



Statement of Faith Constitution & Bylaws

*Revised and updated 1/14/2017

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**Constitution and Bylaws of Wesley Church
of Colerain Township
in Quarryville, Pennsylvania**

THE CONSTITUTION OF WESLEY CHURCH, QUARRYVILLE, PA

Preamble

We, followers of Jesus Christ, responding to the Call of the Spirit through the Gospel found in God's Holy Scriptures do unite together to proclaim the Word, administer the Sacraments of Baptism, and Communion and carry out the mission of Church, do hereby adopt this Constitution and commit ourselves to be governed by its provisions, in the name of the Father and of the Son and of the Holy Spirit.

Mission Statement of Wesley Church

To Know, Grow and Go in Jesus Name.

Identification Verse

Revelation 3:20

THE BYLAWS OF WESLEY CHURCH, QUARRYVILLE, PA

Chapter 1

Name and Incorporation

1. The name of this congregation shall be Wesley Church.
2. For the purpose of this Constitution and Bylaws, the congregation of Wesley Church located in Quarryville, Pennsylvania is designated "this congregation."
3. This congregation is incorporated under the laws of the State of Pennsylvania.

Chapter 2

Statement of Faith

Introduction

Wesley Church is a faith based community of believers, committed to the Word of God and committed to serving our community and our world.

On the Bible

The Bible is God's word without error. God literally breathed out His word using human authors whom were guided by the Holy Spirit as they wrote. Every word in the Bible included in the 39 books of the Old Testament and 27 books of the New Testament is equally inspired. The Bible is our final authority and is a trustworthy source of absolute truth.

On God the Father

Our Heavenly Father, God, cannot be understood fully, however, He reveals Himself to us through His Word, the Bible. We are able to know God through a personal relationship of faith, prayer and study of what the Bible teaches us about His nature. God has a plan and purpose in place for each and every person's life. We believe that God exists in three persons (tri-unity): the Father, the Son and the Holy Spirit. God created the Heavens and the earth and all within for His glory. God, being completely in control of His creation, is holding everything together through His Son Jesus. God is all-powerful and

knows all things perfectly; past, present and future. God is everywhere at all times, unchanging and eternal, without beginning or end.

On Jesus Christ

Jesus is the eternal Son of God. Prophets of the Old Testament foretold of God the Son who took on human form when He was conceived of the Holy Spirit and born of a virgin. While on earth, Jesus lived a sinless life. He grew in wisdom and stature and was baptized by John. His ministries included, but were not limited to, healing the sick, preaching, teaching, casting out demons, causing the blind to see and the lame to walk. Jesus was ultimately rejected by those He came to save. He was crucified on a cross, died and was buried. After three days Jesus rose from the dead, and made appearances to many people before ascending into Heaven, where He would take His place on the throne, ruling at the right hand of God. Jesus is actively mediating today between God and man. Jesus will one day come again from Heaven and we who believe will go up with Him to enjoy fellowship with God forever.

On the Holy Spirit

The Holy Spirit is the third person of the trinity, He is actively working and always present. At the time of salvation, the Holy Spirit indwells the believer giving spiritual gifts and empowering them for service. The Holy Spirit actively intercedes for believers in prayer and convicts them of their sins. The fruit of the Holy Spirit is evidence of His presence in the believer's life. The believer is instructed and guided by the Holy Spirit into all truth and sealed for the day that Christ returns.

On the Trinity

The Trinity is one God existing in three distinct co-equal and co-eternal persons with one essence and purpose. We see the three persons of the trinity at work in creation, as well as present at the baptism of Christ, working together towards the salvation of man and in our lives. We conclude that the trinity is not three gods, nor three parts nor three modes.

On Salvation

Salvation is a free gift from God offered to all. This free gift offers freedom from the power of death and a guarantee of eternal life to those who are unable to save themselves due to their own sinful nature. The work of salvation is a miracle, bringing the spiritually dead to new life through the grace of God. Salvation comes by God's mercy through faith in Christ alone. Those who are a new creation in Christ Jesus cannot lose their salvation.

On the Church

The Church includes all of those people who are called out, assembled by God. There is the "universal" church and the "local" church. The universal church consists of all believers who have been, are present, or will be brought together under Christ. The local church consists of smaller gatherings of believers within communities whose head is Christ. Wesley Church is a local church that is just a small part of the universal church.

On the role of the Local Church

The Local Church is to be equipping believers to do works of service, helping them recognize and use the gifts that God has given them, working as God's vessels as He advances His Kingdom. The goal of this equipping is to help the church to reach a unity of the faith under the leadership of Christ. The church should be active in telling others about salvation through Jesus, fellowship, training and encouraging, service and worship in a safe and welcoming environment. Following the commands of Jesus the church practices the baptism of believers, and the fellowship and hope of the Lord's Supper, better known as Communion. In the future, the church will be triumphant, reigning with Christ as its leader in the Kingdom of God.

On Marriage

Wesley Church recognizes marriage as an institution ordained and ordered by God, as clearly defined in the Bible as the union of one man and one woman. Inasmuch, Wesley Church along with its Pastors, Staff and Voting Members will not perform marriages involving individuals of the same gender. Wesley Church along with its Pastors, Staff and Voting Members will only perform marriages involving one (1) legally born male, and one (1) legally born female. The building, grounds and property of Wesley Church shall not be used for the facilitation of a same-sex wedding ceremony.

Chapter 3

Nature of the Church and Affiliation

1. This congregation exists both as a local expression of the "body of Christ" and as a part of the universal Church made up of every believer in Jesus Christ.
2. This congregation acknowledges that Jesus Christ is the head of the Church and commits itself to carry out its mission, ministry and decisions in submission and obedience to His authority.
3. This congregation is not affiliated with any denomination but may officially affiliate with any ministry association, network or organization that is in line with its Statement of Faith and is deemed by this congregation's Leadership Team to contribute to the fulfillment of its mission and ministry.
4. This congregation may affiliate or terminate its official affiliation with any ministry association, network or organization with unanimous consensus from its Leadership Team.
5. This congregation shall always retain title to its property and all assets regardless of any decision to affiliate or terminate its official relationship with any ministry association, network or organization.
6. This congregation may choose to terminate its own existence or merge with another congregation at a Special Meeting by a two-thirds majority of the Voting Members.

Chapter 4

Authority of this Congregation

1. The authority of this congregation is that which is necessary to fulfill its mission and ministry according to the Scriptures.
2. This congregation delegates authority to the Leadership Team, Lead Pastor and other individuals and ministry teams as recognized in this Constitution and Bylaws.
3. The authority of this congregation is primarily exercised at the Annual Congregational Meeting Conference or Special Meeting as provided for in this Constitution and Bylaws.
4. This congregation shall have authority to:
 - a. License and Ordain its own pastors or terminate licensure and or ordination of its pastors.
 - b. Nominate members to serve on the Leadership Team
 - c. Annually approve the Budget
 - d. Annually approve Leaders elected to serve on the Leadership Team, Staff-Congregation Relations Team, Trustees Team, Finance Team, Missions Team, Nominating Team and Christian Education Team.
 - e. Approve or disapprove the purchase and/or selling of land or property associated with Wesley Church. ^{*(2017)}

Chapter 5

Membership

1. Members of this congregation shall be recognized as members at the time the Constitution and Bylaws are adopted and those admitted in the future according to the following criteria:
 - a. A member of Wesley Church is a person who has been received into membership by public confession of faith in Jesus Christ along with affirmation of the Statement of Faith of Wesley Church included in the Constitution and Bylaws.
 - b. For those persons new to Wesley Church whom have never been members of a local church, nor have had active membership in a local church for three or more consecutive years, who are twelve years or older, the completion of an Active Membership course is required.
 - c. For those persons who wish to transfer membership from another congregation and are over the age of twelve, the completion of an Exploring Membership course, along with

- an interview with a Wesley Church Pastor and member of the Wesley Church Leadership Team is required.
- d. Accurate membership records shall be maintained by the Administrative Assistant and Lead Pastor or his designee, these records shall be conclusive evidence of the membership role.
2. A Voting Member of this congregation shall be defined as any person who is a Member of this congregation at the time of any Annual Meeting or Special Meeting, unless a specific action requires that Voting Members must be eighteen (18) years of age or older.
 3. Membership of this congregation shall be terminated by:
 - a. Death
 - b. Resignation
 - c. Disciplinary Action
 - d. Inactivity for a period of two (2) years, following contact with the Lead Pastor of this congregation or his designee.

Chapter 6

Annual Congregational Meeting and Special Meetings

1. This congregation shall conduct its Official Business through legally called meetings of the Voting Members of this congregation as described in the Constitution and Bylaws, hereafter designated as, Annual Congregational Meeting or "Special Meeting."
2. Official Business refers to specific resolutions or official actions of this congregation requiring a vote as prescribed in the Constitution and Bylaws.
3. All official resolutions and actions of the congregation shall be recorded in the Meeting Minutes as necessary to fulfill legal requirements and maintain a record of congregational actions. The meeting Minutes shall be recorded by the Administrative Assistant of Wesley Church and approved by the Leadership Team at the next monthly Leadership Team meeting.
4. Notice of the Annual Congregational Meeting or any Special Meetings of this congregation, including the date, time, location and Agenda along with any specific resolutions or specific actions to be taken at the meeting, shall be given in both written and verbal form at all services of worship that take place on the two consecutive Sundays preceding the meeting.
5. The Leadership Team at Wesley Church, at its discretion, may schedule open Town Hall Meetings or utilize additional means of communication to provide information and opportunities for discussion prior to any Special Meetings of this congregation.
6. Annual Congregational Meeting shall be held during the month of January at a date, time and location determined by the Leadership Team of Wesley Church. The Agenda shall be determined by the Leadership Team and shall include:
 - a. A Call to Order

- b. Opening Prayer
- c. Mission and Ministry Report given by the Lead Pastor or his designee.
- d. Financial Report given by the Church Treasurer and his or her designee.
- e. Presentation and approval of the annual Budget.
- f. Presentation and approval of the annual Leadership Nominees elected to serve on the following teams:
 - i. Leadership Team,
 - 1. Staff-Congregation Relations Team,
 - 2. Trustees Team,
 - 3. Finance Team,
 - 4. Nominating Team,
 - 5. Missions Team,
 - 6. Christian Education Team.
 - g. Any other Official Business as announced in advance of the meeting.
 - h. Other Business at the discretion of the Leadership Team Chair.
 - i. Closing Prayer
 - j. Adjournment
- 7. The Leadership Team Chair shall serve as the Chair and preside at the Annual Congregational Meeting or Special Meeting of this congregation. Official Business of this congregation shall not be conducted in the absence of both the Leadership Team Chair, and the Lead Pastor regardless of a quorum of members present.
- 8. The Annual Congregational Meeting shall be open to all attendees of Wesley Church. Staff and Leadership Team members of Wesley Church are strongly encouraged to attend.
- 9. All Official Business (buying and selling of property, approval of Pastoral calling or dismissal of a Pastor) of this congregation shall be by two-thirds ($\frac{2}{3}$'s)^{*(2018)} vote of the Voting Members present and voting unless otherwise specified in this Constitution and Bylaws.
- 10. Members of the Leadership Team of Wesley Church will be appointed and responsible for the accurate counting and recording of any official votes.
- 11. Voting Members must be present at the time of an official vote of this congregation. Voting Members may not cast ballots in absentia or by proxy.
- 12. Absentee Ballots may be delivered to a member of the Pastoral Team or Leadership Team prior to the actual vote.
- 13. Blank or mismarked ballots, as determined by the Leadership Team shall not be counted in any official vote.

Chapter 7

Pastoral Team

1. This congregation has authority to affirm^{*(2017)} a Letter of Call to any pastor of its own choosing who affirms the Statement of Faith included in this Constitution and Bylaws. (Chapter 2)
2. A pastor of this congregation shall be a Licensed or Ordained Minister who has met commonly held standards for clergy who are recognized and/or licensed as Ministers of the Gospel of Jesus Christ.
3. The qualifications of a pastor called by this congregation may include certification, licensure, or endorsement by any association, network or organization with whom this congregation chooses to affiliate in fidelity with its Statement of Faith included in this Constitution and Bylaws.
4. This congregation shall maintain its authority to ordain persons prepared for ministry through the “laying on of hands” as prescribed in the Scriptures.
5. This congregation may use the term “pastor” to describe non-ordained staff that functions in the role of pastor.
6. The authority to extend a Letter of Call to an ordained pastor resides in this congregation’s Leadership Team. Any pastor receiving a Letter of Call must be confirmed by a two-thirds majority at the Annual Congregational Meeting or a Special Meeting.
7. The process of identifying, selecting and interviewing pastoral candidates and staff of Wesley Church resides in the Staff-Congregation Relations Team. Upon their recommendation the Leadership Team will approve the candidates selected for employment. Pastoral positions that will be filled must be affirmed by the members at the Annual Congregational Meeting, or a Special Meeting by a two-third majority.
8. Following the recommendation of the Staff-Congregation Relations Team and upon the approval of the Leadership Team and affirmation from the congregation Pastoral staff will receive an official, “Letter of Call.”
9. This Letter of Call to this congregation shall be terminated automatically by:
 - a. Death of the pastor
 - b. Mutual agreement
 - c. Resignation of the pastor
 - d. Merger with another congregation
 - e. Dissolution of this congregation
10. The Letter of Call of a pastor of this congregation may be terminated by the Leadership Team following an appropriate period of prayer and consultation that shall include formal reviews. Reasons to terminate the Letter of Call of a pastor of this congregation may include, but shall not be limited to:
 - a. Physical or mental incapacity.
 - b. Disqualification on the basis of false doctrine, immorality or continued neglect of duty.

- c. Persistent strife, disruption and disunity in this congregation that is caused or supported by the pastor.
 - d. A refusal to submit to the authority of the Staff-Congregation Relations Team, Leadership Team and Executive Pastor as prescribed in this Constitution and Bylaws.
 - e. Inability to continue to conduct the duties of the Letter of Call in this congregation as a result of local conditions which do not reflect on the competence or the moral and spiritual character of the pastor.
11. Duties of the pastor and annual compensation shall be determined by the Staff-Congregation Relations Team in unity with the Finance Team and Leadership Team.
12. Pastors on Staff at Wesley Church shall be available to:
- a. Conduct worship, preach the Word, administer the Sacraments according to the Scriptures and provide for others to fulfill these duties as authorized or when no licensed or ordained minister is present.
 - b. Serve as a non-voting member of the Leadership Team, Finance Team and Nominating Team.
 - c. Provide the overall vision for the mission and ministry of this congregation in prayer and consultation with the other pastors and staff members of Wesley Church, Leadership Team and congregational members.
 - d. Participate in an Annual Review process that will be conducted by the Staff-Congregation Relations Team.
 - e. Provide oversight and supervision to the other pastors and staff members of Wesley Church.
 - f. Provide an annual review of all staff and pastors, with the exception of the Lead Pastor, to the Staff-Congregation Relations Team.
 - g. Retain the authority to recommend to the Staff-Congregation Relations Team, for dismissal, any pastor or staff member who is consistently failing to meet expectations as outlined in his or her job description.
 - h. Organize, facilitate and lead weekly staff meetings.
13. Other pastors may be extended a Letter of Call by this congregation to positions of Associate Pastor, Youth Pastor and other titles and positions as determined to best serve the mission and ministry of this congregation.
- a. Any pastor or staff member of Wesley Church shall have access to the Staff-Congregation Relations Team to communicate needs and concerns in the event that a conflict arises with any member of the pastoral team or staff.

Chapter 8

The Leadership Team and other Executive Leadership Teams

- 1. The Leadership Team of Wesley Church
 - a. The elected governing board of Wesley Church shall be called the Leadership Team.

- b. The Leadership Team shall transact the legal and financial business of this congregation unless otherwise specified in this Constitution and Bylaws. This includes but is not limited to:
 - i. The purchase of property or assets.
 - ii. The sale of property or assets.
 - iii. The hiring of non-pastoral staff.
 - iv. The release of non-pastoral staff.
 - v. The approval of contracts related to the maintenance and upkeep of the church.
 - vi. Negotiations related to church business.
 - vii. Securing legal counsel and advice when needed.
- c. The Leadership Team shall provide spiritual guidance and strategic leadership for this congregation that contributes to fulfilling its mission, vision and ministry.
- d. The Leadership Team shall consist of no less than seven and no more than nine Voting Members of this congregation elected to serve three-year terms (3) by a two-thirds majority approval at the Annual Congregational Meeting.
- e. The Leadership Team shall be, nominated by the Nominating Team and approved^{*(2018)} by the congregation at the Annual Congregational Meeting.
- f. Members of the Leadership Team may elect to serve a second term, but must remove themselves from service for at least one year (1) following two (2) consecutive terms of service.
- g. Following a one-year hiatus the Leadership Team member may be, nominated and approved^{*(2018)} for another three year term (3).
- h. The Leadership Team shall elect its own Officers who serve as officers of this congregation. These officers shall be elected to one-year terms (1) during the month of January each year, and if re-elected may serve as any Officer for the length of their tenure on the Leadership Team up to the end of their three year term (3). Officers shall include.
 - i. Leadership Team Chair
 - ii. Secretary
- i. In the event that the Leadership Team Chair is unable to attend a Leadership Team meeting, Lead Pastor shall officiate and facilitate the meeting.
- j. Members of the Leadership Team of Wesley Church shall maintain faithful attendance at Wesley Church. Any Leadership Team member who misses more than three meetings (3) unexcused shall meet with the Leadership Team Chair and Lead Pastor to discuss their ongoing commitment. Further unexcused absences shall lead to dismissal from the Leadership Team upon agreement of the Leadership Team Chair and the Lead Pastor.
- k. In the event of a dismissal or resignation from the Leadership Team, the Nominating Team shall appoint a replacement to complete the remainder of the vacated term.
- l. In order to conduct official Church Business the Leadership Team must have at least seven members (7) present for a quorum. Official Business shall not be conducted in the absence of both the Leadership Team Chair and the Lead Pastor, regardless of a quorum of members present.

- m. Leadership Team meetings are open to any person of this congregation to attend, so be it as they have contacted the Leadership Team Chair with their intentions to be added to the monthly agenda. The Leadership Team Chair in unity with the Lead Pastor holds the right to refuse attendance or redirect attendance at another Team more appropriate for the person's concerns.
 - n. The Leadership Team Secretary shall record Leadership Team Meeting Minutes which shall be regularly reviewed, approved and maintained by the Leadership Team as a record of Official Business and be available to congregational members upon request.
 - o. The Leadership Team shall provide primary oversight, accountability, partnership and support to the Missions Team, Christian Education Team, Staff-Congregation Relations Team, Trustees Team and Finance Team.
 - p. The Leadership Team shall partner with the Lead Pastor and other pastors of Wesley Church along with its staff and congregation to accomplish the mission and ministry of this congregation. This partnership shall include but is not limited to:
 - i. Promote the overall vision and mission of this congregation
 - ii. Oversee the administration of this congregation
 - iii. Oversee all organizations and ministries within this congregation
 - iv. Appoint and Commission Ministry Teams as necessary
 - v. Appoint delegates as needed to official meetings of networks associations or organizations of which Wesley Church is affiliated
 - vi. Promote mission partnerships both locally and globally
 - vii. Encourage the involvement of persons of this congregation in worship, learning, witness, service and financial support
 - viii. Provide regular opportunities for communication and promotion of activities related to the mission and vision of Wesley Church
2. Executive Leadership Teams of Wesley Church ^{*(2017)}
- a. All other Executive Leadership teams ^{*(2017)} of this congregation shall be organized in the same format as the Leadership Team of Wesley. No less than seven (7) no more than nine (9) Voting Members. Each member on a three-year (3) term with the potential to serve another consecutive three year (3) term ^{*(2017)} followed by a mandatory one-year (1) hiatus upon the completion of their second (2nd) term. These Executive Leadership teams shall be:
 - i. Leadership Team
 - ii. Staff-Congregation Relations Team
 - iii. Finance Team
 - iv. Trustee Team
 - v. Nominating Team
 - vi. Missions Team
 - vii. Christian Education Team
 - b. The responsibilities of the **Staff-Congregation Relations Team** shall be working under the direction of the Leadership Team of Wesley Church to:
 - i. Provide an annual evaluation of all Pastors, Staff and Employees of Wesley Church.

- ii. Recommend to the Leadership Team new Pastors, Staff and Employees as needed. This includes opening positions, advertising positions, receiving formal applications, resumes and conducting interviews.
 - iii. Annually review and recommend^{*(2017)} compensation and benefits^{*(2017)} for Pastors, Staff and Employees of Wesley Church.
 - iv. Accept or decline Letters of Resignation as they are received from the Pastors, Staff and Employees of Wesley Church.
 - v. Update, review and amend the Wesley Staff Handbook.^{*(2017)}
 - vi. ****Facilitate, moderate and mediate** issues that may arise between the Pastors, Staff and Employees of Wesley Church and its congregation.
 - 1. Have direct involvement in any redemptive redirection that may be needed as a result of issues between staff and staff or staff and congregational members.^{*(2017)}
 - vii. Write, edit and revise Job Descriptions for Pastors, Staff and Employees of Wesley Church.
- c. The responsibilities of the **Trustee Team** shall be working under the direction of the Leadership Team of Wesley Church to:
- i. Manage and Facilitate the maintenance and upkeep of Wesley Church, its property and grounds.
- d. The responsibilities of the **Nominating Team** shall be working under the direction of the Leadership Team of Wesley Church to:
- i. Select, Discern and recommend, from the pool of nominations given from the congregation, those who will serve on the primary teams of Wesley Church and other leadership roles as designated by staff and Leadership Team. These selections will then be approved at the Annual Congregational Meeting.
- e. The responsibilities of the **Missions Team** shall be working under the direction of the Leadership Team of Wesley Church to:
- i. Guide, Select, Approve and Organize the support of Wesley Church missionaries, local, stateside and overseas.
 - ii. Support and promote^{*(2018)} occasional missions trips for the congregation of Wesley Church.
- f. The responsibilities of the **Christian Education Team** shall be working in accord with the Leadership Team of Wesley Church to:
- i. Guide and direct the educational ministry towards children, youth and adults at Wesley Church.
3. The **Finance Team** at Wesley Church; the finance team at Wesley Church operates on an unlimited term^{*(2017)} with members nominated and approved by the Leadership Team of Wesley Church.
- a. Responsibilities of the Finance Team shall be working under the direction of the Leadership Team of Wesley Church to:
 - i. Govern and manage the finances of Wesley Church, the responsibilities of which may look like, but are not limited to:
 - ii. Collecting weekly offerings or special offerings

- iii. Sorting, counting and depositing the weekly offering
- iv. Balancing, managing and directing the Annual Budget
- v. Managing Trust Funds and other monetary gifts that have been left to Wesley Church.
- vi. Approving the recommended salaries of staff and Pastors
- vii. Approving the bids selected by Trustees for the maintenance and upkeep of Wesley Church

Chapter 9

Conflict Resolution and Discipline of Members

1. This congregation places a high value on unity with the body of Christ. The concerns and needs of any individual member are therefore subject to the greater mission and ministry of the whole congregation.
2. Cause for discipline of a congregational member may include:
 - a. Denial of the Statement of Faith as described in the Constitution and Bylaws.
 - b. Unrepentant immorality as described in the Scriptures.
 - c. Actions that threaten the safety and security of this congregation and its members.
 - d. Persistent actions contributing to disharmony, factions and disunity within this congregation.
3. Prior to disciplinary action, reconciliation shall be attempted and encouraged following the success steps described in Matthew 18:15-17:
 - a. Persons who have a grievance with any other person in this congregation shall go to them privately and try to resolve the conflict between them. (Matthew 18:15)
 - b. If the discipline of an individual member is required, the first step shall be private counsel and/or admonition by a Pastor.
 - c. If the conflict cannot be resolved, or if a member persists in the conduct described above, a meeting will be established with the persons involved in the presence of two or three witnesses. This may include a pastor or a Reconciliation Team as appointed by the Leadership Team of Wesley Church. It may also include outside counselors and resources considered necessary or helpful in resolving the conflict. (Matthew 18:16)
 - d. If the conflict cannot be resolved, or if a member continues to persist in the conduct described above, the persons involved will be counseled and/or admonished in the presence of the Leadership Team of Wesley Church. In this case, the member shall receive a written notice, specifying the exact nature of the charges that have been made against the member, at least ten days prior to the meeting. (Matthew 18:17)
4. If the conflict or behavior continues to persist, the Leadership Team shall then have at its option:
 - a. Censure before the Leadership Team or congregation;

- b. Suspension from membership for a definite period of time; or
 - c. Exclusion from membership in this congregation.
- Disciplinary actions b. and c. shall be delivered to the member in writing.*
5. Disciplinary actions may be reconsidered and revoked by Leadership Team for the purposes of full restoration and reconciliation upon evidence that injustice has been done or on the basis of repentance of an individual or reconciliation of the parties involved.
 6. If a particular grievance is made by a member of this congregation regarding a pastor or staff member, the Leadership Team or its designee, may at its discretion, serve in the capacity of counselor with the goal of bringing reconciliation in the name of Jesus Christ.
 7. All attempts at full restoration and reconciliation shall be made by the Leadership Team at Wesley Church with the goal of restoring unity and peace amongst all parties involved.

Chapter 10

Amending this Constitution and Bylaws

1. This congregation may adopt Bylaws which are deemed appropriate to further clarify the intent of this Constitution and fulfill the mission and ministry of this congregation. No Bylaws may conflict with the Constitution.
2. Bylaws may be adopted or amended at any Annual Congregational Meeting or Special Meeting of this congregation by a majority of Voting Members.
3. Recommendation for amendments to the existing Constitution may be proposed by the Leadership Team of Wesley Church and shall be submitted in writing at the Annual Congregational Meeting or Special Meeting at least 30 days in advance of the meeting at which the vote to add and/or amend will take place.
4. This congregation must be notified of any proposed additions or amendments to the Bylaws in writing at least 30 days in advance of the meeting at which the vote will take place.
5. The Constitution of Wesley Church may be amended at any Annual Congregational Meeting or Special Meeting of this congregation by a two-thirds majority of Voting Members.
6. Recommendations for new Bylaws or amendments to existing Bylaws may be proposed by the Leadership Team of Wesley Church and shall be submitted in writing at the Annual Congregational Meeting or Special Meeting at least 30 days in advance of the meeting at which the vote to add and/or amend will take place.
7. The date of any additions or amendments to this Constitution and Bylaws shall be included next to such additions and amendments in the official copy of this Constitution and Bylaws.
8. Copies of this Constitution and Bylaws shall be available to any member or regular attendee of this congregation and to any persons who may be considering membership in this congregation.

Chapter 11

Indemnification

INDEMNIFICATION: Wesley Church will indemnify and hold harmless any and all officers, directors, Elders, Ministers, Pastors and/or business administrators for any expenses actually and necessarily incurred in connection with any action, suit or proceeding against said officers, directors, Elders, Ministers, Pastors and/or business administrators. This indemnification shall include costs for attorney fees. This indemnification shall occur as the expenses are incurred and in advance of the final disposition of the action, suit or proceeding, on receipt of the officers', directors', Elders', Ministers', Pastors' or business administrators' (1) to repay the amount advanced if proved by clear and convincing evidence in court that the officers', directors', Elders', Ministers', Pastors' or and business administrators' conduct involved a deliberate intent to injure the church's best interest, (2) to reasonably cooperate with the church in connection with the action, suit or proceeding.

This indemnification shall be available to any officer, director, Elder, Minister, Pastor, and/or business administrator which is made or thereafter to be made a part to any action, suit or proceeding because of the person's position within the church. Persons who are officers, directors, Elders, Ministers, Pastors and/or business administrators at the time of being made a party, or threatened with being made a party to any action, suit or proceeding, or were officers, directors, Elders, Ministers, Pastors and/or business administrators at the time of the event(s) complained of in any such action, suit or proceeding, shall be allowed indemnification. Indemnification will also be available in criminal actions only if it is found that the officer, director, Elder, Minister, Pastor or business administrator had no reasonable cause to believe that the subject acts were unlawful.

Revision History

Location	Revision	Recommended By	Date Approved
4.E	Addition: <i>Approve or disapprove the purchase and/or selling of land or property associated with Wesley Church</i>	Leadership Team	1/14/17
7.1	Replace “extend” with “affirm”	Leadership Team	1/14/17
8.2.&A	Replace “Other Primary Teams” with “Executive Leadership Teams”	Leadership Team	1/14/17
8.2.A	Addition <i>with the potential to serve another consecutive three year (3) term</i>	Leadership Team	1/14/17
8.2.b.iii	Replace “set” with “recommend” Add “and benefits”	SCR Team	1/14/17
8.2.b.v	Addition <i>Update, review and amend the Wesley Staff Handbook</i>	SCR Team	1/14/17
8.2.b.vi.1	Addition <i>Have direct involvement in any redemptive redirection that may be needed as a result of issues between staff and staff or staff and congregational members.</i>	SCR Team	1/14/17
8.3	Addition <i>the finance team at Wesley Church operates on an unlimited term</i>	Leadership Team	1/14/17
6.9	Change of wording, “majority” to “two-thirds $\frac{2}{3}$ ’s” vote.	Leadership Team	1/20/18
8.1.e	Removal of “elected by congregation.” Removal of word, “finally.” Change	Leadership Team	1/20/28

	of wording, "confirmed," to "approved."		
8.1.g	Removal of "re-elected." Change of wording, "confirmed," to "approved."	Leadership Team	1/20/18
8.2.e.ii	Change of wording, "Organize and Lead," to "Support and Promote." Removal of word, "adult."	Leadership Team	1/20/18