



OUR CONSTITUTION

Associations Incorporation
Reform Act 2012

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Preamble

We, the members of Redemption Church, do hereby organize ourselves in accord with the Associations Incorporation Reform Act 2012 and adopt this Constitution as our articles of governance, to be interpreted at all times in a way that brings glory to God, reflects the character of Jesus Christ, and follows Holy Scripture as articulated in the Statement of Faith and Membership Commitment.

Section 1 - Name

The name of this incorporated association is “Redemption Church Incorporated” (henceforth referred to as “church”).

Section 1 - Purpose

This church exists by the grace of God, with the glory of God alone being the ultimate purpose in all its activities. This church glorifies God by loving Him and obeying His commands through:

- a. Gathering together to worship Him
- b. Proclaiming the gospel of Jesus Christ through preaching and personal evangelism
- c. Equipping disciples of Jesus Christ through Bible instruction and study to live in light of the gospel and to share it with others
- d. Sharing life together and encouraging biblical fellowship among believers.
- e. Encouraging, supporting, and participating in mission work, locally, domestically, and internationally
- f. Planting and supporting local churches which seek to glorify God by loving Him and obeying His commands
- g. Serving other individuals, families, and churches as the opportunity affords by providing for physical, emotional, and spiritual needs, in the name of Jesus Christ

This church shall be organized for religious purposes under section 50-5, item 1.2 of the Income Tax Assessment Act 1997, or corresponding section of any future tax code. At the discretion of the elders, other purposes allowed under section 50-5 of the Income Tax Assessment Act 1997 may be undertaken, so long as they are consistent with the church’s ultimate purpose as articulated above.

Section 3 – Membership

3.1. QUALIFICATIONS

To qualify for membership in this church, a person must be a believer in Jesus Christ. They must, by their confession and conduct, give evidence that they wholeheartedly believe in the Christian faith as revealed in the Bible. Each member must agree to submit to the teaching of Scripture as expressed in the Statement of Faith and must promise to keep the commitments expressed in the Membership Commitment. The elders shall be responsible for determining each person’s qualifications for membership. In making this determination, they may rely on a person’s profession of faith, or such other evidence, as the elders deem appropriate.

3.2. APPLYING FOR MEMBERSHIP

To apply for membership, a person shall make a verbal or written request to the elders.

3.3. ADMISSION TO MEMBERSHIP

To be admitted into the membership of this church, the applicant shall be recommended by the eldership and accepted by vote of the members. The applicant must receive the approval of a super majority of three-quarters of the members present at any regular or special meeting of the members. Upon reception into the membership



of the church the applicant shall relinquish their membership in other churches. No admission or subscription fees are required for membership.

3.4. DUTIES AND PRIVILEGES OF MEMBERSHIP

In accord with the duties enumerated in the Membership Commitment, each member shall be privileged and expected to participate in and contribute to the ministry and life of the church consistent with the sacrificial love of our Lord Jesus Christ and with the gifts, time, and material resources each has received from God.

Only members shall be entitled to serve in the ministries and offices of the church. Non-members may serve on an ad-hoc basis with the approval of the elders.

Only members shall be entitled to book and use the facilities of the church, subject to the approval of the elders who may adopt policies for this purpose.

Under Christ this church is governed by its members. Therefore, it is the privilege and responsibility of members to attend members' meetings and vote on the election of officers, on decisions regarding membership status, and on such other matters as may be submitted to a vote.

No member of this church, nor any office bearer, shall by virtue of such membership or office, incur or be subject to personal liability to any extent for any indebtedness, obligations, acts, or omissions of this church association.

3.5. CHURCH DISCIPLINE

The purpose of church discipline should always and only be for:

- a. The repentance, reconciliation, and spiritual growth of the individual disciplined (see Proverbs 15: 5; 17: 10; 25: 12; 27: 5; 29: 15; 1 Corinthians 4: 14; 5: 5; Ephesians 6: 4; Hebrews 12: 1-11; Psalm 141: 5; Ecclesiastes 7: 5; Matthew 7: 26-27; 18: 15-17; Luke 17: 3; Galatians 6: 1-5; 2 Thessalonians 3: 6, 14-15; 1 Timothy 1: 18-20; Titus 1: 13-14; James 1: 22)
- b. The instruction in righteousness and good of other Christians, as an example to them (see Proverbs 13: 20; Romans 15: 14; 1 Corinthians 5: 11; 15: 33; Colossian 3: 16; 1 Thessalonians 5: 14; 1 Timothy 5: 20; Titus 1: 11; Hebrews 10: 24-25)
- c. The purity of the church as a whole (see 1 Corinthians 5: 6-7; 2 Corinthians 13: 10; Ephesians 5: 27; 2 John 10; Jude 24; Revelation 21: 2)
- d. The good of our corporate witness to non-Christians (see Matthew 5: 13-16; John 13: 35; Acts 5: 1-14; Ephesians 5: 11; 1 Timothy 3: 7; 2 Peter 2: 2; 1 John 3: 10)
- e. The glory of God by reflecting His holy character (see Deuteronomy 5: 11; Ezra 6: 21; Nehemiah 9: 2; Isaiah 52: 11; Ezekiel 36: 20; Matthew 5: 16; John 15: 8; Romans 2: 24; 15: 5-6; 2 Corinthians 6: 14-18; Ephesians 1: 4; 5: 27; 1 Peter 2: 12)

Any member consistently neglectful of his or her duties or guilty of conduct by which the name of our Lord Jesus Christ may be dishonoured, and so opposing the welfare of the church, shall be subject to the admonition of the elders and the discipline of the church, according to the instruction of our Lord in Matthew 18: 15-17 and the example of Scripture. Church discipline, then, should ordinarily be contemplated after individual private admonition has failed.

Church discipline can include admonition by the elders or congregation, suspension from the Lord's Supper for a definite period, removal from office, and excommunication (see Matthew 18: 15-17; 2 Thessalonians 3: 14-15; 1 Timothy 5: 19-20; 1 Corinthians 5: 4-5, 11-13).

If private efforts to bring about a member's repentance and reconciliation are unsuccessful, the elders shall review and investigate the matter further. After prayer and deliberation, the elders may:

- a. Dismiss the matter



- b. Take disciplinary action (other than termination of membership, which may only be effected by a vote of the congregation)
- c. Submit the matter to the members for vote at a regular or special meeting of the members

A person shall be removed from membership as an act of discipline at the recommendation of the elders and approval by vote of the members. Removal from membership as an act of discipline shall require a super majority of three-quarters of the members present at any regular or special meeting of the members. The elders shall inform the congregation and the member being disciplined of their intent to bring the matter to a vote no less than two weeks preceding the meeting.

If removal from church membership as an act of discipline occurs, the elders shall advise the members on how to encourage the disciplined person to repent and be restored to the Lord and any offended parties.

A member dismissed from membership as an act of discipline shall be restored to full membership privileges according to the spirit of 2 Corinthians 2: 6-8, at any regular or special meeting of the members, when their conduct is judged by the members to be in accordance with the Statement of Faith, Membership Commitment, and biblical repentance (2 Corinthians 7: 10).

3.6. TERMINATION OF MEMBERSHIP

Termination of person's membership in this church shall be recognised:

- a) After the person has voluntarily resigned or joined with another church
- b) Upon the death of the person
- c) As an act of church discipline as detailed in Section 3.5

This church shall have the authority to refuse a member's voluntary resignation from membership for the purpose of proceeding with a process of church discipline.

Section 4 – Meetings

4.1. CORPORATE WORSHIP

The church shall regularly meet together for public worship on Sundays, and at other times throughout the week as the church determines.

4.2. MEMBERS' MEETINGS

There shall be regular members' meetings at some time apart from a public worship service, recommended by the elders. The date, time, and location of the forthcoming regular members' meeting shall be announced by either post, e-mail, social media, or verbal announcement at a public service not less than twenty-one days prior to the meeting. Items for inclusion in the agenda shall be submitted no later than one week prior to the meeting and must be approved by the elders. In every meeting together, the members shall adorn themselves with loving consideration, patience, mutual trust, openness, and humility, as becomes members of the body of our Lord Jesus Christ.

This church, duly assembled in a members' meeting, may be required to:

- a. Elect officers
- b. Receive applicants into membership
- c. Recognise termination of membership due to death or voluntary resignation
- d. Exercise church discipline
- e. Approve the annual church budget submitted by the elders
- f. Hear reports from the elders and, from time to time, the various deacons
- g. Address any other matters and take action deemed necessary or desirable



An elder designated by the elders shall preside as moderator at all members' meetings of the church. The elders shall see that the stated meetings of the church are regularly held and that required reports are submitted to the church by the responsible members. The elders shall ensure that minutes are taken and kept for each members' meeting. The minutes shall record the business considered at the meeting, and any resolution on which a vote is taken and the result of the vote.

The Annual General Meeting of the church shall be held contemporaneously with the first regular meeting of the members each new financial year. The date, time, and location of the forthcoming Annual General Meeting shall be announced by either post, e-mail, social media, or verbal announcement at a public service not less than twenty-one days prior to the meeting. At the commencement of each financial year, a budget shall be approved by the membership at the first regular meeting of the members. Prior to this approval and subject to the elders' discretion, expenditures may continue at the prior year's level.

Provided all constitutional provisions for notification have been met, a quorum shall be understood to be met by those members present, so long as the number is no fewer than five. Voting may be taken by either voice, a show of hand, or secret ballot. Unless otherwise required in the Constitution, matters presented to the members for vote shall be decided by a simple majority of those members present at the meeting. Abstentions will not be considered as votes cast.

Members may participate in any regular or special meeting of the members via remote communication. Members participating in a members' meeting via remote communication shall be deemed present and may vote on matters submitted to the members. Voting by proxy shall not be permitted.

Special members' meetings may be called as required by the elders, or at the written request, submitted to the elders, of ten percent of the membership. The date, time, and purpose of any special meeting shall be announced at all public services of the church at least two weeks prior to the meeting.

Regular and special meetings of the members may be adjourned at the recommendation of the moderator and by a simple majority vote of the members when:

- a. There is insufficient time to deal with the business at hand
- b. Members require more time to consider an item of business

Section 5 – Officers

In accordance with Holy Scripture, the biblical offices of this church are elders, who are men, and deacons, who may be men or women (1 Timothy 2: 12-14; 3: 1-7; 8-13; Titus 1: 6-9). In addition, for the purpose of compliance with the Associations Incorporation Reform Act 2012, this church recognises the administrative positions under this Constitution of secretary and treasurer. The elders alone, whose role and powers are laid out in this Constitution, shall be considered the committee as referred to in the Associations Incorporation Reform Act, 2012. All officers must be members of this church prior to assuming their responsibilities.

5.1. ELDERS

The elders shall be comprised of not less than three men who satisfy the qualifications for the office of elder set forth in 1 Timothy 3: 1-7 and Titus 1: 6-9. In the New Testament elder, overseer and pastor are synonymous offices.

The elders shall oversee the ministry and resources of the church. In keeping with the principles set forth in Acts 6: 1-6 and 1 Peter 5: 1-4, the elders shall devote their time to prayer, the ministry of the Word (by teaching and encouraging sound doctrine), and shepherding God's flock. No elder shall hold the office of deacon during his tenure.



The church shall recognise men gifted and willing to serve in this calling, in accordance with Section 6.1. These men shall be received as gifts of the risen Christ to His church and set apart as elders. This recognition shall be reaffirmed by the membership triennially. If the church does not reaffirm its recognition of an elder, his term of office shall terminate as of the third anniversary of his election as elder. After an elder, other than the lead or staff elder(s), has served two consecutive three-year terms, he may only be eligible to be elected to the office of elder again after at least a one-year break.

An elder's term may be terminated by expiration of term, resignation or dismissal. Any two members with reason to believe that an elder should be dismissed from office should express such concern to the elders and, if need be, to the church. Any such action shall be done in accordance with the instructions of our Lord in Matthew 18: 15-17 and 1 Timothy 5: 17-21. Any elder may be dismissed from office by a super majority of three-quarters vote of the members at any regular or special meeting of the members.

Since Scripture charges the elders with the responsibility to shepherd and oversee the church (Acts 20: 28; 1 Peter 5: 2-3), the elders shall lead the church in understanding the Bible's meaning and application as it pertains to church doctrine, practice, policy, and discipline (Ephesians 4: 11-13; 2 Timothy 4: 1-2). Therefore, the elders shall take particular responsibility to:

- a. Examine and instruct prospective members
- b. Examine and recommend all prospective candidates for offices and positions
- c. Oversee the work of the deacons and appointed church agents and sub-committees
- d. Conduct worship services
- e. Oversee the administration of the ordinances of baptism and communion
- f. Equip the membership for the work of the ministry
- g. Encourage sound doctrine and practice
- h. Admonish and correct error
- i. Oversee the process of church discipline
- j. Coordinate and promote the ministries of the church
- k. Mobilize the church for missions
- l. Ensure that all who minister the Word to the congregation, including outside speakers, share the fundamental convictions of this church

The elders may establish staff positions or committees to assist them in fulfilling their responsibilities. The scope and approval of job descriptions for any staff position shall reside in the hands of those with hiring authority for that position. The elders shall have primary responsibility for the employment, supervision, and evaluation of staff members. This responsibility may, on a case by case basis, be delegated to another staff member.

Each year the elders, after consultation with the deacons, the deaconesses, and the membership, shall present to the church an itemised budget. This budget shall be presented for discussion at a specially-called budget meeting and called up for vote at the first regular meeting of the members each new financial year. No money shall be solicited by or on behalf of the church or any of its ministries without the approval of the elders.

The elders shall elect one of their number to serve as moderator of member's meetings.

5.2. ELDERS' MEETINGS

The elders shall meet from time to time at the dates, times and places agreed upon by the elders. Notice of each elders meeting, including the date, time and place of the meeting, shall be given no later than 7 days prior to the date of the meeting. Whenever any notice is required to be given by statute, the Articles of Incorporation, or this Constitution, a waiver thereof in writing signed by the person or persons entitled to notice, whether before or after the time stated therein, shall be deemed equivalent thereto. Attendance at a meeting by a person entitled to notice shall constitute a waiver of proper notice of such meeting, except where attendance is for the express purpose of objecting to the transaction of business because the meeting is not lawfully called or convened.



The procedure and order of business to be followed at an elders' meeting shall be determined by the elders. The elders shall ensure that minutes are taken and kept for each elders' meeting. The minutes shall record the names of those in attendance, the business considered at the meeting, and any resolution on which a vote is taken and the result of the vote. Members may obtain access to the minutes of elders' meetings only at the discretion of the elders.

The elders shall select a chairman of elders' meetings by a simple majority of elders present. Meetings of the elders shall be conducted in accordance with the Constitution and any other policies adopted by the elders. Unless otherwise required by the Constitution or any policies adopted by the elders, the act of the majority of the elders present at a meeting at which a quorum is present shall be the act of the elders. A quorum shall be understood to be met when, in the case of the elders being comprised of:

- a. Three men, two of the elders of the church are present
- b. More than three men, three-quarters of the elders of the church are present

Elders may participate in a meeting of the elders or committee via remote communication. Elders participating in an elders' meeting via remote communication shall be deemed present and may vote on matters submitted to the elders. Voting by proxy shall not be permitted.

Any action required or permitted to be taken by the elders may be approved without a meeting via a circular resolution. If a majority of the elders' consent to the action proposed in the circular resolution, such action shall have the same force and effect as a vote of the elders at a regular meeting.

5.3. PAID ELDERS

Lead Elder

The lead elder shall be recognised by the church as particularly gifted and called to the full-time ministry of preaching and teaching.

His call shall not be subject to the triennial reaffirmation or to the term limitation set out in Section 5.1, for elders. His election to office shall be defined as per Section 6.1.

Primary responsibility for preaching and teaching the Scriptures in public meetings, administration of the ordinances of baptism and communion, and any such other duties as usually pertain to that office, or which may be assigned to him individually by the elders, may be vested in the lead elder. Any of these responsibilities may be delegated to the other elders.

Staff Elder(s)

The church may appoint additional elders who shall be recognised by the church as particularly gifted and called to the full-time ministry of preaching and teaching.

His call shall not be subject to the triennial reaffirmation or to the term limitation set out in Section 5.1, for elders. His election to office shall be defined as per Section 6.1.

He shall partner with and assist the lead elder in preaching and teaching the Scriptures in public meetings, administering the ordinances of baptism and communion, and performing such other duties as usually pertain to that office, or which may be assigned to him individually by the elders. Any of these responsibilities may be delegated to the other elders.

5.5. PASTORAL ASSISTANTS

The elders may create or dissolve additional paid pastoral assistant positions to assist with pastoral ministry. These shall not be paid elders nor shall they be required to be elders. However, they may be recognised as non-



paid elders should they be nominated by the elders and elected by the members, in accordance with Section 5.1. Pastoral assistants shall serve under the supervision of the elders for a period of one year, though that may be extended with the approval of the elders.

5.6. SUPPORT STAFF

The elders may create or dissolve additional paid support staff positions to serve under the supervision of the paid elders. The elders shall be responsible for developing ministry descriptions, lists of qualifications and terms for each position. All staff members shall affirm and support the Statement of Faith, Membership Commitment and Constitution, and shall exemplify godly character. Support staff may be terminated by a majority vote of the elders at any regular meeting of the elders.

5.7 DEACONS AND DEACONESSSES

Particular service to the church shall be provided by deacons and deaconesses, who satisfy the qualifications set forth in 1 Timothy 3: 8-13, who are giving of themselves in service to the church, and who possess particular gifts of service. The number of deacons and deaconesses shall vary as the church has need. In keeping with the principles set forth in Acts 6: 1-6, the office of deacon or deaconess is not a position of spiritual authority. The deacons or deaconesses shall not meet together regularly as a body. Each diaconate position shall serve a particular need of the church and shall be created and dissolved by the recommendation of the elders and by a simple majority vote of the members at any regular or special meeting of the members.

The church shall recognise members gifted and willing to serve in this calling, in accordance with Section 6.1. These members shall be received as gifts of Christ to His church and set apart as deacons and deaconesses.

This recognition shall be re-affirmed by the membership triennially. A deacon or deaconesses term may be terminated by expiration of term, resignation, dismissal, or when the position dissolves. Any two members with reason to believe that a deacon or deaconess should be dismissed from office should express such concern to the elders and, if need be, to the church. Any deacon or deaconess may be dismissed from office by a simple majority vote of the members at any regular or special meeting of the members.

Subject to the direction and oversight of the elders, deacons and deaconesses may serve the congregation by:

- a. Caring for member's temporal needs
- b. Tending to the accommodations for corporate worship
- c. Assisting in the maintenance of property
- d. Administering benevolence funds
- e. Assisting the elders as needed

The deacons and deaconesses, with the approval of the elders, may establish unpaid administrative positions or sub-committees of members to assist them in fulfilling their responsibilities in the church.

5.8. SECRETARY

It shall be the duty of the secretary to:

- a. Record minutes of all regular and special members' meetings of the church
- b. Preserve an accurate role of the membership
- c. Render reports as requested by the elders, deacons or deaconesses, and the church
- d. Ensure that dated copies of the most recent versions of all organizational documents of the church shall be available on request for all church members
- e. Keep custody of the common seal (if any) of the church
- f. Maintain forms and documents that the elders (exercising their duties and powers outlined in Section 9.1), or the law may prescribe

In the absence or incapacity of the secretary, the elders shall appoint another member to perform the duties of secretary, until such time as a successor can be duly elected by the membership.



The secretary shall be nominated by the elders and elected by the members to serve a term of one year, after which time they may be re-elected by the membership. The secretary's term may be terminated by expiration of term, resignation, or dismissal. The secretary may be removed by the recommendation of the elders and by vote of a simple majority of the members at any regular or special meeting of the members.

5.9. TREASURER

It shall be the duty of the treasurer to:

- a. Collect and receive all funds due to the church
- b. Ensure that all funds and securities of the church are properly secured in such banks, financial institutions, or depositories as appropriate
- c. Keep full and accurate accounts of receipts and disbursements in books belonging to the church
- d. Implement adequate controls to guarantee that any officer, employee, or agent of the church handles its funds appropriately
- e. Provide reports of church account balances, revenues, and expenses as requested by the elders
- f. Provide an annual statement of accounts and balances to the church

In the absence or incapacity of the treasurer, the elders shall appoint another member to perform the duties of treasurer, until such time as a successor can be duly elected by the membership.

The treasurer shall be nominated by the elders and elected by the members to serve a term of one year, after which time they may be re-elected by the membership. The treasurer's term may be terminated by expiration of term, resignation, or dismissal. The treasurer may be removed by the recommendation of the elders and by vote of a simple majority of the members at any regular or special meeting of the members.

Section 6 – Elections

The process for church elections shall be carried out to fulfill the following principles:

- a. Substantial prayer, both individually and corporately, should be an integral part of the election process
- b. Nominations should proceed with the recommendation of the elders
- c. Recommendation by the eldership of a man to the office of elder shall require unanimity among the elders
- d. Recommendation by the eldership of a person to any other office shall require a super majority of three-quarters of the elders
- e. All candidates for church office should be treated with the grace, kindness, and honesty appropriate in evaluating fellow members
- f. The election process shall express that spirit of mutual trust, openness, and loving consideration that is appropriate within the body of our Lord Jesus Christ

6.1. ELECTION OF OFFICERS

The election of a candidate to an office of this church shall be held at a member's meeting of the church. Names of nominees to serve as elders, deacons, secretary, or treasurer shall be presented by the elders at least four weeks prior to the election, and the election shall proceed as directed by the moderator. Voting may be taken by either voice, a show of hand, or secret ballot.

The elders should seek recommendations and involvement from the members in the nomination process. Any member with reason to believe that a nominated candidate is unqualified for an office should express such concern to the elders. Members intending to speak in opposition to a candidate should express their objection to the elders as far in advance as possible before the relevant church members' meeting.



The moderator shall declare elected all men receiving a super majority of two-thirds of all votes for the office an elder. For all other offices, the moderator shall declare elected all persons receiving a simple majority of all votes cast. Abstentions will not be considered as votes cast.

The persons elected shall assume their respective office upon election, unless another date has been specifically designated.

6.2. ELECTION OF PAID ELDERS

In the election of any man to the position of lead or staff elder, the same basic process of electing an elder must be followed. In addition, however, the church must be given adequate opportunity to assess the preaching gifts of any potential paid elder and, before being asked to express its judgment, must receive assurance from the elders that, having interviewed the man concerned, they are in no doubt as to his wholehearted assent to the Statement of Faith, Membership Commitment and Constitution. Notice of the nomination of a man to be elected as paid elder (which shall include, if necessary, election to membership of him and his wife if he is married) must be given at two Sunday corporate worship services following the nomination, prior to the vote at a members' meeting.

Section 7 – Indemnification

7.1. MANDATORY INDEMNIFICATION

If a legal claim or criminal allegation is made against a person because he or she is or was an officer, employee, or agent of the church, the church shall provide indemnification against liability and costs incurred in defending against the claim if the elders determine that the person acted:

- a. In good faith
- b. With the care an ordinarily prudent person in a similar position would exercise under similar circumstances
- c. In a manner the person reasonably believed to be in the best interest of the church, and the person had no reasonable cause to believe his or her conduct was unlawful

7.2. PERMISSIVE INDEMNIFICATION

At the discretion of the elders, the church also may indemnify any person who acted in good faith and reasonably believed that his or her conduct was in the church's best interest and not unlawful.

7.3. DETERMINATIONS

If a quorum of the elders is not available for an indemnification determination because of the number of elders seeking indemnification, the requisite determination may be made by the membership or by special legal counsel appointed by the membership.

Section 8 – Dispute Resolution

Believing that Holy Scripture commands Christians to make every effort to live at peace and to resolve disputes with each other in private or within the Christian Church (Matthew 18: 15-20; 1 Corinthians 6: 1-8), this church expects its members to resolve conflict among themselves according to biblically based principles, without reliance on the secular courts. If a member's private efforts to resolve a dispute are unsuccessful, he or she may bring the matter to the elders who will review and investigate the matter further, giving opportunity for each side to be heard. After prayer and deliberation, the elders may:

- a. Dismiss the matter
- b. Take disciplinary action (other than termination of membership, which may only be effected by a vote of the congregation)
- c. Submit the matter to the members for vote at a regular or special meeting of the members



If a member has a dispute with the church that cannot be resolved, the elders shall appoint a representative from Acts 29, or another church that shares the core theological convictions of this church as expressed in the Statement of Faith, to act as mediator. The mediator shall:

- a. Give opportunity for each side to be heard
- b. Adhere to their duty to act fairly
- c. Not determine the dispute

If a member is under church discipline, they must not initiate a grievance procedure against the church until the disciplinary process has been completed.

The expectation of members resolving disputes apart from secular courts does not exclude calling upon the proper authorities in the event of suspicion that a crime has been committed. Consistent with its call to peacemaking, the church shall encourage the use of biblically based principles to resolve disputes between itself and those outside the church, whether Christian or non-Christian and whether individuals or corporate entities.

Section 9 – Corporate Governance

9.1. DUTIES AND POWERS

Subject to constitutional limitations relating to action required to be approved by the members, the business and affairs of the church shall be managed, and all corporate powers shall be exercised, by or under the authority of the elders. Without prejudice to these general powers, and subject to the same limitations, the elders shall have the power to:

- a. Represent the church in any legal action, including, but not limited to, all property management, loans, and contracts, except that they shall have no power to buy, sell, mortgage or convey any real property without a vote of the church members authorising such action
- b. Prescribe the manner of making signature or endorsement of bills of exchange, notes, drafts, cheques, acceptance, obligations and other negotiable paper or other instruments for the payment of money
- c. Designate the officer or officers (in addition to the Treasurer), agent or agents, who shall from time to time be authorised to make, sign or endorse said instruments on behalf of the church
- d. Prescribe the manner of handling any assets, or gifts in kind
- e. Prescribe the handling of any trust, express or implied, created or held for the benefit of the church pursuant to an instrument or to other directions creating the trust. Such trusts will be held and administered according to the intent of the creator of the trust insofar as it does not conflict with the purpose, policy or ministries of the church
- f. Perform any other duties as are assigned by the church, provided that none of their actions shall conflict with the Constitution, policies or ministries of the church.

9.2. COMMON SEAL

The church may have a common seal in the form determined by the elders. The common seal of the church shall be kept in the custody of the secretary. The common seal shall not be affixed to any instrument except by the authority of the elders. The affixing of the common seal shall be attested by the signatures of two elders.

9.3. FINANCES

All bills of exchange, notes, drafts, cheques, and other instruments for the payment of money shall be signed or approved by the treasurer and an elder, or by two elders.

9.4. SOURCE OF FUNDS

The funds of the church shall be derived from gifts, freewill offerings, donations, and other sources subject to the approval of the elders.



9.5. BENEVOLENCE FUND

Consistent with Scripture which teaches us to share with those in need, the church may establish a benevolence fund to meet material and financial needs of members and others. This fund shall be administered under a policy which sets forth the funds' purpose, procedure for administration, and objective criteria for selection of recipients for financial assistance.

Section 10 – Statement of Faith

This church, and each of its officers and employees shall fully support the Statement of Faith. To be consistent with its stated purpose and religious mission, the church shall not:

- a. Establish any public or private policies or positions that conflict with the Statement of Faith
- b. Elect or appoint any officer who does not subscribe to the Statement of Faith
- c. Accept or recognise any person as a member who does not agree to submit to the Statement of Faith¹
- d. Hire or continue to employ any employee who, upon request, refuses to subscribe to the Statement of Faith, or who has acted in a manner inconsistent with the Statement of Faith or the religious mission of the church, and has not fully demonstrated biblical repentance

Section 11 – Policies and Procedures

The elders and any of their designees shall, as required, be responsible for overseeing the development, maintenance and periodic review of policies and procedures for the day-to-day functions of the church. Such policies and procedures shall be maintained in a Policies and Procedures Manual, which shall be available at the church office for members to review.

Section 12 – Amendments

The Statement of Faith, Membership Commitment and Constitution may be amended by super majority vote of three-quarters of the members at any regular or special meeting of the members, provided:

- a. The amendment shall have been approved by a super majority of three-quarters of the elders and offered in writing at the previous members' meeting, and made available to the members at least four weeks prior to such vote
- b. The meeting to consider the proposed amendment shall have been announced in corporate worship services two successive Sundays prior to such vote, one of which may be the same day as the meeting

Section 13 – Dissolution

In the event of the church being dissolved, its assets shall not be distributed among the members or officers of the church, but shall be transferred to another organisation with similar purposes and which is not carried on for the profit or financial gain of its individual members. Such organisation shall be recommended by the elders and approved by a simple majority vote of the members at any regular or special meeting of the members before the time of dissolution.

¹ Mastery of the Statement of Faith is not required of any new Christian before they are admitted to membership. Such a requirement would violate the order of Matthew 28: 19-20, which instructs us to disciple, to baptise, and then to teach the baptised disciple to observe everything Christ has commanded. It is necessary, however, that any person applying for membership displays a willingness to be taught and possess substantial agreement with what they already know concerning the church's doctrine and government.