

CONSTITUTION BECKER EVANGELICAL FREE CHURCH

**Ratified March 10, 1998
Amended January 2005
Amended January 2009
Amended January 2011**

PREAMBLE

We, the members of Becker Evangelical Free Church, in order to more effectively carry out the commission given by Jesus Christ to His Church (Matthew 28:18-20), do ordain and establish the following Constitution to which we voluntarily submit ourselves:

NAME

The name of this organization shall be "Becker Evangelical Free Church."

STATEMENT OF FAITH

We accept and adhere to the statement of Faith of the Evangelical Free Church of America.

OUR MISSION

To make every willing person a healthy, reproducing believer.

OUR VISION

To produce measurable spiritual development and maturity in our church family and those entrusted to our care.

GOVERNMENT

PASTORAL TEAM

The church will be governed by the Pastoral Team. The Pastoral Team will consist of the Senior Pastor, Associate Pastor(s) and an elected group of godly men. (See terms of office). Except in cases of emergency, the Pastoral Team will expend money in accord with the budget guidelines as approved by the members of the congregation. Expenditures other than cases of emergency may not exceed the budget except as approved by majority vote of those present at a congregational meeting.

Ultimate authority in the church will reside in the members of the congregation in the sense that they will approve Pastoral Team members. Once this approval is given, the authority of the congregation will be considered delegated to the Pastoral Team except for the following: changing the constitution, approving the annual budget, adding salaried personnel, adding to the facility.

Pastoral Team meetings are not normally open to the members of the congregation. However, any member may request to speak to, or bring a matter before the Pastoral Team at any regularly scheduled meeting.

Qualifications

Pastoral Team members must be mature, godly men of character and integrity, who display biblical qualifications (I Timothy 3:1-7; Titus 1:5-9). All must be members of Becker Evangelical Free Church.

Leadership

The Pastoral Team shall yearly choose among themselves a chairman, other than pastoral staff, who will work alongside the Sr. Pastor and give leadership to the Pastoral Team.

Function

The Pastoral team is accountable to the congregation for: Building, discipling, and developing themselves and their own families spiritually. (I Tim.3:4,5); Positively imparting truth, refuting error, and administering

discipline; Assessing the needs of the Church; planning, implementing, and evaluating the entire ministry in light of overall congregational Goals; Evaluating and protecting the entire ministry and staff; Overseeing and empowering the Leadership Community to carry out their specific areas of ministry.

Terms of Office

The terms of office for the Pastoral Team are to be staggered. Each member shall serve no more than two consecutive terms. Each term of office is to be two years in length. Should a team member resign prior to the completion of their term, a qualified person may be appointed by the pastoral Team to fill the vacancy until the vacant term is completed. This person shall be presented to the congregation for approval at a special meeting.

LEADERSHIP COMMUNITY

The Leadership Community is the place for active ministry leaders (i.e. small groups leaders, children's ministry leaders, youth leadership leaders, etc.) to gain personal support, expand their vision, develop ministry skills, and intern new apprentices into active ministry leadership.

Personal Support: This is a time for the shepherds of our church to become sheep and be cared for.

Expand Vision: A place to express our core values, paint the big picture, and plan for future growth in ministry.

Develop Skills: Time is set aside to train and prepare people to use their leadership gifts for effective service.

Intern Apprentices: A place to bring newly identified apprentices into entry-level leadership, to nurture them in the use of their giftedness.

Qualifications

The Leadership Community must be comprised of mature, godly men and women.

Nominations for Pastoral Team

Prior to the annual meeting, and at other times when new or additional Pastoral Team members are needed, the Pastoral Team will ask the members of the congregation for suggestions of persons, who, in their estimation, meet the qualifications of a Pastoral Team member.

The pastoral Team will prayerfully select from these persons those who meet the qualifications. Interest and the ability to fulfill a ministry function needing to be filled, will be secondarily considered. If there are not enough qualified candidates, the Pastoral Team will wait for God to supply qualified candidates rather than lower the standard. The Pastoral Team will then submit their selections to the congregation for approval. Each candidate proposed must receive at least 75% of the votes cast.

PASTORAL STAFF

All members of the pastoral staff shall qualify for their respective offices according to the standards of I Timothy 3:2-7. They and their wives shall be members of the church by virtue of their positions and be in full accord with the church statement of faith.

As the size and demands of the congregation increase, the church may add associate pastors. Additional pastoral staff will work in conjunction with and be responsible to the senior pastor. All associate pastors become non-voting members of the Pastoral Team.

The decision to begin the search for pastoral staff must be approved by the congregation. The Pastoral Team will determine whether a candidate is to be presented to the congregation for a vote of approval or if the selection process needs to be repeated. The Sr. Pastor has the authority to seek for and recommend to the Pastoral Team additional pastoral staff candidates of his choice.

Upon recommendation of a candidate to the congregation a candidate for any pastoral position must receive ninety percent (90%) of the votes cast at a special congregational meeting to be extended a call.

OTHER SALARIED EMPLOYEES

In order to accomplish the work of the church, other workers may be employed as deemed necessary. Approval of such a position must first be granted by the congregation. Selection and evaluation of other salaried employees, establishing the terms of employment, and termination of employment shall be the responsibility of the Pastoral Team.

PROCEDURE FOR ADMISSION TO MEMBERSHIP

All individuals 18 years of age or older, who have personally received Christ as their Savior and Lord, who desire to be committed to Becker Evangelical Free Church may become members by attending a BEFC inquiry class and signing a Statement of Commitment.

The Statement of Commitment shall be used as an instrument to affirm one's desire for membership, and to serve as a formal record of one's membership.

ANNUAL RENEWAL OF MEMBERSHIP

Each member shall sign a yearly Statement of Commitment to reaffirm his or her continued desire for membership. This shall take place by mail six weeks prior to the annual meeting. In the event that membership is terminated for disciplinary purposes, the process for reinstatement shall be the same as for a new member (see above).

DISCIPLINE

All members of this church are subject to disciplinary action if they are found to live or teach contrary to the church's understanding of the Scripture (Matthew 18:15-20; I Corinthians 5). The procedure which will be followed for disciplinary action is delineated in Matthew 18:15-17 and I Timothy 5:19. This responsibility for church discipline ultimately belongs to the Pastoral Team (Hebrews 13:17). It is desirable however, that the first two steps outlined in Matthew 18:15-17 will be carried out by church members without official action. ***The purpose of church discipline is to lovingly restore those among us who have chosen to walk outside God's revealed will as presented in Scripture.***

CONGREGATIONAL MEETINGS

Annual

The church as a whole will have at least one scheduled business meeting per year. This will be the annual meeting which will be held during the month of January. Notification of the date and place of the meeting shall be by public announcement on two successive Sundays, in regularly scheduled services.

Special

Special meetings may be called at any time by the Pastoral Team. Notification of the date and place of each special meeting shall be by public announcement on at least one Sunday service, or by written notice to the members.

Quorum

The quorum for all congregational meetings (annual and special) consists of members present and at least 2/3 of the Pastoral Team.

PROPERTY

This church shall have the power to receive, either by gift or purchase, and to hold such real, personal, or mixed property as is authorized by the State of Minnesota and as deemed appropriate for the ministry of the church, and shall have the power to dispose of such property by mortgage, deed, or otherwise.

In case of a division of the church (from which we pray God by His mercy to preserve us), the property of the church shall belong to those who abide by its Constitution and by-laws. The North Central District of the Evangelical Free Church of America shall be given authority to make this judgment.

In case of dissolution of the church organization, all property shall be assigned to the North Central District of the Evangelical Free Church of America

AMENDMENTS

Any motion to amend this constitution shall be voted upon at an Annual Meeting of the church and shall require a two-thirds majority to be considered carried. Such motion shall be brought to the Pastoral Team in writing for presentation at a Special Business meeting at least three months prior to the annual meeting. At the Special Business meeting the motion must again be presented in writing and a copy distributed to each member present.