

THE CONSTITUTION OF **ARROWHEAD CHURCH**



TABLE OF CONTENTS

Definitions	3
A Multi-Congregational Church	4
The Mission Of Local Congregations	4
The Boundaries That Unify Congregations	5
Church Doctrine And Denominational Affiliation	6
The Church Organization	8
The Responsibilities of the Church	8
Church Leadership Elder Board	8
Church Leadership Personnel Team	10
Church Leadership Finance Team	10
Church Finances	11
Church Branding and Language	12
Arrowhead Congregations	13
Congregation Leadership Elder Board	13
Congregation Leadership Personnel Team	15
Congregation Leadership Deacons	15
Congregation Name and Language	16
Congregation Finances	16
Arrowhead Partnership	17
Partnership Covenant	17
Congregation Membership	20
Congregation Covenant	20
New Congregations	20
History Of This Document	22

ARROWHEAD CHURCH CONSTITUTION

This Constitution provides accountability for ministry leaders and key information for the church body. While impossible to anticipate all future contingencies, the intent of this document is to provide flexibility to meet long-term changing needs. What a church believes is the foundation of its practices, so this document spells out what we believe and then proceeds to the inner workings of how those beliefs are carried out. It is not intended to spell out mission, which is assumed by the organizing of any church around the mission of Jesus to make disciples of all nations. Much more clarification can be found in other places in the life and structures of our church. This document outlines what we believe and how we function in covenant membership and leadership.

An imperfect system filled with men and women of integrity will function far better than a perfect system filled with men and women who lack integrity. The people we choose are as important as the system we use. This document outlines the guidelines Arrowhead Church employs in selecting key leadership and managing ongoing systems and procedures across all our congregations. In addition, this constitution provides accountability for ministry leaders and key information for the church body.

DEFINITIONS

“Arrowhead Church” (or just *“church”*). The whole organization and legal entity of the covenanted local congregations under the 501(c)3 umbrella of *“Arrowhead Church Inc.”*. Often, this term refers to the centralized administration and leadership which serves the whole organization. The members that make up the organization are not individual people but rather Arrowhead Congregations.

“Arrowhead Congregation(s)” (or just *“congregation(s)”*). Each congregation is a localized, assembled body of attendees, partners, personnel, and elders which each play a role in the healthy function of church as instructed by Scripture.

“Partner.” A partner is a member of an Arrowhead Church congregation who has gone through a partnership class, been interviewed and recommended by an elder, affirmed by the partnership body of the congregation, and lives in agreement to the partnership covenant. Partnership is fixed at the congregational level. Any person, including all elder board members and Arrowhead personnel, must belong to a single Arrowhead Congregation. No one is a partner to the *“church”* alone, but rather, the local assembly which is an Arrowhead congregation.

A MULTI-CONGREGATIONAL CHURCH

We are one church organization made-up of several congregations, each functioning as a nearly autonomous organization unto themselves, yet sharing the vision, mission, doctrine, administration, communication, and resources of the entire Arrowhead Church, as explained in this document. Each local congregation is a unique expression of Arrowhead Church, established to help people take their next steps with Jesus in a particular context. Therefore, we do not view local congregations simply as generic distribution centers of religious goods and services. We celebrate the truth that as each congregation is shaped by its people and context it is equipped better than anyone else for the missionary task of translating and embodying the gospel in its neighborhoods, schools, workplaces, etc. On a broad level, a diversity of truly local congregations united in gospel partnership brings vibrancy and health to the greater body, adding fullness to its witness. The Arrowhead Church government is separated into leadership for the whole organization (church) and leadership of a local assembly (congregation).

THE MISSION OF LOCAL CONGREGATIONS

Helping People Take Their Next Steps with Jesus.

The purpose of the local church is not to maximize numbers, budgets, or buildings. It is to make disciples who say with their mouths and lives, “Jesus is Lord.” This is the metric by which the faithfulness and success of the church must be measured: *are we making disciples?* At Arrowhead, we phrase it as “helping people take their next step with Jesus.” This is not the goal of church leaders only, but all members of the body of Christ. All are sent as Christ’s ambassadors and are called to make disciples. The role of leadership is to equip Christians for this work of spiritual multiplication. Healthy disciples make healthy disciples, who make healthy disciples.

THE BOUNDARIES THAT UNIFY CONGREGATIONS

The leaders of Arrowhead Church congregations are charged with the creative task of building and sustaining a healthy expression of the body of Christ in their context. To help ensure the unity of our diverse congregations, boundaries have been established that help define the space in which local congregations have freedom to contextualize their ministry. These boundaries are meant to empower leaders with clarity, direction, and resources rather than limit them with constraints. They are in place to help the multiplication of healthy disciples and leaders who do the work of ministry in their local church. The established boundaries are found in four main categories:

- 1. COVENANT – WE ARE BOUND TOGETHER AS ONE LEGAL ENTITY WITH SHARED RESOURCES.**
- 2. BELIEFS AND PRACTICES – WE OPERATE FROM THE SAME FOUNDATION IN THE GOSPEL.**
- 3. CULTURE – WE HAVE SHARED VALUES AND EXPECTATIONS.**
- 4. COMMUNICATION – WE SPEAK THE SAME LANGUAGE AND PRESENT A CONSISTENT MESSAGE.**

CHURCH DOCTRINE AND DENOMINATIONAL AFFILIATION

Ultimately, the Bible provides our direction and instruction in how we conduct our individual lives and function of the church. In a rapidly changing world and fluid culture, doctrines give clarity to how we interpret the words of the Bible regardless of what is popular or perhaps even legal. Our doctrinal positions are not for the sake of argument and are not to be used divisively, rather they are to unite us on a common ground and understanding of Scripture. All Arrowhead congregations have a shared doctrine, which has been meticulously crafted from a deep study of Scripture by faithful men and women, many of whom lived long before us. Therefore, it is not to be modified lightly.

Arrowhead Church cooperates with the Southern Baptist Convention, Tennessee Baptist Convention, and Nolachucky Baptist Association.

CHURCH DOCTRINE

About the Bible

The Bible is inspired by God, and it is the revelation of Him to man. It is fully authoritative and without error. We can trust it in every circumstance and situation. It provides the foundation for all other doctrines and practices.

Scripture: 2 Timothy 3:15-17, 2 Peter 1:19-21

About God

God has always existed in perfect power and holiness. He is Creator of the universe, and He rules over every aspect of creation still today. He exists in three persons - Father, Son, and Holy Spirit.

Scripture: Genesis 1, Deuteronomy 6:4

About Jesus Christ

Jesus Christ is God's Son, conceived by the Holy Spirit and born of the virgin Mary. He is fully God and fully man. He lived a perfect life, died on a cross, and after three days, He defeated sin and death and rose from the grave. He will return one day to rule and reign.

Scripture: John 1:1-18, Colossians 1:13-22

About the Holy Spirit

The Holy Spirit is the third person of the Trinity. He works in the world to make all people understand their need for Jesus Christ, and He indwells every believer from the time of salvation. He empowers Christians to live a supernatural life.

Scripture: Genesis 1:2, Acts 1:8, Ephesians 1:13-14

About Salvation

Because of our sinful nature, man cannot enter into heaven no matter how good of a life he may have lived. Jesus Christ came to earth to take the punishment for sin, and our only hope for salvation is faith in the truth that Jesus died for our sin and made a way for us to gain the righteousness it takes to enter heaven.

Scripture: Genesis 3, Romans 3:10-23, Romans 6:23, 2 Corinthians 5:21, Ephesians 2:8-9

About the Church

The Bible teaches that the universal Church is the body of Christ in the world today. A local church is made up of baptized followers of Jesus Christ, gathered for worship and scattered to serve. The church should live out the mission of Christ as His body, taking the gospel to the community and the world around them. The church is led by a group of men known as elders or pastors, who serve as spiritual leaders and shepherds.

Scripture: Matthew 28:19-20, Acts 2:41-47, Colossians 1:18, 1 Peter 5:1-5

About Baptism

Baptism is an act of obedience for every believer. We practice baptism by immersion, symbolizing the imagery of salvation through Jesus - that our old selves have been crucified and buried, and that we now live in new life by the power of His resurrection.

Scripture: Matthew 3:16, Mark 1:9, Romans 6:3-4, Colossians 2:12

PROCESS FOR MODIFYING THE CHURCH DOCTRINE OR DENOMINATIONAL AFFILIATION

1. A single congregation's board must discuss the proposed change and vote to propose the change to the church board.
2. The church board must hear the proposal, discuss, and vote on whether to take the proposal to all the church partners.
3. The proposal goes to every congregation. Affirmation of changes requires three fourths majority of each congregation's partners present at the vote. Across the church, the vote must be unanimous among the congregations in order to adopt the change.

THE CHURCH ORGANIZATION

The central organization of Arrowhead Church, (referred to in this document as “church” or “Arrowhead”) is structured to support and empower local congregations in the freedom that has been given to them. This is done by efficiently meeting common needs with centralized leadership, freeing congregations of the burden to dedicate energy, resources, and/or staff to meet those needs locally. Arrowhead Church is intentionally minimal to reduce the financial burden placed on the local congregations, who contribute a percentage of their budget to fund it.

The Responsibilities of the Church

These are the responsibilities of the church organization to the individual congregations:

- Administration of Legal and Insurance Tasks
- Financial Management, Auditing, Reporting, and Oversight
- Management of Information Systems & Databases
- Human Resources
- Church Planting Process and Funding Assistance
- Media and Communications Support

The leadership structure of Arrowhead Church can be broken into three categories:

- 1. CHURCH ELDER BOARD (PAGE 8)**
- 2. CHURCH PERSONNEL TEAM (PAGE 10)**
- 3. CHURCH FINANCE TEAM (PAGE 10)**

Church Leadership | Elder Board

The board of elders for the entire Arrowhead church body is comprised of 1 elder and 1 lead pastor from each Arrowhead congregation, in addition to the Church Executive Pastor. The number of church elders must be no less than 5 and no more than 15.

Elders function primarily as discerners and guardians of the organization. Although members of this elder board will also have responsibilities in leadership for a specific congregation, in this role the elder is to set the direction for the entire church of congregations, monitor congregation health, oversee church personnel, and provide care to lead pastors. This board of elders does not set ministry agendas or programming. They function as overseers for the entire organization.

THE QUALIFICATIONS OF AN ELDER

A candidate for church elder must have been a partner at Arrowhead for at least two years and served on the congregation’s board of elders for at least one year. Furthermore, all elders are required to meet the qualifications for elder/overseer as outlined in 1 Timothy 3:1-11, Titus 1:5-9.

THE AUTHORITY OF CHURCH ELDERS

As discerners and guardians, the elders have final say in any and all matters concerning the overall direction of the organization. Unless otherwise specified in this document, anything voted on by the elders requires a three-fourths majority in order to pass. A quorum of three-fourths must be present and voting at the time any vote is taken.

The church elders will meet once per quarter or under special meeting.

The church elder board will primarily drive decisions (or the decision process alongside the Arrowhead congregations) on doctrine, finances, congregation membership, and church administration.

As stewards of the church's resources, the elders give final approval to the annual church budget. The budget is submitted by the staff and reviewed by the Finance Team.

The church board will perform reviews, salary changes, appointment, and dismissal of the church executive pastor (who may not be a part of these conversations or elections). The executive pastor manages the staff of the church but the board ultimately has authority on all church staff.

There are three decisions that the elders **may not make** without partnership approval of every Arrowhead Congregation:

1. Elders cannot modify the church doctrine.
2. Elders cannot change or establish the denominational affiliation.
3. Elders may not change the Articles of Incorporation, or the Constitution (this document).

THE ELECTION OF CHURCH ELDERS

A lead pastor of an Arrowhead Congregation is a permanent member on the church elder board, and as an elder of his congregation's board and the church board, must meet all the biblical qualifications for eldership as written above. Additionally, once per year, an elder is to be appointed by each congregation's elder board to serve on the church elder board. An elder from a congregation may serve any number of terms, but can only serve a maximum of 3 consecutive years.

The final member of the church elder board is the Church Executive Pastor, who must also meet all of the biblical qualifications for eldership explained above. He serves on the board for as long as he is in the role of church executive pastor.

THE DISMISSAL OF A CHURCH ELDER

If it becomes apparent that an elder should not serve in the office, he may resign, or by three fourths vote of the elders, excluding the elder under consideration, be immediately retired from the office. If he represented an Arrowhead Congregation, he is to be replaced by the same congregation. If he is a lay elder (not a lead pastor or the executive pastor), that same congregation's elder board will nominate a replacement elder to fulfill the remaining term. Otherwise, a new pastor/executive pastor will take the position once they are hired.

Church Leadership | Personnel Team

THE EXECUTIVE PASTOR

The healthy operations of the church are the responsibility of the executive pastor. As a permanent church elder board member while he serves as executive pastor, he must meet all of the elder qualifications as spelled out in 1 Timothy 3:1-7. The executive pastor job description and metrics of success are determined by the elder board. He is appointed and can be dismissed from his position by the church elder board.

Within budget, the executive pastor has the authority to hire or terminate church staff members.

CHURCH STAFF

The operations of the church central organization is advanced by the church personnel staff. It is the duty of the executive pastor (advised by the finance team, congregation lead pastors, and congregation elders) to set the positions, job descriptions, and metrics of success for the church staff.

The finance team recommends and the church board ultimately sets the annual budget for the church, including personnel budget. The executive pastor may submit requests for funding or budgets to the board, but the board alone may approve those requests.

The church staff personnel must maintain these three unique qualifications:

1. Demonstratively unbiased in their service to the congregations.
2. Regular engagement and partnership with only one Arrowhead congregation.
3. Must visit another Arrowhead congregation at least one Sunday per quarter.

Church Leadership | Finance Team

The church will have a finance team of 5 people (men and women) who are not on any Arrowhead payroll, as well as 2 church personnel members. The finance team has two primary functions: To review and to advise. The team assists the church elder board and congregation leadership in achieving the vision God has given the church by reviewing the use of the financial resources, with the result that:

- The elders, pastors, staff, and key leaders have current and accurate financial information and workable procedures so that they can focus their energies on leading, shepherding, and equipping the congregation.
- Every congregation has trust in the financial information, procedures and audits, so that they can participate more fully in ministry.
- The essential value of the finance team shall be that church personnel are eminently trustworthy and the role of the finance team is to validate the trust in their financial transactions.
- The source of our financial values and principles is the Bible. Thus, our purpose is to obey God and adhere to our biblical ethics. We follow governmental regulations because government is an authority given by God for peace and security of society.

THE QUALIFICATIONS OF FINANCE TEAM MEMBERS

The finance team members are expected to be proficient and wise in the management of wealth. These finance team members serve as a kind of deacon as explained in 1 Timothy 3:8-13, and therefore must meet all of the character qualifications as spelled out in the Scripture.

One member of the finance team must serve as the organizational treasurer who files legal documentation, manages business relationships with banks, and leads an annual audit on the church finances.

THE ELECTION OF CHURCH FINANCE TEAM MEMBERS

The finance team is appointed by the church elder board annually. Members may serve any number of terms.

THE RESPONSIBILITIES OF THE FINANCE TEAM

- Serve as deacons and meet the character requirements of 1 Timothy 3:8-13
- Review whole church income and spending trends
- Review church accounting practices and systems
- Periodically audit congregation transactions
- Review all debt considerations and makes recommendations
- Recommend all congregation (plus church) budgets to the board for final approval
- Recommend any financial adjustments to congregations
- Recommend salary ranges for congregation staff and church positions to appropriate elder boards
- Recommend the cash flow model for the next calendar year

Church | Finances

The church operations and congregation planting is supported by the giving of the Arrowhead Congregations. This process is to be pre-determined for the next calendar year by the church finance team and ultimately approved by the church elder board.

Church | Branding and Language

As a family of churches, it is important to be clear with ourselves and others that we share the same DNA. As such, all congregations will refer to themselves as “Arrowhead Church” and use the same church logo, visual branding, brand language, church values, and communication standards as determined by the church organization.

ARROWHEAD CONGREGATIONS

The local communities of Arrowhead Church are the congregations, where believers worship, serve, are led by pastors, give, and partner together to embody Christ to their cities. Our congregations are elder-led.

The leadership structure of Arrowhead Congregations can be broken into four categories:

- 1. ELDER BOARD (PAGE 13)**
- 2. THE PERSONNEL TEAM (PAGE 15)**
- 3. DEACONS (PAGE 16)**
- 4. THE PARTNERSHIP BODY (PAGE 17)**

Congregation Leadership | Elder Board

The board of elders is comprised of a plurality of qualified men (see 1 Timothy 3:1-7, Titus 1:5-9). The number of elders should be commensurate with the size and pursuits of the church. The Lead Pastor is a permanent member of the board of elders. Other members of the Personnel Team may serve as an elder as well.

THE QUALIFICATIONS OF AN ELDER

With the exception of new congregation plants, a candidate for congregation elder must have been a partner at Arrowhead for at least one year and attended the congregation for at least two years . Furthermore, all elders are required to meet the qualifications for elder/overseer as outlined in 1 Timothy 3:1-11, Titus 1:5-9.

THE AUTHORITY OF CONGREGATION ELDERS

Unless otherwise specified in this document, anything voted on by the elders requires a three-fourths majority in order to pass. A quorum of three-fourths must be present and voting at the time any vote is taken.

The congregation elders will meet at least twelve times per year or under special meeting.

The congregation elder board will primarily shepherd the congregation and help drive decisions for ministry, personnel, and missions for that congregation.

As stewards of the congregations resources, the elders give their vote of approval for the annual budget of the congregation before the budget is ultimately decided on by the church board of elders.

The congregation elder board will perform reviews, salary changes, and dismissal of the Congregation Lead Pastor (who may not be a part of these conversations or elections). The Lead Pastor manages the staff of the congregation but the board ultimately has authority on all congregation staff. The elders may dismiss the Lead Pastor with three fourths vote without organizational approval. Dismissal of any other employee is the responsibility of the Lead Pastor. In addition, any complaints or concerns regarding the Lead Pastor should be directed to and handled by this elder board.

There are three decisions that the elders **may not make** without partnership approval of every Arrowhead Congregation:

1. Elders may not appoint a new Lead Pastor; however, they shall be charged with recommending a new Lead Pastor to the congregation's partnership for approval.
2. Elders may not approve debt for the congregation in excess of one-twelfth of the previous year's annual operating budget without input from the partners.
3. Elders cannot withdraw the congregation from the Arrowhead Church covenant without approval from their congregation's partners.

THE ELECTION OF CONGREGATION ELDERS

A Lead Pastor of an Arrowhead Congregation is a permanent member on the church elder board, and as an elder of his congregation's board and the church board, must meet all the biblical qualifications for eldership as written above.

As men arise with qualifications and desire to serve in this role, the elder board shall consider the expansion and reduction of its number. Final approval of an elder shall be granted by congregational vote from the partners. The evaluation will include an application, interview, and background check. At least annually the elders will review the application and interview process. At the conclusion of the application and interview process, the existing elders will meet to discuss and nominate elders to the congregation for approval. Newly appointed elders will be presented and confirmed by the laying on of hands by current elders and pastors.

Elders, other than the Lead Pastor who serves indefinitely, serve consecutive three-year terms. This structure allows ongoing conversation as to each elder's desire to serve and effectiveness in doing so. A more detailed explanation of this process shall be maintained by the current board of elders.

THE DISMISSAL OF A CONGREGATION ELDER

If it becomes apparent that an elder should not serve in the office, he may resign, or by three-fourths vote of the elders, excluding the elder under consideration, be immediately retired from the office.

Congregation Leadership | Personnel Team

THE LEAD PASTOR

Every Arrowhead Congregation shall have a Lead Pastor charged with the spiritual health and leadership of the congregation. He must meet all of the elder qualifications and is a permanent member of both his congregation's elder board and the church elder board. The lead pastor's job description, metrics of success, and salary package are all determined without his input by his congregation's elder board.

The Lead Pastor should serve as the primary teacher of God's Word on Sundays, clearly communicate vision to the congregation, and provide directional leadership and accountability.

The lead pastor is to be regularly evaluated by the congregation's elder board and given feedback.

If a lead pastor position is vacant and needs to be filled, any potential candidates are interviewed and vetted by the congregation's elder board. Upon a three fourths majority approval by the congregation's elders, the partners of that congregation must vote by three fourths majority to determine whether the candidate is the new lead pastor.

CONGREGATION STAFF

Arrowhead is a growing and changing body of believers in Jesus Christ, and our church governance should reflect that personality. In the course of time and growth, staff structures will come and go. Therefore, a policy for the acquisition and termination of employees shall be maintained and approved by the congregation elders. In order to define employee roles and responsibilities it shall be the responsibility of the Lead Pastor to maintain job descriptions for each employee of Arrowhead Church.

These staff carry out ministry objectives within the church. The staff may consist of pastors/ministers, directors, administrative professionals, interns, or other titled positions, and the structure will be flexible as the congregation evolves.

Congregation Leadership | Deacons

The office of deacon is prevalent throughout the New Testament, established first in Acts 6. Qualifications can be found in 1 Timothy 3:8-13. Deacons are "lead servants" who organize, implement, and carry out ministry among the congregation and among the community(ies) in which we minister. Deacons may be men or women, and further clarification for this position is available upon request. Deacon structures are to be organized in such a way that each individual serving in the role has a primary area of ministry. These may include, but are not limited to care for the sick and hurting, facilities, counseling, finances, and age and gender-specific ministries.

THE ELECTION OF DEACONS

Since deacons are raised up as lead servants among the congregation, they must be set apart for this ministry by the elders. New deacons will be introduced to the congregation and given a non-

binding vote of confidence. Once set apart for ministry, they may continue in their role indefinitely.

THE DISMISSAL OF A DEACON

If it becomes apparent that a deacon should not serve in the office, he or she may resign, or by three-fourths vote of the elders be immediately retired from the office.

Congregation | Name and Language

As a family of congregations, it is important to be clear with ourselves and others that we share the same DNA. As such, all congregations will refer to themselves as “Arrowhead Church,” “Arrowhead,” or “Arrowhead (*location name*).”

Congregation | Finances

Each congregation shall be responsible for its own financial solvency. People who wish to give to Arrowhead Church will always give to a specific Arrowhead Congregation. Donations made to an individual congregation will remain as an asset available to the congregation except in the regular, predetermined transfer of funds to the whole Church organization (as explained below).

CASH FLOW

Once per year, the church elder board (advised by the church finance team) will determine a percentage of every congregation’s budget that will go to the church organization once per month in regular transfers. Once per year, the church elder board will also set a percentage of surplus giving (giving which exceeds funds necessary to meet budget) which will be computed and transferred to the church quarterly.

BUDGETS

The congregation, through its own personnel and elders, may create their own budgets for the upcoming calendar year, but all budgets must be reviewed by the church finance team and approved by the church elder board.

DISCRETIONARY FUNDS

Discretionary funds which people may give toward in addition to the congregation’s budget (such as a mission project fund) must be approved by the church board before the congregation may classify giving to any fund other than the budget.

ARROWHEAD PARTNERSHIP

Arrowhead Congregations shall have one category of membership, referred to as partnership. A partner is a member of an Arrowhead Church congregation who has gone through a partnership class, been interviewed and recommended by an elder, affirmed by the partnership body of the congregation, and has agreed to the partnership covenant.

Partnership is fixed at the congregational level. Any person, including all elder board members and Arrowhead personnel, must belong to a single Arrowhead Congregation. No one is a partner to the “church” alone, but rather, the local assembly which is an Arrowhead congregation.

Partners will have all the rights, privileges and responsibilities of a member of the church. The church elders may adopt and amend application procedures for partnership.

Partnership Covenant

Having received Christ as my Lord and Savior and been baptized, and being in agreement with Arrowhead's strategy and structure, I am now led by the Holy Spirit to unite with the Arrowhead family. In doing so, I commit myself to God and to the other partners to do the following:

My testimony as a follower of Jesus Christ:

*I have received Jesus Christ as my Savior and Lord and have repented of my sins.
I have been baptized by immersion as an outward symbol of my faith.*

My commitment to advance the mission of Arrowhead Church:

*I will maintain a close relationship with the Lord Jesus through Bible reading, prayer, fellowship, and the practice of spiritual disciplines.
I will prioritize weekly worship gatherings and engage in the life of the church through continual involvement in either a small group or a volunteer role.
I will steward the resources the Lord has entrusted to me through regular financial giving to the church.*

My commitment to protect the unity and testimony of Arrowhead Church:

I am in full agreement with the Doctrinal Statement of Arrowhead Church, and will not be divisive over essential or non-essential issues. I covenant to submit to the authority of Scripture as the final arbiter on all issues.

I agree, by God's grace, to walk in holiness as an act of worship to Jesus Christ. I will practice complete chastity before marriage and complete fidelity in heterosexual marriage by abstaining from practices such as cohabitation, pornography, and fornication (Job 31:1, Prov. 5, Heb. 13:14). I will refrain from illegal drug use, drunkenness, and other sinful behavior as the Bible dictates.

QUALIFICATIONS FOR PARTNERSHIP

- A personal commitment of faith in Jesus Christ for salvation.
- Baptism by immersion as a testimony of salvation.
- Financially support of the church through regular giving of our income.
- Serving on a ministry team and/or being a part of a ministry or group outside of worship gatherings.
- Completion of the Partnership class.
- A commitment to the Partnership covenant.
- Affirmation by congregational vote.
- Partners will have all the rights, privileges and responsibilities of a member of the church. The elders may adopt and amend application procedures for partnership.

THE AUTHORITY OF THE PARTNERSHIP ROLL

Partners covenant together to affirm evidence of genuine faith in the Lord Jesus Christ in one another, by confession and practice. As such, partners vote to confirm new partners and release those who so desire or who have gone through a church discipline process spelled out below. Partners also vote to confirm elder leadership.

TERMINATION OF PARTNERSHIP

A Partner of Arrowhead Church may have their Partnership terminated for any of the following reasons:

- Personal request of the partner.
- Transfer of membership to another church.
- Death.
- Failure to comply with the Partnership Covenant as determined by the elders and affirmed by congregational vote, following and as part of the church discipline process.

CHURCH DISCIPLINE STATEMENT

The process known as church discipline is for restorative purposes, and never to harm. By affirming the partnership covenant, men, women, and some students affirm desire to follow Jesus in obedience in line with their confession of faith. This process is outlined in Matthew 18:15-18. In sincere hopes of one who has confessed Christ forsaking sin, church partners and leaders may pursue one who has sinned in the ways spelled out in these verses. When a

partner refuses to confess and walk in repentance, his or her partnership may be revoked by congregational vote.

PARTNERSHIP AGE REQUIREMENTS & CLASSIFICATIONS

The described partnership relationship between an individual and the congregation described in this document is reserved for adults, ages 18 and older. This covenant made in good faith includes care and accountability for the individual and voting rights as described. In addition to this full partnership relationship, the following distinction may be made:

COLLEGE PARTNERS

This designation is reserved for those assumed to be at Arrowhead only for their college years, with the intent to still see another church as a “home church.” We agree to love and care for these students and to allow them to lead in various capacities, as they agree to live by our partnership covenant. Voting privileges are not part of college partnership. Should a student wish to assume full partnership, this distinction can easily be changed by affirmation of the congregation.

CONGREGATION MEMBERSHIP

Arrowhead Church is made up of several different congregations who share a common core and yet maintain many distinctions and autonomy. The boundaries which unify all Arrowhead congregations are:

- 1. COVENANT – WE ARE BOUND TOGETHER AS ONE LEGAL ENTITY WITH SHARED RESOURCES.**
- 2. BELIEFS AND PRACTICES – WE OPERATE FROM THE SAME FOUNDATION IN THE GOSPEL.**
- 3. CULTURE – WE HAVE SHARED VALUES AND EXPECTATIONS.**
- 4. COMMUNICATION – WE SPEAK THE SAME LANGUAGE AND PRESENT A CONSISTENT MESSAGE.**

Congregation Covenant

In joining Arrowhead Church, a congregation affirms the following statement:

As a congregational family of followers of the Lord Jesus Christ in our community, we covenant with Arrowhead Church. In so doing, we affirm the doctrine, mission, church governance structure, and stated culture and core values. We affirm a commitment to financial support through our annual budget and surplus giving.

New Congregations

PLANTING A NEW ARROWHEAD CONGREGATION

If Arrowhead Church should seek to start a new Arrowhead Congregation, the following process shall serve as a template for the process:

1. The church elder board must hear the proposal for a new congregation and discuss. The finance team is to be consulted.
2. The finance team provides a proposal of potential costs and a feasible funding schedule for the new plant to the church board.
3. The church board vote. Affirmation of plant requires three fourths majority.
4. All congregations are informed of the new plant and asked to pray and to consider joining the core team.
5. New lead pastor is appointed and official plant start date set (typically the day he is hired).
6. New congregation core team is formed.
7. Once the congregation is planted, the lead pastor and one new elder joins the church board as non-voting members for the first year. After one year, the congregation plant has voting rights.
8. During the first year, the new congregation plant must form their congregation elder board.

FUNDING FOR ARROWHEAD CONGREGATIONS

A new congregation plant will be provided funding according to the schedule set for them in the planting process. This schedule is to be agreed upon before the congregation is planted, but may be adjusted by the church elder board as events unfold. The church will provide funding to the new congregation for a minimum of 3 years from the plant start date (listed above in step 5). This funding schedule will be determined by the finance team and approved by the church board (steps 2 and 3 above), but below is an example:

1. In the first year, new church plant receives \$50,000 from the church for salaries and \$15,000 for expenses. Can keep 100% of giving surplus.
2. In the second year, new plant receives \$25,000 from church for salaries and \$10,000 for expenses. If surplus occurs, schedule may be advanced by church board.
3. In the third year, new plant receives \$10,000 from church for salaries and \$5,000 for expenses. If surplus occurs, schedule may be advanced by church board.
4. In the fourth year, the plant receives no funding from the church and will begin giving back to the church at the same rates as all congregations.

HISTORY OF THIS DOCUMENT

After a year of discussion and planning, this constitution was written by Jared Belcher with editing by Sabrina Starnes, Ben Shoun, & Lee Brown in May of 2021, with oversight from the elder boards of both Arrowhead Morristown and Arrowhead Greeneville.

It was presented to the partner body of both church congregations for review on August 8, 2021.

On August 25, 2021, the church had an opportunity to bring any feedback, questions, or concerns about the constitution and a few minor edits were made as a result of this meeting.

This church constitution was formally adopted by unanimous vote by Arrowhead Morristown's partnership body on October 17, 2021.

This church constitution was formally adopted by unanimous vote by Arrowhead Greeneville's partnership body on December 12, 2021.