

CONSTITUTION

Article I-Name

The name of this Association shall be the Ellis Baptist Association, a Texas nonprofit corporation.

Article II-Purpose

Ellis Baptist Association is a partnership of autonomous churches cooperatively networking to expand God's Kingdom locally and globally by:

- Equipping church leadership teams and ministers. (Ephesians 4:11-12)
- Enabling churches to discover and implement God's purpose. (Proverbs 29:18)
- Establishing new churches. (Matthew 16:18)
- Enhancing the spiritual growth and vitality of each church. (2 Chronicles 7:14)
- Encouraging collective efforts and sharing of resources. (Philippians 1:5)

Article III-Membership

SECTION 1. The membership shall consist of Baptist churches cooperating with the mission and evangelistic purpose of the Association and financially supporting the work.

SECTION 2. Each church is granted messengers to the Annual Celebration as follows. The number of messengers is determined by whichever is lower, the resident membership or percent given to the Association based upon the following table.

Resident Members	Percent of Undesignated Offerings	Number of messengers
1 through 250	Up to 1/2 %	3
251 through 500	More than 1/2 % up to 1%	6
501 through 750	More than 1% Up to 2%	9
751 through 1000	More than 2% up to 3%	12
1001+	More than 3%	15

SECTION 3. Each church is to encourage the doctrinal unity of the fellowship of churches as set forth in the Baptist Faith and Message adopted by the Southern Baptist Convention in May 1963 and/or any subsequent revision by the Convention.

SECTION 4. Each member church is expected to financially support the work of the Association. When no support has been received for six months, a contact will be made with the church to determine the reason(s) for non-support. The Leadership Team is authorized to consider the membership of any church that does not respond to the contact or requests after an additional six months have passed. If the Leadership Team does not find satisfactory reason for the lack of support they may recommend at the Annual Celebration the church be excluded from membership. The Association will make the final determination at the Annual Celebration. Future membership will be determined under Section 5 of Article III.

SECTION 5. Each church wishing to affiliate with this Association shall submit a petitionary letter to the Association indicating their willingness to network with other churches and to financially support the Association. The Leadership Team or representatives of the Leadership Team will meet with the pastor and representatives of the congregation concerning membership. The Leadership Team will recommend to the Association at the Annual Celebration those church (es) that should be considered for membership or watchcare. Each church must be sound in doctrine, orderly in practice, cooperative in spirit and committed to financial support for the Association. Watchcare membership entitles the church to participate in any activity of the Association without the right to vote at the Annual Celebration.

SECTION 6. The Leadership Team may recommend to the Association at the Annual Celebration the withdrawal of fellowship from any church that has become unsound in doctrine or disorderly in practice. The Association, upon two-thirds vote of messengers at the Annual Celebration, can withdraw fellowship from the church.

Article IV-Authority

This Association is for counsel and cooperation only, and the complete independence and autonomy of the member churches shall always be fully recognized.

Article V-Annual Celebration

SECTION 1. The Association shall meet in Annual Celebration in the fall of the year at a time and place determined by the Leadership Team. This meeting shall be for review of the past year's accomplishments, hear of the plans for the next year and act on matters of business.

SECTION 2. Each church shall provide the Association requested information such as the Annual Church Profile and names and addresses of church leaders.

SECTION 3. Only elected messengers are eligible to vote. Messengers must be members of the church from which they are elected.

Article VI-Trustees/Treasurer

SECTION 1. The Trustees of this Association shall be three persons elected at the Annual Celebration. These three persons will be nominated by a team appointed by the Leadership Team.

SECTION 2. The Treasurer of this Association will be elected at the Annual Celebration. This person will be nominated by the Leadership Team or a team appointed by the Leadership Team. The Treasurer shall make an annual financial report of the Association at the Annual Celebration.

SECTION 3. The term of office for the Trustees and the Treasurer shall be from the conclusion of the Annual Celebration through the next Annual Celebration.

SECTION 4. The Leadership Team is authorized to appoint a person to fill an unexpired term.

Article VII-Teams

SECTION 1. The work of the association will be based upon teams of people.

SECTION 2. Teams are empowered to function within the overall purpose of the association and are held accountable by the Leadership Team.

SECTION 3. Teams will consist of two or more people who are united in purpose.

SECTION 4. All church members from member churches and missions are eligible to serve on teams.

SECTION 5 Examples of existing teams include Church Strategy, New Church, Spiritual Growth, Church Equipping, Church Networking, Women's Missions and Ministry, Youth Camp, Youth, and Worship.

SECTION 6. Each Team will have one representative on the Leadership Team

SECTION 7: Teams will select new leadership annually. Each team is encouraged to recruit new members at least once annually. The normal term of service will be from October 1 to September 30.

Article VIII-Leadership Team

SECTION 1. The Leadership Team exists to facilitate and guide the teams to implement the purpose of the Association through envisioning the future; empowering by providing training, resources and accountability; encouraging with affirmation; and evaluating their effectiveness.

SECTION 2. The Leadership Team is responsible for the administrative functions of the Association such as budget, team staffing, team training, building, grounds and overall strategy development. The Leadership Team will consist of the Executive Director, Treasurer, one appointed representative per team, and six at large persons elected at the Annual Celebration for a staggered three year term with two rotating off each year. These new team members will be nominated by the two outgoing members in consultation with the Executive Director. Outgoing members would not be eligible for reelection for one year. It is encouraged they seek diversity geographically, ethnically, by size of church, and consider including both staff and non-staff representation. Consideration should also be given to unrepresented churches. The Executive Director is the facilitator of the Leadership Team meetings.

SECTION 3. The Leadership Team will publish in the newsletter all Leadership Team meetings. All meetings are open for members of any member church to attend and to speak to the Leadership Team.

SECTION 4. The Leadership Team will develop the annual budget in cooperation with all the other teams and will present it to the Association in the Annual Celebration for approval.

Article IX-Finances

The Association shall be funded by the member churches to provide sufficient money to fund the annual budget. All funds contributed shall be submitted to the Treasurer and distributed as authorized by the annual budget or as authorized by the Leadership Team. The Leadership Team shall administer funds between Annual Celebrations including the reallocation of funding.

Article X-Amendment

The constitution may be amended at any Annual Celebration. Proposed amendments shall be published in the newsletter preceding the Annual Celebration. A two-thirds majority vote during the Annual Celebration shall be required to place an amendment into effect. Amendments proposed from the floor shall be submitted to the Leadership Team for review and placed on the agenda for the next Annual Celebration.

Article XI-Points of Order

Should questions arise not provided for in this constitution, reference shall be made to *Robert's Rules of Order, revised*.

By-Laws

How to form a new team

1. Two or more persons must feel called by God to form a team consistent with the purpose statement.
2. They meet with the Executive Director to share their plans or ideas for their team.
3. After the idea/plan for ministry is shared with the Executive Director, he will then assist in the formation of a clear purpose statement for the new team. This purpose statement will then be shared with the Leadership Team for final confirmation of the new team.

How a team functions

1. Each team will have a clear purpose statement and team expectations.
2. Each team will determine its own facilitator and review annually.
3. Each member will normally serve at least one calendar year.
4. The team facilitator will normally:
 - a. Arrange for the meeting
 - b. Lead the meeting
 - c. Encourage participation
 - d. Encourage openness
 - e. Work for consensus
 - f. Keep meetings focused
 - g. Protect the team process
 - h. Lead in resolving conflict
 - i. Encourage candor
 - j. Honor team expectations

Procedure for Filling a Vacancy in the Position of E.B.A. Executive Director

Upon the resignation of the Executive Director of the Ellis Baptist Association (hereafter referred to as E.B.A.), the following is the procedure for filling the position:

1. Within 14 calendar days of the announcement of the Executive Director's resignation, the E.B.A. Leadership Team will mail a letter to each church in the association requesting the nomination of one person to be considered to serve on the Executive Director Search Team. Churches will be allowed 45 calendar days from the letter's mailing date in which to return their nomination.
2. From the nominees, the Leadership Team will select a six member Search Team with the task of procuring resumes, screening applicants, and recommending a qualified candidate to the Leadership Team.
3. So that churches will be equally represented, the Search Team will be selected according to the following criteria:
 - a. Two members will be appointed from churches whose average Sunday School attendance is from 0 to 100.
 - b. Two members will be appointed from churches whose average Sunday School attendance is from 100-350.
 - c. Two members will be appointed from churches whose average Sunday school attendance is 350 or higher.
4. When the Search Team has selected a candidate (no more than one dissenting vote is allowed among the Search Team), they will then present the candidate to the Leadership Team for review.
5. The E.B.A. Leadership Team will then contact the candidate and meet with him or her. If the candidate is approved for further consideration by 80% of the Leadership Team, a letter is sent to all E.B.A. churches inviting them to an open forum to meet with the candidate and ask questions. Included in the letter should be the candidate's resume (or a reasonable condensation thereof).
6. The open forum must be scheduled to take place a minimum of 14 calendar days and a maximum of 31 calendar days after the mailing of the Leadership Team's invitations to the open forum.
7. The Leadership Team will not approve the Executive Director for 14 days following this forum in order to receive additional input from church individuals, etc.
8. The candidate will be approved by no less than 80% of the Leadership Team.