

THE ANCHOR CHURCH CONSTITUTION

ARTICLE I Name

The legal name of this church shall be The Anchor Church (hereinafter, “Church” or “Corporation”).

ARTICLE II Purpose

The purpose of this Church shall be to glorify God by being a body of believers characterized by a pervasive awe of God and love for each other; by living and breathing the grace of God, given through the Lord Jesus Christ; and by bringing His grace to our lost and suffering world, through the power of the Holy Spirit.

ARTICLE III Independence

This Church shall be an independent body of believers with Jesus Christ as its Head.

ARTICLE IV Statement of Faith

The following shall be the Statement of Faith of the Anchor Church:

1. We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son, and the Holy Spirit. God is always present, has limitless knowledge and sovereign power. He has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

2. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.
3. We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, all human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through faith in God's saving work in Jesus Christ, not through human works, can people be rescued, reconciled to God, and renewed.
4. We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the Virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, suffered death and was buried, arose bodily from the dead, ascended into heaven, and sits at the right hand of God the Father as the believer's High Priest and Advocate.
5. We believe that Jesus Christ, as everyone's representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for all sins. His atoning death and victorious resurrection constitute the only ground for salvation leading to eternal life.
6. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips, matures, and empowers believers for Christ-like living and service.
7. We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the

gospel, the good news of salvation. Although they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

8. We believe that God's justifying grace is not separated from His sanctifying power and purpose. God commands believers to love Him supremely and others sacrificially, and to live out their faith with care for one another, compassion toward the poor, and justice for the oppressed. With God's Word, the Holy Spirit's power, and fervent prayer in Christ's name, believers are to combat the spiritual forces of evil. In obedience to Christ's commission, they are to make disciples among all people, always bearing witness to the gospel in word and deed.
9. We believe in the personal, bodily return of the Lord Jesus Christ. The coming of Christ, which will happen at a time known only to God, demands constant expectancy and as the believer's blessed hope motivates him or her to godly living, sacrificial service, and energetic mission.
10. We believe that it is God's desire that everyone everywhere believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment, and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace.

ARTICLE V Membership

1. Only members of the Church may serve on the Church's Spiritual Leadership Team and on the Church's Finance Team.
2. To become a member of the Church, a person must:
 - a. Be a minimum of 18 years of age.
 - b. Verify that he or she has accepted Jesus Christ as Savior and submits to Him as Lord by sharing his or her testimony to that effect with two members of the Spiritual Leadership Team.

- c. Agree to adhere to the Statement of Faith and the Constitution of the Church.
 - d. Commit to worship consistently at the Church and to serve the kingdom of God as God gifts and leads.
 - e. Commit to preserve the unity of the Church.
 - f. Not be a member of another church.
 - g. Not be under discipline from another church.
3. Members shall have the right to vote on all issues that come before the congregation for vote.
 4. Members shall be removed from the membership and lose voting privileges if they are found by the Spiritual Leaders to be living or teaching others in disobedience to the general teaching of Scripture, if they are promulgating teaching contrary to the Statement of Faith, or if they are promoting division in the Church body and they are unwilling to change said behavior or contrary teaching.
 5. The membership list shall be examined annually by the Spiritual Leaders. Any listed members who have not attended worship services in the previous year and are deemed inactive shall be removed from the list.
 6. Members may have their membership terminated by presenting notification to the Spiritual Leaders.
 7. A former member of the Church whose membership was terminated for any of the above reasons may be reinstated upon approval by the Spiritual Leaders.

ARTICLE VI Spiritual Leadership Team

1. The Spiritual Leadership Team shall be comprised of men who have demonstrated spiritual maturity in Christ, godly character, and a willingness to serve.

2. Spiritual Leaders must meet the qualifications listed in 1 Timothy 3:1-7 and Titus 1:6-9. Those qualifications are that a man must be above reproach, the husband of but one wife, temperate, self controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money, not a recent convert, must manage his own family well and must have a good reputation with outsiders.
3. We understand the “husband of but one wife” qualification to mean that a man must demonstrate the character quality of loving and being faithful to one woman, his wife, over a long period of time in order to become a Spiritual Leader.
4. We understand the qualification that a man must be morally “above reproach” to mean that he must maintain sexual purity, which means he engages only in sexual activity with one woman, and that woman is his wife, in order to become a Spiritual Leader.
5. Candidates for the Spiritual Leadership Team must have been members of the Church for at least one year.
6. The duties of the Spiritual Leaders shall include:
 - a. Caring spiritually for the congregation.
 - b. Equipping the body for the work of the ministry, including teaching people the Word of God, praying for them, supporting them, and encouraging them to minister as God has gifted them.
 - c. Safeguarding the doctrine of the Church in accord with the Statement of Faith. This includes overseeing all teachers in the Church.
 - d. Overseeing general matters of the Church and ensuring the Church operates according to this Constitution.
 - e. Organizing Church business meetings and elections, including an annual congregational business meeting to approve, among other things, the annual budget. The Spiritual Leaders shall make absentee

ballots available prior to any election for those members who may wish to vote but are unable to attend a meeting.

7. The Spiritual Leaders shall focus on the spiritual care of the congregation, especially the teaching of God's Word and meeting regularly to pray for the Church. To this end they shall create a Finance Team that will handle all financial matters and all matters pertaining to the administration and operation of the ministries of the Church, subject to the approval of the Spiritual Leaders.
8. There shall be no fewer than five Spiritual Leaders at any given time.
9. The Pastor Teacher shall serve as a member of the Spiritual Leadership Team and shall not be subject to term limits.
10. The Spiritual Leadership Team shall initiate the process of seeking and hiring pastoral staff subject to approval by the members of the congregation. Pastoral staff shall be defined as paid employees hired by the Church to pursue spiritual care of the people of the Church.
11. All pastoral staff must meet the qualifications of Spiritual Leaders as described above.
12. All decisions made by the Spiritual Leadership Team must be unanimous.
13. Spiritual Leaders shall be elected by the Church's members for a three-year term. A Spiritual Leader may serve no more than two terms consecutively. Following two consecutive terms a Spiritual Leader must wait one year before being eligible to serve as a Spiritual Leader again.
14. In order to facilitate a smooth transition, one half of the first elected Spiritual Leadership Team shall be allowed a third three-year term. From that time on, Spiritual Leaders shall be subject to the two-term limit.
15. To replace Spiritual Leaders at the end of their terms, the following process shall be followed: Prior to elections the Spiritual Leaders shall create a nominating committee of three members, one of whom shall be a Spiritual Leader. The congregation shall submit names of potential candidates to the nominating committee. The committee shall determine

whether candidates meet the qualifications for Spiritual Leaders as described in the Bible and whether the candidates have been members of the Church for at least one year. Then the committee shall present a list of qualified candidates to the congregation for vote. The Church's members shall vote yes or no on each of the nominated candidates. Candidates must receive votes of a minimum of 80% of ballots received to be affirmed for office. When a vacancy occurs on the Spiritual Leadership Team for any reason at a time before the conclusion of a Spiritual Leader's term, this procedure of nominating and voting shall be followed in a timely manner.

16. Spiritual Leaders may be removed from office prior to the end of their term by vote of the members. The following process shall be followed:
 - a. If a member believes there are valid grounds for disqualification, as defined below, that member shall first present the accusation to the Spiritual Leader in question.
 - b. If the matter is not resolved at that point, the member shall present the accusation to the Spiritual Leadership Team for action.
 - c. If the issue is still not resolved, the member may initiate a recall petition. A petition for a recall election signed by 20% of the members must be presented to the Spiritual Leadership Team.
 - d. Upon verification that all signatures on the petition are those of current members, the Spiritual Leadership Team must organize and announce a recall election meeting within one month of receipt of the petition. A quorum of 33% of members, including absentee ballots, shall be required for a recall election meeting.
 - e. The recall must be approved by a majority of ballots received.

Valid grounds for the disqualification of a member of the Spiritual Leadership Team shall be defined as: displaying actions or attitudes in conflict with the standards set forth in 1 Timothy 3:1-8 and Titus 1:6-9; living or teaching others in disobedience to the general teaching of Scripture; promulgating teaching contrary to the Church's Statement of Faith; or promoting division in the Church body.

ARTICLE VII
Business Meetings

1. The Spiritual Leaders must organize an annual congregational business meeting each fiscal year. The business meeting shall include discussion of both the proposed annual budget and the election of Spiritual Leaders. The meeting shall be held at least one week prior to a closed ballot vote on the budget and the election of Spiritual Leaders.
2. The Spiritual Leaders may call special business meetings as necessary.
3. Business meetings shall be announced publicly a minimum of four weeks prior to the date of the meeting. Included in the announcements shall be the agenda of the meeting. Members may have an item placed on the agenda by submitting it to the Spiritual Leadership Team two weeks prior to the meeting. The Spiritual Leadership Team shall present at the business meeting all items that were presented to them by the members.
4. A quorum of 33% percent of the members shall be required to conduct congregational business meetings. Identified absentee ballots received prior to the ballot collection shall be counted toward the quorum.

ARTICLE VIII
Finances

1. The Church's fiscal year shall run from July 1 through June 30 of the following calendar year.
2. If a proposed budget is not approved by the members, the Church shall continue to operate on the previous year's budget until such time as a new budget is approved by the members.
3. All decisions regarding approval of the annual budget, expenditures exceeding \$20,000, hiring or firing of full-time pastoral staff, and the purchase or sale of property, shall be submitted to the members for approval. Approval requires a majority vote of the members. The members shall be provided a report on the financial condition of the Church when such decisions are required. Extra-budget expenditures

between \$2,500 and \$20,000 must be agreed upon unanimously by the Spiritual Leadership Team, upon consultation with the Finance Team. Extra-budget expenditures of up to \$2,499 may be approved by the Finance Team.

4. These expenditure limits may be adjusted periodically for inflation by the Finance Team subject to the approval by the Spiritual Leadership Team.
5. The Finance Team, which shall be established by the Spiritual Leadership Team, shall create policies and procedures for handling finances in an upright manner.
6. An independent review of Church finances shall be undertaken periodically, and the results shall be made available to the congregation.
7. Freewill offerings shall finance the Church's expenses, programs, and mission outreach; there shall be no for-profit fundraisers.
8. The Spiritual Leadership Team shall request approval from the members if it is deemed necessary to exceed the annual budget by more than 5%. Approval of the measure requires a majority vote of members.

ARTICLE IX Property Rights

1. The Church is not formed for gain or profit for the Corporation, the members, officers, or any individuals. It is dedicated to religious 501(c)(3) purposes.
2. The Church shall have the power to buy, own, rent, lease, use, or take possession of any real property, and to sell, deed in trust, or dispose of the same. Title to said property shall be held by the Church in its own name.
3. The Church shall be dissolved when the congregation votes by 90% majority of ballots received to dissolve its Articles of Incorporation. Notice of a vote to dissolve must be given no less than eight weeks prior to such a vote.

4. Upon dissolution of the Corporation, remaining assets shall be distributed as ordered by the members for religious and charitable purposes.
5. Should conditions arise where a consolidation with another Bible-believing church be advisable, the Spiritual Leadership Team shall be authorized by the Church to negotiate the terms of such a consolidation insofar as the property is concerned. A report of such agreement must be made to, and voted upon, by the Church. The approval of the measure shall require 75% of the ballots received before any legal papers are signed.

ARTICLE X Amendments

1. Proposed amendments to the Constitution may be presented to the congregation for vote at any congregational business meeting. Members may submit proposed amendments to the Spiritual Leadership Team prior to the meeting.
2. Proposed amendments must be supplied to the congregation for consideration and discussion no less than six weeks before the meeting at which they shall be presented for vote.
3. Approval of amendments shall be sought by closed ballot and shall require approval by 75% of ballots received.