

HARVEST FELLOWSHIP OF CHURCHES

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HARVEST FELLOWSHIP OF CHURCHES

“Jesus said, Do not say, ‘Four months more and then the harvest’? I tell you, open your eyes and look at the fields! They are ripe for harvest” (John 4:35) “He told them, ‘The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.’” (Luke 10:2)

CONSTITUTION

ARTICLE I NAME

- 1.1 NAME: The name of the corporation shall be Harvest Fellowship of Churches, hereafter referred to as “HFC”.

ARTICLE II PURPOSE - VISION

- 2.1 PURPOSE: Harvest Fellowship of Churches, a Christian organization of Evangelical Anabaptist congregations (*see appendix A*), exists for the purpose of assisting and uniting member congregations in fulfilling their vision; providing spiritual oversight, nurture, and care for ministry leaders and congregations; equipping and training leaders; licensing and/or ordaining leaders; empowering leaders and congregations to fulfill the Great Commission.
- 2.2 VISION: ***Transformed by Christ—Empowered for ministry*** - Thousands of people will be transformed by the power of the Gospel and empowered for ministry through the multiplication of dynamic churches where every believer is loved, disciplined, equipped for ministry, and released in their gifting to be a reproducing witness of the new life found in intimate relationship with Jesus Christ.

ARTICLE III DOCTRINE STATEMENT OF FAITH

WE BELIEVE...

- 3.1 There is one God eternally existing as Father, Son, and Holy Spirit. *Isaiah 40:18-28; Matthew 28:19; John 15:26; Isaiah 42:1-9; Revelation 1:8, 17-18; John 14:23-27; 16:15; I Corinthians 2:9:9-16*

- 3.2 God revealed himself in the Scriptures of the Old and New Testaments, the inerrant and inspired word of God, without contradiction, the only reliable guidebook for life and the final authority in the life of the church. *Psalms 119:9, 30, 105, 137-144; Nehemiah 8:9-12; 2 Timothy 3:14-17; Hebrews 4:12-13; 2 Peter 1:16-21; John 20:30-31*
- 3.3 God revealed himself supremely in His Son, the Lord Jesus Christ, born of a virgin, being both fully human and fully divine. *Matthew 1:18-25; Luke 1:26-38; John 1:1-14; Hebrews 1:1-14; Isaiah 9:6-7; Philippians 2:5-11; Hebrews 4:14-16*
- 3.4 In the beginning God created all things by his Son. He made humanity in the divine image, with free will, moral character, and a spiritual nature. *Genesis 1; Colossians 1:15-16; Psalm 104:1-35; Psalm 139:1-18; I Corinthians 15:42-49; Romans 1:18-20; Proverbs 16:1-3*
- 3.5 Humanity fell into sin, bringing depravity and death upon the race; as a sinner, each person is self-centered and self-willed, unwilling and unable to break with sin which leads to eternal separation from God. *Genesis 3:1-24; Romans 3:9-18; Psalm 14:1-3; Ecclesiastes 7:20; Jeremiah 17:9-10; 2 Timothy 3:1-5; Psalms 51; I John 3:4-10*
- 3.6 On the cross, Jesus Christ took each person's place, bore our sins, died our death; and for that reason alone God freely forgives through the cleansing power of his blood atonement those who repent and believe in faith. *Ephesians 2:1-10; John 10:14-18; Romans 3:21-26; Colossians 1:13-14; 2:13-15; Romans 6:1-14; John 2:16-17; Acts 4:8-13*
- 3.7 The Holy Spirit convicts of sin, guides for life, and empowers for service. His supernatural work makes new life and new birth possible. *Galatians 5:16-26; John 16:7-15; Romans 8:5-17, 26-27; I Samuel 16:13; Luke 4:18-19; Acts 1:4-8; 2:17-21; Luke 11:9-13*
- 3.8 The church is the body of Christ, a redeemed people, obedient to God, a people of love, prayer, and healing. *Ephesians 2:19-22; I John 2:3-6; John 17:6-26; Philippians 2:3-4; Galatians 6:1-5; I Peter 2:21-25; Colossians 4:2-6*
- 3.9 God gave the whole church and every member of it the task of making Christ known throughout the world. *Matthew 28:16-20; John 15:15-17; Colossians 4:5-6; 2 Corinthians 5:11-6:6; Acts 4:18-31; I Timothy 6:11-16; Acts 8:4*
- 3.10 Gifts of the Holy Spirit, which are in operation today, are given to all who follow Christ, so that men and women, married or single, young and old, can work together to build up the church and bring the world to Christ. *Luke 24:45-49; Ephesians 4:7-16; I Corinthians 12:1-31; Ephesians 3:7-8; Romans 12:1-8; Ephesians 4:29-32; I Peter 4:8-11*

- 3.11 Spiritual warfare demands spiritual weapons; the word must be preached in the power of the Holy Spirit; and believers must intercede for Christ's victory to be established over principalities and powers of evil. Ephesians 6:10-20; 2 Corinthians 10:3-4; Daniel 10:10-14, 20; Matthew 18:18-20; I Peter 5:8-11; Luke 8:26-39; I Timothy 2:1-8
- 3.12 Believers must demonstrate God's love visibly by caring for those who are deprived of justice, dignity, food, and shelter. They will love their enemies by overcoming evil with good and being peacemakers. *I John 3:16-18; Matthew 5:13-16; Colossians 3:12-17; Matthew 5:43-48; Romans 12:9-21; Matthew 25:31-46; James 2:14-19*
- 3.13 Those that repent and believe should be baptized with water as a symbol of cleansing from sin, new life and commitment to Christ. *Matthew 28:19-20; John 3:1-8; Matthew 3:13-17; Acts 2:36-39; Acts 8:36-40; Acts 10:44-48; Romans 6:1-14; Hebrews 10:19-23*
- 3.14 The church observes the Lord's Supper as a symbol of Christ's broken body and shed blood, and the fellowship of his Church until his return. *Luke 9:18-22; Mark 10:32-34; Mark 12:1-12; Luke 22:7-23; I Corinthians 10:14-17; 11:23-34; Acts 2:46-47*
- 3.15 Both singleness and marriage are honored by God, who designed marriage to be the union of one man and one woman for life. Homosexual practice rejects this celebration of diversity God intended. Sexual relationship is intended for one man and one woman in the context of marriage only. *Genesis 2:20-25; Ephesians 5:22-33; Song of Songs 2:3-13; I Corinthians 6:9-11; Romans 1:18-32; I Corinthians 7:10-16; Matthew 19:3-12*
- 3.16 Jesus Christ's personal return will be visible in power and glory and will consummate salvation and judgment, thus the church serves sacrificially and joyfully anticipating eternal life with God. *Mark 13:5-31; Revelation 1:5-8; Matthew 13:37-43; I Corinthians 15:20-26, 51-56; Revelations 21:1-5; 2 Timothy 4:6-8; Revelation 22:12-21*

ARTICLE IV

CORE VALUES

As a fellowship of congregations sharing the same values and fully recognizing that individual congregations of our fellowship have in the past, and will in the future, adopt personalized statements of values differing in some respects from, but in alignment with the HFC values, we proclaim that we hold in high value and are deeply committed to the following core values.

- 4.1 Honor God's Word, the Bible, as the foundation for life, teaching, preaching, and every form of ministry. *II Timothy 3:16; Acts 17:11*

- 4.2 Exalt Jesus Christ as Lord and make Him central to every activity and mission of the church. *I Corinthians 1:18, 23-24; Colossians 1:15-20*
- 4.3 Keep Missions, evangelism, and discipleship as the highest priorities of the church. *Matthew 28:18-20; II Corinthians 5:11-16*
- 4.4 Devote quality time in passionate prayer for hearing God's voice for comfort and direction, developing intimacy with the Father, and interceding for the lost, our brothers and sisters in Christ, and all whom God places on our heart. *Mark 1:35; Colossians 4:1, 12*
- 4.5 Invest time and energy into equipping and reproducing leaders for the advancement of God's Kingdom. *Ephesians 4:11-13; II Timothy 2:1-2*
- 4.6 Respect authority at all levels as God-ordained leadership. *Romans 13:1-6*
- 4.7 Earn respect as leaders by developing quality relationships and demonstrating Christ-like character. *I Thessalonians 2:1-13; Hebrews 10:24-25; Matthew 20:24-28*
- 4.8 Demonstrate strong faith in God by means of positive attitudes, God-inspired vision, and life-giving actions. *Hebrews 11:1; Ephesians 3:20*
- 4.9 Allow ministry to flow out of continual worship to God for all that He is. *Acts 4:23-31; Revelation 5; Psalm 103*
- 4.10 Submit daily to the supernatural power of the Holy Spirit in order to manifest the current day ministry of Jesus Christ in word and deed. *Acts 1:8; I Corinthians 2:4-5*
- 4.11 Manifest Kingdom living through living a life of integrity in all aspects of life, including the sacredness of marriage, honoring the value of life that begins at conception, demonstrating compassion and love in all relationships, and rejecting violence and participation in warfare in accordance with the Anabaptist tradition. *II Corinthians 3:2; Hebrews 13:4; Matthew 5:38-41; I Peter 1:22; Psalms 139:13-16*
- 4.12 Seek unity in Christ at the foot of the cross but respect differences where it does not compromise basic Bible doctrine. *Ephesians 4:1-7; John 17:20-26*
- 4.13 Encourage all to hear God but trust and empower governing leaders to lead in giving overall direction to the church. *I Peter 1:9; Acts 15:1-29*
- 4.14 Build strong disciples of Jesus Christ by individual mentoring, prayerfully helping believers to heal from hindering influences, teaching sound doctrine and practical Christian principles, instituting small group activities, and by fostering loving relationships. *Acts 2:42-47; Matthew 28:18-20; Mark 1:17-18*

- 4.15 Assist every believer to discover their God-given calling and potential in life and equip them in developing their unique gifts and talents. *Matthew 25:14-30; I Corinthians 12*
- 4.16 Recognize the validity and seek to fulfill the function of the five-fold ministry gifts that Jesus gave to the church to fulfill her mission, as the Lord leads. *Ephesians 4:7-17*
- 4.17 Submit willingly to radical obedience and costly discipleship. *Genesis 12:1-3; Isaiah 6:8; Matthew 10:37-39*
- 4.18 Live with a spirit of humility in thought and deed. *I Peter 5:11; Philippians 2:1-11*

ARTICLE V LEADERSHIP STRUCTURE

- 5.1 **PRIMARY OVERSEER:** There shall be a single primary overseer. The function of the primary overseer, in conjunction with the oversight team, is the following: prayerfully discern how to best serve the congregations through encouragement; provide training and equipping events for HFC; promote regional mission vision, expansion, and fellowship; lead in setting goals for fulfilling vision strategy; give oversight to discerning and processing those who are called to be ordained or licensed; give general oversight to the spiritual well-being of the member congregations; deal with matters of discipline when needed; be a bridge builder to other networks and fellowships of similar vision; be accountable by writing reports of activities and giving to appropriate persons; minister, upon request, for Sunday services or other events; be available for council or for a listening ear.
- 5.2 **OVERSIGHT TEAM:** The oversight team will consist of at least two or three persons who will assist the primary overseer in fulfilling the tasks described in this Constitution, Article 5.1, or as delegated by the primary overseer. The oversight team will serve as corporate officers of HFC and give spiritual administrative oversight to the finances and records of HFC. The oversight team will supervise the financial and overall well-being of the primary overseer. The oversight team will serve as a mutual encouragement to one another for fulfilling the God-given vision and mission of HFC. The oversight team will function under the headship of Jesus Christ. Oversight team members will serve for a three year term. An oversight team member may be reappointed for successive terms. To prevent a potential complete turnover of an oversight team, staggered terms, of less than three years, will be adopted during the initial term to avoid that possibility.
- 5.3 **ACCOUNTABILITY TEAM:** An accountability team, consisting of at least two persons outside of HFC, will be appointed by the primary overseer, to serve as persons the primary overseer can turn to for council and accountability beyond the oversight team. These persons will have no governing authority. However, in cases of concern, conflict, or need for discipline, these persons can assist the oversight team or the general governing body (Bylaw 1.1) in resolving issues.

The accountability team, selected in consultation with the oversight team, must be approved by two thirds of the governing body (By-laws, 1.1).

- 5.4 **PRIMARY OVERSEER SELECTION:** The primary overseer, an ordained minister of HFC, will be discerned and affirmed by at least two thirds of the governing body. The primary overseer will serve for three years. Before six months of the completion of the three-year term, an evaluation of the ministry will be conducted to discern if the term should be continued. The oversight of this evaluation will be conducted by the accountability team as described in this Constitution, Article 5.3 in cooperation with the oversight team members and ordained or licensed leaders of the congregations. For congregations that are in transition and are without a pastor, the lead elder or deacon of the congregation will serve as the spokesperson for the congregation to HFC.
- 5.5 **OVERSIGHT TEAM SELECTION:** The persons on the oversight team will be ordained ministers of HFC and equally represent states or regions where member congregations of HFC are located. These members will be recommended by the primary overseer and approved by two thirds of the governing body (Bylaws 1.1). The process of evaluation would be conducted in the same way as the primary overseer, using the services of the accountability team.
- 5.6 **OVERSEER ACCOUNTABILITY:** The primary overseer will be accountable to the oversight team and to the active ordained and licensed leaders of the member congregations. He will also have an accountability team of at least two persons from outside of HFC for the purpose of council, mentoring, and encouragement (Constitution, Article 5.3). This outside group will not have governmental authority. Accountability will include personal spiritual growth and family well-being, setting of goals, and reporting.

ARTICLE VI

CHURCH GOVERNMENT

- 6.1 **CHURCH GOVERNMENT:** Each congregation will function under its individual set of by-laws as it relates to church government and decision making. Church government shall be according to New Testament understandings of pastoral leadership, elders and/or deacons. When any question or concern arises with a member congregation regarding church government structure, it will be reviewed by the oversight team.

ARTICLE VII

MEMBERSHIP

- 7.1 **BASIS OF MEMBERSHIP:** Congregations who will affirm the mission, vision, statement of faith, core values, and overall constitution and by-laws, will be welcomed to be part of HFC as members. Each local church's statement of faith

shall be in alignment with HFC's statement of faith. The oversight team will make sufficient inquiry of a congregation that desires to join HFC which has limited prior relationship with it. Congregations making inquiry into possible relationship with HFC will be invited to participate in HFC events that will help them build relationship with the leaders and congregations.

- 7.2 **PROCEDURE FOR MEMBERSHIP:** Congregations desiring membership in HFC will submit a letter stating their desire to be a part of the fellowship. They will affirm in writing their agreement with the mission, vision, statement of faith, core values, and overall constitution and bylaws of HFC. They will state their reason(s) for membership. All necessary forms of application provided by HFC must be completed by congregations desiring membership and signed by the pastor and elders/deacons of the congregation and submitted to the primary overseer of HFC. Congregations will also submit their congregation's statement of faith.
- 7.3 **VOLUNTARY TERMINATION OF MEMBERSHIP:** Membership of a congregation in HFC may be terminated by a congregational decision to terminate membership. Such termination shall be made by delivering to the primary overseer a written statement of such decision executed by the pastor and a majority of the elders/deacons of the congregation.
- 7.4 **INVOLUNTARY TERMINATION OF MEMBERSHIP:** Membership of a congregation in HFC may also be terminated by the fellowship for a serious violation, without a demonstrable willingness to change, of the statement of faith or other provisions of this Constitution or the By-laws of HFC. The termination process shall be led by the primary overseer in conjunction with the oversight team. The governing body of each member congregation shall be informed in writing of the issues involved and be a part of the discernment and termination process. Final termination may occur only upon the agreement of two thirds of the members of the oversight team and two thirds of the member congregations.

ARTICLE VIII ANNUAL MEETING

- 8.1 **ANNUAL MEETING:** An annual business and inspirational meeting will be held one time per year for the following purposes: share reports and testimonies of God's faithfulness during the past year; provide inspiration and encouragement; share vision and goals for the coming year; present congregational reports on membership status, goals, giving, significant events, leadership changes, etc., according to a standard report form. Annual reports submitted would be kept in the HFC official archives. This annual meeting will be held on a suitable date as decided by the oversight team in cooperation with the pastoral leaders. Each member congregation will be represented by at least the pastoral leaders and as many additional leaders as possible. If any voting is necessary, it will be conducted in accordance with the current understanding of the Bylaws of HFC. Anyone from member congregations is welcome to attend as well as invited guests.

**ARTICLE IX
DISSOLUTION**

- 9.1 **DISPOSAL OF ASSETS:** Should the dissolution of HFC occur, the oversight team shall, after making provisions for the payment of liabilities of HFC, dispose of the assets of HFC to an organization(s) organized and operated exclusively for charitable or religious purposes as shall at the time qualify as an exempt organization(s) under Section 501 © (3) of the Internal Revenue Code of 1986, and its applicable regulations, as they now exist or as they may hereafter be amended.

**ARTICLE X
AMENDMENTS**

- 10.1 **AMENDMENTS:** This Constitution and these Bylaws reflect HFC's present understanding of what we believe to be God's order for this organization. We realize that as the organization grows and develops, changes will have to be made to accommodate the growth. Amendments to this Constitution and Bylaws may be made by the approval of 2/3 of the governing body (see Bylaw 1.1). However, no amendments may be made to the Statement of Faith or the Core Values that would diminish their spiritual value and/or authority.

**ARTICLE XI
EXEMPT ACTIVITIES; LIMITATION OF LIABILITY; INDEMNITY**

- 11.1 **EXEMPT ACTIVITIES:** Notwithstanding any other provision of this Constitution and Bylaws, no member, director, officer, employee, or representative of HFC shall take any action or carry on any activity by or on behalf of HFC not permitted to be taken or carried on by an organization exempt under Section 501(c)(3) of the Internal Revenue Code of 1986, as it now exists or as they may hereafter be amended, or by an organization, contributions to which are deductible under Section 170(c) (2) of such Code and Regulations as they now exist or as they may hereafter be amended. The tax-exempt status of the ministry should not and may not be construed as a waiver of any and all First Amendment rights of the ministry to address any issue in society, culture or government.
- 11.2 **PURPOSES:** HFC is organized exclusively for charitable, religious, educational and scientific purposes, including for such purposes, the making of distributions to organizations under 501(c)(3) of the Internal Revenue Code (or corresponding section of any future Federal tax code).
- 11.3 **USE OF NET INCOME:** No part of the net earnings of HFC shall inure to the benefit of, or be distributed to its members, trustees, directors, officers or other private persons, except that HFC shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of section 501(c)(3) purposes. No substantial part of the activities of HFC shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and HFC shall not participate in, or intervene

in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidates for public office.

Notwithstanding any other provisions of this Constitution, HFC shall not carry on any other activities not permitted to be carried (a) by a corporation/organization exempt from Federal income tax under 501(c)(3) of the Internal Revenue Code (or corresponding section of any future Federal tax code) or (b) by a corporation/organization, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code (or corresponding section of any Federal tax code).

- 11.4 **DISTRIBUTION OF ASSETS UPON DISSOLUTION:** Upon dissolution of HFC, assets shall be distributed for one or more exempt purposes within the meaning of section of 501(c)(3) of the Internal Revenue Code, or corresponding section of any future Federal tax code, or shall be distributed to the Federal government or to a state or local government for a public purpose.

ARTICLE XII NONDISCRIMINATION

- 12.1 **NONDISCRIMINATION:** The HFC and, by becoming a member of HFC, its member congregations hereby adopt a racially nondiscriminatory policy. HFC and its member congregations will accept all people of any race into all church and HFC programs, rights, privileges and activities of HFC and each member congregation. Neither HFC nor its member churches will discriminate on the basis of race in administration of the duties of HFC and its member congregations.

ARTICLE XIII PROPERTY

- 13.1 **PROPERTY:** HFC shall have the right to enter into legally binding contracts and to acquire property and moneys by gift, purchase, bequest or otherwise, either directly or as trustee, and to own, hold in trust, use, sell, convey, mortgage, lease, or hypothecate the same.

BYLAWS

ARTICLE I MANAGEMENT

- 1.1 **GOVERNING BODY:** The governing body (those giving primary leadership) in HFC decision making will consist of the primary overseer, the oversight team, and the ordained and licensed leaders of member congregations of HFC. The primary overseer and the oversight team will give primary direction to HFC (see

Constitution, Article 5.1, 5.2). The primary overseer and the oversight team will present for approval to the pastoral representatives: nominations for appointment of the primary overseer and oversight team members, the budget and major financial decisions, applications for membership of new congregations, recommendations for congregational membership termination, major discipline issues and such other major matters as the primary overseer and the oversight team shall deem appropriate. In the beginning development of HFC, the member congregations will each be represented by one vote, submitted by the pastor. A quorum of 51% must be present to vote on issues as described. Because of distance between congregations, consideration to absentee votes may be considered in certain circumstances.

- 1.2 **COMPENSATION:** The majority of the governing body will be non-salaried and will not be related to salaried personnel or to persons providing services. Compensation decisions will be made by the governing body. Salaried members of the governing body shall not be permitted to vote on their own compensation.

ARTICLE II CALLING OF LEADERS

- 2.1 **STEPS FOR CALLING A PRIMARY LEADER:** When a congregation is seeking to call and credential a pastor, an associate pastor, or if credentials are desired for an elder, deacon, evangelist, or missionary, the following steps shall be taken:
 - 2.1.1 The specified leader as described above, must meet the qualifications for leadership as described in I Timothy 3:1-13; Titus 1:5-9.
 - 2.1.2 The congregation (pastor or assigned leadership seeking a pastor) will notify the primary overseer in writing the request for a stated leader (pastor, associate pastor, deacon, elder, evangelist, etc.)
 - 2.1.3 The primary overseer will inform the oversight team members and send a doctrinal form to be completed, both by the leader and their spouse, if married.
 - 2.1.4 The person called to leadership, and spouse, if married, will complete the form and return it to the oversight team for evaluation. The primary overseer will meet with the candidate for a personal interview and to address any questions or concerns.
 - 2.1.5 If the oversight team gives their blessing for the candidate to be installed, plans will be made with the pastor, or the leadership of the church looking for a pastor, for a service of installation.
 - 2.1.5 If the candidate has extended service in leadership, is trained, and committed to long-term service, they will be ordained. If the person has limited experienced, or is unsure about long-term commitment, or has a special assignment to be fulfilled, they will be licensed. The oversight team will work with each congregation to discern what is best for the person and the congregation involved.
 - 2.1.6 The ordination or licensing service will be presided over by the primary overseer or a mutually agreed upon member of the oversight team.

- 2.2 **CALLING OF ELDERS/DEACONS WHEN NOT CREDENTIALING:**
If a congregation is calling an elder or deacon to serve in assisting the pastor to oversee the life of the congregation, it is important that the individual fulfills the qualifications of leadership as described in I Timothy 3:1-13 and Titus 1:5-9. The primary overseer stands ready to assist in this process of discernment and installation, if called upon. For the purpose of accountability and reporting, it is important to inform the primary overseer of planned changes in leadership of deacons or elders.
- 2.3 **ADDITIONAL LEADERS:** Local pastors, elders, and deacons, have full responsibility to appoint any additional leaders for the congregation according to the congregational process and Biblical qualifications.

ARTICLE III MEMBERSHIP EXPECTATIONS AND BENEFITS

- 3.1 **MEMBERSHIP EXPECTATIONS:** Member congregations, led by the pastoral leaders, will be expected to contribute the following: participation, as much as possible, in planned events that enhance the vision of HFC; share financially in the mission of HFC; pray for and encourage others in HFC as they have opportunity; pray for and encourage the oversight of HFC.
- 3.2 **MEMBERSHIP BENEFITS:** Membership of congregations in HFC will provide the following: Quality oversight and pastoral care, including prayer, by your overseer; mutual fellowship with other congregations of similar vision; dynamic training and equipping; working together to fulfill vision beyond what can be done by one congregation; resourcing through seminars, materials, and speakers; accountability structures for helping to fulfill vision personally and congregationally; shared wisdom and insight in times of need; links to other networks of similar vision; etc.

ARTICLE IV LEADERSHIP ISSUES

- 4.1 **PROCESS FOR DISCIPLINE:** When issues arise in regards to ordained or licensed pastoral leaders, and are found to have merit by the local elders/deacons, it shall be shared with the primary overseer. The Matthew 18 principle will be followed. If the matter can be resolved in a one-on-one discussion with the pastoral leader, in cooperation with the leaders of the local church, it will not be taken further, if there is due repentance and resolve for change. If there is a major issue that needs broader discernment on what to do, the oversight team will be consulted. If the leader is unrepentant, it will be brought to the governing body (Bylaw 1.1) for discussion and action. Every effort possible will be made for healing, restoration, and reconciliation.
- 4.2 **DISCIPLINE FOR PRIMARY OVERSEER:** When integrity issues arise in regards to the primary overseer, and are found to have merit, the matter shall be

brought to the oversight team. The oversight team members may discuss the matter with the primary overseer's accountability team (see Constitution, 5.3) in an effort to seek appropriate action, including in extreme cases, removal from office. Similar steps will be taken as described in Bylaw 4.1.

- 4.3 **PROCESS FOR RESOLVING ADDITIONAL PRIMARY OVERSEER ISSUES:** In the event of the death, resignation, or removal of the primary overseer, a new primary overseer will be chosen pursuant to Constitution, Article 5.3.
- 4.4 **CONFLICT RESOLUTION:** If a conflict arises among members of the oversight team, the accountability team will be called upon to offer help in mediation or offer ideas of what to do. If conflict arises in the organization that is difficult to resolve, the primary overseer will seek council from the accountability team or from other spiritual leaders in the network of relationships. If the primary overseer is the source of conflict, the oversight team will take responsibility to seek council.

ARTICLE V RELATIONSHIPS

- 5.1 **RELATIONSHIPS:** HFC values relationship with the broader body of those redeemed by the blood of Jesus Christ. It will seek relationship with networks, congregations, and associations of similar vision and passion. It values the relationship with Eastern Mennonite Missions who has helped, and continues to help, in resourcing and pioneering church plantings in this region and around the world. We continue to owe a debt of gratitude and loyalty to Eastern Mennonite Missions for their help to and support of our founding congregations. Eastern Mennonite Missions has no governing authority over HFC.
- 5.2 **QUALIFICATIONS FOR RELATIONSHIP:** HFC identifies with and will relate to Anabaptist congregations and may relate to other Christian groups, as the Lord leads, who hold to: a high view Scripture; a radical view of discipleship and obedience to the Lordship of Jesus Christ; the centrality and the atonement of Jesus Christ; and the doctrines as expressed in the Constitution of HFC.
- 5.3 **PROCESS FOR AFFILIATION:** Affiliation with any network will be decided by the governing body as described in By-law 1.1.

ARTICLE VI FINANCES

- 6.1 **FUNCTION OF TREASURER:** The treasurer of HFC shall be responsible to make deposits of all funds designated for the general account. Payments will be made in accordance with normal expenses. Designated funds will be established for mission outreach which will be monitored by the oversight team in discussion with the governing decision making body. Designated funds or expenses could include: mission outreaches made as a corporate decision (example, a church planting); mission trips; relief needs; oversight expenses; oversight gifts or salary.

6.2 APPOINTMENT OF TREASURER: The treasurer may be a member of the oversight team, excluding the primary overseer, but may also be a qualified lay member of a member congregation of HFC who is approved and appointed by the oversight team.

6.3 FINANCIAL REPORTING: The treasurer, in cooperation with the primary overseer and the oversight team, will present an annual financial report. Clear records will be maintained and an audit made.

- Constitution and Bylaws were adopted by HFC governing body on September 7, 2002.
- Amendments to the Constitution (11.2, 11.3, and 11.4) and Bylaw (1.2) were made and approved by the HFC governing body on October 18, 2003 in order to comply with the rules and regulations of the Internal Revenue Service of the U.S.A.
- Harvest Fellowship of Churches was approved as a 501 (c) (3) organization on October 29, 2003. A copy of this document is available for review by request

HARVEST FELLOWSHIP OF CHURCHES, Appendix A

Our Identity...

First, and most important, our identity is in Jesus Christ, the one who redeemed us from the power of Satan and adopted us into His Kingdom! We consider this a high honor and privilege.

Having stated that our primary identity is in Christ, we also acknowledge the multiplicity of denominations and movements that individuals and congregations identify with around the world. One such movement that has made its mark in history is the Anabaptists, which began in the early part of the 16th century during the Protestant Reformation. The Anabaptists took a radical stand for visible New Testament Christianity in the face of a religious system that did not fully demonstrate the power of the Gospel of Jesus Christ. They were a fellowship of believers who, by divine call and conviction, took a firm stand for sound Biblical doctrine and principles, and became a fresh aroma of Christ in a society dominated by formal religion.

What are some basic Anabaptist core values?*

- A vision for a church that is built on Jesus Christ (1 Corinthians 3:11)
- Believers baptism in contrast to infant baptism (Matthew 28:19)
- Authority of the Scriptures (2 Timothy 3:16)
- Primacy of the New Testament, fulfilling the Old Testament (Matthew 5:17 and 21-22, 27-28; etc.)
- A strong commitment to evangelism (Acts 1:8)
- Discipleship in daily living (Matthew 16:24-25)
- The church is called to function in a godly manner without governmental interference (Acts 4:18-19)

- Rejection of all violence while pursuing godly love and peacemaking toward all enemies (Romans 12:14-21)
- A willingness to suffer in the face of persecution (1 Peter 1:6-7)
- The priesthood of all believers (1 Peter 2:5-9)

While there are many denominations and Christian movements that are seeking to hold a Biblical standard, our fellowship of churches will primarily identify with Evangelical Anabaptist networks that desire to hold to the New Testament core values as expressed above and in the HFC governing documents. Once again, in our own society that is plagued by compromising religion and Christianity, we will seek to be a vibrant expression of Christ's body, manifesting to the world in an uncompromising way the beauty, grace and power of God's Kingdom! To God be the glory!

Having stated our primary identity with Christ, and our secondary identity with faithful Anabaptist networks, we also value relationships with all who seek to bring honor to Jesus as the only way of salvation, and demonstrate respect for the living Word of God (Revelation 7:9-10)!

**While we hold these basic core values as an organization, we realize that application of these values will vary from congregation to congregation.*