

CONSTITUTION 2012	PROPOSED CONSTITUTION & BYLAWS	CHANGES/MENDMENTS RATIONALE/COMMENTS
<p><b>Article 1 – Name and Objects</b></p> <p><b>1.1 Official Name</b></p> <p>1.1 The name of this religious society shall be “River West Christian Church”, hereafter referred to as the “Church”. The Church is registered as a religious society pursuant to the Religious Societies’ Land Act, R.S.A. 2000, c. R-15.</p> <p><b>1.2 Object</b></p> <p>1.2.1 The objects of the Church shall be:</p> <p>1.2.1.1 To carry out the ministry programs for the benefit of the congregation and the community;</p> <p>1.2.1.2 To perform pastoral and missionary work;</p> <p>1.2.1.3 To provide religious instruction; and</p> <p>1.2.1.4 To provide a weekly worship experience for the congregation and the community.</p> <p>1.2.2 The activities of the Church shall be carried on without the purpose of financial gain for its members, and any profits or accretions to the Church shall be used in promoting its purposes.</p> <p><b>Article 2 – Affiliation</b></p> <p>2.1 Affiliation</p> <p>2.1. The Church shall be a member of the Alberta Conference of the Mennonite Brethren Churches (hereafter referred to as ABMB) and the Canadian Conference of Mennonite Brethren Churches (hereafter referred to as CCMBC). It shall give moral and material support to the above-named</p>	<p><b>Article 1 – Name and Incorporation</b></p> <p><b>1.1</b> The name of this religious society is River West Christian Church (“Church”).</p> <p><b>1.2</b> The Church is registered as a religious society pursuant to the <i>Religious Societies’ Land Act</i>, R.S.A. 2000, c. R-15.</p> <p><b>Article 2 - Purposes</b></p> <p><b>2.1</b> The purposes of the Church are:</p> <p>2.1.1 To maintain a house of worship with regular gatherings to benefit the congregation;</p> <p>2.1.2 To advance religious teachings and practice in accordance with the Christian faith; and</p> <p>2.1.3 To provide pastoral and missional services to the congregation and community.</p> <p><b>2.2</b> The activities of the Church shall be carried on without the purpose of financial gain for its Members. Any profits to the Church shall be used in promoting its purposes.</p> <p><b>Article 3 Affiliation</b></p> <p>3.1 The Church is a member of the Alberta Conference of Mennonite Brethren Churches (“ABMB”) and the Canadian Conference of Mennonite Brethren Churches (“CCMBC”).</p>	<p>In the 2020 version</p> <ul style="list-style-type: none"> <li>● Term “Purpose” used rather than “Objects”</li> <li>● Purposes utilize input from the ABMB template and making the purposes succinct</li> <li>● 2012 version had Objects as 1.2,</li> <li>● 2020 version has Purposes as separate: Article 2, thus numbering is different.</li> </ul>

<p>Conferences. All articles of this Constitution and proposed revisions shall be in accord with the constitutions of the above-named Conferences.</p> <p><b>Article 3 – Registered Office</b>  3.1 Registered Office  3.1. The Registered Office of the Church shall be located at 19815 45 Ave NW Edmonton AB, T6M 2N4, or at such other address in Alberta as the Leadership Team of the Church may from time to time, by resolution, direct.</p> <p><b>Article 4 – Confession of Faith</b>  4.1 Confession of Faith 4.1 The Confession of Faith of the CCMBC shall serve as the Confession of Faith of the Church. The Church shall not pass or accept resolutions or practices which are in conflict with this Confession of Faith. All resolutions and practices shall be consistent with the understanding of the Bible developed under a community hermeneutic as reflected in this Confession of Faith</p>	<p>3.2 The Church shall give moral and material support to the ABMB and CCMBC</p> <p><b>Article 4 Confession of Faith</b></p> <p><b>4.1</b> The Confession of Faith of the CCMBC serves as the Confession of Faith for the Church.</p> <p><b>4.2</b> The Church shall not pass or accept resolutions or engage in practices that are in conflict with this Confession of Faith.</p> <p><b>4.3</b> The Holy Bible, as interpreted through a community hermeneutic described in this Confession of Faith, is the final authority in all matters of faith and conduct.</p> <p><b>Article 5 Membership</b></p> <p><b>5.1</b> The Members of the Church are those who have been accepted by the Church according to the processes set out in the Bylaws.</p> <p><b>Article 6 Organization and Operations</b></p> <p><b>6.1</b> The organizational structure of the Church shall consist of a Leadership Team comprised as set out in the Bylaws.</p> <p><b>6.2</b> The members of the Leadership Team shall be elected by the Membership of the Church through the processes set out in the Bylaws.</p> <p><b>6.3</b> The Church shall pass Bylaws to provide for its operations.</p>	<p>Registered office is not required and not put into the 2020 version</p> <p>Formatting changes</p> <p>Membership definition is moved into the Constitution from the Bylaws of 2012 (Bylaw 1.1.3)</p> <p>Organization and Operation is moved into the Constitution from the Bylaws of 2012</p> <p>6.1 is from former Bylaw 3.1.1</p> <p>6.2 is a new statement</p> <p>6.3 is a new statement</p>
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<p style="text-align: center;"><b>Bylaws</b></p> <p><b>Definitions</b>  In these Bylaws, unless the context otherwise requires, the following definitions shall apply:</p> <p>“ABMB” means the Alberta Conference of the Mennonite Brethren Churches;</p> <p>“Accountability” means the positive and neutral process of monitoring progress and measuring results;</p> <p>“Act” means the Religious Societies’ Land Act, R.S.A. 2000, c. R-15;</p>	<p><b>Article 7 Amendments</b></p> <p><b>7.1</b> A two-thirds majority of Members present at a Members’ meeting may amend the Constitution.</p> <p><b>7.2</b> Proposed amendments to the Constitution must first be submitted to the Leadership Team, who shall give 30 days’ notice to the Membership before presenting the amendment at a Members’ meeting. The notice must contain the exact wording of the proposed amendment.</p> <p><b>Article 8 Dissolution</b></p> <p><b>8.1</b> A two-thirds majority of Members present at a Members’ meeting may dissolve the Church.</p> <p><b>8.2</b> The Leadership Team must give 30 days’ notice to the Membership of any meeting to consider a proposal to dissolve the Church.</p> <p><b>8.3</b> If any property remains after the Church has been dissolved and has satisfied its debts and liabilities, that property shall be transferred to the ABMB.</p> <p style="text-align: center;"><b>Bylaws of River West Christian Church</b></p> <p><b>Article 1 Definition</b></p> <p>1.1 In these Bylaws, the following definitions apply:</p> <p>1.1.1 “ABMB” means the Alberta Conference of the Mennonite Brethren Churches;</p> <p>1.1.2 “Act” means the Religious Societies’ Land Act, R.S.A. 2000, c. R-15;</p>	<p>Amendments is Moved into the Constitution from the Bylaws of 2012 Article 2.9</p> <p>Length of Notice changed from 60 to 30 days.</p> <p>Dissolution is moved into the Constitution from the Bylaws of 2012, Article 2.10</p> <p>Length of Notice changed from 60 to 30 days.</p> <p>Formerly 2012 Bylaw 2.11</p> <p>Numbers added to Definitions for quick reference</p> <p>Accountability definition not included in 2020</p>
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<p>“Authority” includes the authority and resources that are delegated from one individual or group to another;</p> <p>“Bylaw” or “Bylaws” means any Bylaw of the Church from time to time in force and effect;</p> <p>“CCMBC” means the Canadian Conference of Mennonite Brethren Churches;</p> <p>“Church” means the religious society registered under the Religious Societies’ Land Act, R.S.A. 2000, c. R-15, and named “River West Christian Church”;</p> <p>“Confession of Faith” means the theological centre of the Church’s core belief as stated in the Confession of Faith of the Canadian Conference of Mennonite Brethren Churches attached hereto as Appendix A;</p> <p>“Constitution” means the Constitution of the Church;</p> <p>“Elder” means a person appointed to the Leadership Team of the Church;</p> <p>“Expectations” are associated with Responsibility and are expressed in the form of goals (quantity), standards (quality) and tasks (details);</p> <p>“Governance” means the process by which the Leadership Team provides leadership and direction for the Church. Governance involves designing Structure and Governance processes, directing strategic priorities, delegating Authority and Responsibility and measuring and monitoring results;</p> <p>“Governance Manual” means the manual that describes the structure and processes of Governance for the Church;</p> <p>“Leadership Team” means the governing body of the Church</p> <p>“Member” means a person who has been accepted as a member of the Church. “Members” or “Membership” means collectively all of the members of the Church.</p>	<p>1.1.3 “Bylaw” means any Bylaw of the Church in force and effect;</p> <p>1.1.4 “CCMBC” means the Canadian Conference of Mennonite Brethren Churches;</p> <p>1.1.5 “Church” means the religious society registered under the Act named “River West Christian Church”;</p> <p>1.1.6 “Confession of Faith” means the Confession of Faith of the CCMBC;</p> <p>1.1.7 “Constitution” means the Church’s Constitution;</p> <p>1.1.8 “Elder” means a person elected to the Leadership Team;</p> <p>1.1.9 “Governance Manual” means the manual that describes the structure and processes of governance for the Church;</p> <p>1.1.10 “Leadership Team” means the body described in Article 4 of these Bylaws;</p> <p>1.1.11 “Member” means a person who has been accepted as a member of the Church according to these Bylaws;</p> <p>1.1.12 “Membership” means collectively all the Members of the Church;</p>	<p>Authority definition not included in 2020</p> <p>“Appointed” has been changed to “Elected”</p> <p>Expectation definition removed from 2020</p> <p>Governance definition is removed in 2020</p>
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<p>“Moderator” means the person appointed by the Leadership Team to act as the Moderator of the Church;  “Objects” means the objects of the Church as set out in the Constitution;  “Officer” means a person appointed as an officer of the Church;  “Religious Society” means the religious society known as “River West Christian Church”;  “Responsibility” or “Responsibilities” means the area or areas of work being delegated by one individual or group to another individual or group.  “Structure” means the design of a relationship in which Authority and Responsibility are being delegated from one individual or group to another. Components of Structure include Authority, limitations of Authority, Responsibilities, Expectations of Responsibility and Accountability.</p> <p><b>Article 1 – Membership Structure</b></p> <p><b>1.1 Authority</b></p> <p>1.1.1 The source of Authority of individual Members arises from the delegation of Authority from the Membership acting as a group to individual Members.  1.1.2 The Authority to determine membership in the Church is delegated by the Membership to the Leadership Team in accordance with Article 2.1.  1.1.3 Members in the Church shall be those persons who have applied and been accepted as a Member of the Church in accordance with Article 2.1</p> <p><b>1.2 Limitations of Authority</b></p> <p>1.2 Unless prior written authorization has been obtained from the Leadership Team, Members may not individually or collectively:  1.2.1 Speak to media on behalf of the Church; or  1.2.2 Transact any business on behalf of the Church.</p>	<p>1.1.13 “Purposes” means the purposes of the Church as set out in the Constitution;  1.1.14 “Officer” means a person appointed as an officer of the Church.</p> <p><b>Article 2 Membership</b></p> <p><b>2.1 Acceptance of Members</b></p> <p><b>2.1.1</b> A person may apply to become a Member by submitting an application to an Elder or a pastor of the Church.  <b>2.1.2</b> The Leadership Team may require an applicant to participate in a membership class, attend an interview with the Leadership Team, or provide further information to the Leadership Team.  <b>2.1.3</b> The Leadership Team may approve the applicant to become a Member if the applicant:  <b>2.1.3.1</b> has been baptized upon his or her confession of faith; and  <b>2.1.3.2</b> has made a commitment to further the Church’s Purposes, to mutual accountability within the Membership, and to fulfilling the role of Members as set out in Article 2.2.</p>	<p>Moderator definition removed from 2020</p> <p>Purposes rather than the term Object used in 2020</p> <p>Religious Society, Responsibility and Structure definitions removed from 2020</p> <p>As Definitions become Article 1 in 2020 so Membership becomes Article 2</p> <p>2020 Membership section is numbered according to potential activity: Acceptance, Role, Discipline, Termination of Membership.  (Note reinstatement is not included in 2020. If membership is suspended)</p> <p>1.1.1 in 2012 is deleted in 2020  1.1.3 in 2012 is now 5.1 in 2020 Constitution</p> <p>Limitations of Authority has been removed in 2020</p>
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<p>1.2.3 Vote by proxy.</p> <p><b>1.3 Responsibilities of Members</b> 1.3 Each Member is responsible for providing moral and material support to the projects and activities of the Church.</p> <p><b>1.4 Expectations of Responsibility</b> 1.4 Each Member is expected to participate in: 1.4.1 The ministry programs for the benefit of the Church's congregation and the community; 1.4.2 Pastoral and missionary work; 1.4.3 Religious instruction; 1.4.4 A weekly worship experience for the Church's congregation and the community; 1.4.5 Decision making processes of the Church; 1.4.6 Ministries for which they are gifted; and 1.4.7 Effective stewardship.</p> <p><b>1.5 Mutual Accountability</b> 1.5 The relationship of individual Members to the Membership of the Church shall be characterized by a spirit of mutual Accountability and submission to one another under the lordship of Jesus Christ.</p> <p><b>Article 2 Membership Processes</b> <b>2.1 Establishing Membership in the Church</b> 2.1.1 A person applying to become a Member must: 2.1.1.1 be at least 18 years of age; 2.1.1.2 have been baptized upon his or her confession of faith in accordance with the Confession of Faith; and</p>	<p><b>2.1.4</b> New Members shall be publicly welcomed into the Membership at a designated worship service of the Church.</p> <p><b>2.2 Role of Members</b></p> <p><b>2.2.1</b> Each Member shall:</p> <p><b>2.2.1.1</b> Respect the spiritual authority and direction of the Elders;</p> <p><b>2.2.1.2</b> Engage in mutual accountability and discipleship with other Members;</p> <p><b>2.2.1.3</b> Participate in ministries for which they are gifted;</p> <p><b>2.2.1.4</b> Participate in the Church's decision-making processes, including by attending Members' meetings;</p> <p><b>2.2.1.5</b> Regularly attend the Church's weekly worship service; and</p> <p><b>2.2.1.6</b> Contribute financially and materially to the Church in accordance with biblical principles.</p> <p><b>2.3 Discipline of Members</b></p> <p><b>2.3.1</b> Members may become subject to discipline by:</p> <p><b>2.3.1.1</b> Failing to fulfil the role of a Member as set out in Article 2.2; or</p> <p><b>2.3.1.2</b> Conduct inconsistent with the Confession of Faith, detrimental to the Church's Purposes, or likely to harm the testimony of the Church in the community.</p> <p><b>2.3.2</b> Before disciplining the Member, the Leadership Team shall first attempt to</p>	<p>Role of Members combines the responsibilities, expectations of responsibilities and mutual accountability found in 2012.</p> <p>Discipline of Members is new in 2020 but reflects the intent of former Bylaws 2.2.4 and 2.3.</p> <p>Requirement to be at least 18 years old is removed from the requirements to be a member in 2020.</p>
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<p>2.1.1.3 have committed themselves to membership in the Church in submission to the terms of membership as set out in these Bylaws.</p> <p>2.1.2 Application for membership in the Church shall be made by submitting an application form to a pastor of the Church or to one of the Elders. The Leadership Team may request that the applicant participate in orientation sessions, attend an interview with the Leadership Team or its designated representatives and provide further information to the Leadership Team as required. If the Leadership Team is satisfied that the applicant meets the criteria for membership set out in Article 2.1.1, the Leadership Team may approve the applicant. New Members shall be publicly welcomed into the Church at a designated Worship Service of the Church.</p> <p><b>2.2 Termination of Membership</b>  2.2 Membership terminates upon occurrence of any of the following:</p> <p>2.2.1 a Member's written resignation received and accepted by the Leadership Team;</p> <p>2.2.2 a Member becoming a member of another Church. Except by special arrangement between the Leadership Team and the Member, when a Member ceases to attend the Church and supports and joins another Church, the Member's membership shall be evaluated and terminated by the Leadership Team;</p> <p>2.2.3 death of the Member;</p> <p>2.2.4 termination of membership by the Leadership Team for conduct which is not consistent with the Church's Confession of Faith or would be detrimental to the Objects of the Church or would harm the</p>	<p>restore the Member in accordance with biblical principles.</p> <p><b>2.3.3</b> If the Member cannot be restored, the Leadership Team may discipline a Member including by:</p> <p><b>2.3.3.1</b> Suspending Membership privileges for a period not longer than one year;</p> <p><b>2.3.3.2</b> Terminating the Member's Membership. This shall be done in writing where possible.</p> <p><b>2.4 Termination of Membership</b></p> <p><b>2.4.1</b> Membership terminates by:</p> <p><b>2.4.1.1</b> The Member's resignation being communicated to the Leadership Team;</p> <p><b>2.4.1.2</b> The Member becoming a member of another church;</p> <p><b>2.4.1.3</b> The Member's death; or</p> <p><b>2.4.1.4</b> Decision of the Leadership Team under Article 2.3.3.2.</p>	
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<p>testimony of the Church in the community; or 2.2.5 termination of membership by the Leadership Team following a period, greater than one year, of failure by the Member to meet all of the expectations of Responsibilities set out in Article 1.4.</p> <p><b>2.3 Reinstatement of Membership</b> 2.3 Any person who has been terminated from membership pursuant to Article 2.2.5 may be reinstated by the Leadership Team after three months of fulfilling the expectations of Responsibilities of Members as set out in Article 1.4. Persons removed for any other reason shall be required to reapply for membership in accordance with Article 2.1.</p> <p><b>2.4 Meetings of Members</b> 2.4.1. An annual general meeting of Members shall be held within three months from the end of the fiscal year at a time and place fixed by the Leadership Team. 2.4.2 Special meetings of Members shall be called by the Moderator or any two Elders other than the Moderator and shall be held at a time and place fixed by the Leadership Team.</p>	<p><b>3 Article 3 Members' Meetings</b></p> <p><b>3.1 Annual General Meeting</b></p> <p><b>3.1.1</b> The Church shall hold an annual general meeting once a year at a time and place determined by the Leadership Team, but no later than three months after the end of the fiscal year, if possible.</p> <p><b>3.1.2</b> The purpose of the annual general meeting is to receive reports from the Leadership Team, approve the upcoming budget, and to elect Elders as required.</p> <p><b>3.1.3</b> At each annual general meeting, the Membership shall elect no less than two Members to be responsible for an audit of the Church's financial records. The results of the audit must be made available to the Membership when completed. Those Members elected must either:</p> <p><b>3.1.3.1</b> Undertake an audit of the Church's financial records; or</p>	<p>Reinstatement section not included in 2020 as the process to become a member is already in place.</p> <p>Information on all meetings is put in one section. Notice, quorum and decision making is the same for all meetings.</p> <p>An annual audit is required and Membership should have input into who conducts the audit.</p>
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<p><b>2.5 Notice</b></p> <p>2.5.1 Subject to Article 2.5.2, notice of the annual general meeting or any special meeting of Members of the Church, shall be given in writing two weeks prior to the date fixed for such a meeting and agenda items must be identified in the notice of meetings.</p> <p>2.5.2 A meeting to consider any proposed dealing with real property shall be called by giving not less than 2 weeks' notice, including 2 Sundays, before the date of the meetings. The notice shall:</p> <p>2.5.2.1 state the time, place and particular object for which the meeting is called;</p>	<p><b>3.1.3.2</b> Recommend the services of qualified external auditors to the Leadership Team, which may approve engaging such services.</p> <p><b>3.1.4</b> The Leadership Team shall give notice of the annual general meeting and shall publish and distribute the agenda and proposed budget for the annual general meeting to the Membership at least two weeks before the meeting.</p> <p><b>3.2 Special General Meeting</b></p> <p><b>3.2.1</b> Special general meetings may be called by the Moderator or any two Elders other than the Moderator and shall be held at a time and place determined by the Leadership Team.</p> <p><b>3.2.2</b> The Leadership Team shall give notice of the special general meeting and the reason for it to the Membership a minimum of one week before the meeting.</p> <p><b>3.3 Notice</b></p> <p><b>3.3.1</b> Notice may be given to Members by:</p> <p><b>3.3.1.1</b> Mail;</p> <p><b>3.3.1.2</b> Notice published in a regular newsletter sent to all Members individually, or</p> <p><b>3.3.1.3</b> Electronic means, such as e-mail.</p> <p><b>3.3.2</b> The accidental omission to give notice or the failure of a Member to receive notice does not invalidate proceedings at a meeting.</p>	
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<p>2.5.2.2 be posted at the meeting place for the congregation of the Church; and  2.5.2.3 be read at all intervening services held in the meeting place for the Church.</p> <p>2.5.3 Notice may be given to Members either by:  2.5.3.1 mail;  2.5.3.2 notice published in a regular newsletter sent to all Members individually; or  2.5.3.3 electronic means, such as e-mail or facsimile.</p> <p>2.5.4 A notice sent by mail shall be deemed to have been given on the fifth day following the day on which the notice was mailed. In proving that proper notice has been given it is sufficient to show that notice was properly addressed and put in a Canadian post office receptacle. A notice sent by electronic or facsimile transmission shall be deemed to have been given on the day following the day on which the notice has been confirmed as received.</p> <p>2.5.5 The accidental omission to give notice of a meeting to, or the non-receipt of a notice by a member that is entitled to receive notice does not invalidate proceedings at that meeting.</p> <p><b>2.6 Voting Privileges and Quorum</b></p> <p>2.6.1 Only Members present at a meeting shall have the right to vote on motions. Each Member shall be entitled to one vote. Voting by proxy shall not be permitted.</p> <p>2.6.2 A quorum for any meeting of the Church shall be obtained when the Members present at the meeting represent more than one-fifth of the Members in good standing.</p> <p>2.6.3 A majority of the votes cast by the Members present and carrying voting rights shall determine the questions and</p>	<p><b>3.4 Quorum</b></p> <p><b>3.4.1</b> Quorum for any Members' meeting is met when the Members present at the meeting represent more than one-fifth of all Members.</p> <p><b>3.4.2</b> If quorum is not met for any meeting, that meeting shall be adjourned for no more than 30 days to a place determined by the Leadership Team.</p> <p><b>3.5 Decision-making at meetings</b></p>	<p>Same Quorum requirements for all Members' meetings</p>
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<p>motions for the meetings. The only exception to this is where the vote or consent of a greater number of Members is required by these Bylaws.</p> <p>2.6.4 Ballot voting shall be conducted at the discretion of the Moderator in charge of the meeting of the members</p> <p><b>2.7 Rules of Procedure</b>  2.7 Robert's Rules of Order shall be followed in all proceedings, and the Secretary of the Leadership Team shall ensure that a copy of Robert's Rules of Order is available at all meetings provided; however, the Moderator or a person designated by the Moderator shall have the power to vary Robert's Rules of Order as he or she thinks fit in order to accomplish the Objects of the Church.</p> <p><b>2.8 Approval of Lead Pastor and Interim Lead Pastor by Members</b>  2.8.1 In the event of a vacancy in the Lead Pastor position, candidates for Lead Pastor or Interim Lead Pastor, who have been interviewed and approved by the Search and Discernment Team, shall be presented to the Members for a vote at an annual general meeting or a special meeting of members to approve any such candidate as Lead Pastor or Interim Lead Pastor.  2.7.2 A quorum for any vote to approve a candidate for Lead Pastor or Interim Lead Pastor shall be obtained when the Members present at the meeting represent one-fifth of the Members in good standing.  2.7.3 A candidate for Lead Pastor or Interim Lead Pastor shall be approved for such position when 85% of the Members present at the meeting vote in favour of such candidate.</p>	<p><b>3.5.1</b> Only Members present at a meeting shall have the right to vote. Voting by proxy is not permitted.</p> <p><b>3.5.2</b> Each Member is entitled to one vote.</p> <p><b>3.5.3</b> Votes are determined by a simple majority of the Members present unless a greater number is otherwise required by the Constitution, Bylaws, or Act.</p> <p><b>3.5.4</b> Procedure for conducting the meeting, is at the discretion of the Moderator, unless a Member objects, in which case Robert's Rules of Order must be followed.</p>	<p>Approval of Lead Pastor and Interim Lead Pastor is address in 2020 version after the description of the role of the Leadership Team in Article 5.2</p>
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<p><b>2.9 Amendments to the Constitution and Bylaws</b></p> <p>2.9.1 The Constitution and Bylaws of the Church may be amended by a two-thirds-plus-one vote of those Members present at any special meeting of Members duly called for that purpose.</p> <p>2.9.2 Amendments to the Constitution and Bylaws may be proposed by Members, the Leadership Team or committees of the Church.</p> <p>2.9.3 All proposed amendments to the Constitution and Bylaws shall be submitted to the Leadership Team. The Leadership Team shall call a special meeting of the Members for the purpose of considering and voting on any proposed amendments to the Constitution and Bylaws and shall give notice to Members of the special meeting.</p> <p>2.9.4 The Leadership Team shall give Members at least 60 days notice of the special meeting to consider and vote on the proposed amendment to the Constitution or Bylaws. Such notice shall contain the exact wording of any such proposed amendment and shall also contain a clear and concise explanation of the purpose and intention thereof.</p> <p>2.9.5 A quorum for any vote to amend the Constitution or Bylaws shall be obtained when the Members present at the meeting represent more than one-fifth of the Members in good standing.</p> <p><b>2.10 Dissolution of the Church</b></p> <p>2.10.1 Dissolution of the Church shall only be carried out by a two-thirds-plus-one vote of Members present at a special meeting of the Members duly called for that purpose or at an annual general meeting of the Members.</p> <p>2.10.2 The Leadership Team shall give Members at least 60 days notice of any</p>		<p>Amendments to the Constitution in 2020 version is address in the Constitution section, Article 7. Amendments to Bylaws covered in Article 6 below.</p> <p>Dissolution of the Church and Disposition of Property in 2020 version is addressed in the Constitution in Article 8</p>
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<p>meeting to consider and vote on a proposal to dissolve the Church. Such notice shall contain the exact wording of any such proposed dissolution.</p> <p>2.10.3 A quorum for any vote to dissolve the Church shall be obtained when the Members present at the meeting represent more than one-fifth of the Members in good standing.</p> <p><b>2.11 Disposition of Property</b></p> <p>2.11 If, upon the dissolution of the Church, there remains, after the satisfaction of all debts and obligations, any property or assets that formerly belonged to the Church, then that property shall be given or otherwise transferred to the ABMB.</p> <p><b>Article 3 Leadership Team Structure</b></p> <p><b>3.1 Authority</b></p> <p>3.1.1 The source of all of the Leadership Team's Authority arises from the delegation of Authority from the Membership acting as a group to the Leadership Team. The Members shall provide the resources required by the Leadership Team. The Members shall provide the resources required by the Leadership Team to fulfill its Responsibilities.</p> <p>3.1.2 The Membership, through approval of these Bylaws, affirms that the Leadership Team shall consist of a minimum of four (4) Elders and a maximum of twelve (12) Elders having the Authority set out in Article 3.1.3. The Leadership Team shall include a Moderator, Assistant Moderator, Secretary and Financial Review Team Leader.</p>	<p><b>4 Article 4 Leadership Team</b></p> <p><b>4.1 General</b></p> <p><b>4.1.1</b> The directors of the Church shall be known as the Leadership Team.</p> <p><b>4.1.2</b> The Leadership Team, elected by the Membership, administers the affairs of the Church in all things. The Leadership Team may enter into any lawful agreement on behalf of the Church and authorize expenditures on behalf of the Church.</p> <p><b>4.2 Structure</b></p> <p><b>4.2.1</b> The Leadership Team shall consist of a minimum of four Elders and a maximum of twelve Elders.</p> <p><b>4.2.2</b> The Lead Pastor is a non-voting ex-officio member of the Leadership Team.</p> <p><b>4.3 Role</b></p>	<p>New Article 4 incorporates previous Articles 3 and 4. But is re-ordered and reworded.</p> <p>Such wording is intended to clarify and protect the authority and rights of Members and Elders and the relationship between them.</p> <p>Wording in these Articles is used to make clear that Members rights to:</p> <ul style="list-style-type: none"> <li>-elect Elders</li> <li>-elect Audit Team representatives</li> <li>-elect Search and Discernment Team representatives for Elders</li> <li>-vote on additional Elder terms</li> <li>-vote on Termination of Elders</li> <li>-vote on the budget</li> <li>-vote on selection of Lead Pastor and Interim Lead pastor</li> <li>-vote on Amendments to the Constitution and Bylaws</li> <li>-vote on dissolution of the Church and property</li> </ul> <p>Authority of Elders is also confirmed.</p>
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<p>3.1.3 The Leadership Team shall exercise Authority for the general welfare of the Church and shall give leadership to the Church as follows:</p> <p>3.1.3.1 The Leadership Team shall administer the affairs of the Church in all things. The Leadership Team may enter into any agreement on behalf of the Church which the Church may lawfully enter into and may authorize any Elder or Elders or any Officer or Officers to execute all such documents and do all such things as are required to give effect to such agreements.</p> <p>3.1.3.2 The Leadership Team shall have the power to authorize expenditures on behalf of the Church from time to time and may delegate by resolution to an Elder or Elders or Officer or Officers of the Church the right to employ and pay salaries to employees.</p> <p>3.1.3.3 The annual budget prepared by the Operations Team shall be subject to final approval by the Leadership Team. The Leadership Team shall operate in accordance with the annually approved budget unless a revised budget is subsequently approved by the Leadership Team.</p> <p>3.1.3.4 The Leadership Team shall have the power to enter into a trust arrangement with a trust company for the purpose of creating a trust fund in which the capital and interest may be made available for the benefit of promoting the interests of the Church in accordance with the Act on such terms as the Leadership Team may prescribe.</p> <p>3.1.3.5 The Leadership Team may take such steps as are permitted by the Act and as the Leadership Team may deem requisite to enable the Church to acquire, accept, solicit or receive legacies, gifts, grants, settlements, bequests, endowments and donations of any kind</p>	<p><b>4.3.1</b> The Leadership Team shall:</p> <p><b>4.3.1.1</b> Shepherd the Membership of the Church</p> <p><b>4.3.1.2</b> Exemplify the life that is worthy of the high calling in Christ;</p> <p><b>4.3.1.3</b> Provide leadership by discerning the Church's values, beneficiaries, services, vision, mission and priorities;</p> <p><b>4.3.1.4</b> Delegate and provide oversight and accountability for spiritual leadership and operational matters;</p> <p><b>4.3.1.5</b> Establish and maintain a Governance Manual to regulate relationships and processes within the Church;</p> <p><b>4.3.1.6</b> Ensure the development of strategic plans and annual strategic and tactical goals to further the Purposes of the Church;</p> <p><b>4.3.1.7</b> Provide Members with an annual report at the annual general meeting about the Leadership Team's activities; and</p> <p><b>4.3.1.8</b> Evaluate the performance of the Lead Pastor and other key positions.</p> <p><b>4.4 Authority</b></p> <p><b>4.4.1</b> The Leadership Team has the powers of the incorporated congregation except as stated in the Act, Constitution, or Bylaws. These powers include:</p> <p><b>4.4.1.1</b> Entering into agreements on behalf of the Church, including authorizing an Elder or Officer to execute or give effect to such an agreement;</p>	
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<p>whatsoever for the purpose of furthering the Objects of the Church.</p> <p>3.1.3.6 The Leadership Team shall establish a Search and Discernment Team composed of two Elders and two Members. The Structure and Processes of the Search and Discernment Team shall be established by the Leadership Team and documented in the Governance Manual.</p> <p>3.1.3.7 The Leadership Team shall be entitled to create such other committees as from time to time the Members require or as the Leadership Team deems appropriate and to appoint Elders, Officers and Members to act on such committees. Unless otherwise stipulated by the Leadership Team, the members of such committees shall be appointed annually. The Structure and Processes of any such committees shall be set out by the Leadership Team in a Governance Manual.</p> <p>3.1.3.8 The Leadership Team may appoint such agents and engage such employees as it shall deem necessary from time to time. Those persons appointed or employed by the Leadership Team shall have such Authority and shall perform such duties as shall be prescribed by the Leadership Team.</p> <p>3.1.3.9 The Leadership Team may, by resolution, fix the remuneration for all officers, agents, employees and committee members.</p> <p>3.1.3.10 The Leadership Team may from time to time authorize the borrowing of money or obtaining of credit upon the credit of the Church in such amounts and upon such terms as may be considered advisable by the Leadership Team.</p> <p>3.1.3.11 Except as otherwise provided, the Leadership Team may exercise all such other powers and do all such other acts and things as the Leadership Team</p>	<p><b>4.4.1.2</b> Hiring employees or appointing agents to operate the Church, including through delegation to an Elder or Officer;</p> <p><b>4.4.1.3</b> Creating committees to oversee or assist in the operation of the Church, including appointing Elders, Officers, Members or other individuals to act on such committees;</p> <p><b>4.4.1.4</b> Regulating the duties and fixing compensation for employees, agents and committee members;</p> <p><b>4.4.1.5</b> Authorizing expenditures on behalf of the Church, including through delegation to an Elder or Officer;</p> <p><b>4.4.1.6</b> Creating policies and guidelines to manage the operation of the Church;</p> <p><b>4.4.1.7</b> Overseeing the drafting of an annual budget; and</p> <p><b>4.4.1.8</b> Raising or securing the payment or repayment of money on behalf of the Church for purposes authorized by the Church.</p> <p><b>4.5 Eligibility</b></p> <p><b>4.5.1</b> Elders must:</p> <p><b>4.5.1.1</b> be eighteen years of age or older;</p> <p><b>4.5.1.2</b> be a Member of the Church;</p> <p><b>4.5.1.3</b> not be an undischarged bankrupt;</p> <p><b>4.5.1.4</b> not be a person who has been convicted of an offense in connection with the promotion, formation, or management of a</p>	
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<p>may from time to time determine are required to further the Objects of the Church.</p> <p><b>3.2 Limitations of Authority</b>  3.2 In exercising its Authority, the Leadership Team may not cause or allow the Church to be in violation of the Act, the Constitution or the Bylaws of the Church, or the laws of Canada or the Province of Alberta.</p> <p><b>3.3 Responsibilities</b>  3.3. The Responsibilities of Governance of the Leadership Team are to:  3.3.1 Design the Leadership Team's Structure and Governance processes;  3.3.2 Provide strategic leadership by determining the congregation's values, beneficiaries and services, vision, mission and priorities;  3.3.3 Delegate management Authority and Responsibility to the Lead Pastor; and  3.3.4 Measure strategic results and take reasonable steps to ensure that the congregation and each individual Member act within all the limitations of delegated Authority.</p> <p><b>3.4 Expectations of Responsibilities</b>  3.4.1 In fulfilling its strategic and operational Responsibility, the Leadership Team shall:  3.4.1.1 Establish and maintain a Governance Manual which documents the Leadership Team's Structure and Governance processes, strategic planning processes, relationship with the Lead Pastor, and monitoring and measuring processes;  3.4.1.2 Seek the counsel of its Members through surveys or other means in its strategic planning process and in its Governance of the strategic mission and priorities;</p>	<p>corporation within five years prior to becoming an Elder; and</p> <p><b>4.5.1.5</b> not be a person who has been convicted of an offense involving fraud within five years prior to becoming an Elder.</p>	
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<p>3.4.1.3 Provide spiritual oversight;  3.4.1.4 Shepherd the Membership of the Church;  3.4.1.5 Pray for the sick;  3.4.1.6 Exemplify for the Membership the life that is worthy of the high calling in Christ;  3.4.1.7 Emphasize the partnership of the Church with the ABMB and the CCMBC and encourage support for the work of the Church at large.</p> <p>3.4.2 The expectations of the Leadership Team shall be described in its strategic plans, the annual strategic goals of the Church, and the annual tactical goals of the Lead Pastor.</p> <p><b>3.5 Mutual Accountability</b></p> <p>3.5.1 The Members are accountable to the Leadership Team for providing the necessary Authorization and resources to the Leadership Team in order to fulfill its Responsibilities.</p> <p>3.5.2 The Leadership Team is accountable to the Members for fulfilling its Responsibilities and achieving the goals set by the Church. The Leadership Team will also ensure that the Church complies with the Act, the Constitution and the Bylaws, as well as all laws and policies of governmental and regulatory authorities.</p> <p>3.5.3 The Leadership Team will ensure that all documentation required by government authorities is submitted within the applicable time frames. The Leadership Team will also provide Members with an annual report concerning the Leadership Team's activities with Church stakeholders (Members, pastors, employees, volunteers, and strategic partners).</p> <p><b>Article 4 Leadership Team Processes</b></p> <p><b>4.1 Qualifications of Elders</b></p> <p>4.1 Elders shall meet the following criteria:</p>	<p><b>4.6 Process of Election</b></p> <p><b>4.6.1</b> Elders are elected as follows:</p>	
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<p>4.1.1 An Elder must be eighteen (18) years of age or older;</p> <p>4.1.2 An Elder must be a Member in good standing of the Church;</p> <p>4.1.3 An Elder cannot be an undischarged bankrupt;</p> <p>4.1.4 An Elder cannot be a person who has been convicted of an offense in connection with the promotion, formation, or management of a Corporation within five (5) years prior to being an Elder; and</p> <p>4.1.5 An Elder cannot be a person who has been convicted of an offense involving fraud within five (5) years prior to being an Elder.</p> <p><b>4.2 Selection, Appointment and Removal of Elders</b></p> <p>4.2.1 Elders shall be selected as follows:</p> <p>4.2.1.1 The Elders shall review the qualifications for Elders and determine what kind of skills and gifts need to be added to the Leadership Team. The Leadership Team shall submit its recommendations regarding the above to the Search and Discernment Team.</p> <p>4.2.1.2 Members shall be provided with information regarding the qualification criteria and the current skills and gifts required for Elders.</p> <p>4.2.1.3 With the supplied qualifications in mind, Members shall be given thirty (30) days to prayerfully submit the names of Members for consideration as Elders to the Search and Discernment Team.</p> <p>4.2.1.4 The Search and Discernment Team shall review the names of the nominees and shall conduct interviews with each nominee and his spouse. At its discretion, the Search and</p>	<p><b>4.6.1.1</b> The Leadership Team shall review the biblical qualifications for Elders, determine further skills and gifts needed on the Leadership Team, and develop recommendations based on their findings.</p> <p><b>4.6.1.2</b> The Leadership Team shall create an ad hoc search and discernment team composed of</p> <p><b>4.6.1.2.1</b> two Elders; and</p> <p><b>4.6.1.2.2</b> a minimum of two Members not on the Leadership Team elected by the Membership.</p> <p><b>4.6.1.3</b> The Leadership Team shall provide its recommendations for qualifications, skills and gifts to the search and discernment team and to the Membership.</p> <p><b>4.6.1.4</b> Members shall have 30 days to prayerfully nominate themselves or another Member to the search and discernment team for consideration as an Elder.</p> <p><b>4.6.1.5</b> The search and discernment team shall review the names of nominees. The search and discernment team may conduct interviews with a nominee and his or her spouse, if applicable, and may seek additional input from other Members.</p> <p><b>4.6.1.6</b> The search and discernment team shall submit its recommendations for new Elders to the Membership at the next annual general meeting for approval.</p> <p><b>4.6.1.7</b> The Membership may approve new Elders by a majority vote.</p> <p><b>4.6.2</b> If the number of Elders is below four, the Leadership Team may, by majority vote,</p>	
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<p>Discernment Team may seek additional input from Members.</p> <p>4.2.1.5 The Search and Discernment Team shall make final recommendations to the Elders for approval.</p> <p>4.2.1.6 At the end of the review period, the prospective Elders shall be presented to the Members for affirmation at a Members' Meeting.</p> <p>4.2.2 The term of office for an Elder shall be two years. The term of office for newly elected Elders shall commence immediately upon the adjournment of the annual general meeting.</p> <p>4.2.3 A person may serve in only one elected capacity on the Leadership Team at any one time.</p> <p>4.2.4 A person may serve on the Leadership Team for three consecutive full terms (no more than six years). Any partial term served in order to fill a vacancy shall not be counted as a full term. A person who has served three consecutive full terms shall not be eligible to serve again as an Elder until one year has elapsed.</p> <p>4.2.5 In the event that the number of Elders is less than four (4), the Leadership Team may, by majority vote, appoint as many Elders as is necessary to ensure that the Leadership Team has four (4) Elders. An Elder appointed in this manner must meet the eligibility requirements set out in Article 4.1.</p> <p>4.2.6 An Elder may be removed from office if his or her behavior or beliefs run counter to the Confession of Faith, Act, Constitution, Bylaws, policies or practices of the Church. An Elder may be removed from office by a majority vote of those Members present at an annual general meeting of Members or by a majority vote</p>	<p>appoint as many Elders as necessary to ensure that the Leadership Team has four Elders. Any Elder appointed by this process must be approved by the Membership at the next annual general meeting to continue as an Elder. Any partial term served in order to fill such a vacancy shall not be counted as a full term.</p> <p><b>4.7 Tenure</b></p> <p><b>4.7.1</b> Elders are elected for a term of two years following the annual general meeting when the Membership approved that Elder.</p> <p><b>4.7.2</b> An Elder may serve three consecutive full terms (six years). An Elder who has served three consecutive full terms may not be elected as an Elder again until one year has elapsed. The Membership may elect an Elder to consecutive terms by a majority vote.</p>	<p>Old 4.2.6 is now 4.11.3</p>
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<p>of those Elders present at a duly called meeting of the Leadership Team.</p> <p><b>4.3 Remuneration</b>  4.3 No Elder shall receive any stated salary for his or her services to the Church, but each Elder shall be entitled to receive from the Church reimbursement of the expenses incurred by attending any regular or special meeting of the Leadership Team or of any committee. All such reimbursement and compensation shall be paid even if a meeting is adjourned because of the absence of a quorum. Nothing herein contained shall be construed to preclude any Elder from serving the Church in any other capacity and receiving related compensation.</p> <p><b>4.4 Officers</b>  4.4.1 The Leadership Team shall appoint officers from amongst the Leadership Team being a Moderator, Assistant Moderator, Secretary, and Financial Review Team Leader. The Leadership Team shall also appoint an Operations Team Leader and Treasurer who shall not be members of the Leadership Team.  4.4.2 The Moderator and Assistant Moderator shall serve staggered two-year terms.  4.4.3 The Secretary, Financial Review Team Leader, Operations Team Leader and Treasurer shall each serve a minimum two-year term.  4.4.4 The Moderator shall lead the process of decision-making and perform such other duties as may be established by the Leadership Team in a Governance Manual. The Moderator shall be objective and impartial, and shall not lead the discussion to a predetermined conclusion. The Moderator shall not make a motion, speak for or against a motion, or vote on a motion.</p>	<p><b>4.8 Remuneration</b></p> <p><b>4.8.1</b> An Elder shall not receive compensation for serving in that office other than reimbursement of reasonable expenses for attending any meeting of the Leadership Team or a committee.</p> <p><b>4.8.2</b> An Elder may receive compensation for serving the Church in capacities other than the office of Elder.</p> <p><b>4.9 Officers</b></p> <p><b>4.9.1</b> The Leadership Team shall appoint the following Officers from among the Elders:</p> <p><b>4.9.1.1</b> Moderator;</p> <p><b>4.9.1.2</b> Assistant Moderator; and</p> <p><b>4.9.1.3</b> Secretary.</p> <p><b>4.9.2</b> The Leadership Team shall also appoint a Treasurer, who may not be an Elder.</p> <p><b>4.9.3</b> No Elder may serve in more than one appointed capacity within the Leadership Team.</p> <p><b>4.9.4</b> Each Officer shall serve a minimum two-year term, with the Moderator and Assistant Moderator's terms to be staggered from each other.</p> <p><b>4.9.5</b> The Moderator shall:</p>	<p>Financial Review Team Leader is deleted as such functions are covered by an Audit Team</p> <p>Deleted reference to Operations Team Leader; position, if it can be filled, would be addressed in the Governance Manual.</p> <p>Deleted last sentence of old 4.4.4; Moderator should be permitted to be active participant on Leadership Team.</p>
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<p>4.4.5 The Assistant Moderator shall assume the Moderator’s duties in the event the Moderator is unable to fulfill his or her duties.</p> <p>4.4.6 The Secretary shall make and preserve a faithful record of all proceedings of all conventions and the meetings of the Leadership Team and perform such other duties as may be established by the Leadership Team in a Governance Manual.</p> <p>4.4.7. The Financial Review Team Leader shall serve as Chair of the Financial Review Team and shall also perform such other duties as may be established by the Leadership Team in a Governance Manual.</p> <p>4.4.8 The Operations Team Leader shall serve as leader of the Operations Team to oversee the physical and financial resources of the Church and shall perform such duties as may be established by the Leadership Team in a Governance Manual.</p> <p>4.4.9 The Treasurer shall serve as a member of the Operations Team and shall be responsible for the keeping of proper accounting records, the deposit of monies and other valuable effects of the Church in the name and to the credit of the Church in such banks or other depositories as the Operations Team may from time to time designate and he shall be responsible for the disbursement of the funds of the Church. The Treasurer shall render to the Leadership Team and the Operations Team an account of all financial transactions and of the financial position of the Church. The Treasurer shall be subject to the control of the Operations Team Leader and shall perform such other duties as may be established by the Leadership Team in a Governance Manual.</p>	<p><b>4.9.5.1</b> Lead the process of decision-making at meetings of the Leadership Team;</p> <p><b>4.9.5.2</b> Chair Members’ meetings;</p> <p><b>4.9.5.3</b> Act as the liaison between the Leadership Team and the Church or other individuals; and</p> <p><b>4.9.5.4</b> Perform other duties established in the Governance Manual.</p> <p><b>4.9.6</b> The Assistant Moderator shall assume the Moderator’s duties in the event that the Moderator is unable to fulfill his or her duties and perform other duties established in the Governance Manual.</p> <p><b>4.9.7</b> The Secretary shall keep a faithful record of all proceedings and meetings of the Leadership Team and the Membership and perform other duties established in the Governance Manual.</p> <p><b>4.9.8</b> The Treasurer shall:</p> <p><b>4.9.8.1</b> Keep proper accounting records;</p> <p><b>4.9.8.2</b> Be responsible for depositing monies and other valuable effect of the Church in the name of the Church in a bank or other depository;</p> <p><b>4.9.8.3</b> Be responsible for the disbursement of the Church’s funds;</p> <p><b>4.9.8.4</b> Render an account of the Church’s financial position to the Leadership Team; and</p> <p><b>4.9.8.5</b> Perform other duties established in the Governance Manual.</p>	<p>“Operations Team” reference changed to Operations Lead  Practically there are various Operations Teams that are distinct and diverse and function independently of each other. Oversight of these Teams could be done by an Operations Lead but this position has not been able to be filled for many years. Oversight can also occur through delegation to Elder(s).  We are recommending that reference to an Operation Lead be covered in the Governance Manual rather than in the Bylaws. Bylaws already state that LT can delegate ministry and operational management authority and Operations Leads fall under that.</p>
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<p><b>4.5 Proceedings of the Leadership Team</b></p> <p>4.5.1 The Moderator or any three (3) Elders may convene a Leadership Team meeting at any time. The Secretary, upon the request of the Moderator or any three (3) Elders, shall, convene a Leadership Team meeting.</p> <p>4.5.2 A quorum at any Leadership Team meeting shall be a majority of the Elders but at no time can a quorum consist of fewer than three (3) Elders.</p> <p>4.5.3 The Leadership Team may hold meetings at a time and place within or outside Canada that the Leadership Team deems appropriate.</p> <p>4.5.4. Each Elder shall be entitled to one (1) vote at any meeting and no Elder shall be entitled to more than one (1) vote in the event of a tie vote.</p> <p>4.5.5 An Elder may not vote by proxy.</p> <p>4.5.6 The Lead Pastor has the right to notice of and attendance at all meetings. He shall have the right to speak to any issue but he shall not have the right to vote.</p> <p>4.5.7 Written resolutions may not replace or provide a substitute for Leadership Team meetings.</p> <p>4.5.8 All deeds, documents, transfers, contracts, engagements, bonds, debentures and other instruments requiring execution by the Church shall be executed by an Elder or Elders or Officer or Officers who have been authorized by the Leadership Team to execute such documents on behalf of the Church. All such documents will also have the seal of the Church, where the affixing of the Church seal is required. Except as stated above, or as otherwise provided in the Act or the Bylaws, no Officer, agent or employee of the Church has any power to</p>	<p><b>4.10 Meetings of the Leadership Team</b></p> <p><b>4.10.1</b> The Secretary shall convene a Leadership Team meeting upon the request of the Moderator or any three Elders. Meetings shall be held at a time and place determined by the Moderator.</p> <p><b>4.10.2</b> The Secretary shall provide one week's notice of the meeting to all Elders.</p> <p><b>4.10.3</b> A quorum is met when three Elders or a majority of the Leadership Team, whichever is greater, is present.</p> <p><b>4.10.4</b> Each Elder is entitled to one vote.</p> <p><b>4.10.5</b> An Elder may not vote by proxy</p> <p><b>4.10.6</b> All Elders may agree to and pass a resolution in writing, including by email, but such resolution is only binding if ratified at the next meeting of the Leadership Team.</p> <p><b>4.10.7</b> The Lead Pastor has the right to notice of and attendance at Leadership Team meetings.</p> <p><b>4.11 Removal and Resignation from Office</b></p> <p><b>4.11.1</b> An Elder may resign by delivering written resignation to the Moderator or Assistant Moderator.</p> <p><b>4.11.2</b> An Elder ceases to be an Elder upon no longer meeting the criteria in Article 4.5.1.</p> <p><b>4.11.3</b> An Elder may be removed from office if his or her behaviour or beliefs run counter to the Confession of Faith, Constitution or</p>	
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<p>bind the Church by any contract or engagement or to pledge its credit.</p> <p><b>4.6 Indemnification and Insurance</b></p> <p>4.6 Every Elder and Officer, past or present, and any other person who has undertaken or is about to undertake any duty, obligation or liability on behalf of the Church and their respective heirs, legal representatives and estates, shall at all times be indemnified and saved harmless out of the funds of the Church from and against all costs, charges, and expenses, including an amount paid to settle an action or satisfy a judgment, reasonably incurred by him or her in respect of any civil or administrative action or proceeding to which he or she is made a party by reason of being or having been an Elder or Officer or other person authorized to act on behalf of the Church, except such costs, charges or expenses as are occasioned by his or her gross negligence or criminal conduct.</p>	<p>Bylaws of the Church. Such removal may be done by a majority vote of Members present at a Members' meeting.</p> <p><b>4.12 Indemnification and Insurance</b></p> <p><b>4.12.1</b> The Church shall indemnify every Elder, Officer and any other person acting on its behalf against all reasonable costs arising out of legal and administrative proceedings, including amounts paid to settle an action or satisfy a judgment. This indemnification only applies where the Elder, Officer or other person is a party to the proceeding because they were authorized to act on the Church's behalf.</p> <p><b>4.12.2</b> This indemnification does not apply to costs arising out of the gross negligence or criminal conduct of the Elder, Officer, or other person.</p> <p><b>5 Lead Pastor</b></p> <p><b>5.1 Role</b></p> <p><b>5.1.1</b> The Lead Pastor leads the Church's ministries and is directly accountable to the Leadership Team for the functions of the Church's ministries.</p> <p><b>5.2 Appointment of Lead Pastor</b></p> <p><b>5.2.1</b> In the event of a vacancy in the Lead Pastor position, the Leadership Team shall create an ad hoc search and discernment team composed of</p> <p><b>5.2.1.1</b> a minimum of two Elders; and</p>	<p>Separated the processes of Lead and Interim Lead Pastor for practical reasons.</p>
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	<p><b>5.2.1.2</b> a minimum of two Members not on the Leadership Team elected by the Membership.</p> <p><b>5.2.2</b> The search and discernment shall present candidates to the Membership at an annual or special general meeting.</p> <p><b>5.2.3</b> A candidate for Lead Pastor is approved for such position when 85% of the Members present at the meeting vote in favour of the candidate.</p> <p><b>5.2.4</b> Prior to the appointment of a Lead Pastor, the Leadership Team may appoint an interim Lead Pastor, who must be ratified by 85% of the Members present at an annual or special general meeting. The tenure of the interim Lead Pastor must not exceed one year from the time of appointment unless approved by the Membership.</p> <p><b>6 Amendments</b></p> <p><b>6.1</b> A two-thirds majority of Members present at a Members' meeting may amend the Bylaws.</p> <p>Proposed amendments to the Bylaws must first be submitted to the Leadership Team, who shall give 30 days' notice to the Membership before presenting the amendment at a Members' meeting. The notice must contain the exact wording of the proposed amendment.</p>	<p>LT has the ability to appoint whatever interim leadership is required in the case of a vacancy. Members will vote on the individual proposed but a full search and discernment team is not required.</p> <p>Timeline changed from 60 days to 30 days.</p>
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