

Amended and Adopted on August 5, 2026 by Membership Vote

Awakening Church San Jose, California

CONSTITUTION

with **CHURCH COVENANT** and **DECLARATION OF FAITH**

ARTICLE I NAME

As declared in the Articles of Incorporation and in the Certificate of Incorporation issued by the State of California, on the 23rd day of January 2012, the name of this Church shall be: *Awakening Church*.

ARTICLE II SOVEREIGNTY

This church is a sovereign entity retaining for itself the exclusive right of self-government. It may choose for purposes of accountability, fellowship, and shared resources affiliation with like-minded churches.

ARTICLE III PURPOSE AND COVENANT

Section 1 Purpose

VISION: To awaken this generation to new life in Jesus Christ. [Matt. 28:18-20]
VALUES: Faith. Hope. Love. [1 Thessalonians 1:3]
VEHICLE: Join the Movement □ Experience Community □ Live on Mission [Believe: Sunday Gathering] [Belong: House Church] [Become: Small Group/Service]

Section 2 Church Covenant

The Calling & Commitment of a Leader at Awakening Church

For Awakening Church, Membership and Leadership are one and the same and need to recommit every 2 years to continue being a Leader/Member.

Awakening Church will maintain a leadership process/agreement.

ARTICLE IV DECLARATION OF FAITH

THE BIBLE:

We believe the Bible to be the fully inspired and living Words of God, without error in their original manuscripts and is completely trustworthy in every way and authoritative for all of life. [2 Tim. 3:16-17; 1 Pet. 1:22-23; Heb. 4:12-13]

GOD:

We believe in one living and true God, the Creator of all things visible and invisible, who is personal, infinite, and perfect. Who exists in perfect unity as three equally and fully divine Persons: the Father, the Son and the Holy Spirit. [Duet. 6:4; 2 Cor. 13:14; Matt. 28:19-20]

JESUS:

We believe that Jesus is the eternal Son of God, who was moved by love in accordance with the will of the Father, took on human flesh [Jn. 1:1, 14, 18; Lk. 1:35]. Jesus, being fully man & fully God, lived a sinless life and sacrificially died on the cross in our place, bringing salvation to all who would place their faith in Him [Rom. 3:22-24; 2 Cor. 5:21]. He rose again visibly and bodily from the dead 3 days later and appeared to over 500 eye witnesses. [1 Cor. 15:1-8; Rom. 4:25] Jesus ascended into heaven and now sits at the right hand of the Father; the Head of His body the Church [Col. 1:15-20], the only Savior and Mediator between God and man [Heb. 7:25; Rom. 8:35], and He will one day return to earth in power and glory to restore all things. [1Thess. 4:13-18; 2 Thess. 1:7-9]

HOLY SPIRIT:

We believe the Holy Spirit is the 3rd person of the triune God. We believe the Holy Spirit is sent to indwell the believer baptizing him/her into new life [Eph. 1:13-14; Jn. 3; 1 Cor. 12:13], sealing them for salvation [Eph. 1:13-14; 4:30] and sanctifying them becoming more like Christ [Jn. 16:8-11; Rom. 8:1-17]. We believe that there are evidences of the Spirit's active work in one's life namely the fruit of the Spirit [Gal. 5:22; Jn. 15].

HUMANITY:

We believe that every single person has intrinsic value as they have been made in the image of God and are ultimately designed to enjoy a life giving relationship with the God of the universe. [Gen. 1:27] Yet as a result of mankind's rebellion [Gen. 3; Rom. 3:23] each person has experienced the aftermath of the fall [*a sin nature, suffering, &*

separation from God] and in and of themselves has no way of restoring a right relationship with God. [Rom. 5:6-8]

SALVATION:

We believe that salvation [*the restoration of relationship with God both now and for eternity*] is found in Jesus Christ alone [Jn. 14:6; Acts 4:12]. Salvation is offered to each and every person by grace through faith in Jesus Christ, who died on the cross for the payment of our sin and rose again from the dead on the third day defeating sin, death & Satan [Eph. 2:8-9; 1 Cor. 15:3-8]. We believe that salvation is a work of God and that no one or no thing can undo what God has done. [Rom. 8:38-39; Jn. 10:27-30]

CHURCH:

We believe the Church is God's supernaturally empowered community that has experienced the radical grace of God & expresses His love to a broken and hurting world. We believe that Jesus is the head of the Church & that He has supernaturally gifted every believer to belong and to build-up His Church in unity: "being like-minded, having the same love, being one in spirit & purpose." [Eph. 4; 1 Cor. 12; Matt. 28:18-20; Eph. 1:22-23; Phil. 2:2:1-5]

MISSIONAL:

We believe that every follower of Christ is called to be a minister of the Gospel of Jesus Christ [1 Pet 2:6-10; Matt. 28:18-20 2 Cor. 5:14:21]. The role of the leadership of the church is not to do the work of the ministry but to equip God's people to fulfill their God-given purpose on this planet [Eph. 4:11-13] in a way that cooperates with their unique gifting, within the context of teams and that is fueled by love. [Rom. 12:3-13]

SPIRITUAL GIFTS:

We believe that Jesus is the giver of spiritual gifts as a sign of his victory over sin, death & Satan for the building up of His Church. [Eph. 4:7-13] We believe that all the gifts are at work and in operation today in His church and the expression of these gifts within the context of the worship service should be done in an orderly manner under the authority of the elders of Awakening Church. [1Cor. 14]

BAPTISM & COMMUNION:

We believe that Jesus left 2 ordinances for the church that are both memorial and mysterious in nature: Baptism and Communion. Baptism is the public identification of the believer in the Body of Christ and is representative of the Holy Spirit's work in the heart of the believer; identifying with Christ in His death, burial & resurrection through submersion into water [Matt. 28:18-20]. Communion [the Lord's Supper] is the active

remembrance of the community of believers of Christ's death until He returns and should be practiced with reverence and self-examination [1 Cor. 11:23-26].

THINGS TO COME:

We believe in and expectantly wait for the glorious return of the Lord Jesus Christ. When He returns He will restore all things and reign victorious [1 Cor. 15:51-57; 1 Thess. 4:13-18]. We believe that all people will experience a bodily resurrection and stand before the judgment seat of Christ. Those who have placed their faith in Jesus will be ushered into the very presence of God experiencing eternal life [heaven]. Those who have rejected the offer of salvation will experience eternal separation from God [hell]. [Lk 16:19-26; Rev. 20:11-15; Heb. 9:26a-28]

ARTICLE VI Ordination, Licensing and Commissioning

Awakening reserves the right to ordain, license, or commission individuals as ministers of the gospel to perform the ordinances and ceremonies of the church, including, but not limited to, marriage, baptism, communion, and funerals.

Section 2 Qualifications

The qualifications for ordination are as follows:

1. The candidate must consider ministry their primary vocation and calling in life,
2. The candidate must have proved themselves by service completed,
3. The candidate must meet the requirements listed in I Timothy 3:1-7 & Titus 1:6-9

Section 3 Procedures

Qualified candidates will be ordained according to the following procedures:

1. The candidate must submit a written request for ordination to the Ordination Committee and show a willingness to be evaluated,
2. The Ordination Committee will review and approve candidates for consideration,
3. The Ordination Committee will confirm the call of ministry of a candidate who has successfully passed the interview process and has received the unanimous approval of the Committee.

4. Ordination will be ratified via a resolution by the Board of Elders.
5. The ordained minister will receive a certificate stating the rights and responsibilities of an ordained minister.

Section 4 Term

Ordination is for life. However, the ordination is revocable at any time upon the review and recommendation of the Senior Pastor and the affirmation of the Board of Elders.

Article VII Our Philosophy of Ministry

We believe that an imperfect system filled with men and women of integrity will function far better than a perfect system filled with men and women who lack integrity. Consequently, the people we choose for positions of leadership and service are as important to us as the system itself. This document outlines the guidelines Awakening Church employs in selecting key leadership and managing ongoing systems and procedures. In addition, this constitution provides accountability for the ministry leaders and key information for the church body. While impossible to anticipate all future contingencies, the intent of this document is to establish the biblical tenants under which this church shall operate while providing flexibility to meet long-term changing needs.

The governing structure of Awakening Church is built around four teams:

1. The Elders
2. The Stewardship Team
3. The Executive Staff
4. The Ministry Team Representatives

Article VIII Elders

The Elder Board (EB) shall be comprised of no fewer than five qualified individuals, one of which shall be the senior pastor. The senior pastor is a permanent member of the board of elders. No more than one other staff member, other than the senior pastor, may serve as an elder.

Section 1 The Purpose of Elders

Elders function primarily as *discerners* and *guardians* of the organization. By

establishing the vision and setting the policy by which the organization shall operate and govern itself they are to create the framework under which ministry shall occur. They are not expected to oversee specific projects or ministry areas in their capacity as elders. They function as overseers for the entire organization. The elders evaluate the effectiveness and direction of the organization according to three criteria: the organization's; mission, resources, and doctrine.

Likewise the Elders do not determine programming. This responsibility falls to the Executive Staff. However, the Elders are responsible for evaluating programming based on its appropriateness and effectiveness in furthering the overall mission of Awakening.

Finally, the Elders shall be the primary group for ensuring that the organization is properly resourced so that it has the finances, facilities, equipment, and materials needed to accomplish the mission that has been set before it.

Section 2 The Qualifications of an Elder

A candidate for elder must have been a church member in good standing and actively involved in ministry at the church for at least two years prior to his or her selection to office. All elders are required to meet the biblical qualifications for elder/overseer, as outlined in 1 Timothy 3:1-11 & Titus 1:5-9.

It is a trustworthy statement: if any man aspires to the office of overseer, it is a fine work he desires to do. An overseer, then, must be above reproach, the husband of one wife, temperate, prudent, respectable, hospitable, able to teach, not addicted to wine or pugnacious, but gentle, uncontentious, free from the love of money. He must be one who manages his own household well, keeping his children under control with all dignity (but if a man does not know how to manage his own household, how will he take care of the church of God?) and not a new convert, lest he become conceited and fall into the condemnation incurred by the devil. And he must have a good reputation with those outside the church, so that he may not fall into reproach and the snare of the devil.

1 Timothy 3:1-11

For this reason I left you in Crete, that you might set in order what remains, and appoint elders in every city as I directed you, namely, if any man be above reproach, the husband of one wife, having children who believe, not accused of dissipation or rebellion. For the overseer must be above reproach as God's steward, not self-willed, not quick-tempered, not addicted to wine, not pugnacious, not fond of sordid gain, but hospitable, loving what is good, sensible, just, devout, self-controlled, holding fast the

faithful word which is in accordance with the teaching, that he may be able both to exhort in sound doctrine and to refute those who contradict.

Titus 1:5-9

In light of the increased expectations imposed upon elders and their families, we feel it is wise to choose elders only from among those who have continued in their first marriages. The only exception to this would be in the case of a deceased spouse or a man or woman who has never been married.

Section 3 The Authority of the Elders

For all practical purposes, the Elders have final say in any and all matters concerning the Church.

Unless otherwise specified, in this document, any action of the Elders requires a three-fourths majority approval of all Elders present to pass. Any meeting where at least three-fourths of the Elders are present shall constitute a quorum.

There are four decisions that the elders may not make without the prior approval of the church membership:

1. Elders may not appoint a new senior pastor.
2. Elders may not approve debt for the organization in excess of one-twelfth of the previous year's annual operating budget.
3. Elders cannot change or establish the denominational affiliation of Awakening Church.
4. Elders may not change the Constitution.

Section 4 The Dismissal of an Elder or the Senior Pastor

If it becomes apparent that an elder should not serve in the office of elder, he or she may resign, or by three-fourths vote of the elders, excluding the elder under consideration, be immediately retired from the office. His or her position will remain vacant until the next regularly scheduled election or until the current elders choose a suitable replacement.

Elders have the authority to dismiss the senior pastor at any time, for any reason without prior approval by the church members by a three-fourths vote of all elders, excluding the senior pastor.

Issues of concern regarding the senior pastor, no matter the source, should be directed to and handled by the elders.

Section 5 The Selection of Elders

The initial Senior Pastor Accountability Team, selected by the senior pastor, will operate as Elders until the Awakening Church Elder process is implemented.

Any man or woman who can meet the qualifications for Elder is eligible for consideration and may be nominated by a current or prior member of the elder board to the Elder Recommendation Team (ERT) for consideration. All nominations will be gathered and evaluated by the ERT. The evaluation will include an application, interview, and background check.

The ERT shall be comprised of at least three active elders, (selected by the elder board and may include those who are rotating off the current elder board) and can be supplemented by up to three Ministry Team Representatives (MTR's), as selected by the general team of MTRs.

The ERT will be responsible for completing the evaluation process and presenting to the Elder Board for their consideration, the top candidates from the pool of nominees. The number of elder candidates to be presented for consideration shall be determined by the Elder Board and communicated to the recommendation team prior to the initiation of the annual selection process.

Candidates who receive at least a three-fourths affirmation vote by the elders present in a duly constituted meeting of the Elder Board shall be appointed to the Board. Newly appointed elders will be presented and confirmed by the laying on of hands by current elders and pastors.

Elders, other than the senior pastor, can serve for two consecutive three-year terms. After that Elders are required to rotate off the Board for one year before becoming eligible for another term.

Article IX Stewardship Team

The Stewardship Team (ST) shall serve as the board of directors of the corporation and shall carry out their duties as outlined and proscribed in the corporation's bylaws. The ST operates at the pleasure of the Board of Elders, is accountable to the Elders and receives its authority to act on behalf of the Church in all matters placed before them from the Elders.

The ST exists to oversee all corporate and financial matters related to the Church. An executive staff member, preferably the CFO, shall be appointed by the senior pastor to work with the ST to assist them in the performance of their duties. The appointed executive team member will not have voting privileges and will not be considered to be a member of the Elders.

The primary function of the ST shall be to work to ensure the on-going financial health of the organization and compliance with applicable federal, state, and local regulations governing the legal and financial activities of the organization. As such no annual or special budget or spending plan shall be recommended to the Board of Elders that has not previously been affirmed by the ST.

The ST shall also serve as the Personnel Team (PT) of the organization and be responsible for establishing the guidelines for determining staff salaries and benefits. The ST shall be responsible for recommending to the Board of Elders a competitive salary and benefit package for the senior pastor that is sufficient to meet his ongoing needs. The salaries of all other staff members shall be set by the senior pastor using the guidelines determined by the ST.

The stewardship team is ultimately accountable to the elders of the organization. The elders have the authority to override any decision made by the stewardship team.

The stewardship team shall consist of no less than 3 and no more than 7 members. Members of the ST shall be appointed from among the church membership by the Board of Elders.

Stewardship team members are required to be members of Awakening Church and have the professional skills necessary to perform their assigned tasks. Members serve three- year terms and may serve up to two consecutive terms. Former members are eligible to serve again after being inactive for one year.

The ST shall have no authority over the actual operations or staffing of the organization. These are matters of oversight specifically retained by the Elders and delegated to the senior pastor.

Article X Executive Staff

The Executive Staff Team (EST) shall consist of the senior pastor and other select members of the staff, as selected by the senior pastor. The primary responsibility of this group is to carry out the vision of the ministry by determining programming, communicating the vision, and organizing, staffing, and directing the day-to-day operations of the church.

Individual EST members are accountable to the senior pastor, who himself shall be accountable to the Board of Elders. All executive staff members shall meet the character qualifications as outlined in 1 Timothy 3:1-7 and Titus 1:5-9.

Article XI Ministry Team Representatives

A Ministry Team Representative (MTR) may be a paid employee or volunteer, who has been chosen from the leadership of a particular ministry area to represent that group church-wide. An MTR serves as a channel of communication and coordination for the group to and from the various ministries of Awakening. An MTR may also be called upon to represent the group in ad hoc meetings or committees, or speak for the group at various functions.

The EST shall determine which ministry areas need representation and for ensuring the group is adequately resourced to be able to fulfill their responsibilities.

Generally the ministry area shall be expected to appoint one of its members as the MTR. However, the EST reserves the right to make the final decision as to who shall represent a ministry area. An MTR commits to serve a one-year term and may be appointed for additional terms as deemed appropriate by the ministry group and the EST.

The MTR's shall organize themselves in a manner appropriate for accomplishing their responsibilities and shall meet as a group as often as deemed necessary. MTR meetings are a time for an open exchange of ideas and information. However, an MTR meeting is not an official business meeting of Awakening. Nonetheless, the MTR is considered a significant and valuable group for helping to ensure the accomplishment of the church's programs and activities and its on-going success.

Article XII Organizational Business Meetings

A church business meeting will be scheduled annually. This will provide a forum for handling the business of Awakening not otherwise reserved for the elders.

Section 1 Annual Meetings

The elders shall schedule the annual business meeting. All issues voted on in an official organizational meeting require a two-thirds affirmative vote of those members present to pass.

The elders will appoint a moderator for all organizational business meetings. Matters properly before and passed at business meetings shall be binding on the organization.

Section 2 Special Meetings

Only the Elders have the authority to call special business meetings. However, the senior pastor, the EST and or the MTR all have the right to request of the Elders that a

special meeting be held to address a specific issue that is not otherwise reserved for the Elders to decide. For their part the Elders may not deny or unduly delay the calling of a special meeting that may be requested without adequate justification.

If a special meeting is called the elders will schedule the meeting and publish the agenda at least one week (7 days) in advance of the meeting date.

Article XIII Electing A New Senior Pastor

When the position of senior pastor is vacated, the Elders will take appropriate action to secure a qualified individual to serve as senior pastor.

The selection process shall be as follows:

1. The Elders shall identify, or cause to be identified, a qualified individual for the position.
2. The candidate shall be available to the EB, ST, EST, & key MTR
3. A successful candidate shall have the support of all four groups before being presented to the congregation for a vote of affirmation.
4. The elders will then recommend the candidate to the membership at a specially called meeting and the members will be asked to affirm his appointment. An affirmative vote requires a three-fourths approval of those members present in the meeting to pass.

Article XIV Senior Pastor Accountability Team

The Senior Pastor Accountability Team (SPAT) is a group of men to whom the senior pastor shall hold himself accountable on all issues regarding his qualifications to serve in ministry. The members of this group will be selected by the senior pastor and approved by the Elders. They may be church members, but ideally they will be from outside the church and consist of individuals who both know, and are known and trusted by, the senior pastor. The members of the pastor accountability team do not serve a pre-determined term. However, each member must be reaffirmed by the Elders. The SPAT shall be expected to report to the Elders no less than annually.

Article XV Amending the Constitution

Constitutional amendments shall require a consensus decision on the part of the Elders before they can be presented to the membership. Additionally, all amendments require

a three-fourths affirmative vote of the members in attendance at a duly called meeting to pass.

Article XVI Parliamentary Procedure

Organizational business meetings shall be conducted in an orderly manner.

Article XVII Budget

The staff, in conjunction with the stewardship team, shall be responsible for developing an annual budget that is consistent with the vision and goals of the ministry. The stewardship team will present the budget to the elders for approval.

Article XVII Corporate Bylaws

Bylaws to this Constitution may be adopted as required to implement its purposes. Bylaws may not conflict with or supersede the Constitution. Amendments or changes to the Bylaws shall be by action of the Board of Elders.

Article XVIII Dissolution and Liquidation of the Church

The elders may determine to cease the activities of Awakening and dissolve and distribute the assets of the corporation by a three-fourths vote. Upon dissolution of the corporation, the ST shall pay or make provision for the payment of all of the liabilities of the corporation, and shall thereafter dispose of all of the assets of the corporation per the requirements outlined in the Articles of Incorporation.