

## **Constitution Update**

Here's an update on where we're up to on changes to our constitution including answers to questions if you missed our latest GROW in August.

### **What is *the constitution*?**

Salt Church is the gathering of God's people in Wollongong around Christ in his word, a spiritual body for his glory! And... you might not be aware, we're also a legal entity in relation to the government. As an association of people in NSW we are 'Salt Church Inc' (Incorporated), a legal entity requiring a complying constitution that describes how the association is governed. Click [here](#) for our current constitution.

### **Why are we changing our constitution?**

Salt's Constitution was adopted when Salt was planted in 2012, based on a constitution that is over 20 years old. A number of things have changed since then, including a much stronger [Fellowship of Independent Evangelical Churches \(FIEC\)](#) offering better support to member churches. More significantly our society is rightly demanding better accountability for leadership. Lastly, and significantly for Salt, the resignation of the lead pastor in 2018 revealed our constitution was lacking in some key areas not only in accountability for our lead pastor but also in managing the process of appointing an acting lead pastor and new lead pastor. In summary, we want a constitution that will be a reliable platform for Gospel growth for many years to come

In 2018, Salt Church thought it wise to make changes to the constitution to reflect these concerns alongside code of conduct, safe ministry and grievance policies. In relation to the constitution changes, Salt undertook a church consultation process but took the advice of our Board of Reference to delay the changes until a new lead pastor commenced in 2020.

**What's the scope of the changes?** The scope of the desired changes were outlined in 2018 and reviewed by the constitution committee in 2021. They are as follows:

- Accountability, discipline and removal of lead pastor
- Selection of new Lead Pastor
- Appointment of Acting Lead Pastor and the scope of their authority and responsibility

- Accurately reflecting Salt's commitment to the bible and church leadership, in particular, as in marriage, the roles of men and women are not interchangeable, the differences expressed within relationships of mutual dependence.
- Changes to proxy voting and non-substantive changes

### **Who's on the Constitution Committee**

Grant Wood, Sharon l'Ons, Geoff Ackman and Michael Plaege

### **What's the process for making the changes?**

According to our current constitution we need to consult with [our Board of Reference](#) on constitutional changes (and it will be most helpful to get their godly wisdom!) and any changes need to be voted on by Salt Church Inc. members. We propose to do this at our AGM next year (March, 2022). Before then, there are a number of key steps:

- Committee to review scope (completed, May, 2021)
- Committee to draft new constitution (in progress, July-Oct)
- Member Consult period (October/November)
- Board of Reference consultation (October/November)
- Constitution committee prepare final draft for voting (Dec-Jan)
- Voting on our new constitution at our AGM March, 2022.

### **What role does the FIEC play?**

FIEC gives each independent church in the Fellowship freedom to adopt it's our own constitution consistent with the [beliefs and values of the Fellowship](#).

The FIEC has already been a tremendous help in navigating these changes. The issues of accountability and selection process for a new lead pastor are not unique to Salt and there are a number of FIEC churches who have recently upgraded their constitutions for the same reasons. New church plants within the FIEC (including our very own Village Church!) have also adopted new constitutions sensitive to these changes. We will benefit from their work and this is the blessing of being part of a fellowship!

**Questions?** We'll keep you updated on progress as we approach the member consult period later in the year. Feel free to chat to any of the committee members, the pastoral staff or email [info@saltchurch.info](mailto:info@saltchurch.info)

*Michael*

On behalf of the Constitution Committee,  
8th September, 2021