Cornerstone Church
315 Lenore Drive
Saskatoon SK
S7K 7Z5

CONSTITUTION

Article 1. Name

The name of this church is *Cornerstone Church - Mennonite Inc.* (hereinafter referred to as the church), located at 315 Lenore Drive, Saskatoon, Saskatchewan.

Article 2. Charitable Purpose

The purpose for which the church is organized is the advancement of religion.

Article 3. Confession of Faith and Conduct

Section 3.01 We believe in the one living and true God, perfect, infinite and eternal, existing in three persons - Father, Son, and Holy Spirit. (Matthew 28:19; John 10:30; John 15:26; II Corinthians 13:14; Hebrews 1:1-5.)

Section 3.02 We believe in the Deity of our Lord Jesus Christ, the only begotten of the Father, full of grace and truth, conceived of the Holy Spirit, born of the virgin Mary, in His perfect humanity, His atoning death, His bodily resurrection from the dead, His ascension to heaven, and His personal triumphant return. (Matthew 16:16; Luke 1:31-33; I Peter 3:18; Luke 24:39; Acts 1:9-11.)

Section 3.03 We believe in the Holy Spirit, who is one with the Father and the Son, and who by the Word and various other means, convicts us of our sinfulness, and constantly points us to Jesus Christ, the Saviour of all mankind. It is His power through us and the fruit of the Spirit and the spiritual gifts that enable us to live lives of victory, minister in the church body, and be effective witnesses. (John 14:16, 15:26, 16:7-14; Acts 1:8; Galatians 5:22-23; I Corinthians 12,13, and 14:1-25.)

Section 3.0 4 We believe that the Bible was given by divine inspiration and is the infallible Word of God. It constitutes the only perfect guide and final authority of all matters of Christian faith and conduct. (II Timothy 3:16; II Peter 1:20-21; I Thessalonians 2:13.)

Section 3.05 We believe in the immortality of the soul, the resurrection of the dead, and divine judgment. (I Corinthians 15:22-24; John 5:28-29; II Corinthians 5:10; Revelation 20:12-15; John 3:36.)

Section 3.06 We believe in the divine power of prayer. We believe in prayer as an avenue of fellowship and communion with God and as a desire to be in God's will. (Matthew 6:5-15; Mark 11:23-25; John 15:7; James 5:16b; I John 5:14-15; I Timothy 2:1-8.)

Section 3.07 We believe that Satan exists and is the enemy of God and all mankind. He seeks to lead believers away from God and unbelievers into eternal damnation. Christians, through the power of the Holy Spirit, must make every effort to avoid his influence on their lives. (Matthew 4:1-14; I Peter 5:8; James 4:7; II Corinthians 2:10, 11; Isaiah 14:12-15.)

Section 3.08 We believe that human beings are sinful and in need of redemption. Salvation from sin is possible by the Grace of God, through Faith in Christ Jesus. This process includes: turning from of sin, trusting in Christ, and committing the full and complete control of life to Christ. Jesus refers to this as the new birth. (John 3:16; Acts 10:43; Romans 12:1,2; I John 1:9.)

Section 3.09 We believe in the following worship practices:

a. Baptism is commanded and ordained by God and is to be administered upon personal desire and confession of faith. (Acts 2:38; Matthew 28:19; Galatians 3:27; Mark 16:16.)

b. Holy Communion (The Lord's Supper) is observed as a memorial of His atoning sacrifice. (Matthew 26:26-29; I Corinthians 11:23-25.)"

Section 3.10 We believe in the practice of scriptural church discipline. (Matthew 18:15-18; Titus 3:10; Galatians 6:1.)

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BYLAWS (Draft)

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Definitions
In the Constitution and Cornerstone Church Bylaws the following definitions shall apply:

1. "Church" shall mean the Cornerstone Church as an organization and body of believers;
2. "Membership" shall mean the body of members of the church;
3. "Staff" shall mean persons salaried by the Church for full or part time duties;
4. "Pastor" shall mean the lead pastor;
5. "Associate Pastor" shall mean a pastor who has been recognized as having appropriate qualifications to serve in a major ministry area, and who ministers under the supervision of the lead pastor;
6. "Pastoral Staff" shall mean all Associate Pastors and Ministry Support Staff.

Article 1 – Membership Structure

1.1 Authority
The source of authority of individual members is the Membership acting in a Meeting of Members. The Membership may accept, terminate or reinstate individual members directly or through the Board whom they elect (affirm) to govern the Church.

Members in the Church shall be those persons who have applied and been accepted as a member of the Church. A person applying to become a Member must:

1. Confess personal faith in the Lord Jesus Christ, and gives evidence of Christian character
2. Have been baptized upon their confession of faith
3. Be committed to living a consistent Christian life
4. Be in agreement with the Confession of Faith and Conduct

Each Member in good standing shall have one (1) vote at all Meetings of Members.

1.2 Limitations of Authority

Unless prior written authorization has been obtained from the Board, members may not individually or collectively:

1. Speak to media on behalf of the Church
2. Transact any business on behalf of the Church
3. Vote by proxy.

1.3 Responsibility

The Membership shall be responsible for the following;

1. Review and approval of major doctrinal matters.
2. Review and approval of organizational structure.
3. Election of Board members.
4. Election of Ministry Team members as outlined in the policy manual.
5. Review and approval of the annual budget and annual financial statements.
6. Review and approval of major financial issues.
7. Appoint independent auditors who shall perform an audit of the accounts.
8. Calling of the Lead Pastor and Associate Pastors.
9. Review and approval of the Mission and Vision Statements.
10. Review and approval of the establishment, or dissolution, of ministry teams and their respective mandates.
11. Review and approval of Church plants or mergers.
12. Review and approval of amendments to the constitution and bylaws.
13. Decisions on other matters of significance.

1.4 Expectations of Responsibility

Each member is expected to participate in:

1. The ministry programs for the benefit of the Church's congregation and the community;
2. Pastoral and missionary work;
3. Religious instruction;
4. A weekly worship experience for the Church's congregation and the community;
5. Decision making processes of the Church
6. Ministries for which they are gifted; and
7. Effective stewardship.

1.5 Accountability

The relationship of individual members to the Church shall be characterized by a spirit of mutual accountability and submission to one another under the lordship of Jesus Christ.

Article 2 – Membership Processes

2.1 Procedures for Becoming a Member

Any person who meets the qualifications of membership (Article 1.1) and who desires to be a member of the church will be asked to complete the procedure for becoming a member, as designated by the board of the church. The board will approve membership

2.2 Release of Membership

The board may release an individual of Membership:

1. Through transfer or release to another church.
2. Through discontinuation or inactivity.
3. Through expulsion.

2.3 Membership Meetings

1. There will be an annual membership meeting to: evaluate and seek input from the church in the progress of its mission; elect board members; approve the budget; and deal with any other matters brought to the meeting.
2. The date of this meeting must not exceed 15 months from the date of the previous meeting and there must be a minimum 15 days advance notice.
3. Notice of meetings shall be given at Sunday services, by written notices through ordinary mail, or by electronic mail or posting.
4. The Board Chair or their representative shall preside over membership meetings, and the agenda shall be established.
5. All members and adherents of Cornerstone Church are welcome to attend membership meetings.
6. Meetings shall not be duly constituted unless at least 20% of the membership is in attendance.
7. The board shall call special membership meetings to deal with issues that cannot wait until the annual meeting or when 33% of the membership requests, in writing, that such a meeting be held.

2.4 Voting Procedures

Voting decisions are determined by members present and motions will be carried by a 2/3 majority, except for decisions concerning hiring or termination of pastoral staff, amendments to the constitution, dissolution of the church, or otherwise provided in the constitution or policy.

The board may allow voting by mail, electronic means, or by advance balloting on issues where such voting is deemed desirable.

1. Voting in most cases can be done by show of hands
2. All members of the Church are entitled to vote.
3. A secret ballot shall be permitted provided a motion for such a vote is carried by a simple majority of the membership present.

2.5 Election of Board Members

1. The Board is the primary leadership body of the Church. Members of the Board shall meet the qualifications of leaders as outlined in the Scriptures (1 Timothy 3; Titus 1 and Galatians 5:22.
2. Nominees shall be able to fulfill the responsibilities and expectations of board members as described in Article 3.3 and 3.4.
3. The Board shall be comprised of individuals where at least fifty percent (50%) of the members deal with each other at arm's length as defined by Section 251 of the Income Tax Act (Canada).
4. Any member of the church shall be eligible for election according to the qualifications for leadership as defined in this policy. Non-members are not eligible for any board or board committee positions. Non-members are eligible

and shall be encouraged to serve as part of Ministry Teams, and in other ministry activities.

2.5.2 Board Composition

The Church Board shall include the officers and a minimum of six additional members.

Increasing the number of elected board members shall be at the discretion of the board, based on the perceived needs of the membership to a maximum of twelve (12) board members.

2.5.3 Voting Procedures

Unless otherwise provided all elected positions shall be filled at the annual membership meeting.

2.5.4 Terms of Office

Terms of office for all elected positions shall be for three years. Board members may be re-elected once. After serving two terms, at least two years must elapse before they are eligible for election to any office. The Board shall have the right to waive this limitation upon request of the Ministry Gifts and Discernment Committee, with the approval of the membership.

Persons elected to office at the annual membership meeting shall take office immediately after the conclusion of the meeting at which they were elected.

2.5.5 Resignation or Removal

1. A board member may resign from the board by giving written notice to the board.
2. A board member may be asked to resign from position should the other board members determine that he or she no longer meets the qualifications for leadership as defined in policy. Removal of a board member requires unanimous consent of the remaining board members.
3. Removal or resignation may happen at any time.

2.5.6 Filling Vacancies

The board may add a new member to their number to replace a member who resigns or is removed and that new member shall serve until the end of the term of the replaced member or the next annual membership meeting, whichever comes first.

2.6 Fiscal Year End

The fiscal year end of the Church shall be December 31.

2.7 Church Records

In keeping with the Freedom of Information and Protection of Privacy Act the following records and reports will be maintained and made available to church members. They shall include:

1. Financial records and reports that are in accordance with generally accepted accounting practices and procedures
2. Minutes of membership and board meetings
3. A record of the members of the church.

2.8 Amendments to the Constitution and Bylaws

1. The board will review the Constitution and Bylaws, including its appendices, biennially and present any recommended revisions for membership approval at a duly called meeting of the membership.
2. Any member may initiate a proposed constitutional amendment by submitting it in writing to the board.
3. Proposed amendments will be reviewed by the board and at their discretion may be submitted at the next membership meeting for approval.
4. Approval will be by two-thirds majority, present at the membership meeting..
5. Any amended article will take effect immediately upon approval by the membership.

2.9 Dissolution

1. In the event Cornerstone Church votes to dissolve, or ceases to function as a church, the net assets of the church are automatically conveyed to the members.

2. A vote on dissolution must be preceded by at least two weeks' notice and can only occur at a duly called meeting of the membership. The quorum for such a meeting will be at least 50% of the membership, with a 3/4 majority vote required for approval.

Article 3 – Board Structure

3.1 Authority

While the membership is the final authority of the church, the authority for governance is entrusted to the board by way of election. Board members shall be elected by the membership according to the procedures as defined by Article 2.5.

The board shall be composed of the officers and a minimum of six individuals elected from within the membership.

The qualifications for board members are contained in Article 2.5 of these Bylaws.

3.2 Limitations of Authority

In exercising its authority, the board may not violate the:

1. Laws of the country where it is registered and operates.
2. Constitution and Bylaws of Cornerstone Church.

3.3 Responsibilities

The Board shall, as its primary task, provide direction and spiritual leadership for the Church in the pursuit of its mission and vision. The Board, in conjunction with the Pastor, is to discern and articulate the vision, goals, and priorities of the Church through prayerful decision-making and meaningful involvement of the members.

The specific responsibilities of governance of the board are to

1. Design the board's structure and governance processes

2. Provide strategic leadership by determining the church's values, services to beneficiary groups, vision, mission, priorities and the other components of the strategic plan
3. Delegate management authority and responsibility to the senior pastor
4. Be accountable for strategic results and to ensure that the church and each individual in it act within all the limitations of delegated authority.

3.4 Expectations

In fulfilling its strategic and operational responsibility, the board shall seek and respect the counsel of the members of the church in its strategic planning process and in its governance of the strategic mission and priorities.

The expectations of the board are described in its governance manual, strategic plans, the annual strategic goals of the church and the annual tactical goals of the board.

In addition, the expectations of the Board include:

1. Governing as a unified body, as led by the Holy Spirit and following the Constitution of the Church, seeking consensus through formal motions adopted at its meetings.
2. Exercise authority over and responsibility for the Church, while delegating day to day management responsibilities and coordination of ministries to the Pastor, Pastoral Staff, Committees, Ministry Teams, and members.
3. Determining the Lead Pastor's authority, responsibilities, and accountability, together with the process by which the Lead Pastor shall be evaluated.
4. Identifying key directions and ministry strategies for the congregation on an annual basis.
5. Monitoring and assessing the Church's progress towards its vision and goals, as stewards of the ministries, opportunities, and funds entrusted to the Church;
6. Protecting the church from errant teachings, from divisive or destructive behaviours, and from influences that would move the membership in a direction contrary to biblical beliefs, values, mission and vision.
7. Accepting the ultimate responsibility of Church discipline;
8. Ensuring that there are sound financial controls and policies for the Church in compliance with applicable laws and regulations, and ensuring the Church operates within the highest ethical and moral standards;

3.5 Accountabilities

The board is accountable to the members of the church and to the civil authorities where it is registered and where it delivers its services.

The board's accountability will be exercised by the submission of required documentation to government authorities and by clear and true reporting to all of its stakeholders – members, staff and volunteers, and strategic partners.

Article 4 – Board Processes

4.1 Election of Officers
Officers of the board shall be: board chair, assistant chair, treasurer, and secretary.
The board shall select its officers at the first meeting after election.
Roles and responsibilities of the board may be determined by the board and shall be documented in the Governance Manual.

4.2 Meetings of the Board
The board shall meet according to a mutually agreed schedule, a minimum of four times per year. The board may meet at extraordinary times as the need arises.
Quorum for the Board shall be no less than five members having voting privileges.

4.3 Board Committees
Board Committees shall be appointed by the Board to assist the board leadership role and maintain membership accountability. The following board committees shall be established. The board may determine the roles and responsibilities of these committees and may form other standing and ad hoc committee that it requires from time to time. These committees shall be accountable to the board.

1. Governance and Development Committee;
2. Ministry Gifts and Discernment Committee
3. Pastoral Search Committee

Article 5 – Lead Pastoral Office Structure

5.1 Role of the Lead Pastor
The Lead Pastor shall preach the Gospel, promote and nurture the spiritual interest of the Church, and give leadership in organizing and developing the Church for the best possible service in the Kingdom of God. Primary responsibilities shall include:

1. Vision – developing and transmitting the vision of the Church to the members, adherents, and to the community.
2. Preaching and Teaching Ministry – giving leadership in the preaching and teaching ministry of the church.
3. Leadership – providing spiritual and organizational leadership to the Church, pastoral staff and lay leaders.
4. Pastoral Staff – being responsible for the coordination, development, and assessment of the Pastoral Staff.

The Lead Pastor, or Pastoral or Ministerial staff delegate shall be an ex-officio member of all Committees and Ministry Teams of which he is not a full member.
The Lead Pastor shall be accountable to the Board.

Article 6 – Lead Pastoral Office Processes

6.1 Filling the Pastoral Vacancy
When a vacancy occurs in the role of the Lead Pastor, the Church Board shall:

1. Be responsible to guide the Church in the selection of another Pastor.
2. The Board shall appoint a Pastoral Search Committee comprised of at least five members.
3. The call of the Pastor shall require a 67% majority of all votes cast at a membership meeting called for that specific purpose. Such a meeting shall require a minimum of fourteen (14) days' notice to the members. The Pastor shall be called for an indefinite period of time.
4. Before the installation of a new Pastor, The Board shall approve a memorandum in writing setting forth details of duties, salaries, and benefits.

6.2 Lead Pastor Termination
At a membership meeting called, with not less than fourteen (14) days' notice, specifically to discuss and review the services of the Lead Pastor, for termination a ballot vote of 50% plus 1 majority of members present at a meeting shall be binding. A minimum of three months' notice will be provided to the Lead Pastor.

A request by the Lead Pastor to terminate his services shall be honoured.

6.3 Pastoral Staff
The Church may call to ministry such Associate Pastors and other Ministry Support Staff as may be required to meet its needs.

Search and Hiring Procedures

1. Associate Pastor – The same procedure shall be followed as delineated for the hiring of the Lead Pastor with the exception that the Lead Pastor shall be a member of the Pastoral Search Committee.
2. The call of the Associate Pastor shall require a 67% majority of all votes cast at a membership meeting called for that specific purpose. Such a meeting shall be in accordance with Article IV. Pastoral Staff shall be called for an indefinite period of time.

6.4 Ministry Support Staff
The Associate pastor and/or the ministry team will be responsible for searching for Ministry Support Staff and present a candidate to the board for acceptance.

The Associate Pastors and Ministry support staff shall be accountable to the Pastor, or designate of the Pastor, and approved by the Board.

Pastoral staff may be released by the Board at the recommendation of the Pastor or by his/her resignation. The congregation shall be informed promptly of such action.