

CONSTITUTION
FLANAGAN COMMUNITY CHURCH
Adopted 11-10-2019

PREAMBLE

We, the members of Flanagan Community Church, of Flanagan Illinois, in order to carry out the commission given by Jesus Christ to his church and conduct the affairs of the church, adopt this constitution.

I - NAME

Flanagan Community Church (FCC) of Flanagan, IL began as new church planted by Salem Church of Gridley, IL. The first official service of Flanagan Community Church was January 29th, 2017. FCC is affiliated with the Fellowship of Evangelical Churches denomination.

II - PURPOSE

Flanagan Community Church exists to love God, love others, and lead others to love God.

A. This reflects the Great Commandment and Great Commission (Matt. 22:36-40; 28:18-20)

III - STATEMENT OF FAITH

A. God

We believe in one God. God is the Creator and Ruler of the universe. He has eternally existed in three persons: the Father, the Son, and the Holy Spirit. These three are co-equal and are one God. (Genesis 1:1, 26-27; 3:22; Psalm 90:2; Matthew 28:19; I Peter 1:2; II Corinthians 13:14)

B. God the Father

We believe in God the Father Almighty, the fully divine Sovereign King and Creator of heaven and earth. He is the source of all life and worthy of all praise, glory, love, and allegiance. God the Father loved the world enough to send the Son, Jesus Christ, as the Savior of the world. Anyone who knows the Father also knows the Son. Through a personal relationship with Christ, we come to know God as our Father and can say, "Abba Father." (John 3:16; Galatians 3:26; 2 Corinthians 1:3; Ephesians 4:6-7)

C. God the Son: Jesus Christ

Jesus Christ is the Son of God. He is co-equal with the Father and born of the Virgin Mary. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all men by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's glory and will return again to earth to reign as King of Kings and Lord of Lords. (Matthew 1:22-23; Isaiah 9:6; John 1:1-5 & 14:10-30; Hebrews 4:14-15; I Corinthians 15:3-4; Romans 1:3-4; Acts 1:9-11; I Timothy 6:14-15; Titus 2:13)

D. God the Holy Spirit

The Holy Spirit is equal with the Father and the Son as God. He is present in the world to make humanity aware of their need for Jesus Christ and to convict the world of sin. He also lives in every Christian from the moment of salvation. He provides the Christian with power for living, understanding of spiritual truth and guidance in doing what is right. The Christ-follower seeks to live under His control daily. (II Corinthians 3:17; John 14:16-17 & 16:7-13; Acts 1:8; I Corinthians 2:12 & 3:16; Ephesians 1:13; Galatians 5:25; Ephesians 5:18)

E. Man

Man is made in the spiritual image of God to be like Him in character. He is the supreme object of God's creation. Although created in the likeness of God, man is marred by an attitude of disobedience toward God called sin. Sin is what separates man from God. (Genesis 1:27; Psalm 8:3-6; Isaiah 53:6; Romans 3:23; Isaiah 59:1-2)

F. The Bible

We believe that God is graciously self-revealing and has made Himself known through the sixty-six books of the Holy Bible, both Old and New Testaments, which He authored by divinely inspiring men to write as they were carried along by the Holy Spirit. We affirm that the Bible is entirely sufficient and trustworthy, completely free from error in the original manuscripts, and wholly reveals the principles by which God will righteously judge us. The Bible faithfully testifies to the only way of salvation, and has as its ultimate fulfillment the perfect revelation of God—Jesus Christ. And as God's word to His people, the Bible will remain to the end of the world the supreme standard and final authority by which all matters of life and doctrine should be tested. We believe the Bible's central message of salvation is made plain to all who read it with a desire to trust and obey God. (Psalm 119; 1 Thessalonians 2:13; Hebrews 1:1-4, 2 Peter 1:19-21; Proverbs 30:5-6; Romans 2:12; Philippians 3:16; Hebrews 4:12-13; Luke 24:25-47; John 5:39; 2 Timothy 3:15-17; Isaiah 40:8; 1 John 4:1; Revelation 22:18-19; 2 Timothy 1:12-14; Hebrews 13:17)

G. Salvation

Salvation is a gift from God to man. Man can never make up for his sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can man be saved from sin's penalty. Eternal life begins the moment one receives Jesus Christ into his or her life by faith. (Romans 6:23; Ephesians 2:8-9; John 1:12 & 14:6; Titus 3:5; Galatians 3:26; Romans 5:1)

H. Eternity

Man was created to exist forever. He will either exist eternally separated from God by sin or in union with God through forgiveness and salvation. To be eternally separated from God is to spend eternity in Hell. To be eternally in union with Him is eternal life in Heaven. Heaven and Hell are real places of eternal existence. (John 3:16; I John 5:11-13; Romans 6:23; Rev. 20:15)

I. The Local Church

We believe in the local church as a part of the universal Body of Christ. It is to be a witness in its local community and extend to the whole world. The local church provides an avenue for the proper use of spiritual gifts and the observance of the ordinances of baptism and the Lord's Supper. (Matthew 28:19-20; I Corinthians 12-14; I Corinthians 11:27-29; Ephesians 4:11-16)

J. Baptism and the Lord's Supper

The Word of God places on the church two perpetual ordinances of the Lord Jesus Christ. The first, water baptism, is observed in obedience to the example and teaching of Christ. It is identification with Jesus and is affected in the name of the Father, the Son and the Holy Spirit. The second, the Lord's Supper, is a commemoration of the death of the Lord and is done in remembrance of Him until He comes again; it is a sign of our loving participation in Him, and is intended for those who are believers. (1 Cor. 11:17-34; Matthew 3:6; Matthew 3:13-17; Matthew 28:19; Acts 2:37-39; Luke 22:14-20; Acts 8:26-40)

K. Marriage, Gender, Sexuality, and Divorce

We believe God created marriage to display the gospel, to provide a secure foundation for raising children, and to encourage the joy and holiness of mankind. Throughout Scripture, the husband-wife relationship illustrates the covenant relationship between Jesus Christ and His church, the "Bride of Christ." People are wonderfully and immutably created as male and female, and these distinct, complementary genders together reflect the image and nature of God. God ordained marriage as the union of one man and one woman in an intimate covenant relationship lasting until death. Therefore, no sexual activity should take place outside of biblical marriage. Furthermore, divorce should be rigorously avoided because reconciliation is central to the Christian life. However, due to the hardness of the human heart and brokenness of our world, divorce is a reality and in rare cases may be legitimate. Regardless of circumstances, following the example of our Lord Jesus, Christians ought to display forgiveness, restoration, and love toward one another. (Genesis 1:28; 2:24-25; Song of Solomon; Ephesians 5:22-33; Genesis 1:26-27; Mark 10:6; Leviticus 18:1-30; Matthew 19:4-5; Romans 1:26-27; Romans 7:2; 1 Corinthians 7:10; 1 Thessalonians 4:1-8; Hebrews 13:4; Matthew 19:6; 2 Corinthians 5:18; 1 Corinthians 7:15; Matthew 19:8-9; Ephesians 4:25-32; Colossians 3:12-13)

L. The World to Come

We believe that on the last day Christ will descend from heaven in all power and glory, and will raise the dead from the grave to final judgment (1). At that time, there will be a separation in which the wicked will be judged and sentenced to endless punishment under God's just wrath, and the righteous rewarded with endless joy in the presence of God (2). This judgment will be pronounced by Jesus Christ, and will be an expression both of God's unyielding justice and His unfathomable grace and wisdom (3). Thus we eagerly hope that we who belong to Jesus will be eternally satisfied in God as we eternally glorify Him in the new heavens and the new earth. (Acts 1:11; 10:42; 1 Thess. 4:13-5:11; John 5:21-29; Daniel 12:2; Matt. 13:36-50; 24:31-46;

John 4:36, 5:28-29, 6:40; Romans 1:18; 2 Thess. 1:5-12; Mark 9:43-48; Luke 14:14; Acts 17:31; Psalm 16:11; John 3:36, 11:23-27; Revelation 20:1- 22:21)

IV - CHURCH STRUCTURE

Flanagan Community Church is governed by the Biblically derived structure known as “elder-led congregationalism.” Final earthly authority in the church shall be vested in its members, whom are accountable to the Head of the Church, Jesus Christ (Col 1:18). While the final earthly voice of authority is that of the membership, the church shall choose its elders under the guidance of God, expecting most matters of business and government to be carried on by those elders. Certain matters, in accordance with the provisions of this Constitution, in addition to any other business of the elders’ choosing, will be presented to congregation for approval in accordance with the provisions contained herein.

V - MEMBERSHIP

A. Qualifications:

1. To qualify for membership in the church, a person must be a believer in Jesus Christ who has been baptized, and who wholeheartedly believes in the Christian faith as revealed in the Bible. Each member must agree to obey the teaching of Scripture as expressed in the Statement of Faith and must promise to keep the commitments expressed in the Membership Covenant. The elders shall be responsible for determining each person’s qualification for membership. In making this determination, they may rely on a person’s profession of faith, or any other such evidence from the testimony of one’s life.

B. Admission to Membership:

1. Prospective members shall arrange for an introductory meeting with at least one of the elders. In this meeting, the prospective member has an opportunity to learn more about Flanagan Community Church, and also to confirm his or her profession of faith, baptism, and commitment to the Statement of Faith and Membership Covenant. At the discretion of the elders, participation in a membership class may also be required.
2. To be admitted into church membership, prospective members shall be accepted by a vote of the Council of Elders at any regular or special meeting of the Council of Elders.
3. No prospective member will be admitted to the membership who is also a member of another church.
4. Prospective members must be 16 years of age or older in order to be received by the Council of Elders into membership.

VI - MEETINGS OF THE MEMBERSHIP

A. Worship Meetings:

1. Worship services shall be held each Lord's Day, Sunday, and may be held throughout the week as the church determines.

B. Members Meetings:

1. In every meeting together, members shall conduct themselves in a manner worthy of the Gospel of our Lord Jesus Christ (Phil 1:27).
2. There shall be an Annual Meeting of the membership at the church the third week in January for the transacting of any business properly coming before the meeting. The exact hour and form of the meeting shall be set by the elders. The date and place of the Annual Meeting may be temporarily changed by the elders when necessary, provided proper advance notice is given.
3. Special meetings of the membership may be called by the elders or called for upon written request to the Chairman of the Elders of the greater number of either twenty-five (25) members or 10% of the members of the church. Such a call must state the purpose of such special meetings and no other business other than specified in the call may be considered.
4. Public notice of the time, place, and purpose of all meetings of the membership shall be given on two (2) consecutive Sundays immediately prior to the date of the meeting as well as by other means intended to provide as much actual notice of the meeting and agenda as possible.
5. A quorum shall consist of 35% of the membership, but not less than twenty-five (25).
6. Voting by proxy shall not be permitted.
7. An elder designated by the Council of Elders shall preside as moderator at all Members Meetings.
8. The Church Clerk shall keep the minutes of all Members Meetings and shall also have all the powers and duties of the secretary of the corporation under the laws of the State of Illinois. In his absence, the elders may designate a Church Clerk pro tem for the meeting. The minutes of each Members Meeting shall be attested to by the Chairman of the Elders and the Church Clerk, entered in the minute book of the elders, and approved by the membership at its next meeting.
9. Nominated church officers to the position of Elder and Deacon, as defined herein, shall be made by the elders and presented for a vote by secret ballot at the Annual Meeting.

10. The names of nominees for church officers shall be available at least two (2) Sundays immediately prior to the date of the Annual Meeting or Members Meeting at which the vote will be held, as well as by other means intended to provide as much actual notice of the meeting and agenda as possible.
11. The official year of the church shall begin with the Annual Meeting. All officers shall assume their duties at that time and continue until their successors are elected. The fiscal year shall be from January 1 to December 31st. The Church budget for the prior fiscal year shall govern church operations until approval of the church budget at the annual meeting.
12. The elders will request church officers and representatives of all other ministries to submit annual reports which shall be compiled into an Annual Report of the ministry at Flanagan Community Church and reviewed at the Annual Meeting.

VII - Property

All property belonging to the Church shall remain intact. Members severing their relationship with the Church relinquish all claims to its property. In the event of a division of the Church, the name and property shall remain with the group which adheres to this Constitution and By-Laws.

VIII Amendments

- A. This Constitution may be amended provided that any such amendment be first approved by the Board of Elders. The proposed Amendment shall be submitted to the Church Membership for prayerful consideration, two consecutive weeks prior to a duly called business meeting. The Amendment shall be passed by a two-thirds vote of members present at such called meeting.
- B. The Church Policy Handbook may be amended at any time by the Council of Elders. All amendments to the Church Policy Handbook must be made available to the congregation in writing for two consecutive Sundays prior to approval of the amendment by the Council of Elders.
- C. It is recommended that the Council of Elders or delegates review this Constitution no less frequently than once every five years.

IX - Church Leadership

A. Summary:

1. The offices of the church shall be Elder and Deacon. In addition to the offices of Elder and Deacon, Flanagan Community Church recognizes the administrative positions under this Constitution of Church Clerk and Church Treasurer.
2. All officers must be members of Flanagan Community Church prior to assuming their responsibilities.

3. The offices of Church Clerk and Church Treasurer will be filled by the appointment of the Council of Elders. The Church Clerk shall be an Elder.
4. The leadership of the church shall be vested in the Council of Elders who are responsible for governing the church, and who function under the direct oversight of Jesus, who is Head of the Church. The elders should not act independently of prayer and diligent seeking of the Lord. Within the Council of Elders, each member is gifted by the Lord to benefit the church in particular ways; therefore, each should assume specific responsibilities that are in accord with his gifts and ability. The elders shall serve as a plurality with equal authority, yet specialized in function.
5. Deacons shall assist the Council of Elders by performing services of advice, administration and implementation. The elders shall organize and guide the work of the deacons through written objectives and duties contained in the Church Policy Handbook.

B. Elders:

1. The Council of Elders shall be comprised of men who satisfy the qualifications for the office of elder set forth in I Timothy 3: 1–7 and Titus 1: 6–9. In addition to staff elder(s), the Council of Elders shall be comprised by no fewer than two (2) and no more than seven (7) elders who are not employed by the church. The number of elders whom are not employed by the church shall be greater than the number of staff elders.
 - a. If, for any reason, there should ever be fewer than two (2) non-staff elders on the Council of Elders, the remaining elders shall join together with the deacons in office to temporarily lead the church in all areas until two (2) non-staff elders are re-established in office.
2. No elder shall also hold the office of deacon contemporaneously with his tenure as elder.
3. The church shall elect men gifted and willing to serve in the office of elder. These men shall be received as gifts of Christ to His Church and the church shall reaffirm those in the office of elder by vote on a triennial basis. After an elder, other than the Senior or Associate Pastor(s), has served two consecutive three-year terms, he may only be elected to the office of elder after at least one year of rest from service.
4. The Council of Elders shall seek to stagger the terms of the elders in service to ensure the ongoing leadership of the church. To this end, the Council of Elders may approve that an incoming elder's first term be shorter than three (3) years in order to stagger terms of serving elders. In such an instance, the newly elected elder would still only be eligible for one (1), three (3) year re-affirmation prior to the mandated one year rest.
5. The elders shall take particular responsibility to:
 - a. oversee the spiritual health of the flock of Flanagan Community Church (1 Pt. 5:1-2).
 - b. faithfully pray for the members and mission of the church (Acts 6:4).

- c. examine, instruct, and affirm, prospective members.
 - d. introduce new members to the congregation.
 - e. examine and recommend all prospective candidates for offices and positions.
 - f. oversee the work of the deacons and appointed church agents and committees (Acts 6:1-7).
 - g. interpret this Constitution and church policy documents.
 - h. lead worship gatherings.
 - i. administer and/or oversee the ordinances of baptism and the Lord's Supper.
 - j. work to resolve conflict in the church (Acts 15:1-35).
 - k. equip the membership for the work of the ministry (Eph. 4:12).
 - l. encourage sound doctrine and practice (Titus 2:1-8).
 - m. admonish and correct error (Titus 1:9).
 - n. oversee the process of church discipline (Mt. 18:15-18).
 - o. coordinate and promote the ministries of the church (Titus 1:5).
 - p. mobilize the church for world missions (Acts 13:1-3).
 - q. identify and train future church leaders (2 Tim. 2:1-2).
 - r. set an example for believers in speech, conduct, love, faith, and purity (1 Tim. 4:12).
6. The elders may establish ministry positions or committees/teams to assist them in fulfilling their responsibilities as well as oversee the development or modification of the job description for any new or current paid staff positions. The elders shall have primary responsibility for the employment, supervision, and evaluation of staff members. This responsibility may, on a case-by-case basis, be delegated to another staff member or church officer.
 7. Each year the Council of Elders shall present an itemized budget to the church after consultation with the deacons, and others as necessary. This budget shall be presented at least one (1) week in advance of the Annual Meeting and called up for a vote at the Annual Meeting. No money shall be solicited by or on behalf of the church or any of its ministries without the approval of the Council of Elders. The Church budget for the prior fiscal year shall govern church operations until approval of the church budget at the annual meeting.
 8. The elders shall annually elect a Chairman of the Elders and the Church Clerk from among their number. They shall also appoint one of their number to serve as moderator of Members Meetings, who may be the Chairman of the Elders, though it is not required that the chairman serve as moderator. The Chairman of the Elders may not be a paid staff member of the church.
 9. Elders shall seek to make decisions unanimously and speak with one voice. When disagreement exists in the Council of Elders pertaining to a decision at hand, the elders shall hear one another, strive for consensus on the matter, and may pass a motion with a 2/3 majority vote of the whole Council of Elders. Those who dissent must be able to submit to the collective decision in good conscience and all must be "eager to maintain unity and the bond of peace" (Eph. 4:3) among the Council of Elders and in the church.

C. Deacons:

1. The office of deacon is described in 1 Timothy 3:8-13 and Acts 6:1-7. The church shall recognize, in accordance with the constitutional provisions on elections, men and women who are giving of themselves in service to the church, and who possess particular gifts of service. These members shall be received as gifts of Christ to His church and set apart as deacons.
2. Deacons shall be elected to one term of two (2) years, renewable once for a second term, making it possible to serve four (4) consecutive years. They may be re-elected to serve in the same role after one year of rest. One who has served four (4) consecutive years as a deacon may continue service as deacon so long as he or she is serving in a new role and has resigned the duties of the previous office for at least one year.
3. The deacons, with the agreement of the elders, may establish unpaid administrative positions or committees of members to assist them in fulfilling their responsibilities in the church.

D. Church Treasurer:

1. This position may be a paid staff position, though the Church Treasurer may not be an active elder.
2. The responsibilities of the Church Treasurer shall be to complete the following functions or provide oversight for their completion by a representative appointed by the Council of Elders:
 - a. to promote good stewardship by keeping an accurate account of all receipts and disbursements in the general fund and other accounts set aside as reserved funds.
 - b. to disburse all moneys authorized by the Council of Elders or other authorized delegate.
 - c. to give a monthly report to the Council of Elders.
 - d. to prepare for distribution copies of the yearly financial report and a unified budget for the coming year to be presented at the Annual Meeting.
 - e. to promptly file the Treasurer's books and reports for audit following the Annual Meeting.
 - f. to annually file the Illinois Not-For-Profit Corporation papers and pay the appropriate fees.
 - g. to keep a confidential record of all donations made by members of the congregation and of all payments received toward the same and to provide statements when requested by the contributor.
 - h. to promptly deposit all moneys received in such depository as the Council of Elders shall instruct.
 - i. to perform any other duties as assigned by the Council of Elders.

X - CHURCH STAFF

A. Senior Pastor:

1. The Senior Pastor shall also be an elder. He shall perform the duties of an elder, described above, and shall be recognized by the church as particularly gifted and called to the full-time ministry of preaching and teaching. Additionally, he shall receive a written job description of duties and responsibilities from the Council of Elders. However, his call shall not be subject to the triennial reaffirmation or to the term limitation set forth in Article V.B.3.
2. The Senior Pastor shall function simultaneously in three roles with the elders. First, he will lead the elders in certain respects of ministry, as he will be most familiar with the daily workings and needs of the church. Secondly, as an elder himself, he shall have equal authority with the elders in decision making. Thirdly, the Senior Pastor shall also be under the authority of the Council of Elders, submitting to the collective decisions of the Council of Elders as he seeks to faithfully implement the decisions of the eldership.

B. Associate Pastor:

1. The church may call additional pastors whose relationship to the Senior Pastor is that of Associate Pastor. An Associate Pastor shall receive a written job description of duties and responsibilities from the elders. He shall be recognized as particularly gifted and called to the ministry of preaching, teaching, and equipping the saints for service. An Associate Pastor may, at the discretion of the Council of Elders, become an elder upon employment and he shall not be subject to the triennial reaffirmation or to the term limitation set forth in Article IX.B.4.

C. Other Church Staff:

1. The Council of Elders may call additional church staff, such as a youth pastor, worship pastor, children's pastor, administrative assistant, or others, to assist in the work of church ministry.
2. The Senior Pastor, in cooperation with the Council of Elders, shall assign the duties and job description of all church staff.
3. Any church staff member who is not in the office of Senior Pastor need not be an elder or deacon to assume duties on staff.
4. Paid church staff members shall not be deacons unless specifically approved by the Council of Elders on a case-by-case basis.

XI - ELECTIONS

A. Selection of Officers:

1. The election of church officers shall be held regularly at the Annual Meeting or at other specially called Members Meetings as need arises. Names of nominees to serve as elders and deacons shall be placed in nomination by the Council of Elders in accordance with Article VI.B.9, presented to the congregation in writing, and by any other means useful for giving congregational notice, no later than two (2) Sundays immediately prior to the Annual Meeting. The election shall proceed as directed by the moderator of the Annual Meeting.
2. The Council of Elders should seek recommendations and involvement from the general membership, and particularly the Deacons in the nomination process. Any member with reason to believe that a nominated candidate is unqualified for a church office should express such concern to the Council of Elders as far in advance as possible before the scheduled election of officers.
3. The moderator of any Members Meeting, held in accordance with the stated provisions of Article VI.B, shall declare elected each candidate receiving a two-thirds (2/3) majority of all votes cast by secret ballot from members present for the office of elder. For all other offices, the moderator shall declare elected all persons receiving a simple majority of all votes cast; abstentions will not be considered as votes cast.
4. The persons elected shall assume their respective offices upon election, unless specifically arranged otherwise by the elders.

B. Calling a Senior Pastor or Associate Pastor:

1. In the calling of any man to the office of Senior Pastor or Associate Pastor, the Council of Elders shall bring forth a candidate to the church membership for a vote. The congregation should receive assurance from the Council of Elders that they have interviewed the candidate to assess his Christ-like character, his pastoral competency, and his assent to the Statement of Faith and Membership Covenant. At a Members Meeting, subject to applicable provisions of Article VI.B, a candidate receiving a two-thirds (2/3) majority of the votes cast by secret ballot of members present shall be deemed approved for the stated office of either Senior Pastor or Associate Pastor.
2. Additionally, the church must be given adequate opportunity to assess the preaching gifts of any potential Senior Pastor or Associate Pastor.
3. The Council of Elders may, at their discretion, organize a search committee to assist in the calling of a Senior Pastor or Associate Pastor.

C. Calling Other Pastoral Staff:

1. The calling of any individual to a paid pastoral staff position other than that of Senior Pastor or Associate Pastor, may be done at the discretion of the Council of Elders. Such a hiring must be done only after the entire body of elders has had ample time to prayerfully consider the candidate. The hire may be made upon a vote of approval by the Council of Elders. Consideration should be made to keep the congregation informed of the role of any new staff person.

D. Termination of Church Officers and Staff:

1. By Resignation: Any church officer or staff member may tender his/her resignation to the Chairman of the Council of Elders. The Council of Elders will have no obligation to give severance benefits to any eligible employee who does not give thirty (30) days advance notice of resignation.
2. By Dismissal: Any church member with a grievance against an elder, deacon, or staff member should express such concern in accordance with the instructions of our Lord in Matthew 18: 15–20 and I Timothy 5:19–21. Grievances brought to the Council of Elders, must be done so in writing. Upon hearing the matter, the Council of Elders may take all appropriate action regarding the allegations of the grievance. The Council of Elders will investigate fully the allegations of the grievance, and will take any and all required remedial and corrective action in a spirit of Christian love. All documents related to the alleged grievance shall be kept confidential. If the pattern of behavior arising from the alleged grievance continues, then the Council of Elders may proceed to dismiss the pastor, church officer, or any other staff member from their duties in the following manner:
 - a. Any church officer, including Senior Pastor or Associate Pastor, may be terminated from office upon the unanimous vote of the Council of Elders, not including the vote of the officer in consideration.
 - b. Any staff member who is not a church officer may be terminated by a two-thirds (2/3) majority vote of the whole Council of Elders.

XII - ORDINATION

Flanagan Community Church submits its ordination process to the Fellowship of Evangelical Churches.

XIII - RELATED DOCUMENTS

A. Summary:

Related documents important to the administration of the Church may be created under the direction of the Council Of Elders. The documents include, but are not limited to, the following:

1. The Flanagan Community Church Policy Handbook
2. FCC Child Protection Policy
3. Membership Covenant
4. FCC Kids Volunteer Handbook

B. Amendments

These documents may be amended at any time by the Council of Elders. All amendments to these Documents must be made available to the congregation in writing for two consecutive Sundays prior to approval of the amendment by the Council of Elders.