

**CONSTITUTION**  
**BECKER EVANGELICAL FREE CHURCH**  
**Ratified March 10, 1998**  
**Amended January 2005**  
**Amended January 2009**  
**Amended January 2011**  
**Amended January 2024**  
**Amended December 8, 2025**

**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. (see page 4 of this manual)

**OUR PURPOSE**

To glorify God by displaying His manifold wisdom. (Eph 3:10, 1Peter 2:9)

**OUR MISSION**

Our mission is to glorify God by; obeying His word, building each other up in truth, loving others by imitating Jesus, and making disciples by proclaiming the Gospel. (Eph 5:1-2, 1 Peter 2:4-5, 1 Thess 5:11, John 13:34-35, John 17, Col 3:12-17)

**OUR VISION**

To be united in the ultimate, joyful worship of God for His glory. (John 17:1-26, Rev 7:9-17, Rev 21-22:4, Jer 31:33-34)

**GOVERNMENT**

**Elders**

The church will be governed by the Elders. The Elders will consist of the Preaching Pastor, Associate Pastor(s) and an elected group of godly men. (See terms of office). Except in cases of emergency, the Elders 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 Elders. Once this approval is given, the authority of the congregation will be considered delegated to the Elders except for the following: changing the constitution, approving the annual budget, adding salaried personnel, and adding to the facility.

Elder 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 Elders at any regularly scheduled meeting.

### **Qualifications**

Elders 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 Elders shall yearly choose among themselves a chairman from the Lay-Elders, who will give leadership to the Elders.

### **Function**

The Elders are 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 Elders are to be staggered. Each member shall serve no more than three 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 Elders 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 Elders**

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

The Elders 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 Elders will wait for God to supply qualified candidates rather than lower the standard. The Elders will then submit their selections to the congregation for approval. Each candidate proposed must receive at least 75% of the votes cast.

## **Deacons**

### **Qualifications**

Deacons shall be men who have been members of the church for not less than a year and who demonstrate the godly character and spiritual gifting necessary to serve the church as described in Acts 6:1–7 and 1 Timothy 3:8–13.

### **Responsibilities**

The primary function of deacons is to serve the practical needs of the church in order to allow the elders to more fully devote themselves to prayer and to the ministry of the word (Acts 6:1–7).

### **Call**

The following steps shall constitute the process whereby men will be identified, evaluated, and called to the office of deacon. The elder council shall: (1) determine when more deacons are needed to serve the needs of the church; (2) solicit nominations from the church of potentially qualified men; (3) meet with nominees to evaluate biblical qualification; (4) reach agreement that a nominee is qualified for the office; (5) present him to the church at least 30 days prior to the vote for prayerful consideration and to solicit feedback from the church; (6) recommend him to the church at a business meeting for approval by a two-thirds vote of the members of the church; and (7) formally commission him to office in a Sunday morning worship service following his successful approval.

### **Terms**

Deacons shall serve for a term of two years, at the end of which term they shall stand for reaffirmation by a two-thirds vote of the members of the church, unless removed from office as described in the “Termination of Deacons” section below. Deacons can serve no more than 3 consecutive terms, after which a minimum one-year break shall be required before he may be eligible for an office.

### **Organization**

Under the direction of the elder council, the deacons will determine their organizational structure to best meet the church’s varying needs in support of its mission.

### **Termination of Deacons**

### **Resignation**

A deacon may voluntarily resign his office at any time by giving written notice to the chairman of the elders. Resignation shall be effective at the time specified in the notice. If no time is specified, it shall be effective immediately upon the elders accepting it. The elder council shall communicate such resignation to the church in a timely fashion.

### **Grievance**

Where a grievance exists against a deacon due to alleged teaching contrary to the Statement of Faith or to conduct on his part unfitting the office, such grievance may be brought before the elder council by any two members (1 Timothy 5:19–21; see also Matthew 18:15–20). If the elder council, after recusing the accused deacon and thoroughly investigating the allegations, believes the grievance to be true and

substantial, then the call of the deacon may be terminated at any business meeting upon the recommendation of the elder council and approval of a two-thirds vote of the members of the church.

#### **Non-Reaffirmation**

If a deacon fails to be reaffirmed to office, he shall be terminated from office effective at the end of his current term.

#### **PASTORAL STAFF**

All members of the pastoral staff shall qualify for their respective offices according to the standards of I Timothy 3:1-7 and Titus 1:6-9. 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. The Preaching Pastor and Associate Pastor(s) are voting members of the Elders.

The decision to begin the search for pastoral staff must be approved by the congregation. The Elders 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.

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 Elders.

#### **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 Elders (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, and two consecutive weekly written or electronic notifications.

### Special

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

### Quorum

The quorum for congregational meetings (annual or special) where a constitutional change is being voted on consists of one-half of members and two-thirds of the elders. The quorum for all remaining congregational meetings (annual and special) consists of one-third of members and at least two-thirds of the Elders.

*Note: A quorum is the minimum number of voting members who must be present at a properly called meeting in order to conduct business.*

## 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 or Special meeting of the church and shall require a two-thirds majority to be considered carried. Such a motion shall be brought to the Elders in writing for presentation at a Special meeting at least 90 days prior to the Annual or Special meeting where the final vote on the changes will take place. The first 60 days of this period are intended for the Elders and Members to pray over the proposed changes and seek clarification and understanding if there are any questions. Any changes must be finalized and presented in writing or electronically to the Members at least 30 days before the scheduled vote.