



CONSTITUTION OF THE EASTSIDE COMMUNITY CHURCH

Adopted on 28/03/2021

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1.0 PRELIMINARY INFORMATION

- 1.1 This Church is known as Eastside Community Church (hereafter referred to as the Church).
- 1.2 Under the authority of Jesus Christ and the word of God, the membership of this congregation is the final human authority. Therefore, after examining the Bible, this constitution has been developed by the members of the church with the purpose that we would conform ourselves to God's will.¹
- 1.3 Because Jesus is the head of the church (1 Cor 3:11), this constitution is to be interpreted to bring glory to Jesus. Furthermore, because we are members of the body of our Lord Jesus and spiritual family (Jhn 13:34; Eph 4:2; Phi 2:4), we are to act under this constitution in a spirit of mutual trust, openness and love.
- 1.4 Together we desire that this constitution would help us to fellowship together and make decisions that reflect the will of God and not the interests of individuals. Therefore, every member has a responsibility to prayerfully and in good conscience fulfil their responsibilities in line with the constitution and the teachings of the New Testament.
- 1.5 This constitution was adopted on 28/03/2021.

¹ The words 'we' and 'us,' unless otherwise stated, refer to those who are members of the church.

2.0 PURPOSE OF THE CHURCH

2.0 This Church exists by the grace of God and for the glory of God, which is the ultimate purpose of the Church in all its activities (Gen 1:28; Psa 29:1-2; Psa 108:5; Isa 43:1-7; Eph 2:19-22). This chief purpose is to guide the church in all things.

2.1 The church brings glory to God by rightly responding to His glory which is revealed in God's word about Jesus (Lk 24:25-27; 2 Cor 1:20). There are three primary ways that the Bible calls us to glorify God as a church:

2.1.1 The worship of God (Jhn 4:23-24; Rom 12:1-3). The church worships God by loving him and seeking to obey all of His commands in every part of life—both corporately and individually (Deu 6:4-7; Mat 22:37-39; Jhn 14:15).

2.1.2 The building up and encouragement of one another (Jhn 13:34; Rom 12:10; 1 Pet 4:8). When we are led by the Holy Spirit to put our trust in Jesus as Saviour and Lord, we are adopted into the family of God and the body of Christ (1 Cor 12:27; Eph 2:11-22). As members of this family we are called to watch over one another with loving concern, to pray for one another and to seek the good of one another according to the purposes of God.

2.1.3 The mission of God locally, domestically and globally (Mat 28:18-20; Act 1:7-8; 1 Pet 2:9). Because the church is the body of Jesus and He was sent by His Father to save the lost (Jhn 3:17), the church must also be on His mission to the ends of the earth (Jhn 20:21). We do this because we desire that every person would bring glory to God (Isa 49:6; Mat 5:16; 1 Pet 2:9). Proclaiming the gospel is an essential part of mission, without which individuals cannot be saved (Rom 10:14-15).

2.2 The church is a voluntary member of the Baptist Union of Queensland. As we have opportunity, we will encourage fellow churches to pursue biblical faithfulness and a love for the Lord Jesus. Furthermore, as we have opportunity, we will pursue relationships of mutual encouragement, support and cooperation with other like-minded churches where this will advance the gospel of the Lord Jesus.

3.0 AFFIRMATION OF OUR FAITH

Introduction

- 3.1 The following statements outline the primary beliefs of our faith. As a Christian Church we also affirm the historic creeds of our faith including the Nicene Creed and the Apostles' Creed.

Affirmations of our Faith

- 3.2 **THE BIBLE:** We believe that the Bible is the word of God, was written by humans who were divinely inspired and is a perfect treasure of heavenly instruction.² We believe that the Bible has God for its author, the glory of God for its end and truth without any mixture of error. Therefore, we believe that the Bible has authority in all matters of faith and conduct, that it is the source of joy and salvation and that it is the standard by which all human conduct, creeds, and opinions should be tested.

Relevant biblical texts: Deu 6:1-9; Psa 1:1-6; Psa 19:7-14; Mrk 13:31; Jhn 8:31-32; Jhn 20:31; Act 20:32; 1 Tim 5:18 (cf. Lke 10:7); 2 Tim 3:15-17; 2 Pet 1:19-21; Rev 22:18-21.

- 3.3 **THE TRUE GOD:** We believe that there is one living and true God, who is the maker of heaven and earth and deserves all glory, honour, confidence and love. We believe that this God has eternally existed in three persons—the Father, the Son and the Holy Spirit—equal in every divine perfection and working together in distinct but harmonious ways in the work of redemptive history.

Relevant biblical texts: Gen 1:1; Deu 6:4; 2 Sam 7:22; 1 Kgs 8:60; Psa 146:6; Mat 28:19; Jhn 1:1-3; Jhn 3:16; Jhn 4:24; Jhn 6:27; Jhn 10:30; Jhn 14:16-17; Rom 1:19; Rom 5:6-8; Rom 8:26; 1 Cor 8:6; 2 Cor 3:16-18; 2 Cor 13:14; Gal 5:22-26; Eph 4:5-6; Heb 7:25; Heb 9:28.

- 3.4 **THE HUMAN RACE:** We believe that men and women were created in the image of God and therefore, have inherent and equal dignity and worth. The greatest purpose, responsibility and joy of every person is found in bringing glory to God by worshipping, obeying and loving him. We believe by voluntary choice Adam fell from right relationship with God and His creation. Because of this, all of humanity are sinners, not by constraint but by choice. Having inherited a nature that is corrupted by sin and inclined to evil, every person is under the just judgement of God without excuse.

Relevant biblical texts: Gen 1:16; Gen 5:2; Gen 2:17; Psa 98:9; Mat 3:12; Mat 12:36-37; Mat 16:27; Jhn 5:22; Jhn 12:48; Act 10:42; Act 17:31; Rom 2:5-12; Rom 3:10-18, 23; 2 Cor 5:10; Gal 3:28; 2 Ths 1:9; 2 Tim 4:1; 1 Pet 3:7.

- 3.5 **THE WAY OF SALVATION:** We believe that the salvation of sinners is entirely a work of God's grace through the work of the Lord Jesus Christ—it cannot be earned or deserved. We believe that Jesus by the appointment of the Father took the nature of a human yet was without sin. In His life He perfectly obeyed God's law and through His death He made full atonement for our sins. Having risen from the dead, Jesus is now the exalted and eternal King

² 39 books of the Old Testament and 27 books of the New Testament.

who, unlike Adam, is in every way qualified to be our compassionate representative and all-sufficient Saviour. We believe that those who have truly repented and trusted in Jesus are justified, adopted into the family of God and have the assurance that they will never be condemned. We believe that this is the heart of the gospel, the good news that God graciously redeems sinners and provides the way of eternal life.

Relevant biblical texts: Gen 3:15; Gen 22:1-18; Psa 69; Isa 9:6-7; Isa 53:1-12; Isa 61:1-2; Zec 12:10; Mat 20:28; Mrk 1:15; Mrk 10:45; Lke 22:20; Jhn 1:29; Jhn 3:16; Jhn 11:25; Act 2:22-32; Act 4:12; Rom 1:16-17; Rom 3:21-26; Rom 5:1-11; 1 Cor 5:7-8; 1 Cor 15:1-28; Gal 1:3-5; Gal 3:26; Gal 3:13; Gal 5:1-6; Eph 1:3-14; Eph 2:1-10; 1 Pet 3:18.

- 3.6 THE CHRISTIAN LIFE: We believe that Christians, by a work of God's grace and in accordance with His will, are progressively being transformed into the likeness of Jesus—the perfect image of God. This process is not a pre-requisite for receiving salvation but is a gospel blessing that demonstrates and flows out of salvation. This process begins at the point of regeneration and continues until glorification by the presence and power of the Holy Spirit. We believe that Christians are called to actively participate in this work through the appointed means of grace, especially, reading and applying the word of God, prayer, fellowship, repentance and faith.

Relevant biblical texts: Deu 10:12-17; Deu 30:6; Psa 119:105; Isa 59:21; Ezk 36:26; Jer 31:33; Mat 7:24; Mrk 11:24; Rom 8:9-11; Rom 8:28; Rom 12:1-3; Rom 12:12; 1 Cor 15:52; 2 Cor 3:18; 2 Cor 4:16; Gal 2:20; Gal 5:13-25; Eph 2:19-22; Eph 4:15-16; Eph 6:18; Phi 2:12-13; Phi 4:6; Col 3:16; Col 4:2; 1 Ths 5:11; 2 Tim 3:16; Heb 10:24-25; Jms 1:22; Jms 5:13-16; 2 Pet 3:18.

- 3.7 THE CHURCH: We believe in the universal church; a living spiritual body of which Christ is the head and all who are saved—past, present and future—belong. We believe that the universal church is made visible in local churches. A true local church is defined by covenant in the faith and fellowship in the gospel; the right preaching of the Bible; the administration of baptism and the Lord's Supper; and church discipline. We believe that the purpose of a local church is to bring glory to God by worshipping him, building up and encouraging one another, and engaging in God's mission both locally, domestically and globally.

Relevant biblical texts: Mat 16:18; Mat 18:15-17; Mat 28:16-20; Jhn 17:17-19; Act 2:42; Act 14:23; Rom 12:4-5; 1 Cor 11:17-34; 1 Cor 5:13; 1 Cor 12:12-31; 2 Cor 2:6-8; 2 Ths 1:1; Gal 6:1; Eph 2:19-22; Eph 5:19-21; Heb 10:23-25; Rev 5:9; Rev 7:9.

- 3.8 THE ORDINANCES: We believe that the Lord Jesus Christ has committed two ordinances to the local church; 1) baptism and 2) the Lord's Supper. We believe that Christian baptism is the immersion of the believer in water into the name of the triune God. We believe that in baptism Christians publicly identify their union with the death, burial and resurrection of Jesus as well as their participation in the body and family of the Lord Jesus—the church.³ We believe that the Lord's Supper was instituted by Christ for believers so that they can proclaim and remember His death, and eagerly await the day when He returns and we will share the

³ While we believe that immersion in water is normative, we accept that the New Testament emphasis is on the order of application and the public declaration of faith (belief and then baptism). Consequently, we accept that there will be circumstances where immersion with water may not be possible. For example, for the elderly or the disabled.

heavenly banquet with Him. We believe that the benefits of these two ordinances are received by faith alone, and that they should be observed and administered until the return of the Lord Jesus.

Relevant biblical texts: Mat 26:17-30; Mat 28:18-20; Mrk 14:12-26; Lke 22:7-20; Jhn 6:53-58; Rom 6:3-5; 1 Cor 11:17-34.

- 3.9 THE FUTURE: We believe in the personal, visible and glorious return of the Lord Jesus. We believe that He will raise the dead and judge the world in righteousness. The wicked will be sent to eternal punishment and the righteous will be welcomed into a life of eternal joy in fellowship with God. God will make all things new and will be glorified forever. We believe that this should motivate us to share the good news about the way of salvation in the Lord Jesus.

Relevant biblical texts: Isa 65-66; Dan 12:2; Mat 16:27; Mrk 14:62; Jhn 14:3; Act 1:11; Phi 3:20; 1 Ths 4:15; 2 Tim 4:1; Tit 2:13; 1 Cor 4:5; 1 Cor 15; 2 Ths 1:7-10; Rev 20:4-6, 11-15.

Statements of Theological Position on Secondary Matters

- 3.10 From time to time, the church may also approve positions on secondary matters. Affirmation of these statements is not necessary for salvation. But they seek to avoid disunity by providing clarity on matters that order the life of the church. After these statements are approved, they will be, at a minimum, made available to members and those considering membership.

4.0 MEMBERSHIP

Purpose of Membership

- 4.1 The New Testament expects that Christians are committed members of a local church where they covenant together in shared bonds of mutual accountability (Jhn 17:22-23; 1 Cor 12:12-27; Eph 2:19-22; Phi 2:1-11). Becoming a member is a living commitment that expresses a love for the Lord Jesus, as well as a desire to seek the good of the body over self-interest (Jhn 13:34; 1 Cor 10:24; Gal 2:20; Eph 4:11-16; Phi 2:3; 1 Jhn 4:7-21).

Membership Requirements

- 4.2 To fulfil the requirements for membership a person must:
- 4.2.1 Have repented and trusted in Jesus, been baptised as a believer and demonstrate credible evidence of Jesus' Lordship in their life.
 - 4.2.2 Agree to the Affirmation of our Faith (see section 3.0) and accept the statements of position on secondary theological matters that order the life of the church.⁴
 - 4.2.3 Agree to the membership covenant.

Those Not Baptised as a Believer

- 4.3 Despite section 4.2.1 where a person has not been baptised as a believer, they may still seek membership if:
- 4.3.1 The person has a clear understanding of the Bible's teaching on baptism but in good conscience believe their infant baptism (or baptism before belief) to be valid.
 - 4.3.2 The person's infant baptism (or baptism before belief) was understood by the church in which it was performed to be a sign of salvation, not the means of salvation.⁵
 - 4.3.3 They have accepted that the church will always teach and encourage baptism after belief and agree not to actively teach or advocate against this position.

Admission of Members

- 4.4 The elders are responsible for determining each person's qualification for membership before being presented to the membership for consideration and voting.
- 4.5 To be admitted into membership a person must be accepted by a vote of not less than 75% of voting members present at any members meeting.

⁴ 'Accepting' the statements of position on secondary matters means that, even if they do not agree, they will not actively teach or agitate against these positions out of a desire to maintain unity in the church.

⁵ This means that those who were infant baptised in a church that held to a sacramental view of baptism (i.e. that baptism is the means of salvation) would not be able to seek membership until baptised after belief. This is because such a view of baptism demonstrates a wrong view of salvation.

Discipline of Members

- 4.6 Church discipline is the church's act of confronting someone's sin and calling them to repent, which, if the person does not, may culminate in exclusion from membership (Mat 18:15-20; Gal 6:1-2; 2 Tim 3:16-17; Tit 3:10-11; Jms 5:19-20).
- 4.7 Church discipline is motivated by: a loving desire that the person being disciplined would be restored (Gal 6:1-2; Heb 12:11-13; Jms 5:19-20), concern for the wellbeing and corporate witness of the church (1 Cor 5:1-13; 1 Cor 15:33; Eph 5:8-20; 2 Pet 2:2) and a desire that the church would reflect the character of God before a watching world (Eph 1:4; 1 Pet 2:11-12).
- 4.8 Any member that is consistently and unrepentantly neglectful of their responsibilities or engaging in conduct which dishonours the name of the Lord Jesus will be subject to church discipline according to the instructions of the Bible (Mat 18:15-17; 1 Cor 5:1-13).
- 4.9 Where a process of formal church discipline is being carried out, the elders must ensure that the member or members are treated fairly, including:
- 4.9.1 Being given sufficient details about the matters being investigated.
- 4.9.2 Being given appropriate opportunity to respond, either orally or in writing, to the matters being investigated.
- 4.9.3 Being given adequate notice of the date, time and venue of any meetings, including members meetings, at which the matter will be discussed or voted on.

Removal or Termination from Membership

- 4.10 Members who have been fulfilling the duties of a member, in good faith, can request a letter of recommendation to join another local church. Upon acceptance of this recommendation a member will be removed from the membership roll.
- 4.11 Members who are found to be inactive in the worship, fellowship and ministry of the church will be contacted by the elders. If there is no change in activity over a three-month period, they can be removed from the membership roll by the elders. Where this is done, the membership should be notified at the next members meeting.
- 4.12 Members who have been the subject of church discipline, under the leadership of the elders, can be removed from membership by a vote of not less than 75% of voting members present at any members' meeting. Importantly, the manner in which the motion is discussed and voted on must be consistent with section 4.9.
- 4.13 The church, under the direction of the elders, has the authority to refuse a member's voluntary resignation or transfer of membership if a process of church discipline is being carried out.

5.0 MEMBERS MEETINGS

Purpose and Spirit of Meetings

- 5.1 The purpose of members meetings is to renew our mutual commitment to one another, to rejoice and reflect on what God is doing and to collectively discern the will of the Lord Jesus.
- 5.2 As brothers and sisters in the Lord Jesus, members are to act in a spirit of mutual trust, openness, love and good faith which is appropriate within the body of our Lord Jesus. This includes honouring Jesus in both our conduct, discussion and decision making.

Regularity and Content of Meetings

- 5.3 There shall be at least four regular meetings held throughout the year. These meetings will usually be quarterly. The specific date and time are to be set by the elders.
- 5.4 Special members meetings may be called as required by the elders or at the written request to the elders by at least 30% of the voting membership. This request must clearly state the motion to be voted on or item for discussion. Where this occurs, the elders must call the meeting within one month of receipt of the request.
- 5.5 The elders are responsible for determining the agenda for each meeting with the exception of a special members meeting that has been requested by 30% of voting members (see section 5.4). If a member would like for a motion to be voted on or an item to be discussed they must provide this in writing to the elders for consideration.

Notification for Meetings

- 5.6 At a minimum of two weeks prior to any meeting, the elders are responsible for ensuring that notification is given about:
- 5.6.1 The date, time and location of a meeting.
- 5.6.2 The agenda for the meeting, including the motions to be voted on, the items to be discussed and the minutes from the previous meeting.
- 5.6.3 Any person who has applied for membership, including when they became a Christian, whether they have been baptised and the reasons why the elders believe they should or should not be received into membership.
- 5.7 Despite section 5.6, where the elders determine that wisdom dictates that appropriate notification cannot be given, a meeting may still proceed where approved by a vote of not less than 75% of voting members present. Prior to this vote, the chair of the meeting or any elder must explain why appropriate notification was not given.

Meeting Requirements

- 5.8 A quorum of at least 25% of total members is required for any meeting to validly approve a motion. Any meeting that cannot validly pass a motion must be rescheduled by the elders in one month where a budget is to be approved (see section 5.14) or audited financial reports are to be accepted (see section 5.15). Meetings for other matters can be re-scheduled at the discretion of the elders.
- 5.9 The chair of any meeting will usually be an elder who has been designated by the elders. The chair of the meeting may be administratively supported by any other member in good standing who is designated by the elders.⁶
- 5.10 Although members under the age of 18 may participate fully in every other part of a meeting (e.g. discussion, asking questions, prayer), only those who are 18 years of age or older may participate in voting (voting member).
- 5.11 Usually non-members are welcome to attend members' meeting. But their participation in meetings is at the discretion of the chair who can exclude their participation. The participation of members undergoing discipline is also at the discretion of the chair.
- 5.12 The minutes from the previous meeting must be accepted by the majority of voting members present at the meeting.
- 5.13 Voting for the appointment of deacons, elders and pastors, as well as any changes to the constitution (see section 9.0) or for dissolution (see section 10.0) will be done by secret ballot. All other voting will be at the discretion of the chair.
- 5.13 Unless otherwise stated, any motion presented by the elders can only be passed where approved by not less than 50% of voting members present at a meeting.
- 5.14 An operational budget shall be approved by the majority of voting members present at a meeting within four months after the end of the financial year. Prior to this approval and subject to the elders discretion, expenditure may continue at the prior year's level.
- 5.15 Audited financial reports from the previous year must be accepted by the majority of voting members present at a meeting once per year. The elders are responsible for appointing a qualified independent person to audit the church's accounts.⁷ This audit should occur not more than 6 months after the year end.

⁶ A member in 'good standing' is someone who is not undergoing formal church discipline and who is actively seeking to fulfil the membership covenant.

⁷ A 'qualified independent person' is someone who is not a member of the church and is either: 1) a registered company auditor who is a CPA, CA or IPA; or 2) another person who has substantial audit experience, audit qualifications and an appropriate level of insurance.

6.0 LEADERSHIP OFFICES

- 6.1 Under the Lord Jesus, the church members are the final authority. But Jesus, through His word gifts the church with leadership offices. The relationship between the members and those in leadership should be marked with a mutual dependence on the Lord Jesus and His word.

Office of Elder

Qualification and Role

- 6.2 An elder shall be a godly man who is a member in good standing that has been credo-baptised and fulfils the biblical qualifications of 1 Timothy 3:1-7, Titus 1:6-9 and 1 Peter 5:1-4. Specifically, an elder must: have proven moral and spiritual character; have the ability to define and defend doctrine as well as teach; manage his own family in a godly way; be respected both within the church and in the outside community; and have a desire to shepherd the church.

- 6.3 The primary role of an elder is to shepherd the church through prayer and the teaching of the word (Act 6:1-4; 1 Tim 3:2; Heb 13:17). The elders must also:

6.3.1 Establish and protect the doctrine of the church and ensure that there is faithful teaching (Act 20:28-31; 1 Tim 1:3; Tit 1:9).

6.3.2 Protect the church from false teaching (Act 20:28-31; Tit 1:9).

6.3.3 Equip the church for works of service (Mat 28: 16-20; Eph 4:11-12).

6.3.4 Manage and oversee the affairs of the church (1 Tim 3:5; Tit 1:7; 1 Pet 5:2).

6.3.5 Provide loving pastoral care (Act 20:28; 1 Pet 5:2).

6.3.6 Pray for the sick (Jms 5:14).

6.3.7 Lead the church in matters of discipline (1 Ths 5:12).

- 6.4 Pastors are elders who receive financial compensation and perform specific duties determined by the elders and approved by the church. These duties can include the role of senior or lead pastor. A pastor should either be registered by Queensland Baptists, or before appointment, agree to actively work towards this.

The Council of Elders

- 6.5 All elders are to be part of the Council of Elders who will organise itself appropriately to fulfil the role of elders. Each elder shall be equal in authority but may be specialised in function.

- 6.6 As part of overseeing the affairs of the church and in addition to the general shepherding responsibilities (see section 6.3), the Council of Elders are responsible for:

- 6.6.1 Strategic planning and oversight of the church's activities in line with the purpose of the church (see section 2.0).
- 6.6.2 Wisely managing the finances of the church, including presenting an operational budget, once per year, to the members for approval.
- 6.6.3 Ensuring that capital projects, outside of the operational budget, are approved by the members and have appropriate project governance.
- 6.6.4 Ensuring that total expenditure does not exceed 10% of any budget, unless approved at a members meeting.⁸
- 6.6.5 Managing all risks and legal responsibilities of the church.
- 6.6.6 Overseeing staff appointments, as well as developing and maintaining a staff remuneration policy.

Election Process

- 6.7 It is primarily the responsibility of the elders to raise up, train, examine and propose prospective elders. Notwithstanding this, any member in good standing can confidentially nominate a prospective elder through writing to the Council of Elders. But it is the responsibility of the elders to assess the suitability of any nominee.
- 6.8 The name of any person being nominated for the position of elder or pastor must be provided to the membership at least two months prior to a members' meeting. The name of any elder or pastor being re-nominated must be provided to the membership one month prior to any members' meeting.
- 6.9 An election can be carried out for the position of elder or pastor at any members' meeting. For a nominee to become an elder or a pastor they must be approved by not less than 75% of voting members present.
- 6.10 A lay elder is elected to the office for a period of 3 years. They must then be re-nominated by the elders and elected by the membership if they are to continue. A pastor may be appointed for not more than 5 years. After this point they may be re-nominated by the elders and elected by the membership if they are to continue.

⁸ This is to be assessed cumulatively, not based on each line item of a budget. For example, if total budgeted expenditure is \$500,000, then actual expenditure must not exceed \$550,000.

Office of Deacon

Qualification and Role

- 6.11 A deacon must be a member in good standing who fulfils the biblical qualifications as set out in 1 Timothy 3:8-13. Specifically, a deacon will be a humble and godly man or woman who has proven moral and spiritual character, the ability to manage their own family in a godly way, and the capacity to serve so that the elders can commit themselves fully to the work of shepherding in the church.
- 6.12 The role of a deacon is to coordinate key areas of service that are not primarily word-based and usually relate to serving the physical and practical needs of the church.
- 6.13 The specifics of each role will be determined by the elders to ensure that it frees them up to more fully engage in the work of shepherding. Deacons are accountable to the elders who are ultimately responsible for overseeing the affairs of the church.

Election Process

- 6.14 An election for the office of deacon can be carried out at any members meeting. For a nominee to become a deacon they must be approved by not less than 75% of voting members present.
- 6.15 Any member in good standing can confidentially nominate a person for the role of deacon. But it is the responsibility of the elders to assess the suitability of any nominee before being presented to the membership.
- 6.16 The name of any person being nominated to be a deacon, along with the proposed role, must be provided to the membership at least one month prior to a members' meeting.
- 6.17 A deacon is elected to the position while the need exists, and the elders are responsible for reviewing the need for the role and the suitability of the person elected. If the role substantially changes during this time, the deacon must be re-nominated by the elders and re-elected into the new role.

Treasurer

Qualification and Role

- 6.18 The treasurer must be a member in good standing who fulfils the qualifications for a deacon (see section 6.11). They must also have appropriate financial skill to provide oversight of all financial and accounting activities of the church.⁹
- 6.19 The treasurer will be a deacon who supports the elders in providing oversight of the financial and accounting activities of the church. This will include:

⁹ The elders may decide to have a finance team instead of an individual treasurer. Where this is the case, each person nominated to the team must fulfil all of the same qualifications required of the treasurer and go through the same election process.

- 6.19.1 Ensuring that all funds, assets and securities are wisely managed, and that all financial legal obligations are met.
- 6.19.2 Overseeing the accounting of all funds, including providing advice on financial controls, as well as maintaining accurate records of receipts and disbursements.
- 6.19.3 Providing regular and accurate financial statements to the elders.
- 6.19.4 Presenting financial statements at members' meetings.
- 6.19.5 Providing advice and any other necessary information to the elders to assist in making good financial decisions.
- 6.19.6 Working with the elders on any budgets.

Election Process

- 6.20 An election for the position of treasurer can be carried out at any members' meeting. For a nominee to become a treasurer they must be approved by not less than 75% of voting members present.
- 6.21 Any member in good standing can nominate a person for the role of treasurer, but it is the responsibility of the elders to assess the suitability of any nominee before being presented to the membership.
- 6.22 The name of any person being nominated to be the treasurer must be provided to the membership at least one month prior to a members' meeting.
- 6.23 The treasurer is elected to the position for not more than three years. After this point they must be re-nominated by the elders and re-elected by the membership.¹⁰

Appointment to Other Positions—Paid and Unpaid

- 6.24 The elders may establish and appoint people to other administrative and ministry positions provided that they do not conflict with the offices and positions established in this constitution. The elders must ensure that people appointed to these positions have the necessary character, competence and conviction.
- 6.25 As per section 6.10 any pastor must be elected by the membership. Other paid positions can be established and appointed by the elders provided that the necessary financial compensation falls within the approved annual operational budget. Otherwise, approval by the membership is necessary.

¹⁰ To be clear, this means that a person nominated for the position of treasurer can agree to be nominated for a period shorter than three years in consultation with the elders.

Dismissal from Office or Position

- 6.26 Any person appointed to an office or position can be dismissed from the office or position where misconduct dishonours the Lord Jesus and the church, or where formal church discipline is being undertaken. The process by which a person is to be removed from their position is to be consistent with the process by which they were appointed under this constitution.¹¹

¹¹ This means, for example, that an elder or a deacon can only be dismissed where approved by not less than 75% of voting members at a properly constituted members meeting.

7.0 *ADDITIONAL FINANCIAL REQUIREMENTS*

- 7.1 The Church shall be maintained primarily by voluntary contributions and gifts by its members. Although contributions or gifts designated for a particular purpose will be treated with proper respect, they will only be accepted under the following conditions:
- 7.1.1 They are free from any legal obligation to be used for a particular purpose, unless approved by a majority of voting members at any members meeting.
 - 7.1.2 They are available for any use consistent with the purpose of the church, unless approved by a majority of voting members at any members' meeting.
- 7.2 The church shall notify members and other persons or organisations contributing to the Church of the conditions in section 7.1.
- 7.3 Despite section 7.1, the Church can receive grants that have been approved by the elders where they are consistent with the purpose of the Church.
- 7.4 No portion of the assets and income of the Church shall be distributed to the members of the Church, except as genuine compensation for services rendered or expenses incurred.

8.0 MAKING OF OTHER POLICIES

- 8.1 The elders may make other policies to support the wise and prudent running of the church, including meeting any financial and legal obligations. These policies must always be made to further the purpose of the church as defined in this constitution and must not contradict any part of this constitution.
- 8.2 The elders must notify members at the next members' meeting of any new policies, or material amendments to existing policies, approved by the elders.
- 8.3 Where there are any substantial breaches of policies, the elders must take steps to rectify these breaches as soon as possible and notify members at the next members' meeting.

9.0 AMENDING OR REPLACING CONSTITUTION OR COVENANT

- 9.1 The constitution and membership covenant can only be altered or replaced where approved by not less than 75% of voting members present at any members' meeting. Any proposed alteration or replacement must be given in writing at least one month prior to the meeting.

10.0 DISSOLUTION

- 10.1 In the event that the elders of the church determine that there is reasonable cause to dissolve Eastside Community Church, the elders must call a special members' meeting (see section 5.4).
- 10.2 The elders must give proper notification about the intention to dissolve the church (see section 5.6) and the reasons for this intention. The church can only be dissolved where approved by not less than 75% of voting members present.
- 10.3 In the event of the church being dissolved, all property, assets and monies which remain after such dissolution and the satisfaction of all debts and liabilities shall be vested in the Baptist Union of Queensland. Notwithstanding any previous or following provisions, this clause shall not be rescinded or amended without the prior approval of the Baptist Union of Queensland.