

EVANGELICAL FELLOWSHIP CHURCH CONSTITUTION

1. NAME

1.1. The Evangelical Fellowship Church of Steinbach (EFC), a member church of the Evangelical Mennonite Conference (EMC).

2. STATEMENT OF FAITH

2.1. We affirm the Statement of Faith as printed in “The Constitution and Bill of Incorporation of the Evangelical Mennonite Conference” (1994, 2007, 2017).

3. CORE VALUES

3.1. **Worship** God in our everyday lives and our celebrations together

3.2. **Teach** obedience to the Word of God

3.3. **Care** for one another, creating a place of belonging

3.4. **Serve** our neighbours by providing practical help in times of need

3.5. **Reach** Out communicating the Gospel of Christ

4. MEMBERSHIP

4.1. To qualify for, and continue, as part of the membership in the EFC, a person:

4.2. Must have a personal commitment to the Lord Jesus Christ;

4.3. Must have a satisfactory witness of a new creation in Christ;

4.4. Must be baptized on confession of faith;

4.5. Must acknowledge and support the EMC statement of faith;

4.6. Must be committed to EFC, supporting the church with their gifts and abilities.

5. CONGREGATIONAL ADMINISTRATION

5.1. Congregational government is an expression of our concept of the priesthood of all believers. Each member of the body of Christ has the responsibility and privilege of helping the church discern God’s will for them. We believe the Holy Spirit guides individually and corporately as we meet to prayerfully make decisions, allowing for guided open discussion of matters related to the work of the church.

5.2. The membership will meet for the purpose of approving:

5.2.1. Calling of Pastoral Staff;

5.2.2. Baptism and Membership Transfer;

5.2.3. Elections of Board of Elders and Standing Committees;

5.2.4. Budget and Financial information;

5.2.5. For other business deemed necessary by the Board of Elders.

5.3. All members have the right to vote.

5.4. Adherents are welcome to attend membership meetings as observers. Adherents are not eligible for election to the elder board or to committees. (Adherents are defined as non-members who attend church regularly.)

5.5. The ministry of the church shall be supervised by elected or appointed committees, under the leadership of the Board of Elders. These committees will each organize themselves and appoint a chair. The responsibilities of these committees are spelled out below and more detailed job descriptions are available in the job description policy manual.

5.6. No person is permitted to serve on more than one committee or board simultaneously.

5.7. As the church grows, other committees may be added, deleted or modified as deemed necessary for the function of the church, upon approval of the membership.

5.8. The Elder Board and Committees, and their related ministries, are subject to the scrutiny and direction of the membership.

5.9. The percentage results from congregational votes will not be released. A simple “passed” or “not passed” type of phrasing will be used.

6. **Constitution Revision**

6.1. A constitutional change cannot be made on the day of the motion for the change.

6.2. The motion, however, can be made and seconded at any membership meeting.

6.3. Then will follow a waiting period during which the membership is notified on three (3) consecutive Sundays so they can discuss and pray about the motion of change.

6.4. The vote on the revision will occur at the next membership meeting.

6.5. For a change to be adopted, the vote needs to be at least 75 percent in favour, in terms of those present to vote.

7. **PASTORS**

7.1. Qualifications:

7.1.1. Spiritual character and integrity

7.1.2. Servant leadership

7.1.3. Knowledge and understanding of scripture

7.1.4. Devoted to prayer

7.2. Organizational Accountability:

7.2.1. Accountable to God,

7.2.2. Work together with and under guidance of Board of Elders,

7.2.3. Work in partnership as a pastoral team with the Senior Pastor responsible for pastoral team leadership.

7.2.4. The pastor’s primary calling and responsibility is to shepherd the flock.

7.3. The pastor has the responsibility to serve the congregation under the guidance of the Holy Spirit, and to perform those ministries which help people to grow as disciples of Christ and which build the body of Christ.

7.4. The pastor’s compensation package, including salary, benefits, and vacation, will be negotiated by the Trustee Committee.

7.5. Regular professional development and sabbatical will be encouraged and approved by the Board of Elders.

7.6. The Board of Elders will ensure that there is a regular pattern of pastoral review and assessment.

7.7. Two-thirds of the Board of Elders or 50 percent of the membership can initiate a pastoral review, which could lead to a confidence vote.

7.8. See the Job Description Policy Manual for specific responsibilities.

8. **THE BOARD OF ELDERS AND COMMITTEES**

- 8.1. The members of the board of elders and committees shall be elected by the membership for three year terms on alternate years so as to retain a measure of continuity.
- 8.2. No elected member shall hold office for more than two consecutive terms in any one board or committee. This person is, however, eligible for another board or committee. After being absent for one year this person again becomes eligible for the former committee or board.
- 8.3. Each committee will appoint a chairperson and will submit minutes of meetings to the church office.

9. **Board of Elders**

9.1. Qualifications

- 9.1.1. spiritual character and integrity
- 9.1.2. servant leadership
- 9.1.3. member of EFC for minimum of two (2) years

9.2. General Guidelines

- 9.2.1. Each elder is responsible to minister to the members through their spiritual leadership, counselling and discipling.
- 9.2.2. The Board is to provide oversight of the activities of the committees, and to see to it that they report to the board on a regular basis. Any items of business that the committee or individuals wish to present to the membership should be cleared by the board first.
- 9.2.3. The Board of Elders is responsible for the agenda of all membership meetings, which shall be presided over by the Chairman of the Board. The Board is responsible to seek the advice of the membership in regards to the calling of a pastor. The Board of Elders is also responsible for the year-end business meetings and annual elections.

9.3. Organizational Accountability

- 9.3.1. The Board of Elders will consist of five elected members and pastoral staff
- 9.3.2. The board of elders may appoint (annually) up to two (2) additional members to assure broad representation of the congregation. These appointees would need to be presented to and approved by the membership. The term of appointed members will be one year.
- 9.3.3. The Board of Elders is responsible to the membership, and membership annually decides which of the elected elders will serve as chairperson and vice-chairperson.
- 9.3.4. The Board of Elders is responsible to oversee all aspects of the church, to develop and present general goals and policy guidelines to the membership, and to do this prayerfully under the guidance of the Holy Spirit.

9.4. See the Job Description Policy Manual for specific responsibilities.

10. **Trustee Committee**

10.1. General Guidelines

- 10.1.1. The Trustee Committee will consist of four elected members and the church secretary (as an ex-officio member).
- 10.1.2. The Trustee Committee shall represent the church in all legal matters. They are responsible for all church accounts, and for the allocation of church finances according to the budget.
- 10.1.3. They are also responsible to present a proposed budget at each annual business meeting.

10.1.4. They are responsible to recommend and receive approval from the membership to hire the church secretary and for the appointment of the church treasurer.

10.2. Purpose

10.2.1. The primary task of this committee is to look after church buildings and properties and to oversee church finances

10.3. See the Job Description Policy Manual for specific responsibilities.

11. Christian Service Committee

11.1. General Guidelines

11.1.1. The Christian Service Committee will consist of three elected members.

11.2. Purpose

11.2.1. The primary task of this committee is to provide and facilitate outreach and service opportunities for the church.

11.3. See the Job Description Policy Manual for specific responsibilities.

12. Worship Service Committee

12.1. General Guidelines

12.1.1. The Worship Service Committee will consist of three elected members and one member of the pastoral staff. One of the elected members will be chairman.

12.2. Purpose

12.2.1. The primary task of this committee is to oversee and give direction to the planning of worship services. This would include worship teams, sound and projection workers, scripture readers, aesthetics and worship leaders.

12.3. See the Job Description Policy Manual for specific responsibilities.

13. Social Committee

13.1. General Guidelines

13.1.1. The Social Committee will consist of four elected members.

13.2. Purpose

13.2.1. The primary task of this committee is to plan a variety of social gatherings for the EFC church family.

13.3. See Job Description Policy Manual for specific responsibilities.

14. The Christian Education Committee

14.1. General Guidelines

14.1.1. The Christian Education Committee will consist of four elected members

14.2. Purpose

14.2.1. The primary task of this committee is to foster, organize, and oversee the Christian education and discipleship programs of EFC.

14.3. See the Job Description Policy Manual for specific responsibilities.

15. Spanish Ministry Committee

15.1. General Guidelines

15.1.1. The Spanish Ministry Committee will consist of five elected members (one of which should be a female, and three of the five should be members of EFC). One member may be a non-attender of EFC English services. Only one person per family may serve on the committee, and terms of office shall be consistent with other EFC committees.

15.1.2. Nominations will be made by committed members of the Spanish ministry, with the qualifications of the nominees reviewed by the present committee and presented to the Board of Elders for approval prior to election by EFC membership

15.2. Purpose

15.2.1. The primary task of this committee is to provide outreach and integration ministry for the Spanish-speaking community

15.3. See the Job Description Policy Manual for specific responsibilities.

16. Conference Delegates

16.1. General Guidelines

16.1.1. Elected Conference delegates will hold a two (2) year term

16.1.2. Number of delegates (as specified by EMC) is one (1) delegate for every 50 members plus the Board of Elders Chair and Senior Pastor

16.2. Purpose

16.2.1. To represent EFC at EMC Conference Council Meetings and assist in conference decision making.

16.2.2. To represent EFC at Haven Group general meetings

16.3. See the Job Description Policy Manual for specific responsibilities

17. Mennonite Central Committee (MCC) – Mennonite Disaster Service (MDS) Delegate

17.1. General Guidelines

17.1.1. One elected delegate will hold a three (3) year term

17.2. Purpose

17.2.1. The primary task of this delegate will be to attend meetings as requested by MCC or MDS and coordinate meetings held in our church by these organizations

17.3. See the Job Description Policy Manual for specific responsibilities.

18. Haven Group Delegate

18.1. General Guidelines

18.1.1. One elected delegate will hold a two (2) year term

18.2. Purpose

18.2.1. The primary task of this delegate will be to represent EFC on the Haven Group Board of Directors