

CONSTITUTION OF FIRST EVANGELICAL CHURCH

Article I. The Name

The name of this church shall be First Evangelical Church (“First Evan”).

Article II. The Object

The object of First Evan shall be the preaching and teaching of the Word of God for the salvation of the lost and for the building up of the faith of believers, the worldwide proclamation of the Gospel of the grace of God as the one means of salvation, the promotion of godly worship with dependence upon God in prayer, the defense of “the faith once for all delivered to the saints” and cooperation with churches, missions and institutions, functioning in harmony with the Holy Scriptures, until the Return of the Lord. It is the purpose of First Evan ever to keep before its Members their privilege and responsibility of having an active part in the proclaiming of the Gospel, both by personal witnessing and by participating in evangelistic and missionary activities.

Article III. The Doctrine

The doctrine of First Evan shall be the system of “The Reformed Faith” as set forth in the Calvinistic creeds of the Church, which represents the historic faith as taught in the Scriptures and which has been part of our Christian heritage.

Every Member must subscribe to the following Articles of Belief:

- I. We believe in the Scripture of the Old and New Testaments as verbally inspired by God, and inerrant in the original writings, and that they are of supreme and final authority in faith and life.
- II. We believe in one God, eternally existing in three Persons: Father, Son and Holy Spirit.
- III. We believe Jesus Christ was begotten by the Holy Spirit, born of the Virgin Mary, and is true God and true man.
- IV. We believe man was created in the image of God, that he sinned, and thereby incurred, not only physical death, but also spiritual death which is separation from God, and that all human beings have a sin nature. Man is dead in sin and therefore helpless and incapable of advancing his spiritual position, pleasing God, or gaining salvation. Therefore, salvation must be initiated by God alone and consummated by grace alone.
- V. We believe the Lord Jesus died for our sins, according to the Scriptures, as a representative and substitutionary sacrifice, and that all who believe in Him are justified on the ground of His shed blood.
- VI. We believe in the resurrection of the crucified body of our Lord, in His ascension into heaven, and His present life there for us as High Priest and Advocate.
- VII. We believe our Lord and Savior Jesus Christ will personally return and set up His Kingdom wherein He will rule and reign in righteousness.

- VIII. We believe all who receive by faith the Lord Jesus Christ are born again of the Holy Spirit, and thereby become children of God.
- IX. We believe that, since salvation is a gift of God and Jesus' blood atones for past, present and future sins, the believer once saved by grace is kept secure by grace forever.
- X. We believe in the bodily resurrection of the just and the unjust, the blessedness of the saved, and the retribution of the lost.

We Therefore Believe in:

- XI. The Deity, Virgin Birth, Vicarious Death, Physical Resurrection, Ascension, and Personal Return in Glory of the Lord Jesus.
- XII. The Personality, Deity and Work of the Holy Spirit.
- XIII. The Personality of Satan.
- XIV. The Great Scriptural Doctrines of Sin, Salvation by Grace, Redemption, Regeneration, Justification by Faith, Eternal Security, Prayer, Physical Resurrection, the Reward of Believers and Retribution of Unbelievers.

Article IV. Membership

Section 1. Eligibility

Any person shall be eligible for membership who has given clear witness of his acceptance of the Lord Jesus Christ as his Savior and his desire to live a consistent Christian life; who has either received or is willing to receive the ordinances of water baptism and the Lord's Supper; who accepts First Evan's Articles of Belief; and who pledges his willingness to abide by this Constitution, to submit to the governing authority of First Evan consistent with the Word of God, and to pursue peace within the First Evan body, unity in the faith, and the maturity and building up of First Evan and the body of Christ toward Christ-likeness in character and works of service (Eph. 4:3,12,13).

Section 2. Reception

Eligible persons may be received into membership upon confession of faith, reaffirmation of faith, or a statement of faith, conditioned upon successful completion of such orientation as the Session may prescribe and an examination satisfactory to the Session.

Section 3. Member responsibilities

Members are to strive conscientiously to live according to the light given to them by the Holy Spirit through God's Word diligently studied daily in personal and family devotions. They are to keep the Lord's Day holy; to support wholeheartedly the spiritual activities of First Evan by their regular attendance; and to contribute to its material upkeep and evangelistic outreach by presenting their offerings as the Lord has prospered them and according to the biblical principles of stewardship. Members shall also pursue peace within the First Evan and the body of Christ, unity in the faith, and the maturity and building up of First Evan and the body of Christ toward Christ-likeness in character and works of service.

Section 4. Voting rights

Only active Members who shall have attained the age of 18 shall have the rights of voting Members and voice in meetings of the Members (hereinafter "Voting Members").

Section 5. Active and Inactive Members defined

For determination of voting rights and quorum requirements, all Members shall be deemed active Members unless determined to be inactive as defined below. Any Member placed on inactive status shall not be a voting Member or entitled to notices during such inactive status. In accordance with such criteria and policies as may be adopted by the Session, inactive status may be applied to Members who have ceased to participate actively in the life of First Evan, except where (i) health reasons reasonably prohibit such participation or (ii) other good cause exists as may be defined by such policies then in effect. Upon such determination a person shall be removed from the active membership roll and placed on the inactive membership roll. Notification of intent to make such change to inactive status shall be communicated to such Member in accordance with such policies as may be adopted by the Session, but at least by written notice mailed to the last known address of such Member. Members are encouraged to keep First Evan advised of any changes of address. Upon written request, any person so removed from the active roll may be restored to active membership in accordance with such policy or policies as may be adopted by the Session.

Section 6. Associate Membership

Associate Membership shall be available to those who maintain membership with another church but whose involvement with First Evan indicates that the people and affairs of First Evan are a part of their concerns, prayers and activities. They shall have all the privileges of Voting Members except those of having voice in meetings of the Members, voting rights and entitlement to notice. Each candidate shall come before the Session or its designee before being received as an Associate Member.

Section 7. Excommunication

The Session shall have the responsibility to excommunicate from First Evan's membership any Member who commits a gross sin without true repentance or who is guilty of a persistent course of willful and deliberate sin, overt heresy or apostasy. If a Member resigns after the Session has initiated a process that may lead to excommunication, the Session shall cause this fact to be noted on the Member's records and note of such may be communicated to the First Evan body or any other church making inquiry as deemed appropriate by the Session.

Section 8. Membership roll

The Session shall establish policies and or procedures for the maintenance of accurate, up-to-date rolls of active, inactive, and associate Members and excommunicated past Members.

Article V. Congregational Meetings

Section 1. Annual Meeting

The Annual Meeting of the Members shall be held in May. The Session shall set the date and time of the meeting.

During the Annual Meeting:

The President and Treasurer shall report on the activities and financial condition of First Evan.

The Session, the Board of Deacons, and other committees as the Chairmen of the Deacons and Elders deem appropriate shall make full reports of their activities. These reports shall be in writing and shall be made available during worship services on the two Sundays prior to the meeting.

The Voting Members shall vote upon any slate of new Elders or new Deacons.

The Voting Members shall vote on the approval of the at-large members of the Mission Board.

The Voting Members shall elect the chairman and vice chairman of the congregation.

The Voting Members shall act upon such other matters as may be raised consistent with notice requirements.

Section 2. Quorum

The quorum for a meeting of the members shall be as stated in the Charter, or if not stated therein, as stated in the Tennessee Code.

Section 3. Special Meetings

First Evan shall hold a special meeting of Members only at First Evan's primary location upon:

- A. Call of the Session;
- B. Call of the Board of Deacons;
- C. Call by the members in accordance with the Charter.

Section 4. Notice of meetings

- A. Notice of the place, date and time of the annual and special meetings shall be given to all Voting Members.
- B. Notice of the Annual Meeting shall include a description of any special matter or matters which must be approved by the Voting Members as provided in TCA 48-57-105(c)(2): director and officer conflict of interest transactions; amendment of the charter or bylaws; merger; dissolution; or sale or disposition of all or substantially all assets outside the normal course of activities.
- C. Notice of a special meeting must include a description of the matter or matters for which the meeting is called.
- D. Notice of the Annual Meeting shall be effective if published in the First Evan bulletin on the two Sundays preceding the meeting or by any method of Paragraph E following.

- E. Notice of all special meetings must be given to each Voting Member by any one or more of the following methods:
1. By first class mail deposited in the United States mail no fewer than ten (10) days nor more than two (2) months before the meeting date; the address used shall be the member's address shown in First Evan's current record of members.
 2. As part of a newsletter or other publication regularly sent to Members and deposited in the United States mail no fewer than thirty (30) days nor more than two (2) months before the meeting date; the address used shall be the member's address shown in First Evan's current record of members.
 3. By email no fewer than ten (10) days nor more than two (2) months before the meeting date; the email address used shall be the member's email address shown in First Evan's current record of members. If a member has provided no email address or if prior emails to the member have been returned, this method shall not be used for that member.
 4. By any other method permitted by the Tennessee Nonprofit Corporation Act.

Section 5. Elections

At the Annual Meeting the Voting Members shall elect from among the Voting Members a Chairman and a Vice-Chairman of the Congregation, except that no member of the Session, Board of Deacons or pastoral staff may serve in these offices. The Chairman and Vice-Chairman of the Congregation shall take office upon election, serve until their successors are elected and shall be eligible to succeed themselves, but not for more than one additional term.

Section 6. Voting

A. Proxy Votes

A Voting Member may vote at all meetings of the Members by proxy if prevented from attendance by ill health, work schedule or absence from the Memphis metropolitan area, but proxy votes may not be solicited and no one Voting Member may cast proxy votes for more than two others. Before casting a proxy vote a Voting Member shall provide a written statement appointing him as proxy for a specific meeting, signed by the Voting Member whom he represents.

B. Written Ballot

In all meetings of Members, where there is an evident difference of opinion on any question pending, the voting may be by written ballot and if any Voting Member shall request such, the Chairman of the Congregation shall so order.

C. Finality of Vote

A decision by a majority of the votes cast, in person or by written proxy, shall be final.

Section 7. Removal of Officers

By majority vote at any meeting of the Members, the Voting Members may remove any member of the Session, member of Board of Deacons, member of the Missions Board, the Chairman of the

Congregation or the Vice Chairman of the Congregation. This vote may only occur at a meeting for which the notice states that this vote is the purpose or one (1) of the purposes of the meeting.

Article VI. Overview of the First Evan's Government

Section 1. Final Authority

Under the headship of the Lord Jesus Christ (Colossians 1:18), the final governing authority of First Evan is vested in the Members: the Members nominate candidates and confirm the selection of elders and deacons; confirm the slate of elders elected to the Session; can remove one or more elders from the Session; can remove an Elder from the office of Elder; can remove a Deacon from the office of Deacon; approve appointment of deacons to the Board of Deacons; can remove one or more deacons from the Board of Deacons; approve the call or termination of the senior pastor; can by petition call a special meeting of the Members; and can amend these bylaws.

Section 2. Exercise of Corporate Powers

All corporate powers shall be exercised by or under the authority of, and the affairs of the corporation managed under the direction of, the Session, which is the Board of Directors.

Article VII. Elders and Deacons

Section 1. Elders

1. The office of elder is "a noble task." (1 Timothy 3:1)
2. Elders of First Evan must be Voting Members of First Evan and men of mature spiritual faith chosen for their spiritual experience, exemplary in their home, business, social and personal lives and qualifications for leadership in the Church (cp. 1 Timothy 3:1-7, Titus 1:5-9). They shall be men of prayer, willing to visit and counsel as needed.
3. The Session shall establish a procedure whereby nominations for elder are received from the Congregation and reviewed; after the Session approves selected nominees, the Session shall put these nominees before the Congregation to determine if anyone has a biblically based complaint concerning any individual's qualifications to serve. The Voting Members will vote on nominees at any meeting of the Members. Those voted into office by the Members will be ordained as soon as practical. Pastoral staff may be nominated and approved as Elders in the same manner as other members; however, except for the Senior Pastor, pastoral staff shall not serve on the Session and shall be non-voting for purposes of Article VII, Section 1.C. hereof.
4. Men elected to the office of Elder shall continue to hold the office while a Voting Member of First Evan, unless:
 - a. Removed by two-thirds vote of the Session.
 - b. Removed by a majority vote of voting Members at a duly called meeting.
 - c. They resign.
5. The Session shall establish policies and procedures whereby a former elder may be reinstated to office.

Section 2. Deacons

1. “Those who serve well as deacons gain a good standing for themselves and also great confidence in the faith that is in Christ Jesus.” (1 Timothy 3:13)
2. The Deacons shall be Voting Members of First Evan and of exemplary life (cp. I Timothy 3:8-13, Acts 6:3). Their office and responsibilities are essentially spiritual ones and must be carried out only in a spirit of prayer and under the guidance of the Holy Spirit.
3. The Session shall establish a procedure whereby nominations for Deacon are received from the Congregation and reviewed; after the Session approves selected nominees, the Session shall put these nominees before the Congregation to determine if anyone has a biblically based complaint concerning any individual's qualifications to serve. The Voting Members will vote on nominees at any meeting of the Members. Those voted into office by the Members will be ordained as soon as practical.
4. Men elected to the office of Deacon shall continue to hold the office while a Voting Member of First Evan, unless:
 - a. Removed by two-thirds vote of the Session.
 - b. Elected to the office of Elder, except that if a Sitting Deacon at the time of his election to Elder, he may complete his term as a Sitting Deacon.
 - c. Removed by a majority vote of Members at a duly called meeting.
 - d. They resign.
5. The Session shall establish policies and procedures whereby a former deacon may be reinstated to office.

Article VIII. The Session

Section 1. Composition

1. The Session shall be composed of the current Senior Pastor (who serves ex officio with all the rights and responsibilities of other members of the Session) and other Elders elected by the Voting Members (hereafter hereinafter “Sitting Elders”).
2. The Session will set the number of elected Sitting Elders according to the size of First Evan and the needs of the ministry and subject to the approval of the Voting Members. There shall be no more than eighteen elected Sitting Elders or fewer than nine.

Section 2. Term of office

An elected Sitting Elder shall serve for a term of three years; at which time he is eligible for reelection. At the close of a second consecutive three-year term he shall not be eligible for reelection with a term of office that starts before one year has elapsed. If, however, he has been elected to fill a vacancy and has not served for more than one year, he may be re-elected for two consecutive full terms.

Sitting Elders newly elected for a full term will begin serving their terms at the start of the First Evan fiscal year.

Section 3. Election of the Sitting Elders

1. The elected Sitting Elders will be elected annually, on the rotary system, with a goal of electing approximately one-third each year.
2. Each year in order to fill upcoming vacancies among the elected Sitting Elders the Session shall prepare a slate of nominees selected from among those who are Elders or nominees for Elder. The Voting Members will vote on the slate as a whole at the May Annual Meeting of the Members.
3. If for any reason an elected Sitting Elder vacates his position during his term of office, the Session may elect an Elder to fill the vacancy. If the vacancy results in fewer than nine (9) sitting Elders, then the Session shall appoint an Elder to fill the Vacancy. In such event the appointee shall begin his term upon such election, and the Voting Members shall vote on the new Sitting Elder at the next meeting of the Members.

Section 4. Responsibilities

The care of the spiritual interests of First Evan shall be the special responsibility of the Session, including the reception and dismissal of Members, the maintenance of the spiritual life and standards of First Evan, the arranging for the observance of the Lord's Supper and for the regular service in the absence of the Senior Pastor when no provision has been made, and working with the Senior Pastor in the pastoral care and oversight of the Congregation. The Session shall be the representative of the Congregation in matters relating to its pastors, and in dealing with other organizations in all ecclesiastical matters. The Session shall have authority to appoint individuals or committees for the transaction of its business. The Session shall endeavor by God's grace to live and serve in full conformity with the standards set forth in this Constitution for their particular office and at all times shall seek to uphold the Senior Pastor in his administration of his duties and shall work for the purity and unity of First Evan.

Special Duties: The Elders shall assist in ministering the ordinances of the Church and shall make the necessary provisions for the same. They shall be expected to visit the sick and the sorrowing of the membership, investigate delinquents and endeavor to remedy any spiritual weakness in the life of its members. They shall visit the new members, encouraging them to take part in the life of First Evan and seeking to introduce them to its various activities and organizations. They shall establish policy and procedure for the maintenance of the membership rolls and to deal with membership matters.

Section 5. Meetings of The Session

1. The Session shall hold regular meetings not less than once each quarter and not more than once each month, all as scheduled by its Chairman.
2. The Chairman of the Session shall call a special meeting of the Session upon the request of the Senior Pastor or any three elected Sitting Elders. Reasonable notice of the time, place and purpose of each such special meeting shall be given.

Section 6. Election of Officers by the Session

1. Annually, at the first meeting of the Session following the Annual Meeting of the Members, the Session shall elect its Chairman, Vice Chairman and Secretary for the coming fiscal year. The officers will be elected from among the elected Sitting Elders who will serve during the upcoming fiscal year (“the incoming Sitting Elders”); the Senior Pastor shall not be eligible for election as an officer. Officers will take office at the beginning of the First Evan fiscal year.
2. The Sitting Elders-elect will attend this meeting for the annual election of officers. The current Sitting Elders and the Sitting Elders-elect shall be the electors eligible to vote on the election of officers.
3. At least two weeks prior to the election, the current Chairman of the Session will apprise the incoming Sitting Elders of the duties and responsibilities of the Chairman, Vice Chairman and Secretary. Each incoming Sitting Elder shall prayerfully decide whether he is willing to invest the necessary time to serve well in each of these offices.
4. The electors will come to the meeting prepared to cast their vote for the officers to serve for the upcoming fiscal year. First, the Chairman shall determine which Elders are unwilling to serve in a particular office or offices. Second, without nominations and by secret ballot the Chairman shall be elected. If no one receives a majority of the votes on the first round, the lowest vote getter shall be eliminated, the electors informed of the remaining vote getters and another secret ballot taken. This process shall be repeated until one man receives the majority of the votes. Third, by the same secret ballot process the Vice Chairman shall be elected. Last, the Secretary shall be elected by nominations from the floor followed by a vote using a show of hands or by secret ballot, with rounds of voting continuing until one man receives a majority of the votes. The Chairman shall serve a term of one year and shall be eligible to succeed himself but only for one additional term. At the close of a second consecutive one year term he shall not be eligible for re-election with a term of office that starts before one year has elapsed. If, however, he has been filling a vacancy and has not served for more than one year, he may be re-elected for two consecutive full terms.
5. In the event of an officer vacancy during the year, the Session shall at its next regular monthly meeting hold an election to fill the vacancy using the election processes described above; provided, however, that in the event of vacancy of the Chairman, the Vice Chairman shall thereupon succeed to the position of Chairman and a new Vice Chairman shall be elected in accordance with the forgoing procedure.

Article IX. The Board of Deacons

Section 1. Responsibilities

Subject to the general authority of the Session the Board of Deacons shall be responsible for the business and financial interests of First Evan, including the receipt and oversight of the management of all First Evan funds and the care and upkeep of the buildings, grounds, vehicles, equipment and other real and personal property of First Evan, providing adequate insurance for all. The Board of Deacons shall oversee the administration of funds to care for the needy members of First Evan and others in special cases. However, except by action of the Session the Board of

Deacons shall have no responsibility or authority for the hiring, termination, compensation and employee benefits of all pastors.

In all matters relating to borrowing, the acquisition and disposition of real estate or any interest therein, hiring an architect, adoption of plans for new buildings, additions or major modifications to present building, the final decision shall rest with the Session, taking into consideration the recommendation of the Board of Deacons, if any.

Section 2. Composition

The Session shall determine the size of the Board of Deacons in accordance with the needs of the ministry and subject to the approval of the Voting Members. There shall be no more than twenty-one members nor fewer than twelve. (Deacons serving on the Board of Deacons are hereinafter referred to as Sitting Deacons.)

Section 3. Term of office

A Sitting Deacon shall serve for a term of three years, at which time he is eligible for reappointment. At the close of a second consecutive three-year term he shall not be eligible for reappointment with a term that starts before one year has elapsed. If, however, he has been appointed to fill a vacancy and has not served for more than one year, he may be appointed for two consecutive full terms.

Sitting Deacons newly appointed for a full term will begin serving their terms at the start of the First Evan fiscal year.

The Session may remove any one or more Sitting Deacons.

Section 4. Election

1. Members of the Board of Deacons will be appointed annually, on a rotary system, for a three-year term, with a goal of appointing approximately one third of the Sitting Deacons each year.
2. Each year to fill upcoming openings on the Board of Deacons the Session shall appoint members selected from among those who are Deacons or nominees for Deacon. The Session shall present to the Voting Members its list of appointments for approval or rejection. The Voting Members will vote on the slate as a whole at the May Annual Meeting of the Members.
3. If for any reason a member of the Board of Deacons vacates his position during his term of office, the Session may appoint a Deacon to fill the vacancy. If the vacancy results in less than twelve (12) sitting Deacons, then the Session shall appoint a Deacon to fill the Vacancy. In such event the appointee shall begin his term upon the appointment and the Voting Members shall vote on the approval of the nominee at the next meeting of the Members.

Section 5. Election of Officers and Appointment of Committees by the Board of Deacons

1. Annually, at the first meeting of the Board of Deacons following the Annual Meeting of the Members, the Board of Deacons shall elect its Chairman, Vice Chairman, Secretary,

Treasurer and Assistant Treasurer for the coming fiscal year. The officers will be elected from among the members of the Board of Deacons who will serve during the upcoming fiscal year (“the incoming Sitting Deacons”). Officers will take office at the beginning of the First Evan fiscal year.

2. The Sitting Deacons-elect will attend this meeting for the annual election of officers. The current Sitting Deacons and the Sitting Deacons-elect shall be the electors eligible to vote on the election of officers.
3. At least two weeks prior to the election, the current Chairman and Vice Chairman of the Board of Deacons will apprise the incoming Sitting Deacons of the duties and responsibilities of the Chairman, Vice Chairman, Secretary, Treasurer and Assistant Treasurer. Each incoming Sitting Deacon shall prayerfully decide whether he is willing to invest the necessary time to serve well in each of these offices
4. The electors will come to the meeting prepared to cast their vote for the officers to serve for the next year. First, the Chairman shall determine which Deacons are unwilling to serve in a particular office or offices. Second, without nominations and by secret ballot the Chairman shall be elected. If the no one receives a majority of the votes on the first round, the lowest vote getter shall be eliminated, the electors informed of the remaining vote getters and another secret ballot taken. This process shall be repeated until one man receives the majority of the votes. Second, by the same secret ballot process the Vice Chairman shall be elected. Then the Secretary, Treasurer and Assistant Treasurer shall each be elected in turn by nominations from the floor followed by a vote using a show of hands or by secret ballot, with rounds of voting continuing until one man receives a majority of the votes. The Chairman shall serve a term of one year and shall be eligible to succeed himself but only for one additional term. At the close of a second consecutive one year term he shall not be eligible for re-election with a term of office that starts before one year has elapsed. If, however, he has been elected to fill a vacancy and has not served for more than one year, he may be re-elected for two consecutive full terms
5. In the event of an officer vacancy during the year, the Board of Deacons shall at its next regular monthly meeting hold an election to fill the vacancy using the election processes described above.
6. The Board of Deacons may appoint such committees as deemed appropriate to fulfill their ministry.

Section 6. Meetings

1. The Board of Deacons shall hold regular meetings not less than once per quarter and not more often than monthly, all as scheduled by its Chairman.
2. The Chairman of the Deacons shall call a special meeting of the Board of Deacons upon the request of the Senior Pastor or any three Sitting Deacons.

Article X. The Council

Section 1. Purpose

The Council shall serve to keep the members of the Session and the Board of Deacons thoroughly informed and to assist in coordination of the work of both groups.

Section 2. Composition

The Council shall be composed of the members of the Session and the Board of Deacons. The Chairman of the Session shall be the Chairman of the Council and the Chairman of the Board of Deacons shall be the Vice-Chairman. The office of the Secretary of the Council shall be filled by the Secretary of the Board of Deacons.

Section 3. Regular meetings

The Council shall hold a regular meeting once each quarter. A special meeting shall be called at the request of either the Session or the Board of Deacons.

Article XI. Mission Board

Section 1. Responsibilities

There shall be a Mission Board for distribution of the missionary funds of First Evan. The function of the Mission Board shall be to prepare and supervise the missions program of First Evan, under the general supervision of the Session, and to disburse the missionary funds of First Evan. It shall allocate funds to missions and to other causes approved by the Session. Mission organizations may be recommended in writing to the Mission Board by any member of First Evan. The Mission Board shall make a review of mission financing quarterly. The Board shall develop or secure publicity, promotional and other literature which will be used to keep First Evan informed of the worldwide need for the proclamation of the Gospel--local, national and international.

Section 2. Composition

The Mission Board shall consist of the following members: a member of the pastoral staff, appointed by the Senior Pastor; a Sitting Elder appointed by the Session; a Deacon appointed by the Board of Deacons; and at-large members (the exact number of which are to be determined by the Session).

Section 3. Term of office

An at-large member of the Missions Board shall serve for a term of three years; at which time he is eligible for reappointment. At the close of a second consecutive three-year term he shall not be eligible for reappointment with a term that starts before one year has elapsed. If, however, he has been appointed to fill a vacancy and has not served for more than one year, he may be appointed for two consecutive full terms.

At-large members of the Missions Board newly appointed for a full term will begin serving their terms at the commencement of the fiscal year immediately following their approval during the Annual Meeting of the Members.

The Session may remove any member of the Missions Board.

Section 4. Election

1. At-large members of the Missions Board will be appointed annually, on a rotary system, for a three-year term, with a goal of having approximately one third of the at-large members appointed each year.
2. Each year to fill upcoming at-large openings on the Missions Board the Session shall appoint members selected from among the Voting Members of First Evan. The Session will seek those who will make the necessary commitment, seeking to make the Mission Board representative of the First Evan body. Recommendations from the Congregation and various boards are to be sought by published request and listing of qualifications. The Session shall present to the Voting Members its slate of appointments for approval or rejection. The Voting Members will vote on the slate at the Annual Meeting of the Members.
3. If for any reason a member of the Missions Board vacates his position during his term of office, the Session may appoint a Voting Member to fill the vacancy and the Voting Members shall vote on the approval of the nominee at the next meeting of the Members.

Article XII. Other Boards and Committees

Boards and committees may be instituted by the Session as it deems necessary. These committees of the Session may exercise the Session's authority to the extent specified by an act of the Session.

Article XIII. Officers

Section 1. General

Officers of the corporation shall perform such duties as may be prescribed by the Session.

Section 2. President

The Chairman of the Session shall be the President of the corporation.

Section 3. Vice President

The Vice Chairman of the Session shall be Vice President of the corporation, fulfilling the duties of the President in the event of the death or incapacity of the President.

Section 4. Secretary

The Secretary of the Session shall be the Secretary of the corporation, responsible for the keeping of the minutes of the Session.

Section 5. Treasurer

The Treasurer of the Board of Deacons shall be the Treasurer of the corporation. The Treasurer shall oversee the receipt and disbursement of First Evan's funds as directed by the Board of Deacons, the Session (on matters reserved to the Session by these Bylaws), or an act of the Congregation.

Section 6. Other Officers

The Session may appoint other officers or assistant officers.

Article XIV. Pastors

Section 1. The Senior Pastor

The Senior Pastor is a member of First Evan and at the same time is the spiritual leader of First Evan; in concert with the other elders he is the lead shepherd of our flock.

A. Spiritual Duties of the Senior Pastor

The primary duty of the Senior Pastor shall be the study, preaching and teaching of the Word to First Evan.

He shall have general oversight of:

- First Evan's spiritual life,
- First Evan's regular services,
- the ministration of the ordinances of the Church, and
- the ordination and installation of the elders and deacons.

He shall be ex officio a member of all boards and committees connected with First Evan or any of its organizations except that his membership in such bodies shall not be counted in determining a quorum.

He shall conscientiously perform such duties as may be arranged between the Session and himself.

B. Administrative Duties

The Session, in consultation with and in consideration of the specific gifts of the Senior Pastor, shall establish administrative responsibilities within the ministry staff. These assignments shall include defining for each staff member which pastor shall oversee his/her work and for each First Evan body and committee which staff member, if any, shall be its principle liaison.

C. Termination

If at any time, in the opinion of a majority of the members of the Session and a majority of the Elders (but Pastoral staff who are Elders shall not vote or count when calculating a majority), the Senior Pastor's services be deemed unsatisfactory or his personal beliefs, preaching, teaching, or conduct shall not be in full accord with the doctrinal standards and Articles of Belief of First Evan, the Session may request his resignation for approval of the Membership. Failing receipt of such resignation, the Session shall in its discretion have the right to immediately suspend his position as Senior Pastor and to recommend his termination to the Members if (1) other satisfactory resolution to such deficiency not be provided or (2) in the opinion of a 2/3rds majority of the members of the Session such deficiency should be such that irrevocable harm could occur to First Evan unless immediate action be taken; the members shall vote on such recommendation at a meeting for which the notice states that this vote is the purpose or one (1) of the purposes of the meeting.

Section 2. Other Pastors

Other members may be added to the pastoral staff upon recommendation of the Senior Pastor and prior approval of the Session. Such members shall serve at the pleasure of the Senior Pastor and the Session, and their service may be terminated upon recommendation of the Senior Pastor but only after approval by the Session.

Section 3. First Evan Membership of Pastoral Staff

Upon being hired all members of the pastoral staff, as well as their wives, if married, shall promptly complete this Constitution's requirements for Voting Members, whereupon they shall be received into Membership.

Section 4. Pastoral Search Committee

When it shall become necessary to secure a Senior Pastor, a Pastoral Search Committee shall be formed, composed of the Chairman of the Session, who shall be Chairman of the Pulpit committee, and two additional Sitting Elders, selected by the Session, the Chairman of the Board of Deacons and one other Sitting Deacon selected by the Board of Deacons, and two others selected by the Voting Members. It shall be understood that the membership of this committee shall continue unchanged, notwithstanding the expiration of the term of office of any Elder or Deacon on it. The Pastoral Search Committee shall make its report to the Session, which in turn will make its recommendation to the Congregation for final action by the Voting Members.

Article XV. Ordinances

Section 1. Communion

Communion shall be observed regularly.

Section 2. Baptism

Baptism is an outward sign of an inward grace, and as such does not confer or guarantee salvation, but rather is done in obedience to our Lord's command. First Evan allows for baptism either by immersion or by sprinkling upon profession of faith, as well as for infant baptism when requested by a believing parent. The Senior Pastor shall make satisfactory provision for the administration of baptism in the mode desired. No Pastoral staff or other Member will be required to administer the ordinance of Baptism in a manner inconsistent with his personal convictions.

Article XVI. Finances

The support of First Evan and its activities is the responsibility of the Members through their voluntary free-will offerings. Giving will be encouraged for ministry, building, and missions needs. Each member is to be guided by biblical principles of stewardship as to the amount to be presented to the Lord for the work of First Evan.

First Evan shall operate on a July through June fiscal year.

Article XVII. Amendments

Amendments may be made to this Constitution and Bylaws when approved by two-thirds majority vote at any regular or special meeting of the Members, provided such amendments have been introduced and explained at a preceding meeting of the Members.

Article XVIII. Robert's Rules of Order

Robert's Rules of Order (Newly Revised, 10th Edition, November 14, 2000) shall be followed in all meetings of the Congregation and the Boards of First Evan.

(Revision approved by the Congregation on 11/10/2019)