

I. Vision Statement, Goals, Objectives

A. Our Mission

The mission of the church is God's mission. He desires that people be saved. He desires that lives be changed forever. He desires mature disciples committed to making a difference in the world for Christ, all so that His name will ultimately be glorified in the church and in the world. Thus, God's mission must define our mission. We, therefore, affirm that the stated mission of Zion Evangelical Missionary Church is:

To join with God to help people come to know Christ personally and to grow to become His devoted followers.

B. Our four-fold purpose

We believe that Zion Church will achieve its mission by adhering to four overriding purposes: *Celebrating Christ, Communicating the Gospel, Cultivating the Life of Faith, Caring for Others.*

C. Our vision

God has strategically placed Zion Church in Didsbury to contribute to the advancement of God's kingdom locally and globally. Thus, in response to the great spiritual need in our community, our country, and our world, and in partnership with the Evangelical Missionary Church of Canada and the greater body of Christ, our vision is twofold.

- 1. To give every person in Didsbury and surrounding area opportunity to come to know Christ personally and to grow in relationship with God.*
- 2. To impact the world with the gospel of Jesus Christ through participation in mission endeavors in our country and around the world as God leads us.*

D. Core values that guide the mission

God's mission must be accomplished God's way. As we seek to fulfill our mission, we affirm the following core values as essential to moving forward with God's blessing:

At Zion Church we value:

People

We value people, above all, whoever they are, wherever they come from because people matter to God. The Church of Jesus Christ was created to be a visible expression of God's great love for all.

Prayer

We value prayer as the great privilege and the corporate responsibility of the church. Our mission is achievable only with the help and guidance of Almighty God in response to the faith-filled prayers of His people.

The Scriptures

We value the Holy Scriptures as the foundation of life and mature Christian discipleship. We are committed to ongoing biblical teaching as the basic curriculum and guide in the development of mature followers of Jesus.

Worship

We value the close presence of God in the corporate worship experiences and in the personal lives of our people. We are committed to worship that is both celebrative and reflective--centered on Christ and on the deep truths of God's Word applied to daily living.

Biblical Community

We value relationships that promote unity in the Church Body and where nurture, care, spiritual growth and outreach are normal.

The Gospel

We value reaching as many people as possible by as many possible means with the saving message of the Gospel of Jesus Christ. We will constantly proclaim Him, and encourage and equip our people to tell others about Him.

Servant Leadership

We value leaders who serve God and others with a servant heart. At all levels we will seek to build and mentor leaders who are committed not only to a mission but to one another as co-laborers together for Christ.

Lay-Directed Ministries

We value the unique gifts, abilities and visions for ministry that God brings to the local church through its people. The strengths, gifts and passions of our people will largely shape the ministries of Zion Church.

II. Congregational Membership

In addition to the provisions of section 4.01 of the Incorporation By-laws:

Candidates who have not been baptized may be admitted to membership provided they express willingness to be baptized at the earliest opportunity. Candidates not baptized as believers (or baptized prior to conversion) may be admitted to membership provided they express willingness to consider baptism as the Lord may lead.

The Board of Directors shall establish a policy on church membership that includes a statement outlining the process for the discipline of members and provides that the decision to terminate a member's membership is made by the Board of Directors.

III. Pastoral Staff

In addition to the provisions of section 9 of the Incorporation By-laws:

A. Selection process

The selection process for members of the pastoral staff, other than Senior Pastor, shall include the Senior Pastor.

B. Annual review

The annual review of the Senior Pastor's ministry is conducted by the Board. The regular evaluation of members of the pastoral staff is conducted the Senior Pastor who reports his findings to the Board.

C. Pastoral support

The Board will ensure that members of the pastoral staff are provided with a body of people who serve as their confidants, who provide them with encouragement, wise counsel, prayer support, and who care for them and their families.

IV. Board of Directors

In addition to provisions of section 5 of the Incorporation By-laws the following are determined.

A. Composition and term of office

The Board shall be composed of 5 members who shall serve for staggered two-year terms. In addition to the Bylaw requirements, they shall meet scriptural requirements for such an office (I Tim. 3:1-13, Titus 1:5-9). The Senior Pastor or his designate is an advisory member.

The Nominating Committee (Bylaw No. 1, section 5.04) shall conduct interviews to ensure that each candidate elected is fully acquainted with his/her responsibilities.

B. Duties of the Board of Directors

1. Cast statements of vision, including mission, purpose, and core values, for the ministry and recommend the same to the congregation. It shall assist individual ministries to set their goals to help accomplish the vision.
2. Review regularly the spiritual condition of the church, endeavor to keep it true to its mission, and take appropriate action on matters needing attention.
 - a. Assist the Senior Pastor with sensitive issues that arise, seek to determine the will of the Lord in response, and develop a plan of action to resolve inter-personal conflicts.
 - b. Effect a policy and process for church discipline.
3. Care for the Membership Roll of the church.
 - a. Establish policy for and guide the process leading to church membership.
 - b. Annually review the Roll and make contact with those who are not active, to determine their ongoing status.
 - c. Approve all membership applications after careful review and an interview with each applicant.
 - d. Remove individuals from the Membership Roll when required.
4. Care for the recruitment and retention of the Senior Pastor consistent with Bylaw No. 1, Section nine, and:
 - a. conduct the annual review of the Senior Pastor required by that Bylaw;
 - b. direct the process for the removal of the Senior Pastor, if required, consistent with Section 9.07.

5. Oversee the selection and retention of pastoral and administrative staffs and support them in their respective ministries.
 - a. Receive recommendations from the Senior Pastor for additional pastoral staff, negotiate their terms of employment, and approve their appointment.
 - b. Consider and approve recommendations from the Senior Pastor for the appointment and retention of administrative staff members.
 - c. Receive from the Senior Pastor any recommendation for the termination of a pastoral or staff member and take appropriate action.
 - d. Serve as confidential prayer partners to the ministry staff and be a source of encouragement to staff and their families.
 - e. Ensure that all paid staff are regularly appraised.
6. The Board of Directors are responsible to:
 - a. appoint all five members of the BOC
 - b. appoint all committee chairs and ministry heads
 - c. approve all committee members
7. Appoint the Business Operating Committee composed of a minimum of 5 members, with the same qualifications as the Board of Directors, to serve for staggered two-year terms. They may serve up to 3 consecutive terms. The Senior Pastor, a member of the Board of Directors selected by the Directors, and the Treasurer shall serve as advisory members.
8. Ensure that the provision of the By-law No. 1 of Zion EMC Fellowship, Didsbury, and of the Congregational By-laws are carried out.

The Committee shall meet regularly to:

- a. Review the business operations of the church.
- b. Establish and oversee policies affecting the administration of church affairs.
- c. Oversee the financial affairs of the congregation, including:
 - 1) Prepare the annual budget for approval by the Board of Directors and the ZEMC Members;
 - 2) Present an audited financial statement for all expenditures of the congregation to its Annual Meeting;
 - 3) Appoint the Auditor;
 - 4) Appoint the Treasurer; and
 - 5) Authorize three of its members and the Treasurer to sign cheques, any two of which shall sign an individual cheque.
- d. Care for relationships with organizations important to the ministry of ZEMC such as River's Edge Camp and Rocky Mountain College, and, as required, appoint representatives to the same.
- e. Ensure the care and maintenance of all church properties.
- f. Provide for adequate insurance coverage for property and personal liability.
- g. Appoint additional members to its committee, as deemed necessary, for one-year terms who may serve up to 3 consecutive terms.

V. Amendments

Amendments to these By-laws may be adopted at any duly announced meeting of the members of the Fellowship by a two-thirds majority vote provided that notice of the proposed amendment has been given in the church bulletin for two Sundays preceding the vote