To be faithful in fulfilling obligations and performing promises, and
  - 2. To commend the gospel of Christ unto them.

### **SECTION 4 – RIGHTS**

- A. To vote:

All members of the church who are eighteen years of age and older shall be allowed to vote, except those who are on the inactive roll.
- B. To hold office:

A person must be a member of the church and must also qualify scripturally and spiritually for any office in this church.

### **SECTION 5 – DISMISSAL**

- A. By death.
- B. By letter of recommendation, when in good and regular standing, or by letter of dismissal, when on the inactive list, to unite with a church holding the evangelical faith. All requests for such letters should be made to the pastor by the persons desiring the letter.

- C. By erasure:
  - 1. Any member who becomes a member of another church thereby automatically ceases to be a member of this church.
  - 2. Any member who is on the inactive list who remains inactive for a further 3 months automatically ceases to be a member of this church. This shall be ratified at the next Annual General Meeting.
- D. By exclusion: See details below on Section 6A.

## **SECTION 6 – DISCIPLINE**

See: Matthew 18:15-17; Revelation 2:2; II John 10, 11; Titus 3:10, 11; Romans 16:17; II Thessalonians 3:6-14; I Corinthians 5:11-13; Galatians 6:1.

- A. The church may (using Scriptural procedure) censure, reprimand, or remove from membership any member who becomes an offense to the church and its good name for the following reasons:
  - 1. Unchristian conduct, the persistent disregard of the Church Core Values.
  - 2. Holding or teaching doctrines subversive to those held and preached by this church, whether such teaching is done in the church's building or in some other way, class or fellowship, as set forth in the Statement of Faith (Section 4)
  - 3. Sowing discord among the brethren through damaging gossip.
  - 4. Gross immorality.
- B. Charges by a member, or members, against the character or Christian standing of any member must be presented to the pastor and deacons in writing and the person submitting such charges must be prepared to support the same with reliable witnesses. Should it involve breaking the law, it shall be referred to the proper authorities immediately. Even if that specified action is taken, the regular steps of discipline by the church will proceed as specified herein. The deacon board shall not present the matter to the church until the accused has been notified by registered mail and given two weeks to prepare a defence. Disciplinary action may proceed even if the individual does not appear for his or her defence, given that adequate notice has been provided.
- C. The pastor and deacons may require a person to stand down from aspect(s) of church ministry when deemed appropriate, pending Church action.
- D. The pastor and deacons shall make a recommendation to the church at a business meeting which can be a special general meeting immediately and the discipline will be made effective by a majority vote.
- E. The primary purpose of discipline is the restoration of the disciplined member. Upon satisfactory evidence of repentance, the disciplined member may be presented to the church for renewed membership by recommendation of the pastor and deacons.



## **ARTICLE 6 – OFFICERS OF THIS CHURCH**

### **SECTION 1**

The officers of this church shall be as follows: Pastor(s), Deacons, Clerk (secretarial duties), Public Officer, and Treasurer. Additional officer positions may be created from time to time as circumstances require.

All officers of the Church shall:

- (1) Be faithful to all public services of the Church;
- (2) Be loyal to the pastor and the Church programs;
- (3) Be separate from worldliness.

### **SECTION 2 – PASTOR(S)**

#### **A. Overseer:**

All departments and officers of the church are accountable to the Senior Pastor as he exercises leadership over the entire church ministry.

If there are additional pastors, they will function according to the role(s) given to them by the church, under the direction of the Senior Pastor.

#### **B. Qualifications:**

The qualifications of bishop in I Timothy 3:1-7 & Titus 1:6-9 are accepted as the proper standard for this church.

#### **C. Duties:**

1. The senior pastor shall have the general oversight of the spiritual life, regular services, and ministration of the ordinances of the church; shall be entitled to attend meetings of all boards and committees connected with the church or any of its organisations and shall act as moderator, when present, in all meetings for the transaction of business except when the action distinctly concerns himself.
2. The senior pastor shall consider and decide upon all pulpit supplies and special pulpit features, and may confer with the deacon board on these matters as needed.
3. The senior pastor shall supervise the teaching ministry of the church and may disqualify any teacher for spiritual or moral reasons that would hinder the teaching ministry of the church.
4. The senior pastor shall have the control of the music of any church services.
5. Any assistant pastor, or pastors, or any employee of this church shall perform such duties as may be designated by the senior pastor.

#### **D. Election and Terms of Office:**

1. A pastor shall be elected at a specially announced business meeting by a three-fourths majority vote of the active members present and voting. Voting shall be by secret ballot. He shall be elected for an indefinite period of time unless specifically stated otherwise in the agreement. Announcement of such a meeting shall be made at least two weeks prior to it.

2. Only candidates who are of the same doctrinal position as this church and in full accord with the Church Core Values are to be considered.
3. Only one candidate shall be presented to the church and voted upon at a time.
4. A pastor may step down from his office by resignation or he may be removed by vote of the church at a special business meeting called for that purpose. In either case one month's notice is to be given prior to the termination of his role and duties. However, in the case of removal as the result of discipline, the church may request that his role and duties finish immediately, but his salary will continue to be paid for one month.

E. Pulpit Committee:

1. At times without a pastor, a pulpit committee shall be established by a vote of the church. This committee shall have the responsibility of seeing that the pulpit is filled & recommending men to candidate as pastor.

### **SECTION 3 – DEACONS**

A. Servants:

The term “deacon” means servant. They have no authority over the pastor or church.

B. Qualifications:

The qualifications of deacons in I Timothy 3:8-16 and Acts 6:1-7 are accepted as the proper standard for this church.

C. Duties:

It shall be a duty of the Deacons to meet at least once a quarter. They shall select a Chairman and a Secretary from among their own number. The Secretary shall keep a record of the minutes and proceedings of all meetings. The Chairman of the Deacons shall act as Moderator of the Church in the absence or removal of the Pastor. The Pastor and the Deacons shall constitute a standing committee to which all matters of discipline shall be referred. It shall be a duty of the Deacons:

1. To seek out such members of the church who need assistance and to use the funds designated for relief,
2. To visit the sick,
3. To prepare and distribute the elements of the Lord's Supper,
4. To cooperate with and assist the Pastor in performance of his duties.
5. The Deacons shall recommend the Pastor's remuneration and all items of Missionary Payments to the Church.
6. The Deacons shall act in an advisory capacity concerning all matters of Church business, and in the employing and dismissing of Staff Members.
7. The deacons may authorise payments for special needs of missionaries from funds designated for that purpose.

## **SECTION 4 – PUBLIC OFFICER**

The public officer should be a church member over 18 years of age, a resident of New South Wales and shall fulfil the role of public officer as specified by the NSW Department of Fair Trading. The public officer is, by virtue of that office, an authorised signatory for the association with regard to official correspondence.

Any vacancy in the office of public officer must be filled within 28 days of that vacancy and the new public officer must advise Fair Trading the details of the appointment within 28 days of taking office. A former public officer must ensure that all documents of the association in their possession are delivered to the pastor and deacons within 14 days of vacating office.

The public officer shall ensure that annual financial summaries in the approved form are lodged with the Director-General of the NSW Department of Fair Trading within 1 month after the AGM.

## **SECTION 5 – CLERK**

The clerk shall record minutes of all church business meetings. He or she shall keep a registry of active and inactive members. In addition, the clerk shall maintain a file of these and other official church documents. The clerk shall make available church documents for inspection by any member of the church with reasonable notice having been given.

## **SECTION 5 – TREASURER**

Treasurer – It shall be the responsibility of the Treasurer to ensure that a financial report is presented to the Church each year at the regular business meeting. It shall further be the responsibility of the Treasurer to ensure that an annual financial report is prepared for each fiscal year.

## **SECTION 6 – NOMINATION OF OFFICERS**

The Pastor and Deacons shall act as a nominating committee. Members of the Church shall submit names to nominating committee for consideration.

## **ARTICLE 7 – TERM OF OFFICE**

### **SECTION 1**

The Pastor(s) shall be elected for an indefinite term which shall terminate upon thirty days written notice by either the pastor or the Church. The pastorate shall terminate immediately upon the pastor's refusal to affirm the Statement of Faith as herein set forth.

### **SECTION 2**

Members of the Board of Deacons shall serve a regular term of three years. As much as possible, this is to be staggered with one deacon beginning his term each year. The term of service may be reduced if that is required to establish or maintain this staggering.

### **SECTION 3**

All other officers shall serve a regular term of one year.

### **SECTION 4**

All terms of office, except the pastorate, shall begin 1 month after the AGM and serve until 1 month following the next AGM.

### **SECTION 5 – DISCIPLINE OF OFFICERS**

Discipline of officers will be conducted in the same way as the discipline of members with these additional factors:

- A. If the officer is a pastor or deacon, he shall not function as a pastor or Deacon in the consideration of the matter.
- B. The qualifications required for the office shall be considered in deciding whether that person should continue in that office.
- C. The pastor(s) and deacons may require the accused to stand down from the function of that office if they deem it appropriate.

## **ARTICLE 8 – CHURCH GOVERNMENT**

### **SECTION 1**

The government of this New Testament church is vested, under the leadership of Christ, in its membership and facilitated through its officers in all matters pertaining to its ministry.

- A. All officers of this church are the servants of the church and at all times shall be submissive to the church.
- B. All members of the church who are eighteen years of age or older shall be allowed to vote; except such as may be on the inactive roll. (SEE ARTICLE 5 SECTION 4 POINT A)
- C. Twenty percent of the active membership present and voting shall constitute a quorum, except in matters of business where this Constitution states otherwise.
- D. All questions shall be decided by the vote of a majority, except in cases mentioned in other sections of this Constitution.

### **SECTION 2 – AFFILIATIONS**

- A. Scripturally, a New Testament church cannot “join” anything outside itself but only affiliate therewith on grounds of fellowship. Therefore, this church shall be actually and absolutely independent in the exercise of its rights and privileges and be independent of all other churches, individuals, and organisations.
- B. The church recognises its privilege and responsibility to fellowship with other churches of like faith and principle where it is mutually advantageous in contending for the Faith and evangelisation. At no time shall this church affiliate, fellowship with, or support any group, organisation or convention in which there is evidence of modernism, apostasy, or religious compromise.

## **ARTICLE 9 – PROPERTY**

### **SECTION 1**

All church property, both real and personal, shall remain in the control of its members.

### **SECTION 2 – DISSOLUTION CLAUSE**

Upon dissolution of the corporation and after all debts and expenses of the corporation have been paid, the assets of the church shall be distributed, under the Associations Incorporation Act of 2009, that all recipients must hold not-for-profit status and have similar objectives as this association.

## **ARTICLE 10 – ORGANISATIONS**

### **SECTION 1 – TEACHING MINISTRIES**

- A. Various ministries shall be established with the purpose of teaching both young and old the truths of God's Word for evangelism, instruction, discipleship and equipping for service.
- B. Leaders of various areas of ministry (e.g. children's ministry, men's ministry, ladies ministry, etc.) may be appointed by the Pastor to assist him in the leadership of those segments of ministry.
- C. All adult mixed classes or male classes shall be taught by male teachers.  
I Corinthians 14:33-38; I Timothy 2:11-15.

### **SECTION 2 – OTHER ORGANISATIONS**

- A. The church may organise ministries as they see fit at any time.
- B. No organisation (ministry) shall be established without the consent of the Pastor and Deacons. The expressed aim and end of every organisation (ministry) shall be the fulfilment of the Great Commission.
- C. No subsidiary organisation of this church shall engage in any practice or policy contrary to the general position of the church itself.

## **ARTICLE 11 – MEETINGS**

### **SECTION 1 – SERVICES**

Meetings for public worship shall be held each Sunday.

### **SECTION 2 – COMMUNION**

The Lord's Supper shall be observed as determined by the pastor.

### **SECTION 3 – PRAYER MEETING**

Each week there shall be a designated time and place for the church to meet for prayer.

### **SECTION 4 – SPECIAL MEETINGS OR SERVICES**

Special services shall be held as determined by the pastor.

## **SECTION 5 – BUSINESS MEETINGS**

- A. Annual General Meeting. The annual meeting for the election of officers shall be held within 3 months of the end of the financial year. It shall be announced in Sunday services from at least fourteen days prior to the meeting.
  - 1. Only active members of the church 18 years of age and older are eligible to vote on any church matter.
  - 2. A quorum must be present (See Article 8, Section 1, C).
  - 3. Voting for the election of officers must be by secret ballot. Voting on other matters may be by voice or a show of hands.
- B. Special General Meetings  
Special business meetings may be called at any time by the pastor, or by a written request to the deacons, signed by twenty active members eighteen years and older. Notice of such meetings shall be publicly given from the pulpit 3 Sunday's preceding. An agenda for the meeting shall be provided 2 weeks before the meeting and no business shall be transacted at the meeting other than the items on the agenda or matters presented to the deacons in writing at least one week prior to the meeting.

## **ARTICLE 12 - ORDINATION**

- A. Upon recommendation of the board of deacons, the church may vote to call a council to consider the propriety of ordaining to the Christian ministry any member of this church. A three-fourths vote of those members present at any regularly called meeting is required to ordain a man into the ministry.
- B. No one shall be ordained who uses intoxicating liquor, illicit drugs or tobacco in any form; or who belongs to a secret society; or who is dishonest in meeting his obligations; or one who brings disrepute upon his ministry through worldly practices and associations.
- C. It shall be within the providence of the church to discipline, even to revoking the ordination credentials of any minister ordained under this Constitution, if the said minister is found guilty of any of the above practices after a due consideration and the testimony of at least two witnesses. The minister, subject to this discipline shall have the privilege of appealing his case within 60 days after the decision has been made.

## **ARTICLE 13 – FINANCES**

### **SECTION 1 – FINANCIAL YEAR**

The fiscal year of the church shall begin on July 1 and end on June 30.

### **SECTION 2 – POLICY**

- A. Tithes and offerings shall be the primary means of supporting this church.
- B. Fund raising through other means is allowed where it will enhance the ministry involved and not be seen in a negative light by the Community.

- C. The church shall have the power to borrow and encumber assets of the church to secure such borrowings. The decision to do so must be passed at a General Business Meeting and pass by 3/4's majority vote.
- D. An annual budget will be presented by the deacons during the Annual General Meeting. Prior to the adoption of the new budget, spending shall be kept within the limits of the previous year's budget. The budget may be revised during the year by a simple majority vote at a General Meeting. Expenditure is allowed within the budget limitations. Additional spending is allowed when approved by a majority vote of the pastors and deacons in light of the need and the ability of the church to meet its ongoing financial obligations.
- E. The church shall receive a financial statement including a statement of income and expense and balance sheet for the previous financial year during the Annual General meeting.

### **SECTION 3 – PASTOR'S SALARY**

The pastor's salary is to be determined by the church. His salary shall be reviewed once each year by the deacons and recommendations made. He shall also be allowed four-weeks of annual leave each year and an additional two weeks to attend conferences or spend time in prayer and study. The Pastor shall also be allowed to be away from the church for involvement in other ministries. Payment of superannuation and granting of long service leave shall be provided along with any statutory requirements.

### **SECTION 4 – OTHER PAID PERSONNEL**

The Church may employ others as they see fit. Recommendations for such employment and the remuneration involved will be made by the pastor and will be included in the budget. Final approval will be made by the deacons.

### **SECTION 5 – SPECIAL SPEAKERS**

Every due consideration will be given concerning payments to evangelists, missionary speakers, suppliers, and other special speakers that will be ethical and just in our reimbursing the servants of the Lord for their labours in this church. Amounts will be determined by the pastor & deacons.

**SECTION 6** – This church shall use Christian ethics and earnestly seek to maintain a good testimony in meeting its financial obligations.

### **ARTICLE 14 – MISSIONS**

Missionaries of like faith and practice may be supported by the Church. Recommendations for support shall be made by the pastor and voted on by the church in a General Meeting.

**ARTICLE 15 – AMENDMENTS**

This Constitution may be amended by a 3/4's vote of the qualified voting members present and voting at any general meeting. Notice of the proposed amendment shall be given at the regular service on three Sundays immediately preceding the said meeting.