

LEDGEROCK COMMUNITY CHURCH BY-LAWS

ARTICLE I. LEADERSHIP TEAM

The leadership of the church is delegated to the Leadership Team. The Leaders shall be responsible before God to shepherd the congregation in all manners that would fulfill the mission and vision of the church. They shall also oversee the physical properties and finances of the church.

The Leadership Team shall meet at least once monthly and hold special meetings when deemed necessary. All decisions made by the Leadership Team shall be supported by at least 75% of its members. A simple majority of the Leadership Team shall constitute a quorum.

To facilitate the work of the church, the Leadership Team may appoint responsible people from within the church body to perform various ministry and operational jobs. The members of the congregation will be encouraged to find a place of service in accordance with the gifts and passions that God has given them.

Ledgerock Community Church may have both male and female Leaders. The Leadership Team shall consist of the Pastor and 4-8 leaders.

SECTION 1. QUALIFICATIONS

A Leader candidate shall be a Church member in good standing, a mature believer, full of the Holy Spirit, and exhibiting the fruit of the Spirit. Male candidates must be striving to live the standards of 1 Timothy 3:1-7 and Titus 1:5-9. Female candidates must be striving to live the standards of Titus 2:3-5.

SECTION 2. SELECTION

The selection of Leaders shall follow a process of seeking and evaluation. The Leadership Team will seek church members who are exhibiting growth in the areas of leadership qualifications listed in scripture. They will be encouraged to engage God in prayer about the possibility of being a Leader. If accepted, an interview process will then take place. If it is the decision of the Leadership Team to commission the candidate as a Leader, they shall present the candidate to the Church membership. A membership vote of $\frac{2}{3}$ majority of those present will confirm the candidate.

ARTICLE II. SENIOR PASTOR

SECTION 1. QUALIFICATIONS

The Senior Pastor shall be cooperative with Converge Worldwide and Converge North Central and in substantial agreement with the faith and practice of this Church.

SECTION 2. DUTIES

The Senior Pastor shall preach the gospel, administer the ordinances of baptism and communion, and exercise a concern for the spiritual needs of the Church. As a member of the Leadership Team, the Senior Pastor shall help to organize and develop the strength of the Church for the best possible service.

SECTION 3. ESTABLISHMENT OF PASTORAL RELATIONSHIP

A. Selection and duties of Pastoral Search

Committee. When it is necessary to call a Senior Pastor, a representative Pastoral Search Committee will be formed, consisting of at least two members from the Leadership Team, and four members at large, who shall be named by the Leadership Team. This committee shall seek a suitable candidate. The committee may consult the leaders of our Conference and use the Converge Conference manual, "Procedures for Calling a Pastor", as a guide. It shall investigate the candidates' personal character (including a background check), education, ministerial record, and pastoral abilities. The committee, in consultation with the Leadership Team, shall also formulate the terms of the call.

B. Extension of the Call. The recommendation for the pastoral candidate and the terms of such call shall be presented to the Leadership Team and church. At a specially called business meeting, a membership vote

with a $\frac{2}{3}$ majority, will be held to affirm the call following the format in Article VI of these by-laws. With an affirmative passing vote, the Pastoral Search Committee shall send the offer to the candidate. The candidate's written acceptance of the call shall establish the pastoral relationship as of the date agreed upon by the Leadership Team and the candidate.

C. Working Arrangements with the Senior Pastor. The Senior 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 Leadership Team.

D. 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 his resignation to the Leadership Team. If in the judgment of the Leadership Team the continuance of the pastor's ministry would be undesirable, the relationship may be discontinued immediately. The salary shall be continued for thirty days beyond the official termination date, unless the Leadership Team determines otherwise.
- b. The dismissal of a Senior 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 Leadership Team for its consideration before any action can be taken. The Leadership Team shall present to the Church the decision of dismissal of the Senior Pastor.

ARTICLE III. OTHER PASTORS

If the time comes for the need of an additional or assistant pastor, the Leadership Team shall, based on the responsibilities of the position being called, determine the qualifications and duties of the Pastor. The Leadership Team, shall follow the same criteria in Article II for calling and establishing a pastoral relationship.

ARTICLE IV, OTHER CHURCH STAFF

Other salaried church staff may be hired at the recommendation of the Leadership Team. The Leadership Team shall, based on the responsibilities of the position, determine the qualifications and duties. The Leadership Team or their designees will be responsible for the hiring.

ARTICLE V. APPOINTED POSITIONS

In accordance with Article I, possible positions to be appointed by the Leadership Team may include, but are not limited to:

- Deacons and Deaconesses

- Treasurer
- Financial Secretary
- Moderator
- Clerk

as well as support and coordination for

- Fellowship
- Worship
- Outreach
- Discipleship
- Financial
- Buildings and Grounds
- Technology
- Administration

Written job descriptions are available in the church office for every appointed job and will be provided to candidates.

For all appointed positions in the church, the following reasons will result in removal from that position:

- A. Voluntary resignation.
- B. Termination of Church membership covered in the Constitution Article IV, sections 4.
- C. Discipline by the Leadership Team. Sufficient reason for such action is failure to fulfill responsibilities of the position or for conduct impairing their effectiveness. Upon completion of a removal, it will be the responsibility of the Leadership Team to find a replacement, if necessary.

ARTICLE VI. MEETINGS, VOTING ,AND QUORUM

SECTION 1. FREQUENCY OF MEMBER MEETINGS

The Leadership Team will be responsible for overseeing the usual and regular business of the church. Member meetings shall only be held as necessary.

SECTION 2. REQUIRED MEMBER MEETINGS

Member meetings are required as defined in Article III, Section 2 B of the church constitution.

SECTION 3. NOTIFICATION OF REQUIRED MEMBER MEETINGS

Meetings involving a member vote shall be announced at least 2 Sundays prior to the meeting by being announced from the pulpit, printed and posted in the church, and emailed electronically.

SECTION 4. QUORUM FOR VOTING

A quorum is necessary for meetings requiring membership vote. A quorum shall consist of

- At least 50% of the Leadership Team and members present at the meeting.
- A $\frac{2}{3}$ affirmative vote is necessary to pass an amendment or proposal.

ARTICLE VII. AMENDMENTS

The Leadership Team may make proposals for amendments to the By-Laws when deemed necessary. Notice and voting for such amendment shall follow the format in **Article VI, Section 3**. Written questions and input can be shared with the Leadership Team within 1 week after posting.

Effective Date: 07/17/2022

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