



EGLISE EVANGELIQUE
PSAUMES 23
THE LORD IS MY SHEPHERD

CONSTITUTION
AND
BY-LAWS
OF
EVANGELICAL CHURCH OF PSALM 23

The Constitution and By-Laws of Evangelical Church of Psalm 23

The philosophy of Evangelical Church of Psalm 23

For the safer protection and security of the tenets of our faith, this body shall be governed in an orderly manner consistent with the Word of God to preserve the inherent rights of each member who is part of the Evangelical Church of Psalm 23. The church is the freedom of action of this body concerning its relationship with other churches of the same faith. We declare and create this Constitution and Bylaws **1 Cor. 14:40**.

Our faith is entirely in our Lord and Savior, Jesus Christ, for our salvation. We believe in biblical teachings and the practices of the laws. First in their great distinctive principles for which they have always fought, namely:

- A. The Supremacy of Jesus Christ as our Divine Savior and Master. **Col. 1:18-19**
- B. The supremacy of the Holy Scriptures and its sufficiency in matters of faith and conduct.
- C. The free interpretation of the Holy Scriptures and the priesthood of believers. **2 Tim. 3:16**
- D. Absolute Separation of Church from State
- E. Baptism by immersion and the Lord's Supper under the species of bread and wine as ordinances of the Lord **Mat. 28:19 & 1 Cor. 11:24-26**
- F. The autonomy of the local church and its fellowship with sister churches.

G. The unity of all believers in the invisible church. **2 Pet. 4:6**

H. A program of human development in all its social, moral, spiritual, physical, and economical.

We are to be gathered together as a body of believers baptized into Jesus Christ and adopted for our government the following:

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Chapter 1

NAME & ADDRESS

1.1 General Information

This church is called the Evangelical Church of Psalm 23. It was founded by Rev. Jacques Saint-Phard. The Church has been in the community for over two decades now, and it is continuing to grow. Although, this church is mainly Haitian speaking that goes there, we strongly encourage everyone to come because we are making transition to English as well. In addition to that, the church is serving the community of Norwich in different ways by creating and partnering with other Organizations to develop programs.

It is located at 134 Boswell Ave, Norwich, CT 06360. We can be reached at (860) 887-7723 and via email at egliseevangeliqueps23@gmail.com. In addition to that, you can check out our website for more info, which is www.eglisepsaume23.org.

Chapter 2

GOALS

2.1 Objectives

Evangelical Church of Psalm 23 will aim to:

- I- Advance the Kingdom of God by preaching the gospel through public worship. As an offering to God through intensive and extensive mission and education Christian.
- II- Implement all the means at its disposal for the complete development of its members and serve the community following the recommendations of Jesus Christ.

2.1.1 Mission statements

This congregation is organized as a church exclusively for charitable purposes, religious and educational within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986 (or

the corresponding provision of any future United States tax law), including, but not limited to, for these purposes, the establishment and maintenance of religious worship, the construction of churches, presbyteries, school chapels, radio stations, television channels television, rescue missions, print shops, daycare centers, and camps; evangelizing the unsaved by proclaiming the gospel of the Lord Jesus Christ. In schools, educate believers in a manner consistent with the requirements of the Holy Scriptures. Christian education on Sundays and weekdays; and maintenance of activities missionaries in the United States and Haiti.

Chapter 3

STATEMENT OF OUR FAITH

3.1 About the Holy Scriptures

The Holy Bible was written by men divinely inspired by God, and this is the revelation. That God has done to humankind on earth. Therefore, he is a perfect treasure trove of instruction that the Evangelical Church of Psalm 23 will follow. God is the author of such a sacred book, the salvation for her end and the truth, without admixture of error, as far as she is concerned. Therefore all Scripture is accurate and trustworthy. It reveals the principles by which God judges us and will remain until the world's end. This sacred word will be the true center of our organization and the supreme standard by which all conduct, religious beliefs, and opinions should be judged.

Exo. 24: 4; Deu. 4: 1-2, 17:19; Jos. 8:34; Psa. 19: 7-10; 119: 11-89,105,140; Esa. 34:16, 40: 8; Jer. 15:16, 36: 1-32; Mat. 5: 17-18; 22:29; Luc. 21:33; 24: 44- 46; Jn. 5:39; 16:

13-15; 17:17; Act. 2: 16.;17:11; Rom. 15: 4; 16: 25-26; 2 Tim. 3: 15-17; Heb. 1: 1-2; 4:12; 1 Pet. 1:25; 2 Pet. 1: 19-21.

We believe in the Holy Scriptures because all of his scriptures are a testimony of Christ, who is the center of divine revelation, and we fully accept the writings of the Old and New Testaments as the very Word of God. We believe that the word of God is verbally inspired in all its parts, our rule of faith and infallible and authoritative practice. **2 Tim.3: 16, 2 Pet.1: 21.**

3.2 Concerning the True God

We believe there is one living, authentic, and eternally existent God in three persons. The Eternal Trinity God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being. **Jn.1: 1-2; Tim.3: 16; Mat.3: 16.**

I- The father is recognized as God, **1 Pet. 1:2**, and all the fullness of the Godhead is invisible. **Joh 1:18** God as Father rules with providential care over his universe and his creatures according to the purposes of his grace. He is all-powerful, all-knowing, loving, and all-wise. Those who want to become children of God through faith in Jesus Christ, God will receive them with open arms as his children. **Gen. 1: 1; 2: 7; Exo. 3:14; 6: 2-3; 15; 20: Lev. 22: 2; Deu. 6: 4; 32: 6; 1 Chro. 29:10; Psa.19: 1-3; Esa. 43: 3,15; 64: 8; Jer. 10:10; 17:13; Mat. 6: 9.; 7-11; 23: 9; 28:19; Mc. 1: 9-11; Jn. 4:24; 5:26; 14: 6-13; 17: 1-8; Act. 1: 7; Rom. 8: 14-15; 1 Cor. 8: 6; Gal. 4: 6; Eph. 4: 6; Col. 1:15; 1 Tim. 1:17; Heb.11: 6; 12: 9; 1 Pet. 1:17; 1 Jn. 5: 7.**

II- The Son is recognized as God. **Heb.1:8**, and all the fullness of the Godhead manifest in

the flesh., **Jn.1: 14.**

Jesus perfectly revealed and did the will of God, taking human Nature with its demands and necessities and identifying Himself completely with humanity, but without sin. He honored the divine law by obedience and substitutionary death on the cross. He provided for the redemption of men from sin. He had risen from the dead with a body glorified and appeared to his disciples as the person who was with them before his crucifixion. He ascended to heaven and is now exalted at the right hand of God, where he is the only mediator, fully God, fully man, in whose person the reconciliation between God and man is effected. He will return in power and glory to judge the world and fulfill his mission of redemption. He now lives in all believers as the living and ever-present Lord.

Gen. 18:1, Ps. 2: 70, Esa. 7:14; 53, Mat. 1: 18-23; 3:17; 8:29; 11:27; 14:33; 16: 16,27; 17: 5; 27; 28: 1-6,19; Mc. 1: 1; 3:11; Luc 1:35; 4:41; 22:70; 24:46; Jn. 1: 1-18,29; 10: 30,38; 11: 25-27; 12: 44 -50; 14: 7-11; 16: 15-16,28; 17: 1-5, 21-22; 20: 1-20,28; Act. 1: 9; 2: 22-24; 7: 55-56; 9: 4-5,20; Rom.1: 3-4; 3: 23-26; 5: 6-21; 8: 1-3,34; 10: 4; 1 Cor. 1:30; 2: 2; 8: 6; 15: 1-8, 24-28; 2 Cor. 5: 19-21; 8: 9; Gal. 4: 4-5; Eph.1:20; 3:11; 4: 7-10; Phi. 2: 5-11; Col. 1: 13-22; 2: 9; 1 Thes. 4: 14-18; 1 Tim. 2: 5-6; 3:16; Tit. 2: 13-14; Heb 1: 1-3; 4: 14-15; 7: 14-28; 9: 12-15,24-28; 12: 2; 13: 8; 1 Pet. 2: 21-25; 3:22; 1 Jn. 1: 7-9; 3: 2; 4: 14-15; 5: 9; 2 Jn. 7-9; Rev. 1: 13-16; 5: 9-14; 12: 10-11; 13: 8.

III- God recognizes the Holy Spirit **Act. 5:3-4** and constitutes the fullness of the Godhead acting on man, condemning him of sin, **Jn.16:12-15.**

The Holy Spirit is the Spirit of God, fully divine. He inspired the holy men to go on to write the Scriptures. Through enlightenment, he enables men to understand the truth. He exalts Christ. He convicts men of sin, righteousness, and judgment. He calls men to the Savior and effects regeneration. At regeneration time, he baptizes every believer into the Body of Christ. It cultivates the character of Christians, comforts believers, and bestows the spiritual gifts through which they serve God through his church. It seals the believer until the day of redemption is final. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. It enlightens and empowers the believer and the church in worship, evangelism, and service.

Gen. 1: 2; Jud. 14: 6; Job. 26:13; Ps. 51:11.; Esa. 61: 1-3; Mat. 1:18; 3:16; 4: 1; 12: 28 -32; 28:19; Mc. 1: 10,12; Luc 1:35; 4: 1,18-19; 11:13; 12:12; 24:49; Jn 4:24; 14: 16-17,26; 15:26; 16: 7-14; Act. 1: 8; 2: 1-4,38; 4:31; 5: 3; 6: 3; 7:55; 8: 17,39; 10-44; 13: 2; 15:28; 16: 6; 19: 1-6; Rom. 8: 9-11,14-16,26-27; 1 Cor. 2: 10-14; 3:16; 12: 3-11, 13; Gal. 4: 6; Éph. 1: 13-14; 5:18; 1 Thes.5:19; 1 Tim.3:16; 4: 1; 2 Tim. 1:14; 3:16; Heb. 9: 8,14; 2 Pet. 1:21; 1 Jn. 4:13; 5: 6-7; Rev. 1:10; 22-17.

God is an intelligent, spiritual, and personal being. He is the Creator, Redeemer, Preserver, and Sovereign of the universe. God is all-powerful and all-knowing, and his perfect knowledge extends all things past, present, and future, including the future decisions of His free creatures. To him, we owe the greatest love, respect, and obedience.

3.3 About Jesus Christ

We believe in the divinity of Jesus Christ. We believe in his virgin birth, sinless life, bloodshed for atonement, death, descent into hell, physical resurrection, ascension to heaven, and our coming intercessor and king. **Mat.1: 18, Rom.5: 6-11, Rev.1: 18, 6: 6.**

3.4 Concerning the Holy Spirit

The Holy Spirit convicts through sin and, through his indwelling, enables Christians to lead a godly life. We believe that the Holy Spirit, the Comforter, dwells for always in the believer, the Spirit of truth, our Master **Jn 14**, all, our guarantee of salvation by his seal of promise **Eph. 1:13**. He will rebuke the world of sin, righteousness, and judgment. And he will glorify me. **Jn. 15: all; Jn 16:14.**

3.5 Concerning the fall of man

We believe that all men are sinners lost by Nature and by choice and have no means of salvation. **Gen. 3, Rom.3: 10-19.**

Man is the unique creation of God, created in his image. He created them male and female as the crowning glory of his creation. The gift of gender is, therefore, part of the bounty of God's creation. In the beginning, man was innocent of sin and endowed with freedom by his Creator of choice. Unfortunately, man has sinned against God by his free will and brought sin into the human race. Through the temptation of Satan, man has transgressed the commandment

of God and fallen from his original innocence by which his posterity inherits a nature and a sin-prone environment. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to realize his creative Spirit. Purpose of God. The sanctity of the human personality is evident in what God has created man in his image, and in this, Christ died for man, so each person of each race possesses full dignity and merits Christian respect and love.

Gen 1: 26-30; 2: 5,7,18-22; 3: 9: 6; Ps 1; 8: 3-6; 32: 1-5; 51: 5; Esa. 6: 5; Jer. 17: 5; Mt. 16:26; Act. 17: 26 à 31; Rom 1: 19-32; 3: 10-18,23; 5: 6,12,19; 6: 6; 7: 14-25; 8: 14-18,29; 1 Cor 1: 21-31; 15: 19,21-22; Eph. 2: 1-22; Col. 1: 21-22; 3: 9-11.

3.6 About Salvation

We believe in salvation by grace through faith; that salvation is a gift from God, not by any virtue or work of man, but received only by personal faith in the Lord Jesus Christ; that all believers have the gift of eternal life, perfect righteousness, sonship in the family of God, and the divine guarantee that they will never perish. **Eph. 2: 8: 9, Jn.3: 16, Rom. 8: 28: 29.**

Salvation involves the redemption of the whole man and is freely offered to all who accept Jesus Christ as Lord and Savior, who obtained eternal redemption for the believer by his blood. In its broadest sense, salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

3.7 Regeneration

Regeneration, or the new birth, is a work of God's grace by which believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds with repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are experiences inseparable from grace. Repentance is a real turn of sin toward God. Faith is the acceptance of Jesus Christ and the commitment of the whole personality to Him as Lord and Savior.

3.8 Justification

Justification is God's complete and benevolent acquittal from the principles of His justice of all sinners who repent and believe in Christ. Justification brings the believer into a relationship of peace and favor with God.

3.9 Sanctification

Sanctification is the experience of regeneration, whereby the believer is set apart for God's purposes and can progress to moral and spiritual maturity through the indwelling presence and power of the Holy Spirit. in him. Growth in grace should continue throughout the regenerate's life.

3.10 Glorification

Glorification is the culmination of salvation and is the last lasting blessed state of the redeemed.

Gen. 3:15; Exo. 3: 14-17; 6: 2-8; Mt. 1:21; 4:17; 16: 21-26; 27: 22-28: 6; Luc 1: 68-69; 2: 28 - 32; Jn. 1: 11- 14,29; 3: 3-21, 36; 5:24; 10: 9,28-29; 15: 1-16; 17:17; Act. 2:21; 4:12; 15:11; 16: 30-31; 17: 30-31; 20:32; Rom. 1: 16- 18; 2: 4; 3: 23-25; 4:3; 5: 8-10; 6: 1-23; 8: 1-18, 29-39; 10: 9-10,13; 13: 11-14; 1 Cor. 1: 18,30; 6: 19-20; 15:10; 2 Cor. 5: 17-20; Gal. 2:20; 3:13; 5: 22-25; 6:15; Éph. 1: 7; 2: 8-22; 4: 11-16; Phil. 2: 12-13; Col. 1: 9-22; 3:1 .; 1 Thes. 5: 23-24; 2 Tim. 1:12; Tit. 2: 11-14; Heb. 2: 1-3; 5: 8,9; 9: 24-28; 11: 1-12; 8,14; Jam. 2: 14-26; 1 Pet. 1: 2-23; 1 Jn. 1: 6-2: 11; Rev. 3:20; 21: 1-22: 5.

3.11 Concerning Satan

We believe in the existence of Satan, the deceiver and God of this present world; he has both overcome and judged at the cross, and therefore his final destiny is unavoidable. **Rev.12: 9, Jn. 16:11, 2 Cor.4: 4.**

3.12 Concerning the Rapture of the Church

We believe in the pre-tribulation of the Church. Christ will return for his bride, the Church, before the seven-year tribulation (the 70th week of Daniel). **1 Ths.4: 16-17, 1 Cor.15: 51-57.**

3.13 Concerning the second coming

We believe in the second coming of Jesus Christ that his return from heaven will be bodily, visible, and glorious. Jesus will establish his kingdom after the tribulation period and rule the earth for a thousand years from the new Jerusalem. **Rev. 21.**

3.14 Concerning the resurrection

We believe that the spirits of those saved at death immediately go to heaven; during removal **1 Ths. 4,** their bodies will be lifted, their works will be judged **1 Cor. 3,** and their rewards determined.

Let the spirits of the unsaved at death immediately descend into hell until the judgment of the Great White Throne, at which time their bodies will be raised from the grave, judged, and cast into the lake of fire, the place of final eternal punishment. **Rev. 20: 11-15.**

3.15 Concerning the Priesthood of Believers

We believe in the priesthood of all believers that Christ is our great high priest and that through him. Therefore, every born-again person has direct access to the presence of God without the need for a human priest, **Heb. 8.** That the believer has the right and responsibility to personally study and receive the interpretation of the scriptures guided by the Holy Spirit. **2 Pet.1: 20.**

3.16 Concerning the local assembly of believers

We believe the New Testament Church is a living organism of re-baptized believers, bodily worshiping God in Spirit and Truth. This is done through preaching, music, prayer, Bible ordinances, and actively fulfilling the Great Commission. **Act. 2, Jn. 4: 23-24, lam. 28: 18-20.**

3.17 About Ordinances

We believe that the two biblical ordinances given to the local Church are baptism by immersion of believers only and the Lord's Supper, which obedient Christians are to attend. **Act. 2:41, 1 Cor. 11: 23-26.**

3.18 About Marriages

I- We believe that the only biblical marriage is the union of a man and a woman, **Gen. 2:24, Rom. 7: 2, 1 Cor. 7: 10, Eph. 5: 22-23.**

II- We believe that God has commanded that no intimate sexual activity be engaged outside marriage between a man and a woman. We believe that all forms of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are perversions of God's sexual gift. We believe God frowns upon and forbids any attempt to alter gender through surgery or appearance. **Gen.2: 24, 19: 5, 26: 8-9, Lev.18: 1- 30,**

Rom.1: 26-29, ICor.5: 1, 6: 9, merci. 4: 1-8, Heb.13: 4

III- If a member is found to be living in or promoting such a lifestyle, as noted in the previous paragraph, his membership would be terminated after all attempts at restoration.

3.19 The Christian and the Order

Christians must seek to give Christ's will supremely in our lives and society. The means and methods used for the betterment of society and the establishment of justice among men can only be advantageous permanently if they are rooted in the regeneration of the individual by God's saving grace in Jesus Christ. In the Spirit of Christ, Christians should oppose racism, all forms of greed, selfishness, vice, and sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the needs of orphans, the needy, victims of abuse, the elderly, the helpless, and the sick. We should speak on behalf of the unborn and fight for the sanctity of all human life, from conception to natural death.

Exo. 20: 3-17; Lev. 6: 2-5; Deu. 10:12; 27:17; Ps. 101: 5; Mic. 6: 8; Zach. 8:16; Mat. 5: 13- 16,43-48; 22: 36-40; 25:35; Mc.1: 29-34; 2:3; Luc 4: 18-21; 10: 27 -37; 20:25; Jn. 15:12; 17-15; Rom. 12-14; 1 Cor. 5: 9-10; 6: 1-7; 7: 20-24; 10: 23-11: 1; Gal. 3: 26-28; Eph. 6: 5-9; Col. 3: 12-17; 1 Thes. 3:12; Jam. 1:27; 2: 8.

3.20 Christian Family

God ordained the family as the fundamental institution of human society. It comprises people related by marriage, blood, or adoption.

Marriage is the union of a man and a woman in a covenant for life. Therefore, it is the unique gift of God to reveal the union between Christ and his Church and to provide the married man and woman with the framework of intimate companionship, the channel of sexual expression according to biblical standards. And the means of procreating the human race.

Husband and wife have equal value before God because both are created in the image of God. The marital relationship models God's relationship with his people. A husband should love his wife as Christ loved the Church. He has God's responsibility to provide for, protect, and lead his family. A wife should graciously submit to the servant leadership of her husband, even though the Church willingly submits to the administration of Christ. She, being in the image of God as her husband and therefore his equal, has a God-given responsibility to respect her husband and help him run the household and feed the next generation.

Children, from conception, are a blessing and an inheritance from the Lord. Parents are to demonstrate to their children God's pattern of marriage. Parents should teach their children spiritual and moral values and guide them, by consistent lifestyle example and loving discipline, to make choices based on Bible truth. Children should honor and obey their parents.

Gen. 1: 26-28; 2: 15-25; 3: 1-20; Exo 20:12; Deu 6: 4-9; Jos 24:15; 1 Sam1: 26-28; Ps 51: 5; 78: 1-8; 127; 128; 139: 13-16; Prov. 1: 8; 5: 15-20; 6: 20-22; 12: 4; 13:24; 14: 1; 17: 6; 18:22; 22: 6,15; 23: 13-14; 24: 3; 29: 15,17; 31: 10 à 31; Eccl 4: 9-12; 9: 9; Mal 2:

14-16; Mat 5: 31-32; 18: 2-5; 19: 3-9; Mc 10: 6-12; Rom. 1: 18-32; 1 Cor 7: 1-16; Eph 5: 21-33; 6: 1-4; Col 3: 18-21; 1 Tim 5: 8,14; 2 Tim 1: 3-5; Tit 2: 3-5; Heb 13: 4; 1 Pet 3: 1-7.

3.21 Religious Freedom

God alone is Lord of the conscience and has left it free from the doctrines and commandments of men contrary to or not contained in his Word. Therefore, Church and State must be separated. The State owes each church protection and freedom to pursue its spiritual ends. In providing such space, no ecclesiastical group or denomination should be favored by the State more than by others.

God ordains civil government. Christians must obey it loyally in all that is not contrary to the revealed will of God. The Church should not have recourse to the civil power to carry on its work. The gospel of Christ considers only spiritual means to pursue its ends. The State has no right to impose sanctions for religious opinions.

The State has no right to impose taxes for the support of any form of religion. A free church in a free state is a Christian ideal, which implies the right of all men to free and unimpeded access to God and the right to form and propagate opinions in the religious field without interference from civil power.

Gen 1:27; 2:7; Mat 6:6-7,24; 16:26; 22:21; John 8:36; Act 4:19-20; Rom 6:1-2; 13:1-7; Gal 5:1,13; Phil 3:20; 1 Tim 2:1-2; Jam 4:12; 1 Pet 2:12-17; 3:11-17; 4:12-19.

Chapter 4

CHURCH COVENANT

After being led, as we believe by the Spirit of God, to receive the Lord Jesus Christ as our Savior and the profession of our faith, after being baptized and baptized in the name of the Father and of the Son and the Holy Spirit, we do now in the presence of God, angels, and Evangelical Church Psalm 23 solemnly and joyfully enter into covenant with one another, as one body in Christ (i.e., one Church).

We, therefore, commit ourselves, with the help of the Holy Spirit, to walk together in Christian love: to strive for the advancement of the Evangelical Church Psalm 23, in knowledge, holiness, and comfort: to promote its prosperity and spirituality; uphold its worship, ordinances, disciplines, and doctrines; contributing cheerfully and regularly to the support of the ministry, to the expenses of the Church, to the relief of the poor, and the spreading of the Gospel throughout all nations.

We are also committed to maintaining family and private devotions; educating our children

religiously, seeking the salvation of our relatives and acquaintances; walking circumspectly in the world, being just in our dealings, faithful in our commitments, and exemplary in our behavior; and be zealous in our efforts to advance the kingdom of our Savior.

We further pledge to watch over one another in brotherly love; remember one another in prayer, help one another in sickness and distress, cultivate Christian sympathy in feeling and courtesy in speech; be slow to take offense but ever ready for reconciliation, and mindful of our Savior's rules to secure without delay.

Therefore, we accept our responsibility to read and familiarize ourselves with this document. Support its tenants and provisions, and comply with its policies and procedures as they apply to members of this Church.

We further pledge that when we leave this place, we will unite as soon as possible with another church to realize the Spirit of this covenant and the principles of the Word of God.

Chapter 5

CHURCH ADMINISTRATION

The following forms the administrative council bodies of the Evangelical Church of Psalm 23;

I- Core Pastoral

It must be in complete accordance with the Holy Scriptures 1 Tim.3:8-15, the declarations of faith, and the church covenant. He will faithfully preach the Gospel of Jesus Christ and administer the ordinances (baptism and supper). He will preside over all prayer meetings and worship meetings unless otherwise provided. He must fulfill all the other tasks of his position as leader. He shall be an ex-officio member of all church boards and committees, except audit and pulpit committees. He will be entitled to two (2) weeks of paid vacation annually. And he will be accountable to the elders and church leaders. The pastor of the Evangelical Church of Psalm 23 has the function:

- I- He is the preacher of the Church called to shepherd the flock of the Lord with love, wisdom, and firmness.

- II- He has the right to veto the Administrative Council of the Church.
 - III- He takes care of the relations of the Church with the sister churches.
 - IV- Prepare the annual list of leaders' preachers and the quarterly list of evangelistic programs.
 - V- The pastor does not have the right to relinquish his charge before the end of his term unless in cases of being force to do so.
 - VI- The members owe him all the respect due to his rank. Therefore, any disrespect to him in these functions must be severely stigmatized.
 - VII- The pastor is entitled to one day off per week and two weeks of vacation each year. The administration will clearly define his work schedule, salary, life insurance, health insurance, and other privileges.
 - VIII- Receives monthly reports and grievances from the various committees and, with the cooperation of the board members, makes the necessary suggestions and recommendations.
 - IX- Church correspondence is submitted to him for supervision and signature.
- II- Considering that problems can arise and must be remedied, the Church is the reunion of several. Considering that in all civilized societies, it is necessary to protect people's rights and solve moral problems. Considering that the freedom of one ends where that of the other begins. Believing that God gives the Church the authority to bind and loose, in other words, to decide according to **Mat 18:15-18**. Considering that our God is a God of order and peace according to **1 Cor 14:33**. Considering that it is necessary to

make prior arrangements to repress certain deviations from conduct capable of harming the proper functioning of the community, a disciplinary committee is recommended to sanction any violation of morality and good customs.

Deacons and deaconesses are selected by the Church's Committee and presented to the churches for approval. The Church is sovereign in its decisions and is not bound by these choices. However, she can reject them in whole or part and recommend that the council charge its candidates to appreciate them. In this case, the recommendations of the Church will be reviewed by a commission of request before returning to the general assembly. Deacons and Deaconesses are recruited from adult members who have demonstrated Christian maturity and exemplary character.

They assist the pastor in the spiritual recovery of the Church. Participate in the administration of ordinances, and help the Committee concerned in the preparations for the holidays.

Deacons conduct prayer meetings, visit church members, and precede the pastor in the house to calamity for disposition. The deacons of the Evangelical Church of Psalm 23 are responsible for the discipline of the Church. The Core Diacona is not a body of judgment and condemnation but of understanding and acceptance without tolerance or bias.

The Core Diacona has the role of urging the offending member to put him under observation or to prohibit him for a time from participating in the service of communion, from singing or from witnessing in the assemblies, from participating in the missions, and in all other activities where he may be directly involved or solicited. On the other

hand, the Core Diacona will watch over them and encourage them spiritually until their rehabilitation, for example:

5.1 Immorality

In cases of flagrant immorality such as adultery, crime, drugs, and attack on the security of the State, and in all cases where public order is disturbed, the disciplinary committee must enter into action.

5.2 Cautions

This Core Diacona is very limited when it comes to hearsay. The Deacons/Deaconesses must expect depositions in good and due form from witnesses or interested parties before questioning the presumed culprits.

5.3 Sanction

The Core Diacona cannot sanction someone's conduct based on rumor. Deacons/Deaconesses must decide everything after investigation and evidence.

5.4 Decision

All decisions made by the Committee must remain confidential.

Chapter 6

Committee

The purpose of Committee is to meet and discuss Evangelical Church of Psalm 23 business. The Committee is composed of seven (7) members, and they are elected for two (2) years and renewable by-election. The Committee consists of a President, Vice president, Treasurer, Secretary, Public Relations, and two delegates.

6.1 President

The President is responsible for leading the Evangelical Church of Psalm 23 Committee Members in good governance practices. Not only does this individual set the tone for the rest of the Committee Members, but they are also usually a prominent representative of the Church within the community. Therefore, the President must form a strong working relationship with the Core Pastoral and act as a role model and motivator for other committee members. Here are a few things the President is responsible for and not

limited to:

- I- Preside at all meetings at the Church.
- II- Call special meetings in case of emergencies.
- III- Schedules all practices, meetings, and other activities for the Church.
- IV- Obtain appropriate facilities activities.
- V- Prepare and file any reports.
- VI- Appoint committee members in case of a vacancy.
- VII- Applies for and completes annual recognition forms.
- VIII- Attends required meetings for registered new members.
- IX- Ensures all requirements for the Church's official registrations are complete.
- X- Liaison between the Committee Members and the Core Pastoral.
- XI- Grooms and recruits future leaders inside and outside the Church.
- XII- Represents Evangelical Church of Psalm 23 at official functions.
- XIII- Figurehead of Evangelical Church of Psalm 23.
- XIV- Send and receive correspondence on behalf of the Church.
- XV- Maintain contact with the committee, Core Pastoral, online members, church members, and any affiliated community members who don't go to Evangelical Church of Psalm 23.
- XVI- Remain fair and impartial during church decision-making processes.
- XVII- Vote in cases where there is a tie.

XVIII- Coordinate elections.

XIX- Maintain official church memorabilia, property, or records.

XX- Recruit new members.

XXI- Make sure members feel valued and connected to the Church.

6.2 Vice-President

The Vice-President generally offers support to the President of the Committee and substitute leadership when needed. Often the Vice-President will take on some particular project, such as leading the Committee in the absence of the President. Sometimes, the Vice-President is expected to assume the role of the President. Here are a few things that the Vice-President is responsible for and not limited to:

- I- Support and partner with other churches in the community, agencies, and Committee Members of Evangelical Church of Psalm 23 on all major initiatives.
- II- Collaborate with the Core Pastoral and Church members to develop and implement programs and fundraising initiatives for Evangelical Church of Psalm 23.
- III- Actively works with the Church members and staff to develop and implement a comprehensive development strategy, including corporate, foundation, grants, etc.
- IV- Have primary responsibility for the development and execution of all proposals; write and archive all proposals with a long-term relationship-management approach.

- V- Monitor all information coming into the Church; provide and present statistical analysis to the committee, church members, staff, and the Core Pastoral.
- VI- Develop and implement a stewardship program to cultivate deeper ties with donors.
- VII- Monitor and report regularly on the progress of the development programs.
- VIII- Identify, develop, and mentor other church members that can be disciples of the Evangelical Church of Psalm 23 in the future.
- IX- Most of all, be a right hand to the President.

6.3 Treasurer

The Treasurer is responsible for overseeing the financial operations and assuring that Committee members have the information they need to be effective fiscal stewards of the Organization. Often this means reviewing financial statements and assisting in preparing and presenting the Organization's budget to the full Committee and the Church. Here are a few things that the Treasurer is responsible for and not limited to:

- I- Develop and enforce strong internal controls and financial management policies
- II- Ensure accurate and complete financial reporting and proper maintenance of financial records, information/tax returns, or any transactions.
- III- Regularly assesses risks and whether and how such risks should be mitigated.
- IV- Keep a calendar of filing requirements and deadlines and have clear assignments (with backups) to help ensure they are all met promptly

V- Have the Organization's finances been audited whenever required or advisable?

The Church must carefully choose its treasurers. They should be honest, spiritual, and concerned with working the funds by all means, lawful and approved by the Church. If, for one reason or another, a member of this committee must be absent, he must give his opinion before the meeting or either before or on the same day. This notice may be given verbally or in writing.

The Finance and Projects Commission members are recruited from the various branches of the administration, especially among the treasurers, tradespeople, and business people or those who replace an administrative function.

They must grow the Church's income through fundraising campaigns at the level of the various groups and internal organizations. They develop profitable short and long-term projects and help the Treasurer in his duties. The Church is not a bank or credit union, therefore, it does not lend money to anyone.

Each account (Sunday School, Offering, Tithes, Special Offerings, Donations) will be recorded by the Treasurer and the Secretary. At least two Committee members will review checked money, and the Head Pastor will sign off as a last resort. Cash and checks will be deposited as soon as possible by any committee members, preferably by the Treasurer. Once deposited in the bank account, the person is responsible for bringing a receipt of the deposit to the Secretary to keep it in a file.

Reimbursements will be signed by the Treasurer, President, and Head Pastor, provided that the individual has receipts and the correct paperwork. The recursion of all expenses will be formulated and attached to the corresponding vouchers. Checks will always be

covered by the signature of the Treasurer, President, or Head Pastor.

The Treasurer will make routine expenditures in due time to avoid penalties for delay. The Committee will review all expenses exceeding one hundred (\$100.00) dollars before being authorized.

The finance committee will give the church a monthly report which the pastor will sign after voting by a show of hands from the congregation. The disc year begins on December 1 of the current year and ends on November 30 of the following year to allow the administration to prepare the annual statistical report. The report will be presented on December 31.

In principle, the Church is not a lending institution. However, it may have a relief fund that will be managed by the Deacons and Deaconesses, with the responsibility of the administration to decide on its management. Individual or collective donations will fund the relief fund. It is significantly affected to help, as far as possible, the indigent or incapacitated members. Therefore, the names of the beneficiaries will not be published in the reports, but the allocation of the money will be stipulated.

The Treasurer is responsible for returning any money lost through negligence, mismanagement, or bad faith.

6.4 Secretary

The Secretary is responsible for ensuring that accurate minutes, paperwork, records, and all other entities of Committee meetings are kept. Here are a few things that the

Secretary is responsible for and not limited to:

- I- Certify and keep at the principal office of Evangelical Church of Psalm 23 the original documents of any kind, such as minutes, transactions paperwork, list of things, bylaws, etc.
- II- Ensure a schedule and process are in place to review, maintain and manage the Organization's records and Governance documents.
- III- Keep at the principal office of the Church or at such a place as the Committee Members may determine a book of minutes of all meetings of the core pastoral and meetings of committees.
- IV- Minutes shall record the time and place of the meeting, whether regular or special, how called, how to notice, if any was given, the names of those present or represented at the meeting, and the proceedings thereof.
- V- Ensure maintenance of the minutes of the Committee Members and Committee Members Meetings.
- VI- Present for approval by the Committee Members copies of all minutes of meetings of the Committee Members.
- VII- Ensure that all notices are duly given under the provisions of the church bylaws or as required by our governance.
- VIII- In general, she serves as the protocol officer of the Committee Members, ensuring that the keeping and posting of meeting minutes, meeting notifications, adherence to open meeting laws, and other procedural requirements are followed legally and ethically.

- IX- Keep a record of all Committee Members' votes in the Church's office and an online database available to all Committee Members, Core Pastoral, church members, and nonmembers.
- X- Work with the Governance Committee and the Core Pastoral to maintain a record of votes cast by proxy.
- XI- Serve with the President, Vice President, Treasurer, and other Members as elected by the Committee Members.
- XII- Represent the Evangelical Church of Psalm 23 at events and meetings.
- XIII- Perform other responsibilities as requested by the Committee Members and the Church.

6.5 Public Relation

The Public Relations Committee Member is responsible for overseeing the Church's communications. They will have to take steps to advertise the Church publicly, create relationships with other churches, and collaborate with other organizations to provide civil support to the Church and the Norwich community. Here are a few things that the Public Relations officer is responsible for and not limited to:

- I- Manage all the Social Media accounts of the Church.
- II- Communicate the civil and social needs of the Church Members.
- III- Keep records of all affiliated organizations the Church is part of.

IV- Promote church activities.

V- Create posters, flyers, business cards, and information for the Committee Members to pass any announcement to the church public and the Norwich community.

VI- Be a spoke person for the Church in any matters.

VII- Educate the public about ongoing and going programs that can support them and the community.

6.6 Delegates

The Delegates are positioned to help by two other church committee members to support the Church. These positions can be named based on what the Committee needs in terms of functions that the President, Vice-President, Secretary, and Treasurer cannot perform.

6.7 Qualifications To Be Part of the Committee

No one can be on the Church's Administrative Council if he has not been a member of the Evangelical Church Psalm 23 for at least one (1) year and six (6) consecutive months. This condition shows that this person has a particular interest in the development of the work of the Church. Once become a member of the Evangelical Church of Psalm 23.

I- That means the person must be converted and baptized.

II- Must be willing to follow all the codes of the Church.

III- You must live a Christian life and have lots of self-respect.

Chapter 7

Core Pastoral

The administration of the Evangelical Church of Psalm 23 comprises the Core Pastora, the Core Diacona, and the Committee. Its leaders must be in complete agreement to recognize an individual who wishes to serve as an elder. Elders will be held accountable to the pastor and other elders. The eldest will be chosen by church leaders and ordained, according to **Tit 1:5** Of faith, and are appointed by the pastor(s) and elder(s) following Acts 6:3. They must fulfill the requirements outlined in **1 Tim.3:8-15**. To the extent that qualified men are available, they will assist in church administration and ordinances. They should advise the pastor on all personal matters concerning the flock. Elders must follow the Holy Scriptures, the article of faith, and the covenant of the Church. The elders will be well acquainted with the scriptures and mature in the knowledge of the Word of God. It should represent faithfulness to the Lord, family, and the Church.

They should review with pastors and elders all applicants for membership before recommending them to the Church.

They will visit sick, aged, and distressed members of the Church and administer the deacons' benevolent fund as needed.

The Core Pastoral contains the Head Pastor, Youth Pastor, Marriage/Family Pastor, and the Deacons/Deaconess. The biblical qualification to be a pastor are Communication skills, both verbally and in writing to inform, persuade and comfort congregation members; a pastor's communication skills are also essential to communicate with church staff and the media if necessary. The ability to keep information private when working with congregation members to better counsel and comfort church members in times of crisis; a Pastor should respect a congregation member's privacy during and after pastoral counseling. Knowledge of church software to manage church administrative duties. Project management skills to work with the church administration promptly. Finally, Strong moral character to give an excellent religious example to the congregation. According to the Bible, here are the qualifications;

- I- A pastor must be devoted to his wife, a one-woman man **Tit 1:6; 1 Tim 3:2**. The pastor's marriage illustrates Christ's love for His Church—His bride **Eph. 5:22**. A Pastor must love his wife exclusively with his mind, will, and emotions, not just his body.
- II- A pastor's children must be in submission, though not perfect **Tit 1:6; 1 Tim 3:4-5**. If a man does not know how to manage his own family, he will not know how to care for God's Church. The first flock for a pastor is his own family as Pastor Dad. A Pastor's qualification for the Church starts in his home management as he leads them up in the discipline and admonition of the Lord **Eph. 6:4**.
- III- A pastor is a faithful steward **Tit 1:7**. Here, the term used is overseer (Greek episkopos). It is not another office but a functional title of the elder. It is what he does. He is a

steward, a manager of God's resources, and Jesus' flock. He takes responsibility but not ownership.

- IV- A pastor must be humble — not arrogant **Tit 1:7**. A pastor must constantly demonstrate the Gospel by admitting when he is wrong, assuming responsibility, and restoring relationships.
- V- A pastor must be gentle — not quick-tempered **Tit 1:7; 1 Tim 3:3**. No man will be used in the quick-tempered kingdom. The difference between how Jesus demonstrated anger is that He was angry at the abuse of others in the name of religion and the dishonoring of God. We get mad at how it affects us.
- VI- A pastor must be sober — not a drunkard **Tit 1:7; 1 Tim 3:3**. This is not just overindulgence in alcohol but is idiomatic for any behavior that fuels addictive responses.
- VII- A pastor must be peaceful — not violent **Tit 1:7; 1 Tim 3:3**. A pastor is prone to inflict violence through his words. He is to be a peacemaker.
- VIII- A pastor must have financial integrity — not greedy for gain **Tit 1:7; 1 Tim 3:3; 1 Pet 5:3**. A pastor is to be upright in his financial dealings and not be accused of pursuing money over the kingdom of God.
- IX- A pastor must be hospitable **Tit 1:8; 1 Tim 3:2**. A pastor's home is open for others to enjoy. A pastor's home is not a heaven on earth but a place of ministry.
- X- A pastor must be a lover of good **Tit 1:8**. A pastor genuinely loves what is good. He does not just think he should love it.

- XI- A pastor must be self-controlled **Tit 1:8; 1 Tim 3:2**. Self-control characterizes every area of a pastor's life: diet, time, mouth, exercise, relationships, sex, and money.
- XII- A pastor must be upright **Tit 1:8**. He has integrity in his relationships and how he treats others.
- XIII- A pastor must be holy **Tit 1:8**. His life is devoted to Jesus externally and internally.
- XIV- A pastor must be able to teach **Tit 1:9; 1 Tim 3:2**. All of the other qualifications are character qualities. This is the only ability-based requirement. He is to be able to teach sound doctrine, not just be able to communicate expertly. His teaching can be to one or two, twenty, a hundred, or a thousand. Most of the churches in Crete were house churches. The elders were to defend the faith once delivered to the saints against the numerous false teachers that arose.
- XV- A pastor must be spiritually mature **1 Tim 3:6**. Positions of authority without spiritual maturity lead to the trap of pride. When pride grows in a man, sin abounds.
- XVI- A pastor must be respectable **1 Tim 3:7**. That does not mean everyone must like or appreciate him. It means that there is no credible witness to ongoing sinful behavior.
- XVII- A pastor must be an example to the flock **1 Pet 5:3**. Elders are examples of biblical expressions of sexual, time management, marriage, parenting, worship, relationships, and other ways. A pastor should be someone your sons could pattern their life after and the kind of man your daughter should marry.

According to the Bible, Paul identifies nine qualifications for deacons in **1 Tim 3:8-12**:

- I- Dignified (v. 8): This term commonly refers to something honorable, respectable, esteemed, or worthy and is closely related to “respectable,” which is given as a qualification for elders **1 Tim. 3:2**.
- II- Not double-tongued (v. 8): Those who are double-tongued say one thing to certain people but then say something else to others or say one thing but mean another. They are two-faced and insincere. Their words cannot be trusted, so they lack credibility.
- III- Not addicted to much wine (v. 8): A man is disqualified for the office of deacon if he is addicted to wine or other strong drinks. Such a person lacks self-control and is undisciplined.
- IV- Not greedy for dishonest gain (v. 8): If a person loves money, he is not qualified to be a deacon, primarily since deacons often handle financial matters for the Church.
- V- Sound in faith and life (v. 9): Paul also indicates that a deacon must “hold the mystery of the faith with a clear conscience.” The phrase “the mystery of the faith” is simply one way Paul speaks of the Gospel **1 Tim. 3:16**. Consequently, this statement refers to the need for deacons to hold firm to the true Gospel without wavering. Yet this qualification does not merely involve one’s beliefs, for he must also keep these beliefs “with a clear conscience.” That is, the behavior of a deacon must be consistent with his beliefs.
- VI- Blameless (v. 10): Paul writes that deacons must “be tested first; then let them serve as deacons if they prove themselves blameless (v. 10). “Blameless” is a general term referring to a person’s overall character. Although Paul does not specify what type of testing is to take place, at a minimum, the candidate’s background, reputation, and

theological positions should be examined. Moreover, the congregation should look at a potential deacon's moral, spiritual, and doctrinal maturity and consider the person's track record of service in the Church.

VII- Godly wife (v. 11): It is debated whether verse 11 refers to a deacon's wife or a deaconess. For the sake of this discussion, we will assume the verse is speaking about the qualifications of a deacon's wife. According to Paul, deacons' wives must "be dignified, not slanderers, but sober-minded, faithful in all things" (v. 11). Like her husband, the wife must be dignified or respectable. Secondly, she must not be a slanderer or a person spreading gossip. A deacon's wife must also be sober-minded or temperate. She must be able to make sound judgments and not be involved in things that might hinder such a decision. Finally, she must be "faithful in all things" (cf. 1 Tim. 5:10). This is a general requirement that functions similarly to the condition for elders to be "above reproach" **1 Tim. 3:2; Titus 1:6** and for deacons to be "blameless" **1 Tim. 3:10**.

VIII- Husband of one wife (v. 12): The best interpretation of this problematic phrase is to understand it as referring to the faithfulness of a husband toward his wife. He must be a "one-woman man." That is, there must be no other woman to whom he relates intimately, emotionally or physically.

IX- Manage children and household well (v. 12): A deacon must be the spiritual leader of his wife and children.

Below is a list of possible functions of the Evangelical Church of Psalm 23 Pastors and Deacons.

7.1 Head Pastor

The Head Pastor strategically leads the Evangelical Church of Psalm 23 to achieve the church mission of working together to reach the next generation for Jesus Christ.

- I- Under the Guiding Principles, the Lead Pastor shall be responsible for casting the mission, vision, and direction of the ministry of the Evangelical Church of Psalm 23.
- II- The Lead Pastor shall shepherd the congregation, equip the saints for ministry, preach the Bible, and facilitate the celebration of the ordinances of baptism and communion.
- III- The Lead Pastor shall believe, live, and articulate the scriptures in a culturally relevant and spiritually effective manner.
- IV- With the assistance of appropriately equipped saints, the Lead Pastor shall facilitate necessary spiritual counseling, global missions, and other ministries as described in the Guiding Principles.
- V- The Lead Pastor will present the Annual Vision and Ministry Plan to the congregation following approval by the Committee of the Evangelical Church of Psalm 23.
- VI- The Head Pastor and the committee shall assign the duties of all staff and be responsible for their fruitful conduct, affirmation, and discipline as appropriate.
- VII- On behalf of the Church, the Head Pastor will provide each staff member with a job description and a personnel manual which will include, among other things, a review of the general expectations of employees, an overview of employee benefits, and grievance procedures.

- VIII- The Head Pastor shall be responsible for the administration and supervision of all staff, teams and committees, and ministries of the Church under the Guiding Principles.
- IX- The Head Pastor shall annually propose a General Budget to the committee and, with the committee's approval, join the committee in presenting the General Budget to the congregation.
- X- The Head Pastor shall annually propose a Ministry Plan, including a General Budget, a Staffing Plan, and Ministry Team Report to the committee and church members.
- XI- The Head Pastor and the committee shall be responsible for annually recommending the salary, housing allowances, and other benefits of others on the pastoral staff and non-pastoral staff for the sake of inclusion in the Proposed General Budget.
- XII- The salaries of all other pastoral and non-pastoral staff shall be included as a single line item in each year's Proposed General Budget.

7.2 Youth Pastor

The Youth Pastor will lead and organize an effective youth ministry, implementing fellowship, worship, biblical teaching, discipleship, and evangelism. Most importantly should demonstrate a hunger for more of God and a passion for leading the youth of our Church and community into that hunger. The overall objective of the Youth Pastor is to make Christ-like disciples of our youth and to train and mobilize them to make Christ-like disciples.

- I- Provide leadership to our youth ministry, including accomplishing all Evangelical Church of Psalm 23 goals and objectives.
- II- Model and raise the value of a Christ-centered lifestyle within the youth of our Church.
- III- Build a growing Youth Ministries team to effectively reach the un-churched youth of Norwich's immediate and extended communities.
- IV- Maintain a close working relationship with our community's public and private schools. Pastor connects with students from our schools, drawing them into our Church's fellowship and a personal relationship with Jesus Christ.
- V- Facilitate the training and mobilizing of our youth to develop relationships with the un-churched, actively witness to persons within their influence, and make Christ-like disciples of those responding to their witness.
- VI- Collaborate with the Church's staff in the creation of new ministries as needed to accomplish the vision and mission of the Church.
- VII- Make and maintain positive relationships with community leaders, especially those of our schools and other youth organizations.
- VIII- Establish strong relationships with the youth of our Church, maximizing ministry impact in their lives.
- IX- Provide counseling and spiritual direction to youth on an individual basis.
- X- Maintain contact with students and parents, keeping them informed of ongoing activities. Keep parents updated on ministry strategies and plans in a way that encourages

partnership and involvement.

- XI- Seek to integrate youth ministry into all phases of church life to create an intentionally intergenerational culture, striving to unite with and complement other church ministries.
- XII- Prepare, monitor, and control the annual youth budget as approved by the committee.
- XIII- Manage student fees and fund-raising money for events and ministry/mission trips.
- XIV- Participate in staff meetings, one-on-one meetings with the Head Pastor, committee meetings, and other meetings necessary to lead an effective youth ministry. Shall also be in participatory attendance of the regular and special services of the Church.
- XV- Support parents in effectively fulfilling their Christian parenting roles with other pastoral staff.
- XVI- Adequate planning and preparation for all services, meetings, and activities must be done so that each event will effectively accomplish its stated purpose.
- XVII- Other duties as required and requested by the Head Pastor.

7.3 Marriage/Family Pastor

The purpose of the Family Pastor is to lead and oversee a practical and comprehensive ministry that disciples, equips, and supports the marriages and families of the Church and community, following the overall vision and philosophy of ministry for Crossroads Bible Church.

- I- Lead ministry initiatives that prepare, equip, and enrich couples in marriage; build a team of marriage mentors and volunteers to help shepherd engaged and married couples; create relevant events and initiatives on practical life issues that will enhance the spiritual and relational growth in marriage.
- II- Coordinate the planning and implementation of an effective parent ministry.
- III- As needed, provide biblical counsel to individual students, families, and volunteer staff.
- IV- Develops and maintains premarital and marital counseling policies in consent with the Evangelical Church of Psalm 23 mission.
- V- Keep the spiritual aim of edification integrated into all ministries for premarital and married couples.
- VI- Develops and maintains continuity of the marriage and couple's ministry through personnel change.
- VII- Plans and develops teaching ministries for couples that promote marriage themes (e.g., premarital courses, marriage enrichment courses, marriage retreats, etc.).
- VIII- Develops and sustains an effective training program for all lay and mentor couples.
- IX- Maintain a referral network of various levels of professional counselors.
- X- Conduct personal premarital and marital counseling.
- XI- Develop and sustain a premarital counseling program, including training of mentor couples.

- XII- Plan and promote activities that will enhance premarital and married couples' spiritual and relational development (e.g., date nights, small group opportunities, etc.).
- XIII- Create evangelistic opportunities to reach premarital and married couples in the community.

7.4 Deacons/Deaconesses

A deacon/deaconess will be “assigned ‘spiritual oversight’ of several families in the congregation. They will keep in close contact with the families in their charge to ensure they are involved in church life and are ministered to promptly at times of particular need. These duties will be fulfilled primarily by submitting to the appropriate leadership training and assuming responsibility for an assigned Hour of Prayer and Care group.

Deacons must be the same sort of sound, steady men as pastors. They must not be heavy drinkers and must not be greedy for money. They must be earnest, wholehearted followers of Christ, who is the hidden Source of their faith. Before being asked to be deacons, they should be given other jobs in the Church to test their character and ability, and if they do well, they may be chosen as deacons. Their wives must be thoughtful, not heavy drinkers, not gossipers, but faithful in everything they do. Deacons should have only one wife, and they should have happy, obedient families. Those who do well as deacons will be well rewarded by respect from others and by developing their confidence and bold trust in the Lord.

- I- Attend all appropriate leadership training classes and planning sessions. Each deacon will be accountable to the bishop and a supervising elder.

- II- Lead a weekly Hour of Prayer and Care group.
- III- Give encouragement and care to visitors and new converts.
- IV- Minister to group members.
- V- Promote growth
- VI- Provide fellowship and service opportunities.

Chapter 8

Call a Pastor

when there is a pastoral vacancy, a special committee of at least seven (7) members, including elders, one Treasurer, one (1) deacon, and one (1) secretary, shall be chosen by the Church to screen pastoral candidates as practically as possible. This selective Committee will present the selected candidate to the Church at a specially-called meeting. The invitation and a summary of the candidate must be submitted two (2) consecutive Sundays before his presentation. The Evangelical Church of Psalm 23 must vote on the candidate as soon as possible, but not on the day he speaks. At least (50) fifty percent of the members must be present (under no conditions, no voting by proxy). Three-fourths (3/4) of those attending are required to call a pastor. The particular reasons that may cause vacancy;

8.1 Mortality

In the event of the death of the incumbent pastor, the benefits, such as pension subsidies for the pastor's life and health insurance, will automatically go to his wife and, if she dies, to his children under eighteen. The Church will be responsible for all the expenses of the funeral arrangements.

8.2 Resignation

The pastor's submission of resignation is to be read from the pulpit at a Sunday morning ceremony by the pastor. If for any reason, he resigns abruptly and leaves the Church, his severance pay will be forfeited. The Church shall be entitled to at least thirty (30) days' notice.

The outgoing pastor must submit to this Committee and, in good order, all the articles and all the documents of the Church in his possession within one month. In case of inconsistency or ambiguity, the negotiation of the Central Office must be within three days at most.

Upon the resignation or death of the titular pastor, the Administrative Council, assisted by the diaconate, will consider the choice of the new pastor. This Committee will take into account the following considerations:

- I- The testimony, morality, spirituality, education, and experience of the past ministry of this pastor.

- II- The Committee may write to several denomination pastors, send them prospectuses

and solicit their curriculum vitae. In addition, the Committee has the right to obtain information from third parties about the applicant's personality and interview him.

8.3 Discharge a pastor

The Church should consider the question of the dissolution of a pastoral relationship at all times for one of the following reasons.

- I- If there is a recommendation from the Administrative Council of the Church because of probable cause.
- II- If a petition is signed by at least fifty (50) percent of eligible active members, believe this pastor is not fit for leading the congregation.

The vote on the pastor's removal will be by secret ballot, yes or no for the removal. At least two-thirds (2/3) of the members must be present (no proxy votes are ever allowed) with a simple majority.

8.4 Condition for the other pastor

The pastor will be called for a lifetime appointment unless it violates the Church Constitution or Death, then it will be removed from the Congregation. His working conditions, salary, and privileges will be discussed and agreed upon before taking office.

Chapter 9

Elections

Every member of the Committee is elected for two years. The Core Pastoral will conduct elections. The Church members will be the sole heir that can elect a Committee Member.

In case of a pastor vacancy,

- I- The committee will search for a pastor.
- II- Once found the church members will have an opportunity to follow the pastor for a period of two months.
- III- Afterwards, the church members will vote to either agree or disagree of the pastor.
- IV- The committee will have the sole heir to agree or disagree with the pastor if the members cannot come with a $2/3$ or 66% vote threshold.

9.1 Functions

All functions in the Administrative Council are elective in any other part. Applicants must be members of Evangelical Church of Psalm 23 for at least six (6) consecutive months.

9.2 Candidates

The names of the candidates will be chosen by a nominating committee at least one month in advance and presented to the assembly at least one week before the elections.

9.3 Voter

Only regular members of the Evangelical Church of Psalm 23 have the right to vote. The vote is done by show of hands of the assembly or secret ballot.

9.4 Succession

Unless there is a case of being force to do so, the incumbent in charge cannot choose his successor nor resign without giving reasons stipulated before the Church gathered in the constituent assembly.

9.5 Resignation

- I- Committee members should only abstain from Holy Communion with a valid reason. In case of recurrence after the church leader's visit, his name will be placed on the inactive member's list.

- II- A member of the Committee may request his resignation or his removal for valid reasons.

- III- When a member dies, his file is transferred to the death registry.

Chapter 10

Members

To be a member of Evangelical Church of Psalm 23, it is necessary;

- I- To have accepted Jesus Christ as Personal Savior and having received (evangelical) water baptism.
- II- After submitting a letter of recommendation from a different Church.
- III- In case of a letter of recommendation absence, you must follow up for three months. The reason why after having followed a particular stage arranged by the Church for its integration after investigation and the raising of hands of the members and have agreed to act according to the norms of this constitution.
- IV- After exclusion for misconduct or scandal, give proof of repentance and obtain the right of reinstatement by show of hands of most members.

Each person that is seriously interested in belonging to the Evangelical Church of Psalm 23

will receive a copy of the constitution and bylaws of the Baptist Church and an updated annual report.

10.1 Member's duty

All the members of Evangelical Church of Psalm 23 responsibilities

- I- Each member is responsible for growing in grace, knowing the Word of God, and leading a consistent Christian life.
- II- Become familiar with the covenant of the Church and act under this covenant following the Word of God.
- III- Attend services regularly.
- IV- Participate regularly in Holy Communion.
- V- Take an active part in the spiritual and material activities of the Church and contribute to the support of the work and its ministers.
- VI- Members should honor, esteem, and pray regularly for them and show tender respect for their reputation.
- VII- Love and respect the pastor and his collaborators, obey them and contribute to the propagation of the Gospel.

10.2 Transfer

For valid reasons, a member who wants to transfer from the Evangelical Church of Psalm 23 to another Baptist Church may receive a letter of transfer from the pastor, elder, and deacons at the member's request or a like-minded church doctrine.

10.3 Dual Membership

Dual Membership If a member of the Evangelical Church of Psalm 23 becomes a member, joins another church, or unites with another church, their membership in the Evangelical Church of PS 23 automatically terminates.

10.4 Death

By death, the Evangelical Church of Psalm 23 will be responsible for contributing to this member's funeral arrangement, and in addition, the Head pastor and the Committees Member will celebrate the funeral unless the family member declines the offer or have a different plan for the funeral.

10.5 Termination

Suppose a member becomes an offense to the Church and its reputation due to immoral or unchristian conduct or persistent violation of the church covenant. In that case, the Church

may terminate its membership. However, termination can only occur after the pastors, elders, and deacons consistently make efforts to bring that member to repentance and amendment.

For disciplinary reasons, a member can have their membership revoked. However, the termination procedure can only be initiated when the disciplinary measures taken in accordance failed to bring about repentance in the life of the disciplined individual. The termination procedure is as follows:

- I- A copy of the written charges will be filed to the Secretary of the Church. In addition, the Secretary must deliver a copy to the member charged with a statement of his right to attend a hearing and answer the charges by a specified date. The Church's pastors, elders, and deacons will hold the hearing.
- II- If the hearing is unsuccessful. Then, the pastor, elders, and deacons must sign a copy of the charge(s) against a member and file it with the Church Committee. Once the Committee has the charge(s) and signatures of the pastors, elders, and deacons, then during the member's meeting, the President of the Committee will bring that to the other members for a vote. That vote will determine the termination of the member.
- III- An emergency meeting must be convened to hold a hearing before the Church regarding the charges brought against the member. At the end of the hearing, church members eligible to vote will vote (by secret ballot) for or against the end of the meeting by a simple majority.
- IV- The indicted member dismissed by termination may be reinstated into membership only after repentance or public confession (if necessary, i.e., sensitive matters affecting the

family would not be made public). Afterward, the people in charge of the Church shall follow that person for six months or more to determine if the person is ok to come back. Then, they must present the member to the other members during the member's meeting before giving it to the general assembly.

10.6 Inactive members

At the request of the pastor, elders, and deacons, the church may remove from membership the names of those who have shown no interest in the church or have had no contact with it for at least a year.

10.7 Member Discipline

Discipline is a process that includes the teaching, training, admiration, and reproof of Christians, intending to help the individual to grow in grace, mature in faith, break away from worldliness, and live fully for the Lord. Discipline is necessary to keep the Church strong and healthy before God. **Mat. 18:15-17, 1 Cor. 5:1-3.** A member is subject to discipline if:

- I- They are involved in public sins or known church sins.
- II- They persistently maintain and propagate false doctrine.
- III- They show persistent contempt for the covenant of the Church.

A member under discipline is automatically dismissed from his duties, cannot speak at work meetings (except during the closing hearing), and is deprived of his voting right.

If a member refuses to submit to disciplinary action, it will be necessary for the Church to initiate termination proceedings mentioning above.

Chapter 11

Departments and Groups

11.1 Departments

Since many functions and things need to be done in the Church daily, weekly, monthly, and seasonally, we divide the tasks by departments. Each department will be under a direct member of the Member of the Committee, which are the President, Vice-President, Secretary, Treasurer, Public Relations, and two Delegates. Each department will play a role as a sub-committee that will be reporting to the Church Committee occasionally. Each department will be responsible for its inventory, budgets, and whatever they need to keep its end running. The Core Pastoral, Deacons, and Deaconess cannot interfere with their work. If they are not pleased, they will have to submit their complaint or dissatisfaction to the Church Committee. So far, these are the following departments that have been formed. More can be formed based on the Church's needs. Before any Department can be formed, it will have to be approved by the Church Committee.

EVANGELICAL CHURCH DEPARTMENTS			
Dept. of Worship	Dept. of Musicians	Dept. of Kitchen	Dept. of Media
<ul style="list-style-type: none"> • Lead Singer • Backup Singer(s) • Lecturer • Preacher • Announcer • Usher(s) 	<ul style="list-style-type: none"> • Guitarist(s) • Pianist(s) • Battery • Mixer • Other(s) 	<ul style="list-style-type: none"> • Storage • Fridge(s) • Cabinet(s) • Sink • Tools • Stoves • Other Equipment 	<ul style="list-style-type: none"> • Broadcaster • Displayer • Social Media(s) • Message Board

Dept of Food Pantry	Dept. of Transportation	Dept. Seasonal Cleaning	Dept. Finances
<ul style="list-style-type: none"> • Storage • Records • Equipment 	<ul style="list-style-type: none"> • Van • Driver(s) • Parking • Traffic Control 	<ul style="list-style-type: none"> • Winter (Snow shaveling) • Summer (plants, cut grass, brooming) • Fall (rack leaves, prep for winter) • Spring 	<ul style="list-style-type: none"> • Paying all Bills • Taxes • Book Checks • Keep Record of Spending and Deposit • Keep records of inventory purchases • Withdraw/Deposit/Sign Checks • CashApp/Devices/PayPal • Cash Counting after each service • Purchasing Power and Privileges • Reimbursement(s)

Dept. Maintenance A.K.A. (Cleaning and Routine Checks)	
Inside	Outside
<ul style="list-style-type: none"> • Chairs, Pulpit, Stage, Lights, Electric Cord • Toilets, Doors and Windows, Alarm • Every room, Carpet, Fire extinguisher • Leaks, Molds, Paint Damage, Moisture • Ventilation 	<ul style="list-style-type: none"> • Walls, ground conditions, roots • Structural movements, cracking, and leaning • Salts on the wall • Ventilation, leaning branches, church yards • Garbage disposal, camera, sheds

11.2 Evangelize group

The evangelize group comprises five (5) members, including; a president, a vice president, a treasurer, a secretary, and an undersecretary. He reports directly to the pastor and the Committee. The evangelism group has one day per month to plan to take care of the directives

given to the zone and prayer leaders and to prepare the places and modalities of the mission by quarter. The evangelistic group and its mission is the association of Christian activity in its missionary attributions.

- I- It aims to train members and believers in evangelization to win the Lord's souls.
- II- He preaches in all places without disturbing public order and can organize evangelical meetings in all illicit areas using appropriate methods.
- III- The evangelism group and the pastor are responsible for carrying out the evangelism sessions inside and outside the church and the country.

11.3 Department of Christian Education

The Sunday School program is administered by a special committee consisting of the Sunday School superintendent and all Sunday teachers. The Sunday School superintendent is the committee chairman, which meets quarterly. The functions and responsibilities of the committee are as follows:

- I- Determine the program and materials used by Sunday classes.
- II- Divide classrooms according to class size and requirements.
- III- Provide the necessary classroom materials and teaching materials.
- IV- Develop and execute a training program for teachers.

V- Prepare an annual budget.

VI- Periodically evaluate the entire Sunday school program

Chapter 12

MISCELLANEOUS ARRANGEMENTS & WEDDING

12.1 About Divorce

Divorced and remarried Christians and those in mixed marriages or whose homes are irregular will not be able to enjoy any critical role in the administration. But divorce and staying in order with the Holy Scripture and the Church Constitution can be part of leadership and a crucial role in the Church. Likewise, being divorced and remarried because the other person die can also be part of the leadership and a critical role for the Congregation.

12.2 About Marriage

We Christians of the Evangelical Church of Psalm 23 believe in the marriage of man and woman according to **Gen 1:27**. All marriage applicants must inform the pastor of their project at least six months before the advance for verification and filing of the exhibit and pastoral clinic for premarital education.

12.3 Behavior

The Church is a public place of worship and cannot serve as a bas-relief of satan. All outfits, language, music, and porn will be severely repressed.

Chapter 13

Officials Signatures

13.1 Evangelical Church of Psalm 23 Constitution

This Constitution was drawn up, discussed, and voted on by the Administrative Council of the Evangelical Church of Psalm 23 on August 2019. This Constitution was presented, explained, and approved by the Committee, Pastors, Deacons, Deaconesses, and its members. This Constitution is subject to amendment at the request of two-thirds of the members gathered in a constituent assembly. Be advised. This Constitution must be revised every five years to continue to be consistent with the growing of Evangelical Church of Psalm 23.

Signatures

Head Pasteur

Pastor

Deacons

Deaconess

President

Vice President

Secretary

Treasurer

Delegate

Delegate

Public Relation

Elder

Elder

Elder

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