



NEW LIFE

BIBLE FELLOWSHIP

Constitution

NEW LIFE BIBLE FELLOWSHIP PREAMBLE

We, the partners (members) of New Life Bible Fellowship, do ordain and establish the following Constitution to which we voluntarily submit.

ARTICLE I: NAME

The name of this church shall be “New Life Bible Fellowship”; also known as “New Life.” The word “church” as used in this Constitution shall refer to New Life Bible Fellowship, whereas the word “Church” shall refer to the universal Bride of Christ.

ARTICLE II: PURPOSE

The purpose and mission of New Life is “Cultivating a community that enjoys God and transforms the world through the Gospel.”

This purpose and mission is carried out in harmony with our 10 Core Values:

1. God is big and God is good

God is most glorified when we most enjoy Him.

2. The gospel changes everything

We are more utterly sinful than we realize, but more profoundly loved than we can fathom.

3. The Bible is our source

The Bible is God’s authoritative Word for our lives and is the anchor for our preaching, teaching, and doctrine.

4. God loves you and your neighbor

Since time is short, we pursue every opportunity to share Jesus.

5. We are contributors not consumers

We have been given much and find joy in giving it away.

6. Character outlasts charisma

We recognize that the greatest kingdom works done without Christ’s character are empty.

7. Life is better together

We go deeper with God when we go deeper with others.

8. Big church, small feel

We are big enough for a God-sized vision for Tucson and the world but feel

small enough to be a family.

9. Healthy churches multiply

The urgency of the mission pushes us to replace ourselves and partner with others for the Kingdom of God.

10. Healthy churches develop healthy leaders

Leadership is too important to leave to chance, so we follow Jesus' example and develop leaders.

ARTICLE III: INCORPORATION

To implement this purpose legally, the church is incorporated under the laws of the State of Arizona, so that it may own, provide and/or maintain a place of worship (including suitable real estate and buildings), receive, hold, and disburse gifts, bequests and funds, and/or do all and various things necessary or incident to carry on such purpose.

ARTICLE IV: AFFILIATIONS

New Life places a high value on working with others for the sake of the Gospel. We are a local body of Christ, independent of any specific denomination. However, we eagerly partner with others to fulfill His mission.

ARTICLE V: CHURCH GOVERNMENT

Jesus is the leader of New Life. Our organizational structure points us toward that reality and facilitates our following His leadership. We further recognize that Jesus expresses Himself through every member of His body. It is important these two biblical principles never get lost in the midst of the details.

We are an Elder-led, congregationally-governed church. The congregation grants the Elders with the responsibility to shepherd and the authority to lead the church.

The Elders' role is to shepherd and provide spiritual oversight and leadership to the church. In so doing, they entrust the implementation of that leadership to Staff and Ministry Team Leaders under the direction of the Senior Pastor (or Co-Lead Pastors).

The Senior Pastor (or Co-Lead Pastors) assembles an Executive Leadership Team (ELT) to help him carry out more effectively the responsibilities of being Senior

Pastor.

ARTICLE VI: PARTNERSHIP

1. **Explanation:** At New Life Bible Fellowship, we call membership “partnership.” We do so because of the biblical language of partnership and the engagement and significance of the mission that partnership implies. Paul rejoices at the Philippian church’s “partnership in the gospel” (Philippians 1:5) and we too rejoice in the corporate ministry of the New Life Family.
2. **Benefits:** The blessings of being connected in a Body of Christ are abundant. Jesus reveals Himself in a special way in and through His Church. Participating in it allows a person to experience God in themselves and others. Community, support, encouragement, acceptance, counsel, evangelism and many other needs are met by His presence in the Body. A benefit of the mutual submission and accountability of being a partner is the gift of church discipline. By becoming partners, individuals offer themselves willingly to grow under the care and leadership of the church and invite the church to speak exhortation and encouragement into their lives.

At New Life we want everyone to be connected in the Body. We provide multiple opportunities for spiritually connecting in ministry. Our leadership is available and accessible to help make this happen. We strive to support individuals and meet their needs to see them and their household growing spiritually in Him.

3. **Responsibilities:** It is our goal that each partner of New Life would actively participate in the following areas of ministry:
 - A. **Worship:** God desires passionate worship in corporate worship services and in lives lived in joyful obedience throughout the week (Psalm 100; Hebrews 10:25; Matthew 22:37), so partnership includes a commitment to worship. While online services are a blessing and can benefit the needs of partners in various seasons of life and circumstance as well as people looking for a church, partners should make every effort to regularly worship and serve together face to face.
 - B. **Serve:** We are the Body of Christ (Romans 12:5; 1 Corinthians 12:12, 27) and each of us has gifts of God in us for the good of others (1

Corinthians 12:7). Furthermore, the New Testament makes it clear that our attitude is to be like Jesus', one of servanthood (Philippians 2:1-7). So partnership includes a commitment to serve.

C. **Join a Connection Group:** Living out the "one another" verses of scripture requires us to live life connected in an intimate fellowship with other Christians (John 13:14, 34-35; 15:12, 17; Romans 12:10, 16; 14:13; 15:7; 16:16; 1 Corinthians 11:33; 2 Corinthians 13:12; Galatians 5:13; 6:2; Ephesians 4:2, 32; 5:19, 21; Colossians 3:13, 16; 1 Thessalonians 3:12; 4:9, 18, 5:11, 15; Hebrews 3:13; 10:24-25; James 5:16; 1 Peter 1:22; 4:8-10; 5:5, 14; 1 John 1:7; 3:11, 23; 4:7-12). So, partnership includes a commitment to be in a Connection Group or Class.

D. **Voting:** In addition to affirming the Elders, partners vote on calling the Senior Pastor, constitutional changes, a yearly budget, the buying and selling of real estate property, and incurring major debt. The specifics of voting are described in Section XII: Meetings & Voting.

E. **Financial Commitment:** Our partners commit to worship God by generously participating in the financial realities of church ministry.

4. **Qualifications:** A person desiring partnership at New Life must:
 - A. Be a born-again believer in love with Jesus Christ the Savior.
 - B. Stand for and commit to grow in the Beliefs, Practices and Virtues of the 30 Core Competencies.
 - C. Attend a Next Steps class.
 - D. Abide by the church Constitution.
5. **Annual Recommitment:** Because the benefits and responsibilities of partnership are significant and because commitments are fluid, we believe there is benefit in the annual recommitment of partnership. Scripture encourages us to submit to one another (Ephesians 5:21) and that part of giving ourselves wholly to the Lord is to give ourselves to one another (2 Corinthians 8:5). These are not achieved by one-time pledges, but with ongoing commitments and mutual submission. Annual recommitment of partnership allows for self-examination, communication, and clarifies the ongoing relationship between a partner and the New Life Bible Fellowship family. The annual

recommitment period will normally take place at the time of the annual vote.

6. **Acceptance:** Once a person has completed these requirements, his or her desire for partnership will be communicated to the Elders at which time they may be included as a partner of the church. Shortly thereafter, the new partner will be presented to the congregation.
7. **Termination:** Partnership may be terminated by the partner or by the Elders.

ARTICLE VII: ELDERS

1. Elder Description

The Bible uses the terms “elders,” “pastors,” and “overseers” interchangeably (see Acts 20:17-30, Titus 1:5-9, and 1 Peter 5:1-3). Therefore, scripturally, elders are pastors and pastors are elders. However, the term “pastor” is also used culturally as a vocational label for those employed in full-time church ministry. At New Life we use the term “pastor” in both ways. Our Pastoral Staff and Elders function as distinct groups who work together as peers to care for the church body, serve each other, and bring checks and balances to our leadership.

The church is led by a plurality of godly men called Elders who share a corporate anointing. Collectively they are ordained to shepherd (1 Peter 5:1-4); pray (Acts 6:4); oversee finances (Acts 11:29-30); encourage, support, and hold the Senior Pastor accountable (1 Corinthians 14:32-33); champion and preserve the doctrine and vision of the church (Acts 20:28), and set policy to guide the Staff and ministry of the church through the Senior Pastor (1 Timothy 5:17).

Because their anointing is corporate, the Elders lead by consensus and with one voice (see one exception in Article VII, Section IX- Termination of Senior Pastor). Neither individual elders, nor a select group, carry a mantle of authority apart from the clear and unified consensus of the whole. When consensus does not occur, a majority can adopt a plan. However, this course is only taken after prayer and encouragement towards unity.

2. Elder Qualifications

Elders are godly men who:

- A. Meet the Biblical qualifications for Pastors/Elders as found in the New

Testament (1 Timothy 3:1-7; Titus 1:6-9; 1 Peter 5:1-3).

B. Are partners who over time have displayed godly character and leadership at New Life.

3. Elder Duties

A. Shepherd: Elders have a high calling to love, protect, and care for the people of New Life. They visit people and minister to the hurt, sick and struggling (James 5:14-15). They help solve problems and at times prescribe church discipline (1 Corinthians 6:1-5; Matthew 18:15-18). They participate in Connection Groups with an eye to teach (1 Timothy 5:17) and equip (Ephesians 4:11-12). Elders live out their lives as examples to the body (1 Peter 5:3) and provide stability and leadership to the church, particularly through Senior Pastor vacancies.

B. Pray: Elders pray for the good of the church, for the ministries and leaders in the church, and for the hurt, sick, and struggling (James 5:14-15). They do this in private, while visiting people, and by welcoming people to come and be prayed over during Elder meetings.

C. Partnership with Staff: Elders advise the Senior Pastor from the perspective of lay leaders. Because ministry for Staff is a vocation, they can receive different input than lay Elders receive from the body. Both see things from unique perspectives. We recognize the benefit of having both perspectives in decision-making processes. Therefore, Elders communicate with Staff through the Senior Pastor. They reflect and communicate for a portion of the body that Staff might not identify with as readily.

D. Oversee Finances: Elders are responsible for the financial well-being of the church (Acts 11:30). As such they prayerfully present annual budgets to the body and provide direction on spending and risk management issues throughout the year.

E. Accountability: The Elders connection to Staff and the operations of New Life is through the Senior Pastor. He reports directly to them. They encourage, support, and give him counsel. They hold him accountable and review his job performance. When there is a Senior Pastor vacancy, the Elders oversee a search process and present a candidate to be voted on and affirmed by the body.

F. Vision and Doctrine: Elders have a high calling to confirm, protect, and promote the vision and doctrine of the church (Acts 20:17, 28-31; Titus 1:9). They oversee Staff by confirming the Executive Leadership Team's direction and are charged to maintain the purity of the Gospel and ensure the church's teaching and practices accurately reflect the biblical theology expressed in the Elder, Staff, and Teaching Doctrinal Statement.

G. Policy Governance: Elders set policy to guide the Senior Pastor, Executive Leadership Team, and Staff as they carry out the vision of the church. Elder leadership is big picture. It frames and guides ministry by setting policy but leaves the implementation of ministry to Staff and Ministry Team Leaders.

4. Calling of Elders

Elder candidates shall be nominated by the Elders and affirmed by the congregation.

5. Terms of Office

A. The Senior Pastor (or Co-Lead Pastors) is a permanent, salaried member of the Elders while employed with the church. Other salaried Pastors may serve as an Elder if nominated by the Elders and affirmed by the congregation.

B. The minimum number of non-salaried Elders shall be three (3). The number of non-salaried Elders shall exceed the number of salaried Elders by at least one (1).

C. Each salaried or non-salaried Elder shall serve a three (3) year term (with the exception of the Senior Pastor or Co-Lead Pastors). Upon completion of that term, he shall be eligible for reaffirmation to serve a second three-year term. After serving a second three (3) year term the Elder will generally take a one (1) year sabbatical and must be reaffirmed by the congregation prior to serving again as an Elder.

6. Elder Termination

A. Elders may resign their position, with the highest consideration to church health.

B. A resignation should be given in writing at least two months prior to leaving unless waived by mutual consent of the Elders.

- C. If a resignation occurs, the Elders will present it to the church partners.
- D. If an Elder is not affirmed by the congregation at the annual business meeting, the vote serves as an immediate termination of their office.
- E. An Elder can be terminated by a unanimous vote from the other Elders or from a partnership vote (see section XII for more information).

7. Calling a Senior Pastor

Upon a Senior Pastor vacancy, the Elders will nominate a Pastoral Search Committee, consisting of Elders and partners. This committee will seek out qualified individuals and will make a recommendation to the congregation. The recommendation will include a job description. Upon affirmation, the new Senior Pastor automatically becomes a member of the Elders, he and his wife (if married) are automatically partners of the church, and the budget will be amended to include his salary package and any changes the elders believe are warranted to make the transition more successful.

When Co-Lead Pastors fulfill the Senior Pastor role and there is a vacancy with either Co-Lead Pastor position, the remaining Co-Lead Pastor continues in the Lead Pastor role and is the Senior Pastor.

8. Calling a Co-Lead Pastor

When giftings, personality, and fit occur, it is possible New Life may adopt Co-Leaders within the Senior Pastor role. Co-Leadership is having two pastors set aside ego and mutually submit to each other and the elders to lead New Life together. In this way, New Life gains the gifts of both Lead Pastors in the Senior Pastor role.

Because chemistry with the Senior Pastor is crucial to this position, the calling of a Co-Lead Pastor takes place after three consecutive actions:

- A. The Senior Pastor recommends to the Elders and ELT that a Co-Lead Pastor to be hired or that a current Associate Pastor be promoted to the Co-Lead Pastor position.
- B. If the Elders and ELT confirm the recommendation, then the Elders present the calling of a Co-Lead Pastor to the church body for a congregational vote.
- C. The congregation affirms the recommendation of the Elders to call the Co-Lead Pastor by a vote of at least 80%.

Upon affirmation, the new Co-Lead Pastor automatically becomes a member of the Elders, and he and his wife (if married) are automatically partners of the church.

9. Termination of Senior Pastor or Co-Lead Pastor

The Senior Pastor or Co-Lead Pastor shall serve until concluded either by resignation, by unanimous vote of the other Elders, by church vote, or by death.

To terminate the Senior Pastor or a Co-Lead Pastor by a unanimous vote of the Elders, the Elders must consist of at least six (6) people excluding the Senior Pastor or the Co-Lead Pastor in question. If the Elders do not consist of at least six (6) people, the Executive Leadership Team members will be included for the vote. In that case, the Elders and Executive Leadership members can terminate the Senior Pastor or a Co-Lead Pastor by unanimous vote as long as there are at least four (4) people excluding the Senior Pastor or the Co-Lead Pastor in question. Otherwise they must take it to the church body for a vote (see section XII).

When the Senior Pastor or Co-Lead Pastor resigns to accept another call, or for reasons of his own choosing, he shall give the church three months' notice of his intention to do so.

The Elders will consider the circumstances and may provide an appropriate severance package. This severance package automatically becomes part of the church budget without the need for a congregational vote.

ARTICLE VIII: STAFF

Staff at New Life is organized into multiple groups. The Senior Pastor (or Co-Lead Pastors) oversees all Staff, primarily through an Executive Pastor. The Staff, all together, form a single team. However, within that team is the Executive Leadership Team, the Pastoral Staff, and the Support Staff. Each of these meet for more specific purposes.

1. Senior Pastor (or Co-Lead Pastors)

The Senior Pastor is called by vote of the body to be the primary leader and shepherd of the church and a permanent Elder. As the primary teaching and leading Elder (1 Timothy 5:17), he has the unique position of being a leader among leaders of the Elders. He is responsible and accountable within the Elders to shepherd, protect and define doctrine, strategize teaching, facilitate preaching, discern vision, and spearhead leadership of Staff and ministry.

He is responsible for the oversight of Staff and Ministry Team Leaders. This

includes the hiring, firing, and management of all Staff. The Senior Pastor may utilize an Executive Pastor as the direct supervisor and administrator for Staff. This oversight of Staff, Ministry Team Leaders, and the overall course of ministry for the church is typically carried out in collaboration with the Executive Leadership Team and the confirmation of the Elders.

The Senior Pastor position may also be fulfilled by Co-Lead Pastors. In this situation, the Co-Lead Pastors will function by dividing up the role of Senior Pastor between themselves under the oversight of the Elders and according to their giftings. Naturally, some duties will overlap, and other duties will be primarily carried out by one of them.

In leading Staff, the Senior Pastor builds a culture of collaborative teamwork and positions staff members to succeed in fulfilling their job descriptions and implementing the vision of the church. Collaborative teamwork is brought about as Staff share common goals. Together they are invested in holding each other accountable to bringing this about.

2. Executive Pastor

An Executive Pastor can serve under the leadership of the Senior Pastor to: (1) support, clarify, and implement the mission and vision of the church, (2) support, clarify, and implement the ministry and leadership of the Senior Pastor, (3) administrate the Executive Leadership Team to the same end, (4) serve, equip, and develop Staff and Ministry Team Leaders to ensure their goals and efforts fit into the overall vision of the church, (5) oversee the general administration of the church, and (6) ensure that communication between the Senior Pastor, Elders, Executive Leadership Team, Staff, Ministry Team Leaders, and Body is clear so that there is unity and faithfulness in implementing vision.

3. Executive Leadership Team

The Executive Leadership Team is the primary decision-making team to implement the ministry of New Life. They lead under the direction of the Senior Pastor and collaborate with the Elders. They support, clarify, and implement the mission, vision, and ministry of the Senior Pastor. This team is selected by the Senior Pastor, confirmed by the Elders, and administrated by the Executive Pastor.

The first three of their responsibilities are the same as the Elders. This reflects the overlap of elder and pastor.

A. Shepherd: Members of the Executive Leadership Team have a high calling to love, protect, and care for the people of New Life. They visit people and minister to the hurt, sick and struggling (James 5:14- 15). They help solve problems and at times prescribe church discipline (1 Corinthians 6:1-5; Matthew 18:15-18). They participate in Connection Groups with an eye to teach (1 Timothy 5:17) and equip (Ephesians 4:11-12). They live out their lives as examples to the body (1 Peter 5:3).

B. Pray: Members of the Executive Leadership Team pray for the good of the church, for the ministries and leaders in the church, and for the hurt, sick, and struggling (James 5:14-15).

C. Partnership with Elders: For members of the Executive Leadership Team, ministry is both service and vocation. Because of this they can receive different input from the body than lay Elders, and also see things from a different perspective than lay Elders. We recognize the benefit of having both perspectives in decision-making processes. Therefore, the Executive Leadership Team seeks balance, perspective, and counsel from the Elders as they discern vision, create goals, or make decisions for the ministry of New Life. They further submit formal matters of vision and doctrine to the Elders for confirmation.

D. Vision: The Executive Leadership Team discerns, defines and promotes the vision of the church. They collaborate with the Elders in defining vision and submit formal vision statements to the Elders for confirmation.

E. Doctrine: The Executive Leadership Team maintains the Constitution, Core Competencies, and the Elder, Staff, and Teaching Doctrinal Statement. They collaborate with the Elders in this and submit revisions to the Elders for confirmation. In the case of the Constitution and 30 Core Competencies, the Elders further submit revisions to the body for a church vote.

F. Training: The Executive Leadership Team is responsible to lead, train, deploy, and oversee Staff and Ministry Team Leaders under the direction of the Executive Pastor.

G. Goals: The Executive Leadership Team creates corporate goals for Staff and Ministry Team Leaders and evaluates the progress and completion of fulfilling those goals. Further, they facilitate individual leaders to create goals for their ministry and help them evaluate the progress and completion of fulfilling those goals.

H. Budget: The Executive Leadership Team creates an annual budget under the direction of the Executive Pastor and submits it to the Elders for review to present to the body to vote on.

I. Culture: The Executive Leadership Team is responsible to establish a healthy work environment by providing care and training for Staff and strategically planning a variety of purposeful Staff meetings.

4. Pastors and Directors

A. Shepherd: Pastors and Directors have a high calling to love, protect, and care for the people of New Life. They visit people, oversee pastoral care for the body, and minister to the hurt, sick and struggling (James 5:14-15). They help solve problems and at times prescribe church discipline (1 Corinthians 6:1-5; Matthew 18:15- 18). They participate in Connection Groups with an eye to teach (1 Timothy 5:17) and equip (Ephesians 4:11-12). They live out their lives as examples to the body (1 Peter 5:3).

B. Pray: Pastors and Directors pray for the good of the church, for the ministries and leaders in the church, and for the hurt, sick, and struggling (James 5:14-15).

C. Partnership with the Executive Leadership Team and Elders: Pastors and Directors have a pulse on how people in the body are doing and collaborate with the Executive Leadership Team and Elders with ideas, insights, and perspectives that help in the general oversight of the church.

D. Vision: Pastors and Directors champion, promote, and implement the vision of the church in various ministries.

E. Doctrine: Pastors and Directors teach and lead in ways that accurately reflect the biblical theology expressed in the Elder, Staff, and Teaching Doctrinal Statement.

F. Training: Pastors and Directors are responsible to recruit, train, and deploy members of the body for service.

G. Goals: Pastors work towards fulfilling corporate and personal goals.

H. Ministry: Pastors and Directors oversee and carry out specialized areas of ministry (youth, children's, music, teaching, connection, etcetera) that flow out of our vision according to their job description. They spearhead

efforts to integrate their ministries in the life of the church and collaborate with the Executive Leadership Team to see this come about.

I. Worship Services: Pastors and Directors plan and implement weekend worship services and ministries that are worshipful, engaging, relevant, and flow out of our vision.

J. Evaluation: Pastors and Directors evaluate the effectiveness of all ministries and worship services of the church.

K. Special Services: Pastors and Directors oversee weddings, funerals, baptisms, baby dedications, and other special services.

5. Support Staff

A. Shepherd: Support a pastoral care dynamic in their ministry to the whole church.

B. Pray: Support Staff pray for the Staff, Elders, leaders, body, and ministries of the church.

C. Partnership with the Executive Leadership Team and Pastors: Support Staff have a pulse on how people in the body are doing and collaborate with the Executive Leadership Team and Pastors with ideas, insights, and perspectives that help in the general oversight of the church.

D. Resourcing: Support Staff supports and resources Staff, Elders, Executive Leadership Team, and Ministry Team Leaders to equip them with whatever they need to excel.

E. Serve: Support Staff helps serve and love the body.

F. Vision: Support Staff champion, promote, and implement the vision of the church.

G. Doctrine: Support Staff carry out ministry in harmony with the biblical theology expressed in the Elder, Staff, and Teaching Doctrinal Statement.

H. Training: Support Staff recruit, train, and deploy individuals to serve in the office to equip ministries and members of the body.

I. Goals: Support Staff help to formulate and fulfill goals with all of Staff.

6. Ministry Team Leaders

- A. Shepherd: Ministry Team Leaders have a high calling to love, protect, and care for the people on their team. They also have a pastoral care dynamic in their ministry to the whole church.
- B. Pray: Ministry Team Leaders pray for their teams and at some level for the whole church.
- C. Partnership with the Pastors and Elders: Ministry Team Leaders have a responsibility to support and follow the leadership of the church.
- D. Vision: Ministry Team Leaders champion, promote, and implement the vision of the church in their ministries.
- E. Doctrine: Ministry Team Leaders teach and lead in harmony with the biblical theology expressed in the Elder, Staff, and Teaching Doctrinal Statement.
- F. Training: Ministry Team Leaders recruit, train, and deploy members of the body for service.
- G. Goals: Ministry Team Leaders work with Staff to formulate and fulfill goals for their ministry teams that flow out of the vision of the church.
- H. Evaluation: Ministry Team Leaders evaluate the effectiveness of their team and ministry with Staff.

7. Connection Group Leaders

Shepherding is a significant responsibility not only of Elders and Pastors (Ezekiel 34; Acts 20:28; 1 Peter 5:2), but of the leaders in the church (Acts 6:1-7). At New Life, our primary structure for shepherding, discipleship, and care is in the context of Connection Groups (small groups and other discipleship classes). The Elders and Pastors empower and equip (Ephesians 4:11-12) the Connection Group Leaders to shepherd the church through Connection Groups.

ARTICLE IX: ACCOUNTABILITY AND CHURCH UNITY

Leaders are held to a higher standard. All leadership will mutually submit to each other and consider the effect of their words and actions before their own feelings. They will pursue unity, crucify a judgmental or critical spirit, and inspire and encourage the direction of the church. They will give the benefit of doubt to other leaders and will graciously accept a general consensus even if they originally held different views.

When New Life partners disagree, or their interpretations differ, we pray that the love of Christ guard our attitudes toward one another so that we exhibit a genuine concern for the building up of all God's people in an atmosphere of love. If a division in New Life were to occur (from which we pray God by His mercy to preserve us), the name and all property rights shall be retained by those adhering to this Constitution. In the event of a dispute as to which faction is adhering to this Constitution, the Venture Church Network Southwest shall review the dispute and make a decision binding on both factions.

ARTICLE X: PROPERTY

The church shall have the power to receive, either by gift or purchase, and so hold such real, personal, or mixed property as is authorized by the laws of the State of Arizona and is deemed necessary for the functioning of the church and shall have the power to dispose of such property by mortgage, bill of sale, deed, or otherwise. All property shall be held in the name of the church.

ARTICLE XI: FINANCES

1. Finances and Accounting

A. New Life Bible Fellowship is a nonprofit organization. No expenditures shall be made or business conducted which would threaten the nonprofit status of the church. Necessary steps shall be taken to ensure the recognition of the church as a nonprofit organization by local, state, and federal governmental agencies.

B. An Income and Expenses statement will be provided to any partner upon request.

C. An Annual Financial Report will be presented to the church prior to the annual business meeting.

1. Budget Policy

A. The Elders will propose a yearly budget at the annual business meeting.

B. All leaders may spend budgeted monies that fall under their leadership.

C. Over-budget expenditures must be approved by the Elders. If approval is not sought before spending, the individual may be responsible for the debt.

D. Giving in excess of the budget, as determined quarterly, may be used for ministries of the church at the discretion of the Elders. Use of these excess

funds for ministry will be communicated to the congregation for their edification.

2. Distribution of Assets

New Life shall be dissolved when less than 10 partners remain or when there has been no annual meeting in 2 years. If New Life dissolves no partner(s) shall personally be entitled to any assets of the church. The property and all assets shall be sold, either through private or public sale. From the proceeds, firstly all current and long-term obligations of the church shall be paid. All remaining funds shall be directed to one or more Christian organizations qualified under Section 501(c)(3) of the Internal Revenue Code, for the benefit of the church's supported missionaries and/or such other Christian endeavors as the congregation shall determine.

ARTICLE XII: MEETINGS & VOTING

1. Business Meetings

A. We view business meetings as a part of worship and encourage all partners to participate in the process.

B. The church shall meet annually in November unless otherwise scheduled. The fiscal year of the church shall begin January 1st and end December 31st.

C. All business meetings, and the agendas of these meetings, must be announced at least two (2) weeks prior to the date scheduled.

D. Special business meetings of the church may be called at any time by the Elders, by an approved request to the Elders, or if a request is not approved, by a group of partners from different households that represent at least 10% of church partnership. Those calling the meeting will ensure that the meeting will be facilitated in an orderly manner.

E. In circumstances relating to the termination of a Senior Pastor (see Article VII, Section IX): If the Elders are divided, or the Elders and Executive Leadership Team do not total four (4) people, a majority may call for a church vote to terminate the Senior Pastor. Additionally, a group of partners equaling 10% of church partnership call for a vote to terminate the Senior Pastor. In either case, an additional two-weeks' notice will be given to allow church partners with opposing views to add a different vote, to be included with the

vote called for, prior to the two weeks required for all business meetings.

F. A recording secretary shall be appointed by the Elders to record the minutes of each business meeting. These minutes shall be available to the partnership within two (2) weeks of the meeting and shall be present at all subsequent business meetings.

1. Voting

A. A quorum of 20% of partners is required in order to have a vote. All church votes are based on this quorum.

B. All decisions must be made as follows:

- 1) Terminating an Elder or Senior Pastor, or Co-Lead Pastor – fifty-one (51) percent majority vote.
- 2) Annual Budget – sixty (60) percent majority vote.
- 3) Buying or selling real estate property or incurring debt more than 3% of the annual budget – seventy (70) percent majority vote.
- 4) Changing the Constitution – seventy (70) percent majority vote.
- 5) Affirming an Elder – eighty (80) percent majority vote.
- 6) Calling a Senior Pastor – eighty (80) percent majority vote.
- 7) Calling a Co-Lead Pastor – eighty (80) percent majority vote.

C. Partners not able to attend the meeting may obtain an absentee ballot. All ballots must be collected by the Elders by the time of the meeting.

D. Eligible voters must be: 1) partners of the church, 2) at least fifteen (15) years of age, and 3) have a permanent residence within a 100-mile radius of the primary facility of the church.

ARTICLE XIII: CONSTITUTION

This Constitution is a man-made document, and while beneficial for order, it always remains subject to the leading of the Holy Spirit and the governance of God's Word. Because the Constitution is man-made it will be reviewed annually with the expectation that it will need regular updating.

ARTICLE XIV: EFFECTUAL POWER OF THE CONSTITUTION

This Constitution shall take effect immediately upon its ratification by seventy (70)

percent majority vote. This Constitution shall remain in force as presently formulated or as duly amended until this Corporation is legally dissolved. This Constitution shall not be suspended or abrogated.

ARTICLE XV: AMENDMENTS

The Constitution of this church may be amended at any business meeting by a seventy (70) percent majority vote, provided that both the text of such an amendment and the basis for its consideration have been made available to partners at least two (2) weeks in advance of any meeting at which such a proposal will be considered or voted upon.

ARTICLE XVI: CONFIDENTIALITY OF CHURCH RECORDS

No partner or outside party shall have the right to inspect the church records as to (i) the disciplining of any partner, (ii) the hiring or firing of any employee, (iii) the need or problems of any partner or employee, (iv) the financial contributions of any partner, ~~or~~ (v) any other records which the Elders may determine to be in the best interests of the church to keep confidential, or (vi) individual salaries of staff members.

ARTICLE XVII: INDEMNIFICATION

New Life will indemnify and hold harmless any and all officers, Elders, Pastors, Staff, and Ministry Team Leaders for any expenses actually and necessarily incurred in connection with any action, suit or proceeding against said officers, Elders, Pastors, Staff, or Ministry Team Leaders. This indemnification shall include costs for attorney fees. The indemnification shall occur as expenses are incurred and in advance of the final disposition of the action, suit or proceeding, on receipt of the officers, Elders, Pastors, Staff, or Ministry Team Leaders' promise: (1) to repay the amount advanced if it is proved by clear and convincing evidence in court that the officers', Elders', Pastors', Staff, or Ministry Team Leaders' conduct involved a deliberate intent to injure the corporation's best interests, (2) to reasonably cooperate with the corporation in connection with the action, suit or proceeding.

This indemnification shall be available to an officer, Elder, Pastor, Staff, and/or Ministry Team Leader which is made or thereafter to be made a part to any action, suit or proceeding because of the person's relationship with the corporation. Persons who are officers, Elders, Pastors, Staff, and/or Ministry Team Leaders at the time of being made a party or threatened with being made a party to any action, suit or proceeding, or were officers, Elders, Pastors, Staff, and/or Ministry Team Leaders shall be allowed indemnification. Indemnification will also be

available in criminal actions only if it is found that the officer, Elder, Pastor, Staff, or Ministry Team Leader had no reasonable cause to believe that the subject acts were unlawful.

ARTICLE XVIII: 30 CORE COMPETENCIES & TEACHING DOCTRINAL STATEMENT

The 30 Core Competencies and Elder, Staff and Teaching Doctrinal Statement, and Organizational Structure Chart are included as By-Laws to this Constitution.

This Constitution was amended and reaffirmed by the body of New Life Bible Fellowship on November 20, 2011.

This Constitution was amended and reaffirmed by the body of New Life Bible Fellowship on November 18, 2012.

This Constitution was amended and reaffirmed by the body of New Life Bible Fellowship on November 20, 2016.

This Constitution was amended and reaffirmed by the body of New Life Bible Fellowship on May 5, 2019.

This constitution was amended and reaffirmed by the body of New Life Bible Fellowship on November 20, 2022.

This constitution was amended and reaffirmed by the body of New Life Bible Fellowship on November 19, 2023.