

CONSTITUTION FOR Earl Shilton Baptist Church

1 THE CHURCH AND ITS NAME

The Church means members of the charitable unincorporated association governed by this constitution and known as Earl Shilton Baptist Church (or such other name as shall subsequently be adopted by decision of the Church Members' Meeting and with the consent of the Charity Commission).

2 PURPOSE

The principal purpose of the Church is the advancement of the Christian faith according to the principles of the Baptist denomination. The Church may also advance education and carry out other charitable purposes in the United Kingdom and/or other parts of the world.

3 BELIEFS

We confess faith in one God, Father, Son and Holy Spirit, and believe that, in the ministry of the Word, through preaching and the study of scriptures, God makes known in each age His saving love, will for all people, and purpose for the world. In common with the Baptist Union's declaration of principle, we believe that our Lord and Saviour Jesus Christ, God made human, is the sole and absolute authority in all matters pertaining to faith and practice, as revealed in the Holy scriptures and by the Holy Spirit in our common life.

4 ACTIVITIES

4.1 In fulfilling the Purpose the Church will engage in a range of Activities either on its own or with others that will vary from time to time with Activities being initiated, expanded, or closed, as appropriate.

4.2 The Activities may include but are not restricted to:

- Regular public worship, prayer, Bible study, preaching and teaching; Believer's Baptism as defined in the Baptist Union's Declaration of Principle.
- The Communion of the Lord's Supper which shall normally be observed at least once a month;
- Evangelism and mission, locally, regionally, nationally and internationally;
- The teaching, encouragement, welcome and inclusion of young people;
- Nurture and growth of Christian disciples;
- Education and training for Christian and community service;
- Giving and encouraging pastoral care;
- Supporting and encouraging charitable social action in the United Kingdom and abroad;
- Encouraging relationships with and supporting the wider work of Baptists and all other Christians and Christian denominations.

- 4.3** Notwithstanding the appointment of persons to accept responsibility for any of the Activities all individuals, organisations, groups, and committees operating within the life of the Church, and their leaders, shall be accountable to the Charity Trustees and also through any specific direction of the Church Members' Meeting.

5 AFFILIATION AND RELATIONSHIPS

- 5.1** The Church is in membership with the Baptist Union of Great Britain (Baptist Union) and the EMBA Baptist Association.
- 5.2** The Church will normally promote, encourage, support and advance the work of the Baptist Union, the EMBA Association, BMS World Mission,, Council for World Mission and the local Area Co-ordination Team, through prayer, through financial contributions and, where appropriate, by making personnel available from the membership of the Church. When it is able, the Church will also support local Baptist and ecumenical gatherings.

6 BELONGING TO THE CHURCH

- 6.1** The responsibilities of membership normally include:
- Attending worship and participating in Church Activities;
 - Personal prayer and Bible study;
 - Participation at the Communion of the Lord's Supper as a privilege and a priority;
 - Helping the Church whenever possible by using gifts and abilities to advance the Purpose of the church through its Activities;
 - Attending and participating in Church Members' Meetings;
 - Giving regular financial support to the Church in proportion to personal resources and circumstances;
 - Upholding Christian values.
 - Accepting and abiding by the authority of the Church Meeting and its decisions.
- 6.2** If there are differences that lead to difficulties between members of the Church (and it is recognised that these will sometimes arise) each member should try to resolve the situation with gentleness and humility following Christian and Biblical principles. It may be necessary for another wise and experienced member of this Church (or if invited a member of a neighbouring Church or representative of the Association or Synod) to act as mediator or friend to those seeking to achieve reconciliation.

7 JOINING AND BECOMING A CHURCH MEMBER

- 7.1** In order to be eligible to be a church member a candidate must: Be a practising Christian, with a personal faith in, and relationship with, the Lord Jesus Christ. Ordinarily, this will have been expressed by:
- Believer's Baptism; or
 - Confirmation following baptism as an infant; or
 - Profession of faith, by transfer from another Christian church of any denomination.

7.2 A Baptism shall be administered according to the traditions of the Baptist Church, and shall be set, in normal circumstances, within an act of congregational worship. Baptism shall be by water, of confessing believers, in the name of the Father, Son and Holy Spirit.

7.3 A person wishing to become a Church Member shall apply by approaching the minister or a deacon. The deacons shall then appoint 2 visitors (at least one of whom should be a deacon) to visit the applicant, to explain the rights and responsibilities of membership to them, and to assess whether the applicant meets the criteria for membership (Section 7.1). These visitors report back to the church meeting with a recommendation as to whether the person should be accepted into membership.

7.4 The Church Members' Meeting will consider and vote on the application for membership and if accepted the new member will normally be welcomed into membership at the first morning Communion service after the Church Members' meeting.

8 THE MEMBERSHIP LIST

8.1 A list of the current Church Members shall be maintained by the Church Officers and Deacons incorporating routine changes because of additions or deletions arising through death, transfer to another church, resignation, or a resolution by Church Members' Meeting. All Church Members, howsoever admitted, are Members of Earl Shilton Baptist Church and shall be considered joint members of both Baptist and United Reformed denominations.

8.2 Routine changes to the membership list shall be reported at the next convenient Church Members' Meeting.

8.3 In order to keep the membership list up to date the membership list shall be reviewed at least once every three years when the Church Members' Meeting may resolve to make any appropriate deletions.

8.4 At any time, in exceptional circumstances where the conduct of a Member is considered to be contrary to the Purpose and Beliefs of the Church and/or disruptive to the relationships between Members then the Church Officers and Deacons may recommend to a Church Members' Meeting that the membership of that person be reviewed. The Church Members may, after considering the facts, terminate the membership of that person. The Church Member shall be allowed to hear what is said at the Church Members' Meeting, to correct any errors of fact and offer any explanation of the circumstances or reasons for their actions before withdrawing from the meeting so that the Church Members' Meeting may prayerfully and carefully consider whether they should resolve to remove that person's name from the list of Members.

9 CHURCH MEMBERS' MEETINGS

9.1 Church Members shall meet together in a Church Members' Meeting under the guidance of the Holy Spirit and under the Lordship of Christ to discern the mind of

God in the affairs of the Church. The Church Members' Meeting means a meeting of the Church Members of Earl Shilton Baptist Church convened in accordance with clause 11.

9.2 The Church Members' Meeting shall have reserved authority in the appointment and removal of a Minister, the appointment and removal of Charity Trustees (See section 15), decisions related to church property including (without limitation) any purchase, sale, lease, mortgage, or redevelopment of property, the administration of the membership list, and the closure of the Church.

9.3 Any decisions taken under 9.2 in relation to property must comply with the requirements of statute law and any specific property trusts under which the land and buildings are used and occupied by the church.

10 ORDINARY AND SPECIAL CHURCH MEMBERS' MEETINGS

10.1 There are two types of formal Church Members' Meetings, Ordinary Church Members' Meetings and Special Church Members' Meetings.

10.2 Ordinary Church Members' Meetings shall be held at regular intervals on not less than four occasions in any calendar year and shall be an opportunity to prayerfully consider and review routine matters associated with the life of the Church including issues related to church membership, the appointment of the Charity Trustees, the approval of the budget with opportunities for considering proposals from the Charity Trustees or other Church Members for the development of the Church and the advancement of its Purpose through its Activities.

10.3 One Ordinary Church Members' Meeting each year shall include the Annual Church Members' Meeting for the Church Members to receive annual accounts and reports, to appoint Auditors or Independent Examiners, and to consider proposals for the strategy and vision of the church in the coming year, with other appropriate matters.

10.4 Special Church Members' Meeting shall be convened when necessary to consider the appointment or dismissal of a minister, or the dismissal of a Charity Trustee, matters relating to the purchase, sale, lease, mortgage or redevelopment of church property, the closure of the church, or matters considered by the Charity Trustees to be of sufficient importance to require the calling of a Special Members' Meeting.

11 CALLING CHURCH MEMBERS' MEETINGS

11.1 Church Members' Meetings shall be convened by the Charity Trustees so as to be convenient for as many Church Members as is reasonable.

11.2 An Ordinary Church Members' Meeting shall be properly convened if as a minimum requirement the date, time and place for the meeting are publicised at the worship service or services on the previous Sunday (or other regular weekly meeting time when the Church gathers together), and at least 7 days prior to the meeting, with an indication (if possible) of the matters to be considered.

- 11.3** A Special Church Members' Meeting shall be properly convened if as a minimum requirement the date, time and place for the meeting are publicised, with as full an indication of the matters to be considered as possible, at the public worship service or services on the two previous Sundays (or other regular weekly meeting time when the Church gathers together).
- 11.4** Additional meetings whether Special or Ordinary shall be convened by the Charity Trustees as necessary but they shall have specific responsibility to convene a Special Church Members' Meeting as soon as possible upon the receipt of a written request for a meeting signed by at least 20% of the church membership or twelve Church Members, whichever is the less.
- 11.5** Members, invited guests, and, if publicly invited, those who normally attend church events may attend a Church Members' Meeting but only Members may vote.

12 THE CONDUCT OF CHURCH MEMBERS' MEETINGS

- 12.1** Worship including prayer and the reading of Scripture shall be a key feature of the Church Members' Meeting. The discussion of any matters affecting the life and activities of the Church shall be set in this context with the intention that, so far as possible, practical issues are not perceived as being separate from the spiritual aspects of the Church.
- 12.2** A quorum of 30% of the membership shall apply to Ordinary Church Members' and Special Church Members' Meetings.
- 12.3** The Church Members' Meeting shall appoint a person (who may or may not be a Minister of the church) to chair the Church Members' Meetings. This will normally be a Member of the church, but in exceptional circumstances may be another approved person (e.g. Moderator, Regional Minister) but that person should be a Member of a Baptist or United Reformed Church.

13 MAKING DECISIONS

- 13.1** Members shall, so far as possible, seek to discern God's will on all matters considered at a Church Members' Meeting.
- 13.2** For matters requiring a decision a vote shall be taken and the outcome of the vote recorded as the resolution of the Members.
- 13.3** Each Member shall have one vote on each issue, which they may use at the Church Members' Meeting after hearing about the issue and any comments or questions raised by other Members in advance of the vote.
- 13.4** No proxy votes shall be allowed and no postal votes shall be valid save that the Church Members' Meeting may authorise postal voting for the election of individuals to roles or responsibilities within the church (except for decisions relating to a Minister) where the names of those nominated are known in advance of the meeting. The process for collecting and counting postal votes shall be determined by the Church Members' Meeting.

- 13.5** If any matter requires a decision affecting or involving individuals and any embarrassment might arise by a public vote then a secret ballot shall be held if requested and agreed by the Church Members' Meeting.
- 13.6** If a secret ballot is to be held two persons will be appointed as scrutineers to the ballot to count the votes. The person chairing the Church Members' Meeting shall announce the outcome without necessarily revealing the numbers of votes.
- 13.7** Except for the Appointment of Charity Trustees referred to in clause 15.12, or a minister as referred to in Clause 22.6, a resolution at an Ordinary Church Members' Meeting shall be carried if supported by a majority of the Members present, entitled to vote and voting.
- 13.8** If there is an equality of votes on any matter at an Ordinary Church Members' Meeting the resolution will be considered rejected and the matter shall be referred back to the submitter for review and if appropriate resubmission to a subsequent meeting for consideration.
- 13.9** A resolution at a Special Church Members' Meeting shall be carried if supported by at least two thirds of the Members present, entitled to vote and voting.
- 13.10** The Church Members' Meeting or Charity Trustees may want a higher measure of support for a particular resolution but a higher proportion of votes for a resolution shall not override the arrangements in clauses 13.7 or 13.9 unless, before the vote is taken, the Church Members' Meeting passes a further or enabling resolution referring to that particular resolution and specifying the proportion of votes necessary to pass it.
- 13.11** Although Members of any age may attend and participate in a Church Members' Meeting the minimum age for voting will be determined by the Church Members' Meeting.

14 MINUTES

- 14.1** The business conducted at Church Members' Meetings and, in particular, any decisions of the Members shall be recorded in the Minutes for future reference.
- 14.2** The Minutes shall be written or printed and filed in a book or binder set aside for this purpose using materials of sufficient quality to ensure that they survive for many years and shall be kept in a safe place.
- 14.3** Each set of Minutes shall be approved by the Church Members attending the next Church Members' Meeting. They shall have the opportunity to review the Minutes and to correct any errors of fact before a formal vote on the approval of the Minutes is taken. If the Minutes are approved the person chairing the Church Members' Meeting shall confirm the Members' acceptance of the Minutes by signing and dating them as a correct record of the preceding meeting.
- 14.4** The signed Minutes shall be definitive evidence of the decisions taken at the Church

Members' Meeting to which they relate.

15 THE APPOINTMENT AND REMOVAL OF CHARITY TRUSTEES

- 15.1** The statutory definition of Charity Trustees in Section 97(1) of the Charities Act 1993 is “persons having the general control and management of the administration of a charity.”
- 15.2** The Church Members' Meeting shall appoint Charity Trustees to be responsible for the governance of the Church and where there is a Minister that person is a Charity Trustee because of their role and responsibilities. Subject to any specific or general directions of the Church Members' Meeting and the provisions of 9.2 the control management and administration of the Church shall be by the Charity Trustees, save that the Charity Trustees are not required to do anything that would cause them to be in breach of this Constitution or any trustee duty placed upon them as a result of this role.
- 15.3** No person may serve as a Charity Trustee if they are disqualified.
- 15.4** Charity Trustees shall with the possible exception of any newly appointed Minister be chosen from among the Church Members with the maximum number of Charity Trustees being agreed from time to time by the Church Members' Meeting.
- 15.5** In this church Charity Trustees shall be the Minister(s) if any and:
- Church Officers comprising the Church Secretary and Church Treasurer, and
 - Serving Deacons
 - Serving Elders
- who together are the Charity Trustees of the Church at the time of adoption of this constitution or the registration of the Charity with the Charity Commission.
- 15.6** The Church Members' Meeting shall arrange for the appointment of a Church Secretary and Church Treasurer, who shall by the nature of their responsibilities be Charity Trustees.
- 15.7** Any Member of the church who has been a Member for at least 2 years and has undergone Believers' Baptism shall be eligible for election as a Charity Trustee (unless disqualified by statute).
- 15.8** A close family member (spouse, parent, child, sibling) of a serving Charity Trustee shall be eligible for appointment as a Charity Trustee, although normal practice would be to avoid this.
- 15.9** Charity Trustees shall serve so long as they have the support of the Church Members' Meeting, subject to clause 15.10, and (except for those in ministerial office) shall be actively appointed and reappointed at least once every three years.
- 15.10** Charity Trustees (except for those in ministerial office) shall be appointed for one term of three years with the opportunity to be nominated for one further three year term only that must be followed by a vacant year when they shall not be eligible for

reappointment, except for Church Officers, who may be re-elected for further terms without limitation.

- 15.11** The appointment of Charity Trustees shall be undertaken by processes that are public, clear and open so that all Church Members are enabled to consider prayerfully who should be appointed as Charity Trustees. The process shall ensure that notice is given of any forthcoming election so that Church Members may freely nominate prospective Charity Trustees.
- 15.12** In this church the appointment of Charity Trustees shall be conducted as set out in the following clauses 15.12.1 to 15.12.4:
 - 15.12.1** The Deacons and Elders are both Trustees, however the nomination process differs for the two roles, as defined in 15.12.1.1, 15.12.1.2.
 - 15.12.1.1** Deacons shall be nominated as follows: all Church Members eligible for nomination, and who have not indicated an unwillingness to stand as a Charity Trustee shall be distributed to all Church Members in named envelopes for secret nomination. No person may nominate more candidates than there are places vacant. Requests for nominations shall be made at all services on the two Sundays (or other regular weekly meeting time when the Church gathers together) immediately before that Sunday when nominations must cease. Nomination forms will be returned anonymously and scrutinised by two individuals appointed by the Charity Trustees, who shall usually be the Church Secretary and Minister, if any, Those members receiving a significant number of nominations will be approached by the Minister and/or Church Secretary, and if they indicate a willingness to stand for election, their names will be entered on a voting paper prepared for the Church Members' Meeting at which the election is to be held.
 - 15.12.1.2** Elders, whose duties are in prayerful leadership rather than business management, shall be nominated by the existing Trustees, although they must consider prayerfully and seriously any suggestions brought to them by Members.
 - 15.12.2** Voting shall be by secret ballot, ordinarily at the AGM and exceptionally at a Special Church Meeting. Church Members shall be asked to vote for those candidates whom they believe God is calling to serve the church as Charity Trustees. They shall vote for no more candidates than there are vacancies. The scrutineers shall report in writing and in confidence to the person chairing the Church Members' Meeting the number of votes cast for each candidate. The number of candidates, being not more than the number of vacancies, receiving the highest number of votes shall be declared to be elected provided that each candidate so declared shall have received votes from at least two thirds of those members voting.
 - 15.12.3** In cases of unavoidable absence Church Members may exercise a postal vote where this is permitted under clause 13.4 provided that votes are returned before the commencement of the Church Members' Meeting at which the election is to be held.

- 15.12.4** If there are more candidates than vacancies and if after the ballot, some vacancies remain unfilled because insufficient candidates have received votes from at least two thirds of those members voting then, if that Church Members' Meeting agrees, the person chairing the Church Members' Meeting shall delete from the names of those who have not been elected those with the lowest number of votes so as to leave as many names as there now are vacancies (he or she may use his or her casting vote where there is a tie). These names shall be submitted to that or another Church Members' Meeting for balloting on the remaining places, but each candidate must still achieve two thirds of the votes cast.
- 15.13** A technical defect in the appointment of a Charity Trustee of which the Charity Trustees were unaware at the time does not invalidate decisions taken by the Charity Trustees.
- 15.14** A Special Church Members' Meeting may rescind the appointment of any Charity Trustee (except for those in ministerial office) at any time.
- 15.15** Where a Special Church Members' Meeting is considering the dismissal of a Charity Trustee (except for those in ministerial office) the Charity Trustee shall be allowed to hear what is said to the Church Members' Meeting and to correct any errors of fact and offer any explanation of the circumstances or reasons for their actions before withdrawing so that the Church Members' Meeting may prayerfully and carefully consider whether the appointment should be terminated.

16 RESPONSIBILITIES OF CHARITY TRUSTEES

- 16.1** The Charity Trustees shall be responsible for the governance of the Church and the fulfilment of the Purpose through its Activities acting according to the will of God as discerned by the Church Members' Meeting and subject to any specific or general directions of the Church Members' Meeting in relation to the matters set out in clause 9.2.
- 16.2** The Charity Trustees should keep in an appropriate state of repair and insure to their full value against fire and other usual risks all the buildings of the Charity (except those where the responsibility is of a third party, where they shall use reasonable endeavours to ensure that the third party does so). They must ensure that suitable public liability and employer's liability insurance is in place.

17 PROCEEDINGS OF CHARITY TRUSTEES

- 17.1** Worship including prayer and the reading of Scripture shall be key features of any meeting of the Charity Trustees, whose leadership and administration of the church shall be characterised as much by mutual accountability, service, and pastoral care, as strategic thinking and effective management.
- 17.2** The Charity Trustees shall determine when and how frequently they shall meet provided that they shall convene meetings of the whole group not less than once every two months.

- 17.3** The Charity Trustees shall determine a quorum for their full meetings that shall not be less than five persons or half of their number whichever is the lesser number.
- 17.4** Notwithstanding the joint and several responsibilities of all the Charity Trustees and in addition to regular meetings of the whole group they may meet in such sub-groups as are necessary and convenient. Reports of such subgroup meetings must be made to the next full Charity Trustees Meeting.
- 17.5** For matters requiring a decision the Charity Trustees shall, so far as possible, seek consensus on all matters considered at their meetings but where this is not possible a vote shall be taken and the outcome recorded as the resolution of the Charity Trustees.
- 17.6** Each Charity Trustee shall have one vote to be exercised at the meeting.
- 17.7** Every issue may be determined by a simple majority of votes cast at a meeting of the Charity Trustees but if there is an equality of votes on any matter the resolution will be considered rejected and the matter shall be referred back to the submitter for review and if appropriate resubmission to a subsequent meeting for consideration.
- 17.8** The Charity Trustees shall always act in accordance with the provisions of this Constitution and the general law.
- 17.9** Subject to clause 9.3 the Charity Trustees shall act in accordance with the specific directions of the Church Members' Meeting in relation to matters relating to church property including any purchase, sale, lease, mortgage or redevelopment of church property.
- 17.10** Minutes shall be prepared of the proceedings at the meetings of the Charity Trustees including any appointments, the names of those present, the decisions taken, and where appropriate the reasons for the decisions and the Charity Trustees shall decide from time to time whether all or part of these minutes shall be treated as confidential.
- 17.11** Charity Trustees shall respect the confidentiality of their meeting.

18 POWERS OF CHARITY TRUSTEES

- 18.1** The Charity Trustees shall have specific power subject to any general or specific direction of the Church Members' Meeting to apply for and accept grants and to provide security in respect of obligations under grant agreements.
- 18.2** For the avoidance of doubt the Charity Trustees shall have power to borrow money, receive grants, give guarantees and or security for loans, and to make grants or loans of money towards the advancement of the Purpose. In the event of a charge over land and/or buildings being required this must be consistent with provisions in the trusts for the land and with statute law. The Trustees must obtain approval of the Church Meeting before proceeding.

18.3 For the avoidance of doubt the Charity Trustees shall have power to make grants to other charities working elsewhere in the United Kingdom and/or other parts of the world. The Trustees must obtain approval of the Church Meeting before proceeding.

19 APPLICATION OF INCOME AND CAPITAL

The Charity Trustees must use the income and may use the capital where trusts permit it to be spent to promote the Purpose provided that the Charity Trustees apply an appropriate reserves policy in accordance with the general law.

20 REMUNERATION OF CHARITY TRUSTEES

20.1 With the exception only of a Minister or Ministers as authorised by clause 23, or a remuneration permitted under clause 20.2 no Charity Trustee (or any person, firm or company connected with the Charity Trustee) may be paid or receive any other direct or indirect benefit for being a Charity Trustee except the reimbursement of reasonable and proper expenses and other payments permitted by statute or specifically authorised by the Charity Commission.

20.2 Where it is proposed that a Charity Trustee (or person, firm or company, connected with the Charity Trustee) is to be employed or receive remuneration or sell goods or services or any interest in land to the Church and where this gains the approval of the Church Members' Meeting then this shall be permitted only if:

- the Charity Trustee or any person connected with the trustee who may benefit directly or indirectly from the proposed remuneration declares an interest in the proposal before discussion on the matter begins;
- absents himself or herself (or in the case of any connected persons themselves) from any part of any meeting at which the proposal is discussed and takes no part in any discussion of it and is not counted in determining whether any such meeting is quorate;
- does not vote on the proposal;
- the remaining Charity Trustees who do not stand to receive the proposed benefit are satisfied that it is in the interests of the Church to contract with or employ that Charity Trustee (or connected person) rather than another independent person and must record the reason for their decision in the minutes;
- in reaching that decision the Charity Trustees must balance the advantage of contracting with or employing a Trustee against the disadvantage of doing so (especially the loss of the Trustee's services as a result of dealing with the Trustee's conflict of interest);
- The Charity Trustees authorising the proposed transaction comprise a majority of the Charity Trustees body and have not received any such benefit.

21 MINISTERS

21.1 The Church may have a zero, one or more Ministers. Where a Minister is appointed they automatically become a Member of the Church.

- 21.2** A Minister of this Church shall accept the Beliefs outlined in clause 3. A Minister of this church should not be required to perform any rite contrary to their denominational convictions.
- 21.3** Where the Church has a Minister, she or he shall be in relationship with the Baptist Union and the Association, normally expressed by being on the Baptist Union's Register of Covenanted Persons Accredited for Ministry or be on the Roll of Ministers of the United Reformed Church.
- 21.4** The Minister, whether or not they are on the Baptist Union's Register of Persons Accredited for Ministry or the Roll of Ministers of the United Reformed Church shall be supportive of the Church's relationships with other Baptist and United Reformed Churches, the Baptist Association and United Reformed Church Synod and the Baptist Union and United Reformed Church.
- 21.5** The tasks fulfilled by Ministers will vary depending on individual ability and gifting but a Minister is normally expected to be involved in the Activities of the Church with an emphasis on discerning God's will for the direction of the church, the leading of worship and prayer, the teaching of the Christian faith and the pastoral care of individuals. The Minister shall work with the Church towards achieving its Purpose through its Activities.
- 21.6** Notwithstanding any legal status afforded to a Minister by statute the Church recognises that the Minister and the Church are in a Covenant relationship based on Christian love and trust and mutual accountability. A Minister shall be in a relationship of mutual accountability with the other Charity Trustees and also with the Church Members.

22 THE APPOINTMENT AND REMOVAL OF MINISTERS

- 22.1** When the Church is seeking to appoint a Minister it will consult the appropriate staff within the Baptist Association before commencing any appointment process and follow, so far as practicable, the Baptist Union procedures and recommended terms for the settlement of Ministers.
- 22.2** A Minister will be appointed or removed by a resolution of the Church Members at a Special Church Members' Meeting at any time.
- 22.3** Where a Special Church Members' Meeting is considering the removal of a Minister the Minister shall be allowed to hear what is said to the Church Members' Meeting and to correct any errors of fact and offer any explanation of the circumstances or reasons for their actions before withdrawing so that the Church Members' Meeting may prayerfully and carefully consider whether the appointment should be terminated.
- 22.4** When the minister is on the Roll of Ministers of the United Reformed Church, no action under clauses 22.2 or 22.3 shall prejudice the rights and responsibilities of the Minister or the Councils of the United Reformed Church under the relevant provisions for Appeals, Discipline and Incapacity of the United Reformed Church.

22.5 The Church and the Minister shall normally agree ‘terms and conditions of appointment’ including termination procedures based on the standard terms of appointment published by the Baptist Union of Great Britain or the United Reformed Church standard Terms of Settlement.

22.6 When seeking to appoint a new minister, the Church Meeting must agree, prior to any potential candidates being identified, the percentage of the eligible vote needed for a minister to be Called. This must be done each and every time a new Minister is called. The recommended threshold will ordinarily be 80% of those present and eligible to vote.

23 THE REMUNERATION OF MINISTERS

Notwithstanding the fact that any Minister or Ministers appointed by the Church are Charity Trustees they will be entitled to be paid an agreed and reasonable remuneration or stipend out of the funds of the Church. This pay should not be at a level (pro-rata for part time staff) below the recommended minimum stipend set by the BU.

24 PASTORAL VACANCIES AND THE APPOINTMENT OF A MODERATOR

When there is no appointed Minister the Church Members’ Meeting may appoint one or more persons who are a Church Member or a member of another Baptist Church or a member of another United Reformed Church to be a Moderator (but if they do not do so then the Baptist Association and/or United Reformed Church Synod may make an appointment of a suitable person) who will hold this office until a new Minister is appointed or until they resign or are released or dismissed by the Church Members’ Meeting.

25 FINANCE

25.1 The Charity Trustees are jointly and severally responsible for the financial administration of the Church.

25.2 Once in each year the Charity Trustees shall present a budget of subsequent years’ projected income and expenditure at a convenient Church Members’ Meeting.

26 RECORD KEEPING AND ACCOUNTING

26.1 The Church’s annual financial year will run from 1 January to 31 December.

26.2 Financial statements of all Church organisations that form part of the Activities shall be presented to the Charity Trustees and incorporated into the Church’s financial statements.

26.3 A statement of the Church Accounts (audited or independently examined as required by law) shall be received by a Church Members’ Meeting.

- 26.4** Financial Records, annual reports and statements of account relating to the Church for the previous six years must be available for inspection by any Charity Trustee.
- 26.5** The law requires Charity Trustees to make the annual report and accounts available to any person who requests these. The Charity Trustees may make a reasonable charge to cover the administration costs of meeting this request.

27 CONSTITUTION

- 27.1** A copy of this Constitution will be made available to Church Members and to every applicant for membership with the intention that every Member shall be informed about the organisation of the Church and be enabled to participate in the life of the Church and in Church Members' Meetings.
- 27.2** No amendment may be made to this Constitution that would have the effect of making the Charity cease to be a charity at law.
- 27.3** Subject to clauses 27.4 and 27.5 this Constitution may be altered only by a resolution of a Special Church Members' Meeting.
- 27.4** No amendment may be made to clause 20.2 or 28.2 without the prior written permission of the Charity Commission.
- 27.5** Notwithstanding the provisions 27.3 and 27.4 a resolution of a Special Church Members' Meeting altering clauses 2, 3, 5, 7.4, 8.1, 9.1, 9.2, 15.2, 15.12, 27.3 or 28.3 shall have no legal effect unless
- (a) at least 6 months before the Special Church Members' Meeting at which the resolution is considered, or such shorter period as may be agreed in writing by each of the bodies referred to in clause 5.1, the Church shall have given to those bodies written notice of the wording of the resolution and
- (b) the Church has afforded to those bodies reasonable opportunities, if those bodies so require, for enabling representatives of those bodies to meet representatives of the Church, to make representations to the Church Members' Meeting, and to consider with the Church whether the proposed resolution might be withdrawn, amended or replaced by a different resolution.

28 CLOSURE

- 28.1** Prior to any decision to close the Church the Charity Trustees should consult with the Baptist Union of Great Britain and the EMBA Baptist Association.
- 28.2** If the Church resolves to close it shall notify the Baptist Union of Great Britain and the EMBA Baptist Association.
- 28.3** If the Church shall resolve to close or shall cease to meet for worship for at least six months the assets of the Church, after the satisfaction of debts and liabilities (not being property assets subject to separate trusts) shall be applied for Christian

charitable purposes as decided by a Special Church Members' Meeting or, failing decision in that way, as decided by the Association and notified to the Baptist Union

- 28.4** The Charity Trustees of Churches that are registered charities shall notify the Charity Commission of any closure or dissolution.
- 28.5** The property assets shall be dealt with by the holding trustees in accordance with the property trusts.

Earl Shilton Baptist Church

Adopted February 2015

Amended June 2015