
Highrock Constitution

Section 1: Evangelical Covenant Church

“The Evangelical Covenant Church is a communion of congregations gathered by God, united in Christ, and empowered by the Holy Spirit to obey the great commandment and the great commission. It affirms its companionship in faith with other church bodies and all those who fear God and keep God’s commandments.

“The Evangelical Covenant Church adheres to the affirmations of the Protestant Reformation regarding the Bible. It confesses that the Holy Scripture, the Old and the New Testament, is the Word of God and the only perfect rule for faith, doctrine, and conduct. It affirms the historic confessions of the Christian Church, particularly the Apostles’ Creed and Nicene Creed, while emphasizing the sovereignty of the Word of God over all creedal interpretations.

“In continuity with the renewal movements of historic Pietism, the Evangelical Covenant Church especially cherishes the dual emphasis on new birth and new life in Christ, believing that personal faith in Jesus Christ as Savior and Lord is the foundation for our mission of evangelism and Christian nurture. Our common experience of God’s grace and love in Jesus Christ continues to sustain the Evangelical Covenant Church as an interdependent body of believers that recognizes but transcends our theological differences.

“The Evangelical Covenant Church celebrates two divinely ordained sacraments, baptism and the Lord’s Supper. Recognizing the reality of freedom in Christ, and in conscious dependence on the work of the Holy Spirit, we practice both the baptism of infants and believer baptism. The Evangelical Covenant Church embraces this freedom in Christ as a gift that preserves personal conviction, yet guards against an individualism that disregards the centrality of the Word of God and the mutual responsibilities and disciplines of the spiritual community.

“The Evangelical Covenant Church has its roots in historical Christianity, the Protestant Reformation, the biblical instruction of the Lutheran Church of Sweden, and the great spiritual awakenings of the eighteenth and nineteenth centuries. These influences, together with more recent North American renewal movements, continue to shape its development and distinctive spirit. The Evangelical Covenant Church is committed to reaching across boundaries of race, ethnicity, culture, gender, age, and status in the cultivation of communities of life and service.

This document, which is in harmony with the above preamble, is the Constitution and Bylaws of Highrock Covenant Church of Arlington, MA.

SECTION 2: “HIGHROCK” AFFILIATIONS

All churches share the common call from our great God to fulfill the **Great commandment** (Matthew 22:36-40) and **Great commission** (Matthew 28:18-20). In addition, Scripture offers models for the role of the Church in Ephesians 4:11-16, Acts 2:42-47, 1 Corinthians, and throughout the whole Bible.

Beyond that *general call*, our Lord gives *particular calls* to churches and individuals to serve as certain parts of Christ’s body, which He fills with His Spirit and through which He continues His work of serving and suffering for the salvation of all creation. This document represents an attempted articulation of the way Highrock’s founders and members sense God has called us to serve Him, each other and His world.

OUR VISION

A committed community of individuals who belong fully to God and to one another and increasingly follow Jesus in every area of life so that we use our gifts and opportunities to “be Jesus” to each other and our neighbors across the street and across the globe.

This will happen as we:

1. Connect to God personally. Continually drawn by God’s love, filled by God’s Spirit, shaped by God’s Word, and attentive to God’s presence, we worship the living God with all our hearts, minds, souls & strength above all else and in all else. This includes practicing praise, prayer, obedience, sacraments, Sabbath, study, service, singing, silence, confession, celebration, fasting, feasting, forgiving, thanksgiving, and seeking God’s presence, power and purposes in every aspect of our lives.

2. Connect to God’s people. Most of God’s great promises are made not to individuals, but to the collective Christian community called the Church, and apply to all who belong to her. In our uniqueness that results from diverse ethnicities, experiences, preferences and perspectives, we are reconciled in Christ’s one body by a love that compels us to confront, confess, comfort, counsel and celebrate each other in God’s name so that we might all grow in Christlikeness and reflect Christ to a world that longs to see Him still alive among them. We cannot love God, follow Christ or fully preach the Gospel if we do not love one another, including our enemies. The primary context for individual spiritual growth and Gospel proclamation is Christian community. Through shared laughter, tears, prayers, experiences and mutual submission, our relationships will become environments in which mutual dignity is protected, truth is shared, and forgiveness is sought, extended and received, resulting in repentance and reconciliation as we enter into the battle for each others’ souls against the power of sin and death.

3. Connect to God’s purposes. We continue God’s work of creation and redemption of all creation in our worship, our work, and our relationships as we engage the world as servants of Christ, empowered, energized, and equipped even to suffer for the Gospel so that God’s will “will be done on Earth as it is in Heaven,” and in order to hasten the day when “every knee will bow and every tongue confess that Jesus is Lord to the Glory of God the Father”. As the body of Christ, we want God to do through our body the very kinds of things He did through Christ’s body as we imitate our Lord’s passion for the least, the lost, the left out and the lonely. We have been created and called by God, and we want to “whatever gifts we have received to serve others, faithfully administering God’s grace in its various forms”. We pray for and invite those who are estranged from our Savior and His Church to experience His Spirit alive in our community. Seeing our love for them and one another that transcends our differences and sins, they will get a taste of our Lord’s own love, and long to enter into community, initially with us and ultimately with God Himself.

OUR CORE VALUES

1. Grace. God’s grace is the sole basis of our certain salvation in Christ for sinners like us in this life and the next, leaving no room for us to boast, fear or condemn. (Ephesians 2:8)

2. Evangelism. We are compelled by Christ’s compassion and commands to share the Good News about God’s love for sinners, which is most clearly evident in the life, death and resurrection of Jesus, and His invitation to reconciliation and new life that is only available through Christ. We do this through word and deed in ways that are proactive, practical, personal, prayerful, relevant and respectful, and long to reach those who are estranged from God and His body on earth, the Church. (2 Corinthians 5:18)

3. Community. Though sin has isolated us, every individual is invited to be reconciled at once to God and to God’s family on earth, which is the Church. God Himself is community: Father, Son & Spirit, and we cannot have fellowship with, fully experience or reflect our Lord to the world unless we are in committed community with all who belong to Him. God saves us to and through Christian community. (John 13:34)

4. Ministry. Just as Jesus was during the incarnation, so we are now the body of Christ, sent by God to suffer passionately for the salvation of the world. God created and called each of us to join Him as He continues His work of creation and redemption through us. Salvation includes restoration to our true purpose, and our lives become meaningful as we serve according to the gifts God has given us. The church is not a corporation that ministers to the members, but members ministering to God and others, both in and out of the congregation, in the name of Jesus and the power of the Holy Spirit. By giving our lives in ministry that gives life to others, we will find true life ourselves. (Romans 12:4, Ephesians 2:10)

5. Relevance. The task of local congregations in every age and every culture is to offer the unchanging Gospel in ways that are attractive, accessible and allow people to respond to the whole truth of God's transforming love for sinners. Because culture is constantly changing, the Church must constantly contextualize God's Good News for the people they have been called to serve. For this reason, rather than looking for the "best" church model, we realize that all areas of our congregational life will have to be subject to reconsideration in order to continue reaching contemporary people with God's timeless truth. Therefore, we commit ourselves to careful but continual creativity, prayerful innovation, theological reflection, cultural sensitivity and listening to God at each step. (1 Corinthians 9:19)

Section 3: Highrock Covenant Church of Arlington, MA

ARTICLE I

NAME

The name of this church shall be Highrock Covenant Church of Arlington, MA.

ARTICLE II

AFFILIATION

The church is a member of the Evangelical Covenant Church and its East Coast Conference. The church seeks to work in harmony with the Evangelical Covenant Church as well as other Christian organizations with similar goals.

ARTICLE III

CONFESSION OF FAITH

The church believes in the Holy Scriptures, Old and New Testament, as the word of God and the only perfect rule for faith, doctrine, and conduct. The church believes in the necessity of personal faith in Jesus Christ as Savior for salvation.

ARTICLE IV

MEMBERSHIP

Membership in this church is open to anyone who affirms personal faith in the Lord Jesus Christ, has been baptized according to the Scriptures, and accepts the Constitution, Bylaws, and membership commitment of this church.

ARTICLE V

OFFICERS

The officers of the church shall be a Chair, Vice-Chair, Secretary, and a Financial Officer.

ARTICLE VI

CHURCH GOVERNANCE

The administration and oversight of all business and spiritual affairs is delegated by the membership to the appropriate leadership as delineated in the Bylaws. Final authority of the government of this church is vested in its membership acting at and through membership meetings as delineated in the Bylaws.

ARTICLE VII

MEMBERSHIP MEETINGS

Membership meetings shall be held at least once a year. Issues that require membership action as stipulated in the Bylaws will be submitted for action. Other membership meetings may be duly called by provisions set forth in the Bylaws.

ARTICLE VIII

PROPERTY

In the event of schism within the church, from which we earnestly pray God to spare us, the title of all church property, real or personal, shall remain with the group which abides by this constitution, as determined by the Executive Board of the East Coast Conference of the Evangelical Covenant Church. In the event of dissolution, the property and all assets of the church shall become the property of The Evangelical Covenant Church and the East Coast Conference and used for the purpose of church planting.

ARTICLE IX

AMENDMENTS

Amendments in harmony with this constitution may be adopted by a 2/3 vote of those present and voting at a duly called membership meeting, providing the proposed amendment was presented to the members at least 60 days in advance.

BYLAWS

ARTICLE I

MEMBERSHIP

Section 1. Purpose of Membership. Admission into membership adds to the existing opportunities of open acknowledgment and commitment to the purposes and responsibilities this church adopts. The highest privilege included is the public testimony of Jesus Christ as Lord and Savior. This church also holds an open attitude regarding non-member acceptance and involvement within the fellowship.

Section 2. Responsibility of Membership. Every member shall prayerfully consider opportunities to serve the Lord within this local fellowship, in light of his/her own uniqueness and God-given resources. This church believes the fundamental responsibility of a member in this body is that of being an honest and true steward to the Father of all that he/she possesses. This stewardship should be visible in the areas of time, talent and monies. This church also affirms grace giving as an applicable standard to help members begin their own personal financial stewardship.

Section 3. Admission to Membership. Persons joining this church will participate in membership classes, meet with a Shepherding Overseer or representative, and sign the Membership Covenant. The Shepherding Overseers, upon finding the applicant eligible, shall affirm the request and receive the prospective member into the official membership. These new members shall be duly acknowledged in a timely manner at a public service or membership meeting. The minimum age for membership consideration is 13 years old.

Section 4. Voting Rights of Members. Every active member shall have the right to vote at a duly called membership meeting. Each active member 18 years and older is entitled one vote on any item of action. Voting by proxy and absentee voting is prohibited.

Section 5. Transfer and Withdrawal of Membership. Any member desiring to transfer or withdraw from membership shall make such request in writing; typed, handwritten or digital. Members moving to other areas shall be encouraged to find and establish a relationship with an evangelical church in the area of new residence. If a member that withdrew membership in good standing returns to the area and to our church, their membership may be reinstated by a unanimous vote of the Shepherding Overseers.

Section 6. Inactive Members. Following at least an annual review of the membership roll by the Shepherding Overseers, any member found to be not actively fulfilling the membership commitment may be removed from membership by a unanimous vote of the Shepherding Overseers. The Shepherding Overseers will make effort to inform a member of their pending removal.

Section 7. Accountability for Members. Any member who has unreasonably failed to follow his/her membership responsibilities may be admonished by the Shepherding Overseers for lack of interest and commitment (Hebrews 10:24, 25, Galatians 6:2). If the admonition is not heeded by the offending member, he/she is subject to loss of membership in the church body (Romans 16:17, II Thessalonians 3:6).

Section 8. Erring Members.

- a) Should it occur that any member of the church depart from the Word of God and fall into sinful habits, or err in doctrine, it is the duty of the member who has that knowledge to lovingly warn and correct him/her.
- b) If that member does not heed this warning, the Shepherding Overseers shall be notified and admonish that member to repent. If that member still continues in that course, the Shepherding Overseers shall act according to Matt.18:15-18; I Cor. 5:11-13, I Thes. 5:14, and Gal. 6:1-5.
- c) The removal of a member may be ordered only by a unanimous vote of the Shepherding Overseers. No member shall be excluded without having the opportunity to defend him/herself at a membership meeting where action of dismissal by the Shepherding Overseers can be reversed by 2/3 vote of the active attending membership.

Section 9. Forfeiture of rights. A member who has been properly dismissed from the church, or has withdrawn membership, has forfeited all rights and privileges of membership in the church (II Thessalonians 3:6).

Section 10. Restoration of Members. A member dismissed by the Shepherding Overseers shall be restored by a 2/3 majority vote of the Shepherding Overseers according to the spirit of II Corinthians 2:7-8, when the resolution of the precipitating issue and the person's lifestyle are judged to be in accordance with the standards of this Article.

Section 11. Recording. The names of those joining and terminating membership shall be duly recorded and made available to the members upon request.

Section 12. Unity. Action by the Members shall be taken in such manner as to preserve the unity of the Spirit in the bond of peace (Colossians 3:14).

ARTICLE II

PASTORS & STAFF

Section 1. Qualifications. Pastors of the church shall meet the qualifications set forth for church leadership in the New Testament (Titus 1,2). Pastors shall be in good standing with the Evangelical Covenant Church. They shall seek to work in harmony with the Evangelical Covenant Church as well as other Christian organizations with similar goals.

Section 2. Call of Lead Pastor. The Lead Pastor shall be called at a duly called membership meeting, the purpose of which shall be announced at least two weeks in advance. The Lead Pastor shall be nominated by a joint resolution of the Lead Pastor Search Committee, whose functions are delineated elsewhere in these Bylaws, and the non-pastoral members of the Board of Overseers. The Lead Pastor shall be called by ballot of the attending active membership with a 2/3 vote required for a call.

Section 3. Call of other Pastors and Staff. Other pastors and staff shall be selected by the Lead Pastor with ratification by a majority of the Managing Overseers.

Section 4. Duties of the Lead Pastor. The Lead Pastor shall be the spiritual leader of the church and shall generally give direction and oversee the activities of the church. The Lead Pastor shall preach and teach the Word of God, oversee the administration of the sacraments, and faithfully carry out pastoral work. The Lead Pastor shall supervise church staff, providing counsel, encouragement, and Christian discipline so as to assist in the accomplishment of objectives for each staff member. All staff is responsible to the Lead Pastor. The Lead Pastor shall be an ex officio member of the Board of Overseers and all other ministry teams of the church.

Section 5. Duties of Other Pastors and Staff. Other pastors and staff shall carry out specific areas of ministry under the direction of the Lead Pastor. Any pastor may be designated as an ex officio member of any ministry team of the church in accordance with Bylaw provisions.

Section 6. Charges against a Pastor.

- a) A person shall seek personal reconciliation with an offending pastor.
- b) In matters impacting a pastor's qualification for ministry, the matter shall be brought to the attention of the Lead Pastor as that pastor's supervisor, charging in writing a pastor with

indiscretion, immorality, doctrinal error, unethical behavior, or disloyalty to the Covenant as called for in the Covenant's Rules for Ordered Ministry. If in the judgment of the Lead Pastor there is substance to the charges, the Lead Pastor shall confer with the conference Superintendent and the Covenant Executive Secretary of the Ministry prior to further action by the church.

- c) In matters impacting the Lead Pastor's qualification for ministry, the matter shall be brought to the attention of the Board of Overseers, charging the Lead Pastor in writing with indiscretion, immorality, doctrinal error, unethical behavior, or disloyalty to the Covenant as called for in the Covenant's Rules for Ordered Ministry. If in the judgment of the Board of Overseers there is substance to the charges, the Board of Overseers shall confer with the conference Superintendent and the Covenant Executive Secretary of the Ministry prior to further action by the church.
- d) If a pastor does not hold Covenant credentials, the Conference Superintendent and Covenant Executive Secretary shall be consulted for advice. However, action is limited to the church itself.

Section 7. Removal of a Pastor or Staff Member.

- a) The Lead Pastor may be removed by a 2/3 vote of the attending active membership at a duly called special membership meeting. The motion to remove shall come from the Board of Overseers by a 2/3 majority vote of the non-pastoral members of the Board of Overseers (both the Managing and Shepherding Overseers).
- b) Other pastors or staff may be removed by the Lead Pastor with ratification by a majority vote of the non-pastoral members of the Managing Overseers.
- c) A person who does not feel that his/her issue with any pastor has been resolved after exhausting the steps described in Section 6 may seek the action of the members to remove a pastor. This may be accomplished by bringing to a duly called membership meeting a resolution for disciplinary action or removal signed by 25% of current active members, and receiving a 2/3 vote of the attending active members.

Section 8. Unity. Action by the pastors and members of the congregation shall be taken in such manner as to preserve the unity of the Spirit in the bond of peace (Colossians 3:14).

ARTICLE III

CHURCH OFFICERS

Section 1. Qualifications. The officers of the church shall be the same as the officers of the Board of Overseers. As such, all provisions of Article IV regarding qualifications, organization, nomination, ratification, term, removal, and vacancy shall apply to the officers of the church.

Section 2. Chair. The Chair shall moderate at all meetings of the Board of Overseers and members unless choosing to defer that responsibility at any given meeting.

Section 3. Vice-Chair. The Vice-Chair shall assume the duties of the Chair in his or her absence, and assist in the Chair's duties.

Section 4. Secretary. The Secretary shall keep and preserve the minutes of all meetings of the Managing Overseers and the members as well as all official correspondence, documents and seal of the church.

Section 5. Financial Officer. The Financial Officer shall present annual financial reports to the members as prescribed by the Constitution. The Financial Officer shall ensure proper policies, processes, reporting, and reviewing of all matters related to the finances of the church, including submission of quarterly financial reports to the Managing Overseers.

Section 6. Trustees. Where civil law requires the action of Trustees, the Church Officers shall act in that capacity.

Section 7. Unity. Action by the Church Officers shall be taken in such manner as to preserve the unity of the Spirit in the bond of peace (Colossians 3:14).

ARTICLE IV

BOARD OF OVERSEERS

Section 1. Qualifications. The members of the Board of Overseers shall meet the qualifications of appropriate giftedness, character, and vision set forth for church leadership in the New Testament (Titus 1,2).

Section 2. Composition and Organization.

- a) The Board of Overseers shall comprise of two functional groups: the Managing Overseers and the Shepherding Overseers.
- b) The members of the Board of Overseers shall be nominated by the Nominating Committee from among current active members of the church with demonstrated character, ministry gifts, and membership commitment according to the provisions of the Nomination Committee. The Nomination Committee will nominate an Overseer candidate as a Managing Overseer or a Shepherding Overseer (or both) according to the candidate's gifts, talents and experience.
- c) The members of the Board of Overseers shall be elected by a majority vote of those members voting at a membership meeting called for that purpose.
- d) The Chair of the Board of Overseers shall be nominated by the Nomination Committee and ratified by the members by a majority vote at a membership meeting. The other offices of the Board of Overseers (i.e. Vice Chair, Secretary, and Finance Officer) shall be determined within the Board of Overseers.
- e) The Chair will serve as the Chair of both Managing Overseers and Shepherding Overseers. Vice-Chair, Secretary and Financial Officer will serve as Managing Overseers. The Lead Pastor shall serve as an ex-officio member of both the Managing Overseers and Shepherding Overseers. The Board of Overseers may also include other non-pastoral members. The Board of Overseers may appoint other pastors, staff members, and the Chair of the Board of Ministry Leaders as non-voting advisors, and may remove the same

Section 3. Size. The size of the Board of Overseers may fluctuate. It will be determined annually by the Board of Overseers. The number of voting members of the Managing Overseers shall not be smaller than five nor larger than nine members. The number of voting members of the Shepherding Overseers shall not be smaller than three with no maximum number.

Section 4. Term of Office. The non-pastoral members of the Board of Overseers may serve for up to two consecutive two-year terms. After at least one year off, a person may be eligible for subsequent service, subject again to the terms stated in this article. Ex officio members may serve an indefinite number of one year terms, subject to other provisions in these Bylaws. The term of office shall begin following the annual membership meeting.

Section 5. Quorum. A majority of the members of the Board of Overseers shall constitute a quorum. A majority of the members of the Managing Overseers shall constitute a quorum. A majority of the members of the Shepherding Overseers shall constitute a quorum.

Section 6. Responsibilities of the Overseers. The responsibilities of the Board of Overseers shall include, but are not limited, to the following:

- a) Responsibilities of the Managing Overseers:
 1. Managing Overseers are the guardians of vision of the church.
 2. Discern and advise direction and strategies consistent with the purpose, values, and vision of the church.
 3. Determine ministries needed to carry out the church's vision and empower appropriate ministry and committee leadership.
 4. Ratify ministry leader appointments and pastoral staff appointments made by the Lead Pastor.
 5. Oversee all business and financial affairs of the church. Appoint or approve all members of the Finance Committee.

6. Approve the annual budget prepared by the Board of Ministry Leaders and present it to the members for a vote at the Annual Members Meeting. The Managing Overseers shall have the authority to adjust budget items and amounts where necessary, but shall report to the membership at the next duly called membership meeting revisions in projected total income or projected total expenses greater than 10% of the annual budget.
7. Bring a report to the annual membership meeting.

b) Responsibilities of the Shepherding Overseers:

1. Shepherding Overseers are the shepherds of the congregation.
2. Maintain strong personal spiritual foundation and commit to live and model a personal rule of life.
3. Oversee the spiritual formation and education of the church.
4. Oversee all aspects of the membership process.
5. Give spiritual care to the members.
6. Deal with erring and neglecting members.
7. Bring a report to the annual membership meeting regarding spiritual health of the church.

Section 7. Removal of Board Members.

- a) Members of the Board of Overseers may be removed by a 2/3 vote of the Board of Overseers (both Managing and Shepherding Overseers), when ratified by a 2/3 vote of the attending active members at a duly called membership meeting. A person who is unable to resolve an issue with a Board of Overseers member may bring the issue to the Board of Overseers after seeking personal reconciliation. Should the issue remain unresolved in the mind of the person, that person may seek the action of the membership to remove that member by bringing a resolution signed by 25% of the current active membership to a duly called membership meeting and receiving a 2/3 vote of the attending active members.

Section 8. Vacancy. The Board of Overseers may by unanimous action appoint a replacement to fill unexpired terms due to resignation or removal of a Board of Overseers member. After the newly appointed member has served the unexpired term, he/she is eligible to serve for up to two additional two-year terms.

Section 9. Unity. Action by the Board of Overseers shall be taken in such manner as to preserve the unity of the Spirit in the bond of peace (Colossians 3:14).

ARTICLE V

BOARD OF MINISTRY LEADERS

Section 1. Qualifications. Members of the Board of Ministry Leaders (BML) shall be members in good standing who are active in the support of the total ministry of the church, financially and otherwise.

Section 2. Composition and Organization.

- a) The Board of Ministry Leaders shall consist of the current leaders and core group members of all the ministries and committees of the Church.
- b) The Ministry Leaders shall be nominated by the Lead Pastor and ratified by the Managing Overseers.
- c) The Ministry core group members will be selected by the Ministry Leader.
- d) All pastors, staff, and Overseers shall serve as ex-officio members of the Board of Ministry Leaders.
- e) The Lead Pastor shall nominate a Chair of the Board of Ministry Leaders to be ratified by the Managing Overseers. In addition, the Lead Pastor may nominate other BML positions (such as Vice Chair) among the BML members to help the Chair of the Board of Ministry Leaders.

Section 3. Size. The size of the Board of Ministry Leaders may fluctuate as the number of leaders and core group of the church ministries and committees fluctuate.

Section 4. Quorum. Ten percent of the Board of Ministry Leaders members shall constitute a quorum.

Section 5. Responsibilities of Members. The responsibilities of the Board of Ministry Leaders shall include, but are not limited, to the following:

- a) Oversee the preparation and reporting of a budget for each fiscal year to the membership, subject to the approval of the Managing Overseers. Matters of staff compensation shall come from the Pastoral Care Committee as delineated elsewhere. The Board of Ministry Leaders shall be responsible for seeing that the reported budget is carried out. The Board of Ministry Leaders shall have the authority to adjust budget items and amounts where necessary, so long as the projected total income or projected total expenses remain unchanged.
- b) Communicate, pray, and discuss concerns among the ministries, as well as develop strategies to fulfill the direction set forth by the Board of Overseers.
- c) Ensure that the decisions of the Board of Overseers, Board of Ministry Leaders and members are carried out.
- d) To hear and respond appropriately to concerns of members.

Section 6. Removal of Members. Members of the Board of Ministry Leaders shall be removed by a 2/3 majority vote of the Managing Overseers. In addition, members of the Board of Ministry Leaders are removed by virtue of leaving the position of leadership in their respective ministries.

Section 7. Unity. Action by the Board of Ministry Leaders shall be taken in such manner as to preserve the unity of the Spirit in the bond of peace (Colossians 3:14).

ARTICLE VI

MINISTRY CORES

Section 1. Purpose. Ministry Cores shall be formed as required to implement the varied ministries of the church.

Section 2. Establishment. Ministry Cores shall be established by the Ministry Leaders to implement specific ministries. The configuration of Ministry Core shall be reviewed regularly by the Board of Ministry Leaders, upon recommendation of the staff or Board of Overseers, in accordance with the church purpose, strategies, and objectives for mission and ministry.

Section 3. Responsibilities. The responsibilities of the Ministry Core shall be as follows:

- a) Meet as required to plan and execute specific mission and ministry objectives.
- b) Recruit and train ministry personnel.
- c) Define and provide the necessary materials required for ministry.
- d) Submit annually to the Board of Ministry Leaders proposed budgets and objectives for the forthcoming year and manage consistent with approved budgets.
- e) Report as requested to the Board of Ministry Leaders and Managing Overseers.

Section 4. Leadership.

- a) The Leader of a Ministry Team, or Ministry Leader, shall be nominated by a Lead Pastor and approved by the Managing Overseers. The Ministry Leader and Ministry Core will serve in the Board of Ministry Leaders.
- b) Each Ministry Core shall be selected by the Ministry Leader.
- c) The Managing Overseers may remove a Ministry Leader or a Core member by a 2/3 majority vote of the Managing Overseers.
- d) Each Ministry Core shall organize itself as required to perform its ministry.

ARTICLE VII

COMMITTEES

Section 1. Lead Pastor Search Committee. The Lead Pastor Search Committee shall recommend to the members a candidate for the position of Lead Pastor. This committee shall be nominated by the Board of Overseers and ratified by a duly called membership meeting. It shall be comprised of five to seven members, including at least one member of the Managing Overseers, at least one member of the Shepherding Overseers, and at least two members from the members at large. No pastoral staff members shall serve on the committee. A Managing Overseer member shall chair the committee. It shall confer regularly with and seek the wisdom of the Superintendent of the East Coast Conference.

Section 2. Nominating Committee.

- a) Composition. The Nominating Committee shall consist of one Managing Overseer and one Shepherding Overseer designated by the Board of Overseers, the Lead Pastor or staff member designated by the Lead Pastor, and at least three members at large elected by a majority of the members voting at a membership meeting. The at-large members may not be a staff of the church. The Lead Pastor shall serve as the Chair of the Nominating Committee unless designated to one of the committee members.
- b) Term. The term of the member from the Board of Overseers shall be determined by the Board of Overseers. The at-large members shall serve one year term.
- c) Quorum. A majority of members shall constitute a quorum of the Nominating Committee.
- d) Responsibilities. The Nominating Committee shall be responsible for nominating to fill the offices of Board of Overseers (Managing Overseers and Shepherding Overseers) and nominating one of the current or newly nominated Overseers as the Chair of the Board of Overseers. The Nominating Committee shall also nominate any other positions assigned to it either by the Managing Overseers or by the membership.

Section 3. Pastoral Care Committee. The Pastoral Care Committee (PCC) shall serve as advocates for the pastors.

- a) Composition. The Pastoral Care Committee shall consist of a Chair (Highrock member appointed by the Managing Overseers), a representative of the Board of Overseers, and at least one at-large member chosen by the Chair of PCC and approved by the majority vote of the Managing Overseers.
- b) Core. The Chair, Overseer representative, and at least one at-large member shall serve as the PCC Core. The PCC Chair may enlist others to serve in PCC as non-Core members.
- c) Term. The Chair and at-large members of the Pastoral Care Committee shall serve indefinite number of two-year terms subject to the Managing Overseers approval. The term of office shall begin following the annual membership meeting.
- d) Quorum. A majority of members shall constitute a quorum of the Pastoral Care Committee.
- e) Responsibilities. The Pastoral Care Committee's role is to advocate and care for pastors. Some examples include: Human resource arm for full time pastors. Compensation recommendations to the Managing Overseers for Lead and Associate Pastors. Advocate for pastors' balanced life (rest, sabbatical, continuing education, leadership development). Encourage various ministries to show appreciation towards respective pastors/staff. Organize to support pastors and their families during hardship.

Section 4. Other Special Committees. The Board of Overseers or the membership may establish a committee to address a specific task. The committee shall report back to the body which formed it unless otherwise instructed by its founding body. The committee shall terminate upon the completion of its task.

ARTICLE VIII

MEMBERSHIP MEETINGS

Section 1. Duly Called Membership Meetings. A Membership meeting shall be duly called when scheduled by a majority of the Managing Overseers, or by written request signed by 25% of the current active membership. There shall be at least one membership meeting per year. Additional special membership meetings may be called for a specific agenda item.

Section 2. Notice of Meetings. Written notice of all membership business meetings shall be distributed to members not less than two weeks prior to the meeting and shall include the date, time of the meeting, place, and an annotated agenda of business to be transacted. Notification shall be some combination of mail, email, announcement, newsletter, bulletin, and other means determined to fairly and pervasively publicize the meeting to the entire membership.

Section 3. Quorum. Ten percent of the current active membership shall constitute a quorum at a duly called membership meeting.

Section 4. Voting Privileges. Each active member age 18 or older shall be entitled to one vote on each item requiring membership action. Voting by proxy is not allowed. A roster of members shall be kept and be made available for the purpose of identifying eligible voters and determining a quorum.

Section 5. Membership Action Items.

- a) Reports. At the annual membership meeting, the members shall receive reports as called for in these Bylaws, including from the Lead Pastor and the Board of Overseers.
- b) Majority Ratification. The following matters require a majority ratification by the attending active members at a duly called membership meeting:
 - Approval for non-pastoral Board of Overseers members.
 - Approval for annual budget.
 - Approval for the acquisition or sale for real property and related indebtedness.
 - Other matters brought for membership action not specifically mentioned below.
 - Lead Pastor Search Committee.
 - Adopting or amending the Bylaws
- c) Two-Thirds Ratification. The following matters require a 2/3 vote of the attending active members at a duly called membership meeting:
 - Calling the Lead Pastor
 - Amending the Articles of Incorporation
 - Adopting or amending the Constitution
 - Disposing of all or substantially all of the church's assets
 - Adopting or amending a merger agreement
 - Dissolution of the church
 - Rescinding the removal of a church member by the Shepherding Overseers
 - Removing a church officer, a Board of Overseers member, or a Lead Pastor, subject to Bylaws provisions in those sections

Section 6. Rules of Order. Upon appeal by an active voting member of the congregation, Robert's Rules of Order shall be followed for those portions of the meeting when an item for vote is under consideration.

ARTICLE IX

AMENDMENTS

Amendments to these Bylaws not in conflict with the Constitution may be adopted at a scheduled membership meeting by a majority vote of the active Members present and voting, providing that such

amendments have been presented in writing to the Board of Overseers of the church and the membership by mail 60 days in advance.