# Constitution of the First Baptist Church of Ford City, PA. ARTICLE I --- Name

The name of this church shall be the First Baptist Church of Ford City, PA.

### ARTICLE II—Purpose

The purpose of this church is to grow in the grace and knowledge of our Lord, Jesus Christ<sup>1</sup> and to advance His Kingdom through the leading of the Holy Spirit<sup>2</sup>. The church will engage in public worship of God through prayer<sup>3</sup>, preaching and teaching the Bible<sup>4</sup>, praise in music and song <sup>5</sup>, attention to family and personal devotions<sup>6</sup>, outreach and evangelism in the community<sup>7</sup>, through the giving of tithes<sup>7</sup>, and missionary endeavor<sup>8</sup>. The church recognizes the urgent call to unity among its members in the Words of Christ: John 13:35. "By this all men will know that you are My disciples: if you have love for one another."

### ARTICLE III – Polity

The church government shall be vested in the active membership of the church. The church maintains affiliation and cooperation with the Clarion Baptist Association, the American Baptist Church of the USA.

#### ARTICLE IV—Doctrine

2 Timothy 3:16 – "All Scripture *is* given by inspiration of God, and is profitable for doctrine, for reproof, for correction, and for instruction in righteousness" The Holy Bible is the Word of God as set forth in both the Old and New Testaments. The doctrine of the church is largely adopted under the light of the New Testament

#### **Church Covenant**

As a summary of principles for Christian conduct among its members, it adopts this covenant which closely aligns with that commonly accepted by Baptist Churches:

Having been led by the Holy Spirit of God to receive the Lord Jesus Christ as our personal savior, and on profession of faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit of God, and in the presence of angels and this assembly; we most solemnly and joyfully enter into covenant with one another as one body in Christ. We engage therefore, by the aid of the Holy Spirit to walk together in Christian love, to strive for the advancement of this church in knowledge, holiness, comfort for one another; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline, and doctrines; to teach and encourage the Biblical practice of tithing and sacrificial giving, and to contribute cheerfully and regularly to the support of the ministry, expenses of the church, the relief of the poor, and the spread of the Gospel through all nations.

We also engage to teach, model, and maintain family and personal devotion; to educate our children spiritually; to see the salvation of family and friends, acquaintances, and the lost. We engage to walk circumspectly in the world, to be just in our dealings, faithful in our engagements, and exemplary in our deportment, to avoid all tattling and back-biting, and excessive anger; to abstain from intoxication and abuse of alcohol or other drugs, and to be zealous in our efforts to advance the kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember each other in prayer; to aide each other in sickness and distress; to cultivate Christian sympathy and courtesy in speech; to be slow to take offense but always ready for reconciliation, and mindful of the rules of our Savior, and to secure it without delay We moreover engage that, when we remove from this place, we will as soon as possible unite with another church where we can carry out the spirit of the covenant and principles of God's Word.

### ARTICLE V - PASTOR AND OFFICERS

Sec. 1 Pastor: It is recommended that the Pastor be an ordained Baptist minister of good standing in the American Baptist convention, or willing to submit to the process of ordination. He will preach the Gospel, administer the ordinances, watch over the membership, have in his charge the spiritual welfare of the congregation, and the stated services of public worship. He shall be an ex officio member of all boards and committees of the church and its auxiliary organizations. He will serve as the chair of the Advisory Committee. The calling of a Pastor shall come before the church at a called or regular meeting upon recommendation of the Pulpit Committee. The purpose of the meeting shall be given in writing to the active membership at least two weeks in advance. A vote of three-fourths (3/4) of the members present shall be necessary to extend a call. This church may ordain a pastor(s), upon recommendation of the Deacons and Advisory Committee and at the approval of a majority of a congregational vote at a called or regular business meeting. This church shall pay the Minister's dues in the Retiring Pension Fund of the Ministers and Missionaries Benefit Board of the American Baptist Churches, U.S.A, provided the pastor becomes a member thereof. The church will always include in its call to a prospective Pastor the offer to pay his pension dues unless otherwise negotiated. The expense shall be an item in the regular budget for current expenditures. A written agreement pertaining to salary, moving expenses, vacation, housing, and like matters shall be submitted to both church and Pastor at the time of his call.

The services of the Pastor may be terminated either by written resignation or by a majority of the active members in attendance, by written ballot at scheduled or called business meeting, in case of dismissal. In case of resignation, the Pastor shall continue to conduct

services for four weeks, unless otherwise determined by mutual agreement between the majority of members in attendance at a regular or special meeting and the Pastor. In case of dismissal proceedings, the Board of Deacons and the Church Advisory Committee shall initiate the action either upon their volition or upon the presentation of a petition bearing the signatures of 25% or more active members. The board of deacons shall call a meeting of the church membership and shall send written notices to all active members at least one week in advance. In case of dismissal, the salary may continue for 60 days. The parsonage must be vacated within 60 days.

<u>Sec. 2a The Advisory Committee</u>: Upon approval of this document by the church, the name "Advisory Committee" and its Principal Function are broken down as such. As representatives of strategic lay leadership of the church, this committee will give the Pastor and staff a place to cast vision for the church and receive feedback. Through their leadership positions within their respective committees, this committee will have opportunity to be instrumental in sharing information and vision.

### Specific Duties Include:

- 1. Offer the Pastor and staff an opportunity to share vision, plans, and ideas which will affect the ministries and direction of our church.
- 2. Facilitate communication of information, as appropriate, to and from this committee and their respective committees.
- 3. The Advisory Committee shall conduct a meeting three times a year as stated in the Bylaws of the First Baptist Church of Ford City. The Advisory Committee Ministry may conduct other meetings as needed. The Advisory Committee is responsible for posting the Business Meeting agenda at least three weeks prior to the stated business meeting time, except when there is an Emergency Business Meeting called. The Church Clerk or an Assistant Church Clerk shall act as secretary of the Advisory Committee Ministry, unless otherwise provided.
- 4. The Advisory Committee is responsible for compiling a list of officers for each committee/council during the annual election of officers at the Annual Business Meeting. The Committee is responsible to assess each candidate's eligibility for the position they are seeking. When the Committee deems it necessary, the Committee may interview the candidates. The Committee should also contact each candidate to ensure that they wish to accept the position for which the church members will vote on.
- 5. The Committee shall keep a file of the talents of the church membership for potential service, and shall make nominations to fill vacancies when so notified.

The Advisory Committee consists of two "At Large" members (that are not currently serving on any other board) as well as the Chair and one other representative from each board. The two "At Large" members shall be elected each year by the church members during the election of officers. If an "At Large" position becomes vacant during the yearly term, the Advisory Committee can appoint a new member to complete the remaining term. At the next Business Meeting, the church membership can then elect the new "At Large" member. The boards are: Deacons, Trustees, Christian Education. It will also include Pastor(s), and the Directors of the Music Ministry, Missions, and Treasurer, (or appointee). The Advisory Committee may appoint others for specific purposes of advancing the mission of the church. Specific appointees may be added or dismissed without constitutional change. The following additional appointees are recommended: Men's Ministry, Women's Ministry, Student Ministry, Special Funding team and, Outreach.

Sec. 2b <u>Qualifications:</u> – To be eligible for election to an office, a person must be an active member of the church, show an interest in the office, and be regular in attendance at worship services of the church. He or she must be able and willing to attend meetings and participate in activities, and to discharge responsibilities assigned to that office by the constitution or a subsequent action of the Church.

<u>Sec. 3 A Moderator:</u> A Moderator will be elected at each annual meeting to serve for one year. The Moderator (or the vice-moderator) shall chair all business meetings of the church. In the absence of either, an appointee of the Advisory Committee shall serve as the chairperson.

<u>Sec. 4 Church School Superintendent</u>: At each annual meeting of the church a Superintendent of the Church School shall be elected for a term of one year. He or she shall be the executive Head of the Church Sunday School, exercising authority and performing the duties to that office, following the general directives and polices of the Board of Christian Education. He or she shall serve as a member of the Board of Christian Education.

Sec. 5 Financial Secretary: A Financial Secretary shall be elected at each Annual Meeting to serve for one year. It shall be his or her duty to furnish each member of the church (or regular attendee) envelopes for use in contributing to the church funds; collect all monies contributed, and to keep a correct account thereof between the church and its members. He or she will count the monies with the help of the Assistant Financial Secretary and/or the Board of Trustees. Together they shall be responsible for depositing such collections. He or she shall render a statement thereof to the Treasurer He or she shall make monthly reports to the Board of Trustees on account of the matters pertaining to his or her office. He or she shall present a report to the church of annual receipts at each annual meeting, this report to have been audited previously by the auditors at the church.

<u>Sec.6.</u> Assistant Financial Secretary: An Assistant Financial Secretary shall be elected at each annual meeting to serve one (1) year. It shall be his or her duty to assist the Financial Secretary in the totaling of weekly receipts, the posting of records, and the preparation of quarter annual statements.

Sec. 7 Treasurer: A treasurer shall be elected at each annual meeting to serve for one year. He or she shall have custody of the funds of the church, and all deposits made in the name of the church. All checks drawn shall be in the name of the church, and signed by any two (2) of the following: Church Treasurer, and/or any other member of the Board of Trustees to be designated by the Board. He or she shall keep separate accounts of all funds raised or contributed for particular purposes, and no funds shall be disbursed by the except for the purposes for which they were raised, or contributed Funds received for the support of the church, and for the reduction of the church indebtedness, shall be disbursed the treasurer only on the order of the Board of Trustees. The treasurer shall pay, monthly, funds received on account of the church's contribution to the benevolent purposes of the American Baptists Churches in the USA and its affiliates. Other funds (with the exception of the Deacon's Fund) shall be applied by the treasurer in accordance with the church budget and special purpose for which the same were contributed. The treasurer shall present to the church an itemized report of receipts and disbursements showing the actual financial condition of the church at each annual meeting, this report to have been audited previously by the auditors of the church. The treasurer shall provide at the beginning of the month, monthly receipts and expenditures, and the balance from the end of the previous month. He or she shall make such other financial reports as may be desired by the church. The treasurer shall deliver immediately to his successor all books and records pertaining to his or her office.

Sec. 8 Clerk: A clerk will be elected at each Annual Meeting to serve for one year. He or she will keep a complete record of the transaction of all business at the meetings of the church. This record, or minutes, shall be read for approval at the next following business meeting. The clerk will keep a record of the names and addresses of the members, with dates and manner of admission and dismission; also, a record of baptisms, and a list of those suspended. He or she will notify all officers, committee members, with dates and manner of their election and appointment. He or she shall issue letters of dismission and recommendation voted by the church, preserve on file all communications and written reports, and give legal notice of all meetings where such is required by the constitution, and PA law. The clerk shall assist in preparing denominational reports. He or she shall deliver immediately to his successor all books and records for which he has been responsible as clerk.

#### ARTICLE VI - Boards

<u>Sec. 1 The Boards of this church shall be the following</u>: Deacons, Trustees, and Christian Education.

<u>Sec. 2 Qualifications</u>: To be eligible for an election to a Board, a person must be an active member of the church, show an active interest in the office, and be regular in attendance worship services of the church. He or she must be able and willing to attend meetings of the Board to which elected and participate in activities, and to discharge responsibilities. Upon a Board member's failure to attend three (3) consecutive regular meetings without offering a satisfactory explanation or without advising the Board of necessity to be absent, the Board shall declare the position vacant, and notify the member of the action, and request the Advisory Committee to nominate a successor.

<u>Sec. 3 Limitations</u>: No church officer shall chair any Board of the church during his or her term of office. No church member shall serve on more than one board at a time.

<u>Sec. 4a Terms of Boards Members of Boards</u> shall be elected for a term of three (3) years. One third of each Board to be elected at the annual meeting each year. No member shall be elected for more than two (2) consecutive terms without a lapse of one (1) year. Serving an unexpired term shall be considered the same as a full term.

<u>Sec 4b. Term of Church Officers:</u> Church officers shall be elected for a term of one (1) year at the Annual meeting each year. It is recommended that church officers shall not be elected for more than five (5) consecutive years without a lapse of one (1) year. Serving an unexpired term shall be considered the same as a full term.

Sec. 5. The Board of Deacons: There shall be a Board of Deacons comprised of as many as 18 church members; nine men and nine women. The Board shall annually choose a Chairperson, a Vice Chairperson, a Secretary and a Treasurer and shall meet a minimum of once per month. A growing and active church may need more frequent planning and administration by the deacons. Special meetings may be called by the chairman, vice chairman, or Pastor. The Board shall in every way assist the Pastor in his work and with him consider all applicants for church membership and requests for letters of dismissal; cooperate with him in providing the pulpit supplies and leaders of the Prayer Meeting in his absence; visit the members, care for the sick, needy and distressed using such Fellowship Funds as may be needed. The Board of Deacons will work in harmony with the Pastor. The Board shall promote Christian growth and instruction ministry to the church membership, provide for the Lord's Supper, and aid in its administration; Collect and administer the fellowship funds, deliver to the Treasurer of the Board the Fellowship Offering received at each Communion Service; and make a written report

at each Annual Meeting of the church on the matters in its charge. The Board of Deacons will work with the pastor, advisory committee and others to develop, oversee, and administer care ministries of the church. The Board of Deacons shall endeavor to continually grow in their spiritual walk with the Lord. They may be called upon to administer anointing of the sick, laying on of hands in prayer for the sick, visiting in homes and providing spiritual guidance for those in need. The deacons, along with the pastor and the advisory committee, are responsible for the spiritual direction of the church.

Sec. 6 The Board of Trustees: There shall be a Board of Trustees composed of 9 members. The Treasurer and Financial Secretary shall have the privilege of attending its meetings, and shall be present when requested by the Board. The Board shall annually choose a Chairman, a Vice Chairman, and a Secretary, and shall meet each month. Special meetings may be called by the Chairman, the Pastor, or by the Secretary, who shall notify the other members. A majority of the members shall constitute a quorum. The board shall hold in trust the seal, securities, and all property belonging to the church, and shall take all necessary measures for its protection, management, and upkeep. It shall (in conjunction with the Advisory Committee) determine the use of the church building for all extra or secular purposes. It shall have no power to buy, mortgage, lease, or transfer any property without specific vote of the church authorizing such action. All bills authorized by the church shall be approved before payment is made. It shall not disburse funds, other than budgeted, in excess of \$2,000 without church approval. It shall, when instructed by the church, secure the services of a caretaker at such salary as is authorized by the church at its Annual Meeting, and at other times as may be desired. It shall perform such other duties as are imposed upon it by the church and the Commonwealth. In the purchase, or sale of real estate, or borrowing money, all active members shall be notified by letter five (5) days prior to the congregational meeting deciding such action. All transactions of this nature shall be governed by a majority vote of the active church membership at the date of the meeting, and the laws of the Commonwealth of PA governing such action.

Sec. 7 The Board of Christian Education: There shall be a Board of Christian Education composed of 6 members plus the Church School Superintendent, and shall meet regularly each month. Special meetings may be called by the Chairman, Pastor, or the Secretary, who shall notify the other members. A majority of members creates a quorum. The Board shall be responsible for the organization and administration of the Sunday School, and Camp Judson, Vacation Bible School. The Board shall prepare a written report of the year's Christian Education Program, budget and activities for the presentation at the Annual Meeting of the church.

### **ARTICLE VII MINISTRIES**

<u>Sec. 1 The Music Ministry</u> is led by the Director of Music Ministry and may consist of a choir, praise and worship team, instrumentalists, vocalists, audio visual and technical team. The praise and worship ministry shall cooperate with the pastor, Advisory Committee, and Deacons in the arrangement of music for the church services or other evangelism. The director of Music ministry may appoint ministry team members as needed for growth. Compensated Praise and Worship Team Staff will be appointed by the Advisory Committee (including details of the contract and job descriptions) in cooperation with the deacons and trustees; and subject to the approval of the church.

<u>Sec. 2 Mission and Outreach Ministries</u> will be developed in conjunction with the pastors, Advisory Committee and deacons. Missions may be defined as ministry occurring Worldwide. Outreach may be defined as ministry occurring within the United States. It is recommended that each have their own budget and that monies will be disbursed as directed by those ministries, in conjunction with the Advisory Committee, by the church treasurer.

### ARTICLE VIII - Staff

<u>Sec. 1 The church staff</u> may include the Director of Music Ministry, Organist, Church Office Secretary or Administrator and other such positions as the church may deem necessary. All compensated staff members report to the pastor. The Board of Trustees shall employ the Church Office Secretary or Administrator, and Custodian.

<u>Sec. 2 Duties:</u> The respective committee or boards shall outline duties of the staff members before employment and shall put duties of work in writing.

### ARTICLE IX – Ministry Teams

<u>Sec. 1 Committees:</u> The Publicity, Auditors, Ushers, Memorial Committee, Auditing Committee, and Pulpit Committee, Pavilion Committee, Kitchen Committee and other standing committees shall be appointed for the term of (1) year with the exception of the Pulpit Committee. The first person named to each Committee shall serve as the chairperson of that Committee.

<u>Sec. 2 Method of Appointment:</u> The Committees shall be appointed by the Advisory Committee at its meeting, preceding the Annual Business Meeting, said appointees to be recommended to the church for ratification at its Annual Meeting. In cases of vacancies, the Advisory Committee shall make new appointments, said appointments to be ratified at the next Business Meeting of the church. The Pulpit Committee shall be appointed by the Advisory Committee, when needed, and ratified by the church.

<u>Sec. 4. The Nominating Committee</u>: The Advisory Committee shall serve as the Nominating Committee. Any active member may request for consideration to be elected to an office,

board, ministry, or team. The Advisory Committee shall prepare a list of those qualified to fill the offices. It shall interview each nominee proposed and ascertain his or her willingness to serve if elected. The committee shall nominate at least one (1) person each office to be filled, and report the names to the church at least (1) week before the election is to be held. This Advisory Committee shall keep a file of the ballots of the church membership for potential services, and shall make nominations to fill vacancies when so notified.

Sec 6. <u>The Auditing Committee:</u> The Auditing Committee shall consist of three (3) members. The duties shall be to audit annually all accounts of the church, and the organizations of the church (with the expectation of the Deacon Friendship Fund). These audits shall be ready for the church at its Annual Meeting.

Sec 7. The Pulpit Committee shall consist of seven (7) members. It shall be the duty of the Pulpit Committee to contact the Pastoral Changes Commission of the Association for assistance in the seeking of a Pastor, to interview candidates for the Pulpit, and to ascertain the qualifications as to doctrinal standing, education and character of each candidate interviewed. Only one (1) candidate shall be presented at a time. When a call has been issued to a candidate, and has been accepted, it shall be the duty of the Pulpit Committee to serve in the arranging of a reception of the Pastor and his family. The Committee shall serve until dismissed by the congregation.

<u>Sec. 9 The Usher Committee</u> shall consist of the Head Usher and an Assistant appointed by the Advisory Committee who will secure the necessary number of ushers to care for the seating of the people, and the receiving of the offering and any other duties that shall be given to them from time to time.

<u>Sec. 10 The Pastoral Relations Committee</u>: The Pastoral Relations Committee shall consist of three (3) members. The duties will be to meet periodically with the Pastor to discuss the programs of the Church Ministry and to share with each other the concerns that affect their relationship.

<u>Sec. 11. The Memorial Committee</u>: The Memorial Committee shall consist of three (three) members. Its duties will be to receive and disperse gifts given in memorandum.

### ARTICLE X -- Membership

<u>Sec. 1. Admission of Members</u>: Persons may be received into membership by any of the following methods, subject in each case to the recommendation of the Board of Deacons and the vote of the church.

- <u>A. By Baptism</u>: Any person who confesses Jesus Christ as Savior and Lord and adopts substantially the views of faith and principles of this church and is baptized by immersion may be received into the membership of the church.
- <u>B. By Exception</u>: Any person who confesses Jesus Christ as Savior and Lord and adopts substantially the views of faith and principles of this church and his family and is unable by reason of health to be baptized by immersion may be received into the fellowship of this church.
- <u>C. By Letter</u>: A person who in substantial accord with the views of faith and the principles of this church may be received by letter from any other Baptist church.
- <u>D. By Experience</u>: On the presentation of satisfactory proof that they have been immersed members of some other Christian church, and a person who is in substantial accord with the views of the faith may and the principles of this church.
- <u>E. By Restoration</u>: Any person who has lost his membership for any reason may be restored to membership upon recommendation of the Deacon Board and vote of the church.

### Sec. 2. Dismissal or Suspension of Members

#### A. By Death

- <u>B. By Letter</u>: Any member in good standing who desires a letter of dismissal and recommendation to another Baptist church may receive it upon his or her request and upon the recommendation of the Board of Deacons. The name and address of the church to which membership is requested shall be given and the letter shall be sent to the pastor or clerk of that church.
- <u>C.</u> By Exclusion: Should any member become an offense to the church and its good name by reason of immoral or unchristian conduct or by consistent breach of its convenient vows, the church may terminate his or her membership, but only after due notice and a hearing before the Board of Deacons, and after faithful efforts have been made to bring a member to repentance and amendment.
- <u>D. Inactive Member</u>: The Board of Deacons shall prepare, from year to year, a list of those members who have for a period of one to two or more years failed to participate in the service of worship of the church without valid excuse. After a reasonable effort to reclaim such members, they shall be placed on an inactive list. Per Capita tax will not be paid on inactive members.
- <u>E. By Dismissal</u>: Any member who affiliates with another church without requesting a letter of dismissal from this church, or any member requesting such action, shall upon recommendation of the Board of Deacon be erased from the church roll.

**ARTICLE XI - Public Worship** 

Public Services shall be held weekly on Sundays and additionally as deemed appropriate by the Deacons and the Advisory Committee. Prayer meetings, Bible Studies and other services shall be encouraged and offered as deemed appropriate by the Deacons, Board of Christian Education, Student Ministry, and others; all in conjunction with the Advisory Committee. The ordinance of the Lord's Supper shall be observed on the first Sunday of each month, or at such other times as the Board of Deacons may determine.

### **ARTICLE XII - Meetings**

A Budget draft will be prepared by October of each year. In a meeting in October, the Advisory Committee shall present to the church a slate of candidates for offices, boards and ministries, for ratification.

### Jan - Budget approval

The Annual Meeting of the church shall be on the third Tuesday of January. Other Business Meetings will be held the third Tuesday of April and October. The election of officers will take place in the October Meeting. The Working Budget will be presented and voted upon at the Annual Meeting. Special meetings shall be called by the Pastor, Clerk, or by five (5) or more members of the Advisory Committee. Written notice of special meetings will be sent to all active members at least one week in advance. A quorum for the transaction of business shall be 21 members.

#### Article XIII

The Fiscal Year of the church shall be the Calendar Year.

#### Article XIV - - Amendments.

- Sec. 1. This Constitution may be amended at any Regular or called Business Meeting of the church by a two-thirds (2/3) vote of those present and voting, provided a quorum of 21 members is present and voting, and that the notice of such amendment, stating the proposed change, shall have been mailed to all Active Members at least two weeks prior to the meeting.
- Sec. 2. This constitution is effective by the vote of the church, and nullifies all previous constitutions and/or By Law upon ratification of the church on Aug 15.

### Amendment 1 to the constitution, ratified Feb 9, 2014:

"First Baptist Church of Ford City, PA recognizes the Biblical definition of marriage as the union of one man and one woman. The pastors of the church may not have participated in union

ceremonies outside of that definition on or off church property. Only wedding ceremonies that are between one man and one woman will be permitted on church property."

### Amendment 2 to the constitution ratified Dec 7, 2014:

"A quorum for the transaction of business shall be 21 members." The constitution may be amended at any Regular or Called Business meeting provided a two-thirds vote of those present and voting, provided a quorum of 21 active members of the church is present and voting and that the notice of such amendment, stating the proposed change, shall have been mailed to all Active Members at least two weeks prior to the meeting.

### Amendment 3 to the constitution ratified Oct. 20, 2015:

First Baptist Church of Ford City, PA recognizes the ladies previously considered as Deaconesses to be Deacons. This position came at the recommendation of our pastors, deacons, leadership council, trustees, and our charge at large in an official business meeting on April 21, 2015. As such, Section 5: The Board of Deacons - be changed to reflect these recommendations: "The Board of Deacons will be comprised of as many as 18 church members; nine men and nine women. And Section 8 – The Board of Deaconesses will be deleted in its entirety.

### Amendment 4 to the constitution ratified Apr. 19, 2016:

First Baptist Church of Ford City, PA will now refer to what was previously called the "Leadership/Advisory Council" as the "Advisory Committee". The Deacons felt it best to bring the vote to the church as well as to make known what the exact function of the Advisory Committee is, who is on said Committee, and when the Committee will meet. Details are within this constitution.

### Amendment 5 to the constitution ratified Oct. 18, 2016:

The Trustees shall be responsible for the hiring and/or dismissal of all ministry staff in conjunction with the recommendations of the deacons, or other group(s) involved.

### Amendment 6 to the constitution ratified April 17, 2018:

The Board of Deacons in conjunction with the Advisory Committee added an item to the Business Meeting Agenda regarding Article VI, Section 5, pertaining to the total number of Deacons changing from 18 to 9. All in attendance voted in favor of this change.