



Wheatley Baptist Church

Love God...Love each other

Serve the World

CONSTITUTION

REVISED:
MARCH 28, 2021

TABLE OF CONTENTS

1. Name	1
2. Affiliation	1
3. Statement of Belief & Church Covenant	2
A. Statement of Belief	
B. Church Covenant	
4. Ordinances and Guiding Principles	3
A. Ordinances	
B. Guiding Principles	
5. Membership	4
A. Requirement for Acceptance	
B. Policy for Removal of Membership	
C. Inactive Membership	
D. Adherents	
6. Conflict Resolution Procedure	8
A. Conflict between: Member and Staff Person	
B. Conflict between: Member and Member/Group	
7. Meetings	10
A. Church Business Meetings	
B. Church Executive Council Meetings	
C. Special Meetings	
8. Congregational Structure (Lay Leadership)	11
A. The Elders Council	
B. The Church Executive Council	
C. Standing Committees	
9. Professional Staff	13
A. Pastoral Staff – Senior Pastor	
B. Other Pastoral Staff	
Addendum 1	15

10. Social Issues	16
11. Amendments to the constitution	18

1. NAME

This body of believers shall be known as ‘Wheatley Baptist Church’.

2. AFFILIATION

This church will maintain fellowship with the Western Association of Baptist Churches, the Canadian Baptists of Ontario and Quebec (CBOQ), Canadian Baptist Ministries (CBM) and the Baptist World Alliance (BWA). This formal affiliation shall extend to support of the programs and ministries of these Baptist bodies, naming delegates to their regular meetings, where possible, submission to common standards for training and accrediting ministerial personnel (through the CBOQ) and submitting to common guidelines for discipline of pastors and/or churches in unusual circumstances. It is agreed that in all disciplinary cases, (particularly pastor-church disputes), if reconciliation can not be found after all avenues of conflict resolution are exhausted (refer to section 6 below), the counsel of the CBOQ representative shall be sought, through whom access may be made to appropriate Baptist protocols.

Intent

This congregation shall function as a non-profit organization with both revenue and assets being used for the sole purpose of promoting its objectives. In the event of the dissolution of this congregation, all assets get transferred, first to any charities that are designated at the time of wind up by the 2/3 majority membership vote, failing which, it shall be transferred to the CBOQ.

Governance

The affairs of the church shall be the responsibility of the membership of the Church. The decision(s) of a 2/3 majority membership vote, at a duly called Meeting is binding on all matters of faith and conduct. Adherents shall not be entitled to vote at such a meeting but may attend as noted below.

Financial Support

This Church shall be supported by the voluntary offerings of its members and adherents (1 Corinthians. 16:2). It is expected that every member will, by regular and systematic giving, support the total ministry and mission enterprise.

3. STATEMENT OF BELIEF AND CHURCH COVENANT

a) Statement of Belief

This church accepts the Scriptures (New Living Translation) as its authority in all matters of faith and practice. Its understanding of Christian truth as contained in the Scriptures is in essential accord with other CBOQ affiliated churches, but has

no statement of creed apart from Scripture.

b) Church Covenant

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Saviour, and upon the profession of our faith having been baptized in the name of the Father, the Son and the Holy Spirit, we do now, in the presence of God and this assembly, most solemnly and joyfully enter into covenant with one another as one body in Christ.

OUR DUTIES BEFORE GOD

We engage to cultivate the devotional life, both individually and in public worship. We will seek to rear our children in the nurture and admonition of the Lord, and seek the salvation of our kindred and acquaintances. We also commit ourselves to seek to walk in personal obedience, every path upon which the Lord may set our feet.

OUR DUTIES TO ONE ANOTHER

We commit ourselves, therefore, with the help of the Holy Spirit, to walk together in Christian love, to watch over each other as brothers and sisters, to help each other in times of sickness or distress, to cultivate Christian sympathy of feeling and courtesy in speech, to be slow to take offense, always ready for reconciliation, and mindful of the rules of our Saviour to secure that reconciliation without delay.

OUR DUTIES TO THE CHURCH

We also engage to strive for the advancement of this church, in knowledge, holiness, and comfort. We will promote its prosperity by our giving and its spirituality by our living. We will sustain its worship, ordinances, discipline, and doctrines, by our attendance and participation. We will contribute cheerfully and regularly to the support of its ministry, its expenses and its mission throughout all nations. We will seek to understand and apply the Gospel to our lives.

We also agree that when we move away from this place, we will as soon as possible, unite with some other church where we can carry out the spirit of this Covenant and the principles of the Word of God.

OUR DUTIES TO THE WORLD

We also commit ourselves to live as Christ's witnesses in the world. We understand this to mean being just in our dealings, faithful in our commitments, and exemplary in our moral and ethical choices. We commit ourselves to a proper zeal in our efforts to advance the Kingdom of our Saviour, both individually and as

a congregation, in concert with other believers of our own, or like persuasion. We commit ourselves to a proper zeal in our efforts to advance the Kingdom of our Saviour, through the spreading of the Gospel, both individually, and as a congregation.

4. ORDINANCES AND GUIDING PRINCIPLES

a) Ordinances

As believers within the Baptist tradition, we affirm the two ordinances, Believer's Baptism and the Lord's Supper, which remind us symbolically of the purpose and work of our Lord and Saviour.

BELIEVER'S BAPTISM

The ordinance of Believer's Baptism by immersion shall be celebrated with candidates who have professed personal faith in Jesus Christ as Saviour and Lord, and who wish to make this declaration of faith public in an act of corporate worship. Before such Baptisms may take place, the candidates shall be interviewed by the Pastor(s) and by a designated member(s) of the Elders Council for recommendation to the congregation.

THE LORD'S SUPPER

The table is open to anyone who professes personal faith in Christ and who desires to share in the communion, remembering the words of warning in 1 Corinthians 11:27-29, not to eat or drink unworthily. The Lord's Supper shall be shared at regular and appropriate times as established by the Elders Council in consultation with the Pastor(s).

b) Guiding Principles

We, the people who are Wheatley Baptist Church, recognize that there are certain basic principles that determine our identity as a Baptist Church. We recognize that these principles, as revealed in Scripture, need to be affirmed as we establish the foundations of our lives together.

PRIMARY ALLEGIANCE

We affirm the Church as the bride of Christ, that she belongs not to us and our sense of purpose, but to Christ, to command as He wills. We affirm that Christ is the center of all endeavor, the focus of worship, and the authority and the ultimate source of strength and guidance for all our mission and ministry. This principle reflects the authority and centrality of Christ in all we do.

PRIESTHOOD OF ALL BELIEVERS

In Christ there is neither Jew nor Greek, slave nor free, male nor female. The work of the Kingdom is to be performed on the basis of gifts and call, not human position, power, race, or gender. This principle reflects the spiritual equality of the individual believer and his/her soul liberty before God.

COVENANT COMMUNITY

We understand the congregation to be a Covenant Community, wherein, we each share privileges, responsibilities, and accountability. We are bound to one another with ties of love, compassion, and service, and as such, pledge to encourage, support, and uplift each other for growth, faith, and service.

CONGREGATIONAL GOVERNMENT

Within the church, all authority rests with the body of believers gathered together to discern the will of God. Within the church, authority is given by the body. The individuals, leaders, and teams of the church are responsible to the body. This principle reflects our understanding of the leadership style of Christ and historic Baptist Polity.

5. MEMBERSHIP

Recommendations for membership shall only come through the Elders Council. All admissions to Church membership and termination of Church membership shall be by 2/3 majority membership vote of the Church membership on the recommendation of the Pastor(s) and the Elders Council. The decision of the Church membership vote shall be final.

a) Requirements for Acceptance

All members of Wheatley Baptist Church are required to be disciples of Jesus Christ, who have testified publicly of their saving faith in the Lord Jesus Christ through “Believer’s Baptism” and who subscribe to the Statement of Belief, who are in agreement with the Church Covenant, and to this Church Constitution.

Those seeking membership must:

I) Give assurance that they are prepared in the strength of God, to the best of their ability, to fulfill the following responsibilities and duties of members of Wheatley Baptist Church, namely:

- To seek, by private devotion and study of the Scriptures, to grow in grace and in the knowledge of our Lord and Saviour Jesus Christ.
- To seek to live in a Christian manner before the world.

- To regularly attend the weekly services of the Church.
- To discover and sincerely seek to exercise the roles and gifts which God has given them somewhere in the ministry of Wheatley Baptist Church.
- To recognize, respect, and pray for those who are set apart by the Church congregation to be the spiritual leaders of the Church Body, and to accept their loving and concerned care, counsel, admonition, and discipline.
- To show considerate love towards all the members of the Church.
- To actively seek to maintain the unity of the Holy Spirit in the bond of peace.
- To encourage one another to love and good works.
- To contribute regularly, and willingly, according to the ability and opportunity God provides them, to the support of the operation and growth of Wheatley Baptist Church and to the maintenance of its missionary and practical caring program.
- To attend and participate in the Business Meetings of Wheatley Baptist Church.
- To be prepared, upon leaving this district and unable to regularly attend the services of Wheatley Baptist Church, to request a letter of dismissal and transfer to a more conveniently located evangelical church fellowship.
- Attend membership education classes that introduce and explain the above noted requirements for membership.

II) Qualify for membership on the basis of one or more of the following by:

1. Baptism by Immersion

All individuals who are seeking membership and have been baptized by a duly appointed minister of Wheatley Baptist Church are considered a candidate for membership in the church.

2. Letter

Members of another Baptist Church may be voted into the membership of Wheatley Baptist Church after receiving letters of dismissal and transfer from their former church fellowship.

Members of an evangelical denomination or church who have participated in “Believer’s Baptism” may be voted into the membership of Wheatley Baptist Church after receiving letters of recommendation from their former church fellowship.

3. Testimony of Experience

Believers who have been baptized by “Believer’s Baptism”, but who, in consequence of any particular circumstance, have no letter of dismissal and transfer, may be received “on experience” when they have given satisfactory evidence of their Christian faith and conduct, the Elders Council will make a recommendation to the church.

4. Restoration

Members removed from the Church Membership List may be restored into membership after confession of sin and personal request to be so restored.

5. Special Circumstance

If, as a result of disability, serious illness, extreme age or a physician’s advice against being baptized by immersion, that person may be received into membership on recommendation of the Elders Council.

b) Policy for Removal of Membership

Members may have their names removed from the Church Membership List of Wheatley Baptist Church in the following circumstances:

I) Upon death

II) Upon written request for a letter of dismissal and transfer to another Baptist Church.

NOTE: If a member in good standing wishes to join a church of another denomination, the Church may, at their request, give a letter of good standing to that person and end their membership with Wheatley Baptist Church.

III) Should a person become an offense to the Church of Christ, as determined by the Elders Council, by reason of immorality and unchristian conduct or deliberate and persistent breach of the Church Covenant, the Church may end the membership of that individual but, only after due notice and hearing, and after faithful and loving effort has been made to bring the person to repentance.

IV) The Church will, after due notice and loving effort to make such action unnecessary, end the membership of persons if:

- They have been a non-resident of the area for two years and have not asked for a letter of dismissal and transfer to another church; and

- They have not habitually worshipped and participated in church services, meetings, or activities for two years.

The Church Membership List shall be reviewed annually by the Discipleship Committee for the purpose of maintaining an accurate record.

Membership shall not be ended under section **III)** and **IV)**, at the meeting where the recommendation for such action is made, to allow for prayerful consideration of the matter.

Recommendations for changes to membership must be presented to the congregation in writing two (2) weeks prior to the duly appointed Business Meeting where a vote will be called.

c) Inactive Church Membership

When a member has been inactive for a period of one year by not attending worship, communicating with the church, and/or contributing to its support, the Discipleship Committee may transfer his/her name to the “Inactive Church Membership List.” Consideration of such action shall only be taken after a reasonable contact has been made to encourage and assist the member in rejoining the active church. This procedure shall have no application if the absence is excused for reasonable cause.

Persons whose names are on the Inactive Church Membership List shall not be officially counted as members for statistical purposes, may not hold any office requiring membership, nor vote in Church Business Meetings.

Any person whose name has been placed on the Inactive Church Membership List who renews his/her involvement in the church, may be restored to the Active Membership by submitting a letter of request to the Discipleship Committee, and upon approval by the Elders Council. After two years on the Inactive Church Membership List, they shall be contacted by the Discipleship Committee and if there is no response to return to the church, their names shall be removed from Wheatley Baptist Church Membership list, unless special circumstances prevail.

d) Adherents

An adherent is anyone who is actively participating in the ongoing ministry of Wheatley Baptist Church but has not met the requirements, or decided to apply for membership in the church.

Adherents will be participants in the discipleship (ie. pastoral care and fellowship) efforts offered by the church and its membership.

Adherents may serve in the activities of Standing Committees and Teams, except where participation is restricted to members.

6. CONFLICT RESOLUTION PROCEDURE

In our life together at Wheatley Baptist Church, we choose to love one another in Christ. This means respecting the dignity and boundaries of one another and agreeing to be mutually accountable.

From time to time, however, in spite of our hopes and intentions, relationships become strained, damaged, or broken. Daily stresses and tensions, structural dysfunctions, personality differences, misunderstandings, misuse of power, all can bring about a need for a restoration of relationship, either through conflict resolution and/or through reparation and redress for injustice.

Confidentiality, respect, and concern for one another are part of conflict management for all Christians. Remember, the objective is renewal and restoration for each party.

a) Conflict between: Member and Staff person

STEP ONE

Whenever possible, members of the staff and church members should seek to resolve grievances with one another directly. The nature of the grievance should be clearly stated and understood by both parties. The meeting should seek to remove tensions and convene with the desire to resolve the issues. (*Matthew. 5:23,24; Matthew. 18:15; 1 Peter 3:15, 16*).

STEP TWO

If Step One fails, one or both parties should, without delay, seek the counsel of the Human Resources Team. One member of the Human Resources Team will meet with both parties concerned to try to help them resolve the grievance. A record of their meeting will be made and filed in the church confidential files. Each party will have a copy that they will read and sign in agreement with the accuracy of the record.

STEP THREE (A)

Where Step Two fails, the parties concerned should proceed to meet with the Elders Council. The Elders Council will meet with both parties and the member of the Elders Council to try to resolve the grievance, and will note the dates, circumstances, and any agreements in a memorandum. The Elders Council shall determine what course of action is appropriate, and shall take responsibility for seeing that the recommended action is implemented. Copies of the memorandum will be retained by the parties involved in the mediation.

STEP THREE (B)

If the staff person will not participate in the Conflict Resolution Procedure, then the issue goes immediately to the Elders Council as an item for a Staff Performance Review.

b) Conflict between: Member & Member/Group

STEP ONE

Whenever possible, members of Wheatley Baptist Church should seek to resolve grievances with one another directly. The nature of the grievance should be clearly stated and understood by both parties. The meeting should seek to remove tensions and convene with the desire to resolve the issues. (*Matthew. 5:23,24; Matthew. 18:15; 1 Peter 3:15,16*).

STEP TWO

If Step One fails, one or both parties should, without delay, seek the counsel of: a) Pastor or b) a member of the Elders Council.

The mediator will meet with both parties concerned to try to help them resolve the grievance. A record of this meeting will be made by the Pastor/member of the Elders Council, and each party will have a copy which they will read and sign in agreement with the accuracy of the record.

STEP THREE

Should the initial two steps be inadequate, the person(s) with the grievance should, without undue delay, present the case to the Elders Council. The Elders Council shall determine what course of action is appropriate, and shall take responsibility for seeing that the recommended action is implemented.

- The decision of the Elders Council shall be final within the Church decision making process in the resolution of the grievance, except where dismissal of any staff member is recommended. Dismissal shall be handled in accordance

with the provisions of the church constitution and the applicable laws of the Province of Ontario.

- None of the foregoing is intended to limit the recourse a member, adherent or staff person has to draw on from the field of law or from other resources beyond the Church process.
- If the conflict involves the Elders Council, the conflict should be referred to the appropriate body of the CBOQ to mediate and bring resolution.

7. MEETINGS

The Church Moderator shall chair all Business and Church Executive Council meetings. Should the Church Moderator be unable to chair a Business or Church Executive Council meeting, that duty shall fall to the Elders Council Chairperson.

In cases where the church membership is not permitted to meet by public order of the government, the Church Executive Council will use any other technology available to hold any and all necessary meetings of the Membership.

Proxy voting of absentees will not be a regular procedure.

a) Church Business Meetings

The church shall hold the Annual Business meeting within the first quarter of the year to receive the reports from the preceding year and to set the Ministry Plan and Budget for the new year (Note: The church fiscal year shall be January 1 to December 31).

The church shall hold an additional Business Meeting in the fourth quarter of the year to vote on the slate of officers brought forth by the Nominating Team, and consider any other matters as deemed necessary by the Church Executive Council. Notice of such meeting shall be given at least two weeks in advance. The meetings will conclude (as much as possible) within a two-hour time frame with no new business being introduced by the end of the second hour.

A quorum for church business meetings shall be 40% of Members in good standing

Members and adherents will be allowed to attend Church Executive Council and Church Business Meetings, and are free to participate in discussions.

b) Church Executive Council Meetings

Eligible to vote at a Church Executive Council Meeting are the Elders Council

Chairperson and all Committee Chairpersons or their designate if unable to attend. A designate must be a member of Wheatley Baptist Church to meet the requirements to vote. A quorum of Church Executive Council attendance shall be 60% of voting Church Executive Council Members. The Church Executive Council will always seek consensus in voting. A 2/3 majority vote is necessary to pass a motion.

c) Special Meetings

Special meetings may be called by the Elders Council Chairperson or the Moderator of the Church Executive Council. Special meetings, expected to be very brief, may occasionally be held after Sunday services (e.g. to appoint delegates, or to vote on baptism or membership). The congregation should be informed of such meetings at least two weeks in advance.

All meetings shall be opened and closed with prayer and shall be adjourned by declaration of the Chairperson, usually after a motion to that effect has been heard.

In the absence of specific direction concerning the conduct of meetings, “Robert’s Rules of Order” shall govern.

It is expected that the Elders Council and the Church Executive Council shall meet monthly (excluding July/August). All other Standing Committees and Teams shall meet as required but no less than quarterly.

At least an 85% majority of eligible member votes will be necessary for the hiring and removal of a pastor.

8. CONGREGATIONAL STRUCTURE (LAY LEADERSHIP)

a) The Elders Council – Shall be Members of Wheatley Baptist Church

The Elders Council is responsible for the following:

- the general spiritual oversight of the congregation
- encouraging and developing others for specific areas of biblical ministry
- providing leadership in long-range goal setting
- keeping the biblical goals and objectives before the congregation
- conducting communion with the Pastor(s)
- reviewing candidates for baptism and church membership
- dealing with discipline, making recommendations to the church arising from said discipline

Church members may join the Elders Council by being recommended by existing Elders, and then affirmed by a membership vote. Elders are reviewed and confirmed by the congregation every five years. An Elder's term of office may be terminated by their own resignation, or by vote of the congregation due the inconsistency of life, or disagreement with the church's basic doctrine or practice.

QUALIFICATIONS OF AN ELDER

This is a trustworthy saying: "If someone aspires to be a church leader,^[a] he desires an honorable position."² So a church leader must be a man whose life is above reproach. He must be faithful to his wife.^[b] He must exercise self-control, live wisely, and have a good reputation. He must enjoy having guests in his home, and he must be able to teach.³ He must not be a heavy drinker^[c] or be violent. He must be gentle, not quarrelsome, and not love money.⁴ He must manage his own family well, having children who respect and obey him.⁵ For if a man cannot manage his own household, how can he take care of God's church?⁶ A church leader must not be a new believer, because he might become proud, and the devil would cause him to fall.^[d]⁷ Also, people outside the church must speak well of him so that he will not be disgraced and fall into the devil's trap." (*1 Timothy 3:1-7*)

b) The Church Executive Council

This group made up of the Pastor(s) (Ex-officio and non-voting), Church Moderator (votes only to break a tie), Elders Council Chairperson, Standing Committee Chairpersons, and Church Clerk (Ex-officio and non-voting), shall be responsible for long-range vision and mission goals of Wheatley Baptist Church in consultation with the Senior Pastor.

The Board of Directors for the Corporation known as "Wheatley Baptist Church" shall consist of members from the Church Executive Council. This body shall exercise the legal role assigned by the Government of Ontario for incorporated bodies.

c) Standing Committees

Standing Committees will oversee specific ministries within the church. Each Committee consists of a Chairperson, who is a member of Wheatley Baptist Church, along with team members who can be a member or adherent of the church. The following committees make up the balance of the Church Executive Council:

- Discipleship Committee
- Outreach Committee
- Stewardship Committee

Other Ad-hoc teams, (i.e. Nominating or Pastoral Search) shall, from time to time, be convened when and for such length of time, and comprising and appointing such members as determined by the Church Executive Council. As ministries grow

and change other committees and/or teams (permanent or “as needed”) may be added to the Wheatley Baptist Church functional structure. Full descriptions of Church Council functions are listed in Addendum 1.

Term of Office

The following positions of the church will be elected by the Membership, to a two-year term of office:

- Moderator ~ votes only to break ties
- Church Clerk ~ Ex-officio to Church Executive Council ~ non-voting
- Finance/Treasurer ~ In consultation with Stewardship Chairperson
- All Standing Committee Chairpersons

Persons filling the above positions are to be members of Wheatley Baptist Church.

Should the Church Moderator be unable to fulfill their term in office, the Elders Council Chairperson, in consultation with the Church Executive Council, shall moderate meetings until such time as a new Church Moderator can be voted upon at a duly called Church Business Meeting.

Should a Standing Committee Chairperson be unable to fulfill their term in office, the Church Executive Council shall appoint a replacement until such time as a new Standing Committee Chairperson can be voted upon at a duly called Church Business Meeting.

Individuals may be voted into these roles for consecutive terms following the proper voting procedures at a duly appointed annual business meeting.

9. PROFESSIONAL STAFF

Pastoral Staff - Senior Pastor

The duties of the Senior Pastor shall be to minister the Gospel, expound the Word of God, administer the ordinances and oversee pastoral care among the people. The Senior Pastor shall also serve as a resource in matters of belief and practice, and assist wherever possible in maintaining good order in the church’s business affairs. The Senior Pastor is considered a non-voting member of all committees and teams.

No Elders Council or Church Executive Council meeting will be convened without the knowledge of the Senior Pastor.

The Senior Pastor shall be called to the position by the church guided by a Pastoral Search Team chosen from among the membership, and in consultation with the

designated representative of the Canadian Baptists of Ontario and Quebec. The call should include clear understandings of what the current needs and expectations within the congregation are at the time. The CBOQ should be consulted to advise and counsel this Pastoral Search Team.

The Senior Pastor shall be held accountable. If any church member has good reason to suspect any improper behaviour of a moral, legal, or ethical nature, on the part of a pastor, they should record it in writing and submit it to the Church Executive Council. The Church Executive Council will in turn seek advice and counsel from the appropriate CBOQ representative or body.

The Senior Pastor shall report to the Church Executive Council and will share with the Elders Council, the spiritual oversight of the congregation.

It is understood that the Senior Pastor may resign to accept another call, giving the church adequate notice of intention to do so. If there is to be any forced termination of the relationship, or even the threat of the same, the Elders Council shall contact a representative of the CBOQ for assistance and counsel. At all events, it is assumed that legal and denominational standards of severance shall apply.

Other Pastoral Staff

They shall be under the same basic arrangements, with different job descriptions. They may report to different bodies, or in a slightly different way, but they will be expected to at least report to, and consult with, the senior pastor.

All Pastors shall be considered Elders of the church, and shall uphold the doctrinal statement and church covenant, beliefs, and practices. They shall be engaged in a regular ministry of preaching and teaching and shall have prepared themselves for ordination through training and experience. Other Pastoral Staff have an unofficial status on all committees. They shall co-operate with the leadership of Wheatley Baptist Church and all affiliated organizations.

Addendum 1

Wheatley Baptist Church Functional Structure

Discipleship Committee

- **Worship Team** guided by a Team Leader
 - Greeters
 - Music/Service/Ordinances

- Decorating
- Other functions as required
- **Christian Education Team** guided by a Team Leader
 - Nursery
 - Youth
 - Adult
 - Other functions as required
- **Fellowship Team** guided by a Team Leader
 - Youth
 - Pastoral Care
 - Other functions as required

The **Discipleship Committee** is responsible for four main functions.

1. To administer the Christian education program, including Bible study, children's church, adult education, and youth ministry
2. With the Senior Pastor, to organize membership education classes and to arrange for training, ordination and installation of new officers/Elders.
3. To seek and develop ways to share the story of Wheatley Baptist Church in print, by advertising, and on the internet.
4. To develop, with the Senior Pastor, the Worship, Music and artistic experience of the Sunday morning service. This may include:
 - Physical appearance of the sanctuary.
 - Arrange for greeters and visitor follow-up.
 - Arrange for church dinners and after church fellowship/coffee hour.
 - Arrange for annual church picnic.
 - Oversee visitation of homebound members.

Outreach Committee

- **Missions Team** guided by a Team Leader
- **Community Outreach Team** guided by a Team Leader
 - Evangelism/Gospel
 - Other Association Liaisons

The **Outreach Committee** is responsible for three main functions.

1. To develop and support as ministry commissioned by the Church to spread the Christian faith beyond the local community. This may take on varied

forms from financial support to physically carrying out evangelistic and humanitarian work.

2. To effectively present the Gospel to reach others for Christ in our local setting.
3. Identification and meeting of needs within our local community – The Village of Wheatley and its surrounding area.

Stewardship Committee

- **Finance Team** guided by a Team Leader
 - *It is assumed that **the Treasurer** (voted on by the membership) will provide support and guidance to this team as appropriate.*
- **Property Team** guided by a Team Leader
- **Human Resources Team** guided by a Team Leader

The **Stewardship Committee** is responsible for three main functions.

1. Developing and monitoring the church budget as well as financial records, reports, disbursement, investments and any necessary audits.
2. Any and all activities relating to the operation and maintenance of the church building and property. The Committee is responsible for ensuring the building and property are safe, in good repair, adequately insured, and able to accommodate the requirements of WBC and its user groups.
3. To create policies and procedures that both support the Church employees and volunteers in their tasks. The committee advises the Senior Pastor and appropriate pastoral staff in "work-place" matters
 - responsibilities include monitoring the policies and procedures governing employees; creation and approval of job descriptions and analysis of remuneration/stipends and benefits.

Each team has a leader and consists of any number of team members. These persons may be church members or adherents.

10. SOCIAL ISSUES

Due to the current leaning of society away from Biblical standards of morality, we find it necessary to include a section in the Constitution regarding specific issues facing the evangelical church today. This section is not inclusive and may be updated as necessary.

a) Sexuality and Marriage

Wheatley Baptist Church upholds the policy of CBOQ as it relates to the areas of gender identity and sexual orientation in our culture.

We believe that marriage is to be between one man and one woman, and that sexuality union is confined to one man and one woman, within the bonds of marriage. We uphold and adhere to these CBOQ standards therefore:

I) Wheatley Baptist Church affirms the dignity and value of all persons regardless of sexual orientation and both God's love for the LGBTQ+ person and the promise of the liberating, healing, and sustaining power of the Holy Spirit that is available to the person struggling with LGBTQ+ identity. As the body of Christ, we are called to minister God's love and forgiveness to the LGBTQ+ person and, through prayer, encouragement and counsel, to facilitate the work of the Spirit in his/her life. We believe that the good of society is served by upholding heterosexuality in law and public policy.

Although our belief that LGBTQ+ practice is sinful, it is also our belief that condemnation and rejection of a LGBTQ+ person is also sinful. It is based on fear and prejudice and has no place in the church.

II) No duly appointed minister or member of Wheatley Baptist Church may officiate at weddings involving persons of the same gender.

III) No wedding or other function may take place in the facilities of Wheatley Baptist Church that promotes same-sex marriage or the LGBTQ+ lifestyle.

IV) Duly appointed persons of Wheatley Baptist Church have the right to choose which marriages they as individuals may perform, provided that they are not in conflict with the rest of the Constitution (if necessary, in consultation with the Elders Council).

b) Risk Management

Wheatley Baptist Church believes that all who enter into fellowship, whether member, adherent, or visitor, regardless of age, gender or race should be allowed to participate without threat of abuse (verbal, emotional, physical). We uphold all such actions of 'abuse' as being sinful.

All who participate in the ministries of the church must accept and adhere to the "Plan to Protect" policies and procedures adopted and set out by the church.

If a Pastor, leader, member, or adherent of the congregation has reasonable grounds to suspect that any vulnerable person has been or is being abused, that person has an obligation to report the matter to the police first and then to the

Elders Council.

c) Racial and Ethnic Equality

Wheatley Baptist Church affirms the dignity of all persons regardless of Race, Ethnicity, and Socioeconomic Status. As the body of Christ, we are called to minister God's love and forgiveness to all persons, and through prayer, encouragement and counsel, to facilitate the work of the Holy Spirit, in his/her life. *(1 Corinthians 12:13)*

We will seek opportunities to stand with those who are oppressed.

11. AMENDMENTS TO THE CONSTITUTION

It is understood that as the church develops, new methods and organizational structures may become advisable. This Constitution may be amended at any regular or special meeting of the members of the church, provided that notice of such motion has been given a minimum of two weeks in advance. No amendment shall pass with less than two-thirds majority of a quorum of members present and voting for that purpose.