

Arizona Hills Constitution  
(Draft V1.8)

ARTICLE I

*Name*

The name of this church shall be Arizona Hills Community Church (AHCC), hereinafter referred to as “this church,” “the church,” “church”, or “AHCC”. However, when “Church” is capitalized, it refers, not to this local congregation, but to the universal Church of which Jesus Christ is the Head, cf. Ephesians 3:10-21; 5:23-32.

ARTICLE II

*Purpose*

The purpose of this church is to transform our congregation, our community and communities worldwide from the inside out (Romans 12:2) through the five Guiding Principles that are reflected in God’s Word. These Guiding Principles are listed below, discussed in greater detail in the AHCC “*Elder Board Policy Manual*” and made available to the congregation

Arizona Hills Community Church Guiding Principles:

1. Arizona Hills Community Church is committed to Jesus Christ. (Col. 1:18) We follow Christ’s lead in thought, word, and deed, corporately and individually.
2. Arizona Hills Community Church is committed to Scripture. (2 Tim. 3:16) We believe that Scripture is inspired by God and the blueprint for a practical, powerful, Christ-centered life.
3. Arizona Hills Community Church is committed to Discipleship. (1 Thes. 2:8) We believe that a mature relationship with Christ is developed through imparting the Gospel, pressed by invested believers, and then prayerfully and purposefully lived out.
4. Arizona Hills Community Church is committed to Family. (Jos. 24:15 ) We believe that family begins with marriage between one man and one woman for life, is an earthly reflection of the Triune God and as such, will reflect Christ’s model of families at all phases of life
5. Arizona Hills Community Church is committed to Community. (1 Cor. 9:19) We believe that we are called to transform the Anthem community and communities worldwide with the Truth, in relevant ways, from the inside out.

ARTICLE III

*Statement of Faith*

The fundamental beliefs held to by this church are listed here and discussed in greater detail in the Arizona Hills Complete Doctrinal Statement:

1. We believe the 66 books of the Old and New Testaments to be verbally inspired by God, inerrant in the original writings, and the supreme and final authority for faith and life.
2. We believe in one God, eternally existing as three persons: Father, Son and Holy Spirit.
3. We believe that man was created in the image of God; that he sinned and thereby incurred both physical and spiritual death, which is separation from God.
4. We believe in Jesus Christ, begotten by the Holy Spirit, and born of the Virgin Mary, to be true God and true man, and the only Mediator between God and man.

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5. We believe the Holy Spirit is a divine person, co–equal with the Father and Son, and that He was active in creation, convicts the world of sin, reveals Christ and baptizes all believers into the body of Christ at conversion and that thereafter He indwells, regenerates, empowers and gifts all believers. We believe that the sign gifts of the Holy Spirit were given primarily to the early church for the purpose of authenticating its ministry.
6. We believe in the vicarious death of the Lord Jesus Christ as a substitutionary sacrifice for our sins, and that all who believe in Him are justified on the grounds of His shed blood.
7. We believe in the resurrection of the crucified body of our Lord, in His ascension into heaven, and in His present life, there for us as High Priest and Advocate.
8. We believe that all who receive the Lord Jesus Christ by faith are born again of the Holy Spirit and thereby become children of God, wholly apart from any human merit, works, or foreseen faith. All such are indwelt by the Holy Spirit, and baptized by Him into that spiritual body (church) of which Christ is the head.
9. We believe that all who are truly born again will be kept by Christ and will persevere in faith unto the day of redemption.
10. We believe in “that blessed hope,” which is the Rapture of the Church.
11. We believe in the personal and visible return of our Lord Jesus Christ to the earth to establish His Kingdom.
12. We believe that baptism is the immersion of a believer in water, in the name of the Father, and of the Son, and of the Holy Spirit, setting forth the essential facts of redemption – the death, burial and resurrection of Christ: and also the essential facts in the experience of the believer – death to sin and resurrection to newness of life; and that the Lord’s Supper is a commemoration of the Lord’s death until He comes.
13. We believe that a local New Testament Church consists of a company of baptized believers who have voluntarily associated themselves for Worship, for Ministry, for Evangelism, for Fellowship and for Discipleship.
14. We believe that a local New Testament Church is a self – governing body, and free from interference by ecclesiastical or political authority.
15. We believe in the physical resurrection of the saved and unsaved; the saved to life eternal, the unsaved to eternal judgment and separation from God in the lake of fire.
16. We believe that Scripture defines marriage as the union of one man to one woman for life. As such, sexual intimacy is only acceptable and legitimate within the bonds of marriage.

ARTICLE IV  
*Membership*

SECTION 1. General

Membership in this church shall include all persons who have met the qualifications for membership, made a commitment to the Membership Covenant, and are listed on the Active Membership Roll.

SECTION 2. Qualifications for Membership

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2 A person who wishes to qualify for membership in this church needs to fulfill the following requirements:  
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- 4 1. The person must have verbally in front of one or more witnesses stated a personal commitment of  
5 faith in Jesus Christ as his or her personal Lord and Savior.  
6
- 7 2. The person must have participated in the ordinance of water baptism by immersion as a testimony  
8 of having received Jesus Christ as Lord and Savior.  
9
- 10 3. The person must complete this church's Membership Class as stipulated in the Elder Board Policy  
11 Manual (EBPM).  
12
- 13 4. The person must make a commitment to abide by the Membership Covenant and sign a copy of the  
14 covenant.  
15

16 SECTION 3. Designation of Members  
17

18 A member is defined to be in one of two categories:  
19

- 20 • An active member participates in one or more ministries in the church and has given financially to  
21 the church during the past fiscal year.  
22
- 23 • An inactive member is one who does not participate in a church ministry and/or did not give  
24 financially to the church during the past fiscal year.  
25

26 The Active Membership Roll will be updated within three weeks of the Annual Meeting. The policy for  
27 updating the Membership Roll is defined in the Elder Board Policy Manual.  
28

29 SECTION 4. Responsibilities of Members  
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31 The responsibilities of membership are defined in the Membership Covenant.  
32

33 SECTION 5. Voting Rights of Members  
34

35 Every active member in good standing shall have the right to vote on the following matters during officially  
36 called Member Meetings: (1) the annual budget of the church; (2) the election and reaffirmation of elders;  
37 (3) the disposition of substantially all of the assets of the church; (4) the merger or dissolution of the  
38 church; (5) the acquisition or disposition of real property and related indebtedness; (5) amendments to the  
39 Articles of Incorporation or Constitution of the church; and (6) the calling or removal of the Senior Pastor.  
40 Each active member 18 years and older will be entitled to one vote. Voting by proxy or absentee voting  
41 will not be allowed.  
42

43 SECTION 6. Termination of Membership  
44

45 Members shall be removed from membership in this church for any of the following reasons:  
46

- 47 1. Transfer of membership to another church body.
- 48 2. Personal, written request of the member, signed by the member.
- 49 3. Removal from fellowship by the Elder Board, in accordance with and following implementation of the  
50 Scriptural principles defined by our Lord Jesus Christ as recorded in Matthew 18:15-17. The  
51 dismissal policy is defined in the Elder Board Policy Manual.
- 52 4. Death of the member.  
53

54 SECTION 7. Restoration to Membership  
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1 A member who has been removed from fellowship for disciplinary reasons (Section 6, item 3) may be  
2 restored to membership and full fellowship in this church, according to the principle given in  
3 2 Corinthians 2:7-8, when his or her life-style are determined by the Elder Board to be in accordance with  
4 the Membership Covenant. The restoration policy is defined in the Elder Board Policy Manual.  
5

6 SECTION 8. Care of Members  
7

8 Our Lord Jesus Christ commissioned the Church to make disciples and to teach them what He Himself  
9 had taught His disciples (Matthew 28:18-20). Christ, through the presence of the Holy Spirit, continues to  
10 direct His Church as it carries out this commission. Arizona Hills is committed to honoring our Lord Jesus  
11 Christ by obeying His great Commission in this local community.  
12

13 This church purposes to provide exclusively sound, biblical teaching (Acts 2:42); to make available ample  
14 opportunities for fellowship and group prayer; to lead collective worship of our Lord with songs of praise  
15 and adoration (Acts 2:47; Ephesians 5:19-20); to demonstrate true biblical love for God and His people  
16 (Matthew 22:35-40); to reach out to those in this community who do not have a personal relationship with  
17 Christ (Acts 1:8); and to equip the saints for service to others, both within the church body and in the  
18 general community (Ephesians 4:11-13).  
19

20 Any necessary discipline of active members by the Elder Board shall be based on the Scriptural principles  
21 provided by our Lord Jesus Christ as recorded in Matthew 18:15-17. Issues regarding the care of  
22 members, e.g., Biblical Counseling, Confidentiality, Conflict Resolution, and Church Discipline are dealt  
23 with in detail in the Arizona Hills Policy & Procedure Manual.  
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ARTICLE V  
*Government*

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27 The government of this church, under the leadership of the Holy Spirit, is vested in the Elder Board duly  
28 elected by the congregation.  
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ARTICLE VI  
*Officers and Staff*

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34 SECTION 1. The Officers.  
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36 The officers of this church shall consist of a Senior Pastor, an Elder Board and a Church Treasurer. In  
37 the absence of a Senior Pastor, the Elders will assign an Associate Pastor to serve as interim Elder.  
38 Each officer shall be installed in an appropriate manner described by the Elder Board Policy Manual.  
39

40 SECTION 2. The Senior Pastor.  
41

42 (1) Qualifications. Because it is highly reproachful to the Lord and dangerous to this church to trust the  
43 Gospel ministry to weak and ignorant men, the Senior Pastor shall show evidence of having  
44 successfully completed his college and seminary training, or shall offer an educational equivalent  
45 judged satisfactory by the Elders. He shall also meet the Biblical criteria for selection as an elder.  
46

47 (2) Selection. The Senior Pastor of this church shall be chosen by the congregation for an indefinite  
48 period (unless otherwise specified in the call), by secret ballot, upon the recommendation of the  
49 elders after prayerful investigation and examination. Only such men shall be recommended who  
50 subscribe without reservation to the Statement of Faith of this church, and who are or will become  
51 independent of the authority of any denomination. The Pastor shall be recommended to this church  
52 by an eighty five percent vote of the Elder Board and shall be elected by a three-quarter majority vote  
53 of the qualified members present at a congregational meeting duly called and constituted for the  
54 express purpose of considering such recommendation. After his election, the Pastor-elect shall be

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1 installed at an appropriate service prescribed by the elders. The Pastor's salary shall be set by the  
2 Elder Board.  
3

4 (3) Duties. It shall be the duty of the elders , together with the Senior Pastor , to have general oversight  
5 of the spiritual life of this church. The Senior Pastor shall clarify God's vision for the church,  
6 communicate this vision to the body, and motivate the church to move together in a unified manner to  
7 accomplish this vision. He shall communicate Biblically-based messages to the church body and  
8 purpose to teach the whole counsel of God. He shall provide leadership for all associate pastors and  
9 other staff members. In addition, the Senior Pastor shall perform other duties as defined in the Elder  
10 Board Policy Manual  
11

12 (4) The Senior Pastor shall ensure that due diligence requirements for all volunteers and staff,  
13 particularly those who work with children, are documented and followed both in accord with staff  
14 procedure as well as that documented in the Elder Board Policy Manual.  
15

16 (5) Resignation/Removal.  
17

18 (a) If at any time the Senior Pastor shall tender his resignation to the elders, such resignation may be  
19 accepted upon any terms specified by the elders.  
20

21 (1) (b) The Senior Pastor can be removed from his office by a three-quarter affirmative vote of  
22 the elders at a special or regularly called meeting, provided that written notice of such  
23 proposed removal was mailed to the Senior Pastor and elders at least one week prior to such  
24 meeting. If the Senior Pastor is removed, the terms of severance shall be determined by the  
25 Elder Board.  
26

27 (c) The removal of the Senior Pastor from his office can be initiated by the congregation. If a petition  
28 signed by twenty percent of the congregation requesting removal is presented to the elders, they  
29 shall call a congregational meeting for consideration of the issue. The moderator of this meeting  
30 shall be the Chairman of the Elder Board or any member of the Elder Board so designated by the  
31 elders, but not the Senior Pastor. After the petition is read to the congregation and a reasonable  
32 discussion period is allowed, a vote by secret ballot shall be taken. A simple majority vote of all  
33 those present shall be sufficient to remove the Senior Pastor from his office.  
34

35 SECTION 3. Associate Pastors and Staff.  
36

37 Any Associate Pastor and/or staff member shall be chosen by the Senior Pastor with the advice and  
38 counsel of the Elders upon the writing and posting of an approved position description that is in accord  
39 with sound Biblical principle. . Any Associate Pastor or staff member may be removed by a three-quarter  
40 affirmative vote of the elders at a special or regularly called meeting, provided that written notice of such  
41 proposed removal has been mailed to the Senior Pastor, the elders, and the Associate Pastor or staff  
42 member under consideration at least one week prior to such meeting. The salary of Associate Pastors  
43 and staff members shall be approved by the Elder Board. The establishment of any new and/or  
44 additional associate pastor or staff positions, and the approval of salary thereof, shall be established by  
45 vote of the Elder Board. The duties of any new and/or additional associate pastor or staff positions will be  
46 recommended by the Pastor and approved by the Elder Board.  
47

48 SECTION 4. The Elders.  
49

50 (1) Qualifications. The qualifications are specifically set forth in 1 Timothy 3:1-7 and Titus 1:5-9 and have  
51 been clarified in the church leadership assessment process and tools.  
52

53 An elder must be an active member of this church in good standing, and subscribe without  
54 reservation to the Statement of Faith of this church.  
55

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- 1 (2) Selection. Each elder shall be assigned to a class in such a manner that there shall be three classes  
2 at all times, each with the same number of members insofar as is possible.  
3

4 Elders shall be elected for a term of three years and to a numbered place and class so that at the end  
5 of the church year the terms of all the members of one class shall expire. The number of Elders will  
6 be determined by the Board of Elders as current needs dictate. The Elder Board must be lay  
7 members with the Senior Pastor acting as the staff member in an Elder capacity.

- 8 (a) Nomination. At least four weeks before the last Sunday of the church year for four consecutive  
9 Sundays the names of all the Elders who are members of the class whose terms expire that year  
10 shall be communicated both verbally and in writing. Such announcement shall also contain  
11 nominations by the Elder Board for the office of elder for any vacancies existing on such Elder  
12 Board. Incumbent members of the Elder Board shall be eligible for nomination and election for  
13 successive terms of office.  
14

15 Additional candidates for the office of Elder can be nominated by any active, voting member in good  
16 standing of this church until the close of the morning service two weeks before the election by  
17 presenting the nomination in writing to a member of the Elder Board and all such nominations shall  
18 be to a particular and designated numbered place on the Elder Board. All persons so nominated  
19 from the congregation shall be assessed by the Elder Board to determine if they satisfy the  
20 constitutional and scriptural requirements of the office to which they are nominated. The Elder  
21 Board must affirm that the nominee satisfies these requirements in order for the nomination to be  
22 accepted, and the refusal of the Elder Board to so affirm a nominee shall prevent his being voted  
23 upon by the congregation. It shall not be necessary for there to be a nomination or candidate for  
24 every vacancy on the Elder Board.  
25

- 26 (b) Election. The election shall be at a duly called congregational meeting presided over by the  
27 Chairman of the Elder Board or by any member of the Elder Board so designated by the Elders.  
28 The election shall be by secret ballot. The ballots shall be designed so that all nominations for each  
29 place on the Elder Board shall be shown and each place on the Elder Board shall be voted upon  
30 separately.  
31

32 To be elected, an Elder must receive at least a three-quarter majority of the votes of the qualified  
33 members present and voting, and the failure to so receive a three-quarter majority shall result in an  
34 unfulfilled vacancy on the Elder Board.  
35

36 In the event there is more than one nominee for a particular position and the election should result  
37 in no candidate a three-quarter majority, the name of the nominee receiving the highest number of  
38 votes on the first ballot shall again be submitted to the congregation by secret ballot. This second  
39 ballot shall be taken at the same meeting if practicable, but if not practicable at a meeting held not  
40 less than two weeks later for which notice of one week has been given both verbally and in writing.  
41 Said nominee receiving the highest number of votes on the first ballot must receive at least a  
42 three-quarter majority of the votes of the qualified members present and voting on such second  
43 ballot. The failure to receive a three-quarter majority shall result in an unfulfilled vacancy on such  
44 Elder Board.  
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- 46 (c) Special Election. Upon the death, the resignation of, or the removal from office of an Elder, the  
47 Elder Board may at its discretion call a Special Election for a replacement for the Elder to serve  
48 the balance of the unexpired term, provided that there shall remain more than six months in the  
49 unexpired term of such Elder. This election shall be conducted as soon as practicable and with  
50 all notices and requirements as stipulated for regular elections. If no replacement is elected at  
51 such Special Election, such vacancy shall continue until the next regular election.  
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- 53 (d) Terms of Service and Sabbatical. An elder may serve up to two full consecutive terms of service  
54 (six years total), after which he is required to take a sabbatical of a minimum of one year before  
55 he is eligible for candidacy once again as an elder of this church. If an elder has served one

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1 partial term of at least eighteen months followed by one full term consecutively (at least four and  
2 a half years), he shall be required to take a sabbatical for a minimum of one year.  
3

4 (e) Frequency of Elder Board Meetings. The Board shall meet at least once each month on a  
5 regularly set day for the transaction of business and for prayer and consultation concerning the  
6 work of the church. Special meetings may be called by the Chairman, the Senior Pastor, or at the  
7 request of a majority of the members of the Board. Elders are required to attend a minimum of 75  
8 percent of the board meetings.  
9

10 (f) Initial nomination and election process. The initial nomination and election of the first Arizona  
11 Hills Elder Board shall be completed in accordance with the *Initial Nomination and Election*  
12 *Process* document (separate from this Constitution). All subsequent nomination and election of  
13 elders shall be completed according to the requirements documented in the Arizona Hills  
14 Constitution.  
15

16 (3) Duties. It shall be the duty of the elders to assume spiritual and prayerful oversight over the church  
17 and its various ministries, be the sole interpreter and authority of Scripture for this church, to guard  
18 the purity of doctrine and life of the church, and to discipline the church in accordance with the Word  
19 of God. The elders shall be responsible for at least the following:  
20

- 21 ▪ represent the church in the reception and dismissal of members;
- 22 ▪ assist the Senior Pastor in counseling the needy, comforting the afflicted, and visiting the sick;
- 23 ▪ ensure the Biblical and Spiritual conduct of regular worship services and
- 24 ▪ serve in the operation of the church, including its various ministries.
- 25 ▪ Govern the church in accordance with the Elder Board Policy Manual.  
26

27 (4) Officers and Committees. The officers of the Elder Board shall include a Chairman, a Vice Chairman,  
28 and a Secretary. The Chairman, who is elected by the Board of Elders each year at the Board's first  
29 meeting immediately following the church's October Annual Meeting, shall preside over all meetings  
30 of the Board of Elders. He is responsible to insure that the Board functions consistently and  
31 effectively in accordance with the Elder Board Policy Manual. The Vice Chairman shall serve as  
32 Chairman during any period in which the Chairman is unable to perform his duties.  
33

34 The Secretary shall keep a record of all business proceedings of the church and the Board of Elders, to  
35 serve as clerk in all business meetings, serve as Chairman of the Board of Elders in the absence of  
36 the Chairman and Vice Chairman, and serve in any other secretarial capacity when so authorized by  
37 the Board of Elders.(5) Termination. The position of an elder will be terminated when his term  
38 expires, he resigns, or he dies.  
39

40 In addition, the elders shall divest of office an elder who consistently breaks the Arizona Hills  
41 Membership Covenant; who has changed his views regarding the Statement of Faith; or whose daily  
42 life is characterized by violation of the Scriptural requirements of an officer in the church. Such  
43 divestiture shall require a three-quarter vote of the elders at a special or regularly called meeting,  
44 provided that written notice of such proposed termination has been mailed to the Senior Pastor and  
45 elders at least one week prior to the meeting. The elder named in the motion for divestiture shall not  
46 be permitted to vote in this motion.  
47

48 (6) Quorum. A quorum for the transaction of business decisions made by the Elder Board shall require a  
49 majority vote of the number of Elder Board members.  
50

51 (7) Membership. An elder can not simultaneously serve as a deacon.  
52

53 SECTION 5. The Deacons.  
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1 (1) Qualifications. The qualifications for the Deacons are specifically set forth in I Timothy 3:8-13 and  
2 have been clarified in the Elder Board Policy Manual. The need for the position of Deacon shall be  
3 determined by the Elders and the policy of selection and election shall be established in the Elder  
4 Board Policy Manual. .  
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6  
7 SECTION 6. Church Treasurer.  
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9 (1) Qualifications. The Church Treasurer, as well as all other individuals charged with the responsibility  
10 of handling or managing church funds, shall be members in good standing in the church, and, with  
11 the exception of the ushers, shall be bonded and insured.  
12

13 (2) Selection. The Church Treasurer shall be appointed by a vote of a majority of the Board of Elders.  
14 The Treasurer shall serve at the pleasure of the Board of Elders and may be removed at anytime by a  
15 majority vote of the Board of Elders.  
16

17 (3) Fiduciary Responsibilities.  
18

19 a) The Treasurer shall be responsible for working with the Executive Pastor and staff to adequately  
20 maintain sound financial records pertaining to the church's business affairs except those  
21 specifically excluded by the Board of Elders. The Executive Pastor shall be responsible to the  
22 Elder Board for the receipt of all money given to the church, the disbursement of church funds,  
23 regularly review bank and accounting records for completeness and accuracy, and ensure that all  
24 church liabilities are satisfied in a manner pleasing to God. The Treasurer shall be responsible to  
25 the Elder Board for monitoring and reporting on compliance with non-profit accounting  
26 requirements and the Elder Board Policy Manual.  
27

28 b) The Treasurer shall recommend accounting policies and procedures for approval by the Board of  
29 Elders and ensure that all financial matters are conducted in compliance with the approved  
30 accounting policies and procedures of the church.  
31

32 c) The Treasurer shall ensure that the church complies with reporting requirements according to  
33 federal, state, and local laws.  
34

35 d) The Treasurer shall ensure that any independent audits of the financial records are performed in  
36 compliance with the Elder Board Policy Manual. In addition, the Treasurer shall work with the  
37 Executive Pastor and staff to ensure that any and all financial records are available when so  
38 requested by the Board of Elders.  
39

40 e) The Executive Pastor shall submit financial reports and updates to the Elder Board as requested.  
41 The Treasurer shall verify the accuracy of all financial reports submitted to the Board of Elders.  
42

43 f) The Executive Pastor shall ensure that all financial transactions are planned and executed in  
44 compliance with the approved church budget, the vision and direction established by the Board of  
45 Elders, and in compliance with any requirements set forth in the Elder Board Policy Manual.  
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48 ARTICLE VII  
49 *The Congregation*  
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51 SECTION 1. Definition.  
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53 For the purposes of church government, the congregation shall consist of all the members of this  
54 church, and only active members are entitled to vote.  
55

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1 SECTION 2. Congregational Meetings.  
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3 A congregational meeting may be called at any time by the Elder Board, by the giving of notice of the  
4 time, place and purpose at worship services on the Sunday which is at least two weeks prior to the  
5 day of the meeting. In case of an emergency the congregation will be notified by mail provided that  
6 such notice is placed in the mail not fewer than twelve days before the meeting, The elders shall  
7 always call a congregational meeting when requested in writing to do so by 10 percent of the active  
8 members of the church. No business shall be transacted in such meeting except that which is stated  
9 in the call.

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11 SECTION 3. Quorum.  
12

13 A quorum for the transaction of business in all congregational meetings shall consist of 25 percent of  
14 the members of this church who are eligible to vote. Only active members in good standing and who  
15 have attained to the age of 18 years and upward shall be eligible to vote at any business meeting.  
16

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18 SECTION 4. Minutes.  
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20 Minutes of all congregational meetings shall be taken by the Secretary of the Elder Board or by a  
21 substitute appointed by the elders and shall be kept in a well-bound book.  
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23  
24 SECTION 5. Order.  
25

26 The transaction of business in all congregational meetings will be conducted in accordance with the  
27 procedure described in the Elder Board Policy Manual.  
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ARTICLE VIII  
*Church Year*

The regular church year shall extend from October 1<sup>st</sup> through September 30<sup>th</sup>.

ARTICLE IX  
*Amendments*

This Constitution may be amended at a duly announced meeting of the congregation providing the  
proposed amendment has been conspicuously posted in written form, or a letter sent to members, and  
announced from the pulpit, for a period of two consecutive Sundays preceding said meeting; and  
provided further, that any such proposed amendment shall receive an affirmative vote of two-thirds of the  
active members present at a duly constituted meeting of the congregation.

ARTICLE X  
*Ordinances*

SECTION 1. Baptism

Baptism is one of the two ordinances instituted by the Lord Jesus Christ. An individual may submit  
themselves as a candidate for baptism as an act of obedience and testimony. The readiness of the  
individual for the ordinance of baptism shall be confirmed by either the Senior Pastor or a member of the  
Board of Elders. The mode of baptism, being only a testimony to a spiritual reality, shall be by immersion.

SECTION 2. The Lord's Supper

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1 The Lord's Supper shall be administered as frequently as the elders shall order.  
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ARTICLE XI  
*Ordination*

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We believe that it is God who sets apart an individual as a minister of the gospel and that this is consummated when recognized and affirmed by the local church through the process of ordination, licensing, or commissioning. An individual may be ordained, licensed, or commissioned by Arizona Hills Community Church after the candidate has met the specific qualifications for each. These qualifications may include, but are not limited to, education, experience, and training. The requirements and procedures for ordination, licensing, and commissioning of individuals as well as the rights and responsibilities conveyed are documented in the Arizona Hills Community Church Policy and Procedure Manual.