



**MOUNT ISA
BAPTIST CHURCH**

local church, regional footprint, global impact

Constitution

17 November 2019

1. NAME

The name of the church shall be the Mount Isa Baptist Church. The church is a member church of the Baptist Union of Queensland.

2. OUR BELIEFS

- a. The Bible, in its original language, to be the inspired, the only infallible authoritative Word of God, and this shall form our rule of faith and practice.
- b. That there is one God, Eternally existent in three persons, Father, Son and Holy Spirit.
- c. The Deity of our Lord Jesus Christ, in His virgin birth, His sinless life, His miracles, His atoning death through His shed blood, His bodily resurrection, His ascension to the right hand of the Father, His personal return at the end of this age.
- d. It is the Holy Spirit who convinces men of their sin, bringing them to repentance and faith; and who dwells in all believers, uniting them into the Body of Christ.
- e. That every member of the human race possesses a corrupt nature as a consequence of Adam's sin and is a sinner accountable to God.
- f. In the resurrection of the dead. The saved to everlasting life. The lost to everlasting separation from God.
- g. That baptism by immersion is a symbol of the believer's identification with the Lord Jesus Christ in His death, burial and resurrection to newness of life.
- h. The Lord's Supper is a memorial of the sacrifice of the body and blood of The Lord Jesus Christ, until He returns.
- i. Human sexuality: We accept the Scriptural position of human sexuality and marriage (Genesis 2:24; Matthew 19:4-5; Ephesians 5:31). This position is further outlined in the QB Position Statement on marriage and gender adopted by the QB assembly on 10 April 2015.

3. OBJECTS AND PURPOSES

The objectives of the Church shall be to:

- a. Impact the world with the Gospel.
- b. Build up the body through the Word of God.
- c. Promote family fellowship, unity and care.
- d. Train Christians in Leadership; the exercising of their spiritual gifts; and the development of their God-given abilities.

4. MEMBERSHIP

a. Requirements for membership

1. Membership is open to all who by the grace of God, in repentance from sin and faith in the Lord Jesus Christ, have been forgiven their sin and are members of His family.
2. Members need to be in agreement with this constitution and seek to fulfil the Obligations of Membership [4d]
3. Membership is open to those whose obedience in repentance and faith has been evidenced through Believers Baptism by immersion [Acts 2:41]
4. Believers who attend Mount Isa Baptist Church, having a commitment to another baptismal doctrine, may discuss membership with the Elders. Admission to membership will be at the Elders discretion.
5. All applicants for membership are expected to attend a Membership Information session where matters such as the Constitution, Objectives, Vision, Finances and Ministries will be addressed.
6. In the case of an infirm or disabled person, such a person may be admitted to membership by the Church, upon recommendation by the Elders, without the need of Baptism by immersion.
7. Membership will be current only for the period of residency in Mount Isa consequently no transfers of membership either in or out of Mount Isa Baptist Church are processed

b. Admission to Membership

1. All applications for membership shall be made on the Membership Application Form.
2. Applications shall be made to the Secretary for submission to the Elders. A member of the Leadership Team shall visit each applicant to determine his/her commitment to Christ and His Church. Upon the recommendation of the Elders the applicant shall be received into membership and welcomed at an appropriate Worship Service.
3. At each quarterly Members Meeting, the Secretary shall advise the names of those added to the membership during the last quarter.
4. Membership of those having left the district shall cease except as provided for in Para 9 (b).

c. Discipline

1. A member who voluntarily and consistently absents himself/herself from combined worship without sufficient reason shall be visited by two members of the Church Leadership Team and, if such absence continues for a period of 3 consecutive months, the person concerned may be removed from the Church Membership Roll on the advice of the Elders.

2. Where a member is guilty of conduct not consistent with his/her profession of faith, that person shall be visited by a Pastor in company with an Elder. The Elders shall then take any action considered necessary.
3. The Elders may restore any person to the Church Membership Roll who has been removed as an act of discipline.
4. Any disciplinary action taken MUST be in accordance with:
 - a. Matt 18:15 and Luke 17:3 (Reprove privately)
 - b. Matt 18:16 and Deut 19:15 (Reprove with two or three witnesses)
 - c. Matt 18:17 and 1 Tim 5:20 (Reprove before the Church)
 - d. Matt 18:17, 1Cor 5:5, 1Tim 1:20 and 2Thess 3:14-15 (Remove from the fellowship)
 - e. Rom 16:17-19 and 2Thess 3:6 (Turn away from him)
 - f. Ezek 33:7-9 (Obligations fulfilled)

d. Obligation of Membership

1. All who become members of the Church are expected to share the vision, burden, and implementation of the Church objectives. They should seek to exercise their spiritual gifts to the health of the body, and work harmoniously with their fellow members, in subjection to the Lord.
2. Every member of the Church shall be expected to support all facets of Church life that endeavour to fulfil Christ's Great Commission. (Matt 28:19-20)
3. All who conduct any religious service in connection with the Church or occupy positions of leadership in any of its programs (including sporting bodies) must have the full sanction of the Elders.

5. OFFICERS

It is expected that all ministry leadership (including program leaders) will be constantly supportive of the Objectives, Priorities and the God-called and church-elected leadership, in spirit, willingness and influence. (Amos 3:3)

a. The Church Leadership Team

Shall consist of Pastors, Elders and Deacons as appointed by the Church.

1. The authority for Church Policy and Management is vested in the Church Members under advice from the Leadership Team
2. The Leadership Team shall be responsible to the Church Membership for the correct financial management of Mount Isa Baptist Church.

b. Elders

1. The name of prospective Elders may be suggested to the Eldership by the Church Leadership Team. The Eldership will recommend prospective Elders to the Church. Affirmation of an Elder will be by a $\frac{3}{4}$ majority vote of Church Members at a Members Meeting. In the event that there is no current Eldership the Church Leadership Team will recommend prospective Elders to the Church. Recommended Elders shall be persons of mature spiritual discernment who, with the Pastor, shall exercise spiritual oversight of the Church.
2. Qualifications required for service as an Elder shall be consistent with 1 Timothy 3:1-7 and 1 Peter 5:1-3. Prospective Elders must have served as a Church Member for a minimum of 12 months.
3. The Elders will annually assess their ministry to the Church and, where necessary, make recommendations to the Church members meeting. Their ministry will be on the basis of continuing assessment. The church will, at an AGM, affirm the ministry of an Elder after each 2 years of service. Elders must take a one year break following two consecutive terms.
4. The Elders will assess and give approval to prospective Deacons.
5. The Elders may give direction to the Leadership Team and the church body.
6. Elders shall meet at least fortnightly to consider the spiritual welfare and direction of the Church. Unanimous agreement shall be sought on all matters under the guidance of the Holy Spirit.

c. Deacons

1. Deacons shall be elected by the Church from those members presently involved in faithful service to the Church. They shall be persons who reveal mature spiritual growth and discernment. Qualifications and responsibilities required to be eligible to serve as a Deacon shall be consistent with 1 Timothy 3:8-13. [duties ref: 5.e.4]. Prospective Deacons must have served as a Church Member for a minimum of 6 months.
2. Deacons shall hold office for 2 years.
3. Members nominating a member to serve as a Deacon must obtain the signature of a Pastor, or Elder on the Nomination Form before obtaining the permission of the proposed nominated person. Deacons shall be elected by at least $\frac{3}{4}$ majority of members present at a meeting.
4. All elections to be by secret ballot unless otherwise decided.
5. Casual vacancies may be filled by the membership at Quarterly Meetings.

d. Leadership Team

A secretary, treasurer, and chairman shall be appointed annually from within the Leadership Team. Such appointments to be made at the first Leaders meeting following the Annual General Meeting.

e. Meetings

1. Leadership meetings shall be held monthly or at such other times as required. Unanimous agreement shall be sought on all matters under guidance of the Holy Spirit.
1. A quorum shall consist of at least half of the Leadership.
2. The Chair of Deacons shall normally chair the meetings of the Leadership.
3. Duties:
 - a. The Leadership shall be empowered to act on behalf of the Church and shall, at all times, zealously promote its welfare and carefully guard its interests. Church members may make submissions in writing to the Leadership and may seek approval to address a meeting of Leadership.
 - b. The Leadership will consider business for the Church Members Meetings and make recommendations to such meetings.
 - c. The Leadership may direct that certain items be kept confidential.
4. The Leadership shall be involved in regular visitation of the fellowship.

f. Other Officers

1. Property / Maintenance Coordinator
The Property/maintenance Coordinator shall be appointed by the Deacons annually. He/she shall have oversight of the Church property and plant. He/she shall report to the Diaconate when replacements or repairs are necessary, but when these are urgent, shall have the right to effect them and submit a report.
2. Group Leaders
The leaders of every Church group or committee will need to be approved by the Elders.

g. Committees

Terms of reference for every Church committee shall be decided upon, and approved by, the Leadership Team.

The following general principles shall be adhered to:

1. The main directives for each committee shall be the terms of Reference as decided upon by the Leadership Team. These may be subject to periodic revision.
2. Each committee shall have a Chairman who is recommended to, and approved by, the Elders. The appointment of other members of a committee shall have the approval of

the Leadership.

3. Major planning decisions must be referred to the Leadership Team. The impetus of each committee shall be the Church Objectives and the advancement of Christ's commission to the Church. (Mark16:15)

6. THE CALLING OF A PASTOR

- a. The calling of a Pastor shall be initially in the hands of a Pastoral Search Committee, nominated by the Leadership Team and affirmed by a majority vote at a Church Members Meeting. A member of the Leadership Team shall lead this committee, and such a committee shall report its recommendations to the Church members. Any such recommendations from the Pastoral Search Committee must be unanimous under the guidance of the Holy Spirit. A resolution to call a Pastor or to continue a Pastorate must be passed by at least $\frac{3}{4}$ majority of Church Members present at a meeting called for this purpose. The Pastor must be in full accord with the teaching, beliefs and constitution of the Church. Voting will be by secret ballot.
- b. The Church Leadership Team will annually assess the Pastoral needs of the Church prior to the AGM and, where necessary, make a recommendation to a meeting of Church members.
- c. All calls and extensions of calls will be for no greater a period than 5 years. A call may be terminated by either party with three months notice. The church may pay the stipend and allowances for a three month period in lieu of notice, in which case the Pastor's employment will cease immediately.
- d. If a Pastor is guilty of any moral offence or grave misconduct as defined by the Baptist Union of Queensland, the Pastor's call will terminate. The Elders will be empowered to stand down the Pastor until the matter is duly investigated and decided upon by the church.
- e. The duties and responsibilities of any pastoral appointment will be determined by the Elders.
- f. The Church may call a person to a specific ministry, as recommended by the Leadership Team and approved at a Church Membership Meeting.

7. CHURCH MEETINGS

- a. Church meetings
Shall be held in February, May, August, and November, and at such times as the Elders deem advisable.
- b. Chairman
The chairman will be appointed by the Leadership Team at the Leadership meeting prior to the members meeting.

c. Business

No business shall be submitted to the Church without the consent of the Leadership Team.

d. Notice

Members shall be given 14 days notice, in writing, of any scheduled meeting. An agenda shall be available to the membership on the Sunday prior to any scheduled meeting.

e. Quorum

1. A quorum shall be one third of resident Church members on the roll of the Church eligible to vote.

2. Non-resident members are members attending other churches or separated by distance from attending the church meeting.

3. Infirm members shall also be placed on the Non-resident list of Members for the purpose of establishing a quorum.

f. Voting

1. Members of the age of eighteen years and over shall be eligible to vote at Church Meetings.

2. All voting for elected positions will be by secret ballot. Scrutineers shall be appointed who are not nominees and ballot papers shall be destroyed by the chairman immediately following the meeting.

3. Voting forms and absentee procedures will be available on the Sunday immediately preceding the meeting.

g. Annual General Meeting

1. The Annual General Meeting shall be held in the month of November each year.

2. An audited accounts report for the previous financial year shall be presented to the Church.

3. The Church shall elect an auditor for the current financial year.

8. FINANCE

a. Every member of the Church shall be expected to contribute to the Lord's work as enabled by Him.

b. A Budget for the ensuing year shall be presented to the Church, for ratification, at the AGM. The Budget shall be available for members' perusal and discussion on two Sundays prior to the AGM.

- c. At each Quarterly Members Meeting a report of income and expenditure shall be presented to the Church and entered into the official Minutes.

9. ROLL REVISION

- a. The Leadership Team shall make a yearly revision of the Church Members Roll.
- b. Membership of those having left the district shall cease. (In special circumstances, determined by the Leadership Team, they may be placed on the Non-resident members list.)

10. LORD'S SUPPER

- a. The Lord's Supper shall normally be observed fortnightly.
- b. All who love the Lord Jesus Christ shall be welcomed to the Lord's Supper.
- c. Lord's Supper Leaders shall be appointed by the Elders.

11. ALTERATION OF THE CONSTITUTION

No alteration in, or addition to, this Constitution shall be made except by the votes of at least two thirds majority of the members present at a Church meeting called for such a purpose. No alterations to the Constitution may be presented to the members without a unanimous recommendation from the Church Leadership Team. Four (4) weeks notice must be given to the members.

12. SAFE CHURCH STRATEGY

The church has implemented and adhere to a church safe policy and that all members and attendees are required to be familiar with that policy and adhere to it at all times.

13. NOT FOR PROFIT & WINDING UP

1. Non-profit clause

The assets and income of the organisation shall be applied solely in furtherance of its above-mentioned objects and no portion shall be distributed directly or indirectly to the members of the organisation except as bona fide compensation for services rendered or expenses incurred on behalf of the organisation.

2. Dissolution clause

In the event of the organisation being dissolved, the amount that remains after such dissolution and the satisfaction of all debts and liabilities shall be transferred to another organisation with similar purposes which is not carried on for the profit or gain of its individual members.



