

CONSTITUTION

of

Christ Community Fellowship

Sarver, Pennsylvania

Member of

EVANGELICAL FREE CHURCH OF AMERICA



Branching Out

Rooted in Christ

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INTRODUCTION

We have chosen to give different labels to name and describe the essential structures of church organization [see Glossary]. By doing this we hope to express important church functions in more relational language rather than business terms. Our goal is to regard the church as an organism more than an institution.

Christ Community Fellowship is a church that is committed to Congregationalism. We gratefully acknowledge and declare the truth that each believer is a priest of the living Lord (Romans 12:1-2; Hebrews 13:15-16). Inasmuch as we are within the community of faith (Ephesians 2:19-22; Philippians 2:1-11; Colossians 2:1-7), we are to find fulfillment by loving one another (John 15:12), serving one another (Galatians 5:13), admonishing one another (Romans 15:14), etc.

In this light, we desire to promote church government as a supportive system of believers that love the Lord and cherish the church.

As a result of working through these matters, we desire to encourage the wholeness and wholesomeness of Congregationalism. We have purposed to: build respect for church leaders, incorporate a process that prioritizes harmony in the body, and involve the assembly in self-direction and self-government.

Therefore, the following constitution is presented in an attempt to accomplish these objectives and to perpetuate these values.

GLOSSARY OF TERMS

- Congregationalism—** relates to a body of Protestant churches deriving from the English Independents of the seventeenth century and affirms the essential importance of the autonomy of the local church.
relates to the church government placing final authority in the assembly of the local congregation [Webster's].
- Ministry Team—** believers choosing to serve Christ by committing personally to actively do ministry at Christ Community Fellowship.
group of members who signed a ministry intention form to serve in this church.
voting members of Christ Community Fellowship.
- Attendees—** anyone participating in Christ Community Fellowship's ministry, believer or unbeliever, not yet committed to the Ministry Team. These persons do not have voting privileges.
- Leadership Team—** representative leaders from the Deacon Board and Elder Board selected to oversee the spiritual, physical, financial, and organizational matters of the church.
- Deacon Board—** Ministry Team members elected to serve as deacons and deaconesses.
- Elder Board—** Ministry Team members elected to serve as elders who are responsible for spiritual enrichment and ministry development for the church.
- Ministry Groups—** working groups of believers functioning in specialized areas of ministry which report to the Leadership Team.
- Annual Meeting—** Held in the last fiscal quarter each year to approve the following year's budget, church leaders, and to conduct any other business needful of the Church Family's approval.
- Consensus—** the ideal of gaining general agreement among the Ministry Team for making all decisions.
if specifics are necessary for decision-making, it will be three-fourths of the Ministry Team members present at the meeting.

CONSTITUTION OF
CHRIST COMMUNITY FELLOWSHIP, EFCA
SARVER, PA

ARTICLE I THE NAME

The name of this church will be **Christ Community Fellowship**, affiliated with the Evangelical Free Church of America.

ARTICLE II THE PURPOSE

The purpose of this church is to exalt God in all of life. To this end the church is committed to carry out His commission of making disciples by evangelizing all peoples and edifying all believers toward a vital, personal life of faith in Jesus Christ.

ARTICLE III STATEMENT OF FAITH

The Evangelical Free Church of America is an association of autonomous churches united around these theological convictions:

God

1. We believe in one God (Dt. 6:4; Mk. 12:29), **Creator of all things** (Gen. 1:1; Ps. 33:6; Jn. 1:3; Col. 1:15-17; Heb. 11:3), **holy** (Ex. 15:11; Isa. 6:3; 57:15), **infinitely perfect** (Dt. 32:4; Job 1:7-10; Ps. 18:30; 50:2; 90:2; 145:3; Matt. 5:48), and **eternally existing** (Ps. 33:11; 102:25-27; 115:3; Dan. 4:34-35; Jn. 5:26; Acts 17:24-25) in a loving unity (Jn. 3:35; 17:24; 1 Jn. 4:8,16) of three equally divine Persons (Jn. 17:11; Matt. 3:16-17; 28:19; 2 Cor. 13:14; 1 Pet. 1:2): **the Father** (Dt. 32:6; Mt. 6:6; Rom. 8:15; 1 Cor. 8:6), **the Son** (Matt.3:17; Jn. 1:14; 3:16; Gal. 4:4; Heb. 1:5), and **the Holy Spirit** (Jn. 14:16, 17, 26; 15:26; 16:7-15; Rom. 8:9, 26; Gal. 4:6). **Having limitless knowledge** (Ps. 139:1-16; 147:5; Isa. 46:10; Jn. 21:17) and **sovereign power** (Jer. 32:17; Eph. 1:11; Rm. 8:28; 2 Cor. 6:18; Eph. 3:20; Rev. 1:8), **God has graciously purposed from eternity to redeem a people for Himself** (1 Cor. 2:7; Eph. 1:11; 3:10,11; 2 Tim. 1:9; Tit. 1:2; 1 Pet. 1:20; Rev. 13:8) and to make all things new (Matt. 19:28; Acts 3:21; Rom. 8:19-21; Rev. 21,22) for His own glory (Ps. 19:1-2; Isa. 43:7; Jer. 13:11; Col. 1:15-23; Rev. 4:11; 5:9-14).

The Bible

2. We believe that God has spoken in the Scriptures (Matt. 1:22; 4:4; 19:4,5; Heb. 1:1-2), both Old and New Testaments (2 Pet. 3:15,16), through the words of human authors (Lk. 1:1-4). As the verbally inspired Word of God (2 Tim. 3:16; 2 Pet. 1:20,21), the Bible is without error in the original writings (Num. 23:19; 2 Sam. 7:28; Prov. 30:5; Ps. 119:96, 160; Matt. 5:18; Jn. 10:35; 17:17; Tit. 1:1,2), the complete revelation of His will for salvation (Lk. 16:29-31; Gal. 1:8,9; 2 Tim. 3:15), and the ultimate authority by which every realm of human knowledge and endeavor should be judged (Jn. 17:17; 1 Tim. 3:15-17; 1 Pet. 1:23; Ps. 119:44,45,165). Therefore, it is to be believed in all that it teaches (Matt. 22:29; Rom. 15:4; 2 Tim. 3:16), obeyed in all that it requires (Matt. 28:20; 2 Thess. 3:14; 1 Jn. 2:5), and trusted in all that it promises (Rom. 1:2; 4:21; Heb. 10:23; 2 Pet. 1:4; 3:13).

The Human Condition

3. We believe that God created Adam and Eve in His image (Gen. 1:26-27; 5:1; 9:6; 1 Cor. 11:7; Col. 3:10; Jms. 3:9), but they sinned when tempted by Satan (Gen. 3:1-6; Jn. 8:44; Rom. 5:12-14; 16:20; 2 Cor. 11:3; 1 Tim. 2:13-14). In union with Adam (Job 14:4; Ps. 51:5; Jn. 3:6; Rom. 3:12; 5:12-14; 1 Cor. 15:22a; 1 Jn. 1:8), human beings are sinners by nature and by choice (Gen. 6:5; Jer. 17:9; Isa. 6:5; Rom. 5:15; 8:5-8; Eph. 2:1-2; 4:17-19), alienated from God (Rom. 5:10), and under His wrath (Rom. 1:18; 2:5; 3:9-19; 3:23; Eph. 2:3). Only through God's saving work in Jesus Christ (Act 4:12; 1 Tim. 2:5) can we be rescued (1 Thess. 1:10), reconciled (Rom. 5:1,2,10; Col. 1:20) and renewed (Rom. 8:29; 2 Cor. 3:18; Eph. 4:24; Phil. 3:21; 1 Jn. 3:2).

Jesus Christ

4. We believe that Jesus Christ (Matt. 1:21; 16:18) is God incarnate (Jn. 1:14, 18; 1 Jn. 4:2), fully God (Isa. 9:6; Jer. 23:6; Jn. 1:1; 20:28; Rom. 9:5; Col. 2:9) and fully man (Matt. 4:2; Lk. 2:40, 52; Jn. 11:35; Heb. 5:7-8; 1 Jn. 1:1-3), one Person in two natures (Jn. 3:13; 10:30; 17:5). Jesus—Israel's promised Messiah (Gen. 3:14-20; 12:1-3; 49:8-12; 2 Sam. 7:11b-16; Matt. 1:1, 17; Lk. 4:16-22; 24:25-27; Jn. 1:41; 4:25-26; Acts 2:36; 13:23,32; Rom. 1:2-3; 2 Tim. 2:8,9)—was conceived through the Holy Spirit (Matt. 1:18; Lk. 1:34,35) and born of the virgin Mary (Isa. 7:14; Matt. 1:20; Lk. 1:34,35). He lived a sinless life (Rom. 5:19; Gal. 4:4,5; Matt. 3:15; Phil. 2:7,8; Heb. 4:15), was crucified under Pontius Pilate (Dt. 21:23; Ps. 16:10; Matt. 27:26; Mk. 15:15; Lk. 23:16; Jn. 19:16; Acts 2:27, 37), arose bodily from the dead (Matt. 28:1-10; Mk. 16:1-8; Lk. 24:39; Rom. 4:25; 1 Cor. 15:20, 44-45; Col. 1:18; Rev. 1:5), ascended into heaven (Lk. 24:51; Acts 1:6-11; Eph. 1:20; 4:8-10; 1 Tim. 3:16) and sits at the right hand of God the Father (Eph. 1:20; Col. 3:1; Heb. 1:3; 8:1; 10:12; 1 Pet. 3:22) as our High Priest (Heb. 2:17; 3:1; 4:14; 6:20; 8:1) and Advocate (Rom. 8: 34; Heb. 7:25; 9:24; 1 Jn. 2:1).

The Work of Christ

5. We believe that Jesus Christ, as our representative (Gen. 2:15-17; Matt. 4:1-11; Mk. 1:12-13; Lk. 4:1-13; Rom. 5:18-19; 1 Cor. 1:30; 15:45, 47; Phil. 3:9) and substitute (Mk. 10:45; Heb. 2:16-17; 1 Pet. 2:24; 3:18), shed His blood on the cross (Lev. 17:11; Mt. 26:28; Heb. 9:14, 22; 10:19; 1 Pet. 1:18-19; Rev. 12:10-11) as the perfect, all-sufficient sacrifice (1 Cor. 5:7; Heb. 9:23-24, 26, 28; 10:1; 13:11, 12) for our sins (Isa. 53:5-7, 12; Jn. 1:29; Rom. 3:21-26; 2 Cor. 5:21; Gal. 3:13; 1 Jn. 3:5). His atoning death (Rom. 3:25; Heb. 2:17; 1 Jn. 2:2; 4:10) and victorious resurrection (Col. 1:13; 2:13-15; Heb. 2:14-15) constitute the only ground for salvation (Rom. 4:25; 6:4, 11, 14; 1 Cor. 6:14; 15:20; 2 Cor. 4:14; Eph. 1:19-20; 2:5-6; 1 Pet. 1:3).

The Holy Spirit

6. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ (Jn. 16:14). He convicts the world of its guilt (Jn. 16:8; 1 Cor. 2:14). He regenerates sinners (Ezek. 36:25-27; Jn. 3:3, 5; 1 Cor. 12:3; 2 Cor. 5:17; Eph. 2:5; Col. 2:13; 1 Thess. 1:4-5; 2 Thess. 2:13; Tit. 3:5; Jms. 1:18; 1 Pet. 1:3), and in Him they are baptized (Mk. 1:8; Acts 1:5; 1 Cor. 12:13) into union with Christ (Rom. 3:24; 5:15-21; 12:5; 1 Cor. 1:2; 6:19; 15:22b; 2 Cor. 5:17; Gal. 1:22; 2:17; 3:28; Eph. 1:4; 2:12; 3:6; 4:32; 2 Tim. 2:10; 1 Thess. 4:16) and adopted as heirs (Rom. 8:15, 23; 9:4; Gal. 4:5; Eph. 1:5; Tit. 3:7) in the family of God (Matt. 12:49-50; 2 Cor. 6:18; Eph. 3:14; 1 Jn. 3:14-18). He also indwells (Jn. 14:17; Rom. 8:11; 1 Cor. 3:16), illuminates (1 Cor. 2:2; 2 Cor. 4:4-15; Eph. 1:17-19; Phil. 1:9-11), guides (Jn. 16:13; Acts 15:28; Rom. 8:4, 14; Gal. 5:16, 18), equips (Rom. 12:4-8; 1 Cor. 12: 4-10; Eph. 4: 7-11; 1 Pet. 4:10-11) and empowers (Acts 1:8; 10:38; Rom. 15:13; 1 Cor. 12:11; Eph. 3:16; 2 Tim. 1:7) believers for Christ-like living and service (Acts 6:8; Rom. 8:4-6, 12-16; 2 Cor. 13:14; Gal. 3:3, 5; 5:22-23, 25; Eph. 2:22; 4:3; Phil. 2:1-2).

The Church

7. We believe that the true church (Matt. 16:18; 1 Cor. 12:28; Eph. 4:4-6; 5:25; Heb. 12:28) comprises all who have been justified by God's grace through faith alone in Christ alone (Ps. 103:12; Isa. 44:22; Jn. 3:16; Acts 16:31; Rom. 3:20-28; 4:3; 5:1, 21; 8:1, 30, 33-34; 10:4, 9; 2 Cor. 5:21; Gal. 2:16; Eph. 2:8-9; Phil. 3:9; Tit. 3:7; Heb. 10:14). They are united by the Holy Spirit in the body of Christ (1 Cor. 12:12-27), of which He is the Head (Eph. 1:22-23; 4:15-16; Col. 1:18; 2:19). The true church is manifest in local churches (Acts 9:31; 20:28-30; Rom. 16:5; 1 Cor. 1:2; 16:19; 2 Cor. 1:1; 1 Thess. 1:1; Philem. 1-2), whose membership should be composed only of believers (Matt. 18:15-20; Acts 2:41, 47; 14:23; 20:7; 1 Cor. 1:2, 9; 11:20; 12:13; 14:40; 16:1-2; 1 Tim. 3:1-13; 5:9; Tit. 1:5-9; Heb. 10:25). The Lord Jesus mandated two ordinances, baptism (Matt. 28:18-20; Rom. 6:3-4; Col. 2:12) and the Lord's Supper (Matt. 26:26-29; Mk. 14:22-25; Lk. 22:15-20; 1 Cor. 11:23-26), which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer (Jn. 6:55-56; Acts 2:38; 8:39; 16:34; 1 Cor. 10:16; 11:29-30; Col. 2:12).

Christian Living

8. We believe that God's justifying grace must not be separated from His sanctifying power and purpose (Matt. 7:17-18; 12:33, 35; Heb. 11:6; Eph. 2:10; 1 Cor. 10:31; Col. 3:17, 23; 1 Thess 5:23; 2 Thess. 2:13; 5:23; 2 Cor. 5:17; 1 Jn. 2:29; 3:9; 5:18; 2 Cor. 3:18; Tit. 3:5; 1 Cor. 6:11; Rom. 6:11, 14; 1 Pet. 1:15; Phil. 2:12-13; Heb. 12:1, 14; 2 Tim. 1:9; Js. 2:17; 1 Pet. 2:24; 2 Pet. 1:3-11). God commands us to love Him supremely and others sacrificially (Dt. 6:5; Lev. 19:18; Matt. 22:37-39; Mk. 12:30; Lk. 10:27) and to live out our faith with care for one another (Rom. 12:10; 14:13; 15:7, 14; Gal. 5:26; Eph. 4:32; 1 Thess. 3:12; 5:11, 15; Heb. 10:24-25; 1 Pet. 4:9), compassion toward the poor (Dt. 15:11; Psa. 82:3,4; Psa. 140:12; Prov. 14:21,31; 19:17; 22:9,16,22,23; 28:8; 29:7; 31:8,9; Jer. 22:16; Gal. 2:10; Js. 1:27) and justice for the oppressed (Ex. 23:6; Lev. 19:15; Psa. 82:3,4; 140:12; Prov. 29:7; 31:9; Isa. 1:17; Jer. 9:24; Mic. 6:8; Zech. 7:9,10; Matt. 23:23; Luke 4:18). With God's Word, the Spirit's power, and fervent prayer in Christ's name (Eph. 6:10-18), we (Heb. 3:13; 10:25), are to combat the spiritual forces of evil (2 Cor. 10:3-5; Eph. 6:11, 12; 2 Tim. 4:7; 1 Jn. 5:3-4). In obedience to Christ's commission, we are to make disciples among all people (Matt. 28:19; Jn. 20:21; Rev. 7:9), always bearing witness to the gospel (Acts 1:8) in word and deed (Matt. 5:13-16).

Christ's Return

9. We believe in the personal, bodily (Matt. 24:30; 26:64; Acts 1:11; Rev. 1:7) and glorious (Matt. 16:27; 19:28; 24:30; 25:31; Mk. 8:38; Lk. 9:26; 21:27; Col. 3:4; 2 Thess. 1:10; Tit. 2:13; 1 Pet. 1:7; 4:13; 5:1,4) return of our Lord Jesus Christ (Matt. 25:31; Tit. 2:13; 2 Thess. 1:6-8; Rev. 19:11-21). The coming of Christ, at a time known only to God (Matt. 24:36; Mk. 13:32), requires constant expectancy (Matt. 24:42-51; Rom. 13:11-14; 1 Thess. 5:1-11; Js. 5:8,9; 2 Pet. 3:10-14; Rev. 3:3) and, as our blessed hope (Tit. 2:13), motivates the believer to godly living, sacrificial service and energetic mission (2 Thess. 1:6-8; 2 Tim. 4:8; Tit. 2:14; Heb. 9:28; 1 Jn. 3:2-3; 2 Pet. 3:10-14).

Response and Eternal Destiny

10. We believe that God commands everyone everywhere (Acts 20:20) to believe the gospel (Mk. 1:15; Jn. 6:29; 8:24; 11:26; 14:1; 20:31; Acts 16:31; Rom. 3:22; 10:14; Gal. 3:22; 1 Tim. 1:16; 1 Pet. 1:8; 1 Jn. 3:23) by turning to Him in repentance (Isa. 55:6-7; Lk. 24:47; Acts 2:37-38; 3:19; 14:15; 20:21; 26:17,18; Rom. 2:4; 2 Cor. 7:9-10) and receiving the Lord Jesus Christ (Jn. 1:12). We believe that God will raise the dead bodily (Isa. 26:19; Dan. 12:2; 1 Cor. 15; 1 Thess. 4:13-18; Rev. 20:13) and judge the world (Ecc. 12:14; Matt. 12:36; 26:31-32; Acts 17:31; Rom. 14:10; 2 Cor. 5:10; 2 Tim. 4:1; Rev. 20:12), assigning the unbeliever to condemnation and eternal conscious punishment (Matt. 25:46; Lk. 16:26; 2 Thess. 1:9; Rev. 14:11; 21:6,8; 22:14,15), and the believer to eternal blessedness and joy with the Lord (Matt. 25:34, 46; Jn. 14:2; Rev. 21:1-3), in the new heaven and the new earth (Isa. 65:17; 66:22; Rom. 8:19-21; Heb. 12:26,27; 2 Pet. 3:13; Rev. 21:1; 22:3), to the praise of His glorious grace (Eph. 1:6, 12). Amen.

ARTICLE IV

AUTHORITY AND AFFILIATION

- A. Congregational governing authority will rest with the Ministry Team. The oversight and administration is entrusted to the Leadership Team. Final legislative authority will rest with the Ministry Team.
- B. This Church will remain free, independent, and is autonomous in its decisions.
- C. This Church is affiliated with the Evangelical Free Church of America and its Allegheny District Conference by sending delegates to their conferences, supporting their outreach programs and uniting in all mutual efforts designed to further the Gospel of Jesus Christ in the measures that this Church will decide for itself.

ARTICLE V

MEMBERSHIP

- A. Every individual who trusts in Jesus Christ is already a member of the universal body of Christ. In recognizing this and to avoid confusion for the local church identification, different terms are preferred. The following term will identify a member in this church—Ministry Team Member.

- B. The Ministry Team is made up of those believers who commit themselves to ministry involvement at Christ Community Fellowship. By choice these people have agreed to do ministry in a way God has gifted them as well as receive ministry from the church. Non-involvement for a period of two years will be cause for removal from the Ministry Team.
- C. Process of joining the Ministry Team:
1. Notify a member of the Leadership Team of interest in uniting for ministry.
 2. Participate in classes offered for instruction in philosophy of ministry and introduction to Christ Community Fellowship's ministry goals.
 3. Receive the recommendation of the Leadership Team, based on the testimony of personal faith in Jesus Christ.
 4. Choose to sign a Ministry Team Intention Form agreeing to serve Christ by identifying with this church ministry and to abide by the Christ Community Fellowship Constitution.
 5. Meet with the Ministry Team for affirmation and welcome to the fellowship.
- D. Discipline of Members
Members of the Ministry Team are expected to conduct their lives in accordance with biblical standards of holiness as they grow to become more like Christ. When a member knowingly ignores the direct commands of Scripture, he/she will be dealt with according to the principles of restoration and discipline (Matthew 7:1-5, 18; 1 Corinthians 5; Galatians 6; 2 Thessalonians 3; etc.).
- E. Ministry Team Members are Christians and believe that the Bible commands them to make every effort to live at peace and to resolve disputes with each other in private or within the Christian church [see Matthew 18:15-20, 1 Corinthians 6:1-8]. Therefore, Ministry Team Members agree that any claim or dispute arising from or related to the church shall be settled by biblically based mediation and, if necessary, legally binding arbitration in accordance with the *Rules of Procedure for Christian Conciliation* of the Institute for Christian Conciliation™, a division of Peacemaker® Ministries. Judgment upon an arbitration decision may be entered in any court otherwise having jurisdiction. The Ministry Team Members further agree that these methods shall be the sole remedy for any controversy or claim arising out of membership and expressly waive their right to file a lawsuit in any civil court against another member for such disputes, except to enforce any arbitration decision.
- F. Request of Transfer of Membership
Any member of the Ministry Team may receive a letter of transfer of membership by making a personal request to the staff.

ARTICLE VI GOVERNMENT

A. The Ministry Team

1. The government of the spiritual and temporal affairs of this Church will be directed by the Ministry Team making decisions by consensus.
2. The Ministry Team will meet at least annually. Other meetings may be scheduled as necessary. All Ministry Team meetings will be announced two or more weeks ahead.

B. The Leadership Team

1. Entrusted by the Ministry Team, the temporal and spiritual affairs of the Church will be directed by the Leadership Team without extension of powers as defined by this document, or exclusion of the other members of the Ministry Team.
2. The Leadership Team will consist of at least four persons consisting of: Staff Pastors, Elders, and Deacons.
3. Meetings will occur at least quarterly with reports for the Ministry Team to maintain communication.

C. The Deacon Board

1. Affirmed by the Ministry Team, the work and personnel of the Church will be led by the Deacon Board. Each deacon is responsible to act with designated authority respectful of the trust accompanying the position, and will give oversight over a particular ministry area.
2. Those serving on the Deacon Board are expected to meet the qualifications of deacons and deaconesses. (Acts 6:2-3; 1 Timothy 3:8-13; Romans 16:1)

D. The Elder Board

1. Affirmed by the Ministry Team, the spiritual oversight essential to the ministries of the Church will be conducted by the Elder Board. Each man is accountable to the Lord and serves the Chief Shepherd as an under-shepherd overseeing His flock. The final authority of all spiritual decisions of the church will rest with the Elder Board.
2. Men serving in this capacity are required to meet the qualifications of elders according to the Bible. (1 Timothy 3:1-7; 1 Timothy 5:17; Titus 1:5-9; Acts 20:28)

E. Ministry Groups

1. To encourage church growth and development, Ministry Groups may be established within the Ministry Team. Each Ministry Group will serve a particular ministry need and will have a mission statement approved by the Leadership Team. Leaders of these groups must be Ministry Team Members and will be responsible to the Leadership Team. Those serving in a Ministry Group do not need to be Ministry Team members.
2. Each group is expected to serve purposefully with designated responsibility and mindful of its trust.

ARTICLE VII PROFESSIONAL STAFF

A. Pastoral Staff

1. The Leadership Team will confirm job description and evaluation of the Pastoral Staff position. Salary and compensation will be proposed by the Deacon Board.
2. For hiring purposes, a Search Committee appointed by the Leadership Team will interview and present pastoral candidates to the Leadership Team.
3. The Leadership Team will select and present to the Ministry Team any candidate for approval. The Ministry Team must approve by consensus the person and the salary.
4. The Pastoral Staff, by virtue of position, will be members of the Elder Board.
5. For the purpose of resignation, a Pastoral Staff member must give two months notice to the Leadership Team.
6. In the event of unsatisfactory performance by a Pastoral Staff member, the process will be as follows:
 - a. A written statement outlining specific areas of unsatisfactory performance or misconduct will be submitted to the Leadership Team WITHOUT PUBLIC DISCLOSURE.
 - b. The Leadership Team will be responsible to discuss these matters with the staff person seeking satisfactory resolution. Refer to Article V, section E of this document for conciliation clause.
 - c. The Leadership Team, by consensus, may move to immediately relieve a pastoral staff person of their ministry responsibilities.

- d. Lacking problem resolution, the Leadership Team may propose dismissal. Consensus by the Ministry Team would conclude the staff person's employment. Severance pay in the amount of two months' salary will be provided in this case.

B. Support Staff

1. Additional Support Staff may be secured with qualified individuals in part-time or full-time capacities. Positions are subject to approval by the Ministry Team. The Deacon Board will coordinate job descriptions, salaries, benefits, reviews, replacements, or removals.

ARTICLE VIII LEADERSHIP SELECTION AND SERVICE

A. Church Leaders

1. The Elders will accept recommendations for Elders and Deacons from the Ministry Team. Elders will submit candidates to the Leadership Team for consensus approval. The Leadership Team is responsible for submitting candidates to the Ministry Team for approval. Selection will occur by consensus of the Ministry Team.
2. The Leadership Team will function as leaders of this Church and each will be a Ministry Team Member serving Christ conscientiously.
3. Each elder will be asked to serve a two-year term. The Leadership Team may recommend that an elder's term be extended an additional year. Each deacon will be asked to serve a one-year term. Reappointment by the Ministry Team is subject to review and recommitment.

B. Church Officers

1. The Leadership Team will select those Ministry Team Members who will serve as officers of the church.

C. Ministry Group Involvement

1. Ministry Group Leaders from the Ministry Team will be selected by the Leadership Team. Members of the groups can be Ministry Team Members or Attenders in agreement with the Statement of Faith and purposes of this Church.
2. Ministry Group Leaders will be asked for a one-year commitment subject to renewal.

ARTICLE IX ANNUAL MEETINGS

- A. The Annual Meeting will be held in the last fiscal quarter each year to approve the following year's budget, church leaders, and to conduct any other business needful of the Church Family's approval.
- B. Prior to the Annual Meeting the Leadership Team will prepare the next year's proposed ministry plans and budget. In addition, written notice will be given the Ministry Team presenting church leaders for selection.

ARTICLE X CHURCH PROPERTY

- A. This Church will have the power to receive, by gift or purchase, and to hold such real, personal, or mixed property as is authorized by the laws of the Commonwealth of Pennsylvania, as is deemed necessary for the business of the Church, and will have power to dispose of such property by mortgage, deed, or otherwise.
- B. Property acquired by the Church will belong to the Church as a whole. No individual will have claim or private control at any time.
- C. The Leadership Team will not decide the use of the corporate property apart from the Ministry Team. Authorized decision require consensus by the Ministry Team in any regular or special meeting. Notice of the specific matters for this meeting will be given at least two weeks in advance.
- D. The Church property will remain at all times in the custody of the Ministry Team who abide by its Constitution and By-Laws. In the event of conflicting claims, the ownership will be determined according to these requirements by the Allegheny District of the Evangelical Free Church of America.

ARTICLE XI DISSOLUTION

In case it is necessary to dissolve Christ Community Fellowship, after payment of all obligations to date, the remaining assets will be assigned to the Allegheny District Conference of the Evangelical Free Church of America, to enable the Conference to renew the work or use the values thereof for further Gospel enterprises. The Church will be considered dissolved if so decided by the Ministry Team or when the Church has not held an annual meeting for three years.

ARTICLE XII AMENDMENTS

These articles may be changed or amended only by consensus of the Ministry Team. Any proposed change must be presented publicly and in written form at least two weeks before meeting for this purpose. If the proposed changes fail to meet the approval of three-fourths of the members present, then the amendment must be reconsidered.

Amendments to the Appendices, including the addition or removal of appendices, shall be made at the discretion of the Leadership Team.

ARTICLE XIII QUORUM

A quorum required for making ministry decisions will consist of at least one-third of the Ministry Team.

ARTICLE XIV CONSENSUS

The effective ministry of this fellowship assumes the responsible involvement of its membership to the glory of God. Decisions related to ministry development will be determined by the Ministry Team. As much as possible, decisions should be made with general agreement of the membership or consensus. To promote the highest degree of cooperation and yet to recognize the needs for special definition, consensus means agreement by three-fourths of the Ministry Team present at the time of the vote.

APPENDIX

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CHRIST COMMUNITY FELLOWSHIP



MINISTRY TEAM MEMBERSHIP FORM

The Ministry Team is the membership body that carries responsibility for the workload of the ministry, decision-making discussions, and financial support for the church. Each person who completes an orientation class and then desires to join as a member of the Ministry Team must sign this form. This gives each of us the opportunity to make known to one another our agreement with the mission, message, and ministry values of Christ Community Fellowship. It indicates our desire to take a contributing role in the cause of Christ in this work.

The local church is central in the redemptive plan of God. You are an important person in that plan. As God has led you to Christ Community Fellowship and has been working in your heart and life, we welcome you to join us in this mission by indicating so below.

As a member of Christ Community Fellowship's Ministry Team, I commit to:

- ❖ **Worshiping the Lord as a life style** (John 4:23-24; Romans 12:1-2)
- ❖ **Growing spiritually in the Word and prayer as a follower of Jesus Christ** (John 15; 2 Peter 3:18)
- ❖ **Involving myself in the life of the fellowship and building meaningful relationships that contribute to the harmony and team spirit of the church** (1 Peter 4:8-9; Hebrews 10:24-25; Romans 15:6-8; Philippians 2:1-4)
- ❖ **Serving Christ by using my abilities, resources, and spiritual gifts in ministry to others** (1 Peter 4:10-11; Romans 12:4-8; 1 Corinthians 12)
- ❖ **Living out my faith as a witness to God's saving grace and His redeeming love for people** (Matthew 5:13-16)
- ❖ **Following the principles of Peacemakers and the Bible in resolving conflicts** (Matthew 5:23-24, 18:15-17, Galatians 6:1)
- ❖ **Financially supporting the church as God provides and enables me** (2 Corinthians 9:6-8)
- ❖ **Following and operating by the church's Constitution** (Hebrews 13:17)

I would like to make my commitment to church membership with Christ Community Fellowship's Ministry Team.

Name _____ Over 18 years old? yes no
Signed _____ Date _____

PHILOSOPHY OF MINISTRY

Purpose

The purpose of Christ Community Fellowship is to glorify and exalt God as we make disciples of Jesus Christ according to His Word by edifying believers and evangelizing unbelievers.

A Disciple

A disciple is one who through God's grace loves Jesus Christ and follows Him in obedience, prayer, and the Word. His spiritual life, character, joy, service, and witness flow out of a growing personal relationship with the Lord.

Guiding Principles and Values

Our philosophy of ministry includes a collection of values and approaches that gives foundation and framework to our work and mission. They include:

- 1] We desire to make prayer a vital part of all that we do. In this we acknowledge our total dependency upon God to direct and enable us.
- 2] We will devote ourselves to the study, teaching, and application of the Bible to our lives. We believe God's Word to be the basis for all we believe and do. We will make it central in the preaching, small groups studies, counseling, and all teaching ministries of our church.
- 3] We will seek to train each believer in the spiritual disciplines that build and sustain a fruitful fellowship with Christ: prayer, Bible study, stewardship, service, witness, and worship.
- 4] We desire to invite every person to examine the message of Christ and make a personal faith-commitment to Him for spiritual rebirth. We will work to prepare and motivate our people to share the gospel through personal witness and a lifestyle of evangelism.
- 5] We determine that our most effective means of making disciples is in the context of a healthy, growing small group. We will offer small groups in a variety of commitment levels to meet and challenge all believers to progress in spiritual growth.
- 6] We hold that each believer plays a significant part in the ministry of the church. We will work to assist Christians in the discovery, development, and exercise of their spiritual gifts in the mission of the church. We will build an expanding **Ministry Team** to carry out the work of the ministry.
- 7] Our ministry structures and organization will be flexible and open to purposeful change as we grow and develop. Each ministry should play a role in the overall mission of making disciples.
- 8] We will seek to identify, train, and recognize spiritually qualified leaders among us. As gifts are recognized in people of Christian character and philosophical agreement, we will prepare and assign those leaders to positions of responsibility and oversight.
 - **Deacons** will be assigned to give vision, initiative, direction, and supervision to the various ministry groups--personnel, resources, facilities, and work.
 - **Elders** will be selected to model and nurture the spiritual ministry of the Word and prayer throughout Christ Community Fellowship. They will promote unity and protect the moral and doctrinal integrity of our church.
 - **The Pastor** will model and give overall direction to the ministry. He is to spend priority time in the Word and prayer and keep the disciple making mission before the entire church. Pastoral staff will be added as the church so decides.
- 9] We place a high value on the unity and single-heartedness of the church family. Team cohesiveness and the quality of our fellowship are important to us. We will seek to cultivate an atmosphere of acceptance, love, and grace throughout the church family.
- 10] We will seek to carry out the work of our ministry with excellence and with a cultural connection with the people around us.
- 11] We will carry out our mission of making disciples with all ages of people. Children's and youth ministries will also be built upon disciple making principles.
- 12] We will extend our mission involvement beyond our locale as God leads and enables. We desire to be a part of the global effort in making disciples of Jesus Christ.

