

HESPERIA COMMUNITY CHURCH



CONSTITUTION AND BY-LAWS

June 2021

TABLE OF CONTENTS

ARTICLE ONE: PURPOSE	1
ARTICLE TWO: DOCTRINAL STATEMENT	2-4
ARTICLE THREE: MEMBERSHIP	5-7
ARTICLE FOUR: BOARD OF ELDERS	8-13
ARTICLE FIVE: HESPERIA CHRISTIAN SCHOOL	14
ARTICLE SIX: DEACONS	15-16
ARTICLE SEVEN: MEETINGS	17-18
ARTICLE EIGHT: BASIC POLICIES	19-20
ARTICLE NINE: AMENDMENTS AND REVISIONS	21

ARTICLE 1 – PURPOSE

The purpose of Hesperia Community Church is to make disciples of our Lord Jesus Christ in the High Desert and beyond by:

EXALTING OUR LORD

We strive to glorify God in everything we think, do and say (2 Cor. 10:31)

EQUIPPING BELIEVERS

We strive to help believers do the work of the ministry (Eph. 4 :12)

EXPRESSING THE GOOD NEWS

We strive to proclaim the Good News of Jesus Christ wherever we are (Matt 28:19-20)

EXTENDING HIS LOVE TO OTHERS

We strive to love others as Jesus did (1 John 13:34-35)

ENJOYING ONE ANOTHER

We strive to build Biblical community (acts 2:42-47)

ARTICLE 2 – DOCTRINAL STATEMENT

Article One—The Bible

We believe in the verbal, plenary (every word is equally given by God), inspiration of the scriptures which extends equally and fully to all parts of the writings as they appeared in the original manuscripts. The whole Bible in the originals is therefore without error, and for the purpose of learning truth it may be assumed that our present copies of the Bible are accurate reproductions of the original writings and our translations are inerrant to the degree that they represent the original manuscripts. Scriptural Basis: II Timothy 3:16-17; II Peter 1:21; Matthew 24:35; Luke 24:44; John 5:39; 14:15, 21-26; 17:17; Acts 20:32.

Article Two—The Trinity

We believe that there is one God and only one, who is self-existent, eternal and infinite in every excellence, and has revealed Himself as Father, Son and Holy Spirit, the same in essence, though distinct in person. Scriptural Basis: Isaiah 45:21-22; Jeremiah 10:10; Deuteronomy 6:4; 32:4; I Corinthians 10:4; John 1:1-13; I Timothy 3:16; Revelation 1:8; John 14:8-9, 26; 15:26; I Corinthians 3:16; 12:4-11; Matthew 28:19.

Article Three—Jesus Christ

We believe that Jesus Christ, the eternal Son of God and the virgin-born Son of Man, came into the world to save men from the guilt and condemnation of sin. He died on the cross, was buried and rose again. Offering His blood as the basis for our reconciliation to God, He made eternal life available to all who exercise faith in Him. He ever lives to make intercession for the believers at the right hand of the throne of God. Scriptural Basis: John 1:1-14, 29; Hebrews 1:3; Luke 1:26-35; Acts 4:12; Romans 3:20-26; John 3:14-16; Galatians 6:14; Matthew 26:28; Acts 16:31; John 6:53; Titus 6:53; Titus 2:11; I Corinthians 15:3-4; Galatians 1:8-9; Hebrews 7:25.

Article Four—Holy Spirit

In addition to the convicting and regenerating ministries of the Holy Spirit, we believe in the indwelling and anointing of all who are saved, thereby sealing them unto the day redemption in heaven. Every Christian is baptized by the Holy Spirit into the body of Christ the moment the person trusts in Jesus Christ for salvation. The continual filling ministry of the Holy Spirit for power, teaching, and service is conditional upon the believer's yieldedness to Him and obedience to His will. We believe that some gifts of the Holy Spirit such as speaking in tongues was never the common or necessary sign of the baptism or filling of the Spirit, and that the deliverance of the body from sickness or death awaits the consummation of our salvation in the resurrection. Scriptural Basis: John 3:6; Romans 8:9; I Corinthians 12:13; Ephesians 4:30, 5:18; I John 2:20-27; Acts 4:8, 31; Romans 8:23; I Corinthians 13:8; John 16:7-11; I Corinthians 12:3; I John 4:1-3; I Corinthians 2:14.

Article Five—The Fall

We believe that man was created innocent. By disobedience of the command of God he fell, thereby losing his innocence, becoming subject to death and to the eternal displeasure of God. Scriptural Basis: Genesis 1:27, 31; Genesis 3; Psalms 9:17; 14:1-3; Ecclesiastes 7:29; Isaiah 53:6; Jeremiah 17-9; Ezekiel 18:19-20; Matthew 25:46; Romans 1:18-2:16; I Corinthians 15:22; I John 1:8.

Article Six—Salvation

We believe that trusting Jesus Christ alone and what He did on the cross of Calvary brings forgiveness of sins and justification, through which we are declared righteous, and are brought into a state of peace and favor with God. Scriptural Basis: Ephesians 1:3, 7; Romans 4:4-5; 5:1.

Article Seven—Faith

We believe that the human means by which salvation is secured is by faith alone, whereby we turn unto God with a repentant contrite heart and receive Jesus Christ as the all-sufficient Savior. Scriptural Basis: Acts 3:19; Romans 2:4; II Peter 3:9; John 1:12; 3:16; Romans 10:9; Ephesians 2:8,9.

Article Eight—God’s Plan

We believe God’s purpose in the salvation of men is that He may have a people of His own, a purchased possession, who are being conformed to the image of His Son and who are to be presented perfect before Him in the ages to come. This purpose made effectual by the giving of His Son and the constraining and regenerating influence of the Holy Spirit upon all who have been chosen by Him. However, this purpose does not void the freedom of man’s will nor render inoperative the proclamation of the gospel to all. Scriptural Basis: Ephesians 1:4; John 3:6-8; 6:44; John 1:12-13; Colossians 1:27; I Peter 1:2; James 1:18; Ephesians 2:10; Philippians 2:12-13; John 5:40; Romans 10:13-16.

Article Nine—Security

We believe that the security of believers is resident in the person of Jesus Christ. Believers are “kept by the power of God, through faith, unto salvation.” Thus, they can never lose their salvation. The sure evidence of a believer’s salvation is his patient continuance and progress in righteousness and true holiness. Scriptural Basis: Romans 8:35-39; I Peter 1:5; John 10:27-29; Hebrews 3:14; I John 5:11-13; Matthew 24:13, 2 Peter 3:13

Article Ten—The Ordinances

We believe that the ordinances of the gospel are Baptism and the Lord’s Supper. Baptism is the immersion in water of a believer in Christ. Baptism is done “in the name of the Father and of the Son and of the Holy Spirit,” and symbolizes the fact of our death with Christ on the cross and our resurrection with Him into newness of life. The Lord’s Supper is a commemoration of His dying love and symbolizes the fact that the believer is continuously spiritually fed and nourished by Christ. Scriptural Basis: Matthew 28: 19-20; Mark 16:16; Acts 8:36-38; Romans 6:4; Colossians 2:12; Matthew 26:26-30; Mark 14:22-25; Luke 22:19-20; John 6:51-58, 63; Acts 2:41-44; I Corinthians 11:23-29.

Article Eleven—The Church

We believe the Spiritual Church includes the whole company of believers of this age of whatever race, and is known only to the eyes of God. The Visible Church is a local assembly of believers observing the ordinances, methods and principles of a local church laid down in the New Testament. Scriptural Basis: Colossians 1:18; Ephesians 5:27; 2:19-21; 1:22-23; I Corinthians 12:27-28; 1:2; 11:2; Romans 6:17; II Timothy 1:13.

Article Twelve—Sunday

We believe that the first day of the week is to be observed as the Lord's Day. It is a day for the local church to gather and worship the Lord. Scriptural Basis: Revelation 1:10; John 20:19; Acts 20:7; I Corinthians 16:1-2; Hebrews 10:25; Galatians 4:9-10; 2:16-17; Romans 14:5.

Article Thirteen—Civil Government

We believe that Civil Government is of divine appointment for the interests and good order of human society. We believe that governmental officials are to be prayed for, conscientiously honored and obeyed. Consequently, civil disobedience is rebellion against God except when government requires things opposed to the will of Christ, who is the only Lord of the conscience and the Prince of the kings of the earth. Scriptural Basis: Romans 13:1-7; Matthews 22:21; Acts 5:29; 4:18-20; Ephesians 1:20-22.

Article Fourteen—The Rapture

We believe the coming of the Lord to gather His saints to Himself will be the next great event in the fulfillment of prophecy, and will be followed by the Tribulation during which time the church, the body of Christ, will be in Heaven. The period of great tribulation on the earth will be climaxed by the second coming of the Lord Jesus Christ to the earth to establish His Millennial Kingdom. Scriptural Basis: John 14:1-3; I Corinthians 15:51-53; I Thessalonians 2:1-8; Matthew 24:25-51; Acts 1:11; Matthew 25:31-46; Revelation 1:7-20; I Thessalonians 4:13-18.

Article Fifteen—The Resurrection

We believe there will be a resurrection of the just and the unjust; the just for blessedness and reward; the unjust for judgment and eternal doom. Scriptural Basis: II Corinthians 5:10; I Corinthians 3:11-15; Revelation 20:10-15; Mark 9:44-48; Daniel 12:2; John 5:28;29; Acts 24:15; Luke 20:35-38; I Corinthians 15:22-24.

Article Sixteen—Angels

We believe that Angels are a spiritual order of created personal beings above man in God's arrangement. Their office is to be ministering spirits in carrying out God's plan. Lucifer was one of the highest-ranking cherubim, but through pride fell and became Satan or the Devil. A great number of angels fell with him, now called demons who serve Satan in a very organized world system. Other fallen angels are imprisoned in darkness awaiting the final day of judgment. Satan is now the accuser of the believer and the active enemy of God and His purposes. He is called the prince of the power of the air. He and his host of demons will be cast into the Lake of Fire before the judgment of the Great White Throne. Scriptural Basis: Luke 15:10; Hebrews 1:14; 2:6-7; Revelation 7:11-12; Isaiah 14:12-17; Ezekiel 28:11-19; II Peter 2:4; Jude 6; II Corinthians 4:3-4; 11:13-16; Ephesians 6:10-12; Revelation 20:1-3,10.

ARTICLE 3 – MEMBERSHIP

SECTION A – HOW TO BECOME A MEMBER

In order to become a member of Hesperia Community Church, prospective members must meet the qualifications of membership and follow the procedure for membership listed in this article.

SECTION B – QUALIFICATIONS

1. The prospective member must be in agreement with Hesperia Community Church’s doctrine as stated in the aforementioned Statement of Faith, must profess trust in Christ alone as his or her personal Lord and Savior and must be baptized by immersion or be moving towards baptism.
2. The prospective member must be seeking to follow the Lord.
3. All members shall be 16 years or older.

SECTION C – PROCEDURE

1. Each prospective member will attend the Membership class, where they will receive an explanation of the Statement of Faith, leadership structure of HCC, and have the opportunity to examine the Constitution and By-Laws. Each prospective member will also receive the Membership Covenant.
2. A member of the church leadership, lay or staff elder, will meet with each prospective member to ensure that he or she meets the qualifications stated in Section B of this Article. The meeting will include a discussion of the Membership Covenant, along with a discussion of any potential issues that would disqualify the applicant from membership; those issues will be handled according to the Church Discipline process.
3. The prospective member will sign the Membership Covenant.
4. Pastoral Staff or Elders will interview each applicant for membership to confirm qualifications for membership and answer questions about membership.
5. New members will be presented to the congregation at a regularly scheduled meeting or service.

SECTION D – DEFINITION OF AN ACTIVE MEMBER

An active member of HCC is defined as:

1. One who is diligently following Jesus and pursuing spiritual growth.
2. Members are expected to be faithful in participating in the life of this body including:

- a) regularly attending HCC services
- b) sharing in ministries of HCC
- c) contributing to the support and outreach of HCC
- d) participating in the ordinances of communion and baptism with the church body of HCC

SECTION E – RESPONSIBILITIES AND PRIVILEGES OF ACTIVE MEMBERSHIP

1. Only active members as defined in Article 3, section D are eligible to have a leadership position in the church.
2. All active members as defined in Article 3, section D shall have voting rights in all business meetings of the church.
3. Any member who is dissatisfied with any aspect of church life is encouraged to bring their concern to any of the pastoral staff or the Board of Elders by talking to one of its members.
4. Any member may appeal the action(s) or decision(s) of the Board of Elders to the Board of Elders in person or in writing.
5. Members of HCC shall have no individual property rights in the corporation, and upon termination of the membership, shall be entitled to no interest in assets.

SECTION F – CHURCH ROLL

1. Active members will be included in the church roll.
2. Members of HCC who go to the mission field may retain their membership at HCC. However, they will not be counted in the quorum nor have voting privileges while away from the church.
3. Inactive members: An inactive member is one who has been absent from the church and has no contact with church leadership for a period of three months. Exception: If there are extenuating reasons for such absence (i.e. illness, family emergency, etc.), the member can maintain active membership as defined in Article 3, Section E by communicating the circumstances to the Board of Elders. Inactive members shall forfeit the privileges of membership. Any person who desires to be reinstated to active membership status may be reinstated by participating in the process of membership described in Article 3, Section C.
4. Termination: Membership in this church may be terminated by vote of the Board of Elders for one of the following reasons:
 - a) Upon receipt of request from another church for a letter of recommendation indicating the member intends to place membership in another church.

- b) Personal request: A member may request in writing that his/her name be removed from the membership roll.
 - c) Maintaining inactive membership status for one year.
 - d) Discipline: Any member who engages in a pattern of unrepentant sin will be placed in the Church Discipline process. Failure to complete the Church Discipline process will result in termination of membership upon vote of the Board of Elders.
5. Restoration: Any individual who has been removed from membership due to a pattern of unrepentant sin may be restored to membership by vote of the Board of Elders upon completion of the Church Discipline process. If removal was due to personal request or any other reason, an individual may be restored to membership upon completion of the membership process described in Article 3, Section C.

ARTICLE 4 – THE BOARD OF ELDERS

This article applies to the Staff Elders (The Senior Pastor and Associate Pastors) and Elected Elders (qualified spiritual men appointed from the congregation) who shall form the governing board of Hesperia Community Church. This board shall elect its own chairman, vice-chairman, secretary, and financial officer and be the Board of Directors of the Corporation.

SECTION A – QUALIFICATIONS

Both Staff Elders and Elected Elders shall be chosen on the basis of the qualifications given in 1 Timothy 3:1-7 and Titus 1:5-9.

SECTION B – MINISTRY

All Elders will pursue the following actions based on the character described in 1 Timothy 3 and Titus 1:

1. Lead: (I Timothy 3:4-5, 12; 5:17; I Thessalonians 5:12), they are to have authority over the church not by force but by precept and example (Hebrews 13:7)
2. Teach: (I Timothy 5:17; Titus 1:7-9), they are to determine doctrinal issues of the church and have the responsibility of proclaiming the truth to the church.
3. Exhort: this ministry involves persuasion (Acts 2:14; 14:22; Titus 1:9), pleading (II Corinthians 8:17), comforting (I Thessalonians 4:1), and patient reiterating of important doctrine (II Timothy 4:2) to members who are struggling in their Christian walk.
4. Pray: (James 5:14) they are to pray for those who seek their prayer ministry.
5. Shepherd: (Acts 20:28-30; I Peter 5:2) they are to spiritually feed believers with the Word of God and protect them against false teachers and teaching.

SECTION C – ELECTION OF STAFF ELDERS

1. Election and Term of Senior Pastor

- a) The Calling: The senior pastor shall serve for an indeterminate term and shall be called by secret ballot at a special meeting of the membership. Notice of this special meeting shall be mailed at least one month prior to the meeting date. Announcements shall be made in each public service of the church for three weeks prior to the meeting. The calling of the senior pastor shall not be valid unless at least one half (1/2) of the active membership is present at the special meeting and three-fourths (3/4) of the vote support the action.
- b) The Resignation of the Senior Pastor: The Senior Pastor may resign upon a thirty (30) days notice by the Pastor presented to the Board of Elders.

- c) The Termination of the Senior Pastor for General Cause: The termination of the Senior Pastor for general cause shall not be valid unless at least one half (1/2) of the active membership is present at a special meeting and three-fourths (3/4) of the vote support the action. A thirty (30) days termination notice shall be given, which will start on the day of the valid vote. A thirty (30) days severance payment of the salary shall bring the termination into effect.
- d) The Termination of the Senior Pastor for Just Cause: The Senior Pastor shall be terminated for just cause under the following circumstances:
 - (1) Should there be circumstances of serious moral delinquency, a public scandal, or gross and willful departure from the faith upon the part of the Senior Pastor, the Board of Elders will meet with him to consider such charges.
 - (2) In the event that the Board of Elders and the Senior Pastor agree that the conduct or actions of the charges are valid then the Board of Elders will offer him the following alternative: He may immediately submit his resignation or be immediately dismissed. Salary and benefits cease on the day of termination.
 - (3) In the event that the Board of Elders and the Senior Pastor do not agree that the conduct or actions of the charges are valid, then the Board of Elders shall call a special meeting of the congregation to set forth the charges. The charges against the Senior Pastor shall not be considered valid unless at least one half (1/2) of the active membership is present at this special meeting and a majority of the vote supports the conclusion that the charges are valid. If the charges are determined to be valid at this meeting, then the Senior Pastor will be immediately dismissed. Salary and benefits cease immediately. If the charges are not validated, then the Senior Pastor shall be exonerated and the charges dropped/dismissed.

2. Election and Term of Associate Pastors

- a) The Calling: Associate Pastors of the church shall be called by a $\frac{3}{4}$ vote of Board of Elders at the recommendation of the Senior Pastor and the Personnel Committee.
- b) This call is for at-will employment. It is at the will of the Senior Pastor and Board of Elders. This employment and ministry relationship is for an indeterminate length of time, its continuation is based upon two factors outlined below
 - 1) An annual offer of employment will be made based upon 2 criteria.
 - a. The current ministry needs of HCC.
 - b. A successful and satisfactory evaluation and recommendation of continued employment to the Board of Elders (specifically the Personnel Committee), by the Senior Pastor.

- 2) The offer will be made no later than the end of February each year.
 - 3) The annual offer of employment may include a redesignation of department leadership, if the need arises, which may lead to a change in salary and or benefits so as to match the job description of the new offer. Each department has an approved job description designating the hourly expectation needed to fulfill the position.
- c. The Non-retention, termination, or resignation of an Associate Pastor: Termination of an Associate Pastor shall be at the discretion of the Senior Pastor and Board of Elders.
- 1) Non-retention: When an associate pastor is not retained for another year of service:
 - a) The Personnel Committee will be informed in a timely manner by the Senior Pastor of potential issues with Associate Pastor(s) which may require remediation. The Personnel Committee will advise on specific remediation steps to be taken, and the Senior Pastor will document all remediation steps.
 - b) At the Associate Pastor's annual evaluation in February, a full explanation of rationale for non-retention will be provided to the Associate Pastor, and notice will be given.
 - c) The congregation will be informed of the non-retention of the Associate Pastor in a timely manner.
 - d) The Associate Pastor will work out the remainder of the fiscal year unless other accommodations are made.
 - 2) Termination: In the event serious moral delinquency, a public scandal, or gross and willful departure from the faith upon the part of the Associate Pastor, the Board of Elders and Senior Pastor will meet with him to consider such charges:
 - (a) In the event that the Board of Elders, the Senior Pastor, and the Associate Pastor agree that the conduct or actions of the charges are valid then the Board of Elders will offer him the following alternative: He may immediately submit his resignation or be immediately dismissed. Salary and benefits cease on the day of termination.
 - (b) A special meeting of the membership will be called to inform the congregation of the leadership's decision.
 - 3) Resignations shall be received with a thirty (30) days' notice with severance payments decided by the Board of Elders.

3. Vacancy of the Senior Pastorate

When the Senior Pastorate is vacated by death, resignation, or removal of the pastor, the Board of Elders shall establish a search committee. This committee will be comprised of 3 Elders and 4 at-large church members for a total of 7 committee members. The at-large members of the committee shall be elected at a called meeting of the membership. Any active member in good standing may be nominated. This committee shall present only 1 candidate at a time to the church body for consideration. Presentation to the church membership shall be only made upon the consensus opinion of the committee. The term of office of the pulpit committee shall expire when the new senior pastor has been installed. Upon the recommendation of the Board of Elders at a called meeting of the church membership this committee may be dissolved by a majority vote and reformed as stated above.

4. Duties of Staff Elders

- a) The Senior Pastor shall perform all of the duties outlined in the Senior Pastor Job Description. He shall be a voting member of the Board of Elders on all issues except compensation.
- b) Associate Pastor(s) shall perform all of the duties outlined in the Associate Pastor Job Description. They shall be voting members of the Board of Elders on all issues except compensation.

5. Compensation and Benefits of Staff Elders

The total cost of compensation and benefits for the Staff Elders and Support Staff shall be determined by the Elected Elders and recommended to the voting membership as part of the annual budget presentation.

SECTION D—COMPOSITION OF ELECTED ELDERS

The Elected Elders of Hesperia Community Church shall number no less than 5 and no more than 9 members.

1. Election

The Elected Elders shall be voted on at the annual business meeting of the church. Each elder will serve for a period of 3 years, except when unexpired terms are being filled. A panel of approximately 1/3 of the Board of Elders will be elected each year. Current elders may choose to be considered for presentation for election again at the conclusion of their term.

2. *Removal*

An Elected Elder may be removed from office by 2/3 vote of the Board of Elders. Removal may be for failure to attend regular meetings of the Board without reasonable cause or for conduct contrary to the requirements of his office.

3. *Vacancies*

Vacancies on the board may be temporarily filled by appointment of the Board of Elders. Such appointments shall be effective until the next annual business meeting.

SECTION E—RESPONSIBILITIES OF ELECTED ELDERS

1. Attend and participate in meetings of Board of Elders and assigned committee responsibilities.
2. Attend and participate in the activities and teaching ministry of HCC.
3. Be accountable to the members of the Board of Elders and the church membership.
4. Care for the spiritual needs of the membership assigned to them by visiting members, leading small group fellowships, participating in appropriate ministries, and doing other acts of love and discipleship.
5. The Elected Elders, in partnership with the Staff Elders, shall be responsible for the administration of the ordinances of communion and baptism. During the absence of the pastor, they shall maintain the pulpit and prayer services.
6. In partnership with the Staff Elders, the Elected Elders will establish needed committees, appoint members to committees, and participate in the committees. Each committee will be task oriented. Appointments of committee members will be reviewed as needed by the Board of Elders to meet changing ministry needs.
7. The Elected Elders will work with the Staff Elders to create an annual budget which authorizes and establishes guidelines for expenditures, salaries, benefits, and allocations to ministries. Elected Elders bear the sole responsibility of recommending salaries and benefits for all church personnel to the congregation for approval as part of the annual budget.
8. The Elected Elders will provide the Senior Pastor with an annual review of his performance in accordance with the Senior Pastor Job Description.

SECTION F—RESPONSIBILITIES OF STAFF ELDERS

1. The Staff Elders shall oversee and promote the program of the church in such a manner as to carry out the divine commission as defined in our purpose statement in Article 1, and to promote the spiritual interest of the church.
2. The Staff Elders shall oversee the ministries of the church by:
 - a. Managing the programs and departments of the church in accordance with their job descriptions.
 - b. Maintaining the membership roll and contact information of members in partnership with Support Staff.
 - c. Supervising the use of facilities as well as ensuring that the types of activities which take place are consistent with our doctrine and mission.
 - d. Ensuring that church ministries are adequately staffed in accordance with the approved personnel budget (except for the hiring of a Senior Pastor and Associate Pastors as described in Article 4, Section C).
 - e. Managing finances including spending, accounting, and reporting.

SECTION G—APPEALS

The Board of Elders will be the final appeal authority for all issues of the HCC membership. They are the elected representatives of the congregation in the governance of this church (Hebrews 13:7, 17).

ARTICLE 5 – HESPERIA CHRISTIAN SCHOOL

MANAGEMENT OF HESPERIA CHRISTIAN SCHOOL

Hesperia Christian School is a ministry of Hesperia Community Church. The Board of Elders have designated the School Board to lead and manage Hesperia Christian School. The School Board is the policy-making body of the school and is responsible to help form the vision and the long-range planning of Hesperia Christian School. Each member acts as a voting member with authority and responsibility to develop policies, procedures and regulations for the operation of this organization; to monitor the school's financial health, programs and overall performance; and to provide the administrator with the resources to meet the needs of the school.

LEGAL AND AUTHORITATIVE POSITION

The Senior Pastor, or his designee, serves as an ex officio member of the School Board. He, or his designee, has the power to suspend any action of the school board pending consultation of the Board of Elders of Hesperia Community Church. The Board of Elders of Hesperia Community Church can overturn any decision and/or action of the Hesperia Christian School board with a 2/3 majority vote of the elders. The Board of Elders of Hesperia Community Church can, upon a 2/3 majority vote of the elders, disband the Hesperia Christian School board and take over the responsibilities of that board. The Board of Elders ultimately have fiduciary responsibility for the operations of Hesperia Christian School.

The School Board bylaws and policy documents are available upon request through the Church or School office.

ARTICLE 6 – DEACONS

DESCRIPTION

We shall have a Committee of Deacons who are to be helpers to the Elders. As we read in Acts 6, the primary role of Deacons is to attend to the many things necessary for the social and relational success of our church, thereby freeing the pastors and elders to focus on their roles as our spiritual overseers. A Deacon is best defined as a servant-leader whose heart and gift set has called them to be the hands and feet of the church, one who humbly and dutifully provides service to others out of obedience to Jesus and in love, counting others as more important than themselves. As such the Deacons are to be subordinate to both the Senior Pastor and the Board of Elders.

QUALIFICATIONS

Deacons shall be spiritually mature men and women of solid Christian character and good reputation as set forth in 1 Timothy 3:1-7 and Titus 1:5-9. A Deacon must:

- 1) Possess integrity and give no grounds for accusation or reproach,
- 2) Have a good reputation and be well thought of by those outside the church,
- 3) Exhibit a spirit of cooperation and to be able to work well within the Committee of Deacons and with the Board of Elders and the Senior Pastor,
- 4) Be temperate, self-controlled, well-behaved, leading an exemplary life,
- 5) Not be addicted to wine (or other addictive substances) or to have a combative nature, but be gentle and considerate; not quarrelsome, self-willed, arrogant, or presumptuous,
- 6) Be loyal and faithful, both physically and emotionally, to his or her spouse, and to act with dignity and deserving of the respect of his household,
- 7) Not be a lover of money but a generous giver to the church, and
- 8) Have a teachable spirit and be willing over time to prove himself to be a spiritually mature leader with a solid commitment to this church, and
- 9) Be a member of Hesperia Community Church in good standing.

MEMBERS OF THE DEACON COMMITTEE

The Board of Elders will select from among the congregation individuals who meet the above criteria. There is no minimum or maximum number of Deacons who can serve at any given time. Upon regular evaluation, the Board of Elders will recruit the proper number to meet the needs of the current season of the church's life.

The individuals filling the following staff positions of ministry in the church may automatically be members of the Deacon Committee: directors of the children's ministry, the men's ministry, the women's ministry, and the facilities overseer.

The Committee of Deacons shall choose from among themselves, by majority vote, a Deacon Coordinator to serve for a term of one year.

MEN AND WOMEN BOTH ELIGIBLE TO SERVE AS DEACONS

Both men and women who meet the qualifications of a deacon shall be eligible to serve on the Committee of Deacons. A thorough and balanced analysis of Scripture shows devout men and women serving the church in this capacity. Therefore, the church leadership shall make every effort to maintain a mixture of men and women on the Committee of Deacons whenever possible.

DUTIES AND RESPONSIBILITIES

The Duties and Responsibilities of the Committee of Deacons include, but are not limited to:

- 1) Individually finding needs among the church community and filling them as effectively as possible.
- 2) Overall responsibility for the church's special events in cooperation and collaboration with ministry leaders.
- 3) Organizing volunteers for day-to-day functions of church service including but not limited to ushers, greeters, security, campus host, and
- 4) Organizing volunteers for special needs of the church and/or community such as painting, cleanup, work parties and the like.
- 5) Fulfilling the requirements of any position of ministry the deacon holds while on the Committee of Deacons.

RESIGNATION OR REMOVAL OF DEACONS

Any Deacon may resign from the Deacon Committee by giving thirty (30) days written notice to the elder committee of his resignation.

A deacon may be removed for cause if that Deacon is either unable or unwilling to comply with all the qualifications, duties, and responsibilities of an elder as outlined in this Article. The responsibility and authority for removal of a Deacon shall rest with the Board of Elders.

ARTICLE 7 – MEETINGS

SECTION A – BUSINESS

1. *Annual.* The annual business meeting of the church for the receiving of annual reports, election of Board of Elders, approving the budget, and transacting of other business shall be held in June. Any procedure for conducting meetings that is fair to all participants may be used. If a conflict over procedure occurs, Robert’s Rules of Order shall be followed in resolving the conflict.

2. *Special.* Special business meetings may be called by the pastor, the Board of Elders, or by written request of 25% of the congregation. The meeting date will be set within no sooner than 20 days of the request. Such special meetings are for matters of business requiring action of the church before the next annual business meeting.

SECTION B – BOARD AND COMMITTEES

The Board of Elders shall meet each month. A special meeting may be held whenever called by the chairman, the pastor, or a majority of the members. Committees shall meet at such times deemed necessary to be effective. All regularly scheduled Board of Elders and committee meetings will be open to any member of the church except when, at the discretion of the board, confidential matters are to be discussed. Members wishing to attend board or committee meetings are to contact committee chairman prior to the meeting to receive permission to attend.

SECTION C – NOTICE OF MEETINGS

Notice of special and annual meetings of the church shall be given from the pulpit at the regular church services on Sunday preceding the date of the meeting, except in those cases where the constitution may require additional notice. Matters of business dealing with minor items of non-controversial nature may be presented during or immediately following any regular worship service without prior notification of the membership.

SECTION D – QUORUM

51 percent of the active membership shall constitute a quorum of any regular or called meeting of the membership, the Board of Elders, or committees. The 51 percent quorum must be maintained throughout the meeting. Quorum maintenance and voting methods may be subject to change under extenuating circumstances.

SECTION E – VOTING

A majority vote shall be adequate for all matters of church business except for the following which shall require a three-fourths (3/4) approval of the voting membership:

1. Call or dismissal of a Senior Pastor.
2. Sale or purchase of real estate valued at more than 5 percent of the annual budget.
3. Amendments to the constitution.

ARTICLE 8 – BASIC POLICIES

SECTION A – CHURCH/SCHOOL FISCAL BUDGET YEAR

The fiscal year for the budget of Hesperia Community Church and Hesperia Christian School shall be July 1 to June 30 inclusive.

SECTION B – FINANCIAL POLICY

Necessary finances for conducting the church, its program and missionary outreach, shall be obtained through the voluntary offerings of the members and friends. Funds may be solicited only upon approval by the Board of Elders.

SECTION C – GIFTS

Gifts will be used as designated whenever possible but may be redirected by vote of the Board of Elders and the approval of the designee. The Board of Elders reserves the right to accept or reject a gift to any church ministry. Designated gifts are not tax-deductible by law.

SECTION D – ORDINATION TO THE GOSPEL MINISTRY

The church will publicly ordain a male candidate for the gospel ministry and present him with a certificate signed by the Senior Pastor and the Elders of HCC upon successful completion of the following steps:

1. The applicant must be a member of Hesperia Community Church.
2. The applicant shall have presented a written request to the senior pastor or the Board of Elders.
3. The Board of Elders, after consideration of the request shall call an ordination council together for the purpose of examining the candidate.
4. The ordination council, after examining the candidate according to the theological standards set forth by Article 2 of this constitution, shall return an affirmative recommendation to the Board of Elders that the candidate be ordained. The ordination council shall be composed of pastors and qualified members of independent churches of like faith.
5. The Board of Elders, upon review of and vote on the recommendation to ordain the candidate, shall present the candidate to the congregation at a regularly scheduled meeting for affirmation and prayer of dedication.

SECTION E – PASTOR WALL’S RETIREMENT

Prologue: The members of Hesperia Community Church decided to commit to continual love and support of Sherman Wall for his many years of faithful service as Pastor. We chose to commit ourselves to financially supporting Sherman and Cathleen in their retirement.

Retirement Benefit: The congregation of Hesperia Community Church commits itself to paying Sherman Wall a pension of a minimum of \$1,000.00 per month for life, and thereafter, to Cathleen Wall for her life, if she survives him, unless she remarries. Any amount given to Cathleen Wall as a retirement pension will be periodically reviewed and adjusted according to need.

ARTICLE 9 – MISCELLANEOUS

This constitution may be amended/revised at a congregational meeting of HCC in accord with the following conditions:

1. The amendments/revisions were presented in writing at a special meeting at least two months prior to the (next congregational) meeting.
2. There is at least 51% of the active membership present at the annual meeting OR, under extenuating circumstances, 51% of the active membership submit signed ballots within the week of the annual meeting.
3. The amendment/revision receives a three-fourths (3/4) vote of approval.
4. None of the proposed amendments/revisions are in conflict with the articles of incorporation or greatly change the statement of faith—the determination of which shall be decided by the Board of Elders.