



AFFIRMATION OF FAITH, COVENANT, CONSTITUTION, AND BY-LAWS

LedgeRock Community Church

LedgeRock Community Church
1515 E. Camp Street
Ely, MN 55731

APPROVED 04/08/2018

AN AFFIRMATION OF OUR FAITH

1. The Word of God – We believe that the Bible 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 has supreme authority in all matters of faith and conduct.

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

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 concerns Himself mercifully in the affairs of each person, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ.

4. Jesus Christ – We believe in Jesus Christ, God's 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 people, and personal visible return to earth.

5. The Holy Spirit – We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, 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, teacher and guide.

6. Regeneration – We believe that all people are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit.

7. The Church – We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible confession of faith, and associated for worship, work and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the gospel of Jesus Christ to a lost world.

8. Christian Conduct – We believe that Christians should live for the glory of God and the well-being of others; that their conduct should be blameless before the world; that they should be faithful stewards of their possessions; and that they should seek to realize for themselves and others the full stature of maturity in Christ.

9. 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 Christian baptism is the immersion of a believer in water into the name of the triune God. We believe that the Lord's Supper was instituted by Christ for

commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ.

10. Religious Liberty – We believe that every human being has direct relations with God, and is responsible to God alone in all matters of faith; that each church is independent and must be free from interference by any ecclesiastical or political authority; that therefore Church and State must be kept separate as having different functions, each fulfilling its duties free from dictation or patronage of the other.

11. Church Cooperation – We believe that local churches can best promote the cause of Jesus Christ by cooperating with one another in a denominational organization. Such an organization, whether a regional or district conference, exists and functions by the will of the churches. Cooperation in a conference is voluntary and may be terminated at any time. Churches may likewise cooperate with interdenominational fellowships on a voluntary basis.

12. The Last Things – We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body, the final judgment, the eternal happiness and bliss of the righteous, and the endless suffering of the wicked.

Adopted by the Baptist General Conference (Converge Worldwide) in 1951, reaffirmed in 1990 and amended in 1998.

LEDGEROCK COMMUNITY CHURCH COVENANT

Having been led, as we believe, by the Spirit of God to confess our sins and to receive the Lord Jesus Christ as our Savior, and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now, in the presence of God and this assembly, most solemnly and joyfully enter into covenant with one another as one body in Christ, and,

By the aid of the Holy Spirit we will work together in Christian love, remembering each other in prayer, and aiding each other in sickness and distress. We will be sympathetic in attitude, courteous in speech, slow to take offence, and always ready for reconciliation.

We will work and pray faithfully for this church in knowledge, wisdom and holiness, and to attend regularly its worship, participate in its ordinances, and abide by its doctrines. We will willingly use the talents we have for its program, and to contribute cheerfully to the expenses of its local ministry and its commitments in the worldwide spread of the Gospel.

LEDGEROCK COMMUNITY CHURCH CONSTITUTION

ARTICLE I. ORGANIZATION

1. NAME: The name of this church shall be the LedgeRock Community Church of Ely, Minnesota.
2. ORGANIZATION: The Ely Baptist Church was organized in 1953.
3. INCORPORATION: This organization is a religious corporation organized under and pursuant to the provision of Chapter 315, Section 315.21 of Minnesota Statutes 1945 and was incorporated in the State of Minnesota on April 19, 1980.
4. AFFILIATION: This church shall maintain affiliation with Converge Worldwide and Converge North Central.
5. LEGAL NAME CHANGE and REGISTERED WITH THE MINNESOTA SECRETARY OF STATE: This organization voted on April 17, 2011 Quarterly Business Meeting to change the legal name from Ely Baptist Church to LedgeRock Community Church.

ARTICLE II. PURPOSE

This church exists as a community of Christians dedicated to the glorification of God through

- Worship and the administration of Baptism and the Lord's Supper,
- Proclamation of the gospel of Jesus Christ in all the world,
- Instruction of believers in matters pertaining to the Christian life,
- Ministry to the needs of people
- Mutual encouragement of members in living a full Christian life consistent with the will of God as revealed in the Scriptures.

ARTICLE III. GOVERNMENT

SECTION 1. POLICY

Recognizing Jesus Christ as the only head of the Church, this congregation shall seek to ascertain and to obey the will of our Lord in all matters of faith and of practice.

The government of this church is vested in the body of believers who compose it. The church membership will elect the Spiritual Oversight Team and the Ministry Team, vote on the annual budget, call a senior pastor, and vote on any major decisions (e.g., land acquisition or sale and major building

improvements). The Spiritual Oversight and Ministry Teams will be the governance authority of the affairs of the church in accordance with the bylaws.

SECTION 2. LIABILITY

No team or committee member appointed and/or elected 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 officer, team member, excepting only for his or her willful misconduct or violation of law.

SECTION 3. FISCAL YEAR

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

ARTICLE IV. CHURCH MEMBERSHIP

SECTION 1. POSITIONAL MEMBERSHIP

LedgeRock Community Church recognizes that every person that makes a personal profession of faith in Jesus Christ as Lord and Savior is a positional member of the universal body of Christ and should be given opportunity to use their God-given gifts and resources to serve him and further the Kingdom of God. Positional membership is eternal and everlasting.

SECTION 2. CHURCH MEMBERSHIP

A person desiring to unite with this church who is in agreement with the LedgeRock Community Church affirmation of faith and covenant shall meet with the Spiritual Oversight Team for consultation. In every case, candidates for membership shall give satisfactory evidence of faith in Jesus Christ as personal Savior and Lord, and have participated in believers' baptism. Church membership will be granted upon recommendation and acted on by the Spiritual Oversight Team. Any person who joins another church may have dual membership after meeting with and decided by the Spiritual Oversight Team.

SECTION 3. RESPONSIBILITIES AND RIGHTS

- A. Every member of the church is expected to attend its meetings, to work for its growth, to fittingly represent his or her Lord and church in the community, and to contribute regularly and according to his or her ability.
- B. Members shall strive with God's help to keep their church obligations. They shall hold their Pastors in esteem and pray for them as well as other officers of the church and work with them in carrying out the program of the church. They shall endeavor to preserve the unity of the church and, if at any time they find themselves opposed to the fundamental doctrines of this church, they shall not seek to disrupt its fellowship but shall be encouraged to notify the Spiritual Oversight Team.

- C. All members in good standing shall have equal rights, except that those under eighteen (18) years of age shall be ineligible to vote. Members of this church have no property rights and upon termination of membership shall be entitled to no interest in the assets.

SECTION 4. DISMISSAL OF MEMBERS

Any member desiring to end his or her membership shall be dismissed upon request. A letter of commendation, if so requested, may accompany such dismissal. Dismissal shall be affected only after approval by the Spiritual Oversight Team.

SECTION 5. DISCIPLINE OF MEMBERS

Members who persist in living unbiblical lives and who habitually neglect their church obligations may be removed from membership. The Spiritual Oversight Team shall seek to meet with all such persons in order to restore them to fellowship. Failing to see satisfactory evidence of repentance and reformation, the Spiritual Oversight Team shall report the offenders to the church.

In all cases of grievances between members, the offenders shall be dealt with in accordance with the rules set forth in Matthew 18:15-20. No public charge shall be made until such reconciliation has been attempted. Charges shall be written and shall be submitted to the Spiritual Oversight Team for further action and possible church decision.

ARTICLE V. AMENDMENTS

This constitution may be amended at any Business Meeting of the church by a three-fourths vote of those qualified, present and voting, provided a quorum is present and voting. Notice of such amendment shall have been given from the pulpit on four successive Sundays prior to the day of the meeting, and a copy of the proposed amendment shall have been posted in a conspicuous place.

LEDGEROCK COMMUNITY CHURCH CONSTITUTIONAL BY-LAWS

ARTICLE I. SPIRITUAL OVERSIGHT TEAM

The Spiritual Oversight Team is comprised of the Senior Pastor, Elders, and Presbyteresses. Each member is a voting member of the Spiritual Oversight Team.

SECTION 1. DUTIES

- Prayer
- Teaching
- Discipleship
- Counseling
- Home groups
- Oversight of worship
- Discipline
- Vision direction and protection of the congregation
- Review of pastor(s) activities and yearly evaluation

SECTION 2. ELDERS

The Elders shall be composed of the Pastors and Elders. Pastors and Elders shall be voting members of the Spiritual Oversight Team. There shall be 2 to 6 Elders. The Elders shall elect an Elder as Chair. In the case of a vacancy in any elected or appointed office Elders have the authority to fill that vacancy until the next annual meeting. The Elders shall meet at least once monthly and hold special meetings called by the Chair, or upon written request of one-half (1/2) of the Elders. A simple majority of the Elder members shall constitute a quorum. The Elders shall appoint any committee or organization in accordance with the bylaws as may be necessary from time to time.

A. Qualifications

An Elder shall be a member in good standing, a man of at least 21 years of age, desires to be an Elder and who meets the standards of the New Testament 1 Timothy 3:1-7 and Titus 1:5-9.

B. Selection

The Spiritual Oversight Team shall submit names of Elder candidates to the nominating committee for presentation to the congregation. Selection of an Elder shall be by majority of eligible members of the congregations submitting ballots at the annual meeting. The number of Elders will be 2 to 6.

C. Term

Elders will serve three (3) year terms. An Elder may be required to attend the Ministry Team meetings as an Elder representative.

D. Removal of an Elder may be

- a. By withdrawal from church membership.
- b. By voluntary resignation.
- c. By vote of a majority of Elders with just cause.
- d. By vote of a majority of total eligible membership with just cause.

Elders will be affirmed by the congregation the Annual Meeting.

SECTION 3. PRESBYTERESSES

There shall be 2 to 6 Presbyteresses. The Presbyteresses shall be voting members of the Spiritual Oversight Team. The Presbyteresses shall elect a Presbyteress as Chair. In the case of a vacancy in any elected or appointed office Presbyteresses have the authority to fill that vacancy until the next annual meeting. The Presbyteresses shall meet at least once monthly and hold special meetings called by the Chair, or upon written request of one-half (1/2) of the Presbyteresses. A simple majority of the Presbyteress members shall constitute a quorum. The Presbyteresses shall appoint any committee or organization in accordance with the bylaws as may be necessary from time to time.

A. Qualifications

A Presbyteresses shall be a member in good standing, a woman of at least 21 years of age, desires to be a Presbyteresses and who meets the standards of the Titus 2:3-5.

B. Selection

The Spiritual Oversight Team shall submit names of Presbyteress candidates to the nominating committee for presentation to the congregation. Selection of a Presbyteress shall be by majority of eligible members of the congregations submitting ballots at the annual meeting.

The number of Presbyteresses shall be 2 to 6.

C. Term

Presbyteresses will serve three (3) year terms. A Presbyteresses may be required to attend the Ministry Team meetings as a Presbyteresses representative.

D. Removal of a Presbyteress may be

- a. By withdrawal from church membership.
- b. By voluntary resignation.
- c. By vote of a majority of Presbyteresses with just cause.
- d. By vote of a majority of total eligible membership with just cause.

Presbyteresses will be affirmed by the congregation the Annual Meeting.

ARTICLE II. MINISTRY TEAM

The Ministry Team shall consist of those listed below. The Senior Pastor shall be part of the Ministry Team and a non-voting member of the team.

SECTION 1. POSITIONS

Deacons and Deaconesses 1 Timothy 3:8-13, Titus 2:3-5

The deacons and deaconesses shall be members of this church and shall be elected by the members of this church at the annual meeting. The deacons and deaconesses shall have charge of those ministries and charities of the church as specified in the bylaws and make monthly reports as directed. Where there are no deacons or deaconesses, the governance authority shall assume responsibility for their ministries until such are elected or appointed.

A deacon and deaconess shall appoint one from each of their committee to be part of the Ministry Team. They will be voted on every three (3) years on a rotating term. There will be a minimum of 2 deacons and 2 deaconesses.

Other Positions

- Moderator
- Clerk
- Treasurer
- Pastor
- Other members, including but not limited to heads of the following or appointed by head
 - Missions
 - Christian Education
 - Trustee
 - Deacon
 - Deaconess
 - Elder
 - Presbyteress
 - Worship
 - Outreach

SECTION 2. QUALIFICATIONS

The qualifications of all Ministry Team members are the spiritual virtues listed in 1 Timothy 3:8-13. Team members must be a member in good standing for at least one year and shall have attained legal age (18 years).

SECTION 3. TERMS OF OFFICE

- A. The Moderator shall be elected for a three-year term.
- B. The Clerk shall be elected annually.
- C. The Treasurer shall be elected annually.
- D. Other heads of the Ministry Team shall be elected for two-year terms.

Office shall be assumed upon the conclusion of the annual meeting, or in case of election at some time other than the annual meeting, with the meeting at which the election is made. The Ministry Team will meet following the annual meeting to conduct any pertinent business as related to the annual meeting.

SECTION 4. DUTIES

- A. Meetings. The Ministry Team shall meet monthly. A quorum shall consist of a simple majority.
- B. Moderator. The moderator shall preside at all meetings of the Church and the monthly Ministry Team meeting. The Moderator shall work under the direction of the Spiritual Oversight Team.
- C. Clerk. The Clerk shall keep minutes of all meetings of the Church and the monthly Spiritual Oversight Team meeting, conduct all official correspondence in the name of the Church and shall maintain the membership records. He/she shall work under the direction of the Spiritual Oversight Team.
- D. Treasurer. The Treasurer shall keep an accurate account of all monies deposited in the bank. He/she shall pay all approved obligations of the Church and shall make detailed reports to the Spiritual Oversight and Ministry Teams each month and at the annual meeting. Prior to the annual business meeting the treasurer shall present in writing to the Spiritual Oversight and Ministry Teams a proposed budget for the coming fiscal year, which the Ministry Team may recommend to the Church for approval. He/she shall work under the direction of the Spiritual Oversight Team.
- E. Assistant Treasurer. The Assistant Treasurer shall be voted on annually. He/she will act as the Treasurer in the absence of the Treasurer.
- F. Each Ministry Team member shall be accountable to the Spiritual Oversight Team, as well as to the church membership, and shall render reports as either may direct.
- G. Resignation of a Ministry Team member shall be in writing to both Teams.

SECTION 5. RESPONSIBILITIES

- A. The Ministry Team shall have the responsibility for the administration of church business as related to the respective ministries as defined by the Spiritual Oversight Team. Every conveyance, sale, or mortgage of the church property (real or personal) must be ratified by the church. All expenditures not provided for in the budget greater than \$1000 for any item in any one fiscal year shall not be made without the approval of the church.
- B. The Ministry Team shall maintain a "Manual of Operation" in which the duties of each Ministry Team member and committee, as well as the Ministry Team itself, shall be defined.

SECTION 6. REMOVAL

The Spiritual Oversight Team may initiate process by which Ministry Team members may be removed from office. Sufficient reason for such action is failure to fulfill responsibilities of office or for conduct impairing their effectiveness. A three-fourths majority vote of the Spiritual Oversight Team is required to recommend removal to the church. A simple majority vote of the Church is required to remove. Upon completion of such action it will be the responsibility of the nominating committee to prepare for the election of a replacement.

SECTION 7. OTHER COMMITTEES AND POSITIONS

- A. Nominating Committee. A nominating committee of at least five members shall be elected by the Church to serve for one year. Nominees shall be presented to the Church for election of a nominating committee in the same manner as provided for the election of officers. It shall be the duty of this committee to present the name of at least one qualified person for each elective office. Except in the case of vacancies, the report of the committee shall be posted at least two weeks previous to an election. The nominating committee shall be set at the annual meeting of which two will be nominated by the congregation and two appointed by the new Ministry Team and fifth member appointed by Spiritual Oversight Team and retain their position for the remainder of the year.
- B. Auditing Committee. An auditing committee of three members shall be elected by the Church to serve for a period of one year. They shall audit the books of the Financial Secretary and Treasurer once a year and at such other times as the Ministry Team may direct and submit a written report to the Church at the completion of the audit.
- C. Financial Secretary. The Financial Secretary shall keep an accurate account of all monies received and deposit same in the name of the church in a bank as directed by the Spiritual Oversight Team. He/she shall work under the direction of the Ministry Team. He/she shall

provide annual statements of account to each contributor. The Financial Secretary will be elected annually at the annual meeting.

- D. Assistant Financial Secretary. The Assistant Financial Secretary shall be voted on annually and shall act as the Financial Secretary in the absence of the Financial Secretary.

The Ministry Team may appoint such other committees upon approval of the Spiritual Oversight Team as deemed necessary.

ARTICLE III. MEETINGS

SECTION 1. PUBLIC MEETINGS

- A. The Church shall meet every Sunday for worship and may also schedule other meetings as deemed necessary.
- B. The observance of the Lord's Supper shall be monthly at such times as the Spiritual Oversight Team shall advise and shall be carried by the Spiritual Oversight Team or by persons the Spiritual Oversight feels qualified to serve.

SECTION 2. TEAM, COMMITTEE, AND GROUP MEETINGS

Groups concerned with the business or activities of the church shall meet as may be necessary to accomplish the purposes of the Church and of their particular task. Such meetings will be scheduled with the approval of the Spiritual Oversight Team in order to maintain a balanced church program. The Senior Pastor and Moderator shall be notified in advance of proposed meetings of any committee or group.

SECTION 3. CHURCH BUSINESS MEETINGS

- A. Any matter of business requiring action by the Church may be presented and acted upon at any scheduled meeting of the congregation. These matters shall be presented to the Moderator of the Ministry Team two weeks prior to the meeting.
- B. Special business meetings of the Church may be held at any time by order of the Spiritual Oversight and Ministry Teams, the Pastor, or upon written request of a quorum of the membership. Such requests shall be submitted to the chair of the Spiritual Oversight Team.
- C. Notification of business meetings shall be made as soon as possible and in any event at least two Sundays prior to the meeting. Notification of meetings shall be made from the pulpit, in the bulletin, by posting notice on the bulletin board, and by email. In unusual circumstances, such as a legal matter requiring immediate congregational action, the Spiritual Oversight and Ministry Teams, with the approval of 75% of all Team members, can call an emergency meeting.

- D. The annual election shall be held in February.
- E. The annual report meeting shall be held in February.

ARTICLE IV. ELECTIONS

SECTION 1. TIMING

The annual election of Spiritual Oversight and Ministry Team members shall be held in February.

SECTION 2. PROCEDURE

The report of the nominating committee shall be posted in Church two weeks before the annual meeting. The nominating committee shall present the name of at least one person for each elective office. It shall be the privilege of any person present, qualified to vote, to nominate any eligible person for any office, provided they have previously consented to serve. All elections shall be by written ballot, a majority of the ballots cast being necessary for the election of any head of ministry member. If there is but one candidate for each office, the Church may by a unanimous vote dispense with the written ballot.

SECTION 3. VACANCIES

Vacancies occurring during the year may be filled by the Spiritual Oversight Team for the unexpired term.

SECTION 4. QUORUM

A quorum for congregational meetings shall consist of at least one-third of active resident members and not less than ten of the qualified voters. A quorum shall be required for the following:

- Dissolution or consolidation of the Church.
- Purchase, conveyance or mortgaging church property.
- Hiring of employees.
- Amend By-Laws.
- Election of or removal of Spiritual Oversight and Ministry Team members.
- Calling of or dismissal of a Pastor.

SECTION 5. QUALIFICATION OF VOTERS

The selection of Spiritual Oversight and Ministry Team members and all matters pertaining to the business of the Church shall be voted on only by members in good standing who are of legal age (18 years).

ARTICLE V. PASTORAL RELATIONS

SECTION 1. QUALIFICATIONS

The Pastors shall be sympathetic and cooperative with Converge Worldwide and Converge North Central and in substantial agreement with the faith and practice of this church.

SECTION 2. DUTIES

The Pastors shall preach the gospel, administer the ordinances and exercise a concern for the spiritual needs of the Church. The Sr. Pastor shall seek to organize and develop the strength of the Church for the best possible service, and shall be an ex-officio member of the Spiritual Oversight and Ministry Teams, Elders and any of the committees if requested. The pastoral staff shall perform such duties as established by the Spiritual Oversight Team and Sr. Pastor.

SECTION 3. ESTABLISHMENT OF PASTORAL RELATIONSHIP

- A. Selection and duties of Pastoral Search Committee. When it is necessary to call a pastor, a representative pastoral search committee consisting of at least two members from the Spiritual Oversight Team, two members of the Ministry Team and two members at large, who shall be named by the congregation (from nominating committee). This committee shall seek a suitable candidate for pastor of the Church and shall arrange for the Church to become acquainted with the candidate. The committee shall consult the leaders of our Conference and use the Converge Conference manual, "Procedures for Calling a Pastor", as a guide and also take suggestions from the members of the Church. It shall investigate the candidates' personal character (including a background check), education, ministerial record, and pastoral abilities. The committee, in consultation with the Spiritual Oversight Team, shall also formulate the terms of the call. The qualifications of the candidate and the proposed terms of the call shall be presented to the congregation at a specially called business meeting prior to the Sunday the person candidates.
- B. Extension of the Call. The recommendation of the pastoral search committee concerning the call of a pastor and the terms of such call shall be presented to the Church at a specially called business meeting, notice of such a meeting and its purposes having been read from the pulpit on the Sunday prior to the meeting. A vote of two-thirds of the qualified members present and voting shall be necessary to extend a call to anyone under consideration. Only one candidate shall be presented to the Church at one time. The vote shall be by written ballot. When the Church has approved the call, the Church Clerk shall send it to the candidate. The candidate's written acceptance of the call shall establish the pastoral relationship as of the date agreed upon by the Church and the candidate.

SECTION 4. WORKING ARRANGEMENTS WITH THE PASTOR

The Pastor's salary and provisions for vacation and participation in opportunities for service or growth, such as the annual meetings of Converge Worldwide or Converge North Central, shall be fixed at the

time of the call and shall be annually reviewed by the Spiritual Oversight Team, including the performance of the Pastors and Church.

SECTION 5. DISSOLUTION OF THE PASTORAL RELATIONSHIP

- A. The pastoral relationship may be terminated upon thirty days' notification in writing on the part of the Pastor or the Church. The Pastor shall first submit their resignation to the Spiritual Oversight Team before it is presented to the Church at regular or specially called business meeting. If in the judgment of the Church the continuance of the pastor's ministry would be undesirable, the relation may be discontinued immediately, but the salary shall be continued for thirty days or determined by the Ministry Team with recommendations from the Spiritual Oversight Team.
- B. The dismissal of a pastor shall be handled with the same spirit as found under the guidelines for "Discipline of Members" in Article IV, Section 4 of the Constitution. Any proposal to dismiss a Pastor shall be referred to the Spiritual Oversight Team for its consideration before the Church may take any action. The Spiritual Oversight Team shall be required to present to the Church any written request for the dismissal of the Pastor when signed by majority percent of the membership of the Church. Such action shall be taken at a regular or specially called business meeting and shall be by closed ballot with a two-thirds majority vote of the qualified members present and voting to carry the motion for dismissal.
- C. In the event that the Pastor wins a vote of confidence of the Church at such an election, all team members signing such a petition mentioned above in Section 5b of this article shall automatically relinquish their office.

ARTICLE VI. OTHER EMPLOYEES

- A. Other salaried Church workers may be hired after meeting job qualifications by senior pastor and the Spiritual Oversight Team with input from the Ministry Team pending a background check. All salaried employees shall be under the general supervision of the Pastor and the Spiritual Oversight Team.
- B. Salaries, benefits and vacations shall be fixed at the time of employment and may be changed upon recommendation of the Spiritual Oversight Team and vote of the Church.
- C. The dismissal or removal of other employees shall be made by the recommendation of the Spiritual Oversight Team in consultation with the sr. pastor.

- D. The Ministry Team shall cause to be presented to each salaried worker a written description of his or her duties and responsibilities.

ARTICLE VII. CHURCH VOLUNTEERS AND TEACHERS

- A. All volunteers/teachers working in a ministry/teaching capacity shall be in substantial agreement with the faith and practice of this church, and in support of the 'LedgeRock Community Church Covenant' and the 'Affirmation of Our Faith'.
- B. All volunteers/teachers and others working with those under legal age (18 years) must have a current background check on file with the church office.

ARTICLE VIII. AUXILIARY ORGANIZATIONS

No organization shall be formed or considered a part of the Church organization before its sponsors have submitted their plans to the Pastor and the Spiritual Oversight Team.

ARTICLE IX. DISPOSITION OF CHURCH PROPERTY**SECTION 1. DIVISION**

In case of division of the Church, the Church properties shall belong to those members who abide by this Constitution. Should any controversy arise as to who is abiding by this Constitution, the question shall be submitted to the Trustees of the Converge Conference, and their decision shall be final.

SECTION 2. DISSOLUTION

When such conditions arise, for any reason, that the Church work cannot continue, the Church properties shall be transferred to Converge North Central.

SECTION 3. CONSOLIDATION

Should conditions arise where a consolidation with another church of the same denomination be advisable, the Spiritual Oversight Team shall be authorized by the church to negotiate the terms of such a consolidation in so far as the property is concerned. A report of such agreement must be made to the Church and approval granted by the Church before any legal papers are signed.

ARTICLE X. PARLIMENTARY AUTHORITY

The rules contained in Robert's Rules of Order Revised shall guide the church in all cases to which they are applicable, and in which they are not inconsistent with the Constitution or the special rules of order of this Church.

ARTICLE XI. AMENDMENTS

These By-Laws may be amended at any regular or called business meeting of the Church by a two-thirds vote of those qualified, present and voting, provided a quorum is present and voting, and that notice of such amendment shall have been given from the pulpit on two successive Sundays in advance, and a copy of the proposed amendment shall have been posted in a conspicuous place.