

PREAMBLE

(A historical statement from the Preamble of the Constitution and Bylaws of the Evangelical Covenant Church as adopted by the Evangelical Covenant Church in 2002.)

The Evangelical Covenant Church (ECC) 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 ALL THINGS NEW Covenant Church founded in Monterey, California, in October 2017.

CONSTITUTION

ARTICLE I Name

The name of this church shall be ALL THINGS NEW Covenant Church of Monterey, California.

Article II Affiliation

The church is a member of the Evangelical Covenant Church (ECC) and its Pacific Southwest Conference (PSWC). It is pledged to work in harmony with the ECC and PSWC, and to faithfully support the mission, ministries, and policies of each.

ARTICLE III Confession of Faith

We believe in the Holy Scriptures, the Old and New Testament, as the Word of God and the only perfect rule for faith, doctrine, and conduct.

ARTICLE IV Purpose

We commit to cultivate a community of worship committed to prayer, preaching and study of the Scriptures, the celebration of the sacraments and community across gender, race, age, culture and class. In so doing, we covenant together to a rule of life that develops loving, giving, growing Christians who reach out with the good news of Jesus Christ – living and sharing the gospel, ministering to those in need and seeking justice for the oppressed. We exist to join God’s work of cultivating new beginnings in all of us, everywhere. We seek to be renewed by God so that God might renew the world through us, his church.

ARTICLE V Partnership

Partnership (alternately known as membership) in the church is described in the by-laws for those who through faith in God’s Son, Jesus Christ, have been born anew to a living hope through the Holy Spirit, have been baptized according to the Holy Scriptures, desire to live a Christian life, promise to faithfully support the mission and ministries of the church, and to share in its community and service.

ARTICLE VI Governance

The authority of the government of this church is vested in its Partnership acting through duly called congregational meetings. The management, administration and oversight of business and spiritual affairs are delegated to appropriate leadership as delineated in the Bylaws. All affirmed leaders and Leadership Team members specified in the Bylaws shall be Partners of the church.

ARTICLE VII Officers

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

ARTICLE VIII Meetings of the Partners (aka Congregational Meeting)

An Annual Meeting shall be held as close to the beginning of the fiscal year as feasible. At the Annual Meeting, ministry updates and plans shall be presented by the pastor(s), ministry staff, officers, and ministry teams. Reports on an independent review of financial records shall be submitted by the Financial Officer for the church and each of its organizations. The church Ministry Financial Plan (aka Budget) for the new year shall be submitted for approval by the partners.

Proposed members of the Leadership Team will be affirmed in a meeting of the partners in the fall. Additional meetings of the partners shall be held as needed. Items as required by the Constitution and By-laws shall be submitted for partner action.

ARTICLE IX Assets of the Church

1. The congregation shall hold title to its own assets.
2. In the event of schism within the church, in which there are competing claims to the assets by various factions of the Partnership, the title of all church property, real or personal, shall remain with the group which abides by the constitution and bylaws, as determined by the Executive Board of the Pacific Southwest Conference.
3. No action for the sale or transfer of assets may be taken when the closure of the church is under consideration without the prior approval of the Pacific Southwest Conference Executive Board. In the event the congregation votes to cease, the property and all assets of the church shall become and be the property of the ECC and the Pacific Southwest Conference, shared equally for the furtherance of the mission of both in that region, primarily through church planting.

ARTICLE X Congregational Vitality and Closure

1. **Congregational Vitality** - If This Church experiences a ten percent (10%) decline in both attendance and giving over one to three consecutive 12-month periods, the Conference will be informed and the Conference Executive Board may appoint up to three ex officio voting members to the Leadership Team of This Church. This Church is encouraged to submit to any and all recommendations made by the Conference as well as revitalization consultants appointed by the Conference or the ECC.
2. **Closure** - If the Executive Board of the Conference deems it necessary to close This Church and transfer its assets because the schism within This Church is preventing it from fulfilling its purposes as set forth in the Articles of Incorporation, and Constitution and Bylaws, such decision of the Executive Board shall supersede any rights of the Church leadership and membership to approve such closure and transfer such assets as granted in the Articles of Incorporation, and Constitution and Bylaws, of This Church, provided that the Executive Board of ECC is in agreement with the decisions of the Executive Board of the Conference. In such event, the property and assets shall be transferred to the Conference and ECC; and shared equally for the furtherance of the mission of the Conference and ECC. In the event of (a) closure and/or transfer of substantially all of the assets of This Church pursuant to above, and (b) upon a duly adopted resolution of the Executive Board of the Conference, the voting rights of the members of This Church at the time of such actions shall terminate as to such closure and/or transfer of substantially all of the assets of This Church, and the Conference shall become the sole voting member of This Church as to such matters. In addition, the officers of the Conference shall be authorized to execute all documents of conveyance in connection with a transfer of substantially all of the assets of This Church.

(See ARTICLE VIII Closure Section of the Bylaws.)

ARTICLE XI Amendments

Amendments in harmony with this constitution, the Model Constitutions for Local ECC churches, nonprofit laws of California, and not in conflict with ECC principles and policies may be adopted by a two-thirds vote of those present and voting in an annual meeting of the partners, providing the proposed amendment was presented in written form at the preceding congregational meeting. Articles IX, X, XI and XII may be amended only with the approval of the Pacific Southwest Conference Executive Board.

ARTICLE XII Conflicts

In the event of a conflict in any provision of this Constitution with any provision of the Bylaws, this Constitution shall govern.

BYLAWS

ARTICLE I Partnership

Section 1. Purpose. The purpose of Partnership is to join with other followers of Christ in building a community of worship committed to prayer, preaching and study of the Scriptures, the celebration of the sacraments and community across gender, race, age, culture and class. In so doing, the Partners commit to joining God's work of cultivating new beginnings through ALL THINGS NEW and becoming ordinary apprentices of Jesus reflecting a life of discipleship committed and submitted to the Lordship of Christ.

Section 2. Commitments. The Partners of this church do commit together by God's grace and the empowerment of the Holy Spirit to live lives in a manner consistent with the life and teachings of Jesus, to connect others to Jesus Christ, to reflect the love of Christ in all our relationships, and to support the broader mission of Christ through the ECC and Pacific Southwest Conference.

Section 3. Procedure for Partnership.

- a. Partnership in the church is for those who trust Jesus as Lord and Savior and have, through faith, been born anew to a living hope through the Holy Spirit. Partners are committed to participation in the life of ALL THINGS NEW (ATN), through living as an apprentice of Jesus and faithfully supporting ATN through sacrificial giving of time, talent and resources, and praying for the vision of ATN and its leaders.
- b. Upon completion of the Partnership class or equivalent, persons desiring to apply for Partnership may submit their application to the Leadership Team.
- c. Final action on applications for Partnership shall be reviewed by the Leadership Team no later than 30 days after submission.
- d. Partnership is for a term of two years and may renewed by reaffirming their Partnership commitment.

Section 4. Children. Children of ALL THINGS NEW shall be nurtured and cared for by their parent(s) as the primary investors in their spiritual journey. ALL THINGS NEW and its Partners commit to walk alongside and with parent(s) and children to help foster a home and life that demonstrates the love of God made known in Jesus to our children. At age 14 they may apply for church Partnership as outlined under Section 3 of this Article.

Section 5. Discipline.

- a. Discipline of Partners. The Leadership Team shall be responsible for exhorting in love Partners who willfully neglect their commitments to the church or who error in doctrine or conduct.
- b. Erring Partners. Any Partner known to err in doctrine or conduct shall be counseled according to the procedure outlined in Matthew 18:15-18 and Galatians 6:1. Any Partner having knowledge of such error shall, in the spirit of Christian love, seek to restore the erring Partner. If he or she does not heed this counsel, the matter shall be brought to the attention of the Leadership Team in writing, which shall, in meekness and gentleness, seek to restore the Partner.
- c. After the above process has been completed, dismissal of a Partner remaining in gross error in doctrine or conduct may result by a two-thirds vote of all current Leadership Team members.

Section 6. Withdrawal and Removal of Partnership. Any Partner desiring to transfer or withdraw from Partnership shall make such request in writing to the Leadership Team. Letters of transfer shall be issued by the Pastor if so requested and the Partner is in good standing. The Leadership Team shall annually review the Partnership roster to determine inactivity. Those determined to have neglected their commitments may be approached under the process outlined in Section 5 of this article.

Section 7. Recording of Partners. The names of those joining and terminating Partnership shall be duly recorded by the Pastoral staff, a report of which shall be made available to Leadership Team members. An electronic Church Partnership Directory shall be maintained. It may also include "friends" of the church in addition to partners.

ARTICLE II The Leadership Team

Section 1. Purpose. The Leadership Team shall be responsible for building, maintaining and overseeing the spiritual welfare of the congregation and for directing and overseeing all ministries and business affairs of the church.

Section 2. Composition. The Leadership Team shall be comprised of not less than five nor more than nine Leadership Team members. In addition, the Lead Pastor will be an ex-officio voting member of the Leadership Team. The Leadership Team may appoint other pastors or staff members as non-voting advisors and may remove the same.

Section 3. Qualification. Any Partner of the church meeting the standards of character and giftedness for church leadership as described in Scripture and by the ethical guidelines of the ECC, may be nominated and affirmed to the Leadership Team (see I Timothy 3:1-7, Titus 1:6-9, I Peter 5:2-3).

Section 4. Affirmation Process. Leadership Team candidates shall be nominated by the Nomination Team (Article V, Section 2.). The candidates will join the Leadership Team after a majority affirmation vote from the Partners at the Fall Congregational meeting.

Section 5. Term of Office. Leadership Team members shall be affirmed for a term of three years and shall not be elected for more than two consecutive terms. After at least one year off, a person may be eligible for subsequent service, subject again to the terms stated in this article. The terms of the Leadership Team begin January 1 and shall be staggered such that approximately one-third are affirmed each year.

Section 6. Vacancies and Removal. A Leadership Team member may resign. A Leadership Team member may be removed from office by a two-thirds affirmative vote of Leadership Team members voting at a meeting called for that purpose. Vacancies created by resignation or removal may be filled by appointment through the two-thirds vote of the Leadership Team. A Leadership Team member appointed to serve an unexpired term of less than half the remaining term shall not be precluded from being affirmed thereafter to two full consecutive terms.

Section 7. Notification of Meetings. All Leadership Team members shall receive a minimum 3-day advance notification of any meeting, including time and place of the meeting. In emergency situations, the 3-day notice may be waived by the two-thirds vote of the entire Leadership Team.

Section 8. Quorum. A majority of Leadership Team members shall constitute a quorum.

Section 9. Decisions. The Leadership Team shall strive for unanimity. Matters shall be determined by a majority vote of a Leadership Team quorum, unless on a matter in which the Constitution and Bylaws require a different percentage.

Section 10. Organization. The Leadership Team shall elect from among themselves a Chair, a Vice-Chair, a Secretary and a Financial Officer at their first meeting after a change in Leadership Team members.

- a. **Chair.** The Chair shall preside at all business meetings of the church and of the Leadership Team. The Chair shall confer with the Lead Pastor in preparing the agenda for such meetings and shall utilize the counsel that the Lead Pastor can give by virtue of training, experience, and calling. The Chair shall also utilize the counsel of staff members and other Leadership Team members.
- b. **Vice Chair.** The Vice-Chair shall assume the duties of the Chair in the Chair's absence, assist in the Chair's duties, and Chair the Mutual Ministry Team (see Article V, Section 3.)
- c. **Secretary.** The Secretary shall keep and preserve the minutes of all business meetings of the church and of the Leadership Team, conduct and preserve all official correspondence as shall be delegated, and be responsible for the official seal and documents of the church. The Secretary shall also ensure that new or revised policies and guidelines are properly documented for easy access and retrieval.
- d. **Financial Officer.** The Financial Officer shall ensure proper policies, processes, reporting, and reviewing of all matters related to the finances of the church, including the submission of monthly financial reports to the Leadership Team and ministry team leaders.

Section 11. Responsibilities of the Leadership Team. In being responsible to the congregation for building, maintaining and overseeing the spiritual welfare of the church and for directing and overseeing all ministries and business affairs of the church, the Leadership Team shall:

- a. Present annual mission and ministry objectives to the congregation;
- b. Determine Ministry Teams needed to carry out the church's mission and ministry, and appoint appropriate leadership for the Ministry Teams;
- c. Approve church policies and ensure that they are documented (recorded) properly;
- d. Be responsible for representing the congregation in certain staff relationships including:
 - 1) Hiring and dismissal of staff subject to the provisions of these Bylaws. Action shall be by two-thirds vote;
 - 2) Oversee the Lead Pastor and conduct an annual review of the Lead Pastor and of the ministry staff and providing godly counsel and/or discipline as required;
 - 3) Annual review and approval of staff compensation and compensation for new staff; and other personnel expenses for any staff member or activity;
 - 4) Establishment of personnel policies;
 - 5) Approval of changes in staff job descriptions and approval of job descriptions for new staff positions.
- e. Be responsible for overseeing the preparation and submission of a proposed Ministry Financial Plan (MFP) for each fiscal year to the Partnership for approval. Upon approval of the MFP by the Partnership, the Leadership Team shall be responsible for seeing that the MFP is carried out as approved. The Leadership Team shall have the authority to appropriately adjust MFP items and amounts where ministry objectives necessitate but in no event shall total expenditures exceed the total authorized MFP without prior approval of the Partnership. The Leadership Team shall annually appoint an independent review of the financial records of the church and report such findings to the congregation;
- f. Hear and respond appropriately to concerns of Partners;
- g. Be responsible for church discipline as outlined in Article I, Section 5 of these Bylaws;
- h. Act as the Trustees of the church for the advancement and protection of its assets. The Leadership Team shall designate those Leadership Team members and any other partners of the church who shall be authorized to sign legal documents on behalf of the church; and,
- i. Be responsible for action on applications for Partnership as outlined in Article I, Section 3 of these Bylaws.

Section 12. Unity. Action by the Leadership Team shall be taken in such manner as to preserve the unity of the Spirit in the bond of peace.

ARTICLE III Ministry Teams

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

Section 2. Establishment. Ministry Teams shall be established by the Leadership Team or Staff to implement specific ministries. The configuration of Ministry Teams shall be reviewed regularly by the Leadership Team and Staff in accord with the church's purpose, strategies, and objectives for mission and ministry.

Section 3. Duties. The duties of Ministry Teams shall be to:

- a. Meet as required to plan and execute specific mission and ministry objectives.
- b. Recruit and train ministry personnel – both volunteer and paid staff.
- c. Define and provide the necessary materials required for ministry.
- d. Submit annually to the Leadership Team proposed ministry objectives and plans along with a proposed Ministry Financial Plan and objectives for the forthcoming year and manage their area consistent with the approved Ministry Financial Plan; and,
- e. Report as requested to the Leadership Team.

Section 4. Leadership.

- a. The Leader of a Ministry Team shall be approved by the Leadership Team in consultation with the pastor(s). The Team Leader will serve as liaison to the Leadership Team to provide reports and information when requested, and to forward requests to the Leadership Team when necessary;
- b. Ministry Team members may be selected by the Ministry Team leader. The Leadership Team may remove a Ministry Team member "with cause";
- c. Each Ministry Team shall organize itself as required to perform its ministry; and,
- d. Each Constellation is to have at least one Liaison to the Leadership Team.

ARTICLE IV. Pastoral and Ministry Staff

Section 1. Purpose. Pastoral and additional ministry staff positions are created to shepherd, organize, and equip the congregation to carry out the work of the church according to its purpose and values.

Section 2. Pastoral Qualifications. Pastors of the church shall meet the qualifications for character, giftedness and call as set forth in the Holy Scriptures. The Lead Pastor shall be an ordained pastor or pursuing ordination in the ECC, in good standing with the ECC. Other pastors shall be credentialed by the ECC in accordance with their qualifications and duties. A pastor shall be a partner of the church by virtue of the call to serve the church.

Section 3. Call of the Lead Pastor. The Lead Pastor shall be called at a regular or special congregational business meeting, the purpose of which shall be announced two weeks in advance. The Lead Pastor shall be nominated by a Pastoral Search Team. This Team shall be selected by the Leadership Team and affirmed by the Partners. It shall be representative of the congregation and have five to nine Partners, including the Leadership Team Chair. It shall work closely with the Regional Conference Superintendent or an approved representative of the PSWC. The Lead Pastor shall be called by written ballot with a two-thirds affirmation vote of Partners present. The call shall be for an indefinite period of time. When the church receives aid from the Conference and/or Denomination through appropriations, the call shall be with the approval of Pacific Southwest Conference.

Section 4. Call of Additional Pastors and Credentialed Ministry Staff. Additional paid staff members to hold ministerial credentials shall be called at a congregational business meeting, the purpose of which shall be announced at least two weeks in advance. The meeting shall include the Ministry Financial Plan implications of the proposed position. The Leadership Team will recommend one candidate for a call, and the vote shall be by written ballot, with two-thirds affirmation vote required for call. The Leadership Team may establish a Pastoral Search Team, or the Nomination Team may serve as the search team. When the church receives aid from the conference and/or denomination through appropriations, the call shall be with the approval of Pacific Southwest Conference. The call shall be for an indefinite period of time unless otherwise noted at the time of call.

Section 5. Duties of the Lead Pastor. The Lead Pastor shall preach and teach the Scriptures, administer the sacraments, provide missional leadership, and faithfully carry out pastoral work. The Lead Pastor shall direct the church staff, providing counsel, encouragement, and Christian discipline so as to assist in the accomplishment of objectives for each staff member. All staff shall be responsible to the Lead Pastor. The Lead Pastor shall be an ex-officio voting member of the Leadership Team and an ex-officio member of all ministry teams in such capacity shall strive to establish and accomplish objectives and strategies in conjunction with the mission and purpose of the church.

Section 6. Duties of Additional Pastors and Ministry Staff Members. Additional pastors and ministry staff members shall carry out specific areas of ministry under the direction of the Lead Pastor. They may be designated by the Leadership Team to be the leader or member of one or more Ministry Teams.

Section 7. Cooperation. The pastor(s) shall, both in word and precept, work in harmony with the ECC, and the Pacific Southwest Conference.

Section 8. Resignation of a Pastor or Ministry Staff Member. A pastor or ministry staff member may resign by submitting a letter of resignation to the Leadership Team. Unless there are extenuating circumstances, six to twelve weeks of notice should be observed (twelve for the Lead Pastor, eight for other pastors, and six for ministry leaders.)

Section 9. Dismissal. The dismissal of a pastor or ministry staff member should be undertaken only after avenues of remediation have been pursued.

- a. Dismissal of the Lead Pastor. The dismissal of the Lead Pastor shall be by congregational vote at a special meeting called for that express purpose. Such an agenda item cannot be a part of, or added to, the agenda of any other meeting. The congregational meeting for such a vote may be called by the action of the Leadership Team, or through the request of the congregation accomplished by a petition for such a meeting signed by 20% of the Partnership. The quorum for such a meeting shall be 50% of the Partnership. The grounds for dismissal shall be presented. Partners shall be allowed to speak to the matter. The pastor shall be allowed to speak to the matter. The vote shall be by written ballot. A majority vote of Partners present and voting is necessary to dismiss the Lead Pastor.
- b. Dismissal of Additional Pastors and Ministry Staff. Additional pastors and ministry staff (paid and nonpaid) called by the congregation may be dismissed by the vote of the Leadership Team. A meeting to overturn the action of the Leadership Team may be called through the request of the congregation, accomplished by a petition signed by 20% of the Partnership. The quorum for such a meeting shall be 50% of the Partnership. The grounds for dismissal shall be presented. Partners shall be allowed to speak to the matter. The pastor or ministry staff member in question shall be allowed to speak to the matter. The vote shall be by written ballot. A majority vote of Partners present and voting is necessary to overturn the action of the Leadership Team.

Section 10. Charges Against a Pastor. Charges against a pastor shall be submitted in writing to the Leadership Team and the Pacific Southwest Conference Superintendent, charging a pastor with indiscretion, immorality, doctrinal error, unethical behavior, or disloyalty to the ECC. The Superintendent shall confer with the ECC Executive Minister of the ordered ministry. These two officers shall confer and determine the order of responsibility in pursuing the matter according to the Rules and Regulations of the Board of Ordered Ministry of the ECC regarding discipline, prior to further action by the church. A pastor or staff member credentialed by the ECC may be suspended by the ECC during this process. However, any minister who fails to become credentialed with the ECC may be suspended or recommended for dismissal at any time without prior notice by the Leadership Team.

ARTICLE V. Teams

Section 1. Pastoral Search Team. The Lead Pastor shall be nominated by a Pastoral Search Team. The nominee shall meet the criteria set out in Article IV, Section 2 of these Bylaws. This team shall be affirmed by a congregational business meeting. It shall be representative of the congregation and have five to nine members, including the Leadership Team Chair. It shall work closely with the Regional Conference Superintendent.

Section 2. Nominating Team Composition. The Nominating Team shall consist of one Leadership Team member designated by the Leadership Team, the Senior Pastor or staff member designated by the Senior Pastor, and at least two members at-large affirmed by a majority of the Partners voting at a congregational meeting. The Leadership Team shall designate one of the team members to serve as Chair of the Nominating Team.

- a. Term. The terms of the member from the Leadership Team shall be at the pleasure of the Leadership Team. The at-large members shall serve two-year terms. The initial terms of the at-large members shall be alternated so that at least one at-large member shall be elected each year.
- b. Quorum. A majority of members shall constitute a quorum of the Nominating Team.
- c. Responsibilities. The Nominating Team shall be responsible for nominations to fill the offices of the Leadership Team, the at-large members of the Nominating Team, and any other positions assigned to it either by the Leadership Team or the congregation.
- d. Nominating procedure. Any partner of appropriate character, giftedness, may be considered for any position. One or more candidates for the office of the Leadership Team shall be nominated by the Nominating Team. One or more candidates for the office of at-large members of the Nominating Team shall be nominated.
- e. The Lead Pastor has the authority to veto nominations if she or he feels it is necessary in order to protect the congregation

Section 3. Mutual Ministry Team.

The Mutual Ministry Team shall focus on developing and maintaining a vital, healthy, mutually beneficial relationship between the congregation and the pastors and ministry staff. The Mutual Ministry Team shall have four main areas of responsibility:

- a. Care and encouragement for the pastors, ministry staff, and their families;
- b. Receiving the perspectives and concerns of each pastor and ministry staff member relative to the congregation and ministry;
- c. Communicating the perspectives and concerns of the congregation to each pastor and ministry staff member relative to that person's ministry; and,
- d. Periodic review of personal and church goals.

The Mutual Ministry Team shall be selected by the Leadership Team. The Vice-Chair of the Leadership Team will lead this team. Elected at-large members shall serve a two-year term and may not succeed themselves.

Section 4. Other Special Teams. The Leadership Team or the congregation may establish a team to address a specific task. The team shall report back to the body which formed it unless otherwise instructed by its founding body. The team shall terminate upon the completion of its task.

ARTICLE VI Meetings of the Partners (aka Congregational Meetings)

Section 1. Annual Meeting. An Annual Meeting of the Partners shall be held as close to the beginning of the fiscal year as feasible. At the Annual Meeting, updates and reports shall be presented by the pastor(s), ministry staff, officers, and ministry teams. Reports on an independent review of financial records shall be submitted by the Financial Officer for the church and each of its organizations. Affirmation votes for officers may be held. The church Ministry Financial Plan shall be submitted for action.

Section 2. Other meetings. Other meetings may be called by the Leadership Team or by written request signed by 10% of the Partnership, unless otherwise noted in these Bylaws.

Section 3. Notification of meeting. All meetings shall be announced by electronic communication to the Partnership at least two weeks prior to the meeting date.

Section 4. Conduct of meeting. The Chair of the Leadership Team or such other person as may be designated by the Leadership Team in the Chair's absence shall serve as Chair of any meeting of the Partnership.

Section 5. Affirmation Voting. Each partner, and only partners, shall be entitled to cast one vote on any matter at hand at any meeting of the Partnership. Such votes must be cast in person. Vote by proxy shall not be allowed. All votes shall be by written ballot. The Chair of the meeting may call for open balloting where no objection is raised. Other attendees (non-partners) may also submit their affirmation vote for feedback purposes only.

Section 6. Quorum. Twenty percent of the Partnership shall constitute a quorum for the annual meeting. Unless otherwise noted in these Bylaws, ten percent of the Partnership shall constitute a quorum for any other meeting.

Section 7. Rules of order. All congregational meetings of the church and of any other Teams or organizations shall be conducted according to consensus decision-making process, subject to the provisions of this Constitution and Bylaws.

Section 8. Final voice. The meetings of the partners reserves for itself final authority in any matter of its choice. A partner may advance an item to the agenda of a meeting of the partners by submitting their request 45 days prior to the meeting.

ARTICLE VII Assets

Section 1. Title. The congregation (aka the partners) shall hold title to their own assets.

Section 2. Acquisition of Assets. Assets acquired through budgetary provisions do not need additional congregational approval. Assets acquired beyond budgetary provisions, particularly land or facility acquisition, require the approval of the congregation by majority vote.

Section 3. Disputed Assets. In the event of schism within the church, in which there are competing claims to the assets by various factions of the Partnership, the title of all church property, real or personal, shall remain with the group which abides by the constitution and bylaws, as determined by the Executive Board of the Pacific Southwest Conference.

Section 4. Assignment of Assets. No action for the sale or transfer of assets may be taken when the closure of the church is under consideration without the prior approval of the Pacific Southwest Conference Executive Board. In the event the congregation votes to cease, the property and all assets of the church shall become and be the property of the ECC and the Pacific Southwest Conference, shared equally for the furtherance of the mission of both in that region, primarily through church planting.

ARTICLE VIII Closure Section (also see Article X of the ATN Constitution)

Section 1. Action Needed. The congregation may terminate its existence by a majority vote of the Partnership present and voting at a congregational meeting called for that purpose.

Section 2. Meeting Provisions. The decision on whether to close the church cannot be a part of, or added to, the agenda of any other meeting. The congregational meeting for such a vote may be called by the Leadership Team or through the request of the congregation, accomplished by a petition for such a meeting signed by 20% of the Partnership.

Section 3. Notification. All partners of record must be notified of the meeting through email at least two weeks in advance.

Section 4. Quorum. The quorum for such a meeting shall be all partners of record who are present at the meeting.

Section 5. Asset Distribution. Upon the vote to close, the assets of the congregation shall be transferred according to Article VII, Section 4 of these Bylaws.

Section 6. Collaboration. Should congregational attendance stand below 25, the PSWC Executive Board may appoint an ex-officio member to the Leadership Team.

ARTICLE IX Amendments

Section 1. Procedure. These Bylaws may be amended by an affirmation vote of two-thirds of the Partnership present and voting at a duly called meeting for that purpose. A proposed amendment to the Bylaws must be presented in writing to the Partnership not less than 90 days prior to the meeting called for the purpose of affirmation on Bylaws changes. Article VII, Sections 3 and 4, Article VIII and Article IX may only be amended with the prior approval of the Pacific Southwest Conference Executive Board.