

**The Constitution and Bylaws for the Evangelical Covenant Church and
The Rules for the Ordered Ministry**

The Evangelical Covenant Church Constitution and Bylaws

(Completely revised in 2001)

PREAMBLE

The Evangelical Covenant Church is a communion of congregations gathered by God, united in Christ, and empowered by the Holy Spirit to obey the great commandment and the great commission. It affirms its companionship in faith with other church bodies and all those who fear God and keep God's commandments.

The Evangelical Covenant Church adheres to the affirmations of the Protestant Reformation regarding the Bible. It confesses that the Holy Scripture, the Old and the New Testament, is the Word of God and the only perfect rule for faith, doctrine, and conduct. It affirms the historic confessions of the Christian Church, particularly the Apostles' Creed and the Nicene Creed, while emphasizing the sovereignty of the Word of God over all creedal interpretations.

In continuity with the renewal movements of historic Pietism, the Evangelical Covenant Church especially cherishes the dual emphasis on new birth and new life in Christ, believing that personal faith in Jesus Christ as Savior and Lord is the foundation for our mission of evangelism and Christian nurture. Our common experience of God's grace and love in Jesus Christ continues to sustain the Evangelical Covenant Church as an interdependent body of believers that recognizes but transcends our theological differences.

The Evangelical Covenant Church celebrates two divinely ordained sacraments, baptism and the Lord's Supper. Recognizing the reality of freedom in Christ, and in conscious dependence on the work of the Holy Spirit, we practice both the baptism of infants and believer baptism. The Evangelical Covenant Church embraces this freedom in Christ as a gift that preserves personal conviction, yet guards against an individualism that disregards the centrality of the Word of God and the mutual responsibilities and disciplines of the spiritual community.

The Evangelical Covenant Church has its roots in historical Christianity, the Protestant Reformation, the biblical instruction of the Lutheran Church of Sweden, and the great spiritual awakenings of the eighteenth and nineteenth centuries. These influences, together with more recent North American renewal movements, continue to shape its development and distinctive spirit. The Evangelical Covenant Church is committed to reaching across boundaries of race, ethnicity, culture, gender, age, and status in the cultivation of communities of life and service.

The Evangelical Covenant Church, in order to accomplish its mission and purposes, has formulated and adopted this Constitution and Bylaws. The Constitution recognizes that the highest constituted authority of the Evangelical Covenant Church is the convention of delegates known as the Annual Meeting, which alone can adopt and amend the Constitution and Bylaws. The Evangelical Covenant Church shall be governed by this Constitution and Bylaws, its Articles of Incorporation, and all applicable laws.

CONSTITUTION

ARTICLE I

Name

Section 1.1. The name of this body shall be The Evangelical Covenant Church (the “Covenant”).

ARTICLE II

Confession

Section 2.1. The Evangelical Covenant Church confesses that the Holy Scripture, the Old and the New Testament, is the Word of God and the only perfect rule for faith, doctrine, and conduct.

ARTICLE III

Purpose

Section 3.1. In response to the call of God and in unity with the whole Church—one, holy, catholic, and apostolic—the purpose of the Evangelical Covenant Church is to make known the good news of saving faith in Jesus Christ, to encourage a Christlike life among its congregations and their members, and to carry out Christ’s redeeming work of love, mercy, and justice in the world.

ARTICLE IV

Membership

Section 4.1. The Evangelical Covenant Church is composed of Christian congregations united in faith and service and organized into regional conferences.

Section 4.2. Membership in the Evangelical Covenant Church is open to evangelical Christian congregations that are in accord with the Preamble and Confession of this Constitution and that meet the requirements stated in this Constitution and Bylaws. A congregation seeking membership shall follow the procedures stated in the Bylaws.

Section 4.3. Member congregations pledge mutually to support the principles, policies, programs, and institutions of the Covenant. This includes regular financial support of the denomination, its regional conferences, and affiliated institutions. The constitutions and bylaws of Covenant congregations shall be in essential agreement with the Constitution and Bylaws of the Covenant. Member congregations have freedom in the management of local matters.

Section 4.4. Member congregations that through decision or practice are out of harmony with the principles, policies, programs, or institutions of the Covenant may be dismissed from the Covenant according to the procedures stated in the Bylaws.

Section 4.5. A congregation seeking to sever its affiliation with the Covenant shall follow the procedures stated in the Bylaws.

ARTICLE V

Corporate Existence of the Evangelical Covenant Church

Section 5.1. The Covenant shall be an Illinois not-for-profit corporation.

Section 5.2. The delegates to the Annual Meeting are the corporate members of the Covenant.

ARTICLE VI

Officers

Section 6.1. The Covenant shall have a president, a corporate secretary, and a corporate treasurer. The Bylaws may provide for assistant officers.

Section 6.2. Each officer of the Covenant shall be responsible to the Annual Meeting and the Executive Board for that officer's decisions and actions. Officers other than the president shall also be responsible to the president for decisions made and actions taken in carrying out the duties of their respective offices.

Section 6.3. The president shall be an ordained Covenant minister in good standing. The president shall be elected by the Annual Meeting as provided in the Bylaws. The president shall have the duties and responsibilities provided in the Bylaws.

Section 6.4. The corporate secretary shall be selected as provided in the Bylaws. The corporate secretary shall have the duties and responsibilities provided in the Bylaws, and the duties and responsibilities assigned by the president that are consistent with this Constitution and Bylaws.

Section 6.5. The corporate treasurer shall be selected as provided in the Bylaws. The corporate treasurer shall have the duties and responsibilities provided in the Bylaws, and the duties and responsibilities assigned by the president that are consistent with this Constitution and Bylaws.

ARTICLE VII
Annual Meeting

Section 7.1. A convention of delegates, known as the Annual Meeting, shall be the highest constituted authority in the Covenant.

Section 7.2. There shall be one regular session of the Annual Meeting each year. At least thirty days before the date of each Annual Meeting, the corporate secretary of the Covenant shall send a notice to each member congregation, stating the time, place, and purpose of the meeting.

Section 7.3. As the highest deliberative and decision-making body of the Covenant, the Annual Meeting shall approve the admission and dismissal of congregations, elect or call persons to leadership positions as provided in the Bylaws, approve the budget of the Covenant, receive and approve reports, credential recommended persons for the ministry of the Covenant, approve amendments to this Constitution and Bylaws, approve amendments to the Articles of Incorporation of the Covenant, and make other decisions necessary to the mutual work of the Covenant, the regional conferences, and affiliated institutions, as provided in the Bylaws.

Section 7.4. Each Covenant congregation, each regional conference, and each Covenant global mission region is entitled to send one or more delegates to the Annual Meeting, as provided in the Bylaws. The Bylaws may provide for additional delegates and advisors. Each delegate shall serve for a term that expires at the convening of the next Annual Meeting as provided in the Bylaws. Each delegate shall be a corporate member of the Covenant for the duration of that delegate's term.

Section 7.5. Special sessions of the Annual Meeting may be called by the Executive Board, by the president of the Covenant with the concurrence of the Executive Board, or by a majority of the current delegates. At least thirty days before the date of each special meeting, the corporate secretary of the Covenant shall send a notice to each current delegate, stating the time, place, and purpose of the meeting.

Section 7.6. A majority of delegates registered and certified in accordance with the Bylaws shall constitute a quorum for any regular or special session of an Annual Meeting.

ARTICLE VIII
Executive Board

Section 8.1. Duties and Responsibilities of the Executive Board.

a. The Executive Board shall be the agent of the Annual Meeting in making decisions for, and otherwise acting on behalf of, the Covenant when

the Annual Meeting is not in session. This agency does not include powers reserved exclusively to the Annual Meeting by the Constitution and Bylaws or by decision of the Annual Meeting. The Executive Board shall be responsible to the Annual Meeting for its decisions and actions.

b. The Executive Board shall be responsible for ensuring that all matters required to be brought to the Annual Meeting under this Constitution and Bylaws are in fact brought to the Annual Meeting.

c. The Executive Board shall have the authority and responsibility for ensuring that the policies, procedures, and actions of the Covenant comply with this Constitution and Bylaws.

d. The Executive Board shall have the authority and responsibility for ensuring that the officers of the Covenant and the members of the Council of Administrators comply with this Constitution and Bylaws.

Section 8.2. Composition and Selection of the Executive Board.

a. *Elected Members.*

- i. The Annual Meeting shall elect members of the Executive Board as provided in the Bylaws.
- ii. The elected members of the Executive Board shall include at least one representative from each regional conference. Each elected member of the Executive Board shall be a member of a Covenant congregation.
- iii. Employees of the Covenant, any Covenant institution, any regional conference, any conference institution, or any regional mission organization shall not be eligible for election to the Executive Board.

b. ***Ex-officio Members.*** The president of the Covenant and a conference superintendent chosen by the Council of Superintendents shall be ex-officio members of the Executive Board. The Bylaws shall provide for liaisons to the Executive Board from other boards who shall be ex-officio members of the Executive Board. The Bylaws may provide for additional ex-officio members.

c. *Officers of the Executive Board.*

- i. The officers of the Executive Board shall be a chair, a vice chair, a secretary, and an assistant secretary. The Bylaws may provide for additional officers and assistant officers.
- ii. Only elected members of the Executive Board may be officers of the Executive Board. No officer of the Covenant may be an officer of the Executive Board.

d. ***Advisors to the Executive Board.*** The Bylaws shall provide for advisors to the Executive Board.

Section 8.3. Committees. The Executive Board shall have committees as provided in the Bylaws.

ARTICLE IX

Regional Conferences and Superintendents

Section 9.1. Regional Conferences. A regional conference is a separately incorporated association of Covenant congregations in a particular geographic region that is recognized by the Covenant as provided in the Bylaws. Regional conferences further the common mission of the Covenant and its member congregations.

Section 9.2. Administration.

a. A regional conference shall be administered by an executive board elected by the representatives of member congregations meeting in a convention of delegates commonly known as a conference annual meeting.

b. The conference superintendent shall be the pastor and administrator of the regional conference.

c. The conference superintendent shall be an ex-officio member of the conference executive board.

Section 9.3. Selection of Conference Superintendents. Candidates for conference superintendent shall be ordained ministers of the Covenant in good standing. The conference superintendent shall be elected by the conference annual meeting. The conference executive board shall recommend and the Executive Board of the Covenant shall approve one candidate to be nominated by the conference executive board as conference superintendent. The conference superintendent shall be installed in office at an Annual Meeting of the Covenant.

Section 9.4. Conference Constitutions and Bylaws. The constitutions and bylaws of regional conferences shall be in essential agreement with the Constitution and Bylaws of the Covenant.

Section 9.5. Regional Mission Organizations. The Covenant may establish a regional mission organization in a geographic area that is not included in a regional conference, not adequately served by an existing regional conference, or not able to support a regional conference.

ARTICLE X

Denominational Ministries

Section 10.1. The Covenant shall have denominational ministries to be responsible for specific missions and purposes of the Covenant, in cooperation with each other, the corporations established by the Covenant, the regional conferences, and the congregations. Denominational ministries shall be identified in the Bylaws.

ARTICLE XI

Council of Administrators and Council of Superintendents

Section 11.1. Council of Administrators.

a. The Council of Administrators shall meet periodically to coordinate the mission, policies, and projects of the denominational ministries and the corporations, and to respond to directions and requests from the Annual Meeting, the Executive Board of the Covenant, or both.

b. The members of the Council of Administrators shall be identified in the Bylaws. The president of the Covenant shall be the chair of the Council of Administrators. The members of the Council of Administrators shall be responsible to the president of the Covenant for decisions made and actions taken in carrying out the duties of their respective positions.

Section 11.2. Council of Superintendents.

a. The Council of Superintendents shall meet periodically to coordinate the mission, policies, and projects of the regional conferences and the Covenant, and to respond to directions and requests from the Annual Meeting, the Executive Board of the Covenant, or both.

b. The members of the Council of Superintendents shall be identified in the Bylaws. The Council of Superintendents shall elect from its membership a chair and a secretary to serve two-year terms.

Section 11.3. Meetings.

a. The Council of Superintendents shall meet at least once a year with the Council of Administrators.

b. The Council of Superintendents shall meet at least once a year with the Executive Board with the Executive Board of the Covenant in each calendar year unless by mutual agreement no meeting is deemed necessary.

ARTICLE XII

Corporations

Section 12.1. The Covenant may establish corporations to be responsible for specific missions and purposes of the Covenant, in cooperation with each other, the denominational ministries of the Covenant, the regional conferences, and the congregations. Each corporation established by the Covenant shall be identified in the Bylaws. Each corporation established by the Covenant shall have officers and boards of directors as required by law and provided in the Bylaws. The president of the Covenant shall be an ex-officio member of the board of directors of each corporation established by the Covenant.

ARTICLE XIII
The Ordered Ministry

Section 13.1. The Covenant shall grant or revoke credentials to ordained and licensed ministers, commissioned staff ministers, and consecrated global personnel. The Covenant shall establish Rules for the Ordered Ministry and administer them as provided in the Bylaws. The Covenant shall establish programs to encourage ministers and global personnel in discipleship and in their calling.

Section 13.2. Persons who are ordained, licensed, commissioned, or consecrated according to the Rules for the Ordered Ministry of the Covenant, and who are in good standing, shall constitute the members of the Covenant Ministerium in accordance with the constitution and bylaws of the Covenant Ministerium.

Section 13.3. All members of the Covenant Ministerium shall abide by the principles, policies, and decisions of the Covenant, and shall support its mission, programs, and institutions.

ARTICLE XIV
Commissions

Section 14.1. The Covenant may establish commissions as provided in the Bylaws.

ARTICLE XV
Associations

Section 15.1. The Covenant may establish associations as provided in the Bylaws.

ARTICLE XVI
Amendments

Section 16.1. Proposed amendments to this Constitution shall be introduced in writing at an Annual Meeting, but cannot be acted upon until the next Annual Meeting.

Section 16.2. At least ninety days before the Annual Meeting when final action is to be taken on a proposed amendment to the Constitution, the corporate secretary of the Covenant shall send a copy of each proposed amendment to each Covenant congregation and shall cause the text of each proposed amendment to be published in the communication channels of the Covenant and in the electronic media that the Covenant regularly uses for

communication with Covenant congregations and members of Covenant congregations.

Section 16.3. A proposed amendment shall be adopted upon the affirmative vote of two-thirds of the delegates present and voting at the Annual Meeting.

BYLAWS

ARTICLE I

Name

This article currently contains no Bylaw provisions.

ARTICLE II

Confession

Section 2.1. Covenant Resource Papers.

a. The Covenant may adopt Covenant Resource Papers to provide context and clarity on critical issues of concern in matters of faith, doctrine, and conduct for the Covenant, Covenant congregations, and corporations established by the Covenant.

b. The purpose of a Covenant Resource Paper is to inform ongoing discipleship and practice in the lives of members of Covenant congregations in matters of faith, doctrine, and conduct. Since the Covenant confesses that Scripture is the only perfect rule for faith, doctrine, and conduct, a Covenant Resource Paper is not binding and is not to be used as a basis for the discipline of ordained and licensed ministers of the Covenant, commissioned staff ministers of the Covenant, or consecrated global personnel of the Covenant; the dismissal of a Covenant congregation from membership in the Covenant; or the discipline of members of Covenant congregations.

c. The Covenant may adopt a Covenant Resource Paper only upon a two-thirds vote of the delegates present and voting at an Annual Meeting of the Covenant. Amendments to a proposed Covenant Resource Paper shall not be in order; however, a proposed Covenant Resource Paper may be referred back to the Executive Board of the Covenant for the purpose of addressing specific questions concerning its substance or wording.

d. All proposed Covenant Resource Papers must initially be commissioned by a two-thirds vote of either (i) the delegates present and voting at an Annual Meeting of the Covenant or (ii) the Executive Board of the Covenant. Once commissioned, a proposed Covenant Resource Paper must be adopted or rejected by an Annual Meeting before another proposed Covenant Resource Paper on any topic may be commissioned. The commissioning of a Covenant Resource Paper may be requested by a member congregation, regional conference, board, commission, corporation, institution, or department of the Covenant.

e. All proposed Covenant Resource Papers shall be drafted according to a procedure approved by the Executive Board of the Covenant.

f. A proposed Covenant Resource Paper may be brought to the Annual Meeting of the Covenant only upon the joint recommendation of the Executive Board of the Covenant, the Board of the Ordered Ministry, the Council of Superintendents, and the Council of Administrators.

g. After adoption by an Annual Meeting, a Covenant Resource Paper shall remain in effect until its replacement or removal by a subsequent Annual Meeting. A Covenant Resource Paper shall have the nature of a resolution under the current edition of Robert's Rules of Order Newly Revised.

ARTICLE III

Purpose

This article currently contains no Bylaw provisions.

ARTICLE IV

Membership

Section 4.1. *This section currently contains no Bylaw provisions.*

Section 4.2. Admission to Membership. A congregation seeking membership in the Evangelical Covenant Church shall apply for membership in the Covenant and the appropriate regional conference concurrently. The Executive Board of the Covenant may make special provisions for applications from congregations not located within a regional conference. The application shall be made at least one month prior to the annual meeting of the regional conference on a form provided by the Covenant. In order for the applying congregation to become a member of the Covenant and the regional conference, the membership application must be approved by the conference executive board, the conference annual meeting, the Executive Board of the Covenant, and the Annual Meeting of the Covenant, in that order. A congregation must first become a member of the Covenant by action of the Covenant Annual Meeting before it can become a member of a regional conference. The Covenant shall maintain a roster of member congregations.

Section 4.3. *This section currently contains no Bylaw provisions.*

Section 4.4. Involuntary Dismissal from Membership.

a. Charges that a congregation is out of harmony with the Covenant shall be presented to its conference executive board, which shall immediately inform the Executive Board of the Covenant and the president of the Covenant of the charges.

- i. If the conference executive board finds the charges to be credible, the conference executive board shall seek to guide the congregation into harmony with the Covenant. The conference executive board shall then make a report and recommendation to the Executive Board of the Covenant and the president of the Covenant.
 - ii. The Executive Board of the Covenant shall independently consider the credibility of the charges based on all the information and recommendations available to it. The Executive Board of the Covenant may then, at its initiative and in communication with the regional conference, seek to guide the congregation into harmony with the Covenant. If the Executive Board of the Covenant determines that the congregation is and remains out of harmony with the Covenant, the Executive Board of the Covenant shall make a report and recommendation to the Annual Meeting of the Covenant.
 - iii. The Annual Meeting shall vote on the recommendation of the Executive Board.
 - iv. If a congregation is dismissed from membership in the Covenant by action of the Annual Meeting of the Covenant, its membership in the regional conference shall also be terminated.
- b. In all cases, congregations shall have opportunity to defend themselves before the conference executive board, the Executive Board of the Covenant, and the Annual Meeting of the Covenant.
- c. The Executive Board of the Covenant shall make special provision for charges made against a member congregation that is not located within a regional conference.

Section 4.5. Voluntary Dismissal from Membership.

- a. A congregation seeking to terminate its membership in the Covenant shall signify its intention, in writing, to the conference executive board at least one month prior to the conference annual meeting. Action on such a request shall take place in the following sequence:
- i. the conference superintendent shall notify the president of the Covenant and the Executive Board of the Covenant of the intention of the congregation to terminate its membership;
 - ii. the conference executive board shall make a report and recommendation to the annual meeting of the regional conference regarding the request of the congregation to terminate its membership;

- iii. the conference annual meeting shall make a report and recommendation to the Executive Board of the Covenant regarding the request of the congregation to terminate its membership;
 - iv. the Executive Board shall make a report and recommendation to the Annual Meeting of the Covenant regarding the request of the congregation to terminate its membership; and
 - v. the Annual Meeting of the Covenant shall vote on the recommendation of the Executive Board of the Covenant. If the Annual Meeting of the Covenant decides to terminate the membership of the congregation, the congregation's membership in the Covenant and in the regional conference shall be terminated.
- b. The Executive Board of the Covenant shall make special provision for a request for termination of membership in the Covenant from a member congregation that is not located within a regional conference.

Section 4.6. Disbanded Congregations. Recommendations regarding the removal from membership of congregations that have disbanded shall come to the Annual Meeting of the Covenant from the Executive Board of the Covenant upon prior recommendation of the conference executive board and the conference annual meeting. The Executive Board of the Covenant shall make special provision for a disbanded congregation not located within a regional conference.

Section 4.7. Use of the Covenant Name and Logo. When a congregation is no longer a member of the Covenant, it shall cease all use of and reference to the name "The Evangelical Covenant Church," shall cease all use of the logo of the Covenant, and shall not represent itself as being a member of the Covenant or a regional conference of the Covenant.

ARTICLE V

Corporate Existence of the Evangelical Covenant Church

This article currently contains no Bylaw provisions.

ARTICLE VI

Officers

Section 6.1. Officers. The Covenant has the following officers: a president, a corporate secretary, a corporate treasurer, an assistant corporate secretary, and an assistant corporate treasurer.

Section 6.2. *This section currently contains no Bylaw provisions.*

Section 6.3. The President.

a. ***Duties and Responsibilities.*** The president shall provide pastoral leadership to the Covenant. The president shall also be the chief executive officer of the Covenant and, subject to the authority of the Annual Meeting and the Executive Board, shall have general direction of the ministry and business matters of the Covenant, general direction of the officers of the Covenant and members of the Council of Administrators, the general powers and duties of management usually vested in the office of president of an Illinois not-for-profit corporation, and all other powers and duties as may be prescribed by the Annual Meeting, the Executive Board, or these Bylaws. Within this authority and in the course of the duties of president, the president shall

- i. preside at all meetings of the Council of Administrators;
- ii. be an ex-officio member of all boards, councils, commissions, committees, and associations of the Covenant, except the Presidential Nominating Committee and any meeting of a committee of the Executive Board when it is reviewing the performance or compensation of the president of the Covenant;
- iii. be or designate a vice president to serve as an ex-officio member of the boards and committees of all corporations established by the Covenant and their affiliates; and
- iv. execute or authorize the execution of legal, financial, and commercial documents in the name of the Covenant when authorized by the Annual Meeting or the Executive Board, or when required by law or the regular and ordinary course of business.

b. ***Term of Office.*** A president shall be elected or re-elected for a term of four years. Each term shall begin on September 1 following the Annual Meeting at which the president was elected or re-elected.

c. ***Temporary Absence or Temporary Disability of the President.*** In the temporary absence or temporary disability of the president, the Executive Board shall appoint an acting president for the duration of the president's temporary absence or temporary disability. The acting president shall perform all the duties of the president and when so acting shall have all the powers of and be subject to all the restrictions on the president.

Section 6.4. The Corporate Secretary. The corporate secretary shall perform all of the duties of a corporate secretary required by law, the duties of the corporate secretary specified in this Constitution and Bylaws, the duties customarily performed by a corporate secretary, and any other duties assigned by the Executive Board that are consistent with this Constitution and Bylaws.

Section 6.5. The Corporate Treasurer. The corporate treasurer shall perform all of the duties of a corporate treasurer required by law, the duties of the corporate treasurer specified in this Constitution and Bylaws, the duties customarily performed by a corporate treasurer, and any other duties assigned by the Executive Board that are consistent with this Constitution and Bylaws.

Section 6.6. Assistant Corporate Secretary. The assistant corporate secretary shall perform all of the duties of an assistant corporate secretary required by law, the duties of the assistant corporate secretary specified in this Constitution and Bylaws, the duties customarily performed by an assistant corporate secretary, and any other duties assigned by the Executive Board or the corporate secretary that are consistent with this Constitution and Bylaws.

Section 6.7. Assistant Corporate Treasurer. The assistant corporate treasurer shall perform all of the duties of an assistant corporate treasurer required by law, the duties of the assistant corporate treasurer specified in this Constitution and Bylaws, the duties customarily performed by an assistant corporate treasurer, and any other duties assigned by the Executive Board or the corporate treasurer that are consistent with this Constitution and Bylaws.

Section 6.8. Selection of Officers Other Than the President. No later than December 1 in the first year of a president's initial term, the president of the Covenant shall recommend one or more candidates to the Executive Board for each of the following positions: corporate secretary, corporate treasurer, assistant corporate secretary, and assistant corporate treasurer. The Executive Board shall, by vote of two-thirds of its elected members, appoint a candidate recommended by the president of the Covenant for each of these positions no later than June 1 of the following year. The Executive Board may decline to appoint a candidate recommended by the president.

Section 6.9. Terms of Office of Officers Other Than the President. The term of the corporate secretary, the corporate treasurer, the assistant corporate secretary, and the assistant corporate treasurer is indefinite in length but shall terminate not later than the day before the effective date of the Executive Board's appointment of a successor to that position.

Section 6.10. Temporary Absence or Temporary Disability of an Officer Other Than the President. In the temporary absence or temporary disability of the corporate secretary, the corporate treasurer, the assistant corporate secretary, or the assistant corporate treasurer, the Executive Board may, upon the recommendation of the president of the Covenant, appoint a person to perform the duties of that position on an interim basis for the duration of the officer's temporary absence or temporary disability. The interim officer shall perform all the duties of the position and when so acting shall have all the

powers of and be subject to all the restrictions on the officer holding that position.

Section 6.11. Vacancies in the Positions of Officers Other Than the President.

a. The Executive Board shall declare the position of the corporate secretary, the corporate treasurer, the assistant corporate secretary, or the assistant corporate treasurer vacant upon the removal, resignation, permanent incapacity, or death of the person holding that office.

i. *Removal.* By vote of two-thirds of its elected members, the Executive Board may remove the corporate secretary, the corporate treasurer, the assistant corporate secretary, or the assistant corporate treasurer.

ii. *Resignation.* The corporate secretary, the corporate treasurer, the assistant corporate secretary, or the assistant corporate treasurer may resign upon written notice to the Executive Board.

iii. *Permanent Incapacity.* The Executive Board shall develop policy for determining permanent incapacity.

b. When a vacancy occurs in the position of the corporate secretary, the corporate treasurer, the assistant corporate secretary, or the assistant corporate treasurer, the Executive Board shall, upon the recommendation of the president of the Covenant, appoint a person to perform the duties of that position on an interim basis. The interim officer shall perform all the duties of the position and when so acting shall have all the powers of and be subject to all the restrictions on an officer holding that position. Within three months of the creation of the vacancy, the president shall recommend one or more candidates to the Executive Board to fill the vacant position. The Executive Board shall appoint a candidate recommended by the president to fill the vacant position within six months of the creation of the vacancy, unless the Executive Board, by a majority vote, extends the time for filling the vacancy. The president of the Covenant shall act in good faith to recommend a qualified candidate. The Executive Board may decline to appoint a candidate recommended by the president.

ARTICLE VII

The Annual Meeting

Section 7.1. *This section currently contains no Bylaw provisions.*

Section 7.2. The Executive Board shall designate the time, place, and medium of each Annual Meeting.

Section 7.3. *This section currently contains no Bylaw provisions.* **Section 7.4.**

Delegates.

a. Member congregations shall be entitled to representation as follows: congregations up to 99 members, two delegates; congregations with 100 to 224 members, three delegates; congregations with 225 to 449 members, four delegates; congregations with 450 to 699 members, five delegates; congregations with 700 to 999 members, six delegates; and congregations with 1,000 or more members, seven delegates. The number of delegates to which each congregation is entitled shall be based on the number of members set forth in the annual statistical report that the congregation submitted to the Covenant for the calendar year immediately preceding the Annual Meeting.

b. Each regional conference of the Covenant shall be entitled to two delegates in addition to the conference superintendent.

c. Each regional mission organization shall be entitled to one delegate.

d. The Covenant ministry of serve globally shall be entitled to up to 26 delegates to the Annual Meeting. The delegates will be determined by the executive minister of serve globally in consultation with the regional and country coordinators.

e. The president of the Covenant, the members of the Executive Board, the members of the Council of Superintendents, and the members of the Council of Administrators shall be ex-officio delegates.

f. The officers of the Annual Meeting shall be ex-officio delegates.

g. The chair of the Board of Nominations shall be an ex-officio delegate.

h. The Covenant Ministerium shall be entitled to two delegates.

i. The Association of Covenant Camps and Conference Centers shall be entitled to two delegates.

j. Each delegate to an Annual Meeting shall be a member of a Covenant congregation. No delegate may represent more than one entity. Delegates to the Annual Meeting from local congregations shall be members of the congregation they represent, with the following exceptions:

i. a member in good standing of the Covenant Ministerium who is serving two or more member congregations of the Covenant may be a delegate from any one of the congregations being served;

ii. a member in good standing of the Covenant Ministerium who is serving as an interim pastor in a member congregation may serve as a delegate from that congregation; and

iii. a member in good standing of the Covenant Ministerium who becomes a pastor of a member congregation near the time of the Annual Meeting may serve as a delegate from that congregation.

k. The names of all delegates and alternate delegates shall be registered with the corporate secretary of the Covenant prior to the Annual Meeting.

l. With the consent of the Executive Board, a congregation that cooperates with and supports the Covenant but is not a member of the

Covenant for a reason approved by the Executive Board may send one advisor to the Annual Meeting.

m. Any standing or special commission required by the Annual Meeting or the Executive Board to present an oral report or recommendation to the Annual Meeting shall be entitled to one delegate.

n. Honorary delegates may be recognized by the Annual Meeting. Honorary delegates shall be advisors to the Annual Meeting.

Section 7.5. *This section currently contains no Bylaw provisions.*

Section 7.6. Registration and Certification. The Annual Meeting shall consist of the registered delegates whose credentials have been certified by the committee on credentials appointed by the moderator. Upon certification each delegate shall receive an official badge, which must be presented for seating at the business sessions. The committee on credentials shall present its list of certified delegates to the Annual Meeting. When approved by the Annual Meeting, this list shall constitute the official roster of the Annual Meeting.

Section 7.7. Officers of the Annual Meeting.

a. The Annual Meeting shall elect the following officers for a two-year term from a slate prepared by the Board of Nominations: a moderator and a vice moderator in even-numbered years, and a secretary in the odd numbered years. One candidate shall be nominated for each position. These officers are not eligible to succeed themselves. In the event of resignation, incapacity, or death of any elected officer of the Annual Meeting, the Executive Board is authorized to appoint a person to fill the unexpired term.

b. The moderator shall preside over the Annual Meeting, appoint a parliamentarian, appoint temporary committees, and perform other general duties of a chair.

c. The vice moderator shall assist the moderator and assume the duties of the moderator when the moderator is absent or unable to serve.

d. The secretary shall record the proceedings of the Annual Meeting, prepare minutes, and deliver the minutes to the corporate secretary of the Covenant to be preserved as part of the records of the Covenant.

Section 7.8. The Agenda and Standing Rules.

a. ***Agenda.***

i. The agenda shall be prepared by an agenda committee consisting of the moderator, the vice moderator, the corporate secretary of the Covenant, and the president of the Covenant in consultation with the Council of Administrators. The agenda shall be approved by the Executive Board.

- ii. Items of business that are not on the agenda may be submitted in writing by a delegate to the moderator. If the item submitted is in order, a majority vote of the delegates present and voting shall be required to place that item on the agenda.
 - iii. Copies of the proposed agenda and accompanying materials shall be available to delegates electronically or in writing thirty days prior to the meeting.
- b. ***Standing Rules.***
- i. Standing rules shall be prepared by the agenda committee, approved by the Executive Board, and adopted by the Annual Meeting.
 - ii. Copies of the proposed standing rules shall be available to delegates when they arrive at the Annual Meeting.

Section 7.9. Elections and Calls.

- a. ***Covenant President.***
- i. The president of the Covenant shall be elected by the Annual Meeting. The election shall be by ballot.
 - ii. One candidate for president of the Covenant shall be nominated by a Presidential Nominating Committee consisting of the following: twelve persons elected by the Executive Board from its elected members so as to reflect the composition of the Executive Board as a whole; one person each elected by and from the elected members of the Board of Directors of Covenant Ministries of Benevolence, the Board of the Ordered Ministry, the Board of Pensions and Benefits, the Board of Trustees of North Park University, and one member of each of the Executive Boards of the regional conferences. The Presidential Nominating Committee shall have at least one member from every ethnic group that has an established ethnic association within the Covenant.
 - iii. The Presidential Nominating Committee shall be convened for organization by the corporate secretary of the Covenant, but shall elect its own officers and determine its own procedures. The Executive Board shall authorize adequate financial resources for the work of the committee.
- b. ***Elected Executive Ministers.***
- i. Executive ministers shall be elected by the Annual Meeting. Each election shall be by ballot.
 - ii. One candidate for the position of executive minister of the ordered ministry shall be nominated by the Board of the Ordered Ministry,

with the concurrence of the Executive Board and the annual meeting of the Covenant Ministerium.

- iii. All other executive minister positions shall have one candidate per position nominated by the Executive Board.

c. *Election Provisions for the President of the Covenant and the Executive Ministers Elected by the Annual Meeting.*

- i. Only members in good standing of a member congregation of the Covenant shall be eligible for election.
- ii. Only ordained ministers of the Covenant in good standing shall be eligible for election as president of the Covenant or as executive minister of the ordered ministry.
- iii. A two-thirds vote of the delegates present and voting shall be required for election unless a second candidate is placed on the ballot, in which case a majority vote of the delegates present and voting shall be required for election.
- iv. In the event an unopposed candidate does not receive the required two-thirds majority for election, the Annual Meeting shall receive nominations from the floor and conduct an election under the following provisions:
 - (1) All nominations must be made from the floor. The unopposed candidate who did not receive the required two-thirds majority for election is eligible for nomination from the floor. If descriptive information on any such nominee is distributed it shall be similar in scope and content to information provided regarding candidates nominated by a Covenant board or committee.
 - (2) Nominating speeches shall be limited to five minutes. Up to three seconding speeches may be made for each nominee and shall be limited to two minutes each.
 - (3) The moderator shall provide for a recess of the Annual Meeting during which questions may be addressed to the nominees following a procedure to be recommended by the officers of the Annual Meeting and approved by the Annual Meeting.
 - (4) A majority of delegates present and voting shall be required for election.
- v. Nominations for a second candidate for any of these positions may be made from the floor according to the following procedure:
 - (1) All nominations from the floor shall require a second.

- (2) A delegate making a nomination may provide descriptive information similar in scope and content to that provided to the Annual Meeting with respect to the candidate nominated by the Presidential Nominating Committee, the Executive Board, or the Board of the Ordered Ministry.
- (3) Nominating speeches shall be limited to five minutes. Up to three seconding speeches may be made for each nominee and shall be limited to two minutes each.
- (4) In the case of contested elections, the moderator shall provide for a recess of the Annual Meeting during which questions may be addressed to the nominees following a procedure to be recommended by the officers of the Annual Meeting and approved by the Annual Meeting.

d. *Corporate Presidents, and Dean of North Park Theological Seminary Called by the Annual Meeting.*

- i. The Annual Meeting shall call the president of Covenant Ministries of Benevolence, the president of North Park University, and the dean of North Park Theological Seminary. Each call shall be voted upon by ballot.
 - (1) The Board of Directors of Covenant Ministries of Benevolence shall recommend and the Executive Board shall approve a candidate to be called as president of Covenant Ministries of Benevolence by the Annual Meeting.
 - (2) The Board of Trustees of North Park University shall recommend and the Executive Board shall approve a candidate to be called as president of North Park University by the Annual Meeting.
 - (3) The Board of Trustees of North Park University shall recommend and the Executive Board and the annual meeting of the Covenant Ministerium shall approve a candidate to be called as dean of North Park Theological Seminary by the Annual Meeting.
- ii. Only a member in good standing of a Covenant member congregation shall be eligible for call.
- iii. A majority vote of the delegates present and voting shall be required for call.

e. *Suspension.*

- i. By vote of two-thirds of its elected and ex-officio members, the Executive Board may suspend the president of the Covenant, any executive minister, the president of Covenant Ministries of

Benevolence, the president of North Park University, or the dean of North Park Theological Seminary for cause. The Executive Board may lift the suspension by vote of two-thirds of its elected and ex-officio members.

- ii. Cause for suspension is failure to perform duties, malfeasance, misfeasance, immorality, indiscretion, unethical behavior, doctrinal error, breach of a fiduciary duty owed to the Covenant, breach of a duty of confidentiality owed to the Covenant, or breach of a duty of loyalty owed to the Covenant.
- iii. Suspension may be with or without pay as the Executive Board may determine.
- iv. After a suspension, the Executive Board may appoint a person to serve in the capacity of the suspended person on an interim basis.
- v. If a person is still under suspension at the time of the second Annual Meeting following suspension, the Executive Board shall submit the matter to the Annual Meeting, which shall either remove the suspended person for cause by majority vote or reinstate the suspended person with or without back pay. The Executive Board may, in its discretion, submit the matter to the Annual Meeting at the first Annual Meeting following suspension.

f. ***Vacancies.*** The Executive Board shall declare the position of president of the Covenant, executive minister, president of Covenant Ministries of Benevolence, president of North Park University, or dean of North Park Theological Seminary vacant upon the removal, resignation, permanent incapacity, or death of the person holding that position.

- i. ***Removal.*** The president of the Covenant, any executive minister, the president of Covenant Ministries of Benevolence, the president of North Park University, or the dean of North Park Theological Seminary can be removed only by majority vote of the Annual Meeting, after suspension by the Executive Board.
- ii. ***Resignation.*** The president of the Covenant, any executive minister, the president of Covenant Ministries of Benevolence, the president of North Park University, or the dean of North Park Theological Seminary may resign upon written notice to the Executive Board.
- iii. ***Permanent Incapacity.*** The Executive Board shall develop a policy for determining permanent incapacity.

g. ***Filling Vacancies.***

- i. In the event of a vacancy in the position of president of the Covenant, the Executive Board shall appoint an acting president. The acting president shall perform all the duties of the president and when so acting shall have all the powers of and be subject to all the restrictions on the president.
 - (1) If the vacancy occurs two years or more before the end of a president's term, a Presidential Nominating Committee may be convened by a two-thirds vote of the Executive Board of the Covenant. If a Presidential Nominating Committee is convened under these circumstances, it shall nominate a candidate to stand for election at the first or second Annual Meeting following the declaration of the vacancy to serve the unexpired term.
 - (2) If the vacancy occurs less than two years before the end of the president's term, a Presidential Nominating Committee shall be convened and shall nominate a candidate to stand for election to a full term at the Annual Meeting at which the regular presidential election is scheduled to take place.
- ii. In the event of a vacancy in the position of any executive minister, the Executive Board shall appoint a person to serve as interim executive minister until a successor executive minister is elected by the Annual Meeting and takes office.
- iii. In the event of a vacancy in the position of president of Covenant Ministries of Benevolence, the Board of Directors of Covenant Ministries of Benevolence, with the approval of the Executive Board of the Covenant, shall appoint a person to perform the duties of that position on an interim basis until a new president is called by the Annual Meeting and takes office.
- iv. In the event of a vacancy in the position of president of North Park University or dean of North Park Theological Seminary, the Board of Trustees of North Park University, with the approval of the Executive Board of the Covenant, shall appoint a person to perform the duties of that position on an interim basis until a new president or dean is called by the Annual Meeting and takes office.

Section 7.10. Board Nominations and Elections.

a. Candidates for elected board positions shall be slated according to the procedures of the Board of Nominations and elected by the Annual Meeting. Each election shall be by ballot.

b. The Board of Nominations shall nominate candidates for the Executive Board, the Board of Directors of Covenant Ministries of

Benevolence, the Board of Trustees of North Park University, the Board of the Ordered Ministry, and the Board of Pensions and Benefits. The Executive Board shall nominate candidates for the Board of Nominations. In preparing the slate of candidates for each of these boards, the Board of Nominations shall consider the existing composition of that board in terms of age, gender, ethnicity, race, spiritual gifts, and fields of expertise.

c. Only members in good standing of a member congregation of the Covenant are eligible for nomination or election to any of these boards. A person is not eligible for nomination or election to any board where that person would have an actual conflict of interest or the appearance of a conflict of interest. Employees of the Covenant, any Covenant institution, any regional conference, any conference institution, or any regional mission organization may not be nominated as candidates for the Executive Board or the Board of Nominations. A board member who ceases to meet the requirements for nomination or election to that board may not continue to serve on that board.

d. One candidate shall be nominated for each position to be filled on the Executive Board of the Covenant, the Board of Nominations, the Board of the Ordered Ministry, the Board of Directors of Covenant Ministries of Benevolence, the Board of Trustees of North Park University, and the Board of Pensions and Benefits.

e. At least five of the elected members of the Executive Board shall meet the criteria of the Covenant policy on ethnic representation and shall be elected for non-concurrent terms. At least four of the elected members of the Board of Nominations and the Board of Ordered Ministry and three of the elected members of the Board of Trustees of North Park University shall meet the criteria of the Covenant policy on ethnic representation and shall be elected for non-concurrent terms. At least two elected members of each of the other boards shall meet the criteria of the Covenant policy on ethnic representation and shall be elected for non-concurrent terms.

f. At least 20 percent of the elected members of the Board of Directors of Covenant Ministries of Benevolence, the Board of Trustees of North Park University, and the Board of Pensions and Benefits are to be clergy and at least 20 percent are to be lay.

g. An elected member of a board may not be elected for consecutive full terms. Except in the case of a vacancy,

i. four or five members of the Executive Board shall be elected each year for a term of six years;

- ii. two or three members of the Board of Nominations, the Board of the Ordered Ministry, and the Board of Pensions and Benefits shall be elected each year for a term of five years;
 - iii. two or three members of the Board of Directors of Covenant Ministries of Benevolence shall be elected each year for a term of six years; and
 - iv. four or five members of the Board of Trustees of North Park University shall be elected each year for a term of five years.
- h. Terms of elected board members shall begin on the first day of the month following an Annual Meeting and shall end on the last day of the month of an Annual Meeting.
- i. At any given time the Board of Nominations shall have at least one elected member from each regional conference.
 - i. The Board of Nominations shall monitor conference representation and, no later than September 1, shall notify the regional conference(s) from which a member of the Board of Nominations is to be elected at the next Annual Meeting. No later than December 1, the executive board of each regional conference so notified shall recommend at least two potential candidates for the Board of Nominations to the Executive Board of the Covenant.
 - ii. In the event that a given position on the Board of Nominations will not be needed to fulfill the requirement that at any given time the board shall have at least one elected member from each regional conference, the Executive Board of the Covenant may nominate two candidates for that position, each of whom is a member of a Covenant congregation that is not in a regional conference.
 - j. Nomination of additional candidates for any of the positions to be filled by election may be made from the floor according to the following procedures:
 - i. All nominations from the floor shall require a second.
 - ii. A delegate making a nomination may provide descriptive information similar in scope and content to that provided to the Annual Meeting with respect to the candidate(s) nominated by the Board of Nominations or the Executive Board.
 - iii. Any person nominated for a position on the Board of Nominations shall be a member of a Covenant congregation within the same regional conference or regional mission

organization as the candidates placed on the ballot by the Executive Board for that position.

k. Each position to be filled shall be listed separately on the ballot.

l. A majority vote of delegates present and voting shall be required for election.

m. ***Suspension of a Board Member.***

i. By vote of three-fourths of its elected and ex-officio members, the Executive Board may suspend an elected member of the Executive Board or any other board for cause. The Executive Board may suspend an elected member of the Board of Nominations, the Board of the Ordered Ministry, the Board of Directors of Covenant Ministries of Benevolence, the Board of Trustees of North Park University, or the Board of Pensions and Benefits for cause only if the board of which that person is a member first recommends suspension by vote of two-thirds of its elected and ex-officio members. The Executive Board may lift the suspension of an Executive Board member or any other board member by vote of three-fourths of its elected and ex-officio members.

ii. Cause for suspension is failure to perform duties, malfeasance, misfeasance, immorality, indiscretion, unethical behavior, doctrinal error, breach of a fiduciary duty owed to the Covenant, breach of a duty of confidentiality owed to the Covenant, or breach of a duty of loyalty owed to the Covenant.

iii. If a board member is still under suspension at the time of the second Annual Meeting following suspension, the Executive Board shall submit the matter to the Annual Meeting, which shall either remove the suspended board member for cause by a two-thirds vote or reinstate the suspended board member. The Executive Board may, in its discretion, submit the matter to the first Annual Meeting following suspension.

n. ***Vacancies on Boards.***

i. The Executive Board shall declare an elected board position vacant upon the removal, resignation, permanent incapacity, or death of the person holding that position.

(1) An elected board member can be removed only by majority vote of the Annual Meeting.

(2) An elected board member may resign upon written notice to the Executive Board of the Covenant.

(3) The Executive Board of the Covenant shall develop a policy for determining permanent incapacity.

- ii. A vacancy on a board shall be filled by election not later than the second Annual Meeting following the creation of the vacancy. Candidates for the vacant position shall be nominated and elected in the same manner as the member whose vacancy is being filled, and shall be elected for the unexpired term of that member. A board member elected to serve the unexpired term of a predecessor may be nominated for a subsequent full term and may be nominated as a single candidate, provided that the board member did not serve more than two years of the predecessor's unexpired term.

ARTICLE VIII

Executive Board

Section 8.1. Duties and Responsibilities of the Executive Board. The Executive Board shall coordinate and implement the common mission of the Covenant as developed and articulated by the Annual Meeting, this Constitution and Bylaws, and the strategic planning processes of the Covenant. The Executive Board shall carry out its work with an integrity and character consistent with Christian principles. Within this authority and in the course of its duties, the Executive Board shall

- a. be responsible for ensuring that the policies and decisions of the Annual Meeting are carried out;
- b. approve an agenda for each session of the Annual Meeting and recommend it to the Annual Meeting;
- c. approve a proposed annual budget for the Covenant and recommend it to the Annual Meeting;
- d. appoint and remove the officers of the Covenant other than the president, as provided in these Bylaws;
- e. delegate such responsibility for the administration of the Covenant as may be required by the temporary absence or temporary incapacity of an officer of the Covenant, unless otherwise specified in these Bylaws;
- f. approve the fiscal policy of the Covenant;
- g. approve the acquisition, encumbrance, and disposition of the property and assets of the Covenant;
- h. promote coordination among the regional conferences, the denominational ministries of the Covenant, and the corporations established by the Covenant;
- i. approve the salaries of the officers of the Covenant, vice presidents, executive ministers, and executive directors;
- j. approve the salary of the president of Covenant Ministries of Benevolence upon the recommendation of the Board of Benevolence;

k. approve the salaries of the following persons upon the recommendation of the Board of Trustees of North Park University: the president of North Park University and the dean of North Park Theological Seminary;

l. approve the salaries of the president of Covenant Trust Company and the president of National Covenant Properties;

m. adopt a policy concerning insurance coverage and risk management practices for the Covenant;

n. create one or more committees, appoint members of the Executive Board and such other persons as the Executive Board designates to serve on each committee, and delegate to each committee the powers that the Executive Board deems appropriate and that the Executive Board has the right to delegate under this Constitution and Bylaws and applicable laws;

o. be known as the Board of Directors or Trustees of the Covenant when law or legal instruments require action by the Board of Directors or Trustees of the Covenant;

p. comply with and be responsible for ensuring that the Covenant complies with all applicable laws; and

q. develop its own procedural rules and file a copy of the approved rules with the corporate secretary of the Covenant.

Section 8.2. Composition and Selection of the Executive Board.

a. *Elected Members.*

i. *Number and Composition.*

- (1) The Executive Board shall have twenty-six elected members.
- (2) At least five of the elected members of the Executive Board shall meet the criteria of the Covenant policy on ethnic representation,
- (3) At least sixteen of the elected members of the Executive Board shall be lay. At least eight of the elected members of the Executive Board shall be clergy.
- (4) At least twelve of the elected members of the Executive Board shall be female. At least twelve of the elected members of the Executive Board shall be male.
- (5) Each conference shall have at least one representative on the Executive Board of the Covenant. The Covenant recommends that each conference appoint at least one of its representatives on the Executive Board of the Covenant as an advisor to the executive board of that conference.

- ii. *Selection.* Candidates for the Executive Board shall be slated according to the procedures of the Board of Nominations and elected by the Annual Meeting. Each year one or more conferences, in rotation or as required by vacancy, may recommend potential candidates to the Board of Nominations. All members of the Executive Board serve all Covenant congregations.
- iii. *Term of Office.* Each member of the Executive Board shall be elected for a term of six years. Terms shall be staggered in such a way that no more than 20 percent of the Executive Board is elected in any given year, except in the event of the removal, resignation, permanent incapacity, or death of a member. An elected member of the Executive Board shall not be elected for consecutive six-year terms.
- iv. *Liaisons from the Executive Board.* The Executive Board shall appoint elected members of the Executive Board to serve as liaisons to and ex-officio members of the Board of Directors of Covenant Ministries of Benevolence, the Board of Trustees of North Park University, the Board of the Ordered Ministry, and the Board of Pensions and Benefits. Each of these boards shall have only one liaison from the Executive Board. Each member of the Executive Board who is a representative of a regional conference shall serve as liaison to the executive board of that conference. A member of the Executive Board may serve as liaison to only one other board.
- b. *Ex-officio Members.* The Executive Board shall have the following ex-officio members: the president of the Covenant, a conference superintendent designated by the Council of Superintendents who serves as liaison from that council, an elected member of the Board of Directors of Covenant Ministries of Benevolence, Centro Hispano de Estudios Teológicos del Pacto Evangélico and Board of Trustees of North Park University who serves as a liaison from that board to the Executive Board. An ex-officio member of the Executive Board who serves as a liaison from another board shall not be an employee of the Covenant, any Covenant institution, any regional conference, any conference institution, or any regional mission organization.
- c. *Officers of the Executive Board.* The Executive Board shall elect a chair, vice chair, secretary, and assistant secretary. Each officer of the Executive Board shall be an elected member of the Executive Board.
- d. *Advisors to the Executive Board.* The Executive Board shall have the following advisors: the members of the Council of Administrators.
- e. *Meetings.*

- i. The Executive Board shall hold at least three regular meetings in each calendar year. Notice of each regular meeting shall be sent to each member of the Executive Board at least sixty days in advance.
- ii. The Executive Board may hold special meetings. A special meeting may be called by Executive Board officers or by the president of the Covenant. Notice of each special meeting shall be sent to each member of the Executive Board at least fourteen days in advance, except when the officers deem necessary.
- iii. The Executive Board shall meet at least once with the Council of Superintendents in each calendar year unless by mutual agreement no meeting is deemed necessary.
- iv. A majority of the elected and ex-officio members of the Executive Board shall constitute a quorum for any regular or special meeting.
- v. At any meeting, the Executive Board may hold executive sessions from which any or all advisors may be excluded.
- vi. When the Executive Board is reviewing the performance or compensation of the president of the Covenant, the Executive Board may exclude from its meeting any or all ex-officio members and any or all advisors.

Section 8.3. Committees.

- a. The Executive Board shall organize itself into committees for purpose of receiving reports, developing policies, and making recommendations to the Executive Board for a committee's specific area of focus.
- b. The standing committees shall be finance, personnel, and any other standing committee designated by the Executive Board policies creating the committee.
- c. Each elected member of the Executive Board shall serve on at least one standing committee at any given time.
- d. Each standing committee shall have five to seven members who are elected members of the Executive Board. The committee may have members who are ex-officio members of the Executive Board. The committee may request the presence of advisors to participate in their meetings.
- e. Each standing committee shall develop procedural rules to be approved by the Executive Board.
- f. The Executive Board may establish additional standing committees or ad hoc committees as appropriate to advance the Covenant mission.

Regional Conferences and Superintendents

Section 9.1. Regional Conferences.

a. **Names and Boundaries.** The names and boundaries of the regional conferences shall be determined by the Annual Meeting, upon the recommendation of the Executive Board of the Covenant after consultation with the regional conferences involved. The boundaries of the regional conferences shall be published annually by the Covenant.

b. **Recognition.**

- i. An association of Covenant congregations seeking recognition as a regional conference shall present a proposed constitution and bylaws, a budget, and a ministry statement to the Executive Board of the Covenant for approval.
- ii. Upon recommendation by the Executive Board of the Covenant, an association of Covenant congregations may be recognized as a regional conference by a two-thirds vote of delegates present and voting at an Annual Meeting of the Covenant.
- iii. Recognition of a regional conference may be terminated only by a two-thirds vote of delegates present and voting at an Annual Meeting of the Covenant.

Section 9.2. Administration. *This section currently contains no Bylaw provisions.*

Section 9.3. Selection of Conference Superintendents. The president of the Covenant shall serve as an advisor to every meeting of a conference executive board (or other conference nominating committee) when the nomination of a candidate for conference superintendent is being considered.

Section 9.4. Conference Constitutions and Bylaws. Revisions or amendments to conference constitutions and bylaws shall be submitted to the Executive Board of the Covenant for concurrence to ensure that such changes are in general agreement with this Constitution and Bylaws.

Section 9.5. Regional Mission Organizations. The Annual Meeting shall define the duties, functions, and responsibilities of a regional mission organization and its relationships with regional conferences, the Covenant Ministerium, and the Covenant, in a manner consistent with this Constitution and Bylaws.

ARTICLE X

Denominational Ministries

Section 10.1. Mission Priorities.

- a. In order to carry out its mission, the Covenant focuses on five mission priorities that guide the work that we do. The mission priorities are:
 - i. start and strengthen churches—starting and strengthening healthy, missional churches in the United States and Canada;
 - ii. make and deepen disciples—helping people experience new life in Christ and grow deeper in Christ in a lifelong journey of faith;
 - iii. love mercy and do justice—walking humbly with God to address hurts and the cause of those hurts;
 - iv. develop leaders—developing and strengthening leaders, both lay and clergy; and
 - v. serve globally—pursuing the mission priorities internationally.
- b. Executive minister(s) shall oversee mission priorities.

Section 10.2. Vice Presidents.

- a. Vice presidents shall be appointed by the president with concurrence of the Executive Board to give leadership to the organization. Each vice president is accountable for outcomes related to the mission of the Covenant, including the implementation of decisions and policies of the Annual Meeting and the Executive Board of the Covenant.
- b. A vice president shall lead an area by proposing and implementing strategies, proposing and managing income and expense, and working in collaboration with the president to propose and hire team members.
- c. A vice president shall report to and be accountable to the president.
- d. A vice president shall contribute to the overall mission of the Covenant by serving as an advisor to the Executive Board.
- e. The corporate treasurer shall also hold the office of vice president of finance and shall be the chief financial officer of the Covenant.
- f. By mutual agreement with the president, any board, council, commission, committee, or association of the Covenant or any board or committee of a corporation established by the Covenant may invite a vice president as a representative of the president of the Covenant, with the status of an advisor to a meeting of the group.
- g. **Temporary Absence or Disability.** In the temporary absence or temporary disability of a vice president, the president may appoint with the concurrence of the Executive Board a person to perform the duties of that position on an interim basis for the duration of the temporary absence or temporary disability.
- h. **Vacancies.** The Executive Board shall declare the position of any vice president vacant upon the removal, resignation, permanent incapacity, or death of the person holding that position.
 - i. **Removal.** By vote of two-thirds of its elected members, the Executive Board may remove a vice president.

- ii. *Resignation.* A vice president may resign upon written notice to the Executive Board.
- iii. *Permanent Incapacity.* The Executive Board shall develop a policy for determining permanent incapacity.
- iv. *Filling Vacancy.* When a vacancy occurs in the position of a vice president, the president shall appoint with the concurrence of the Executive Board a person to perform the duties of the vacated position on an interim basis, until such time as a permanent replacement is appointed by the president with concurrence of the Executive Board.

Section 10.3. Executive Ministers.

a. Executive ministers shall be elected by the Annual Meeting to oversee mission priorities. An executive minister is accountable for outcomes related to mission priorities, including the implementation of decisions and policies of the Annual Meeting and the Executive Board of the Covenant.

b. An executive minister shall oversee mission priorities by proposing and implementing strategies, proposing and managing income and expense, and proposing and managing team members.

c. An executive minister shall pursue coordination and collaboration across the mission priorities, ensuring a comprehensive, integrated mission strategy.

d. An executive minister shall be accountable to the president and shall report to either the president or a vice president.

e. An executive minister shall contribute to the overall mission of the Covenant by serving as an advisor to the Executive Board.

f. By mutual agreement with the president, any board, council, commission, committee, or association of the Covenant or any board or committee of a corporation established by the Covenant may invite an executive minister as a representative of the president of the Covenant, with the status of an advisor to a meeting of the group.

g. Each executive minister shall be elected or re-elected by the Annual Meeting for a term of four years. Each term shall begin on September 1 following the Annual Meeting at which the executive minister was elected.

Section 10.4. Executive Directors.

a. Executive directors shall be appointed by the president with concurrence of the Executive Board to give leadership to areas in support of the implementation of mission priorities. Each executive director is accountable for outcomes related to their area, including the implementation of decisions and policies of the Annual Meeting and the Executive Board of the Covenant.

b. An executive director shall lead an area by proposing and implementing strategies, proposing and managing income and expense, and proposing and managing team members.

c. An executive director shall be accountable to the president and shall report to either the president or a vice president.

d. An executive director shall contribute to the overall mission of the Covenant by serving as an advisor to the Executive Board.

e. By mutual agreement with the president, any board, council, commission, committee, or association of the Covenant or any board or committee of a corporation established by the Covenant may invite an executive director as a representative of the president of the Covenant, with the status of an advisor to a meeting of the group.

f. **Temporary Absence or Disability.** In the temporary absence or temporary disability of an executive director, the president may appoint with the concurrence of the Executive Board a person to perform the duties of that position on an interim basis for the duration of the temporary absence or temporary disability.

g. **Vacancies.** The Executive Board shall declare the position of any executive director vacant upon the removal, resignation, permanent incapacity, or death of the person holding that position.

i. **Removal.** By vote of two-thirds of its elected members, the Executive Board may remove an executive director.

ii. **Resignation.** An executive director may resign upon written notice to the Executive Board.

iii. **Permanent Incapacity.** The Executive Board shall develop a policy for determining permanent incapacity.

iv. **Filling Vacancy.** When a vacancy occurs in the position of an executive director, the president shall appoint with the concurrence of the Executive Board a person to perform the duties of the vacated position on an interim basis, until such time as a permanent replacement is appointed by the president with concurrence of the Executive Board.

Section 10.5. The Ordered Ministry.

a. The denominational ministry of the Ordered Ministry is governed by the Annual Meeting, the Board of the Ordered Ministry, and the Rules for the Ordered Ministry of the Evangelical Covenant Church.

b. **The Board of the Ordered Ministry.**

i. The Board of the Ordered Ministry shall have fourteen elected members and the ex-officio members identified in these Bylaws. Twelve elected members of the board shall be ordained or

commissioned Covenant ministers and two elected members of the board shall be lay persons. A majority of the elected clergy members of the board shall be ordained to word and sacrament. At least two elected clergy members of the board shall be staff persons. At least one elected clergy member of the board shall be a consecrated global personnel.

- (1) Candidates for the Board of the Ordered Ministry shall be slated according to the procedures of the Board of Nominations and elected by the Annual Meeting. The Board of the Ordered Ministry may recommend candidates to the Board of Nominations.
 - (2) At least four of the elected members of the Board of the Ordered Ministry shall be female. At least four of the elected members of the Board of the Ordered Ministry shall be male.
 - (3) The Board of the Ordered Ministry shall have the following ex-officio members: the president of the Covenant, the president of the Covenant Ministerium, the dean of North Park Theological Seminary, the president of Centro Hispano de Estudios Teológicos del Pacto Evangélico, the executive minister of the ordered ministry, a liaison from the Council of Superintendents appointed by the president of the Covenant, and a liaison from the Executive Board of the Covenant appointed by the Executive Board of the Covenant who shall be an ordained or licensed minister in good standing in the Covenant.
 - (4) The Board of the Ordered Ministry may have advisors as provided in its own procedural rules.
- ii. The Board of the Ordered Ministry shall
 - (1) elect its own officers;
 - (2) develop its own procedural rules for approval by the Executive Board of the Covenant and file a copy of the approved rules with the corporate secretary of the Covenant; and
 - (3) submit a report to the Annual Meeting and submit to the Executive Board of the Covenant any reports requested by the Executive Board of the Covenant.
 - iii. With the approval of the annual meeting of the Covenant Ministerium, the Board of the Ordered Ministry shall recommend Rules for the Ordered Ministry of the Evangelical Covenant Church to the Annual Meeting of the Covenant. Upon adoption by the Annual Meeting of the Covenant, the Rules for the Ordered Ministry shall govern the ordination, licensure, commissioning,

consecration, and discipline of ministers and global personnel of the Covenant, and the work of the Board of the Ordered Ministry.

- iv. The Board of the Ordered Ministry shall report directly to the Annual Meeting, except that the recommendations of the Board of the Ordered Ministry concerning the ordination, licensure, commissioning, consecration, and discipline of ministers and global personnel, and major policies relating to the work of the Board of the Ordered Ministry shall be submitted to the annual meeting of the Covenant Ministerium. Recommendations approved by the annual meeting of the Covenant Ministerium may be submitted to the Annual Meeting of the Covenant. Recommendations not approved by the annual meeting of the Covenant Ministerium shall be referred back to the Board of the Ordered Ministry.
- v. With the approval of the annual meeting of the Covenant Ministerium, the Board of the Ordered Ministry shall recommend a candidate for the position of executive minister of the ordered ministry to the Executive Board of the Covenant.

c. *Executive Minister of the Ordered Ministry.* The executive minister of the ordered ministry shall

- i. act as an agent and representative of the Board of the Ordered Ministry between meetings of the board and report to the Board of the Ordered Ministry actions taken and representations made on behalf of the board;
- ii. be an ex-officio member of the executive committee of the Covenant Ministerium; and
- iii. together with the Board of the Ordered Ministry and the Covenant Ministerium, develop and administer policies and programs to encourage, support, and care for ministers and global personnel.

Section 10.6. The Board of Nominations.

a. The denominational ministry of Nominations is governed by the Annual Meeting and the Board of Nominations.

b. The Board of Nominations shall have eleven elected members and the ex-officio members identified in these Bylaws. Each member of the Board of Nominations serves all Covenant congregations.

- i. Candidates for the Board of Nominations shall be slated by the Executive Board of the Covenant according to the procedures of the Board of Nominations and elected by the Annual Meeting. Each conference shall have at least one representative on the Board of Nominations.

- ii. At least four of the elected members of the Board of Nominations shall be female. At least four of the elected members of the Board of Nominations shall be male.
- iii. The president of the Covenant shall be an ex-officio member of the Board of Nominations.
- iv. The Board of Nominations may have advisors as provided in its own procedural rules.
- v. The Board of Nominations shall
 - (1) elect its own officers;
 - (2) develop its own procedural rules for approval by the Executive Board of the Covenant and file a copy of the approved rules with the corporate secretary of the Covenant;
 - (3) submit a report to the Annual Meeting and submit to the Executive Board of the Covenant any reports requested by the Executive Board of the Covenant; and
 - (4) submit all matters involving major changes of policy to the Executive Board of the Covenant for approval.
- vi. The Board of Nominations shall
 - (1) develop an active resource pool of qualified leaders for use by the Covenant and conference boards;
 - (2) provide qualified candidates for election by the Annual Meeting to the Executive Board of the Covenant, the Board of the Ordered Ministry, the Board of Directors of Covenant Ministries of Benevolence, the Board of Trustees of North Park University, and the Board of Pensions and Benefits; and
 - (3) prepare the ballot of candidates for election at each Annual Meeting and present it to the Annual Meeting.

Section 10.7. Board of Pensions and Benefits.

- a. The denominational ministry of pensions and benefits is governed by the Annual Meeting and the Board of Pensions and Benefits.
- b. The Board of Pensions and Benefits shall have seven to nine elected members and the ex-officio members identified in these Bylaws. Each member of the Board of Pensions and Benefits serves all Covenant congregations.
 - i. Candidates for the Board of Pensions and Benefits shall be slated according to the procedures of the Board of Nominations and elected by the Annual Meeting. The Board of Pensions and Benefits may recommend candidates to the Board of Nominations.
 - ii. The Board of Pensions and Benefits shall have the following ex-officio members: the treasurer, the executive minister of the ordered ministry, a liaison from the Council of Superintendents appointed by the

- president of the Covenant, and a liaison from the Executive Board of the Covenant appointed by the Executive Board of the Covenant.
- iii. The Board of Pensions and Benefits may recommend, and the Executive Board approve up to two members with relevant knowledge and expertise for one, five-year term.
 - iv. The Board of Pensions and Benefits may have advisors as provided in its own procedural rules.
- c. The Board of Pensions and Benefits shall
- i. elect its own officers;
 - ii. develop its own procedural rules for approval by the Executive Board of the Covenant and file a copy of the approved rules with the corporate secretary of the Covenant;
 - iii. submit a report to the Annual Meeting and submit to the Executive Board of the Covenant any reports requested by the Executive Board of the Covenant; and
 - iv. submit all matters involving major changes of policy to the Executive Board of the Covenant for approval.
- d. The president of the Covenant, the corporate treasurer of the Covenant, and the chair of the Board of Pensions and Benefits shall be the trustees of the Covenant Pension Plan, as amended. Amendments to the Covenant Pension Plan shall be adopted as set forth in the plan.
- e. The Board of Pensions and Benefits shall maintain, monitor, and operate various retirement plans and health and welfare benefit plans offered and/or sponsored by the Covenant from time to time, where such Board of Pensions and Benefits is a named fiduciary with respect to the plan.
- f. A director of pensions shall be appointed by the Executive Board of the Covenant upon nomination by the president of the Covenant and the concurrence of the Board of Pensions and Benefits. The director of pensions shall be an advisor to the Board of Pensions and Benefits.

ARTICLE XI

Council of Administrators and Council of Superintendents

Section 11.1. Council of Administrators.

- a. The Council of Administrators shall serve as a presidential roundtable to connect the various Covenant corporations.
- b. The Council of Administrators shall have the following members: the president of the Covenant; the president of Covenant Ministries of Benevolence, the president of North Park University, the dean of North Park

Theological Seminary, the president of National Covenant Properties, and the president of Covenant Trust Company.

c. The Council of Administrators may invite additional advisors to participate in their meetings.

Section 11.2. Council of Superintendents.

a. *This subsection currently contains no Bylaw provisions.*

b. The superintendents of the regional conferences of the Covenant are members of the Council of Superintendents. The Council of Superintendents shall have the following ex-officio members: the president of the Covenant, the vice president of mission priorities, the executive minister of serve clergy, and the executive minister of serve locally. The Council of Superintendents may invite additional advisors to participate in their meetings.

c. The Council of Superintendents shall select one member of the Council of Superintendents to serve as an ex-officio member of the Executive Board of the Covenant.

d. The president of the Covenant shall appoint members of the Council of Superintendents to serve as liaisons to and ex-officio members of the Board of Directors of Covenant Ministries of Benevolence, the Board of Trustees of North Park University, the Board of the Ordered Ministry, and the Board of Pensions and Benefits. Each of these boards shall have only one liaison from the Council of Superintendents. A member of the Council of Superintendents may serve as liaison to only one board.

Section 11.3. Meetings. *This section currently contains no Bylaw provisions.*

ARTICLE XII

Corporations

Section 12.1. The Covenant has established the following corporations: Covenant Ministries of Benevolence, an Illinois not-for-profit corporation; North Park University, an Illinois not-for-profit corporation; National Covenant Properties, an Illinois not-for-profit corporation; Covenant Trust Company, a chartered Illinois trust company; Paul Carlson Medical Program, Inc., an Illinois not-for-profit corporation; Bezalel, Inc., an Illinois not-for-profit corporation; and Centro Hispano de Estudios Teológicos del Pacto Evangélico, a California nonprofit religious corporation.

Section 12.2. Covenant Ministries of Benevolence.

a. Covenant Ministries of Benevolence shall provide leadership, guidance, and coordination to ministries that promote the bringing of God's compassion, mercy, and justice to bear upon the needs of the world. These shall include,

but not be limited to, institutional ministries, congregation-based ministries, and collaborative ministries within the Covenant. Covenant Ministries of Benevolence shall administer the benevolent institutions established by the Covenant and the properties of these institutions.

b. The Board of Directors of Covenant Ministries of Benevolence, also known as the Board of Benevolence, shall consist of sixteen to nineteen members, including the elected members and the ex-officio members identified in these Bylaws. Each member of the Board of Benevolence shall be a member of a Covenant congregation. Each member of the Board of Benevolence serves all Covenant congregations.

i. *Elected Members.*

(1) Candidates for the Board of Benevolence shall be slated according to the procedures of the Board of Nominations and elected by the Annual Meeting. The Board of Nominations shall slate only one candidate for each position to be filled. The Board of Benevolence may recommend candidates to the Board of Nominations.

(2) Except in the case of a vacancy, two or three members of the Board of Benevolence shall be elected each year for a term of six years.

(3) Members of the Board of Benevolence who meet the criteria of the Covenant policy on ethnic representation shall be elected for non-concurrent terms of six years.

(4) At least 20 percent of the elected members of the Board of Benevolence shall be clergy and at least 20 percent shall be lay.

(5) At least five of the elected members of the Board of Benevolence shall be female. At least five of the elected members of the Board of Benevolence shall be male.

(6) An elected member of the Board of Benevolence shall not be elected for consecutive six-year terms.

ii. *Ex-officio Members.* The Board of Benevolence shall have the following ex-officio members: the president of the Covenant, the president of Covenant Ministries of Benevolence, a liaison from the Council of Superintendents appointed by the president of the Covenant, and a liaison from the Executive Board of the Covenant appointed by the Executive Board of the Covenant.

iii. The Board of Benevolence may have advisors as provided in its own corporate documents.

c. The Board of Benevolence shall appoint an elected member to be a liaison to and ex-officio member of the Executive Board of the Covenant.

d. The Board of Benevolence shall elect its own officers, develop its own procedural rules for approval by the Executive Board of the Covenant, and file a copy of the approved rules with the corporate secretary of the Covenant.

e. The Board of Benevolence shall submit the following matters to the Executive Board of the Covenant for approval: strategic plan; mission statement; major changes of policy; major borrowing; disposition, buying, leasing, selling, or encumbering of real property belonging to Covenant Ministries of Benevolence that is used in benevolent institutional ministry; mergers or dissolution of Covenant Ministries of Benevolence; creation of new affiliates and other related entities; amendments to the Articles of Incorporation and Bylaws of Covenant Ministries of Benevolence; compensation of the president of Covenant Ministries of Benevolence; fiscal year end; and designation of auditors.

f. The Board of Benevolence shall submit a report to the Annual Meeting and shall submit to the Executive Board of the Covenant any reports requested by the Executive Board.

g. The president of Covenant Ministries of Benevolence shall manage benevolent institutions and ministries of compassion, mercy, and justice under the direction of the Board of Benevolence.

- i. The president of Covenant Ministries of Benevolence shall be recommended by the Board of Benevolence, approved by the Executive Board of the Covenant, and called by the Annual Meeting for an indefinite term.
- ii. The president of Covenant Ministries of Benevolence shall be an ex-officio member of the Board of Benevolence and an advisor to the Executive Board of the Covenant.
- iii. A president of Covenant Ministries of Benevolence who is succeeding an incumbent shall take office on September 1 in the year of the new president's call. If there is no incumbent, the new president may take office immediately upon call.
- iv. The president of Covenant Ministries of Benevolence shall devote fulltime service to this position.

h. Covenant Ministries of Benevolence has the following affiliated corporations, among others: Covenant Living Communities and Services; EMC Health, Inc.; and Swedish Covenant Health. Each of these affiliated corporations may have affiliated corporations, institutions, and entities of its own.

Section 12.3. North Park University.

a. The Board of Trustees shall exercise general supervision over North Park University, its administration, its finances, and its facilities.

b. The Board of Trustees shall consist of twenty-five to no more than thirty members, comprised of elected members, appointed members, and ex-officio members. Each member of the Board of Trustees shall be a member in good standing of a member congregation of the Covenant or another Christian church as further set below. Each member of the Board of Trustees serves all Covenant congregations.

i. *Elected Members.*

- (1) Candidates for the Board of Trustees to be elected by the Annual Meeting shall be slated according to the procedures of the Board of Nominations and elected by the Annual Meeting. The Board of Trustees may recommend candidates to the Board of Nominations.
- (2) At least three elected members shall meet the criteria of the Covenant policy on ethnic representation.
- (3) At least 20 percent of the elected members shall be clergy and at least 20 percent shall be lay.
- (4) At least 35 percent of the elected members shall be female. At least 35 percent of the elected members shall be male.
- (5) Each elected member shall be a member in good standing of a member congregation of the Covenant.
- (6) An elected member may be elected up to four consecutive three-year terms.

ii. *Appointed Members.* Up to nine persons shall be recommended by the Board of Trustees and appointed by the Executive Board for up to four terms of three years. Each appointed member shall be a member in good standing of a Christian church and shall be in harmony with the mission of North Park University. Appointed members are not required to be members of Covenant congregations. An appointed member may be suspended or removed for cause only if such action is recommended by a two-thirds (2/3) vote of the other members of the Board of Trustees and approved by a three-fourths (3/4) vote of all the members of the Executive Board. Cause for suspension or removal is failure to perform duties, malfeasance, misfeasance, immorality, indiscretion, unethical behavior, doctrinal error, breach of fiduciary duty owed to the Covenant, breach of a duty of confidentiality owed to the Covenant, or breach of a duty of loyalty owed to the Covenant.

iii. *Ex-officio Members.* The Board of Trustees shall have the following ex-officio members: the president of the Covenant, the president of North Park University, a liaison from the Council of Superintendents appointed by the president of the Covenant, and a liaison from the

Executive Board of the Covenant appointed by the Executive Board of the Covenant.

iv. The Board of Trustees may have advisors as provided in its own corporate documents.

c. The Board of Trustees shall appoint an elected member to be a liaison to and ex-officio member of the Executive Board of the Covenant.

d. The Board of Trustees shall elect its own officers, develop its own procedural rules for approval by the Executive Board of the Covenant, and file a copy of the approved rules with the corporate secretary of the Covenant.

e. The Board of Trustees shall submit the following matters to the Executive Board of the Covenant for approval: strategic plan; mission statement; major changes of policy; major borrowing; disposition, buying, leasing, selling, or encumbering of real property belonging to North Park University; mergers or dissolution of North Park University; creation of new affiliates and other related entities; amendments to the Articles of Incorporation and Bylaws of North Park University; compensation of the president of North Park University; fiscal year end; and designation of auditors.

f. The Board of Trustees shall submit a report to the Annual Meeting and shall submit to the Executive Board of the Covenant any reports requested by the Executive Board of the Covenant.

g. The Board of Trustees may submit requests for appropriations to be included in the annual Covenant coordinated budget. These requests for appropriations shall be submitted to the corporate treasurer of the Covenant for consideration in the preparation of the annual Covenant coordinated budget. Each request for appropriations shall include a copy of the budget of North Park University.

h. Except as provided below with respect to full-time faculty members of North Park Theological Seminary, instructors and administrative personnel of North Park University shall be engaged by the Board of Trustees.

i. The president of North Park University shall be its chief executive officer, an ex-officio member of the Board of Trustees, and an advisor to the Executive Board of the Covenant.

i. The president of North Park University shall be recommended by the Board of Trustees, approved by the Executive Board of the Covenant, and called by the Annual Meeting for an indefinite term.

ii. A president of North Park University who is succeeding an incumbent shall take office on September 1 in the year of the new president's call. If there is no incumbent, the new president may take office immediately upon call.

iii. The president of North Park University shall devote full-time service to this position.

j. The dean of North Park Theological Seminary shall be recommended by the Board of Trustees of North Park University, approved by the Executive Board of the Covenant and the annual meeting of the Covenant Ministerium, and called by the Annual Meeting for an indefinite term. The dean of North Park Theological Seminary shall be an ordained or licensed Covenant minister in good standing.

k. At least 75 percent of regular full-time seminary faculty members shall be ordained or licensed ministers in good standing with the body that granted the ordination or license. Each candidate for a regular fulltime seminary position shall be recommended by the Board of Trustees, examined by the Board of the Ordered Ministry with respect to the candidate's Christian faith and understanding and support of Covenant principles, and approved by the Executive Board of the Covenant and the Annual Meeting. After approval, the faculty member's promotion and tenure shall be governed by the Board of Trustees of North Park University.

Section 12.4. National Covenant Properties. National Covenant Properties provides short and long-term financing to the Covenant, the regional conferences, conference institutions, Covenant congregations, and corporations established by the Covenant, for the acquisition and development of real property for ministry, as stated in its Articles of Incorporation. The voting members of the Executive Board of the Covenant are the corporate members of National Covenant Properties. The corporate members appoint the directors of National Covenant Properties.

Section 12.5. Covenant Trust Company. Covenant Trust Company is a non-depository trust company chartered and regulated by the Illinois Office of Banks and Real Estate, Bureau of Banks and Trust Companies. The voting members of the Executive Board of the Covenant by proxy elect the directors of Covenant Trust Company. The president of Covenant Trust Company shall serve as executive director of Covenant Estate Planning Services.

Section 12.6. Paul Carlson Medical Program, Inc. Paul Carlson Medical Program, Inc., doing business as Paul Carlson Partnership, develops projects, programs, and facilities for medical services, public health services, child welfare services, community development activities, education, and research; raises funds to be used to accomplish the purposes to which Paul Carlson dedicated his life; and assures the ongoing witness to the love of God in Jesus Christ that characterized the life and death of Paul Carlson. The Evangelical Covenant Church is the corporate member of Paul Carlson Medical Program,

Inc. The voting members of the Executive Board of the Covenant elect the directors of Paul Carlson Medical Program, Inc.

Section 12.7. Bezalel, Inc. Bezalel, Inc. assists the Covenant, the regional conferences, conferences institutions, Covenant congregations, and corporations established by the Covenant in acquiring and developing real property for ministry as stated in its Articles of Incorporation. The Covenant is the sole member of the corporation, and the voting members of the Executive Board of the Covenant exercise the reserved powers of the Covenant. Day-to-day operations are managed by a board of directors elected by the Executive Board of the Covenant.

Section 12.8. Centro Hispano de Estudios Teológicos del Pacto Evangélico. Centro Hispano de Estudios Teológicos del Pacto Evangélico is a California nonprofit religious corporation that exists to holistically equip underserved Latinos and Latinas for church and community-based ministry. The Covenant is the sole member of Centro Hispano de Estudios Teológicos. The voting members of the Executive Board of the Covenant elect the directors of Centro Hispano de Estudios Teológicos.

ARTICLE XIII

The Ordered Ministry

Section 13.1. The Rules for the Ordered Ministry shall be developed by the Board of the Ordered Ministry, approved by the annual meeting of the Covenant Ministerium, and adopted by the Annual Meeting of the Covenant. The Rules for the Ordered Ministry shall govern the Board of the Ordered Ministry and its work.

Section 13.2. The Covenant Ministerium.

a. The Covenant Ministerium consists of all ordained and licensed ministers, commissioned staff ministers, and consecrated global personnel of the Covenant.

b. The Covenant Ministerium shall

- i. hold an annual meeting open to all of its members;
- ii. have its own constitution and bylaws which shall define the rights and privileges of the various categories of members of the Covenant Ministerium; and
- iii. elect its own officers, including a president who shall be an ordained minister of the Covenant in good standing.

Section 13.3. The Board of the Ordered Ministry has general supervision over all ordained and licensed ministers, commissioned staff ministers, and consecrated global personnel of the Covenant, including their ordination, license, commission, consecration, standing, and discipline, and the maintenance of high standards in their ministry.

ARTICLE XIV
Commissions

Section 14.1. Standing Commissions.

a. The Annual Meeting of the Covenant shall establish standing commissions to work, study, and make recommendations on certain matters. The Annual Meeting or the Executive Board of the Covenant shall determine the specific responsibilities of each standing commission.

b. Each standing commission shall consist of at least six members appointed by the Executive Board for terms of three years and any ex-officio members and advisors designated by the Executive Board. No appointed member of any standing commission shall serve more than two consecutive full terms on that commission.

c. Each standing commission shall establish working rules and submit them to the Executive Board of the Covenant for approval in accordance with the policy established, present requests for annual funding to the Executive Board, meet at least once a year, and submit all recommendations to the Executive Board for review prior to submission to the Annual Meeting.

d. Each standing commission shall be limited in duration to a term of five years unless the Annual Meeting takes action to extend its life for another term not to exceed five years. The Annual Meeting is not limited in the number of successive terms it may grant a standing commission. During the last year of a standing commission's term, commission members may present a rationale for continuance to the Executive Board, which shall then make a recommendation to the Annual Meeting.

e. The list of standing commissions of the Covenant shall be kept current by the corporate secretary and published annually.

Section 14.2. Special Commissions.

a. The Annual Meeting or the Executive Board of the Covenant may establish special commissions to work, study, and make recommendations on certain matters. The Annual Meeting or the Executive Board of the Covenant shall determine the specific responsibilities of each special commission.

b. Each special commission shall be limited in duration to a specific period of time which may be extended by the body that established it.

c. Each special commission shall consist of members appointed by the Executive Board and any ex-officio members and advisors designated by the Executive Board.

d. A list of the special commissions of the Covenant shall be kept current by the corporate secretary and published annually.

Section 14.3. Commission on Pastoral Relations.

a. The Commission on Pastoral Relations shall have no appointed members but shall consist of the following ex-officio members only: the president of the Covenant, the executive minister of the ordered ministry, the vice president of Mission Priorities, the dean of North Park Theological Seminary, and all regional conference superintendents.

ARTICLE XV

Associations

Section 15.1. Definition. Associations are voluntary groups of individuals, congregations, and ministries united for the purpose of fellowship, encouragement, and the advancement of a specific mission.

Section 15.2. Recognition.

a. A group seeking to be recognized as an official association of the Covenant shall make a written request for approval by the Executive Board. The Executive Board may withdraw recognition of an association.

b. The Executive Board shall approve all association constitutions and bylaws to ensure general agreement with the principles and policies of the Covenant, and with this Constitution and Bylaws.

Section 15.3. Ethnic Associations.

a. Ethnic associations shall encourage mutual fellowship, recruitment, and the development of congregations and ministries. Each ethnic association shall relate to the broader Covenant through the representation of its elected leadership and jointly recognized policies.

b. A list of ethnic associations shall be kept current and may be amended by the Executive Board or the Annual Meeting.

c. The chair of each ethnic association shall be an ex-officio member of a commission on ethnic ministries.

Section 15.4. Other Associations. The Covenant has recognized the following associations: Association of Covenant Camps and Conference Centers, Covenant Chaplains Association, Advocates for Covenant Clergy Women, and Association of Covenant Spiritual Directors.

ARTICLE XVI
Amendments

Section 16.1. Amendments to these Bylaws may be proposed in the following ways:

a. A delegate may introduce a proposed amendment to these Bylaws in writing at an Annual Meeting. Such proposed amendments cannot be acted upon until the next Annual Meeting.

b. The Executive Board of the Covenant may propose an amendment to these Bylaws in writing at least ninety days prior to the Annual Meeting for action at that Annual Meeting.

Section 16.2. At least sixty days before the Annual Meeting when final action is to be taken on a proposed amendment to these Bylaws, the corporate secretary of the Covenant shall send a copy of each proposed amendment to each Covenant congregation and shall cause the text of each proposed amendment to be published in the official communication channel of the Covenant and in the electronic media that the Covenant regularly uses for communication with Covenant congregations and members of Covenant congregations.

Section 16.3. A proposed amendment shall be adopted upon the affirmative vote of two-thirds of the delegates present and voting at the Annual Meeting.

ARTICLE XVII
Indemnification and Insurance

Section 17.1. As permitted or required by applicable law and as provided in these Bylaws, the Covenant shall indemnify and provide liability insurance for any person acting as an officer, director, employee, or agent of the Covenant or of any corporation or other entity established by the Covenant. The Executive Board of the Covenant shall adopt such policies and take such actions as may be necessary to carry out the provisions of this article.

ARTICLE XVIII
Fiscal Year

Section 18.1. The fiscal year of the Covenant shall be determined by the Annual Meeting upon recommendation of the Executive Board of the Covenant.

ARTICLE XIX

Auditors

Section 19.1. The accounts of the Covenant shall be audited by a firm of certified public accountants regularly doing business in the State of Illinois and approved by the Executive Board of the Covenant.

ARTICLE XX

Rules and Procedures

Section 20.1. Publication. Rules, administrative procedures, and policies adopted by the Covenant or any of its associations, boards, commissions, corporations, councils, or denominational ministries shall be made available through the office of the corporate secretary according to a policy approved by the Executive Board of the Covenant and reported to the Annual Meeting.

Section 20.2. Policies. Specific policies shall be developed in accordance with this Constitution and Bylaws. These policies shall include, but not be limited to, policies concerning conflict resolution, compensation, ethnic representation, financial management, legal counsel, personnel, risk management, and the theological oversight of published material. All policies shall be approved by the Executive Board.

Section 20.3. Interpretation.

a. The rules contained in the current edition of *Robert's Rules of Order Newly Revised* shall govern the Covenant in all cases to which they are applicable and in which they are not inconsistent with these Bylaws and any special rules of order the Covenant may adopt.

b. The Glossary is part of these Bylaws and shall be used to interpret the Constitution and Bylaws of the Covenant.

Section 20.4. All meetings and deliberations of the Covenant shall be conducted in conscious dependence on God's leading through prayer. All decisions shall be made in accordance with mutually recognized biblical and theological principles of governance, and in spiritual discernment rooted in Christian love.

GLOSSARY

Advisor. An advisor is a participant in the Annual Meeting, a board, commission, committee, or other body, who does not have a vote and who cannot make motions. All advisors are designated in the Constitution and

Bylaws. Advisors have the privilege of participation in the sessions of the body to which they are advisors and may address the body, answer questions, or make suggestions and comments. A body meeting in executive session may choose to exclude any or all advisors. Advisors are not to be included in determining if a quorum is present. See Resource Person.

Agent. An agent is a person or group in the employ or service of the Covenant to whom the Covenant has given authority to act in the name of the Covenant and who has a duty to account to the Covenant for the performance of that employment or service.

Bylaws. The Bylaws contain more detailed information about the organization and structure of the Covenant than does the Constitution. The Bylaws can be changed more readily than the Constitution, in order to respond in a more timely fashion to changing needs and situations.

Call. “Call” as it is used in the Constitution and Bylaws is not to be automatically understood as identical with the “call” of a pastor by a local congregation. A called member of the Council of Administrators has an indefinite term of office. When the Annual Meeting is voting on whether to call someone to a position there is no provision for additional nominations of candidates from the floor, as is the case with an election.

Commission. A commission is a body established by the Annual Meeting to coordinate, study, and make recommendations on matters assigned to it.

Constitution. The Constitution identifies the most permanent features of the organization and structure of the Covenant. It requires more time to change than do the Bylaws so that major changes are made only after considerable deliberation.

Convention of Delegates. Convention of delegates is a parliamentary term used by *Robert’s Rules of Order* to describe assemblies such as the annual meetings of the Covenant and of the regional conferences. (See *Robert’s Rules of Order Newly Revised*.) Note that in the Covenant an Annual Meeting may meet in a special session and therefore more than once annually. Such a special meeting of the Annual Meeting would, however, be highly unusual.

Corporate Member. The Illinois General Not-for-Profit Corporation Act permits a not-for-profit corporation to have corporate “members” whose qualifications and rights (in particular, voting rights) are prescribed in the corporation’s articles of incorporation or bylaws.

Delegate. The annual meeting of the Covenant or of a regional conference is made up of delegates, most of whom are sent to the meeting by

congregations. Delegates have the right of full participation in the meeting and have all the rights and privileges assigned to them by Robert's Rules of Order.

Entity. In the Constitution and Bylaws "entity" indicates permanent or ad hoc groups, organizations, offices, and the like. It is deliberately broad in its scope and must be understood in context.

Ex-officio. An ex-officio member of a body is a full member with all the privileges and responsibilities of other members. An ex-officio member is a member of the body by virtue of holding an office, and is a member for the length of term in that office.

Honorary Delegate. An honorary delegate is an honored guest who is given that status by vote of the Annual Meeting. Honorary delegates have the same privileges and status as advisors.

Liaison. A liaison is a member of a board, committee, commission, or other body selected to represent that body at the meetings of another body. A liaison has the status of an advisor to the receiving body unless otherwise specifically stated in the Bylaws.

Malfeasance. Malfeasance is misconduct or wrongdoing; especially, wrongdoing that is illegal or contrary to official obligations.

Member. All Christians are members of the body of Christ. Each Covenant congregation has individual members. The members of the Covenant are its member congregations. So also, the members of a regional conference are its member congregations. Sometimes the participants in an annual meeting, a board, commission, or committee are referred to as members of such a body. Finally, not-for-profit corporations have corporate members as identified in their bylaws or articles of incorporation. Unless otherwise made clear in context, "member" is used in the Constitution and Bylaws to refer to the member congregations of the Covenant.

Misfeasance. Misfeasance is the improper or unlawful execution of some act that in itself is lawful and proper.

Observer. An observer is someone who is registered as such and is given the privilege of observing the sessions of the Annual Meeting except when the Annual Meeting is meeting in executive session. Observers do not have voice or vote in the parliamentary sessions of the Annual Meeting.

Preamble. The Preamble of the Constitution of the Covenant is an identifying statement that describes the Covenant as a people and a movement. It does not seek to identify how the Covenant is organized but, together with Articles

II and IV of the Constitution, describes the distinctive character and confession of the Covenant.

Procedural Rules. The procedural rules are the specific rules and procedures under which a board, committee, commission, or other body operates. These rules are of lesser authority than the Constitution and Bylaws of the Covenant. The Bylaws specify how such rules are developed and approved.

Regional Conferences. Most Christian denominations have “middle judicatories.” In the Covenant, these organizations are called “regional conferences.”

Regional Mission Organization. Some groupings of Covenant congregations might not have sufficient strength to organize as regional conferences. Some geographical areas might not be adequately served by an existing regional conference. There may be, nevertheless, a need for structures to link together congregations for missional and administrative purposes, and to carry out some of the functions that regional conferences provide to their member congregations on behalf of the Covenant. The Constitution and Bylaws refer to such organizations as “regional mission organizations.”

Resource Person. A resource person is invited to participate in the Annual Meeting, a board, commission, committee, or other body for a specified purpose or agenda item or items by the action of the body. Resource persons may address the body, answer questions, or make suggestions and comments in relation to the specified purpose or agenda item or items. Resource persons do not have a vote and cannot make motions, and may be excused by the body at any time.

Support Staff. The support staff in a parliamentary session provide administrative assistance and are not participants in the body they are supporting, but may address the chair with questions or concerns that relate to their role and answer questions from the chair or other participants.

World Mission Region. The Annual Meeting of the Covenant determines global mission regions for the sole purpose of deciding delegate representation at the Annual Meeting. The Covenant ministry of serve globally is not required to use the Annual Meeting’s determination of global mission regions for any other purpose.

**Rules for the Ordered Ministry of the
Evangelical Covenant Church** *(Adopted
2002, most recent revision June 2024)*

PREAMBLE

The Evangelical Covenant Church recognizes its responsibility to ordain, commission, consecrate, and license persons for various ministries of the church and to exercise support of and discipline over them. The Board of the Ordered Ministry is elected by the Annual Meeting of the Evangelical Covenant Church for the administration of this responsibility.

The Evangelical Covenant Church believes that there is only one mission of the church, the mission of God made known in Jesus Christ through the power of the Holy Spirit. The mission of the triune God comes to expression through the ministries of the church, including worship, preaching, teaching, rites, sacraments, witness, and service as attested in Holy Scripture. The mission belongs not just to ordained, commissioned, consecrated, and licensed persons, but to the whole church as a priesthood of believers: “You are a chosen race, a royal priesthood, a holy nation, God’s own people, that you may declare the wonderful deeds of him who called you out of darkness into his marvelous light” (1 Peter 2:9). When believers, corporately or individually, are called into the service of the triune God, letting their words and actions bear witness to God’s redemptive act, the essential ministry is being performed. The Evangelical Covenant Church has always stressed a vital and informed ministry of the people of God in the world.

While the ministry of the triune God belongs to the whole church, the Evangelical Covenant Church has recognized the specific service to the Word of God by those endowed with the requisite gifts and graces of the Holy Spirit, discerned and confirmed by the church to be so equipped. This apostolic ministry is entrusted to those who have been formed and educated rightly to handle the word of truth, to equip the people of God, both corporately and individually, for their respective ministries in the world, and to build up the congregation in faith, hope, and love.

In order to provide preparation for these ordered ministries, the Evangelical Covenant Church maintains North Park Theological Seminary as a school of theological education and formation through residential and extension curricula. The ongoing preservation and interpretation of the apostolic witness within the context of the heritage, life, and mission of the Evangelical Covenant Church is the special responsibility of the seminary as it equips persons for

their service and their stewardship of the vows appropriate to the ordered ministry. These ministries are governed by the rules that follow.

ARTICLE I

The Board of the Ordered Ministry

Section 1.1. Composition.

a. The Constitution and Bylaws of the Evangelical Covenant Church (Covenant) provides that the Board of the Ordered Ministry (Board) shall consist of twelve credentialed persons as defined in the Constitution and Bylaws of the Covenant. They shall be mature and experienced, elected by the Annual Meeting of the Covenant for terms of five years in such manner that the terms of two members shall expire each year. Members shall not be eligible to succeed themselves. The president of the Covenant, the executive minister of the ordered ministry, the president of the Covenant Ministerium, the dean of North Park Theological Seminary (NPTS), the president of Centro Hispano de Estudios Teológicos del Pacto Evangelico (CHET), and the minister appointed from the Executive Board of the Covenant shall be ex-officio members of the Board. The president of the Covenant shall appoint one member of the Council of Superintendents to serve as an ex-officio member of the Board. The Board may appoint advisory members as needed.

b. The Board shall elect from among its members a chair and a secretary. The chair shall hold a Covenant credential.

c. The executive committee shall consist of the chair, the secretary, the executive minister of the ordered ministry, the president of the Covenant, the president of the Covenant Ministerium, and the dean of NPTS. Other staff may be appointed as advisers to the executive committee.

d. A quorum of the Board shall consist of eight elected members.

Section 1.2. Function.

a. As provided in the Bylaws of the Covenant, the Board has general supervision over all ordained ministers, commissioned ministers, licensed ministers, and consecrated global personnel of the Covenant, including their ordination, commissioning, license, consecration, standing, discipline, and the maintenance of high standards in their ministry. The Rules for the Ordered Ministry shall be developed by the Board, approved by the annual meeting of the Covenant Ministerium, and adopted by the Annual Meeting of the Covenant. The Rules for the Ordered Ministry shall govern the Board and its work. The Rules for the Ordered Ministry shall be published by the Covenant and made available in the electronic media that the Covenant regularly uses

for communication with Covenant congregations and members of Covenant congregations.

b. The Board shall report directly to the Annual Meeting of the Covenant, except that recommendations of the Board concerning acts of ordination, commissioning, licensure, consecration, discipline, and major policies relating to the work of the Board shall be submitted to the annual meeting of the Covenant Ministerium for prior approval. Recommendations approved by the annual meeting of the Covenant Ministerium may be submitted to the Annual Meeting of the Covenant. Recommendations not approved by the annual meeting of the Covenant Ministerium shall be referred back to the Board.

ARTICLE II

Ordination

Section 2.1. Description. Ordination in the Covenant is an act of the church by which a person called by God is formally set apart as a minister of the gospel of our Lord and Savior Jesus Christ. The Covenant ordains only after determining through careful examination that the person has been called of God, is genuinely committed to the apostolic message, and lives in conformity to it. One may be ordained to word and sacrament or ordained to word and service. The appropriate ordination is determined solely by the form of ministry to which one is called. It is possible to move from ordained to word and service to ordained to word and sacrament in which case the person shall participate in the rite of ordination to word and sacrament and the former ordination shall be taken up into the latter. Additional requirements may need to be met. If a person ordained to word and sacrament is called to a specialized ministry under ordination to word and service, additional education may be required.

ARTICLE III

Ordained to Word and Sacrament

Section 3.1. Description. The person ordained to word and sacrament has a broad theological education and acts as a theologian for the local congregation as well as the larger church. The ordinand interprets the gospel with authenticity and leads the church to live out its apostolic mission. In ordination to word and sacrament, the Covenant gratefully accepts the ordinand as one called by God and given to the church to minister in the spirit of Christ. The Covenant sets apart the person ordained to the ministry of word and sacrament with the authority to preach and teach the gospel, administer the sacraments and rites of the church, and exercise pastoral care and leadership.

Section 3.2. Preparation.

a. Candidates shall be graduates with a master of divinity degree or its equivalent. When their theological education includes work at a school other than NPTS, they shall have acceptably completed at least one year of resident study at NPTS as outlined by the Board or Covenant Orientation (CO). Other seminaries where academic work is taken should be accredited by the Association of Theological Schools.

b. Candidates preparing for ministry primarily in the Hispanic community, and for whom Spanish is the primary language, may receive their training from CHET.

c. The Board may establish educational programs to meet the particular needs of groups with special circumstances.

d. All candidates shall spend two years in a mentoring relationship approved by the Board.

Section 3.3. Qualifications.

a. The candidate shall be a person of demonstrated Christian experience and character who has given evidence of loyalty to and cooperation with the Covenant and its principles.

b. The candidate shall be a member of a Covenant congregation.

c. The candidate may either be engaged in pastoral ministry or some other form of ministry approved by the Board. The candidate serving in a non-pastoral ministry shall demonstrate its relationship to a local Covenant congregation.

d. The candidate shall have completed the educational requirements as outlined in Section 3.2.a.

e. All candidates shall serve at least two years in their respective ministry prior to ordination.

f. All candidates serving Covenant congregations shall participate in the pension program of the Covenant.

Section 3.4. Procedure.

a. Candidates shall make application through the Ordered Ministry.

b. Candidates in the process of ordination to word and sacrament may proceed with an application for a ministry license through the regional conference where membership is held.

c. All applications shall include an ordination paper as prescribed by the Board, and a recommendation from the Covenant congregation where membership is held.

d. Candidates shall be examined by the committee on ministerial standing in the regional conference where membership is held and shall have its recommendation.

e. Candidates shall then appear before the Board for examination to receive its recommendation.

f. Upon recommendation from the regional committee on ministerial standing, the regional ministerial association, and the Board, candidates shall be presented to the Covenant Ministerium for its concurrence, and to the Annual Meeting of the Covenant for final approval.

g. The granting of ordination to word and sacrament shall be by decision of the Annual Meeting of the Covenant.

Section 3.5. Rite of Ordination to Word and Sacrament. The rite of ordination to word and sacrament shall include profession of vows, prayer, and laying on of hands. It shall be held at the Annual Meeting of the Covenant with the president of the Covenant officiating, assisted by the Board. In the event the president of the Covenant is absent, the executive minister of the ordered ministry shall be the ordaining officer.

ARTICLE IV

Ordained to Word and Service

Section 4.1. Description. The person ordained to word and service provides leadership and expertise in an area of specialization and ministers to the whole congregation or institution of the Covenant. Specialized ministry under word and service recognizes those persons who are called by God, professionally educated, and called to serve in one of the following designated areas: administration/leadership, adult ministries, camping, children's ministries, Christian education (all age levels), discipleship ministries, health ministries, music ministries, worship ministries, youth ministries, world Christian studies, or other professional specialization as determined by the Board. The person ordained to word and service participates in the ministry of sacraments and rites of the church in an accountable relationship with a person ordained to word and sacrament. If a person ordained to word and service is called to the role of a solo or senior pastor, the standing as ordained to word and service is maintained. The Board may require that additional education be taken to enhance ministry skills. If a Master of Divinity degree is completed, the candidate may choose to complete the requirements toward ordination to word and sacrament.

Section 4.2. Preparation.

a. Candidates shall have completed one of the following courses of preparation:

- i. A master of arts degree or its equivalent from a seminary accredited by the Association of Theological Schools (a program comprised of

forty-eight semester hours or its equivalent) with an appropriate area of specialization totaling twelve semester credit hours or its equivalent.

- ii. A master of divinity degree from a seminary accredited by the Association of Theological Schools with an appropriate area of specialization.
- iii. A non-theological master's degree in the area of specialization, and at least one year of full-time graduate theological studies (twenty-four semester hours or its equivalent) taken for credit from a seminary accredited by the Association of Theological Schools. Courses of preparation shall include survey courses in systematic theology, Old Testament, New Testament, and church history (three semester hours each).
- iv. Candidates preparing for ministry primarily in the Hispanic community, and for whom Spanish is the primary language, may receive their training in an area of specialization from CHET.
- v. The Board may establish educational programs to meet the particular needs of groups with special circumstances.

b. Candidates shall have acceptably completed at least one year of resident study at NPTS as outlined by the Board or CO.

c. All candidates shall spend two years in a mentoring relationship approved by the Board.

Section 4.3. Qualifications.

a. The candidate shall be a person of demonstrated Christian experience and character who has given evidence of loyalty to and cooperation with the Covenant and its principles.

b. The candidate shall be a member of a Covenant congregation.

c. The candidate may either be engaged in ministry in an area of specialization in a church or some other form of ministry approved by the Board. The candidate serving in a non-pastoral ministry shall demonstrate its relationship to the Covenant.

d. The candidate shall have completed the educational requirements as outlined in Section 4.2.a.

e. All candidates shall serve at least two years in their respective ministry prior to ordination.

f. All candidates serving Covenant congregations shall participate in the pension program of the Covenant.

Section 4.4. Procedure.

a. Candidates shall make application through the Ordered Ministry.

b. Candidates in the process of ordination to word and service may proceed with an application for a ministry license through the regional conference where membership is held.

c. All applications shall include an ordination paper as prescribed by the Board and a recommendation from the Covenant congregation where membership is held.

d. Candidates shall be examined by the committee on ministerial standing in the regional conference where membership is held and shall have its recommendation.

e. Candidates shall then appear before the Board for examination to receive its recommendation.

f. Upon recommendation from the regional committee on ministerial standing, the regional ministerial association, and the Board, candidates shall be presented to the Covenant Ministerium for its concurrence, and to the Annual Meeting of the Covenant for final approval.

g. The granting of ordination to word and service shall be by decision of the Annual Meeting of the Covenant.

Section 4.5. Rite of Ordination to Word and Service. The rite of ordination to word and service shall include profession of vows, prayer, and laying on of hands. It shall be held at the Annual Meeting of the Covenant with the president of the Covenant officiating, assisted by the Board. In the event the president of the Covenant is absent, the executive minister of the ordered ministry shall be the ordaining officer.

ARTICLE V

Transfers

Section 5.1. Transfer of Ordination.

a. Transfer into the Covenant.

- i. The same general stipulations as outlined in Section 3.3. shall apply. If the candidate is not a member of a Covenant congregation, he or she shall proceed to membership in a Covenant congregation during the first year of service.
- ii. The candidate shall submit a copy of the ordination certificate, a transcript of academic credits, a written statement of faith, a character recommendation from the denomination in which ordination standing is held, and other documents requested by the Ordered Ministry.

- iii. The candidate shall have acceptably completed at least one year of resident study at NPTS as outlined by the Board or CO in order to become familiar with Covenant principles and perspectives.
- iv. The candidate shall serve in the Covenant with a ministry license until the orientation period is complete.
- v. At the completion of CO or one year resident study at NPTS, the candidate shall write an ordination paper as prescribed by the Board and shall appear before the conference committee on ministerial standing and the Board to finalize the process.
- vi. Candidates for transfer of ordination who hold ordination standing from a local congregation may be considered by the Board for transfer upon completion of all the above requirements for transfer, including the educational requirements outlined in Section 3.2.a. or Section 4.2.a., and the submission of a written statement of the ordination process used by the ordaining church body.

b. Transfer from a national Evangelical Covenant Church outside the United States and Canada.

- i. *Qualifications.* Candidates shall have been ordained by their national Evangelical Covenant Church and have standing within that national church.
- ii. *Procedure.*
 - (1) Candidates shall have letters of recommendation from the national Evangelical Covenant Church in which standing is held, and the Serve Globally Committee of the Executive Board of the Covenant.
 - (2) Candidates shall make application through the Ordered Ministry.
 - (3) Candidates shall be interviewed by the committee on ministerial standing in the regional conference where membership is held and by the Board.
 - (4) As a part of their application, candidates shall submit a copy of the certificate of ordination, a transcript of academic credits, and a written statement of faith.
 - (5) Candidates shall complete an orientation program approved by the Board, to become familiar with Covenant principles and perspectives in the United States and Canada. Such programs should include participation in continuing education workshops offered by NPTS at the Midwinter Conference, and attendance at denominational and regional conference annual meetings, conferences, and retreats.

- (6) Candidates shall serve in the Covenant while the Board takes action to finalize their transfer at the Annual Meeting of the Covenant following the completion of their requirements.

c. Transfer to Another Denomination.

- i. A person ordained in the Covenant desiring transfer of ordination to another denomination shall make request through the Ordered Ministry.
- ii. The executive minister of the ordered ministry shall upon request send appropriate letters to said denomination and report the same to the Board.
- iii. Upon receipt of notification of the acceptance in said denomination, the name shall be removed from the roster of Covenant ministers and the action reported to the Annual Meeting of the Covenant.

ARTICLE VI
Commissioning

Section 6.1. Description. Commissioning in the Covenant is an act of the church by which a person, called by God to staff ministry, is recognized and set apart for ministry. The church commissions only after determining through careful examination that the candidate has received the level of academic training appropriate to the role of service. Commissioning recognizes those persons who are trained and called to serve in an area of specialization within the local congregation including administration/ leadership, adult ministries, camping, children's ministries, Christian education (all age levels), discipleship ministries, health ministries, music ministries, worship ministries, youth ministries, world Christian studies, or other professional specialization as determined by the Board. The commissioned person functions in a relationship with an ordained person. The commissioned person may participate in the administration of the sacraments and the rites of the church. in an accountable relationship with a person ordained to word and sacrament.

Section 6.2. Preparation.

a. Candidates shall have completed a minimum of the following: a bachelor's degree from an accredited college, including at least twelve semester hours in the designated area of specialization plus five years of successful full-time staff ministry, three years of which must be in a Covenant congregation or institution. Additional courses required at the graduate level, taken for credit from a seminary accredited by the Association of Theological

Schools, shall include survey courses in systematic theology, Old Testament, New Testament, and church history.

b. The candidate shall have acceptably completed at least one year of resident study at NPTS as outlined by the Board or CO.

c. All candidates shall spend two years in a mentoring relationship approved by the Board.

Section 6.3. Qualifications.

a. The candidate shall be a person of demonstrated Christian experience and character who has given evidence of loyalty to and cooperation with the Covenant and its principles.

b. The candidate for commissioning shall be a member of a Covenant congregation.

c. The candidate for commissioning shall be in full-time staff ministry in a Covenant congregation or institution.

d. The candidate shall have completed the education requirements as outlined in Section 6.2.a.

e. All candidates shall serve at least two years in their respective ministry prior to commissioning.

f. All candidates serving Covenant congregations shall participate in the pension program of the Covenant.

Section 6.4. Procedure.

a. Candidates shall make application through the Ordered Ministry.

b. Candidates in the process of commissioning may proceed with an application for a ministry license through the regional conference where membership is held.

c. All applications shall include a commissioning paper as prescribed by the Board, and a recommendation from the Covenant congregation where membership is held.

d. Candidates shall be examined by the committee on ministerial standing in the regional conference where membership is held and shall have its recommendation.

e. Candidates shall then appear before the Board for examination to receive its recommendation.

f. Upon recommendation from the regional committee on ministerial standing, the regional ministerial association, and the Board, candidates shall be presented to the Covenant Ministerium for its concurrence, and to the Annual Meeting of the Covenant for final approval.

g. The granting of commissioning shall be by decision of the Annual Meeting of the Covenant.

Section 6.5. Rite of Commissioning. The rite of commissioning shall be held at the Annual Meeting of the Covenant with the president of the Covenant officiating. In the event the president of the Covenant is absent, the executive minister of the ordered ministry shall be the commissioning officer.

ARTICLE VII

Consecrated Global Personnel

Section 7.1. Description. Consecration for global personnel service in the Covenant is an act of the church by which a person called by God is recognized and set apart for global personnel service. The Covenant consecrates only after determining through careful examination that the candidate has been called of God, is genuinely committed to the apostolic message, lives in conformity to it, and is gifted for the specific service to which they are called. In consecration the church gratefully accepts the person as one called by God and given to the church to minister in the spirit of Christ. The Covenant consecrates the global personnel to be the servant of the gospel by word and deed through the global personnel work of the Covenant.

Section 7.2. Preparation.

a. Candidates shall have been approved for global personnel service by the Serve Globally Committee of the Executive Board of the Covenant.

b. Candidates who are not graduates of NPTS or CHET shall have completed the required orientation program for global personnel of the Covenant. The orientation requirements shall be determined by the Serve Globally Committee of the Executive Board of the Covenant, together with the Board, and approved by the annual meeting of the Covenant Ministerium and the Annual Meeting of the Covenant.

c. Candidates shall have completed the educational requirements for consecrated global personnel. These educational requirements shall be determined by the Serve Globally Committee of the Executive Board of the Covenant, together with the Board, with the approval of the annual meeting of the Covenant Ministerium and the Annual Meeting of the Covenant.

d. Candidates who have been ordained to word and sacrament, ordained to word and service, commissioned, or are in the process shall meet the requirements of those categories and may have already fulfilled the requirements outlined in Section 7.2.b. and 7.2.c.

Section 7.3. Qualifications.

a. The candidate shall be a person of demonstrated Christian experience and character who has given evidence of loyalty to and cooperation with the Covenant and its principles.

- b. The candidate shall be a member of a Covenant congregation.
- c. The candidate shall have completed educational requirements outlined in Section 7.2.b. and 7.2.c.
- d. All candidates shall participate in the pension plan of the Covenant.

Section 7.4. Procedure.

- a. All applications shall be made through Serve Globally, and after approval sent on to the Ordered Ministry.
- b. The application shall include a paper as prescribed by the Board and Serve Globally and a recommendation from the Covenant congregation where membership is held.
- c. Candidates shall be examined by a committee on ministerial standing appointed by Serve Globally and shall have its recommendation.
- d. The candidate shall then appear before the Board for examination to receive its recommendation.
- e. Upon recommendation from the serve globally committee on ministerial standing and the Board, candidates shall be presented to the Covenant Ministerium for its concurrence, and to the Annual Meeting of the Covenant for final approval.
- f. The granting of consecration shall be by decision of the Annual Meeting of the Covenant.

Section 7.5. Rite of Consecration. The rite of consecration shall be held at the Annual Meeting of the Covenant with the president of the Covenant officiating. In the event the president of the Covenant is absent, the executive minister of the ordered ministry shall be the consecrating officer.

ARTICLE VIII

Removal from the Roster

Section 8.1. Description.

- a. A person ordained, commissioned, or consecrated in the Covenant may request that his or her name be dropped from the roster of Covenant ministers. This request must be in writing to the Board and be reported to the Annual Meeting of the Covenant.
- b. A person ordained, commissioned, or consecrated in the Covenant who upon request had his or her name removed and now desires reinstatement on the roster of Covenant ministers, shall make this request in writing and be interviewed by the Board. Upon recommendation from the Board the request shall be submitted to the Annual Meeting of the Covenant Ministerium for its concurrence and to the Annual Meeting of the Covenant for final approval.

ARTICLE IX

Licensure

Section 9.1. Ministerial License.

a. **Description.** The Covenant confers ministerial license upon persons who are called to serve in various pastoral ministries in Covenant congregations, Covenant institutions, and other approved places of ministry. The Covenant recognizes that all who confess Christ as Lord are called into the service of the gospel. Ministerial license, however, is reserved for those who by demonstration of character and gifts and by virtue of place of service require credentials of ordered ministry in order to perform pastoral ministry within the Covenant and various ministries. The candidate serving in a non-Covenant ministry shall demonstrate its relationship to a local Covenant congregation.

b. **Qualifications.** To qualify for a license, a candidate must demonstrate to the Board significant involvement in a majority of the following areas: administering sacraments; conducting worship services; providing spiritual leadership; participating in the preaching and teaching ministry of the church; providing pastoral care; managing in a local congregation or institution of the Covenant; serving in an intercultural context. The candidate must also meet requirements as stated for each license. Credentialing in the Covenant does not automatically qualify a person for the housing allowance provided by the current laws of the Internal Revenue Service.

Section 9.2. Ministry License.

a. **Description.** The ministry license is intended for persons serving at least twenty hours a week in Covenant congregations, Covenant institutions, or other approved ministries and organizations. The license is for those involved in pastoral ministry who also fulfill sacramental and other pastoral functions. The license shall be renewed annually. Candidates for ordination to word and sacrament, ordination to word and service, and commissioning apply for this license while in process. It is the appropriate license for all individuals serving as solo pastors who do not qualify for ordination to word and sacrament. The license is valid only for the ministry for which the candidate was originally licensed. The holder of a ministry license is accountable to a minister ordained to word and sacrament within the local area of service, or to the regional conference superintendent. At the time of a call to another Covenant congregation or ministry in a different conference, the holder of a ministry license must have an interview with the appropriate regional conference committee on ministerial standing.

b. **Qualifications.**

- i. The candidate shall be a member of a Covenant congregation.

- ii. The candidate shall be a person of demonstrated Christian experience and character who has given evidence of loyalty to and cooperation with the Covenant and its principles.
- iii. The candidate shall within eight years of the initial receipt of this license demonstrate completion of four core theological courses. These courses shall be survey courses in systematic theology, Old Testament, New Testament, and church history (three semester hours each.) If the candidate has not already completed the courses at an ATS-accredited seminary or CHET at the time of application for the ministry license, he or she is required to complete them at North Park Theological Seminary or CHET unless the candidate is enrolled in a degree program at another seminary that is accredited by the Association of Theological Schools. Progress on this program of study must be reported annually to the Ordered Ministry to maintain standing.
- iv. The candidate must be enrolled in CO.
- v. The candidate must participate in the pension program of the Covenant.

c. Procedure.

- i. All applications shall be made through the regional conference office and processed by the Ordered Ministry.
- ii. The candidate shall submit a recommendation from the Covenant congregation where membership is held.
- iii. The candidate shall complete a licensing paper and be interviewed by the committee on ministerial standing in the regional conference where membership is held. The Board may also request an interview for the initial license. An interview by the regional committee on ministerial standing may also be required at the renewal of license.
- iv. Upon recommendation from the regional committee on ministerial standing and the Board, the application shall be submitted to the Covenant Ministerium for its concurrence, and to the Annual Meeting of the Covenant for final approval.

Section 9.3. Global Service License.

a. **Description.** The global service license is for persons who are called to be global personnel by the Covenant. It is intended to provide credentials for those who do not qualify for ordination to word and sacrament, ordination to word and service, or commissioning but are serving as Covenant global personnel. This license is valid for the duration of the global personnel's call

and authorizes the holder to perform appropriate functions, subject to government regulations.

b. *Qualifications.*

- i. The candidate shall be a member of a Covenant congregation.
- ii. The candidate shall be a person of demonstrated Christian experience and character, who has given evidence of loyalty to and cooperation with the Covenant and its principles.
- iii. The candidate shall be called and consecrated as a global personnel.
 - iv. The candidate shall participate in the Covenant serve globally orientation program recommended by the Serve Globally Committee of the Executive Board of the Covenant and approved by the Board.

c. *Procedure.*

- i. All applications shall be made through Serve Globally and processed by the Ordered Ministry.
- ii. The candidate shall submit recommendations from one or more of the following, as determined by the Board: the Covenant congregation where membership is held; NPTS or CHET; the regional conference ministerial association where membership is held; or the Serve Globally Committee of the Executive Board of the Covenant.
- iii. The candidate shall complete a licensing paper and be interviewed by a committee on ministerial standing appointed by Serve Globally. The Board may also request an interview before beginning global personnel service.
- iv. Upon recommendation by the Board, the application shall be submitted to the Covenant Ministerium for its concurrence, and to the Annual Meeting of the Covenant for final approval.

Section 9.4 Bi-vocational Ministry License.

a. ***Definition.*** The bi-vocational ministry license shall provide credentials for those persons who are involved in the pastoral ministry of the Covenant while normally engaged in secular work as the major source of livelihood. It may also be appropriate for persons serving a Covenant congregation or institution voluntarily or part-time. This license shall be valid for one year and authorizes the holder to preach the gospel and exercise pastoral leadership. A bi-vocational minister may administer the sacraments and perform other pastoral acts when circumstances require, with the approval of the minister ordained to word and sacrament within the congregation, or the superintendent of the regional conference. It should be understood, furthermore, that this license does not meet the requirements imposed by certain states to perform

marriages. Income earned while serving in the ministerial role is eligible for clergy tax benefits. The vocational excellence class in CO is required.

b. *Qualifications.*

- i. The candidate shall be a member of a Covenant congregation.
- ii. The candidate shall be a person of demonstrated Christian experience and character who has given evidence of loyalty to and cooperation with the Covenant and its principles.
- iii. The candidate shall agree to a program of continuing education and training under the supervision of the Board and shall annually, with the application, report such progress to qualify for renewal.
- iv. The candidate shall submit regular reports of ministerial activity to the regional conference superintendent and the executive minister of the ordered ministry.

c. *Procedure.*

- i. All applications shall be made through the regional conference office and processed by the Ordered Ministry.
- ii. The candidate shall submit a recommendation from the Covenant congregation where membership is held.
- iii. The candidate shall complete a licensing paper and be interviewed by the committee on ministerial standing in the regional conference where membership is held when making request for the initial license. An interview may also be required for renewal of license.
- iv. Upon recommendation from the regional committee on ministerial standing, the regional ministerial association, and the Board, the application shall be submitted to the Covenant Ministerium for its concurrence, and to the Annual Meeting of the Covenant for final approval.

Section 9.5 Interim License. Interim licenses may be given to persons serving in the Covenant in any of the above categories. This license is limited to situations where it is not possible for the normal procedure of application and approval of license to take place. This license is valid for no longer than one year and normally expires on the last day of the month in which an Annual Meeting of the Covenant occurs. The same qualifications for each category of license apply, as set forth above, and the holders of an interim license have the same rights and privileges. The application for interim ministry license and bi-vocational ministry license shall be signed by the regional conference superintendent and the executive minister of the ordered ministry. These candidates are interviewed by the regional conference committee on ministerial standing prior to receiving a license.

ARTICLE X
Discipline and Care

Section 10.1. Goal. The goal of discipline is to promote the health and wholeness of those who serve in the ordered ministry, and the strengthening of the body of Christ. Care is extended to those in the midst of a difficult period of life.

Section 10.2. Definition.

a. A minister or consecrated global personnel may be charged with indiscretion, immorality, doctrinal error, unethical behavior, or disloyalty to the Covenant. A minister or consecrated global personnel may be disciplined by the Board in one of three ways:

- i. Requiring counseling, training, or other action designed to address the specific areas that are causing difficulty, while continuing to function as a minister,
- ii. Temporary suspension of ministerial or global personnel credentials and removal from ministerial functions, while charges are being investigated and while appropriate care is provided; or
- iii. Recommendation for dismissal from the ministry of the Covenant.

b. A minister or consecrated global personnel may be brought under the care of the Board in one of two ways:

- i. Requiring counseling, training, or other action designed to address the specific areas that are in need of care, while continuing to function as a minister; or
- ii. Temporary suspension of ministerial or global personnel credentials and removal from ministerial functions, while the vocation of healing and restoration is being pursued.

Section 10.3. Procedure.

a. The inquiry into the charges as stated in Section 10.2.a. shall be initiated by the executive minister of the ordered ministry and the president of the Covenant in consultation with the conference superintendent, the regional director, or the executive minister of serve globally. These leaders shall then confer and determine the order of responsibility in pursuing the matter. They may refer the issue to the regional committee on ministerial standing or to the Board. Upon referral of charges to the Board, it shall assume responsibility to ascertain the validity of such charges and take appropriate action.

b. In the case of serious offense, a minister or global personnel's credentials may be temporarily suspended by the executive minister of the ordered

ministry and the president of the Covenant, in consultation with the regional conference superintendent, the regional director, or the executive minister of serve globally. After investigation, the Board shall determine the kind of discipline required.

c. In all matters involving disciplinary action, care shall be exercised to keep information confidential. Further, the accused minister or global personnel, with a ministerial colleague as support person when desired, shall be given opportunity to meet with the Board to present the matter or to appeal the case.

d. When a minister or global personnel is placed under discipline as described in Section 10.2.a.i. and 10.2.a.ii., it is not necessary that such action be reported to the Annual Meeting of the Covenant.

e. If, after investigation, it is warranted by the gravity of the offense, the Board shall with the approval of the Covenant Ministerium recommend to the Annual Meeting of the Covenant that a minister or consecrated global personnel be dismissed from the ministry of the Covenant. An ordained minister, commissioned minister, licensed minister, or a consecrated global personnel who has been so dismissed shall surrender the certificate of ordination or license, and be removed from the roster of Covenant ministers. The Annual Meeting action to dismiss invalidates any continuing standing as Covenant clergy.

f. The Board will seek appropriate ways to care for a minister or global personnel who has been dismissed. The possibility of restoration and the reinstatement of credentials may be considered by the Board at any time.

g. A person ordained, commissioned, licensed, or consecrated in the Covenant who upon request had his or her name removed and now desires reinstatement on the roster of Covenant ministers, shall make this request in writing and be interviewed by the Board. Upon recommendation from the Board the request shall be submitted to the Annual Meeting of the Covenant Ministerium for its concurrence and to the Annual Meeting of the Covenant for final approval.

ARTICLE XI

Standing

Section 11.1. Description. Standing in the Ministerium is the Covenant's recognition of persons who have been granted credentials as an ordained minister, commissioned minister, licensed minister, or as a consecrated global personnel. In order to maintain standing, a minister or global personnel must be a member of a Covenant congregation and a full member of the Covenant Ministerium. Appropriate continuing education is required for all credentialed

ministers and global personnel to maintain standing. Requirements shall be determined by the Covenant Ministerium in consultation with the Board, and monitored by the Ordered Ministry for report to the Board.

Section 11.2. Categories of Membership.

a. Membership in the regional conference ministerial association and the Covenant Ministerium shall be of two kinds:

- i. Full membership, in which all privileges shall be accorded:
 - (1) ministers ordained to word and sacrament, ordained to word and service, or commissioned in the Covenant;
 - (2) consecrated global personnel;
 - (3) ministers who hold a ministry license, a bi-vocational ministry license, or a global service license;
 - (4) ministers who have retired from active status.
- ii. Associate membership, in which neither voting privileges nor the holding of office shall be accorded:
 - (1) ministers ordained to word and sacrament, ordained to word and service, and commissioned in the inactive category;
 - (2) consecrated global personnel in the inactive category;
 - (3) ministers serving Covenant congregations but who do not hold Covenant credentials.

b. A regional conference ministerial association is a part of the Covenant Ministerium. Its Constitution and Bylaws shall conform with those adopted by the Covenant. All officers must be members of the regional conference ministerial association. Only ordained ministers shall serve as chair and vice-chair of the regional conference ministerial association.

c. Military chaplains and consecrated global personnel shall maintain their standing through the office of the executive minister of the ordered ministry, although they are encouraged to maintain connection to a regional ministerial association whenever possible.

d. In certain instances, a member of the Covenant Ministerium may desire to seek dual standing with another denomination. In such cases, the Board will require that the minister move to inactive status on the Covenant roster while serving on an active credential with another body.

Section 11.3. Rosters. A complete roster of ordained ministers, commissioned ministers, licensed ministers, and consecrated global personnel shall be maintained and made available to the members of the Covenant Ministerium.

Section 11.4. Limitations.

a. A minister who enters the service of a congregation or institution not affiliated with the Covenant shall not retain standing in the Covenant for more than one year except by permission of the conference superintendent.

b. An ordained, commissioned, or consecrated minister who has withdrawn from the ministry shall not retain standing for more than three years.

c. A leave of absence may be granted for the purposes of education, convalescence, or a necessary reorientation period because of personal or vocational matters. The Ordered Ministry receives and approves such requests and informs the Board. Ministers on leave (should not exceed five years) may perform ministerial functions, such as administering the sacraments and rites of the church, exercising pastoral care and leadership, or performing ministries surrounding marriage and death, with the permission of the regional conference superintendent or the executive minister of the ordered ministry. An interview with the conference committee on ministerial standing is required to process the completion of leave of absence and re-entering ministry. If the minister has not reentered ministry after the five-year leave of absence, the minister shall move to the inactive category.

d. Ordained, commissioned, and consecrated ministers who have not served in active ministry for three years shall be moved to the inactive category. Inactive ministers do not have full standing and may not perform ministerial functions, such as administering the sacraments and rites of the church, exercising pastoral care and leadership, or performing ministries surrounding marriage and death, unless granted permission by the regional conference superintendent or the executive minister of the ordered ministry. A minister may apply for the reinstatement of standing. This request shall be adjudicated through an interview with the conference committee on ministerial standing with approval by the conference superintendent and recommended to the Board. Ministers on inactive status must report to the Ordered Ministry annually in order to remain in good standing. If an inactive minister does not maintain good standing, the Board may, with the approval of the Covenant Ministerium, recommend to the Annual Meeting of the Covenant that the minister be removed from the roster of Covenant ministers.

ARTICLE XII

Exceptions

Section 12.1. The Board may recommend to the Annual Meeting of the Covenant actions that are exceptions to these rules. Such exceptions and the rationale for each shall be clearly stated in presenting the recommendation to the Covenant Ministerium and the Annual Meeting of the Covenant.

ARTICLE XIII
Amendments

Section 13.1. Amendments to these rules may be submitted directly to the Board or through the Covenant Ministerium to the Board. Such amendments when approved by the Board shall be submitted to the Covenant Ministerium for approval and to the Annual Meeting of the Covenant for adoption.

Updated as of Gather 2024.