



CONSTITUTION

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McKERNAN BAPTIST CHURCH

CONSTITUTION

Adopted February 18, 2004

Revised June 2017, 2022

We, the members of McKernan Baptist Church (MBC) establish the following articles and associated appendices, which are of equal weight and validity, and to which we voluntarily submit ourselves.

ARTICLE 1: NAME AND DECOMINATIONAL AFFILIATION

- 1.1 The name of this church is McKernan Baptist Church (hereinafter referred to as MBC or the church), located in Edmonton, Alberta.
- 1.2 This church is affiliated with North American Baptist, Canada, Inc. (NAB), hereinafter referred to as the NAB Conference, and is also a member of the Alberta Baptist Association of the NAB Conference.

ARTICLE 2: STATEMENT OF BELIEFS AND PRACTICE

- 2.1 In continuity with our immediate forefathers and the larger fellowship of Baptists throughout history, we seek to practice and propagate, by God's grace, the convictions outlined in Appendix 1, as adopted by the NAB Conference in 1982.
- 2.2 As well we hold to the positions on marriage and sexuality adopted by the North American Baptist Conference and the Alberta Baptist Association outlined in Appendix 2.

ARTICLE 3: DIRECTIONAL STATEMENTS

The Directional Statements of MBC establish the meaning of the church mission statement (why we exist), our core values (non-negotiable characteristics of ministry), and other instruments to define and enhance the ministry and operation of the church. These statements may be amended by the board from time to time to bring clarity to the direction we believe God is leading our church. The Directional Statements shall be a public document widely circulated among the congregation, with a master copy kept on file in the church office.

ARTICLE 4: MEMBERSHIP

Members of MBC are persons who give clear testimony to saving faith in Christ, give evidence of that faith in discipleship and obedience, have been examined and publicly received by the church, and who, upon profession of faith and support of the Statement of Beliefs and Practice outlined in Appendix 1, agree to actively participate in the life and ministry of our congregation.

4.1 *Responsibilities of Members*

- 4.1.1 The Members' Covenant sets out the commitments assumed by every member. It is found in Appendix 3. Members will participate in periodic church-wide reaffirmations of the Members' Covenant or reaffirm individually upon request of the Church Board.
- 4.1.2 Members will keep in contact with the pastoral staff and provide them with current contact information.
- 4.1.3 With regard to all issues of grievance and church discipline, it is desirable that reconciliation be realized in order to ensure the continued spiritual health of the congregation. To this end, members agree that they will submit themselves to the process outlined in Appendix 4.

4.2 *Decision-Making Privileges of Members*

Except as noted where age restrictions apply, members of MBC are entitled to vote on the following matters:

- 4.2.1 Election of members of the Church Board (hereinafter referred to as the "board")
- 4.2.2 The calling or release of the senior pastor;
- 4.2.3 The appointment and release of other full-time pastoral staff;
- 4.2.4 The annual budget (age of majority);
- 4.2.5 The acquisition or sale of real property and related indebtedness (age of majority); and
- 4.2.6 Amendments to the Constitution.

Other issues may be brought to a vote by the membership when deemed desirable for the purposes of unity by the board.

4.3 *Congregational Meetings*

- 4.3.1 Frequency of Meetings

- 4.3.1.1 A Congregational meeting will be convened in the spring ministry season (Q2) to report on the progress of the church toward its directional statements, and to elect members of the board.
- 4.3.1.2 A Congregational meeting in the winter ministry season (Q1) primarily to hear projections for the upcoming year, adopt the annual Budget, and establish a Nominating Committee.
- 4.3.1.3 The board may call special Congregational meetings at any time
- 4.3.2 Congregational meetings shall be announced at least two weekends in advance through printed and verbal public communication.
- 4.3.3 Except as otherwise stated, quorum shall be the members present for the transaction of business.
- 4.3.4 Voting by proxy is prohibited.
- 4.3.5 The board may allow voting by mail, electronic means, or by advance balloting on issues where such voting is deemed desirable.
- 4.3.6 Unless stated otherwise by the board, non-members may be present at Congregational meetings, but not vote. They will be given opportunity to speak to agenda items according to the guidelines established at the time of the meeting.

4.4 *Entering and Leaving MBC Membership*

The procedures for admission to, transfer from and termination of membership are outlined in Appendix 5.

ARTICLE 5: GOVERNANCE

5.1 *Philosophy of Governance*

- 5.1.1 MBC's governance structure and systems are guided by these principles.
 - 5.1.1.1 Purpose and structure must align with Biblical principles.
 - 5.1.1.2 Effective and efficient decision-making is vital to ministry health and growth.
 - 5.1.1.3 Structure must balance flexibility and stability in order to facilitate growth.
 - 5.1.1.4 Leaders are selected on the basis of Biblical criteria.
 - 5.1.1.5 Staff and laity are partners in both ministry and the governance process.

5.1.1.6 The board has the responsibility to determine policy, which will direct the staff.

5.1.1.7 Staff have the responsibility to direct ministry.

5.1.1.8 Members' understanding and participation is essential to the governance process.

5.1.2 *Governance by Policy*

While the board and the staff must function as partners dedicated to achieving a common vision, each has distinct roles and responsibilities within the church. By establishing policy, the board will articulate outcomes and establish parameters to guide the church toward fulfillment of its God-given mission.

5.1.3 *Governance Structure*

The church's is governed by the following principles:

5.1.3.1 Jesus Christ is the head of the Church (Colossians 1:18).

5.1.3.2 The membership, as a body, is the highest decision-making body, as per the church Constitution.

5.1.3.3 The Church Board is given authority by and is accountable to the membership, through the church Constitution, to govern all aspects of the church.

5.1.3.4 The senior pastor is accountable to the board and is responsible for overseeing and coordinating the day-to-day ministry of the congregation and administration of the church, within policies set out by the board.

5.1.3.5 Staff members are accountable to the senior pastor and responsible for carrying out their ministry within the guidelines and expectations established by the senior pastor or the board-approved designate (e.g. executive pastor).

5.1.3.6 Ministry leaders are accountable to the appropriate staff and are responsible to carry out their ministry within the guidelines and expectations set out by staff.

5.1.3.7 MBC members and believing adherents (non-member participants) serve in various capacities to accomplish the work of the church. They are accountable to ministry leaders and are responsible to carry out their ministry within the guidelines and expectations established by those leaders.

5.2 *Church Board*

5.2.1 *Roles and Mandate*

The board's role is one of oversight and direction. It is given responsibility and spiritual authority by the membership to work in partnership with the senior pastor to establish and pursue a God- honouring vision to ensure that the church remains on a Biblically true course. Together, they shall ensure that:

- 5.2.1.1 The people of the church are being fed through accurate and insightful Biblical teaching;
- 5.2.1.2 They are being appropriately shepherded;
- 5.2.1.3 They are being equipped to identify and exercise their spiritual gifts in effective ministry;
- 5.2.1.4 They are challenged and given opportunity to be engaged in local and global outreach;
- 5.2.1.5 The life of the church is being managed well by competent and godly leaders; and
- 5.2.1.6 Conflicts are resolved in a godly and timely manner.

5.2.2 *Policies of the Church Board*

The board will establish policies clearly outlining the following.

- 5.2.2.1 *Outcomes* – ends to be achieved, i.e. 1) defining what the ministry of the church should seek to accomplish for Christ, long-term and short-term; 2) determining what the church will undertake to achieve, for whom, and at what cost.
- 5.2.2.2 *Limitations* – parameters around the means used by the senior pastor or his designate to achieve the defined outcomes. The board's interest in staff means is to ensure their methods are effective, prudent, and Biblically ethical.
- 5.2.2.3 *Church Board-Senior Pastor Relationship* – The senior pastor is accountable to the board, responsible for the entire ministry of MBC, and for achieving the outcomes and for functioning within defined limitations. To that end, the senior pastor will, in collaboration with the treasurer, present an annual budget proposal to the board for review, discussion and recommendation to the church members. The board will work with the senior pastor to select strategies to accomplish the church's mission; however it will not be involved in program implementation.

5.2.3 *Church Board Processes* - The board is accountable to the church membership and is therefore responsible to protect the integrity of governance. To that end, the board will develop policies that guide its practice related to:

- 5.2.3.1 Communicating with and accountability to MBC members;
- 5.2.3.2 Ensuring its own development, discipline and performance;
- 5.2.3.3 Evaluating the ministry of the senior pastor and the ministries of the church;
- 5.2.3.4 Assessing whether or not its members are meeting the qualifications outlined for the board;
- 5.2.3.5 Directing the appointment of persons to and responsibilities of its committees;
- 5.2.3.6 Strategic planning;
- 5.2.3.7 Fiscal responsibility; and
- 5.2.3.8 Treatment of employees.

5.2.4 *Board Member Qualifications*

- 5.2.4.1 The Bible teaches the importance of leaders being developed, known and tested. Persons wishing to serve on the board or its committees will therefore be expected to show evidence of commitment to and growth toward scriptural characteristics of leaders as outlined in Appendix 6.
- 5.2.4.2 Board members must be members of the church.
- 5.2.4.3 Board members cannot be employees of the church or receive financial benefit from the church for services rendered.

5.2.5 *Number and Terms of Office*

- 5.2.5.1 The board will consist of no fewer than seven and no more than twelve voting members, selected by the process outlined in Appendix 7.
- 5.2.5.2 The senior pastor will be a non-voting advisor to the board. Unless otherwise directed by the board, the senior pastor and/or pastoral staff designate(s) will be present at all board meetings and free to speak to all matters before the board. The senior pastor will also receive a copy of all board-related correspondence.
- 5.2.5.3 Board members will be elected to one-year terms commencing July 1st and ending on June 30th.

- 5.2.5.4 Membership on the board is limited to six consecutive terms whereupon, after a leave of absence of one year, a former board member will again be eligible for service as per the selection process outlined in Appendix 7
- 5.2.5.5 The board shall undertake a self-assessment on an annual basis.
- 5.2.5.6 A member's service for the coming year may be discontinued by his or her own decision or by the unanimous decision of the rest of the board.
- 5.2.5.7 In the event of a vacancy which leaves the board with less than seven members, the board may immediately initiate the selection measures outlined in Appendix 7.
- 5.2.5.8 In the event of a prolonged emergency situation impacting the normal operation of church, the membership may approve the suspension of Articles 5.2.5.3 and 5.2.5.4 for a period of up to one year to allow for uninterrupted continuation of board leadership.

5.2.6 *Meetings of the Church Board*

- 5.2.6.1 The board will normally meet monthly, but at least quarterly.
- 5.2.6.2 Quorum will be 50% of board members.

5.2.7 *Officers of the Board*

- 5.2.7.1 Officers of the board will be: chair, treasurer and secretary.
- 5.2.7.2 The board will select its officers at the first meeting after election.
- 5.2.7.3 Roles and responsibilities of the board are defined by policy.

5.2.8 *Committees of the Board*

The board shall have no standing committees, but may appoint ad hoc committees, task forces or teams to accomplish tasks of limited scope on either a short or long-term basis.

5.2.9 *Indemnification*

The board may, at its own discretion, to the maximum extent permitted under the law, indemnify a member of the board or an officer, or a former member of the board or an officer, or a person who acts or has acted at the request of the board, against expenses necessarily incurred by him/her in connection with the defence or settlement of any action, suit or proceeding in which he/she was made a party by reason of having been a board member or officer of the board or acting at the direction of the board. Such reimbursement is available if he/she acted honestly and in good faith with a view to the best interests of the

board; and, in the case of a criminal or administrative action or proceeding that is enforced by a monetary penalty, he/she had reasonable grounds for believing that his/her conduct was lawful.

5.3 *Senior Pastor*

5.3.1 *Roles and Mandate*

The senior pastor is responsible to work with the board to establish a God-honouring vision, ensuring that the church remains on a Biblically true course. Together, they shall ensure that:

- 5.3.1.1 The people of the church are being spiritually fed through accurate and insightful Biblical teaching;
- 5.3.1.2 They are being appropriately shepherded;
- 5.3.1.3 They are being equipped to identify and exercise their spiritual gifts in effective ministry;
- 5.3.1.4 They are challenged and given opportunity to be engaged in local and global outreach;
- 5.3.1.5 The life of the church is being managed well by competent and godly leaders; and
- 5.3.1.6 Conflicts are resolved in a godly and timely manner.

5.3.2 *Accountability*

- 5.3.2.1 The senior pastor is also accountable to the board for the oversight and coordination of the day-to day ministry of the congregation and administration of the church, including the preparation and management of its budget.
- 5.3.2.2 The senior pastor is responsible for the hiring of all staff members (except as otherwise noted in the case of pastoral staff) and their performance reviews.
- 5.3.2.3 Any or all of these responsibilities may be carried out directly or through delegation to another staff member approved by the board (e.g. executive pastor).

5.3.3 *Qualifications*

The senior pastor must:

- 5.3.3.1 Believe and preach the basic doctrines embodied in the Scriptures;
- 5.3.3.2 Show evidence of commitment to and growth toward scriptural characteristics of leaders as outlined in Appendix 6;

5.3.3.3 Be a member of MBC or seek to become a member within one month of assuming the position.

5.3.4 *Establishing or Ending a Senior Pastor Relationship*

The process for establishing and ending a relationship between the church and a senior pastor is outlined in Appendix 8.

The board plays a key role in selection of the senior pastor. (See Appendix 8) It is also responsible for providing the support the senior pastor needs to minister effectively, and for conducting an annual evaluation of the senior pastor's service. If the senior pastor does not minister effectively, the board is responsible for recommending the termination of the senior pastor relationship to the membership.

ARTICLE 6: FINANCE AND PROPERTY

- 6.1 Financial management of funds received and expended shall be in accordance with the laws of Canada and board policies.
- 6.2 The board stands as the audit committee of the church and ensures that appropriate financial reviews or audits are undertaken on a regular basis.
- 6.3 The senior pastor, along with the treasurer, will ensure that all financial policies set out by the board are implemented and generally accepted financial procedures are followed
- 6.4 Anyone who oversees financial management of the church must be a member of the church.
- 6.5 The fiscal year of the church will be January 1-December 31.

ARTICLE 7: RECORDS AND REPORTS

In accordance with appropriate privacy legislation, the following records and reports will be maintained and made available to church members.

- 7.1 Financial records and reports that are in accordance with generally accepted accounting principles;
- 7.2 Written minutes of Congregational and board meetings;
- 7.3 A record of the members of MBC.

ARTICLE 8: AMENDMENTS TO THE CONSTITUTION

- 8.1 The board will review the Constitution, including its appendices, annually and present any recommended revisions for membership approval at a duly called

Congregational meeting.

8.2 Revisions to the Constitution may also be proposed by the membership, as follows:

8.2.1 Any member may propose an amendment through a written request to the board.

8.2.2 The board will review the proposed amendment and comment on it.

8.2.3 Proposed amendment(s) will be included on the agenda of the next Congregational meeting for voting purposes.

8.2.4 Membership approval will be by a two-thirds majority of members casting ballots at the Congregational meeting.

8.2.5 Any amended article will take effect immediately upon approval by the membership.

ARTICLE 9: DISSOLUTION

9.1 In the event MBC votes to dissolve, ceases to function as a Baptist church, or withdraws from the fellowship of the North American Baptist Conference, the net assets of the church are automatically conveyed to the North American Baptist, Canada, Inc., Taylor University College and Seminary, and the Alberta Baptist Association, in equal portions. No assets may be distributed to members.

9.2 A vote on dissolution must be preceded by at least two weeks' notice and can only occur at a duly called Congregational meeting. The quorum for such a meeting will be at least 50% of MBC membership, with a 2/3 majority vote required for approval.

APPENDIX 1: STATEMENT OF BELIEFS AND PRACTICE

In continuity with our immediate forefathers and the larger fellowship of Baptists throughout history, we seek to practice and propagate by God's grace the following convictions:

1. We believe the Bible is God's Word given by divine inspiration, the record of God's revelation of Himself to humanity (2 Timothy 3:16). It is trustworthy, sufficient, without error – the supreme authority and guide for all doctrine and conduct (John 17:17; 2 Timothy 3:16-17; 1 Peter 1:23-25). It is the truth by which God brings people into a saving relationship with himself and leads them to Christian maturity (Matthew 4:4; John 20:31; 1 Peter 2:2; 1 John 5:9-12).
2. We believe in the one living and true God, perfect in wisdom, sovereignty, holiness, justice, mercy and love (Deuteronomy 32:3-4; Psalm 86:15; 1 Timothy 1:17). He exists eternally in three co-equal persons who act together in creation, providence and redemption (Genesis 1:26; Hebrews 1:1-3; 1 Peter 1:2).
 - a. The Father reigns with providential care over all life and history in the created universe; He hears and answers prayer (1 Chronicles 29:11-13; Matthew 7:11). He initiated salvation by sending His Son, and He is Father to those who by faith accept His Son as Lord and Saviour (John 1:12; 3:16; Acts 16:31; 1 John 4:9- 10).
 - b. The Son became man, Jesus Christ, who was conceived of the Holy Spirit and born of the virgin Mary (Matthew 1:18; John 1:14). Being fully God and fully man, He revealed God through His sinless life, miracles and teaching (Matthew 4:23- 24; John 14:9; Hebrews 4:15). He provided salvation through His atoning death in our place and by His bodily resurrection (Romans 4:23-25; 1 Corinthians 15:3- 4; 2 Corinthians 5:21). He ascended into heaven where He rules over all creation (Philippians 2:5-11). He intercedes for all believers and dwells in them as their ever-present Lord (John 14:23; Romans 8:34).
 - c. The Holy Spirit inspired men to write the Scriptures (2 Peter 1:21). Through this Word, He convicts individuals of their sinfulness and of the righteousness of Christ, draws them to the Saviour, and bears witness to their new birth (John 16:7; Romans 8:16; 1 Thessalonians 1:5-6; James 1:18). At regeneration and conversion, the believer is baptized in the Holy Spirit (1 Corinthians 12:13). The Spirit indwells, seals and gives spiritual gifts to all believers for ministry in the church and society (Romans 8:9-11; 12:5-8; Ephesians 1:13-14; 1 Peter 4:10). He empowers, guides, teaches, fills, sanctifies and produces the fruit of Christ-likeness in all who yield to Him (Acts 4:31; Romans 8:14; 1 Corinthians 2:10-13; Galatians 5:16, 22-23; Ephesians 5:18; 2 Thessalonians 2:13;).

3. We believe God created an order of spiritual beings called angels to serve Him and do His will (Psalm 148:1-5; Colossians 1:16). The holy angels are obedient spirits ministering to the heirs of salvation and glorifying God (Hebrews 1:67; 3:14). Certain angels, called demons, Satan being their chief, through deliberate choice revolted and fell from their exalted position (Revelation 12:7-9). They now tempt individuals to rebel against God (1 Timothy 4:1; 1 Peter 5:8). Their destiny in hell has been sealed by Christ's victory over sin and death (Hebrews 2:14; Revelation 20:10).
4. We believe God created man in His own image to have fellowship with Himself and to be steward over His creation (Genesis 1:26-28). As a result, each person is unique, possesses dignity and is worthy of respect (Psalm 139:13-17). Through the temptation of Satan, Adam chose to disobey God; this brought sin and death to the human race and suffering to all creation (Genesis 3; Romans 5:12-21; 8:22). Therefore, everyone is born with a sinful nature and needs to be reconciled to God (Romans 3:9-18, 23). Satan tempts people to rebel against God, even those who love Him (2 Corinthians 2:11; Ephesians 4:27). Nonetheless, everyone is personally responsible to God for thoughts, actions and beliefs and has the right to approach Him directly through Jesus Christ, the only mediator (Romans 14:12; 1 Timothy 2:5).
5. We believe salvation is redemption by Christ of the whole person from sin and death (1 Thessalonians 5:23; 2 Timothy 1:19, 20). It is offered as a free gift by God to all and must be received personally through repentance and faith in Jesus Christ (Acts 20:21; Ephesians 2:8-9; 1 Timothy 2:4). An individual is united to Christ by the regeneration of the Holy Spirit (Galatians 2:20; Colossians 1:27). As a child of God the believer is acquitted of all guilt and brought into a new relationship of peace (Romans 5:1). Christians grow as the Holy Spirit enables them to understand and obey the Word of God (Ephesians 4:15; 1 Thessalonians 3:12; 2 Peter 3:18).
6. We believe the Church is the body of which Christ is the head and all who believe in Him are members (Romans 12:4-5; Ephesians 1:22-23). Christians are commanded to be baptized upon profession of faith and to unite with a local church for mutual encouragement and growth in discipleship through worship, nurture, service and the proclamation of the Gospel of Jesus Christ to the world (Luke 24:45-48; Acts 2:41-42, 47). Each church is a self-governing body under the lordship of Christ with all members sharing responsibility (Acts 13:1-3; 14:26-23). The form of government is understood to be congregational (Matthew 18:17; Acts 6:3-6; 15:22-23).

The ordinances of the church are Baptism and the Lord's Supper. Baptism is the immersion of a believer in water in the name of the Father, and of the Son and of the Holy Spirit (Matthew 28:18-20). It is an act of obedience symbolizing the believer's identification with the death, burial and resurrection of the Saviour Jesus Christ (Romans 6:3-5). The Lord's Supper is the partaking of the bread and of the cup by believers together as a continuing memorial of the broken body and shed blood of

Christ. It is an act of thankful dedication to Him and serves to unite His people until He returns (2 Corinthians 11:23-26). To express unity in Christ, local churches form associations and a conference for mutual counsel, fellowship and a more effective fulfillment of Christ's commission (Acts 15; 1 Corinthians 6:1-3).

7. We believe religious liberty, rooted in Scripture, is the inalienable right of all individuals to freedom of conscience with ultimate accountability to God (Genesis 1:27; John 8:32; Roman 8:21; Acts 5:29; 2 Corinthians 3:17). Church and State exist by the will of God. Each has distinctive concerns and responsibilities, free from control by the other (Matthew 22:21). Christians should pray for civil leaders, and obey and support government in matters not contrary to Scripture (Romans 13:1-7; 1 Timothy 2:1-4; 1 Peter 2:13-16). The state should guarantee religious liberty to all persons and groups regardless of their religious preferences, consistent with the common good.
8. We believe Christians, individually and collectively, are salt and light in society (Matthew 5:13-16). In a Christ-like spirit, they oppose greed, selfishness and vice; they promote truth, justice and peace; they aid the needy and preserve the dignity of people of all races and conditions (Luke 9:23; Philippians 4:8-9; Titus 2:12; Hebrews 13:5; James 2:1-4; 1 John 3:16-17). We affirm the family as the basic unit of society and seek to preserve its integrity and stability (Genesis 2:21-25; Ephesians 6:1-4).
9. We believe God, in His own time and in His own way, will bring all things to their appropriate end and establish the new heaven and the new earth (Ephesians 1:9-10; Revelation 21:1). The certain hope of the Christian is that Jesus Christ will return to the earth suddenly, personally and visibly in glory according to His promise (John 14:1-3; Titus 2:13; Revelation 1:7; 3:11). The dead will be raised, and Christ will judge mankind in righteousness (John 5:28-29). The unrighteous will be consigned to the everlasting punishment prepared for the devil and his angels (Matthew 25:41, 46; Revelation 20:10). The righteous, in their resurrected and glorified bodies, will receive their reward and dwell forever with the Lord (2 Corinthians 5:10; Philippians 3:2-21; 1 Thessalonians 4:13-18).

APPENDIX 2: STATEMENT AND POLICY ON MARRIAGE

Preamble

In accordance with the North American Baptist Conference Statement of Beliefs (Item #4)¹, we affirm that each person is unique, possesses dignity, and is worthy of respect, and

We affirm that we are called to introduce each person to the loving, reconciling ministry of Jesus Christ and the life changing transformation described in the Scripture.

Statement and Policy

The Supreme Court of Canada has clearly stated in their reference on Same Sex Marriage (neutral citation: 2004 SCC 79.) that the Charter of Rights and Freedoms protects “religious officials from being compelled by the state to perform civil or religious same-sex marriages that are contrary to their religious beliefs,” thus we state the following position on marriage:

Whereas we believe that the Bible clearly teaches that marriage is the spiritual and legal union of one man and one woman to the exclusion of all others. To recognize any other form of union as a legitimate marriage would be contrary to our understanding of the scripture. It would also be contrary to the stated positions of the Alberta Baptist Association², of which MBC is affiliated, and,

Whereas, though as Christians we seek to demonstrate God’s love to all people, we will not compromise our convictions on marriage as defined by Scripture.

Therefore, be it resolved that:

1. As a matter of belief, doctrine and religious practice, the church reserves the term “marriage” for the covenant relationship between one man and one woman to the exclusion of all others (Genesis 2:24; Mark 10:6; 1 Corinthians 7:1-5; Ephesians 5:21-33).
2. And that as the Alberta Baptist Association has established the standard that all individuals who are licensed to perform marriages through the Alberta Baptist Association not officiate at or co-officiate at a ceremony to celebrate any union not conforming to the previously stated definition of marriage, we also establish the standard that no individual pastor or members officially representing the church shall officiate at or co-officiate at a ceremony to celebrate any union not conforming to the previously stated definition of marriage.

¹ *Adopted by the North American Baptist Conference delegates, August 10-15, 1982, at Niagara Falls, New York.*

² *See Minutes of General Business Session, Alberta Baptist Association, April 13, 2005*

3. And that in the event that a pastor or member officially representing the church officiates at or co-officiates at a ceremony to celebrate any union not conforming to the previously stated definition of marriage:
 - a) the church will immediately do an investigation to validate and document that such a violation of the church's policy on marriage has indeed occurred;
 - b) the church will immediately notify in writing the office of the Alberta Baptist Association so that appropriate action can be taken;
 - c) the individual will be subject to a disciplinary review by the church according to Appendix
4. And that the facilities of the church will not be used for weddings, blessings, celebrations, receptions or any other gathering where the union does not conform to the previously stated definition of marriage.
5. And that the above definition of marriage will extend to include retreats, camps, seminars or any other activities of the church.

APPENDIX 3: MEMBERS' COVENANT

Having been led by the Holy Spirit to accept Jesus Christ as Saviour and Lord, to submit to God's Word, to be baptized, and to formally unite with the membership of McKernan Baptist Church, I support the Statement of Beliefs and will adhere to the Constitution of the Church.

In dependence on the Holy Spirit, I will participate in the mission of the church, which is to become a community of fully devoted and developed followers of Jesus Christ who are pursuing right relationship with God, with one another and with our neighbours.

In dependence on the Holy Spirit, I aspire to live according to the core values that flow from the church's mission...

Right Relationship with God

- I will worship the Triune God revealed in Christ in all I do as I build my life on the foundation of prayer and the authority of God's Word.
- I will intentionally follow Christ, with my desire and goal to become more like Him in my character, priorities, and passion.

Right Relationship with One Another

- I will participate in the common life of Christ I share with other believers as I develop authentic, loving relationships.
- I will serve God with the resources He has entrusted to me in a way consistent with how He has designed me.
- I will pray for the ministry of the church, support its leadership and share any concerns in a godly manner.

Right Relationship with Our Neighbours

- I will share God's love and truth through what I do and say both locally and globally.
- I will pursue godly justice and mercy in the world, led by the compassion and truth of Christ.

APPENDIX 4: GRIEVANCE AND DISCIPLINE PROCEDURES

In the event that there is a grievance between members due to conduct contrary to the Statement of Beliefs and Practice (Appendix 1) and/or the Members' Covenant (Appendix 3), the offended member(s), with an attitude of gentleness (Galatians 6:1), sorrow, forgiveness and love (2 Corinthians 2:7-8), and brotherliness (2 Thessalonians 3:15) will be responsible to initiate reconciliation in the manner outlined as follows (Matthew 18:15-17):

1. Talk privately to the other member(s) involved;
2. Enlist the help of one or two spiritually mature members in seeking reconciliation if the grievance remains unresolved;
3. Present the grievance to the board for action if it persists.

Upon receiving word of the unresolved grievance, the board shall:

1. Meet with the member(s) involved and seek to bring about reconciliation;
2. Submit the grievance to Christian mediation and/or arbitration in the event the board is unable to resolve it;
3. Make a recommendation according to Appendix 5C. in the event the mediation and/or arbitration are rejected or ineffective.

APPENDIX 5: MEMBERSHIP PROCEDURES

A. Admission to Membership

Applicants for membership will be expected to participate in the church's new members' orientation program and, following admission to membership, to respond to requests for reaffirmation of the Members' Covenant. All applications for membership shall be considered by the pastoral staff, who shall, after proper inquiry, make their recommendations to the board for its approval. New members will be publicly received and introduced to the congregation.

There are four recognized methods of admission to membership:

1. Baptism through the ministry of MBC by immersion, on profession of faith in Jesus Christ as Saviour and Lord. MBC will practice baptism by immersion except in cases of extreme extenuating circumstances as determined by the Church Board;
2. Transfer of membership from another Baptist church, if previously baptized on profession of faith in Jesus Christ as Saviour and Lord;
3. Testimony, if previously baptized on profession of faith in Jesus Christ as Saviour and Lord;
4. Restoration on giving satisfactory reasons for reinstatement to membership;

B. Transfer of Membership

All requests for transfer of membership to another Baptist church shall be considered by the pastoral staff, who shall, after proper inquiry, make their recommendations for approval to the board. Notice of transferred members will be provided to the congregation through publication by the church office.

C. Termination of Membership

Except in the case of death, all requests or recommendations for termination of membership shall be considered by the pastoral staff, who, after proper inquiry, shall refer them to the board for decision. Members being considered for membership termination will be notified by the board at least two weeks prior to a decision in order to allow for any representations to be made to the board.

There are five recognized means of termination of membership.

1. Release to another evangelical church that is known to adhere to the Bible as its rule for faith and practice.
2. Release upon the member's request or agreement.
3. Dismissal in the event that the member demonstrates a lifestyle contrary to the Statement of Beliefs and Practice (Appendix 1) and/or the Members' Covenant (Appendix 3) and when the efforts of the board at correction and restoration have been refused.
4. Erasure because of persistent absence from participation in life of the church without valid reasons.
5. Death.

APPENDIX 6: BIBLICAL QUALIFICATIONS OF LEADERS

The following qualifications apply to those who are elected, appointed, or called into specific roles of leadership in the church.

1. Leaders must lead by example and demonstrate a lifestyle free of patterns of sin (Exodus 18:21; 1 Timothy 3:2; Titus 1:6-7).
2. Leaders, if married, must be devoted spouses (1 Timothy 3:2; Titus 1:6).
3. Leaders must be self-controlled, enslaved to nothing but Jesus, free from excess (1 Timothy 3:2; Titus 1:7-8).
4. Leaders must be sober, sensible, wise, balanced in judgement, not given to quick, superficial decisions based on immature thinking (1 Timothy 3:2; Titus 1:8).
5. Leaders must demonstrate a well-ordered life and honourable behaviour (Acts 6:3; 1 Timothy 3:2; 4:12-16; Titus 1:8).
6. Leaders must be unselfish with their personal resources and willing to share blessings with others (1 Timothy 3:2; 1 Peter 5:1-4).
7. Leaders must be able to communicate truth and sound doctrine in a non-argumentative way (1 Timothy 3:2; 2 Timothy 4:2-15; Titus 1:9).
8. Leaders must be free from addictions and willing to limit their liberty for the sake of others (Romans 14; 1 Timothy 3:3 and 8; Titus 1:7).
9. Leaders must be gentle, patient, and able to exercise self-control in difficult situations (1 Timothy 3:3; 4:7-8; Titus 1:8).
10. Leaders must not be given to quarrelling or selfish argumentation (1 Timothy 3:3; 6:20-21; 2 Timothy 2:22-26).
11. Leaders must not be stingy, greedy, out for sordid gain, or preoccupation with amassing material things (Exodus 18:21; 1 Timothy 3:3 and 8; 6:3-10; Titus 1:7; 1 Peter 5:1-4; 1 John 2:15-17).
12. Leaders must have a well-ordered household and a healthy family life (1 Timothy 3:4-5; Titus 1:6).
13. Leaders must not be new believers. They must have been Christians long enough to demonstrate the reality of their conversion and depth of their spirituality (1 Timothy 3:6; Acts 6:1-7).
14. Leaders must behave a good reputation among unbelievers and be free from hypocrisy (1 Timothy 3:7-8; 4:16; 5:21).
15. Leaders must not be stubborn, prone to force opinions on others, or abuse authority. They must lead with a servant heart (Mark 10:42-44).
16. Leaders must desire the will of God in every situation (Titus 1:8; Acts 20:28-31).
17. Leaders must desire to be fair and impartial. Their judgements must be based on Scriptural principles (1 Timothy 3:9; Titus 2:7-8).
18. Leaders must be devoted followers of Christ, seeking to be conformed to His image. They must be committed to prayer, worship, the study of Scripture, doing the work of an evangelist and the guardian of their walk (1 Timothy 6:11-16; II Timothy 3:16-4:5).
19. Leaders must be stable in faith, obedient to the Word of God and continually seeking to be controlled by the Holy Spirit (Acts 6:1-7).
20. Leaders must be teachable (Exodus 18:20; 2 Timothy 2:15).

APPENDIX 7: SELECTION OF CHURCH BOARD MEMBERS

In January of each year, the board shall establish a Nominating Committee comprised of two members of the board and two members-at-large. The Nominating Committee will be ratified at the winter Congregational meeting.

The selection process will be as follows:

1. The congregation will be advised of the qualifications expected of leaders of the church and of the board member selection process.
2. The Nominating Committee will construct a list of candidates. The board, pastoral staff and membership will be given opportunity to submit names for consideration.
3. The Nominating Committee, in consultation with the board and the pastoral staff, will prepare a list of potential nominees from the candidate list.
4. The Nominating Committee will ensure potential nominees are aware of the roles and responsibilities of the board and ask each to give prayerful consideration to being placed on the ballot.
5. Those willing to be considered for service on the board will be presented to the membership. Members will be given 14 days to show just cause as to why any nominee may not be qualified for service. Members with such cause must express their concerns to and be willing to meet with the Nominating Committee. The Nominating Committee will review any such concerns and determine whether they warrant disqualification for service on the board.
6. Following the 14-day period, nominees will be presented to the membership of the church at the spring Congregational meeting for:
 - a. Election when there are more than 12 candidates; or
 - b. Affirmation when the number of candidates is 12 or less.

APPENDIX 8: ESTABLISHING AND ENDING PASTORAL RELATIONSHIPS

A. SENIOR PASTOR

Establishing a Senior Pastor Relationship

Upon the ending of a senior pastor relationship, the board will evaluate the pastoral needs of the church and present its recommendations at a Congregational meeting within 60 days. Based on the evaluation, a seven- member Search Committee will be established consisting of four board members and three church members elected or ratified by the membership.

The Search Committee will investigate the merits of potential candidates with regard to personal character, education, leadership and ministerial record to determine suitability for the position.

The Search Committee will recommend directly to the church a suitable candidate. Only one name may be brought to the church and voted upon at a time, although more than one name may be available for presentation. A vote by the church on any candidate recommended by the Search Committee may be taken at a duly-called membership meeting. The quorum for this meeting shall be 25% of the membership. If a vote of two-thirds or more participating members is cast in favour, the candidate shall be called by the church.

Ending a Senior Pastor Relationship

A pastoral relationship may be terminated by either:

1. Written resignation by the senior pastor presented to the board at a duly- called board meeting; or
2. A two-thirds majority vote at a scheduled or Congregational meeting specifically called for this purpose, for which at least two weeks' notice has been given. The quorum for this meeting will be at 25% of the membership.

B. OTHER PASTORS

Establishing a Pastoral Relationship

Upon the resignation or termination of a pastor serving in a three-quarter time or greater position, or upon the creation of a new pastoral position in this time category, the senior pastor will evaluate the position and its requirements. In consultation with the board, the senior pastor and/or his designate, will seek out and interview candidates for the position. One or more suitable candidates will be presented to the board for approval and recommendation to the church. Only one name may be brought to the church to be voted upon at a time, although more than one name may be made available for presentation. A vote by the church on any candidate recommended by the

board may be taken at any duly called Congregational meeting. If a vote of two-thirds or more participating members is cast in favour, the candidate will be called by the church.

Ending a Pastoral Relationship

A pastoral relationship in this category may be terminated by either:

1. Written resignation presented to the senior pastor or his designate; or
2. A two-thirds majority vote at a duly-called Congregational meeting.

C. OTHER PART-TIME PASTORS

Establishing a Pastoral Relationship

Upon the resignation or termination of a pastor serving in a capacity of less than three-quarter time, or upon the creation of a new pastoral position in this time category, the senior pastor will evaluate the position and its requirements. The senior pastor and/or his designate will seek out and interview candidates for the position. The successful candidate will be presented to the board for its approval. If approved by the board, the successful candidate will be called to serve in that position and introduced to the church.

Ending a Pastoral Relationship

A pastoral relationship in this category may be terminated by either:

1. Written resignation, presented to the senior pastor or his designate; or
2. Dismissal from the position by the senior pastor or his designate, upon approval of the board.