**CONSTITUTION**

**OF**

**ENGAGE CHURCH**

**5101 South Freya**

**Spokane, WA 99223**

**PREAMBLE**

We, the members of Engage Church, do hereby constitute and organize ourselves in accordance with the New Testament principles for a local church under the Lordship of Jesus Christ. We are a self-governing body of believers who profess to having been born again. We have been immersed in water to declare our faith in and identity with, Jesus Christ as Savior from sin and Lord of our lives.

**ARTICLE I**

**NAME**

This body of believers shall be known as Engage Church, and was incorporated on March 29, 1961, under the laws of the State of Washington.

**ARTICLE II**

**PURPOSE**

Engage Church exists to love God, love others and serve the world. We will seek to realize this purpose through our commitment to three primary objectives:

Section 1. EXALTING GOD

Psalm 95:6, Psalm 97:9, Psalm 108:5, 1 Corinthians 10:31

As a people, we will first and foremost worship God.

Section 2. EQUIPPING THE BODY

Ephesians 4:11-13, Colossians 3:16

Our body is made up of many members with different responsibilities. Each member has need for the others in the body. As a church, we will minister to the body by:

A. Cultivating and practicing regular and fervent prayer, both individually and corporately.

Luke 22:39-46 I Thessalonians 5:17 Philippians 4:4-9

B. Observing the ordinances of the New Testament: Christian Baptism and the Lord’s Supper.

Mark 16:16 I Corinthians 11:23-26

C. Teaching and instructing the believers in accordance with the word of God and developing the believers into committed growing Christians.

Colossians 1:28; 3:16

D. Encouraging Christian community and fellowship.

Hebrews 10:24-25

E. Preparing God’s people to penetrate our society through evangelism by demonstrating a Godly life-style.

Matthew 5:16

F. Assisting each person to discover their spiritual gifting and help them find an area of service where they can excel.

Ephesians 4:11-13 Romans 12:1-8 1 Corinthians 12

Section 3. EVANGELIZING THE WORLD

Matthew 28:19-20, Mark 16:15

A. We are committed to preaching the Gospel of Jesus Christ in order to save the lost.

Romans 1:16

B. We are committed to promoting missionary enterprises at home and abroad.

Acts 1:8

C. We are committed to preparing God’s people to penetrate our society through evangelism.

Matthew 5:16

**ARTICLE III**

**CHARACTER AND GOVERNMENT**

Section 1. The government of the church is vested in the body of believers who compose it. It is subject to the control of no other ecclesiastical body, but will maintain fellowship with Mission Northwest.

Section 2. The final authority, as led by the Holy Spirit, shall be the Leadership Team.

Section 3. The directors of the corporation shall be known as The Leadership Team, and whenever used herein, the term “Leadership Team” shall be deemed to include directors and team “directors” shall be deemed to include Leadership Team.

Section 4. The fiscal year of the church shall begin on the first day of January and close on the last day of December.

**ARTICLE IV**

**OUR CHURCH COVENANT**

Having been led by the Holy Spirit of God to receive Jesus Christ as Savior and to confess Him as Lord, and on confession of this faith, and having been baptized in the name of the Father, Son and Holy Spirit, we do now, in the presence of God and this assembly, most solemnly and joyfully, covenant with one another, as one Body in Christ, to lead a life worthy of the Lord, and to give Him preeminence in all things.

We promise, by the aid of the Holy Spirit, to forsake the ways of sin and to walk together in Christian love and in the paths of righteousness. With this in view, we engage to strive together for love, unity, peace and purity of this church; to sustain its worship and hold to its ordinances, discipline and doctrines; to contribute, as faithful stewards, such time, talents and money, in the measure that God prospers each of us, that the responsibility for the work of the local church and the worldwide ministry of gospel witnessing may be effectively and faithfully discharged.

We strive to maintain family and private devotions, to teach the Bible to our children, to commit ourselves to private and corporate prayer, to seek the salvation of our relatives and acquaintances, to be just in our dealings and faithful in our activities, to be exemplary in our behavior, to avoid unkind words and unrighteous anger, to combine zeal and knowledge in our efforts to advance the cause of our Savior, to make Christ first in all things, both spiritual and temporal.

We further agree to give and receive correction with meekness and love, to remember each other in prayer, and to aid each other in case of illness or distress, to cultivate empathy and courtesy in speech, to be slow to take offense, but always ready for reconciliation, and, mindful of the Scriptures, to seek it without delay, to encourage one another in the blessed hope of our Lord’s return.

**ARTICLE V**

**AFFIRMATION OF FAITH**

1. **Scripture:**

Bible Based & Bible Centered

God's Holy Word in Faith & Life Matters (2 Tim. 3:16-17)

Consistent Life Application of Scripture

2**. Relationships:**

Loving God, Loving People, Loving One Another (Mt. 22 & Jn. 13)

Accepting People Where They Are

Loving and Helping People to Move Forward

3. **Outreach:**

All People Matter to God (2 Pet. 3:9)

Christ Came to Seek & to Save the Lost (Lk. 19:10)

Christ Gave His Life as a Ransom (Mk. 10:45)

4. **Service & Caring:**

Compassionately Reaching Out to Help People in Jesus'

Name (1 Jn. 3:17)

Compassionately Doing Acts of Service (James 2:14-16)

Compassionately Serving People is Serving Christ (Mt. 25:35ff)

5. **Authenticity & Excellence:**

Glorifying God in Our Motives, Speech & Actions (1 Cor. 10:31)

Demonstrating Character Traits of a Transformed Heart

(Col. 3:12-17)

Wholeheartedly Serving Christ (Col. 3:23-24)

These five core values infuse all our ministries and activities. They are integrated in our preaching. Each ministry leader incorporates these values into their ministry efforts. Every person who attends our fellowship is encouraged to incorporate these values into the rhythms of their daily, personal lives.

Section 1. THE WORD OF GOD

We believe that the Bible, composed of sixty-six books, is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it is the supreme authority in all matters of faith and conduct.

II Timothy 3:16 II Peter 1:19-21

Section 2. THE TRINITY

We believe that there is one living and true God, eternally existing in three persons; that these are equal in divine nature, and that they execute distinct but harmonious offices in the work of the creation, providence, and redemption.

Father: John 10:30 Trinity: Matthew 3:16-17 Son: Hebrews 1:8

Oneness: Deuteronomy 6:4 Spirit: Acts 5:3-4

Section 3. GOD THE FATHER

We believe in God, the Father, an infinite, personal spirit, perfect in holiness, wisdom, power, and love. We believe that He hears and answers prayer, that He concerns Himself mercifully in the affairs of men, and that He saves from sin and spiritual death for all that come to Him through Jesus Christ.

John 16:23-28 Ephesians 1:3-14 John 17:5

Section 4. JESUS CHRIST

We believe in God the Son, Jesus Christ, the only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles, and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His own people, and personal visible return to the earth.

John 1:1, 14 Colossians 1:13-23 Philippians 2:5-11

Section 5. THE HOLY SPIRIT

We believe in God the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness and judgment, and to regenerate, sanctify, baptize, and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ, and that He is an abiding helper, comforter, teacher and guide.

John 14:26 Romans 8:16 John 16:7-13

Section 6. THE WORKING OF THE HOLY SPIRIT

We believe that the Bible teaches that the Holy Spirit is received by every believer at the moment he receives Christ; that the Holy Spirit gives leaders to the church to equip believers for the individual ministries; and that every member is gifted by the Holy Spirit according to His will for the building up of the Body in love.

Romans 8:9, 26-27 I Corinthians 12

Romans 12:3-8 Ephesians 4:11-16

Section 7. SALVATION

We believe that all men are sinners by nature and by personal choice and therefore have a need to be saved from condemnation. We believe that those who repent of their sins and trust in Jesus by faith as their personal Lord and Savior are saved from condemnation, regenerated by the Holy Spirit, are declared righteous before God and are eternally secure by the grace and power of God. We also believe that those thus saved need no mediation other than Jesus Christ and can come directly to God through Jesus Christ.

Romans 3:23-24 Titus 3:5

Ephesians 2:8-10 1 Peter 3:18

Section 8. SATAN

We believe that Satan is a spirit being, a fallen angel, the first created being to sin; he is the enemy of God and man and consciously strives to separate the two; and that he will suffer eternal, conscious punishment in the Lake of Fire.

Matthew 4:1-11 1I John 3:8

1 Peter 5:8 Revelation 20:10

Section 9. THE CHURCH

We believe in the universal church, a spiritual body of which Christ is the head and all regenerated persons are members by the baptizing work of the Holy Spirit of God. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work and fellowship. We believe that God has laid upon the local church the primary task of giving the Gospel of Jesus Christ to a lost world.

Matthew 28:16-20 Colossians 1:18

I Corinthians 12:27 Hebrews 10:24-25

Section 10. CHRISTIAN CONDUCT

We believe that a Christian should live for the glory of God and the well-being of his fellow men; that his conduct should be blameless before the world; that he should be a faithful steward of his possessions, and that he should seek to realize for himself and others the full stature of maturity in Christ.

Matthew 5:16 Colossians 1:28

I Corinthians 15:58 Colossians 3:1-17

Section 11. THE ORDINANCES

We believe that the Lord Jesus Christ has committed two ordinances to the local church; Baptism and the Lord’s Supper. We believe that Biblical Baptism is the immersion of a believer in water in the name of the triune God. We believe that the Lord’s Supper was instituted by Christ for the commemoration of His death. We believe that these two ordinances should be observed and administered until the return of Jesus Christ for His Church.

Matthew 3:13-17 Matthew 28:19-20

Matthew 26:26-29 I Corinthians 11:20-34

Section 12. RELIGIOUS LIBERTY

We believe that every human being is responsible to God alone in all matters in the practice of faith. Also, this church is independent and autonomous and will be subject to no other authority than God in its beliefs and practices of faith. We further believe that although church and state should be separate, the church shall always remain free to exercise its influence for Biblical morals and ethics.

Proverbs 14:34 Acts 4:19

Mark 12:17 Romans 13:1, 2

Section 13. CHURCH COOPERATION

We believe that local churches can promote the cause of Jesus Christ by cooperation with others of like faith. Such organizations exist and function by will of the church. Cooperation in any organization is voluntary and may be terminated at any time.

I Corinthians 12

Section 14. THE LAST THINGS

We believe in “that blessed hope”, the personal and imminent return of our Lord and Savior Jesus Christ for His Church. We believe in the literal resurrection of the body, the final judgment, the everlasting joy of the righteous, and the everlasting conscious punishment of the lost.

John 14:1-3 I Thessalonians 4:13-18

Acts 1:10, 11 Revelation 20

**ARTICLE VI**

**Resolution on Human Sexuality**

(Adopted as Mission Northwest Policy November 2003)

Because we are all wounded and broken people in need of the healing power of God’s grace in Christ Jesus, and being aware of the confusion of voices pertaining to human sexuality, the following statement defines our common understanding for sexual behavior.

Because we affirm the Bible as our rule for faith and practice and embrace its ethic of compassion, love, and ministry to all persons and the availability of God’s grace through repentance (Luke 5:30-32, John 8:1-11, 1 Corinthians 6:11);

We affirm that God’s gracious creation intent for human sexual conduct as defined in scripture is faithful, lifelong heterosexual union for married persons and committed celibate behavior for unmarried persons. All other sexual practices are clearly defined as sinful and destructive of individuals, of community, and of the fellowship of believers, and like all sin, call for repentance, openness to the transforming power of God, and restoration to the community of faith. (Genesis 1:27, 2:24, 1 Thessalonians 4:3-8, Hebrews 13:4); (Leviticus 18:22, 20:13, Romans 1:18-32, 1 Corinthians 6:9-10)

We affirm the existing Region policy “against violence of all kinds, including against persons of all sexual orientations.” (Policy adopted by the Regional Board, Mission Northwest, October 30, 1998)

Therefore, we resolve that this Region will encourage grace-motivated ministries which respond to human need and offer God’s transforming love to all wounded and broken people, including heterosexual, homosexual, bisexual, and transgendered persons.

Acknowledging the high calling of church and Region leadership, we resolve that this Region will not recognize for ordination or recognize the preexisting license or ordination of any person practicing, affirming, endorsing, and/or celebrating adultery, fornication, gay/lesbian/bisexual behavior, or any other practices that are contrary to God’s creation intent as defined above.

And finally, because of our commitment to do mission together, we resolve that any church within this Region that endorses, celebrates, or affirms adultery, fornication, gay/lesbian/bisexual behavior, is choosing not to cooperate in the work and mission of Mission Northwest. That church will be indicating their choice to sever their relationship with Mission Northwest (Article 3 Section 3, 3.2(a)).

**ARTICLE VII**

**MEMBERSHIP**

Section 1. ADMITTANCE TO MEMBERSHIP

Every person attending Engage Church is encouraged to pursue membership. Any person subscribing to the Church Covenant and the Responsibilities of Members may become a member of this church upon approval of the Leadership Team. This is done by personal interview of the candidate by at least two Leadership Team members and by one of the following four methods:

A. BAPTISM

Confession of Faith in Jesus Christ as personal Savior and baptism by immersion.

B. LETTER

By letter from another church of like faith and order.

C. STATEMENT

Anyone unable to provide a letter but who gives satisfactory evidence to the Leadership Team of faith in Jesus Christ as personal Savior, and of baptism by immersion provided that the baptism was not construed to be necessary to salvation.

D. RESTORATION

Any person who has been excluded from membership or placed on the Inactive Roll may be reinstated upon approval of the Leadership Team.

Section 2. RESPONSIBILITIES OF MEMBERS (GOALS)

A. Members shall strive to live in accordance to the Church Covenant (see Article IV). The members of the church shall also strive to, among other things:

1. Seek to continually grow in their love relationship with God through Jesus Christ. Matthew 22:37

2. Be submissive to authority. Hebrews 13:17

3. Attend consistently the meetings of this church. Hebrews 13:17

4. Stimulate and encourage others within the church. Hebrews 10:24, 25

5. Maintain a fellowship and lifestyle free from sin. I John 1:5-10

6. Preserve unity in constant love. Ephesians 4:1-3

7. Regard others as more important than self. Philippians 2:3

8. Be devoted to prayer, individually and corporately. Romans 12:12

9. Serve one another through love. Galatians 5:13

10. Share in the needs of others. Romans 12:13

11. Demonstrate their submission to the Lordship of Christ by their giving and their service to the church. II Corinthians 8:7 I Peter 4:10

12. Resolve personal differences. Matthew 18:15-17

13. Teach God’s Word in both actions and word in their homes. Deuteronomy 6:4-9

14. Pursue intentionally the evangelization of the lost through our deliberate and intentional actions and words.

Matthew 28:19-20

15. Seek counsel from a Leadership Team member or Pastor when they come to a doctrinal position in conflict with the church’s statement of faith. If disagreements still exist, they shall not seek to disrupt the fellowship of the church by teaching conflicting doctrines, but will live within the body in a harmonious manner, or quietly withdraw from its membership.

16. Bear faithful testimony, live an exemplary life in word and deed as witness to the power and grace of the gospel of Jesus Christ.

17. Keep the church informed of any change of address.

18. Bring disagreements of proposed changes to church policy to the Leadership Team prior to introduction at a public meeting.

Section 3. MEMBERS IN GOOD STANDING

Members in good standing are those who strive to live in conformity with the Church Covenant, attend regularly the worship services of the church if physically able and contribute to the financial support of the Church as God has prospered them.

Section 4. RELEASE FROM MEMBERSHIP

All privileges and responsibilities of membership shall be retained by every member until membership is terminated in one of the following ways:

A. Members desiring to unite with another evangelical church may, upon request, be granted a letter of membership termination. All such letters shall be addressed and sent to a specific church.

B. Members who assume a new permanent residence which makes fellowship with the church impractical shall have their names removed from the membership or transferred to associate member status upon decision of the Leadership Team.

C. Members who desire to be released from membership shall present a written request for removal to the Leadership Team.

D. Members who have been absent from church for a period of one year, without manifesting interest by communication or contribution will be dropped from the membership roll. It shall be the responsibility of the Leadership Team to ensure an effort was made to contact these persons. People thus dropped shall be listed by the Leadership Team at a regular church information meeting.

E. Members who die will have their names removed from the church rolls by the Leadership Team.

F. Members who fail to respond correctly to church discipline will be removed from membership, as outlined by Article VII, Section 5.

Section 5. DISCIPLINE

The procedure outlined by Christ in Matthew 18:15-20 shall be encouraged in all cases when one member detects sin in the life of another member. In summary, when sin is observed, a private meeting shall be arranged as soon as possible to lovingly confront the other member and to clarify the facts (Proverbs 18:17). If the other member refuses to listen, then one or two witnesses should be taken along to confirm the facts. At least one of these witnesses should be a Leadership Team member. Our desire is to keep the process of restoration as limited a circle as possible, and to provide good counsel to the troubled member(s). All parties concerned shall express a spirit of gentleness and a desire to bear the burdens of the troubled members (Galatians 6:1, 2). If the accused member refuses to listen to the two or three, then the Leadership Team members shall be informed. When all avenues of reconciliation have been exhausted, and no resolution has been reached, and the offending member is still unsatisfied, the offended member may request a Leadership Team member to call a special meeting of the church members. The nature of this meeting is to allow the offended member(s) to speak and clarify their complaint. All members of the church are encouraged to attend this meeting and have the opportunity to speak as they feel led during the meeting. If the offended member fails to appear before the membership, the Leadership Team members shall determine the action to be taken without their presence. The goal of this process is reconciliation and restoration. The Leadership Team members shall determine any action to be taken against an offending member, which may include removal from church membership. Remember the goal is reconciliation and restoration (measured by a Biblical change of behavior) of all members involved. We are to pray for Gods wisdom and His solution to any conflict in our fellowship. Matthew 18:17; I Corinthians 5:11-13; II Thessalonians 3:6-15; Titus 3:10, 11

Dismissed members may visit the church (unless there are extenuating circumstances involved) following the same rules as any non-member. They will in no way be considered a member of this fellowship until repentance is expressed to the body. Following reconciliation with all parties concerned, the individual may request reinstatement to membership in the church in accordance with Article VII, Section 1.

Section 6. PRIVILEGES OF MEMBERSHIP

A. RIGHTS

All members of the church, sixteen years of age or older, shall constitute the voting body of the church. Members of this church shall have no property rights and upon termination of membership, they shall be entitled to no interest in the assets.

B. ASSOCIATE MEMBERSHIP

Associate membership status shall be available upon application for those retaining membership in other evangelical churches, but presently attending our church (i.e., missionaries and students). Associate members shall meet all qualifications for regular membership and shall have all the privileges and duties of regular members including consideration for Sunday school teaching and staff positions (interns, short-term missionary appointments, etc.), except they shall not have the right to be a candidate for Leadership Team or to vote in congregational votes.

**ARTICLE VIII**

**ORGANIZATION**

Section 1. PRINCIPLES

The work of this church shall be carried on by the members, led and equipped for ministry by the Pastoral Staff and Church Officers according to the pattern set forth in the New Testament.

Section 2. SENIOR PASTOR

The Senior Pastor shall fill the office of Pastor-Teacher as indicated in Ephesians 4:11-16.

Section 3. ASSOCIATE PASTORS

Associate Pastors may be called by the church to assist the Senior Pastor and will be accountable to the Senior Pastor for the discharge of their pastoral duties.

Section 4. CHURCH BOARD

The Leadership Team shall have complete responsibility for the administration of all the church business in accordance with the authority vested in them by the congregation and the State of Washington through this constitution.

Section 5. OTHER OFFICES (i.e. Teams or Committees)

Such other offices and committees as may be necessary for the growth and prosperity of the church may be established and appointed by the Leadership Team provided they are not contrary to the Word of God or to this constitution and bylaws.

**ARTICLE IX**

**OFFICERS**

Section 1. OFFICERS

1. Pastor
   1. He shall be a believer in, and a preacher of, the Gospel and of the basic doctrines of faith as held by Baptists. He shall be an ordained minister recognized by the regional leadership of Mission Northwest and shall cooperate with the organized work of the denomination.
   2. As Pastor, he shall have responsibility for the spiritual guidance of the membership, the calling, the comforting of the sick, the leading out in evangelism and missions, and the administering of the ordinances and services of public worship.
   3. His authority is from two sources – from God, and from the congregation. As God’s spokesman, he is subject to no one but God; however, as chief administrator, he shall listen to the voice of the church. In matters not already agreed upon with regard to the functions of his office, he shall take counsel with the Leadership Team who may resolve the question or take it to the congregation.

B. Associate Pastor

1. An Associate Pastor may be called when it is deemed advisable by the church.
2. He shall be a believer in the Bible as the Word of God and shall accept the basic doctrines of faith as held by Baptists and shall cooperate with the organized work of Mission Northwest.
3. His duties, salary, term of employment, vacation and benefits shall be as outlined by the job description prepared by the church at the time of call.

C. Moderator

1. A Moderator shall be elected at each October business meeting to serve for a term of one (1) year, commencing January 1st, or until his/her successor has been named.
2. He or she shall preside at all business meetings, Leadership Team meetings and at such other meetings as requested. He/she shall be an ex-officio member of all boards.
3. He/she shall, no later than the last day of January, appoint members of committees, as prescribed in this constitution.

D. Church Clerk

1. A Church Clerk shall be elected at the 1st business meeting of the year to serve for one (1) year, commencing January 1st.
2. He/she shall keep minutes of each business meeting of the church which shall be available for approval at the next business meeting.
3. He/she shall keep a current record of the names of active and inactive members, with dates and manner of admission and dismissal; a record of baptisms and a list of those removed from the membership rolls.
4. He/she shall issue letters of dismissal as authorized by the church; preserve and properly file all official letters, reports and other church documents entrusted to his/her care; conduct official church correspondence when requested; give legal notice of all meetings where such is required by this constitution; and assist in preparing denominational reports.

E. Treasurer

1. A Treasurer shall be elected at the 1st business meeting of the year to serve for one (1) year, commencing January 1st.
2. Serving under the supervision of the Leadership Team, he/she shall have custody of the funds of the church. All checks drawn by him/her shall be in the name of the church and shall require two (2) signatures out of four (4) authorized by the Leadership Team. He/she shall keep separate accounts of all funds and the purposes for which they were raised or contributed.
3. He/she shall disburse monthly all funds received on account of the church’s contribution to the benevolent purposes as outlined in the church budget and/or the special purposes for which they were contributed.
4. He/she shall have custody jointly with the Moderator of the Leadership Team of the securities, investments, title papers and other valuable documents of the church, kept in a safety deposit box in the name of the church.
5. He/she shall attend the meetings of the Leadership Team and shall present each month a written statement of the church’s financial condition. He/she shall present to the church an itemized report of receipts and disbursements, plus an inventory of accounts due and monies on hand, at each annual meeting. He/she shall make other financial reports and present his books for review by the Auditing Committee as requested by the church.

F. Financial Secretary

1. A Financial Secretary shall be elected at the 1st business meeting of the year to serve for one (1) year, commencing January 1st.
2. He/she shall keep an account for each giver of record, showing pledges made and contributions received and render annual statements to each. He/she shall provide offering envelopes as needed.
3. All records shall be kept strictly confidential.
4. He/she shall keep records of each individual’s contributions for the period of time required by the Statute of Limitations for the purposes of verifying deductions on income tax returns.

G. Other officers as deemed necessary (to be appointed by the Leadership Team.)

**ARTICLE X**

**MEETINGS**

Section 1. PUBLIC WORSHIP

A. The stated meetings of this church for public worship shall be held on Sundays. Additional meetings will be at the direction of the Leadership Team.

B. The Lord’s Supper shall be observed at least once each month and Christian Baptism administered as frequently as there are qualified candidates.

Section 2. BUSINESS MEETINGS

A. The Annual Business Meeting shall be held no later than February 15. The church shall operate under the last approved budget until the proposed budget is approved by the congregation.

B. Special business meetings of the church may be held at any time by recommendation from the Leadership Team, the Senior Pastor or upon written request of a quorum of the membership after a Sunday worship service announcement and a fourteen-day waiting period.

Section 3. BOARD MEETINGS

All members of the Leadership Team shall be notified in advance of any board meeting.

Section 4. QUORUM

The term voting member is defined in Article VII, Section 6A of this constitution.

A. Corporate (legal) Business

Twenty-five percent (25%) of the voting members who can be reasonably expected to attend the meeting will be a quorum. Two-thirds vote of those present will carry.

B. Calling or Terminating of the Senior Pastor

The Leadership Team shall recommend to the congregation the calling or termination of the Senior Pastor. At a regular or specially called meeting where at least 50% of the active membership is present a, 3/4 vote of those present will carry for calling or terminating a Senior Pastor.

C. Annual or Special Meeting

Twenty-five percent (25%) of the voting members who can be reasonably expected to attend the meeting will be a quorum. A simple majority of those present will carry.

**ARTICLE XI**

**SELECTION AND APPOINTMENTS**

Section 1. LEADERSHIP TEAM MEMBERS

A. Leadership Team

Those interested may submit themselves for consideration of membership to the Leadership Team as indicated in I Timothy 3:1. The Leadership Team will invite an interested person to begin a period of examination. This may include study projects and/or meetings with a subgroup of the Leadership Team for personal examination. Prior to installation into the Leadership Team, a unanimous recommendation from the Leadership Team is required before bringing a prospective Leadership Team member to the church congregation for review.

B. Number of Leadership Team Members

There shall be no minimum or maximum number of Leadership Team members, but rather the goal shall be to recognize only those whom God has called to have the ministry of leadership.

C. Duration of Leadership Team Members

Service on the Leadership Team is limited in accordance with the provisions of this Constitution. A Leadership Team Member appointment may be terminated in one of the following methods:

1. Withdrawal of membership in Engage Church.

2. Voluntary resignation.

3. By unanimous vote of the remaining Leadership Team.

4. Be under formal church discipline.

D. Annual Confirmation of Leadership Team

Annual confirmation of non-staff Leadership Team members shall be an order of business at every annual business meeting. Voting shall be by written ballot (yes or no) coded so that tellers (previously selected and not voting on this order) may count the ballots without knowledge of the names. Tellers shall report the results along with all comments, to the Pastor immediately upon completion of their tabulations. The results of the ratification shall be announced in writing at the next Sunday morning service.

Any candidate that receives 10% or more negative votes of the eligible church membership shall be removed from office and not ratified. All comments or negative votes shall be reviewed with the candidate by the Leadership Team and an appropriate plan of action determined.

Section 2. DEACONS

A. The Leadership Team shall appoint those who meet the scriptural qualifications and who feel called to do the ministry of a Deacon as outlined in this Constitution. There is no maximum number of Deacons.

B. Duration of Deaconship

Service on the Board of Deacons is limited in accordance with the provisions of this Constitution. A Deaconship appointment may be terminated in one of the following methods:

1. Withdrawal of membership in Engage Church.
2. Voluntary resignation.
3. By unanimous vote of the remaining Leadership Team.
4. Be under formal church discipline.

Section 3. APPOINTED OFFICERS

A. Appointed officers shall normally serve for one year unless the purposes for which they have been appointed is completed earlier.

B. Appointed officers shall be responsible to the Leadership Team or such person or groups designated by the Leadership Team.

Section 4. Ministry Teams

A. Purpose

All teams shall exist to serve the ministries of Engage Church. As the size of the church changes, and ministries are added and deleted, the composition and number of teams shall be adjusted to allow for the accomplishment of those ministries in the most efficient manner possible.

B. Task and Duration

All official church teams shall be appointed by and be responsible to the Senior Pastor and the Leadership Team or their designated representative. At the time of appointment, a written statement of purpose, and authority and duration shall be given to the team.

C. Qualification

The participants of all official church teams shall be as stated in Article XIII, Section 5.

**ARTICLE XII**

**SELECTION OF PASTORAL STAFF**

Section 1. SENIOR PASTOR

The calling of a Senior Pastor shall be done in all cases by written ballot, by a three-fourths majority of the voting members present after a unanimous recommendation by the Leadership Team. A business meeting for this purpose may be held at any time after a Sunday worship service announcement and fourteen-day waiting period.

Section 2. ALL OTHER STAFF

The Senior Pastor shall recommend and hire staff with the approval of the Leadership Team. All hiring shall be done within the constraints of the Annual Budget approved by the congregation each year at the annual meeting. Such hirings and terminations shall be announced to the congregation in a timely manner no later than the next regular meeting or report. The salaries and benefits shall be fixed at the time of employment and shall be reviewed annually by the Leadership Team.

Section 3. TERMINATION OF A PASTOR

A. Senior Pastor

The Senior Pastor may terminate his position upon thirty days notification submitted in writing and in person to the Leadership Team. The notification will then be presented to the church.

B. ALL OTHER STAFF

The term of any staff person may be ended upon 30 days written notice of resignation to the Senior Pastor.

C. Termination of a Senior Pastor

1. By initiation of the congregation: All action to dismiss any Pastor shall be referred to the Leadership Team for its consideration before action is taken by the church. The Leadership Team shall be required to present to the church any written request for the dismissal of a Pastor when signed by twenty-five percent of the voting membership of the church. Termination proceedings shall be by written ballot taken at a regular or specially called business meeting. A three-fourths majority of the voting members present will carry the motion for dismissal.

2. By initiation of the Leadership Team: The Leadership Team may present to the church a request for the dismissal of the Pastor if all non-staff Leadership Team members are unanimous in that decision. Termination proceedings shall be by written ballot taken at a regular or specially called business meeting. A three-fourths majority of the voting members present will carry the motion for dismissal.

D. Vote of Confidence

In the event the Pastor wins a vote of confidence from the church in such an election, all officers signing such petition mentioned above in this Constitution shall automatically relinquish their office.

**ARTICLE XIII**

**QUALIFICATIONS FOR SPIRITUAL LEADERSHIP**

Section 1. SENIOR PASTOR

1. He shall be an evangelical, born again, ordained or licensed minister who shall maintain a relationship with Mission Northwest, and possessing a vision encompassing the many opportunities for expansion in the ministry and outreach of this church.

B. He shall be a graduate of a recognized college or university and shall also possess a seminary degree or its equivalent in training and/or experience.

C. He shall meet the qualifications set for forth in Article XIII, Section 3 below.

Section 2. ALL OTHER STAFF

A. Shall have a dynamic faith in Jesus Christ as Savior with a vision encompassing the many opportunities for expansion in the ministry and outreach of this church.

B. Shall maintain a relationship with Mission Northwest.

C. Shall possess other qualifications essential to meeting the responsibilities stated in their job descriptions.

Section 3. Leadership Team

All recommendations to the church for the position of Leadership Team member shall be of persons who have accomplished a measure of success and are growing in each of the following qualifications taken from I Timothy 3 and Titus 1.

A. Above reproach (good reputation)

B. If married, be in a monogamous relationship

C. Temperate

D. Prudent (sensible)

E. Respectable

F. Hospitable

G. Able to teach and possess a teachable attitude.

H. Not given to much wine

I. Not self-willed (self-controlled)

J. Not quick tempered

K. Not pugnacious (a striker)

L. Uncontentious (not arrogant)

M. Gentle

N. Free from the love of money

O. One who manages his/her own household well

P. Good reputation with the unsaved

Q. Love what is good

R. Just (wise, discerning)

S. Devout (becoming Christ-like)

T. Not a new convert (novice)

Section 4. DEACONS

Qualifications for Deacons are taken from I Timothy 3:8-10, 12-13.

A. Respectable

B. Sincere

C. Not given to much wine

D. Free from the love of money

E. A clear conscience

F. Previously tested

G. If married, be in a monogamous relationship

H. One who manages his/her own household well

Section 5. TEAM MEMBERS

The Pastor or the Leadership Team (depending on the team) and their designated representatives shall select team members who are:

A. Born again believers.

B. Growing in their faith.

C. Supporting Engage Church with their attendance, financial support and abilities.

**ARTICLE XIV**

**FINANCES**

Necessary finances for conducting the church, its program and missionary outreach, shall be obtained through voluntary and regular giving. Additional pledges and free will offerings may be taken as deemed advisable by the Senior Pastor or Leadership Team. No entertainment, suppers, bazaars, auxiliary organizations nor other projects of a similar nature shall be held by the church for profit for meeting the operational budget of the church.

**ARTICLE XV**

**AUXILIARY ORGANIZATIONS**

Section 1. ESTABLISHMENT

No organization shall be formed, or considered a part of the church’s activities unless the sponsors have first submitted their plans to the Senior Pastor and the Leadership Team for sanction and approval.

Section 2. ONGOING ACTIVITIES

The various organizations shall confer with the Leadership Team or their representatives regarding the plans and activities of auxiliary organizations.

**ARTICLE XVI**

**LIABILITY**

No officer, Leadership Team Member, staff member or any member of any team appointed by this church shall be personally or individually liable for any error or mistake, act or omission for, or on behalf of this church, occurring within the scope of his or her duty as such officer, Leadership Team Member, staff member or committee member, excepting for his or her own willful misconduct or violation of the law.

**ARTICLE XVII**

**PARLIAMENTARY PROCEDURE**

At all business meetings, the church shall abide by Robert’s “Rules of Order.”

**ARTICLE XVIII**

**AMENDMENTS**

Amendments to this constitution and by-laws may be made at any business meeting of the church by two-thirds majority vote provided at least 50% of the voting membership is present and voting. Such a meeting must be preceded by a Sunday worship service announcement and a fourteen-day waiting period.

**ARTICLE XIX**

**DISSOLUTION**

The term of existence of this corporation shall be continuous without specific term of existence. The property of the corporation is irrevocably dedicated to religious, charitable or hospital purposes, and upon the liquidation, dissolution, or abandonment of the corporation, after providing for the debts and obligations thereof, its assets will not inure to the benefit of any private person, but rather shall be distributed as the existing membership directs to the Mission Northwest or to a nonprofit fund, foundation, or corporation which is organized and operated exclusively for religious and charitable purposes and which has established its tax exempt status under section 501(c)(3) of the Internal Revenue code of 1986.