

CHURCH CONSTITUTION
Including
AFFIRMATION of FAITH
And
CHURCH COVENANT



Sunrise Baptist Church
2480 West Badger Road
Custer, WA 98240
(360) 366-5700

Resting our faith wholly in the Lord Jesus Christ for our salvation, believing in the teachings and principles for which the Baptists stand, we join and unite as a body of Baptized Believers in Jesus Christ and adopt for our Government, plan of Worship and Service, the following articles:

ARTICLE I NAME AND AFFILIATION

The name of this Organization shall be Sunrise Baptist Church whose business address is 2480 W. Badger Road, Custer, Washington 98240, established on July 25, 1903, incorporated in May 1950 in the State of Washington and affiliated with the Columbia Baptist Conference and the Baptist General Conference. Sunrise Baptist Church shall hereinafter be referred to as Sunrise.

ARTICLE II PURPOSE

Sunrise exists as a community of Christians dedicated to the glorification of God through:

- A. Worship of God according to His Word in preaching, teaching, administering the ordinances of baptism and the Lord's Supper, and to fellowship together in His love.
- B. Evangelism, obeying Christ's great commission through the spreading of the Gospel of the Lord Jesus Christ in order to lead people to a personal commitment of themselves to Him as Savior and Lord; and the evangelization of the world through our missionary endeavors.
- C. Discipleship, teaching and instructing believers and assisting them in the development of a consistent Christian character and helping them develop their spiritual gifts; practicing the precepts and examples of our Lord Jesus Christ as set forth in the New Testament; ministering to the needs of people and our community.

ARTICLE III AFFIRMATION OF FAITH

- I. The Word of God – We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct.
- II. The Trinity – We believe that there is one living and true God, eternally existing in three persons; that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence and redemption.
- III. God the Father – We believe in God, the Father, an infinite, personal spirit, perfect in holiness, wisdom, power and love. We believe that He concerns Himself mercifully in the

affairs of men, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ.

- IV. Jesus Christ – We believe in Jesus Christ, God’s only begotten Son, conceived by the Holy Spirit. We believe in his substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and His personal visible return to earth.
- V. The Holy Spirit – We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ, and that He is an abiding helper, teacher and guide.
- VI. Regeneration – We believe that all men are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit.
- VII. The Church – We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the Gospel of Jesus Christ to a lost world.
- VIII. Christian Conduct – We believe that a Christian should live for the glory of God, and the well-being of his fellowman, that his conduct should be blameless before the world; that they should be faithful stewards of his possessions; and that he should seek to realize for himself and others the full stature of maturity of Christ.
- IX. The Ordinances – We believe that the Lord Jesus Christ has committed two ordinances to the local church: Baptism and the Lord’s Supper. We believe that Christian baptism is the immersion of a believer in water into the name of the triune God. We believe that the Lord’s Supper was instituted by Christ for commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ.
- X. Religious Liberty – We believe that every human being has direct relations with God, and is responsible to God alone in all matters of faith, that each church is independent and must be free from interference by any ecclesiastical political authority; that therefore, Church and State must be kept separate as having different functions, each fulfilling its duties free from dictation or patronage of the other.
- XI. Church Cooperation – We believe that local churches can best promote the cause of Jesus Christ by cooperating with one another in a denominational organization. Such an organization, whether a regional or district conference, exists and functions by the will of the churches. Cooperation in a conference is voluntary and may be terminated at any time. Churches may, likewise, cooperate with interdenominational fellowships on a voluntary basis.

- XII. The Last Things – We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body, the final judgment, the eternal felicity of the righteous and the endless suffering of the wicked.

ARTICLE IV CHURCH COVENANT

Having been led by the Holy Spirit of God to receive Jesus Christ as Savior and to confess Him as Lord, and on confession of this faith, having been baptized in the name of the Father and of the Son and of the Holy Spirit, we joyfully covenant with one another, as one body in Christ, to follow His teachings and to grow in the likeness of our Lord Jesus Christ.

By the aid of the Holy Spirit, we will walk together in Christian love and in the paths of righteousness. With this in view we will strive together for both the peace and purity of this church, sustain its worship and steadfastly cherish and hold its ordinances, discipline, and doctrines. We shall also contribute, as faithful stewards, such time, talent, and money, in the measure that God prospers each of us, that the responsibility for the work of the local church and the world-wide ministry of spreading the gospel be faithfully and effectively discharged.

All believers in our Lord Jesus Christ are called to a life of separation from worldly and sinful practices and should abstain from such amusements and practices and habits as will cause others to stumble or bring reproach upon the name of Jesus Christ. A positive Christian life includes private Bible study, and prayer and family instruction in Biblical principles and concepts, regular church attendance and support, exemplary Christian conduct, and witnessing to a lost world.

With the help of the Holy Spirit and the grace of God we will: give and receive admonition with meekness and affection; remember each other in prayer, and aid each other in case of sickness and distress; cultivate Christian sympathy in feeling and courtesy in speech; be slow to take offense, but always ready for reconciliation, seeking it without delay being mindful of the scriptures, and encourage one another in the blessed hope of our Lord's early return.

Furthermore should we move from this place, we will as soon as possible unite with an evangelical church where we can carry out the spirit of this covenant and the principles of the Word of God.

ARTICLE V MEMBERSHIP

- A. APPLICATION AND PROCEDURE – All applicants for admission to the membership of the church shall appear before the Board of Deacons for consultation and examination. The names of all applicants for membership recommended to the church for admission by the Board of Deacons shall be presented to the congregation and voted upon at stated meeting. No applicant shall be presented to the congregation without the recommendation of the Board of Deacons. Prospective members shall complete classes for instruction in membership and

doctrines of this church, and if required, for baptism. Such classes shall be taught by the Pastor, or a person designated by the Pastor, who will hear their testimonies and counsel with them concerning the convictions, attitudes, and policies of the church. All applicants for membership in the church shall, as soon as possible, after application, receive a copy of our Statement of Faith, Church Covenant, and Constitution.

1. Admission by Baptism – Any person professing faith in the Lord Jesus Christ before the church, giving evidence of regeneration, and adopting the views of faith and practice held by this church, may, upon baptism by immersion, be received into its membership.
 2. Admission by Letter – Members of other churches of like faith, who have been immersed, upon profession of their faith in the Lord Jesus Christ, and who accept the views of faith and practice as approved by the church, may unite with this church on presentation of letters of transfer in good standing from their respective churches and on giving public confession of faith.
 3. Admission by Experience – Persons not members of any church, or those who come from churches of other denominations, but have been immersed, upon the profession of their faith in the Lord Jesus Christ, and acceptance of the views of faith and practice as approved by Sunrise, may be received into membership by virtue of their experience.
 4. Admission by Restoration – A former member of a Baptist Church, whose membership has lapsed due to dereliction on his or her part, may be restored to fellowship on profession of faith and the recommendation of the Board of Deacons.
 5. Admission thru Watch Care – Membership shall be open to any student away from their home church. No letter of transfer shall be necessary. Qualifications as for regular members shall apply, such as acceptance upon testimony and voting. Full privilege to vote and full privilege to serve as an officer or other duties where qualified. When leaving this church, membership here shall immediately lapse.
- B. MEMBER IN GOOD STANDING – A member in good standing and regular standing is one who is making an honest effort to live in conformity with the church covenant, is attending the worship services and business meetings of the church, and is contributing to the moral and financial support of the church as God is prospering him.
- C. TRANSFER OF MEMBERSHIP – Any member in good standing may receive a letter of transfer from Sunrise by majority vote of the members present at a regular or called business meeting, or by majority vote of the Board of Deacons.
1. Any member in good and regular standing who desires a letter of transfer to any other church of like faith and order is entitled to receive it on written request.
 2. If a member desires to join a religious body differing in faith or order from Sunrise, the church may, upon written request, give him a certificate of his good standing and thereby terminate his membership with Sunrise.

D. DELINQUENTS, GRIEVANCES AND DISMISSAL – Those members who persist in living un-Christian lives and conduct themselves in such manner as to bring reproach upon the Church and the name of Christ will be subject to church discipline.

1. Delinquents – The Pastor and Board of Deacons shall constitute a committee for the purpose of providing personal counseling and kindly admonition in cases of delinquents. Failing to secure satisfactory evidence of repentance and reformation, the committee shall recommend appropriate disciplinary action to be taken by the congregation. Dismissal shall be effective upon a 2/3 majority vote of members present a regular or special business meeting of the church.
2. Grievances – In all cases of grievances between members, they shall be dealt with in accordance with the rules laid down in Matthew 19:15-17, and no public complaint shall be made until this course shall have been pursued. Charges, when made, shall be in writing and shall be submitted to the Board of Deacons for proper recommendation to the church.
3. Membership – In this church may be severed by death, letter of transfer, by dismissal, or by erasure from the roll.

ARTICLE VI FISCAL YEAR

The fiscal year shall run January 1 through December 31.

ARTICLE VII MEETINGS

- A. Sunrise shall meet as a body of Christian believers on each Sunday and such other times as deemed proper by the church.
- B. The ordinance of the Lord's Supper shall be observed monthly.
- C. There shall be three regularly scheduled business meetings held each year. A meeting shall be held within the first three weeks of November, May and September respectively.
- D. The business meeting held in the month of November will be designated as the Annual Meeting. At the meeting the budget shall be adopted, annual statistics reported and pastoral reports given.

The business meeting in May shall be for the election of officers and end of program year reports.

The business meeting in September shall be for the communication of the vision of the various ministries of the church.

- E. Quorum – Twenty-five percent of the resident membership sixteen years of age or older shall constitute a quorum to vote on all except legal matters and motion except as otherwise designated by the constitution. Twenty-five percent of the resident membership eighteen years of age or older shall constitute a quorum to vote on legal matters and a two-thirds majority vote shall be necessary to carry any motion concerning legal matters. Legal matters shall include (but not limited to) such items as have to do with the constitution or the sale, mortgaging, or purchase of real property.
- F. Special Business Meetings – The Board of Deacons or the Pastor or any ten members of the church may call for a special business meeting of the church. The call shall be in writing and shall be directed to the chairman of the church and shall state the nature of the business to be considered. The chairman shall fix the date and the hour such meetings shall be held. Public notice must be given by reading such call from the pulpit at the first regular Sunday morning worship service after the call for a special business meeting has been requested. Only such business as is specified in the call shall be considered at such meeting.
- G. Rules of Order – Robert’s Rules of Order shall be the basis for the parliamentary procedure followed at all business meetings. In case of dispute this rule shall be final authority.

ARTICLE VIII METHODS OF CHURCH FINANCING

We believe in Biblical Stewardship. God’s work shall be supported by His people through tithes and freewill offerings. Fund raising by any other means must meet the approval of the Board of Deacons.

ARTICLE IX CHURCH DIVISION, DISSOLUTION OR CONSOLIDATION

- A. Division - In case of organic division of the church membership, the church property shall belong to those members who abide by this constitution. In case of difficulty, the executive office of the Columbia Baptist Conference may be involved to act as arbitrator.
- B. Dissolution – Should conditions arise when, for any reason, the church ceases to function, the church property shall be transferred to the Columbia Baptist Conference.
- C. Consolidation – Should conditions arise where a consolidation with another church of the same denomination be advisable, a committee from the Board of Deacons and other elected officers shall be selected and authorized by the church to negotiate the terms of such a consolidation insofar as the property is concerned.

ARTICLE X AMENDMENTS

Amendments to the constitution must be presented in writing to the members one month before a vote is taken. On the last Sunday prior to the business meeting the amendment shall be read to the church. Amendments can only be voted upon at the Annual Business Meeting in November or at either of the regular business meetings in May or September.

ARTICLE XI CALLING A PASTOR

- A. Calling a Pastor – When it is necessary to call a pastor, the Board of Deacons shall present to the church for their approval a representative pulpit committee consisting of seven or more members: the Vice Chairman, two Deacons, and four or more members to be elected at-large from the congregation.
- B. Duties of Pulpit Committee – It shall be the duty of this committee to take necessary steps to secure a pastor. The committee shall investigate the merits of every man under consideration in regard to his personal character, education, ministerial record, and preaching ability in determining his fitness for said pastorate. When a suitable man is found, the committee shall recommend him to the congregation.
- C. Calling the Pastor – The call of pastor shall come before the church at a special business meeting. Notice of such meeting and its purpose shall be duly published. It shall be necessary to have at least 25% of voting members present and an affirmative vote of three-fourths of the voting members to extend a call. Only one candidate shall be presented to the church at one time. Voting shall be by written ballot.

ARTICLE XII TERMINATION OF PASTOR

- A. Term of Office – The Pastor shall serve the Church for any indefinite period. This service in this office may be ended upon thirty (30) days notification in writing on the part of the Pastor of the Church, unless a shorter or longer notice is agreeable to both parties.
- B. Petition for Dismissal – All actions to dismiss the Pastor shall be referred to the Board of Deacons for consideration before action is taken by the church. No petition for dismissal shall be considered by the Board of Deacons unless submitted in writing with signatures of at least one-tenth of the church membership. Such qualifying petitions shall be reviewed by the Board of Deacons who will present the motion for dismissal to the church body for vote. A written notice to members and a verbal announcement from the pulpit will be given to the

church body two weeks prior to a special meeting called for consideration of the motion for dismissal. No other business shall be considered at that special meeting. A vote shall be taken by written ballot of the voting membership. A simple majority of the voting membership present shall carry the motion of dismissal.

- C. Failure of Motion for Dismissal – In the event the Pastor wins a vote of confidence of the church at such a meeting, those church officers currently holding office who signed the petition for dismissal shall automatically relinquish their office.

ARTICLE XIII OFFICERS OF SUNRISE

The officers of Sunrise shall be the Pastor, Moderator-Deacon Board Chairman and a Board of Deacons consisting of a minimum of 9 members. Other officers and pastoral staff may be elected as deemed necessary upon recommendation of the Board of Deacons and approval of the church body.

ARTICLE XIV QUALIFICATIONS OF OFFICERS

- A. Qualifications of Officers – Officers of Sunrise and its affiliate groups and organizations shall be members who have attained the age of 18. All officers shall be in basic agreement with the faith, covenant, and practice of Sunrise. (Youth groups are exempt from age limitations for their officers.)
- B. Qualifications of the Pastors – The Pastors shall be sympathetic and cooperative with the Baptist General Conference and in basic agreement with the faith, covenant and practice of Sunrise.
- C. Qualifications of the Board of Deacons – The Board of Deacons shall have been members of Sunrise in good standing, having attained the age of 21 and be in substantial agreement with the faith, covenant and practice of Sunrise. Those elected to this office shall be considered gifted in administrative abilities and their qualifications are further defined in 1Timothy 3:8-13.

ARTICLE XV TERM OF OFFICE

- A. Officers of Sunrise shall be elected for a one year period, and then may be re-elected.
- B. The Pastors shall be elected to serve the church for an indefinite period subject to resignation or termination on 30 days written notice, unless a shorter or longer notice is agreeable to both parties.

- C. Deacons are elected to serve 3 year terms of office, with the church replacing 1/ of their number each succeeding year. A deacon may serve 2 terms of office not exceeding 6 years in succession, after which a full year must elapse before he may again serve in that capacity.

ARTICLE XVI COMMITTEE AND ORGANIZATIONS

- A. Standing Committees of Sunrise shall be organized for the purpose of carrying out the work of the church. Special committees may be appointed as deemed necessary to perform special functions and are to be dissolved on completion of the work or task assigned.
- B. Organizations such as CYF, WMS, Sunday School and other ministries within Sunrise may exist for the purpose of service to members, their families, our community and for outreach. Such organizations are required to present tot the Board of Deacons for their review and approval a written statement of purpose and officers of that organization. Names of elected members to those offices shall be kept current and on file with the Church Secretary.

ARTICLE XVII ANNUAL REPORTS

All Boards, Committees and Organizations will be expected to present a written annual report to the church body at the congregational meeting held in May.

ARTICLE XVIII CHURCH ORGANIZATION CHART

The “Organizational Chart” of Sunrise defining the lines of authority and responsibilities of church officers, boards, and committees is as defined on “Organizational Chart.”

ARTICLE XIX POSTION DESCRIPTIONS FOR CHURCH OFFICER, BOARD & COMMITTEES

- A. Pastor

The Pastor under the Lord Jesus Christ is the chief under-shepherd of the flock. As such he exercises the prime leadership position of the church as spiritual leader and advisor in all areas of the church work. He shall perform the primary scriptural duties of his office by:

1. Immersing himself in the study of the Word so that he may nourish the congregation through the ministry of preaching and teaching. Under the guidance of the Holy Spirit he shall have freedom of the pulpit.

2. Administering the program of the church in such a way as to encourage maximum spiritual results. He shall serve as an ex-official member of all boards and committees of the church and its auxiliary organizations. He shall exercise the final authority in conjunction with the Board of Deacons in hiring and terminating all salaried staff members.
3. Shepherding the congregation, counseling as people express their need and encouraging the membership to engage actively in the church's ministry at home and abroad.

B. Additional Pastoral Staff

As deemed necessary and advisable by the Board of Deacons and the Pastor and with the approval of the church body, additional pastoral staff positions may be filled. A candidate for the position must meet the approval of the Pastor and the Board of Deacons; be in basic agreement with the faith and covenant of Sunrise and may be elected to the church body to serve an indefinite term. This position may be terminated by the staff member of the Board of Deacons and the Pastor on 30 days written notice, or such other time period as mutually agreeable. Addition or termination of pastoral staff shall be ratified by the church. Positions responsibility:

1. Work with and under the direction of the Pastor.
2. Coordinate with all boards, organizations and committees as directed.

C. Moderator-Deacon Board Chairman

The Moderator_Deacon Board Chairman shall be elected by the church for one year term and may serve not more than three consecutive terms. He will discharge the administrative duties in absence of the Pastor. He shall serve as chairman of the Board of Deacons and shall also serve as Deacon. He shall preside at all church business meetings as chairman of the church.

D. The Board of Deacons

The governing body of the church shall be the Board of Deacons which shall be responsible for all affairs of the church and shall make decisions on all matters as necessary in carrying out the ministry at Sunrise. For limitations, refer to Article VII, Section E and #2d of this section.

1. The Board shall be organized as follows"
 - a. A minimum of 9 members elected by the congregation serving three year terms to supervise area of responsibility as shown on the present "Organizational Chart". Additional deacons shall be nominated as necessary to provide a representation for the church body on the basis of one deacon to each 30 members. These additional deacons shall minister as deemed advisable by the board.

- b. The Chairman of the Board will be the Moderator.
- c. The Secretary of the Board of Deacons shall be elected from among the board members. He shall take board meeting minutes and shall post same for the congregation's information within the next two weeks
- d. The Assistant Moderator shall be elected from among the Board members. He shall assist the moderator with his responsibilities and serve in his absence.

2. The functions of the Board of Deacons are as follows:

- a. Each Deacon with assistance of the nominating committee shall be responsible for filling all positions and committees under his guidance.
- b. These committees will meet prior to the main Board meeting and shall conduct their business as necessary, their recommendations and decisions being brought forth by the Deacon Chairman of that committee during the regular board meeting which follows. These positions and committee as defined in the organizational chart may vary depending on the needs and ministries of the church.
- c. The Board shall be authorized to make such expenditures as budgeted by the church and shall be allowed to authorize expenditures other than those budgeted not exceeding one thousand dollars annually in total for any one item or project. Expenditures exceeding this limit must be brought before the congregation for their vote of approval.
- d. The Board of Deacons shall, on consultation with the Pastor, call any special church business meeting as deemed necessary.
- e. The Board of Deacons shall meet monthly or at such times as the Board deems necessary.

E. Other Employees

Other salaried church workers may be called at a special business meeting. A majority vote of the members present and eligible to vote shall be necessary to extend a call to anyone under consideration. All salaried employees shall be under the general supervision of the pastor and of the board. Salaries and vacations shall be fixed at the time of employment and may be changed upon recommendation of the board and vote of the church. The board shall cause to be presented to each salaried church worker a written description of his or her duties and responsibilities. An employee's service to the church shall be terminated either by submitting a resignation in writing to the church board 14 days prior to the effective date, or by a written notice by the church to said employee 14 days prior to termination. Addition or termination of staff members shall be ratified by the church.

F. Standing Committees

Standing committees shall be organized for the purpose of carrying out the work of the church body.

1. Standing committees shall be organized as follows:

- a. Each committee will be chaired by the Deacon responsible for that committee's area of service.
- b. The committee shall be composed of appointed and/or elected officers as well as heads of organizations and chairman of special committees which function under their area of responsibility.
- c. The size, organization and function of each committee will be reviewed annually by the Board of Deacons with the exception of the nominating and finance committee.

2. Service Committee

The Service Committee shall consist of at least 10 officers nominated by the Service Committee, approved by the Deacon Board and be elected by the church body and shall be chaired by the Church Moderator. They shall serve a maximum of two one-year terms and then be off for one year before they can be eligible for nomination to another term.

- a. The whole Service Committee shall be engaged in the Deacon and church officer selection process. They shall present to the deacons for their approval a slate of Deacons and officers to be voted on during the business meeting held in May.
- b. The Service Committee will also recommend to the Deacons replacements and appointments to fill vacated Deacon and church officer positions during the church year. Upon approval by the Deacons the congregation shall vote on these recommendations.
- c. Part of the Service Committee will also function year around in the area of promoting a service ethic here at Sunrise and by seeking to insure that every person, using their giftedness, is serving the Lord.

3. Finance Committee

The Finance Committee shall be chaired by the Deacon in charge of Finance and shall be made up of the following elected officers:

- a. Treasurer, whose responsibilities shall be:
 - 1. Keep an accurate account of all regular receipts and disbursements.
 - 2. Have the authority to disburse monies by check to meet the authorized obligations of Sunrise in a timely manner.
 - 3. Maintain a permanent set of records of all receipts and expenditures and submit same for annual audit prior to the Sunrise annual meeting.
- b. Financial Secretary, whose responsibilities shall be:
 - 1. Keep an accurate account of all monies received and deposit same in a bank directed by the Board of Deacons.

2. With assistance of at least one other member of the Finance Committee, count Sunrise service offerings and submit deposit receipts to the Treasurer for recording.
 3. Prepare financial reports for all regular Sunrise business meetings or as directed by the Board of Deacons.
- c. Auditor, whose responsibilities shall be:
1. To audit the records of the Church Treasurer and the records of all other treasurers prior to the Annual Meeting.
 2. Be responsible for the preparation of a consolidated financial statement comprising the financial affairs of the church and its organizations for the annual meeting.
 3. To suggest as necessary a uniform systems of record keeping throughout all the organizations.
- d. Recording Secretary, whose responsibilities shall be:
1. Record minutes of business meetings.
 2. Prepare reports of business meetings.
 3. Keep church records.
- e. Additional officers shall be elected as needed to take care of the financial and recording requirements of the church.
- f. The Finance Committee, in conjunction with the Standing Committees shall develop a proposed budget for the coming year. The proposed budget will be presented to the Board by the time of the regular December Board meeting.

The Board will present to the Church Body the recommended budget by the Sunday preceding the regular **November** Deacon's Meeting.

At the regular **November** Board Meeting, an open time of discussion will be held during which the membership will have opportunity to review details of the budget with the Deacon Board.

4. Other Staff Officers

Staff positions such as Publicity Chairman shall be appointed, by the Pastor, with concurrence of the Board of Deacons and congregation.