

What's New Worship  
Church Constitution and By-Laws

ARTICLE I - NAME

The name of this organization shall be called  
WHAT'S NEW WORSHIP

ARTICLE II - PURPOSE

The purpose of this instrument is to serve as a supplement to the "Vision & Purpose Statement" already adopted by What's New Worship, INC. This supplement in the future may be referred to as a Constitution for What's New Worship.

The purpose of this organization is to fulfill God's divine goal for the local church as found in the Book of Acts and that goal simply stated is this: To make as many people as much like Jesus using the following methods.

- Through a strong scriptural Christ-honoring, Spirit-led, ministry.
- Through the constant emphasis placed upon the importance of persistent prayer and the sacrificial giving of the believer's time, talent, and treasure for Jesus.
- Through a total Bible -centered teaching program.
- Through regular soul-winning events and community outreach.

In brief, What's New Worship exists solely to Love God and to Love People.

## ARTICLE III - RELATIONSHIPS

This church is under the Lordship of the Lord Jesus Christ. We follow only the first century church's example of Jesus came to earth, Jesus died for our sins, Jesus was buried, Jesus rose from the dead, and Jesus was seen.

**1 Corinthians 15:3 For what I received I passed on to you as of first importance: that Christ died for our sins according to the Scriptures, 4 that he was buried, that he was raised on the third day according to the Scriptures,5 and that he appeared to Peter, and then to the Twelve.**

## ARTICLE IV - MEMBERSHIP

### SECTION 1 - "RECEPTION OF MEMBERS"

Any person may offer himself as a candidate for membership in this Church. All such candidates shall be presented to What's New Worship at any regular church service for membership by a profession of faith in the LORD JESUS CHRIST. The candidate shall be counseled by the Senior Pastor to ensure their understanding and commitment to the "Vision and Purpose Statement". The Senior Pastor will present them for membership.

Should there be any dissent as to any candidate, such dissent shall be referred to the Deacon Board for further prayer and the making of a recommendation to the Church within 30 days. A three-fourths vote of those voting Church members present and voting shall be required to elect such candidates to membership.

### SECTION 2 - "VOTING RIGHTS OF MEMBERS"

Every member present 18 years of age and above shall have

the privilege to vote on any Church action whereby a vote is properly called for. All voting members should actively seeking to live a Christ like lifestyle.

### SECTION 3 - "TERMINATION OF MEMBERSHIP"

Membership shall be terminated in the following ways:

- Death
- Transfer of membership to another Church.
- Exclusion by action of What's New Worship as specified in Article IV Section 5 of this constitution.
- Request by the member to be removed from the church membership list.

### SECTION 4 - "ABSENT/INACTIVE MEMBERS"

The Pastoral Board will examine the membership list annually during the month of January. All members failing to show interest in the previous 6 months shall be removed from the Church membership list. This action will be taken provided that sincere efforts have been made by the Senior Pastor, his staff, and the Deacons to restore these members.

### SECTION 5 - "DISCIPLINE OF MEMBERS"

- Matthew 18 shall be used solely to govern the discipline of the members of What's New Worship.  
**Matthew 18:15 "If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. 16 But if he will not listen, take one or two others along, so that 'every matter may be established by the testimony of two or three witnesses. 17 If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or a tax collector.**

- A 2/3rds majority vote of the Church voting members shall be required to remove a member from Church membership.

- Any member that has been removed from membership in this manner can be restored as a member by following the standards of membership set forth in Article IV Section I of this constitution. The prior member will show evidence of repentance and reformation.

## **ARTICLE V - "CHURCH OFFICERS"**

### **SECTION 1 - "THE OFFICE OF THE SENIOR PASTOR"**

A. Scriptural passages relating to the office of the Pastor:

Eph. 4:11-14; 1 Tim. 3:1-7, 4:11-16, 5:20-22; 2Tim 4:1-5;

Heb. 13:17; 1 Peter 5:1-4

B. Duties of the Pastor in light of those passages:

- **Eph. 4:11** It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, **12** to prepare God's people for works of service, so that the body of Christ may be built up **13** until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. **14** Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming.

- **1 Tim. 3:1** Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task. **2** Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, **3** not given to drunkenness, not violent but gentle, not

quarrelsome, not a lover of money.<sup>4</sup> He must manage his own family well and see that his (Minor) children obey him with proper respect.  
5 (If anyone does not know how to manage his own family, how can he take care of God's church?)  
6 He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil.  
7 He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.

- 1 Tim 4: 11 Command and teach these things.  
12 Don't let anyone look down on you because you are young, but set an example for the believers in speech, in life, in love, in faith and in purity.  
13 Until I come, devote yourself to the public reading of Scripture, to preaching and to teaching.  
14 Do not neglect your gift, which was given you through a prophetic message when the body of elders laid their hands on you.  
15 Be diligent in these matters; give yourself wholly to them, so that everyone may see your progress.  
6 Watch your life and doctrine closely. Persevere in them, because if you do, you will save both yourself and your hearers.

- 1 Tim 5: 20 Those who sin are to be rebuked publicly, so that the others may take warning.  
21 I charge you, in the sight of God and Christ Jesus and the elect angels, to keep these instructions without partiality, and to do nothing out of favoritism.  
22 Do not be hasty in the laying on of hands, and do not share in the sins of others. Keep yourself pure.

- 2 Tim. 4: 1 In the presence of God and of Christ Jesus, who will judge the living and the dead, and in view of his appearing and his kingdom, I give you this charge:  
2 Preach the Word; be prepared in season and out of season; correct, rebuke and encourage--with great patience and careful instruction.  
3 For the time will come when men will not put up with sound doctrine. Instead, to suit their own desires, they will gather around them a great number of teachers to say what their itching ears want to hear.  
4 They will turn their ears

away from the truth and turn aside to myths. 5 But you, keep your head in all situations, endure hardship, do the work of an evangelist, discharge all the duties of your ministry.

- Heb. 13: 17 Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be of no advantage to you.

- 1 Peter 5: 1 To the elders among you, I appeal as a fellow elder, a witness of Christ's sufferings and one who also will share in the glory to be revealed: 2 Be shepherds of God's flock that is under your care, serving as overseers--not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; 3 not lording it over those entrusted to you, but being examples to the flock. 4 And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away.

### C. The Pastor's Authority

1. The Senior Pastor shall do all in his power ,with the support of the church leadership, to fulfill the "Vision Statement" and the this Constitution.
2. The Senior Pastor is to coordinate and delegate responsibilities ,with the support of the church leadership, involving all "ministries of the Church"
3. The Senior Pastor is to exercise control of the pulpit in which God has trusted to him.
  - a. He is to decide as to who shall fill the pulpit in his absence and at all times during his ministry.
  - b. The Senior Pastor should know the spiritual strength of the Church: therefore, he shall decide the time of Revival as well as selecting the man God would have to preach in Revival, or Special Services.
4. The Senior Pastor is to have authority to nominate his staff members with whom he works to the Pastoral Board.

He is to do this after prayer, and he is to do this within the funds approved at the annual budget meeting. All staff members are accountable for their ministries to the Senior Pastor.

5. Every 3 years and 3 months the Senior Pastor will be required to take a paid 30 day sabbatical. This is to be used for spiritual renewal of the Senior Pastor. The sabbatical date can be changed by a consensus vote of the Deacon Board.

#### D. The Calling of a Pastor

1. When it becomes necessary to fill a vacancy in the office of Senior Pastor a special Pulpit/Search Team shall be formed by the Pastoral Board in consultation with the Deacon Board. The Pulpit/Search Team will consist of 7 Church members no more than 3 members shall be current members of the Pastoral Board and/or Deacon Board. The responsibility of the Pulpit/Search Team is to investigate the Pastor concerning His doctrinal position, ability, dedication, and record of the work of the team. The team shall be required to review multiple candidates for the open position. The committee is also required to vote unanimously before the candidate is submitted for vote by the Church membership.

2. The Pastor agreeing wholeheartedly with What's New Worship's Vision Statement and this constitution shall be called for an indeterminate term. Notice of the proposed choice shall be made to the Church membership and a special "Pastoral Vote" meeting shall be called no earlier than 4 weeks following the announcement by the committee. The vote of the new Senior Pastor shall be 90% of all ballots cast.

3. The Pastor's tenure of the office may be terminated by either the Pastor or the Church, providing a written notice is given to the other party at least 4 weeks prior to the intended termination. This period of time, however, may be shortened by mutual agreement.

4. The salary and terms of office shall be fixed at the time of the call and may be changed at any regular meeting, after referral and vote of the Church. All salary terms shall be reviewed annually at a minimum.

## SECTION 2 - "ASSOCIATE PASTORS"

All Associate Pastors shall be ordained by an ordination acceptable to What's New Worship and meet the qualifications of the office of Senior Pastor as stated in Article V, Section I, A.

Associate Pastors will be reviewed by the Pastoral Board and the Deacon Board concerning doctrinal position, ability, dedication, and record the work of these committees, but the call of the Associate Pastor is by a majority vote of What's New Worship membership.

## SECTION 3 - "THE PASTORAL BOARD"

A. The Church is administered by an Pastoral Board. The board is made up of the Senior Pastor, his ordained staff, the Chairman of the Deacon Board, Vice-Chairman of the finance team, the Church Treasurer, and the Church Secretary. This Board shall serve as the nominating committee for all offices of the Church.

B. This Pastoral Board in observing the Church's needs, shall have the authority to appoint other ministry teams as they see the need for them.

C. The Pastoral Board shall from time to time add salaried people part-time or full-time; these are to be done after prayer and recommendation to the Deacon Board and to the Church. These people will work under the authority of the Pastoral Board. If anyone being considered for employment is a family member of the Pastoral Board that Board member or members will abstain from voting and the vote must be by consensus.

D. The Pastoral Board is to have authority to make decisions regarding the daily administration of the ministry as provided within the financial guidelines of the annual budget or as otherwise provided as a result of a called business meeting. However, What's New Worship is a congregational Church, the congregation has the final say and may overrule. With Proper preparation, prayer, and God's guidance, every effort should be made to prevent this from happening, thus ensuring harmony.

F. No expenditures over the amount of \$2,500 , that are not part of the annual budget, can be approved by the Pastoral Board without the calling of a special meeting of the congregation.



G. The Pastoral Board is required to have a consensus vote on the following issues:

1. Termination of employment of any employee of What's New Worship.
2. The nomination of a Pulpit/ Search Team.
3. Capital expenditures.

## SECTION 4- "DEACONS"

### A. Qualifications of Deacons.

1. Men full of the Holy Spirit, deacons are to be Servants of Christ and the Church. The office should be entered prayerfully, for the deacon is the spiritual hart of the church. 1 Timothy 3:1-16, Acts 6:3-4

### B. Office of Deacon's term and selection.

1. The responsibilities of Deacons will be a three year term. Men meeting the qualifications of Deacon and are willing to serve Christ and the Church will conference and pray with the Senior Pastor. Then he will be presented to the Church for a vote.

2. After the end of term, the former Deacon will be put on an inactive deacons list. Inactive Deacons may run for active Deacon after one year sabbatical. To remain active or inactive Deacon, he must be in good standing of the church and qualification of Deacons.

### C. Deacon Board Activities

1. The number of deacons necessary to support the Church in meeting the spiritual and physical needs will be determined by the prior year Deacon Board. The number of deacons will always be an odd number, if only an even number is available, and then one of the inactive deacons will step in to fill the vacancy.

## D. Inactive Deacons

1. Inactive Deacons will have the responsibility to insure that the Constitution of WNW is being upheld. In cases of crisis inactive Deacons are to be called upon to restore the Church.

## E. Responsibilities of Deacons

### 1. Chairman of Deacons

a. To moderate church business meetings either at the request of the Senior Pastor or in the Absence of.

b. To conduct deacon meetings once a month or as needed by the Senior Pastor.

b. Report the spiritual needs of the church to the Senior Pastor.

### 2. Vice-Chairman of Deacons

a. To assume the duties of the Chairman in his absence.

### 3. Secretary of Deacons

a. Record the minutes of the meetings of the Deacon Board.

b. To report to the congregation at the annual meeting.

### 4. Deacons

a. To help the spiritual well being on the Church and all people.

b. To sit on team's needed by the Church.

c. Oversee the ministries of the Church.

d. Report the spiritual needs of the Church to the Chairman of Deacons and Senior Pastor.

## F. Meeting of the Deacon Board

1. The Deacon Board will meet monthly (day chosen by the Chairman) or by call of any Deacon or the Senior

Pastor.

## SECTION 5 “CONSTITUTIONAL TEAM’S AND OFFICES”

A. All Church officers and Team members shall be members of the Church.

B. The Pastoral Board shall meet to fill vacancies of all Constitutional offices and Teams. This vote shall be a consensus vote.

### **1. Finance Team**

a. The Finance Team will be made up of Vice -Chair of the Deacon Board, Church Treasurer, and at minimum of 3 others nominated by the Pastoral Board.

b. The team must elect officers including a vice-chair (to set on the Pastoral Board) and a secretary (to ensure proper minutes are recorded).

c. The Finance Team is responsible for the financial well being of the church by:

1. Completing an annual budget.

2. Reporting quarterly to the congregation on the financial health of the church.

3. Presenting the annual finance report.

4. Meeting regularly to ensure that the annual expenditures are in accordance with the budget.

### **2. Discipleship Coordinator**

a. To work directly with the Senior Pastor, or his designate, to coordinate the Discipleship programs of the church.

### **3. Church Auditors**

a. Two auditors will be nominated by the Pastoral Board.

b. To review and examine the records at least twice a year and to report by written form to the church.

c. To monitor the procedures of the Church Treasurer.

d. Report to the boards or teams as audits are completed.

#### **4. Church Treasurer**

- a. To keep an accurate record of the financial life of the Church.
- b. To write all properly designated checks.
- c. To make records available to the Church auditors.

#### **5. Assistant Church Treasurer**

- a. To serve in the absence of the Treasurer.
- b. To assist the Treasurer as needed.
- c. To count and bank all Church offerings. At least two people are required to observe the counting of all contributions to the Church.
- d. To provide the Treasurer with the deposit slip receipt.

#### **6. Church Secretary**

- a. Record all Church business brought before the Church.
- b. Maintain an accurate up-to-date record of the Church membership list.

#### **7. Assistant Church Secretary**

- a. Assist the Church Secretary and to serve in the absence of the Secretary.

#### **8. Trustees**

- a. Three Trustees shall be selected by the Pastoral Board.
- b. Trustees are to be recorded with the Clerk of the Court in the county of which What's New Worship is located.
- c. Trustees are to fulfill the laws of the Commonwealth of Virginia while serving as Trustees of the Church.

## **ARTICLE VI - “ CONGREGATIONAL MEETINGS”**

A. An Annual Meeting of the congregation shall be held at least 6 weeks prior to the end of the fiscal year. One-half of the active membership of the Church, plus one, shall constitute a quorum. Annual meeting votes require two-thirds majority to pass. These include the acceptance of all Team reports, the annual budget, and the election of Deacons. If a quorum is not present the meeting will be rescheduled one week. After two weeks the meeting can be held but any votes to ratify Church business must be three-fourths majority of those members present if the one-half , plus one, threshold is not met.

B. At least two months prior to the regular November meeting of the Deacon Board, the Deacon Board will receive nominations from the congregation for candidates meeting the qualifications outlined in Article Section 4:A-1 of this constitution. This announcement shall be made weekly during those two months. Approved nominees names shall be announced weekly to the congregation until the Annual meeting.

C. A Special Meeting may be called at any time that one is deemed needed by the Deacon Board, Pastoral Board, Finance Team, or Ministry Team. Not all ministry teams will be given the authority to call a special meeting that authority must be given to them at the time of the establishment of the ministry team. The purpose of the Special Meeting shall be carefully articulated and described. No other business shall be conducted than the items concerning which the membership has been notified.

D. Annual or Special Meeting must be announced at all public services for two weeks preceding the meeting. Written notice may be sent as a reminder and a safeguard, but it shall not replace the announcement .

E. If any member votes no on any called vote that member shall meet with the Senior Pastor to discuss the no vote in accordance with the Matthew 18 principle.

## **ARTICLE VII - “AMENDMENTS”**

A. Any proposed change to the “Vision Statement” (mentioned in article 1) or article 7(this section) shall require a quorum of 60% ,plus one, and must receive a ratifying vote of 95% of the members present at a meeting

which has been publicly announced for at least two weeks prior to that date.

B. Any proposed amendments to other portions of this constitution/by-laws shall require a quorum of 50%, plus one, and receive a ratifying vote of 75% plus one of its members present at the meeting which has been publicly announced for at least two weeks prior to that date.

## **ARTICLE VII - "AUTHORITY OF THIS CONSTITUTION"**

A. This text is the complete text of the What's New Worship Church Constitution/By-laws and is authoritative in all matters relating to the provisions stated. This text is notwithstanding any traditions and unwritten procedures. This text was written by men and therefore susceptible mistakes, error and omissions and are unintentional.

## **Article VIII- "Disbursement of Assets"**

A. In the event of the dissolution of What's New Worship all assets owned by What's New Worship shall be dispersed to another non-profit ministry that has been approved by the Pastoral Board. No assets can be dispersed unless the receiving non-profit has been established for a minimum of 3 years.

The Constitution Team that prepared this Constitution that was approved \_\_\_\_\_, 2014 were Pastor Andy Combs, Bill Akers, Joe Richie, Joe Lee, and David Simpson.