



Church Constitution

As updated: 30th June 2020

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1. CONSTITUTION

1.1. Name.

- 1.1.1. This Church shall be known as Mosaic – a Baptist Church (hereafter “the Church”) ABN 86022826853.
- 1.1.2. The Church may change its name or registered business names and use such other names as the members shall decide.
- 1.1.3. The Church is a member of The Baptist Union of Queensland ABN 59 241 121 544 (known as “Queensland Baptists”) in accordance with clause 5 of the Constitution of Queensland Baptists.
- 1.1.4. The Church is and shall remain a constituent member of the Queensland Baptists, and as such shall abide by its By-Laws which govern membership. Because we are an unincorporated entity, the Church has appointed Queensland Baptists as trustee for holding of property held or to be held in trust for the Church.
- 1.1.5. Queensland Baptists recognises the right of the Church to retain unto itself the right to self-govern its own affairs, and the Church recognises and partners in cooperation with Queensland Baptists for admission as a member of the Union and for continuation of that membership.

1.2. Purpose

The Church’s ultimate purpose and reason for being is to glorify God through Jesus Christ and together enjoy Him forever. This very reason for being shall always inform all that the Church does, including the various policies and procedures detailed in this Constitution.

Mindful of this purpose, the objects for which the Church is established are:

- 1.2.1. To pursue the faith, doctrine and practices of a Christian Church in accordance with the Bible and then the Statement of Faith as outlined in Appendix 3.
- 1.2.2. To enhance and release structures and support for the growth and discipling of people who share, or are moving toward, Christian faith.
- 1.2.3. To promote and provide opportunities for people to worship God together.
- 1.2.4. To proclaim the good news of salvation in the Lord Jesus Christ and encourage people to believe in Him.
- 1.2.5. To provide Bible teaching and fellowship for Christians,
- 1.2.6. To maintain and teach Christian standards of living.
- 1.2.7. To enable and encourage Christians to use and develop their gifts for the service of the Lord Jesus Christ in the Church and in the community.
- 1.2.8. To interact with other churches, community groups and individuals to meet community needs consistent with Christian faith and practice.

- 1.2.9. To promote the spread of the Gospel in Australia and overseas.
- 1.2.10. To minister to people with their various needs.

2. RULES FOR MEMBERSHIP

2.1. Definition

The Church is a voluntary spiritual (Christian) association. It is not intended, except where necessary, that this document create legal relationships between Members. Rather, it is an expression of the way the spiritual vision of the Church is achieved.

Members are people who:

- 2.1.1. Have accepted and publicly professed Jesus Christ as their Lord and Saviour and demonstrate the evidence of this in their life.
- 2.1.2. Personally hold to the doctrines set out in the Statement of Faith ([Appendix 3](#)).
- 2.1.3. Accepted the Membership Covenant ([Appendix 2](#)).
- 2.1.4. Have applied to and been approved for Membership by the Church Elders,
- 2.1.5. Have been in regular attendance at the church for at least 6 months.
- 2.1.6. Are at least 16 years of age.

2.2. Admission of Members

- 2.2.1. All persons applying for membership will have attended membership orientation.
- 2.2.2. The Elders must advise existing Members of their intention to admit the person as a Member.
- 2.2.3. The person shall be admitted as a Member unless issues have been raised by existing Members. In such circumstances, the Elders, after considering those issues, may, as an act of spiritual discernment, determine that the person should be admitted as a Member.
- 2.2.4. Formal admission into membership will be by Church letter or email.
- 2.2.5. The Member will be welcomed into Church Membership at the next available communion service.
- 2.2.6. The names and addresses of all Members of the Church shall be entered in the Church roll, and the membership roll shall be revised at such an interval as the Church Council deems necessary.
- 2.2.7. No entrance fee or annual subscription is payable by Members.
- 2.2.8. Existing members from other Baptist churches wishing to transfer their membership to the Church are expected to complete the membership orientation. Their previous Church will be contacted by an Elder for a recommendation.

2.3. Responsibilities of Members

In submission to the Lord Jesus Christ, and in order to give glory to God, Members will reflect, by their practices and aspirations, the following:

- 2.3.1. Attending worship services on a regular basis.
- 2.3.2. Grow in their Christian walk.
- 2.3.3. Attending Church Members Meetings.
- 2.3.4. Contributing financially toward the work of the Church.
- 2.3.5. Committing to personal spiritual growth through prayer and study of the Bible.
- 2.3.6. Maintaining the unity and integrity of the Church in love and submission.
- 2.3.7. Identifying, developing and utilising their spiritual gifts, for the greater good and strengthening of the Church.
- 2.3.8. Those Members who, for reasons of Christian service, live away from the Church and are unable to participate in the regular activities of church life, should correspond with the Church Secretary or a member of the Church Council at least once per year.
- 2.3.9. Members moving from the district are encouraged to unite with another congregation of like faith. If a Member in good standing wishes to join another Baptist Church, such Church, upon request, may be granted a letter commending the Member to its fellowship.

2.4. Church Discipline

- 2.4.1. A Member may be placed under discipline for wrongdoing, or having engaged in conduct contrary to the best interests of the church by a majority vote of the Elders, in accordance with Scriptural guidelines for dealing with such matters (as outlined in Appendix 1).
- 2.4.2. Once the Elders have satisfactorily established the requirement for discipline, a meeting between Elders and the Member being disciplined shall be held to discuss the issue(s) of concern, and the disciplinary process. The Member being disciplined may request for a support person to be present. The principles of natural justice will apply in all these matters.
- 2.4.3. In all cases where a Member has been placed under discipline, that person shall agree to meet regularly, and for a specified period of time, with a person or persons nominated by an Elder, for the purposes of accountability, encouragement and restoration. Following such process, there shall be an assessment by the Elders, with a view to their re-instatement to Member in good standing.
- 2.4.4. Failure to submit to church discipline and a process of accountable restoration may be advised to the Church by the Elders that such a person may be asked to cease regular attendance at Church activities. In such case, they will, at the discretion of the Elders, have their name removed from the membership roll in accordance with section 2.3.4, until such time as they have agreed to and undergone such restoration process.

2.5. Cessation and removal of Membership

- 2.5.1. A person ceases to be a Member if that person:
 - 2.5.1.1. Dies; or
 - 2.5.1.2. Gives written notice to the Church that they wish to resign their membership of the Church; or
 - 2.5.1.3. Becomes a member of another church; or
 - 2.5.1.4. Is removed as a Member in accordance with the following provisions.
- 2.5.2. A Member may be removed as a Member and their name deleted from the Register of Members if, in the opinion of the Elders, any of the following grounds exist:
 - 2.5.2.1. the Member has been absent from various expressions of the Church community for three months or more without good reason.
 - 2.5.2.2. the Member has expressed views or engaged in conduct or otherwise acted contrary to the best interests of the Church; or
 - 2.5.2.3. the Member no longer fulfils the criteria for membership detailed in the Rules for Membership Definition (see 2.1).
- 2.5.3. Before removing the name of a Member from the Register of Members, the Elders must give at least fourteen (14) days notice to the Member setting out their intention to remove their name and a brief description of the grounds of such removal.
- 2.5.4. A Member whose membership would otherwise be terminated is entitled to address a meeting of Elders at which such removal is considered, provided written notice of the matters to be raised is given to the Church Secretary in advance of the meeting. At such meeting, the Member is entitled to have another person of their choice present with them.

3. CHURCH MEMBERS MEETINGS

- 3.1. The purpose of all Church Members meetings is to seek to discover and confirm the will of God in matters affecting the life and work of the church and its mission.
- 3.2. Church Members Meetings shall consist of an Annual General Meeting and at least one other meeting each calendar year.
- 3.3. Ordinary Church Members Meetings shall be called by public announcement and written notice at least two (2) Sundays prior to the date of the meeting, provided that seven (7) days notice is given.
- 3.4. A Special Members Meeting of the Church may be called at any time by the Church Council, or by written and signed request of not less than 10% of Members in good standing. Such meetings shall be communicated in writing and by public announcement for two (2) Sundays prior to the meeting, provided that seven (7) days notice is given. In such cases, the nature of the special business shall be stated at the time the meeting is announced.
- 3.5. Minutes of previous Church Meetings shall be read and confirmed before new business is proceeded with.

- 3.6. All business should be introduced by motion of the Church Council, duly moved and seconded. Where a motion is to be considered, it shall be moved and seconded before being dealt with.
- 3.7. A quorum shall consist of 30% of the membership of the Church at the time of the Church Meeting.
- 3.8. The Senior Pastor shall be recognised as the ex-officio chairman of the Ordinary or Special Meetings, and when present, shall preside at all meetings. However, in his absence, at his request or at the request of the Church Council, a Chairman shall be selected from members of the Church Council. If required, an independent Chairman from The Baptist Union of Queensland may be appointed by the Members.
- 3.9. Decisions of Church Meetings will be binding on all Church Members.
- 3.10. All motions of church meetings will require a two thirds ($\frac{2}{3}$) majority of members registered to vote to pass unless stated otherwise in this constitution.
- 3.11. Decisions Reserved For Church Meetings
The following decisions must be made by the Church by secret ballot, in accordance with the process detailed within this section ([3. CHURCH MEMBERS MEETINGS](#)):
 - 3.11.1. Appointment of Senior and/or Associate Pastor.
 - 3.11.2. Adoption of the Annual Budget.
 - 3.11.3. Any item of non-budgeted expenditure that exceeds 10% of the total budgeted expenditure detailed in that year's Annual Budget.
 - 3.11.4. Purchase of any Real Property.
 - 3.11.5. The encumbrance of any Real Property by mortgage or lease.
 - 3.11.6. Any sale or exchange of any Real Property.
 - 3.11.7. Appointment of Elders and Church Board members and the members of any other team where this Constitution requires that they be appointed by the Church or by the Members.
 - 3.11.8. Alteration to this Constitution, which can only be done in accordance with this Constitution.

4. CHURCH GOVERNMENT

4.1. General

- 4.1.1. The Church is governed by its Members under the leadership of the Holy Spirit.
- 4.1.2. The Church Council shall be responsible for the proper running of the Church, and the fulfilment of its purpose through its activities acting according to the will of God as discerned by the Church Members, along with adhering to any required standards as prescribed by The Australian Charities and Not-for-profits Commission (ACNC).
- 4.1.3. The Church is registered with the ACNC as a Basic Religious Charity (BRC).
- 4.1.4. The Church is not-for-profit. This means the Church and Church Council may only use the assets and income of the Church (including those held in

trust for the Church) for the sole furtherance of its purpose detailed here within. No portion shall be distributed directly or indirectly to the Members, except as bona fide compensation for services rendered or expenses incurred on behalf of the Church (which are at fair and reasonable rates or rates more favourable to the Church).

4.2. Designated gifts & donations

- 4.2.1. Any designated gifts and donations to the Church shall be received on the condition that the donor relinquishes all present and future dominion and power over the gift and or donation.
- 4.2.2. This does not apply to gifts and or donations given for a mission offering, building fund offering, and to benevolence funds.

4.3. Safe ministry

- 4.3.1. The Church is committed to providing a safe and nurturing environment for both children and adults, within the contexts of Church ministries.

4.4. Church Council

- 4.4.1. We honour God as the head of the church and the Church Council is the primary governing body between Members meetings: servant leaders who wait on God and His specific direction and leading for us as a church.
- 4.4.2. The Church Council shall be responsible for the overall functioning of the Church. These responsibilities include the following, with power to delegate where it deems appropriate:
 - 4.4.2.1. Giving prayerful and spiritual oversight to the Church.
 - 4.4.2.2. Advancing the Church's mission, vision and values.
 - 4.4.2.3. Annually reviewing Pastor(s) performance.
 - 4.4.2.4. Legal compliance.
 - 4.4.2.5. Financial accountability and approval of unbudgeted expenditure up to a maximum of five percent (5%) of the church's budgeted annual expenditure as per the annual Church budget approved by the membership.
 - 4.4.2.6. Selecting an Interim Pastor to be affirmed by the Members at the next Church Meeting.
 - 4.4.2.7. Confirming the appointment of Church leaders.
 - 4.4.2.8. The removal of Church Council Members with just cause (Appendix 1).
- 4.4.3. The Church Council shall consist of the Senior Pastor, Elders, and members of the Church Board. They will meet four times per year and at such other times as they deem necessary for the good running of the Church. Other members including Pastoral staff who hold no official position may be invited by the Council to contribute when deemed appropriate.

- 4.4.4. The Senior Pastor will chair the Church Council meetings. However, in his absence, or at his request a Chairman shall be selected from members of the Church Council.
- 4.4.5. A Special Church Council meeting will be held at the request of any one of its members for significant matters requiring urgent resolution.
- 4.4.6. Any unresolvable matters between the members of the Church Council can be escalated by any Church Council member to Queensland Baptists after resolution has been attempted.
- 4.4.7. Appointments of Church Board members or Elders shall occur at a properly constituted Church Members Meeting.
- 4.4.8. Names, together with relevant personal details, of those nominated for the Church Board and Elders will be published at least two (2) Sundays prior to the Members Meeting at which the election will take place.
- 4.4.9. A Church Council member may be removed by a two-thirds majority of those Members registered to vote at a Special Members Meeting called for this purpose on the recommendation of the Elders.
- 4.4.10. The Church Council shall keep the Church Membership informed of current and upcoming matters of business, where appropriate.

4.5. Appointed Non-Pastoral Staff

- 4.5.1. The Church Council or its appointed representatives, may appoint staff as needed to serve in the ministries of the Church.
- 4.5.2. Responsibility for determining a job description and terms of employment for Appointed Non-Pastoral Staff will reside with the Church Council.
- 4.5.3. All non-pastoral staff will report to the Senior Pastor.
- 4.5.4. The appointment and termination of Appointed Non-Pastoral Staff must be approved by the Church Council.
- 4.5.5. The Senior Pastor, or a nominated delegate, will be responsible for an Appointed Non-Pastoral Staff member's annual evaluation.

4.6. The Pastors

- 4.6.1. Where one or more Pastors are appointed by the Church, one shall be designated as Senior Pastor.
- 4.6.2. A Pastor shall be selected from:
 - 4.6.2.1. Those already accredited by any of the associated bodies of The Baptist Union of Australia,
OR
 - 4.6.2.2. Those deemed by the Church to be suitable and appropriate, and who are willing to seek registration as a minister of Queensland Baptists.
- 4.6.3. For the call of a Pastor to a vacant position, the Church Council will appoint a Pastoral Selection Committee to investigate possibilities or candidates. This committee will advertise the position using appropriate media and forums.

- 4.6.4. For the extension of a call to a Pastor, the Church Council will appoint a Pastoral Review Committee to review the call.
- 4.6.5. All nominees for Pastor must have been baptised as believers.
- 4.6.6. Allocation of duties, and conditions of the role connected with the Pastor/s shall be approved at a Special Members Meeting as a recommendation by the Church Council.
- 4.6.7. The call or extension of call to any Pastor shall be made at a Special Members Meeting. The issuing of a call shall require a three quarters (75%) majority via secret ballot of those registered to vote.
- 4.6.8. The terms of call shall be negotiated between the Church Council and the prospective Pastor, to mutual agreement, prior to the vote.
- 4.6.9. The Senior Pastor will be, ex officio, a member of all committees operating within the Church, and be entitled to attend all meetings of the Church, including ministries, committees and organisations.
- 4.6.10. The Senior Pastor shall lead the team of appointed Pastors and Staff and is accountable to the Church Council for all aspects of ministry and operation of the Church.
- 4.6.11. If, after having taken up office, a Pastor is guilty of any moral offence or grave misconduct, as determined by the Church Council after following due process based on natural justice, the pastorate will automatically terminate and the Church be advised immediately. No reason for such determination shall be given.
- 4.6.12. A proposal to remove the Senior Pastor for reasons other than those covered in 4.6.11 should be put to a Special Members Meeting AFTER the Church Council has followed due process, based on natural justice principles and has consulted with Queensland Baptists.

4.7. The Church Board

- 4.7.1. Meetings
 - 4.7.1.1. The Church Board shall meet on no less than a monthly basis, for business, prayer and fellowship. This includes Church Council Meetings.
 - 4.7.1.2. The quorum for a Church Board meeting will be 50 percent plus one (50% + 1) of the members of the Church Board.
 - 4.7.1.3. Records of the decisions of Church Board meetings must be kept.
- 4.7.2. The Church Board will be responsible for:
 - 4.7.2.1. Business related matters & issues, such as facility usage, finances and budgets.
 - 4.7.2.2. Presentation of financial reports at Church Meetings.
 - 4.7.2.3. Administration.
 - 4.7.2.4. Housekeeping and maintenance issues.
 - 4.7.2.5. Governance and legal compliance.
 - 4.7.2.6. Insurances.

- 4.7.2.7. Producing written policies and processes.
- 4.7.3. Church Board Appointments
 - 4.7.3.1. Eligibility for nomination to the Church Board, requires a person to have been a Member of the Church for at least six (6) months at the date of appointment. The qualifications, roles and responsibilities of such members of the Church Board are patterned on New Testament principles. Pastoral staff who are A members of the church are not be eligible for Church Board membership while employed as pastoral staff.
 - 4.7.3.2. Church Board members will be elected for two (2) years; however, they are eligible to stand for re-election.
 - 4.7.3.3. The Church Board shall consist of no more than 7 Members with a minimum number of 4.
 - 4.7.3.4. Nominations for Church Board members must be submitted in writing to the Church Council for assessment at least four (4) weeks prior to the Annual Meeting.
 - 4.7.3.5. Any Member may nominate any number of Members to the Church Secretary, provided the nomination is in writing, and is accompanied by a description of the skill set for which the person is being recommended.
 - 4.7.3.6. The Elders will initiate an interview with the nominee to discuss the nature and responsibilities of their proposed position, after which the nominee will inform the Church Secretary as to their desire to proceed with their nomination or otherwise.
 - 4.7.3.7. A member will be appointed to the Church Board after receiving a two thirds majority vote by Church Members.
 - 4.7.3.8. To ensure the Church Board can function effectively, the Church Council may at any time appoint an eligible Member to fill a casual vacancy. A Nominee for a casual vacancy shall undergo the interview process as per clause 4.7.3.6. A Board Member so appointed shall hold office only until the next Annual General Meeting.
- 4.7.4. Church Board Officeholders
 - 4.7.4.1. The Church Board shall, as soon as practical following the Annual General Meeting, elect from their own number a Church Secretary and Treasurer.
 - 4.7.4.2. The Church Secretary shall be responsible for the keeping of minutes of all Church Meetings and Church Board meetings and shall receive and conduct all correspondence on behalf of the Church. Copies of the minutes of each Church Meeting shall be made available upon request to Church Members as soon as possible after the meeting.

4.8. The Elders

4.8.1. Meetings

- 4.8.1.1. The Elders will meet at least monthly including church council meetings or more regularly as they see fit
- 4.8.1.2. The quorum for an Elders Meeting will be 50 percent plus one (50% + 1) of the members of the Elders.

4.8.2. Appointment of Elders.

- 4.8.2.1. Eligibility for nomination to the Church Council as an Elder requires a person to have been a member of the church for a minimum of 12 months. The qualifications, roles and responsibilities of such members of the Church Eldership are patterned on New Testament principles for Elders.
- 4.8.2.2. Elders will be elected for two (2) years; however, they are eligible for re-election.
- 4.8.2.3. The eldership shall have a minimum of three non-pastoral elders.
- 4.8.2.4. Any Member of the Church can submit names of Members to be considered for nomination as Elders to the Church Council.
- 4.8.2.5. Those who the Church Council considers to be of good spiritual standing, shall be interviewed and assessed for appointment.
- 4.8.2.6. After prayerful consideration, if the nominee agrees to the terms of their appointment, their name(s) shall be brought to the Church at a subsequent Church Members Meeting.
- 4.8.2.7. The Church Council recommendations to the Members must include, for each person recommended, a picture, a brief biographical statement, and their contact details.
- 4.8.2.8. A member will be appointed to be an Elder after receiving a two thirds majority vote by Church Members.
- 4.8.2.9. The Church Council, in determining whether to recommend a Member to the Church for appointment, must recommend people who:
 - 4.8.2.9.1. Have demonstrated and continue to demonstrate commitment to the Core values of the Church.
 - 4.8.2.9.2. Are actively participating in the life of the Church and regularly giving to the Church.
 - 4.8.2.9.3. Have demonstrated Spiritual gifting, leadership and the outworking of the Holy Spirit in their life
- 4.8.2.10. Other than the Senior Pastor who is an Elder, other pastors can be appointed as Elders at the discretion of the Church.

- 4.8.3. Duties of the Elders.
 - 4.8.3.1. Interviewing nominees for leadership roles in the Church.
 - 4.8.3.2. An Elder will fulfil the function of a 'lay-pastor', supporting the Pastoral Team and assisting in caring for the spiritual needs of the congregation through worship and instruction.
 - 4.8.3.3. Elders will have responsibility for
 - 4.8.3.3.1. Ministry oversight, such as prayer, pastoral care, and worship.
 - 4.8.3.3.2. Pastoral matters / issues.
 - 4.8.3.3.3. The Vision and culture of the Church.
 - 4.8.3.3.4. Teaching and discipling.
 - 4.8.3.3.5. Church membership processes.
 - 4.8.3.3.6. Maintenance of the Registry of Members.
 - 4.8.3.3.7. The safety of all attendees.

5. DISSOLUTION OF THE CHURCH

- 5.1. In the event of the Church being dissolved, all assets that remain after such dissolution and the satisfaction of all debts and liabilities shall be transferred forthwith to Queensland Baptists, or, should Queensland Baptists be in default, to another organisation with similar Christian purposes, which is charitable at law and which has rules prohibiting the distribution of its assets and income to its members.
- 5.2. Notwithstanding any previous or following provisions, this clause shall not be rescinded or amended without the prior approval of Queensland Baptists.

6. FINANCIAL MATTERS

- 6.1. The Church should be above reproach in all matters (Phil 2:15) including its financial dealings.
- 6.2. The Church Council is responsible for overseeing all financial matters of the Church.
- 6.3. The Church Board (or subcommittee) under the control & direction of the Church Council will be responsible for:
 - 6.3.1. Insurance including indemnity and access to documents.
 - 6.3.2. Expense controls.
 - 6.3.3. Internal controls.
 - 6.3.4. Record keeping.
 - 6.3.5. Annual budget preparation.
 - 6.3.6. Internal / external reporting requirements.
 - 6.3.7. Staff payroll.
 - 6.3.8. Arranging internal/external audits.
 - 6.3.9. Documentation of policies and procedures where appropriate.

6.4. Financial Reporting Year

6.4.1 The financial year of the Church is from 1st January to 31st December, unless the Members pass a resolution to change the financial year.

6.5. Management of Funds

- 6.5.1. Subject to any restrictions imposed by a general meeting by the Church and this constitution, the Church Board may approve expenditure on behalf of the Church in line with 4.4.2.5.
- 6.5.2. Reasonable steps are to be taken to ensure no conflict of interest exists between any Council & or Board members and financial decisions. Any actual or perceived material conflict of interest must be disclosed and recorded in the minutes of the meeting.
- 6.5.3. Any financial transaction must be approved by two Church Officers.
- 6.5.4. At *NO* time does the Church permit the settlement of accounts in cash except for petty cash.
- 6.5.5. Two people must independently count the offering as soon as it has been collected, or shortly thereafter.
- 6.5.6. All funds/offerings must be deposited directly into the Church nominated bank account as soon as practicable after receipt. Once the funds have cleared on the bank statement, they must be reconciled back to the cash receipt record.

6.6. Financial Statements & Other Records

- 6.6.1. The Church Board must take reasonable steps to ensure that the Church's records are kept safe.
- 6.6.2. This Church Board shall keep, and produce the following records as required by law:
 - 6.6.2.1. Church transactions, operations, financial position and performance.
 - 6.6.2.2. True and fair audited financial statements.
 - 6.6.2.3. Financial reports, which will be available for the monthly board meeting and the Annual Statement to the membership.
 - 6.6.2.4. The handling of personal, sensitive & other special classes of information in a lawful, transparent and respectful way.
 - 6.6.2.5. These records will be retained for at least seven years, or as otherwise required by the ACNC or any other laws that may apply, including but not limited to banking, payroll, taxation and FBT.

7. PROPERTY

- 7.1. No Church premises may be used for any other purpose than that of our own organisations without first obtaining the written approval of the Church Board after application in writing through the Church Secretary.
- 7.2. All property purchases or alterations of a major nature, the encumbrance of the Church property by mortgage or lease, or the sale or exchange of the property shall be the subject of seven (7) days notice in writing to all Church Members, before being dealt with at a Church Meeting.

8. ALTERATIONS TO CONSTITUTION

8.1 Process

- 8.1.1. Proposed alterations to this Constitution shall be notified in writing to the Church Members by the Church Board at least four weeks prior to a Special Members Meeting called for that purpose.
- 8.1.2. Any proposed alteration will be submitted to Queensland Baptists.
- 8.1.3. This Constitution shall remain in operation until it is revised or replaced by a Special Members Meeting. A review of this Constitution's continuing suitability will be undertaken at least once every 5 years.
- 8.1.4. Any alteration to the Constitution must be carried by a Special Members Meeting by a two-thirds majority of registered members.

8.2. Transitional Arrangements

The constitution shall come into effect at the conclusion of the meeting during which it was adopted.

8.3. Constitutional Silence

Where this constitution is silent on any issue, a Special Members Meeting shall be called by the Church Council to define a resolution.

8.4. Adoption

This Constitution was received and adopted at a Special Members Meeting of Church Members on the 19th July 2020. All other constitutions and standing orders are revoked.

APPENDIX 1

STATEMENTS ON CHURCH DISCIPLINE

1. General (Character) Discipline

Every follower of the Lord Jesus is called to live in submission to, and under the discipline of the Lord Jesus, and his written Word, the Bible. Christians are also called upon to submit to one another as part of that discipline (Ephesians 5:21). That call to submission is also to be reflected in submission and obedience to the church leadership (1 Peter 5:5, Hebrew 13:17). This is because the Church Council are to be people especially chosen and called by God to the task of spiritual leadership. The Bible teaches that the ability (“*grace*”) to submit and obey the Lord in these areas comes from God himself, and that he resists those who proudly deny his leadership (1 Peter 5:5, James 4:6).

2. Corrective Discipline

Members of the Church are expected to seek to grow more like the Lord Jesus in character and conduct. Although every person struggles in different ways, and to different degrees, with sin, if a Member knowingly ignores the direct commands and prohibitions of scripture, he/she may be disciplined according to the principles laid down in various sections of God’s word. These are found in Matthew 18:15-17, Galatians 6:1-2, 2 Thessalonians 3:6-15; 1 Corinthians 5:1-13; and Matthew 7:1-5. The Church will follow, where possible, the precedents set by the leaders of the early church, who enforced corrective discipline for matters such as:

1. Unwillingness to become reconciled (that is, to forgive or seek forgiveness) to an offended fellow Christian (Matthew 18:15-17)
2. Unwillingness to work for a living (2 Thessalonians 3:6-15)
3. Causing division within the church (Romans 16:17-18; Titus 3:9-10)
4. Sexual immorality, materialism or greed, obvious drunkenness or corrupt financial dealings (1 Corinthians 5:1-13)
5. False teaching (1 Timothy 1:20, 2 Timothy 2:17-18)

APPENDIX 2

Church Members Covenant

Being in agreement with the vision and direction of Mosaic a Baptist church, I commit myself to God and others in the fellowship by doing the following:

1. I will protect the unity of our church by:
 - a. Acting in love towards other members.
 - b. Supporting the leaders
 - c. Sharing regularly in communion.
2. I will share the responsibility of being part of our church by:
 - a. Praying for its growth
 - b. Warmly welcoming those who visit
 - c. Telling others about Jesus
3. I will serve the ministry of our church by:
 - a. Discovering my gifts and talents.
 - b. Being equipped to serve by the leaders
 - c. Developing a servant heart.
4. I will support the testimony of our church by:
 - a. Attending faithfully
 - b. Living a godly life
 - c. Giving regularly to our church.

APPENDIX 3

STATEMENT OF FAITH

The Bible

We believe that the Bible is inspired by God, and without error in its original form. We believe that the Bible has been given for our spiritual growth, personal holiness and practical instruction, and therefore we hold the Bible to be the final authority in all matters of faith and conduct.

The Triune God

We believe in one God, the creator of all things and who exists eternally in three persons, the Father, the Son, and the Holy Spirit.

The Lord Jesus

We believe that Jesus Christ is the Son of God. In his incarnation, he was born of a virgin, lived a sinless life, was crucified, and rose from the dead. He is both fully God and fully human.

The Holy Spirit

We believe the Holy Spirit is present in the world and the ministry of the Holy Spirit is necessary for the acceptance of God's provision of salvation. The Holy Spirit convinces sinners of their sinfulness, leads them to repentance and personal faith in Jesus Christ as Lord and Saviour, and so brings them to spiritual birth as God's children. Working within the life of believers, the Holy Spirit makes real the presence of Christ, witnesses to their relationship with God, leads into all truth, bestows gifts for effective service and produces graces for holy living.

The Basic Spiritual State of People

We believe that people were originally created to live in relationship with, and dependence upon, God, and that as a consequence of sin, all people are separated from God, and face God's judgement with the sole exception of Jesus Christ.

God's Work Of Salvation

In order to redeem people from the guilt, penalty and power of sin, Jesus Christ became human and died a sacrificial death as our representative substitute. His death is sufficient atonement for the whole world, but effective only in those who receive it. The sinner who accepts God's gift of salvation through faith is deemed righteous and reconciled to God, not through any personal merit, but solely on the basis of God's grace.

The Church

The Church is the body of people whom God has saved by grace through faith in Jesus Christ as their Lord and Saviour. Groups of believers who unite for worship, fellowship and service are local expressions of the Church universal. All believers are called to ministry and sent into the world to be witnesses. God calls individuals to positions of oversight and leadership or to special ministries.

Baptism and Communion

We believe that water baptism and the Lord's supper are ordinances required of the local church, and that they are a scriptural means of testifying to the gospel. We believe that the Lord's supper ("Communion") is a symbolic act, by which we identify with and publicly affirm Christ's death and the promise of his return. We believe that water baptism is a symbol of our identification with Christ in his death and resurrection. We therefore teach that after a person accepts Jesus Christ as Lord they should, as an act of obedience, be baptised by immersion in water.

Eternal Life

We believe eternal life begins the moment a person comes to saving faith in Christ but continues forever. At the end of this age, according to His promise, Jesus Christ will return personally and visibly in His glory to the earth, and the dead will be resurrected. The eternal destiny of every person will be determined by whether or not they have trusted in Jesus Christ as personal Saviour and Lord. Those who have received Christ as Lord will be united with Him after they die and live with Him forever. Those who have not received Christ will endure eternal separation from God.