

STABILITY WITH AGILITY



CNC 2025 BIENNIAL MEETING





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Biennial Business Meeting Agenda

Friday, February 28

5:00 pm – 8:30 pm

Fellowship
Dinner
Interim Regional President
Worship
Karl Vaters
Fellowship

Saturday, March 1

8:00 am – 12:30 pm

Fellowship
Business Meeting
Breakout Sessions
Worship
Karl Vaters
Fellowship
Lunch



MEET KARL VATERS

Karl has served in ministry for over 40 years, so he speaks and writes from decades of hands-on pastoral experience. He and his wife, Shelley, have three children and two grandkids. Karl is the author of five books, including his newest: *De-Sizing the Church: How Church Growth Became a Science, Then an Obsession, and What's Next*.

Karl also hosts a bi-weekly podcast, *The Church Lobby: Conversations on Faith & Ministry*. Episodes feature in-depth interviews about the topics that concern pastors, especially those who minister in a small church context.

Other Published Works of Karl:

100 Days to a Healthier Church: A Step-By-Step Guide for Pastors and Leadership Teams

The Church Recovery Guide: How Your Congregation Can Adapt and Thrive after a Crisis

Small Church Essentials: Field-Tested Principles for Leading a Healthy Congregation of Under 250

The Grasshopper Myth: Big Churches, Small Churches, and the Small Thinking That Divides Us



Karl's Website



Interim Regional President Report

Dear Converge North Central,

As we approach the next biennial cycle, I want to give an update. It will start and probably end with change, which can be scary but also exciting. The important thing to remember is that we're in this together.

That's part of the purpose of Converge North Central (CNC). We partner with influential leaders to help their churches move forward. In doing that work we always remember we go farther together.

MY ASSESSMENT

A lot of CNC's change is personal for me. I've stepped back from leading Trout Lake Camps to serve as interim regional president and am stepping into a new role as vice president of financial stewardship and donor care. That's meant spending more time with our pastors, our regional team leaders, and even some of our church boards—and I'm so proud to be connected with each of you. My heart is full.

My assessment is you get ministry. You get the Matthew 22 purpose of the church. You understand the mission of the church from Matthew 28, and you are deeply committed to following Jesus, making disciples, and communicating the gospel to your communities. I am truly blessed to spend time with you and do this work together.

My prayer for you is this: May Jesus fill you with wisdom and endurance to communicate his truth to the world, and may he protect your families and keep us all humble.

ORGANIZATIONAL CHANGES

We've faced a lot of changes over the last two years. I'd like to define that reality, rather than ignore it.

Regional Leader Network: At the highest level, the development of our regional leader network has proven to be a key strategy to support local pastors and churches. If you're not aware, it's a relational infrastructure for encouragement, equipping, regional advancements, and communication. We have regional leaders supporting local pastors. It's bringing the CNC office to your doorstep. Notice the theme of 'together'? It works! This new program will be the backbone of how we serve local pastors and churches. If you're new to CNC or unaware of this program, contact Dr. Joel Nelson to learn more.

Lilly grants: Over the last two years, CNC has received two grants from the Lilly Endowment worth over \$2.5 million. We've used these funds to launch the Who Will Inherit the Mess estate planning workshops and Who Will Pay for Retirement financial planning program for pastors. In 2024 alone, we've already seen these programs generate more than \$16 million in future documented giving to local churches/charities and will jumpstart retirement accounts for pastors. These are incredible changes we've accomplished together and worth celebrating!



Interim Regional President Report *(continued)*

Difficult realities: On the flip side, we face some very real challenges. Over the last two years we've seen the departure of our regional president, reduction of the CNC central staff by a significant percentage, closing the central office in St. Paul, and underperforming on income projections for the CNC general fund.

All of us experienced these changes differently: frustration, confusion, relief, even ambivalence. Whatever your response, the reality is we are in constant change. CNC, the board of stewards, the regional president, and even the interim regional president will never be consistent. By no means do we want to diminish these changes, but rather we want to put them in perspective.

It's good to take a step back. We have a 150-year history. Changes and challenges are not new. Let's take a deep breath, pause, lean on Jesus and Scripture, and learn from our past so we become stronger and more focused on God's purpose for us.

STABILITY

As we step into this new biennial cycle, our goal is stability. We will repeatedly reiterate the role of CNC and our purpose. Despite changes, we still start and strengthen churches. We will support missionaries. We have great programs at Trout Lake Camps. There will be the occasional new program to support you pastors and your churches, like the Lilly Endowment grants. Overall, CNC is stable and moving forward.

That's the goal as our interim leadership team prepares for a new regional president: create stability.

TOGETHER

So CNC pastors, keep up the good work. Stay creative. Lean into God's Word. Pray. Engage with your regional team. Balance your priorities. And as my mom says to me, "Never forget to love God, love others, and do something with passion." Join me in doing it together.

Praying with you as we search for the next Regional President.

In Christ,



Wick

Interim Regional President

Converge North Central

2025 CNC Voting Congregations

All Nations New Life Center, Warrroad, MN
Ashworth Road Baptist Church, West Des Moines, IA
Aspen Grove-Woodridge Church, Medina, MN
Basswood Baptist Church, Richville, MN
Beacon of Hope, Saint Paul, MN
Becker Baptist Church, Becker, MN
Berean Baptist Church-Burnsville, Burnsville, MN
Bet'el Afaan Oromo Evangelical Church, Minneapolis, MN
Bethany Community Church, Duluth, MN
Bethel Baptist Church: Kerkhoven, Kerkhoven, MN
Bethel Baptist Church: Mankato, Mankato, MN
Bethel Baptist Church: Park River, Park River, ND
Bethel Church: Owatonna, Owatonna, MN
Bethlehem Baptist Church-Downtown, Minneapolis, MN
Blomkest Baptist Church, Blomkest, MN
Branchline Church, Hastings, MN
Brazilian Church of Hope, Bloomington, MN
Calvary Baptist Church, Madison, MN
Calvary Christian Church, Hastings, MN
Calvary Church-Roseville, Roseville, MN
Calvary Community Church, Saint Cloud, MN
Cedar Creek Church, Hayfield, MN
Center Baptist Church, Lansing, IA
Center Church, Fridley, MN
Central Baptist Church, Saint Paul, MN
Chapel Hill Church, Eagan, MN
Chisholm Baptist Church, Chisholm, MN
Christ Redeemer Church, Cottage Grove, MN
Christ the Word Church, Elko New Market, MN
Cities Cop Church, Hudson, WI
City Church, Minneapolis, MN
CityPoint Church-Washington, Washington, IA
CityView Church, Minneapolis, MN
Clarity Church, Brooklyn Park, MN
Communitas Church, Brainerd, MN
Community Fellowship Church, Blue Grass, IA
Community of Nations Church, Roseville, MN
Connections Church-Coon Rapids, Coon Rapids, MN
Cornerstone Baptist Church-Eldridge, Eldridge, IA
Cornerstone Church of Alexandria, Alexandria, MN
Cornerstone Church: Crystal, Crystal, MN
Cornerstone Church: Denver, Denver, IA
Cornerstone Church-Litchfield, Litchfield, MN
Cornerstone Community Church, Grand Mârais, MN
Country Roads Baptist Church, Stacy, MN
Cross of Glory Baptist Church, Hopkins, MN
Cross of Life Community Church, Princeton, MN
CrossLife Community Church, Cedar Rapids, IA
CrossPoint Church, Hutchinson, MN
CrossRoads Church, Fergus Falls, MN
CrossWinds Community Church, Stillwater, MN
Cushing Baptist Church, Cushing, MN
Eagle Brook Church-Lino Lakes, Centerville, MN
Eastridge Community Church, Duluth, MN
Edinbrook Church, Brooklyn Park, MN
Elk River Baptist Church, Elk River, MN
Emmanuel Baptist Church: Duluth, Duluth, MN
Emmanuel Baptist Church: Mora, Mora, MN
Emmaus Baptist Church, Northfield, MN
Endurance Church, Brooklyn Park, MN
Epiphany Station, Thief River Falls, MN
Espiritu Santo, Minneapolis, MN
Faith Baptist Church: Hampton, Hampton, IA
Faith Baptist Church: Washington, Washington, IA
Faith Community Church: Ida Grove, Ida Grove, IA
Faith Community Church: Pipestone, Pipestone, MN
Filipino American Christian Church, Mounds View, MN
First Baptist Church: Benson, Benson, MN
First Baptist Church: Cambridge, Cambridge, MN
First Baptist Church: Clearbrook, Clearbrook, MN
First Baptist Church: Cokato, Cokato, MN
First Baptist Church: Cook, Cook, MN
First Baptist Church: Forest City, Forest City, IA
First Baptist Church: Glenwood, Glenwood, MN
First Baptist Church: Grove City, Grove City, MN
First Baptist Church: Kiron, Kiron, IA
First Baptist Church: LeMars, LeMars, IA
First Baptist Church: Milaca, Milaca, MN
First Baptist Church: Muscatine, Muscatine, IA
First Baptist Church: Pillager, Pillager, MN
First Baptist Church: Roseau, Roseau, MN
First Baptist Church: Stratford, Stratford, IA
First Baptist Church: Two Harbors, Two Harbors, MN
First Baptist Church: Wellman, Wellman, IA
First Russian Baptist Church, Shoreview, MN
Free Grace United-Elk River, Elk River, MN
Friendship Church: Prior Lake, Prior Lake, MN
Friendship Church: Shakopee, Prior Lake, MN
Future City Church, White Bear Lake, MN
Genesis Church, North Liberty, IA
Glory Baptist Church, Aitkin, MN
Grace Baptist Church: Waverly, Waverly, IA
Grace Church: Alexandria, Alexandria, MN
Grace Church: Algona, Algona, IA
Grace Church-Cloquet, Cloquet, MN
Grace Fellowship, Brooklyn Park, MN
GracePoint Church, New Brighton, MN
Grandview Baptist Church: Davenport, Davenport, IA
Grandview Baptist Church: Estherville, Estherville, IA
Haven Church, Fairmont, MN
Hiawatha Church, Minneapolis, MN
Hillman Baptist Church, Mora, MN
Hillside Church, Bloomington, MN
Hope Community Church-Mpls Downtown, Minneapolis, MN
Hope Fellowship, Ramsey, MN
Houston Baptist Church, Houston, MN
Iglesia Centro Cristiano de Minneapolis, Minneapolis, MN
Iglesia Cristiana Alfa y Omega, Minneapolis, MN
Imagine Church, Albertville, MN
Immanuel Church, Forest Lake, MN
Indian Lake Baptist Church, Worthington, MN
Iron Ridge Church, Waukon, IA
Isle Baptist Church, Isle, MN
Jesup Bible Fellowship, Jesup, IA
Lake Avenue Family Fellowship, Paynesville, MN
Lake Sarah Baptist Church, Slayton, MN
Laotian Church of Peace, Dayton, MN
LedgeRock Community Church, Ely, MN
Lengby Baptist Church, Lengby, MN
Life Chapel International-Des Moines, Des Moines, IA
Littlefork Baptist Church, Littlefork, MN
Living Faith Church, Circle Pines, MN
Living Stones Church, Cokato, MN
Living Waters Baptist Church, Lakeville, MN
MapleRidge Church, Maple Grove, MN
Memorial Drive Bible Fellowship, Askov, MN
Mill City Church, Minneapolis, MN
Miracle City Church, Minneapolis, MN
Morningside Baptist Church, Sioux City, IA
Mosaic Church, Maple Grove, MN
Mount Rose Community Church, Grand Portage, MN
Nett Lake Baptist Church, Nett Lake, MN
New City of Nations Church, Saint Paul, MN
New Covenant Baptist Church, Knoxville, IA
New Creation Church International, Brooklyn Park, MN
New Hope Church: Lake City, Lake City, MN
New Hope Community Church-Cambridge, Cambridge, MN
New Journey Church, Fosston, MN
New Life Community Baptist Church, Ortonville, MN
North Haven Church, North Saint Paul, MN
North Isanti Baptist Church, Cambridge, MN
NorthBrook Community Fellowship, North Branch, MN
NorthRidge Fellowship, Rogers, MN
Northwoods Community Church, Aitkin, MN

2025 CNC Voting Congregations *(continued)*

NuLife Church, Des Moines, IA
Oak Haven Church, Ham Lake, MN
Oak Hill Church, Humboldt, IA
Oakwood Community Church, Waconia, MN
Oasis Church, Rochester, MN
Opstead Baptist Church, Isle, MN
Pleasant View Baptist Church, Bettendorf, IA
Prairie Lakes Church-Cedar Falls, Cedar Falls, IA
Primera Iglesia Evangélica Bautista, Columbia Heights, MN
Providence Community Church, Crosslake, MN
Pursuit Community Church, New Brighton, MN
Quamba Baptist Church, Brook Park, MN
Quarry Community Church, Monticello, MN
Refuge Church, Willmar, MN
Renovation Church, Blaine, MN
Restoration Church, Anoka, MN
Restoration Hope Church, West St. Paul, MN
Resurrection City Church, Falcon Heights, MN
Revision Church, West Des Moines, IA
Rhythm Church, Mason City, IA
Ridgewood Church, Minnetonka, MN
River's Edge Christian Church, Amboy, MN
Riverwood Church: Waverly, Waverly, IA
Riverwood Community Church, Cannon Falls, MN
Rockwell Church of Virginia, Virginia, MN
Rothsay Baptist Church, Rothsay, MN
Rush City Baptist Church, Rush City, MN
Second Story Church, St Paul, MN
Silver Creek Bible Church, De Witt, IA
Soudan Baptist Church, Soudan, MN
South Isanti Baptist Church, Isanti, MN
Springvale Baptist Church, Stanchfield, MN
St. Paul Fellowship, St Paul, MN
Stanchfield Baptist Church, Stanchfield, MN
Stone Ridge Community Church, Decorah, IA
Thai Christian Fellowship, MN, Roseville, MN
The Church at Union Park, Des Moines, IA
The Community Church, Forest Lake, MN
The Landing, Duluth, MN
The River Community Church, Iowa City, IA
The River's Edge Church, Iowa Falls, IA
The Water's Edge Community Church, Duluth, MN
Timberwood Church, Nisswa, MN
Transform Church, Andover, MN
Trinity KaRen Baptist Church, St. Paul, MN
True Spirit Ministries, St Paul, MN
Valley Baptist Church, Lakeland, MN
Vietnamese American New Life Church, Davenport, IA
Vietnamese Grace Church, Minneapolis, MN
Warroad Baptist Church, Warroad, MN
Waskish Baptist Church, Waskish, MN
Waterbrooke Fellowship, Victoria, MN
Water's Edge Church, Henning, MN
West Avenue Baptist Church, Burlington, IA
West Liberty Christian Fellowship, West Liberty, IA
Westbrook Community Church, Chaska, MN
Westwood Community Church-Chanhassen, Excelsior, MN
Woodcrest Church, Eagan, MN
Wooddale Church-Eden Prairie, Eden Prairie, MN
Worthington Karen Baptist Church, Windom, MN

2023-2025 Additions & Deletions of Affiliated Churches

Recognition of Newly Affiliated CNC Churches:

- Silver Creek Bible Church 1/27/25
- Living Stones Church 1/27/25
- Miracle City Church 1/27/25
- Northwoods Community 1/27/25
- Cities Cop Church 1/27/25
- Christ the Word Church 11/20/23
- Harvest City Church 1/27/25
- Transform Church 5/15/23

Deletion of Churches:

- LifePoint Church, Maplewood, MN (4/15/23) ceased ministry
- Iglesia Cristiana, Pelican Rapids, MN (8/31/23) ceased ministry
- Mision Bautisa, Pelican Rapids, MN (8/31/23) ceased ministry
- Reynolds Baptist, Reynolds, MN (9/30/23) ceased ministry
- Karlstad Baptist, Karlstad, MN (7/16/23) disaffiliated
- Cornerstone Church, Red Wing, MN (7/10/24) ceased ministry
- Ignite Church, Moorhead, MN (8/29/24) disaffiliated
- The Journey North, Baxter, MN (5/19/24) ceased ministry

Minutes from 2023 Biennial

Thursday, February 16
General Session Online Business Meeting 9:00 am – 10:30 am

Welcome & Prayer – Brent Nolby

Call to Order – Motion to Open Meeting by Brent Nolby

Presentation of Agenda – Brent explained where to find the agenda in the biennial packet and how to vote during the meeting.

Introduction of Biennial Meeting Officers – Brent introduced the meeting officers and how to use Zoom Q & A to submit new business to the Committee on Business. All motions during the meeting will come from the board.

Brent Nolby – Moderator
Jon Tolly – Vice Moderator
David Lutz – Parliamentarian
Andy Kumpel – Recording Secretary
Dan Erickson & Wade Walton – Committee on Business

Video Presentation of Wesleyan Investment Fund (WIF) Sponsor - Pastor David Sorn

A Call to Course Correction – Mark Bjorlo, Regional President CNC

Mark shared a message from Nehemiah 3 and Ezra 8 about building into the kingdom of God. Each of us has been entrusted with a piece of God’s kingdom to make a difference in the local church. We see God’s provision and we see the ways that God equips us in unexpected ways. When we respond to God’s call, then God does incredible things. In Ezra 8 there is a shift from building into the wall to building into the people. As a movement, CNC pastors and churches are at a critical point to shift from being focused on the pandemic, racial tensions, political issues, and move toward a crystal clear vision of how we are going to build the people in our day. When we are headed in the wrong direction, we need clarity in order to make a course correction. Ezra called the people to a spiritual course correction. Many of our churches are in need of spiritual leadership like Ezra to develop a crystal clear vision culture to reach our generation for Christ.

Motion to Approve 2020 Biennial and 2021 Special Business Meeting Minutes – Brent Nolby

Brent called for a second to the motion for minutes of the 2020 Biennial and 2021 Special Business Meeting. 2020 Biennial Meeting Minutes Motion was seconded by Andrew Lundstrom. 2021 Special Business Meeting Minutes Motion was seconded by Erik Lindeen. Both votes were conducted via Zoom.

Recognition of Newly Affiliated CNC Churches

- Haven Experience – Fairmont, MN
- Restoration Hope Church – St. Paul, MN
- Worthington KaRen Baptist Church – Worthington, MN
- Connections Church – Coon Rapids, MN
- Pursuit Community Church – Mounds View, MN
- The Water’s Edge Community Church – Duluth, MN



Minutes from 2023 Biennial *(continued)*

Sponsor Video – Guardian Wealth Management

Five Benefits to Having a Vision Culture – Aaron Damjanovich, Director of Leadership Development of the Eagle Brook Association (EBA)

Aaron shared the vision of EBA helping the Big C Church to make disciples through a clear vision culture. The number 1 reason that pastors are leaving the church is that churches refuse to change. The local church needs to rally around Jesus' mission for the church through a structure. EBA is helping local churches develop a vision culture to help clarify beliefs, values, purpose, mission, strategies, and goals. Churches who do the hard work to clarify their vision culture have seen incredible results for reaching people for Christ. Five benefits of developing a vision culture: 1. Clarity 2. Language 3. Unity 4. Freedom 5. Longevity. All pastors are invited and encouraged to attend a 3-Day leadership cohort through EBA to develop their own church vision culture.

Presentation of CNC Board of Stewards Ballot – Brent Nolby, Presentation on CNC Nominating Committee Ballot

A sample ballot and the candidates for the Board of Stewards is available in the biennial packet. Brent led us into Q & A and a time of voting for the Board of Stewards and the Nominating Committee. Motion to vote on the Board of Stewards ballot was seconded by Adam Hinkle. Motion to vote on the nominating committee ballot was seconded by Grace Fellowship (Joe Boyd).

Steward Candidates:

Brent Nolby, Chair
Jon Tolly, Vice Chair
Kyle Robinson
Eric Weaver
Jared Bangs
Jay Chmieleski
Heather Gilbert
David Lutz
Doug Palmer
Lisa Welter

Nominating Committee:

Brian Haynes
Paul Johnson
Mike Mentzer
Chris Meirose

Articles of Incorporation & Bylaws – Mark Bjorlo

Mark introduced changes to CNC articles of incorporation and bylaws. There will be opportunity for discussion on Thursday, November 2, 2023 in preparation for a vote on the changes to the articles of incorporation and bylaws at the biennial meeting in 2025.

Minutes from 2023 Biennial *(continued)*

Financial Report & Presentation of 2023-2024 Budget – Jonathan Wicklund

Jon Wicklund summarized the finances that support CNC's effort to start strengthen, send, and camping ministry. A high level overview is available in the biennial packet.

Highlights:

- Ownership change of Pine Lake Camps
- Completed audit for fiscal year 2021
- Estate gifts which allowed for the creation of new funds (CNC church planting and TLC maintenance fund)
- Established an investment committee to shape policy and procedure

We finished over \$400,000 positive for this fiscal period. Both CNC general budget and Trout Lake Camps income were higher than planned. We have \$7.6 million on hand for investment in ministry. Jon summarized CNC Cash position and the ways that the board is overseeing all of the funds for CNC to continue strengthening CNC ministries.

Jon presented the budget proposal for 2023-2024 which is fiscally conservative. The goal is to fund ministry which advances the kingdom. \$2.5 million is budgeted for CNC general budget and \$11.6 million for TLC.

Brent Nolby presented the budget proposal, accepted a second to the motion, gave time for questions in the Q & A section, and called for a vote. Questions were fielded by Jon Wicklund and Mark Bjorlo. Motion to approve the budget proposal was seconded by Steve Treichler. The vote was conducted through Zoom.

Video - Bethel & Converge

Converge President Greeting – John Jenkins

Converge North Central Story – Pastor Rob Anderstrom, Hampton, IA

Voting and Election Results – Brent Nolby

Brent announced results of voting and election. All candidates were approved and the budget proposal was accepted.

Motion to Close the Meeting

Brent Nolby received a motion by Jennifer Lavandowska and a second by Jim Mead to close the meeting and Pastor Jon Tolly closed the meeting in prayer.

Respectfully Submitted, Andy Kumpel.

Nominations for Board Of Stewards



Tom Tulberg

Eagle Brook Church – White Bear Lake, MN

Tom Tulberg is on staff at Eagle Brook Church where he's led in multiple pastoral and staff roles. He holds a BA in Management from Bethel University and an MBA from the U of M Carlson School. Tom also serves on the Board for a non-profit ministry to incarcerated men and women. He and his wife Cindy live in White Bear Lake and have two grown children.



Ben McEachern

NorthRidge Fellowship – Rogers, MN

Ben McEachern is the founding pastor of NorthRidge Fellowship in Rogers, MN where he has served for the last twenty-five years. He and his wife, Teri, have four grown children and eight grandkids.



Joel Ramirez

Iglesia Centro Cristiano de Minneapolis – Minneapolis, MN

Joel Ramirez has nearly 40 years of ministry experience. He is the pastor and founder of Iglesia Centro Cristiano de Minneapolis. He has also contributed to planting 11 churches across 3 different countries. Married to Jeanne Ramirez for 26 years, they have three children: Nathan, Paul, and Andy.



Michael Grose

Quarry Community Church – Monticello, MN

Michael Grose is the founding and lead pastor of Quarry Community Church, a Converge Church in Monticello, MN, whom he has served for the past 23 years. Married to Brenda, together they have 5 adult children who know and love Jesus.

Nominating Committee

Returning (1 Term Remaining)



Brian Haynes

First Baptist Church – Cook, MN

briankhaynes@gmail.com

218-666-5979

218-235-3836 (Cell)



Paul Johnson

Woodridge Church – Long Lake, MN

paul.johnson@woodridgechurch.com

763-230-6300

New (2 Terms Remaining)



Julie Stegman

Resurrection City Church – St. Paul, MN

julie@rescitychurch.org



Dan Carlson

Wooddale Church – Eden Prairie, MN

dan.carlson@wooddale.org



LET'S TALK ABOUT

SLIDE TWO – TREMENDOUS ACTIVITY DURING 2023-2024
SLIDE THREE – HOW DID WE FINISH COMPARED TO OUR BUDGET
SLIDE FOUR – HOW MUCH "MONEY" DID WE HAVE ON DEC 31, 2024
SLIDE FIVE – WHAT IS OUR CASH POSITION (UNDESIGNATED AND DESIGNATED)
SLIDE SIX – WHAT'S THE BUDGET FOR 2025-2026

NOTE – IN YOUR BIENNIAL BOOKLET IS THE 2025-2026 BUDGET

SLIDE TWO – TREMENDOUS ACTIVITY DURING 2023-2024

- \$650,000 transfer in 2023 from fund 50 (Church Planting - Not Donor Designated) to cover CNC general fund income shortfall
- Ended the software program called SnapShot
- Lilly Endowment - Thriving Congregations Initiative (1.25M) With Over \$200k For Trusts
- Lilly Endowment - Economic Challenges Facing Pastoral Leaders (1.25M)
- Trout Endowment Grew By 37%

SLIDE THREE – HOW DID WE FINISH COMPARED TO OUR BUDGET

Budget – 14.22 million

Actual Income – 15.00 million

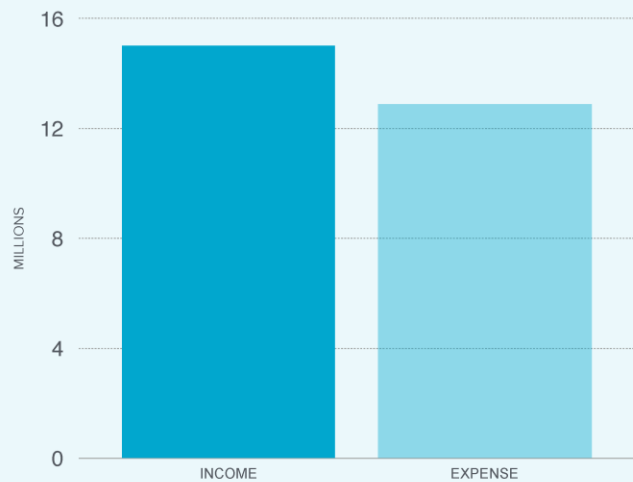
Actual Expense – 14.09 million

Notes:

CNC is roughly 18% of the total budget

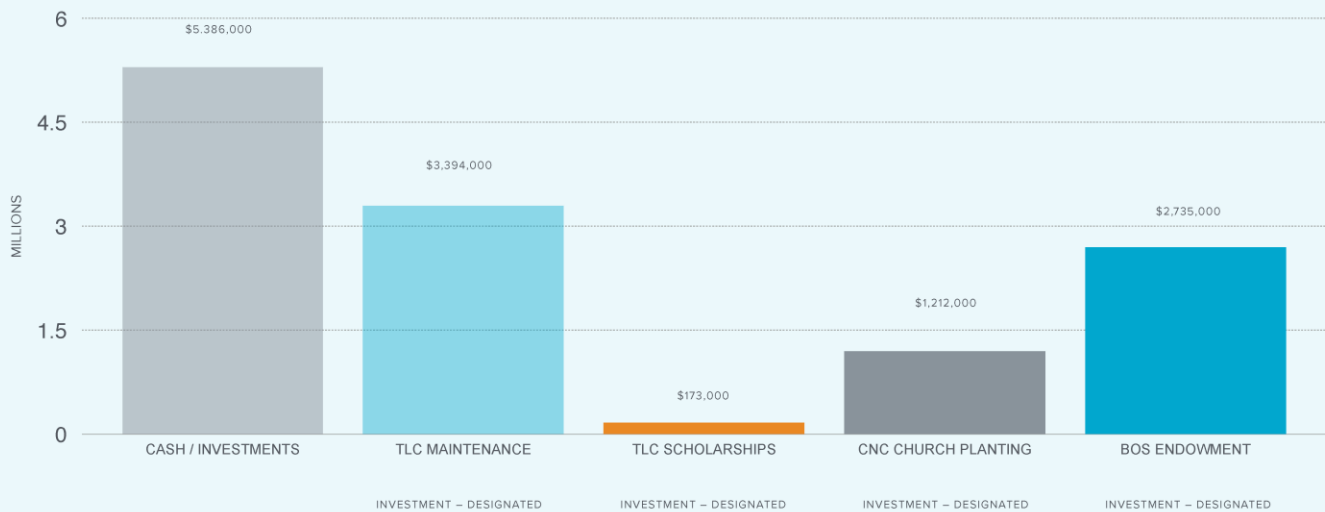
CNC received \$200k from National (plus the \$650k from fund 50)

TLC invested into camp facilities (special approved outside of budget)



Financial Report (continued)

SLIDE FOUR – HOW MUCH “MONEY” DID WE HAVE ON DEC 31, 2024 (\$12,900,000)



SLIDE FIVE – WHAT IS OUR CASH POSITION (UNDESIGNATED AND DESIGNATED)



UNDESIGNATED

CNC General Fund	\$199,000
TLC General Fund	\$1,806,000

DESIGNATED

CNC Church Planting	\$237,000
TLC Maintenance Fund	\$3,394,000
TLC Building Fund	\$349,000
TLC Scholarship Fund	\$173,000
Pine Lake Camps	\$485,000
CNC Endowment Fund	\$2,735,000
BOS Project Fund	\$258,000
CNC Church Planting Escrow	\$1,398,000
Lilly Endowment	\$1,887,000

TOTAL **\$12,921,000** (cash on 12/31/24 was 12,900,000)

SLIDE SIX – WHAT’S THE BUDGET FOR 2025-2026

BUDGET

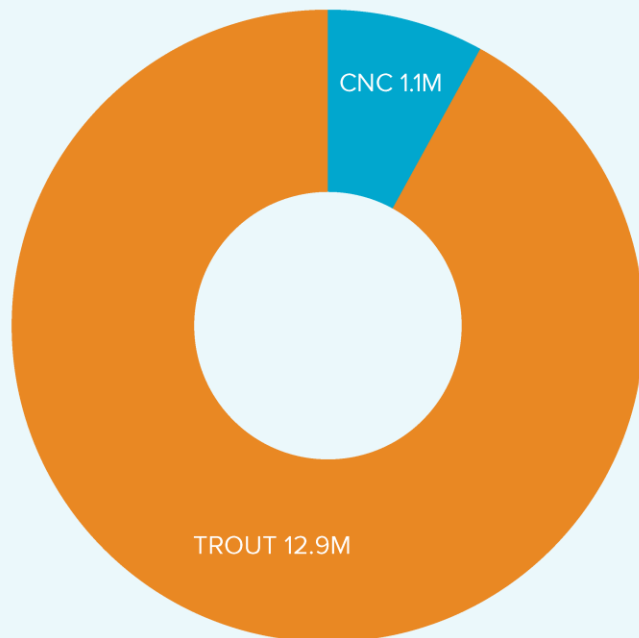
Income – 13.7 million (≈ 6.85 million per year)

Expenses – 13.9 million (≈ 6.95 million per year)

HIGHLIGHTS

Funding our mission (Kingdom advancement/kids for Jesus)

CNC general fund needs income help



2025 Proposed Budget

Converge North Central Budget - 2025

	Q1	Q2	Q3	Q4	TOTAL
Income					
Contributions					
10-4000-110 Undesignated - CNC - Churches	\$75,000	\$75,000	\$115,000	\$75,000	\$340,000
10-4000-110 Undesignated - CNC - Individuals	\$500	\$4,000	\$4,500	\$6,500	\$15,500
10-4000-110 Gift from National	\$0	\$0	\$0	\$0	\$0
10-4200-110 Registrations	\$10,000	\$0	\$0	\$0	\$10,000
Total Revenues	\$85,500	\$79,000	\$119,500	\$81,500	\$365,500
Expenses					
Operating Expenses					
10-5002-110 Bank Fees - CNC	\$1,500	\$1,500	\$1,500	\$1,500	\$6,000
10-5004-110 Business Expense - CNC	\$3,000	\$3,000	\$3,000	\$3,000	\$12,000
10-5010-110 Contracted Services - CNC	\$14,600	\$14,600	\$2,100	\$2,100	\$33,400
10-5016-110 Payment Processing Fees - CNC	\$900	\$900	\$900	\$900	\$3,600
10-5019-110 District Dues - CNC Regional President	\$400	\$0	\$0	\$0	\$400
10-5028-110 Insurance - Auto - CNC	\$0	\$0	\$0	\$0	\$0
10-5032-110 Insurance - Multi-Peril - CNC	\$690	\$690	\$690	\$690	\$2,760
10-5034-110 Internet - CNC	\$360	\$360	\$360	\$360	\$1,440
10-5048-110 Meetings and Conferences	\$35,000	\$0	\$0	\$0	\$35,000
10-5045-110 Legal Fees - CNC	\$0	\$0	\$0	\$0	\$0
10-5053-110 Networking - CNC	\$900	\$900	\$900	\$900	\$3,600
10-5056-110 Office Supplies - CNC	\$1,350	\$1,350	\$1,350	\$1,350	\$5,400
10-5058-110 Office Hospitality	\$150	\$150	\$150	\$150	\$600
10-5060-110 Postage - CNC	\$1,200	\$1,200	\$1,200	\$1,200	\$4,800
10-5061-110 Partnerships - CNC	\$30,000	\$0	\$0	\$0	\$30,000
10-5065-110 Payroll Processing Fees - CNC	\$2,550	\$1,750	\$2,350	\$1,250	\$7,900
10-5070-110 Rent - CNC	\$0	\$0	\$0	\$0	\$0
10-5071-110 Rent - Storage Facility - CNC	\$510	\$510	\$510	\$510	\$2,040
10-5073-110 Regional Leadership	\$0	\$10,000	\$20,000	\$0	\$30,000
10-5081-110 Staff of the Pastor	\$450	\$450	\$450	\$450	\$1,800
10-5079-140 Equipping - CNC Strengthening	\$0	\$0	\$0	\$0	\$0
10-5084-110 Technology Upgrades/Software - CNC	\$750	\$31,000	\$750	\$750	\$33,250
10-5086-110 Telephone - CNC	\$900	\$900	\$900	\$900	\$3,600
10-5088-110 Travel/Lodging - CNC	\$4,500	\$1,500	\$1,500	\$1,500	\$9,000
10-5235-110 Vehicle Repair/Purchase	\$450	\$450	\$450	\$450	\$1,800
10-5725-110 Marketing & Fundraising - CNC	\$900	\$900	\$900	\$900	\$3,600
Total Operating Expenses	\$101,060	\$72,110	\$39,960	\$18,860	\$231,990
Salaries and Benefits					
10-6000-110 Salaries - Managerial - CNC	\$92,625	\$92,625	\$93,550	\$64,200	\$343,000
10-6002-110 Hourly - Part-Time - CNC	\$4,200	\$4,200	\$4,200	\$4,200	\$16,800
10-6300-110 Benefits - Payroll Taxes - CNC	\$3,150	\$3,150	\$3,000	\$2,700	\$12,000
10-6305-110 Benefits - Health Insurance - CNC	\$13,050	\$10,810	\$8,570	\$13,050	\$45,480
10-6310-110 Benefits - Retirement - CNC	\$2,700	\$2,700	\$3,325	\$4,575	\$13,300
10-6315-110 Benefits - Worker's Compensation - CNC	\$600	\$600	\$600	\$600	\$2,400
10-6320-110 Benefits - Life and Disability Insurance - CNC	\$150	\$150	\$150	\$150	\$600
Total Salaries and Benefits	\$116,475	\$114,235	\$113,395	\$89,475	\$433,580
Total Expenses	\$217,535	\$186,345	\$153,355	\$108,335	\$665,570
NET SURPLUS/(DEFICIT)	(\$132,035)	(\$107,345)	(\$33,855)	(\$26,835)	(\$300,070)

2025-2026 Proposed Budget

CONVERGE NORTH CENTRAL												
2025-2026 BUDGET												
	Q1	Q2	Q3	Q4	2025 TOTAL	Q5	Q6	Q7	Q8	2026 TOTAL	COMBINED TOTAL	
INCOME												
CNC	85,500	79,000	119,500	81,500	365,500	102,600	94,800	143,400	97,800	438,600	804,100	
EXPENSE												
CNC	101,060	72,110	39,960	18,860	231,990	85,113	20,716	41,958	19,803	167,590	399,580	
Salaries/Benefits	116,475	114,235	113,395	89,475	433,580	80,299	77,947	77,065	51,949	287,259	720,839	
EXPENSE TOTAL	217,535	186,345	153,355	108,335	665,570	165,412	98,662	119,023	71,752	454,849	1,120,419	
INCOME												
TLC	4,144,300	951,900	435,405	740,995	6,272,600	4,351,515	999,495	457,175	778,045	6,586,230	12,858,830	
EXPENSE												
TLC	669,601	1,281,978	1,483,217	441,745	3,876,541	703,081	1,346,077	1,557,378	463,832	4,070,368	7,946,909	
Salaries/Benefits	592,800	592,800	592,800	592,800	2,371,200	622,440	622,440	622,440	622,440	2,489,760	4,860,960	
EXPENSE TOTAL	1,262,401	1,874,778	2,076,017	1,034,545	6,247,741	3,025,994	1,968,517	2,179,818	1,086,272	6,560,128	12,807,869	
NET INCOME	2,749,864	(1,030,223)	(1,674,467)	(320,385)		2,963,182	(972,884)	(1,698,265)	(282,179)			
AVAILABLE CASH (assuming \$0 star	2,749,864	1,719,641	45,174	(275,211)		2,687,971	1,715,087	16,822	(265,358)			

Sample Ballot

Recommended Biennial Business Meeting Ballots (Could be in any order)

Ballot #1

I approve the 2025 – 2026 Converge North Central Budget as presented.

- Yes
- No

Ballot #2

Nominating Committee – Vote for Four

- Brian Haynes (First Baptist Church – Cook, MN)
- Paul Johnson (Woodridge Church – Long Lake, MN)
- Julie Stegman (Resurrection City Church – St. Paul, MN)
- Dan Carlson (Wooddale Church – Eden Prairie, MN)
- _____ (Write-in)

Ballot #3

Board of Stewards

• **Board Chair/Moderator – Vote for One**

- Chad Anderson (Wooddale Church – Eden Prairie, MN)
- _____ (Write-in)

• **Vice Chair/Vice Moderator – Vote for One**

- Heather Gilbert (Calvary Church – Roseville, MN)
- _____ (Write-in)

• **Members at Large – Vote for Four**

- Michael Grose (Quarry Church – Monticello, MN)
- Ben McEachern (NorthRidge Fellowship – Rodgers, MN)
- Joel Ramirez (Iglesia Centro Cristiano Minneapolis – Minneapolis, MN)
- Tom Tulberg (Eagle Brook Church – Lino Lakes, MN)
- _____ (Write-in)

Ballot #4

I affirm the recommended changes to the Converge North Central Articles of Incorporation and Bylaws.

- Yes
- No

CNC Articles of Incorporation & Bylaws Recommendation Summary Explanation:

WHY

Polity documentation is foundational to organizations. Honoring the wisdom of previous generations and leadership is wise. We know most of what is here exists based on history. However, keeping these documents up to date and current is also very appropriate to align with theological convictions and legal compliances. Then, pragmatic language alterations exist within our movement. For example, Converge now understands Converge North Central as a region (rather than a district). These many reasons compelled us to submit the following for initial consideration.

WHEN

Below are the recommendations for changes to Converge North Central's Articles of Incorporation and Bylaws. Based on our polity, these will now be voted on following the initial recommendation (first reading provided during the 2023 Biennial Business Meeting).

WHO

The delegates will vote on this decision for member Churches of Converge North Central. Ultimately, these are your Articles of Incorporation and Bylaws through which we partner.

We sincerely appreciate the valuable contributions made by many in our movement toward these recommendations. In particular, we recognize our past two Boards of Stewards, who affirmed these changes, as well as former board chair Dan Nelson and Pastor Dan Erickson, along with legal counsel from Dan Gilbert. Pastor Wade Walton provided editorial support for these recommendations alongside Dr. Joel Nelson and Jonathan Dahl, as part of a project initiated by former Regional President Mark Bjorlo.

WHAT

Below are the annotations related to all the alterations made. Given the large volume of changes, the goal was to provide a clean document with these explanatory notes that would be easy to read. Read the first six pages of notes to get a feel for the volume and types of changes. **Then, read the clean 2025 RECOMMENDED version. That is what is before you to affirm.** Finally, the last 12 pages are our current 2020 version for comparison.

Most recommendations are simplistic and straightforward, bringing the language in line with current reality. The most obvious example is replacing the "District Executive Minister" title with the updated title of "Regional President." However, a couple of new paragraphs now exist to keep us legally compliant for tax purposes.

Article II of the Articles of Incorporation contains the two most significant recommendations (changes).

First, Converge North Central's leadership desires to essentially parallel 2022 language from Converge (National) in explaining its Identity Statement, Purpose, Mission, and Requirements for Membership and its Affirmation of Faith. In addition, Converge North Central is recommending adding two statements to its Affirmation of Faith (numbers 13 and 14), clarifying "Christian Marriage" and "Humanity."

Finally, we have been "doing business as" (dba) Converge North Central for many years, with our formal legal name as the Minnesota Iowa Baptist Conference. This recommendation would mean by 2025, we would formally alter our legal name and be known as Converge North Central (CNC).

**CNC Articles of Incorporation
Recommendation Summary NOTES:**

Assuming Name Change (see note on Article I) Title of document has been altered to read: **“Amended and Restated Articles of Incorporations Converge North Central”** rather than Minnesota Iowa Baptist Conference.

ARTICLES OF INCORPORATION

Article I

- Recommendation here is to formally change our corporation’s name to Converge North Central.
- Legal steps would need to be coordinating with the 2025 Biennial Meeting to change our name formally and legally to no longer operate under a DBA.

Article II

- New paragraph added for legal Tax-Exempt purposes.
- Current “section A” has been completely removed.
 - It is replaced by new sections “A, B, C, D” which align with Converge (national)
 - Section A. Identity Statement with CNC specific “kingdom expansion” phrase
 - Section B. Purpose
 - Section C. Mission
 - Section D. Requirements for Membership
- Section E. Affirmation of Faith
 - The first 12 Affirmations of Faith have remained the same.
 - Numbers 13 and 14 are recommended as new additions.
 - These parallel the “Doctrinal Distinctives” adopted by Converge (national) in June of 2022.

Article III

- New paragraph added (replaces previous one sentence) for legal purposes

Article IV

- New paragraph added (replaces previous one sentence) for legal purposes
- Also, added into that paragraph are details related to dissolution of CNC.

Article V

- Multiple changes in “Conference” to Converge North Central and/or CNC
- Altered the word “Baptist” to “Baptistic”
- Clarified procedure and communication related to churches joining or being removed from CNC

Article VI

- Multiple changes in “Conference” to Converge North Central and/or CNC
- Clarifying with the intentional use of the word “Delegates”
- Time and place of Biennial decided by the Board of Stewards
- Added chart explaining number of delegates per church

Article VII

- Multiple changes in “Conference” to Converge North Central and/or CNC

Article VIII

- Removal of “Assistant Recording Secretary.”

Article IX

- Changed “the Conference” to CNC.

CNC Bylaws
Recommendation Summary NOTES:

Assuming Name Change (see note above) Title of document has been altered to read: **“Amended and Restated Bylaws of Converge North Central”** rather than Minnesota Iowa Baptist Conference.

BYLAWS:

Article I – Meetings of the Member Churches

- 1.1 A. Name change...and on a date (added) to parallel Articles of Incorporation
C. The BOS will determine need (or not) for Robert’s Rules of Order
D. Language of “Delegates” replaced and clarified “Members” also added by electronic means (if able to hear) counts as being “present” at the meeting.
E. Removed language deemed unnecessary
- 1.2 A. Changed “the Conference” to CNC.
B. Changed “Executive Minister” to Regional President.
C. Addition of Regional President and staff related to preparation of the meeting **(Replacing 1.4)**
- 1.3 No changes
- 1.4 (Recommend Removing)
A. Recommend removing “Appointment of Committee’s”
B. Recommend removing “Steering Committee”
C. Recommend removing “Business Committee”
- 1.5 Emergency **Becomes 1.4**
Changed “the Conference” to CNC and/or Converge North Central
Language of “Delegates” replaced “Conference”
- 1.6 Special Meetings **Becomes 1.5**
Changed “the Conference” to CNC
Added mailed and/or e-mailed notice to all member churches...

Article II – Nomination and Election Procedures

- 2.1 **Nominating Committee**
 - A. Altered “Committee on Nominations” to Nominating Committee and added a second Nominating Committee as a part of the “from” for clarity. Removed parenthetical “Nominating Committee” at the end.
 - B. Changed “Executive Minister” to Regional President. Removed Board of Stewards toward clarifying it is the Regional President’s who is responsible to convene the Nominating Committee. Added, Nominating Committee representatives must be members of CNC churches.
 - C. No changes
 - D. No changes
 - E. Added or e-mailed
- 2.2 **Election of Members of the Board of Stewards**
 - A. Added “non-competitive” ballot
 - B. Removed the word “affiliation” and replaced with the word membership.

- C. No changes
- D. No changes
- E. No changes
- F. MIBC replaced with CNC, and “by the Conference” removed.

Article III – Board of Stewards

3.1 Composition

- A. “Conference” replaced with the word “delegates.” Conference Moderator and Conference Vice Moderator replaced with CNC Chair and Vice-Chair. Removed duplicative language equating Chair and Moderator as well as Vice-Chair and Vice-Moderator.
- B. Changed “Executive Minister” to “Regional President.”

3.2 Officers

- A. Phrase “and meeting moderator” added after chair. Similarly, language of “vice-moderator” also added. Removed the position of “Secretary” as an officer.
- B. Removed “Secretary” as an officer.

3.3 Responsibilities

- A. “Conference” replaced with the word “delegates.” Replaced language of “executive and supervisory” with “oversight and accountability.”
- B. Removed language: “of the Conference, including compensation and any employee benefits for all employees of the MIBC.” Replaced “thirty (30)” with “fourteen (14)” days.
- C. “Conference” replaced with the word “delegates.”
- D. “Conference” replaced with the word “delegates.” “Conference” removed three additional times.
- E. Changed “Executive Minister” to “Regional President.” “MIBC” replaced with CNC. “in the Minnesota-Iowa district” changed to “in Converge North Central.”
 - 1.) “the Conference” replaced with “Converge North Central.”
 - 2.) No changes made
 - 3.) “its District representatives” replaced with “Regional President.” Removal of last two sentences as that reality was altered by Converge National at its Biennial in June of 2022.
 - 4.) Added this line at the end: “with the recognition that the Regional President will be an ex officio member of all committees.
 - 5.) “Directors” replaced by “CNC Staff.”
- F. No changes

3.4 Executive Committee

- A. Removed the duplicative phrase “and the Moderator” replaced with “and Regional President”
- B. No changes

3.5 Meetings and Notice

- A. “Conference” replaced with “Regional”
- B. “Executive Minister of the Conference” replaced with “Regional President of CNC”
- C. No changes
- D. No changes
- E. No changes
- F. Added phrase: “when approved through electronic vote,”
- G. No changes
- H. Removed point “h.”

Article IV – Previously, “Executive Minister and Directors” changed to “Regional President and Staff

4.1 Regional President (Previously “Executive Minister”)

- A. No changes
 - 1.) No changes
 - 2.) No changes
 - 3.) No changes
 - 4.) No changes
 - 5.) No changes
 - 6.) Removed “the MIBC” replaced with “CNC”
- B. No changes
 - 1.) Changed “Executive Minister” to “Regional President.” Changed “MIBC” to “CNC.”
 - 2.) Changed “Executive Minister” to “Regional President.” Changed “MIBC” to “CNC.”
 - 3.) Changed “Executive Minister” to “Regional President.” Changed “MIBC” to “CNC.”
 - 4.) Changed “Executive Minister” to “Regional President.” Changed “MIBC” to “CNC.”
Replaced “execute” with “oversee.”
 - 5.) Changed “Executive Minister” to “Regional President.” Also removed: “Conference Center”
 - 6.) Changed “Executive Minister” to “Regional President.” Changed “MIBC” to “CNC.”
Added words “Board of.”
 - 7.) Changed “Executive Minister” to “Regional President.” Changed “MIBC” to “CNC.”
 - 8.) Changed “Executive Minister” to “Regional President.” Changed “MIBC” to “CNC.”
 - 9.) Changed “Executive Minister” to “Regional President.” Changed “MIBC” to “CNC.”
Added words “by serving on its board.”
 - 10.) Recommend Remove Completely
 - 10.) New #10 Changed “Executive Minister” to “Regional President.”
 - 11.) New #11 Changed “Executive Minister” to “Regional President.” Changed “MIBC” to “CNC.”
- C. No changes
 - 1.) Changed “Executive Minister” to “Regional President.” Changed “MIBC” to “CNC.”
 - 2.) Changed “Executive Minister” to “Regional President.”
 - 3.) Changed “Executive Minister” to “Regional President.” Changed “constituent” to “pastors”

4.2 Staff Members

- A. Changed “Executive Minister” to “Regional President.” Added “or designee”
- B. Changed “Executive Minister” to “Regional President.” Changed “MIBC” to “CNC.” Added “or designee”
- C. Changed “Executive Minister” to “Regional President.”

4.3 Election Procedures and Terms for Executive Ministers

- A. Changed “Executive Minister” to “Regional President.” Changed “MIBC” to “CNC.”
- B. Changed “Executive Minister” to “Regional President.” Changed “MIBC” to “CNC.”
- C. No changes
- D. Changed “Executive Minister” to “Regional President.” Added “or electronic ballot.”

4.4-1 Dissolution of Relationship – Staff Member

- A. Changed “Executive Minister” to “Regional President.”
- B. Changed “Executive Minister” to “Regional President.”
- C. Changed “Executive Minister” to “Regional President.”

4.4-2 Dissolution of Relationship – Regional President (replaces Executive Minister)

- A. Changed “Executive Minister” to “Regional President.”
- B. Changed “Executive Minister” to “Regional President.” Changed “MIBC” to “CNC.”
- C. Changed “Executive Minister” to “Regional President.”

Article V – Amendments

5.1 Procedure

No changes were made.

Standing Resolutions

No changes were made.

NOTES

**AMENDED AND RESTATED ARTICLES OF INCORPORATION
CONVERGE NORTH CENTRAL**

Article I

The name of the Corporation shall be Converge North Central and may be abbreviated “CNC”. CNC was formerly known as the Minnesota Iowa Baptist Conference. The registered office of this nonprofit corporation is 2 Pine Tree Drive #510, St. Paul, Ramsey County, Minnesota 55112.

Article II

Section A. Identity Statement

Converge North Central corporation is organized exclusively for charitable, religious, educational, and scientific purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Section B. Purpose

The purpose of Converge North Central is to glorify God through kingdom expansion by making disciples of all peoples, as stated in Matthew 28:18-20: “All authority in heaven and on earth has been given to me. Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely, I will be with you always, to the very end of the age” (NIV).

Section C. Mission

The mission of Converge North Central is to glorify God by helping member churches fulfill Christ’s mission for his church in all the communities God calls them to serve.

Section D. Requirements for Membership

Churches are eligible for membership in Converge North Central, upon the following conditions:

1. The church shall subscribe without reservation to the Affirmation of Faith found below in Article II Section E;
2. The church shall subscribe without reservation to Converge National’s doctrinal distinctives;
3. The church shall practice only believer’s baptism by immersion;
4. The church shall affirm Converge North Central’s purpose and mission statements as found above in Article II Sections B and Section C, which parallel Converge (national);
5. The church shall practice Baptist polity, having some form of congregational government being comprised of baptized members; and
6. The church shall participate through prayer, financial, and personal involvement in the mission and ministries of Converge North Central.

Section E. Affirmation of Faith

Baptists have held that the Old and New Testaments are the inspired record of God’s revelation and thus are the final authority for faith and life. Therefore, we believe that manmade creeds and confessions should not be held as final expressions of faith. In light of this, we set forth the following “Affirmation of Faith” as a contemporary expression of beliefs held by churches of Converge North Central.

1. **The Word of God**

We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts; that it was written under the inspiration of the Holy Spirit; and that it has supreme authority in all matters of faith and conduct.

2. **The Trinity**

We believe that there is one living and true God, eternally existing in three persons; that these are equal in every divine perfection; and that they execute distinct but harmonious offices in the work of creation, providence and redemption.

3. **God, the Father**

We believe in God, the Father, an infinite, personal spirit, perfect in holiness, wisdom, power, and love. We believe that He concerns Himself mercifully in the affairs of people, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ.

4. **Jesus Christ**

We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles, and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal, visible return to earth.

5. **The Holy Spirit**

We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ and that He is an abiding helper, teacher and guide.

6. **Regeneration**

We believe that all people are sinners by nature and by choice and are therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit.

7. **The Church**

We believe in the universal Church, a living, spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the Gospel of Jesus Christ to a lost world.

8. **Christian Conduct**

We believe that Christians should live for the glory of God and the well-being of others; that their conduct should be blameless before the world; that they should be faithful stewards of their possessions; and that they should seek to realize for themselves and others the full stature of maturity in Christ.

9. **The Ordinances**

We believe that the Lord Jesus Christ has committed two ordinances to the local church: baptism and the Lord's Supper. We believe that Christian baptism is the immersion of a believer in water into the name of the triune God. We believe that the Lord's Supper was instituted by Christ for commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ.

10. **Religious Liberty**

We believe that every human being has direct relations with God and is responsible to God alone in all matters of faith; that each church is independent and must be free from interference by any ecclesiastical or political authority; and that therefore Church and State must be kept

separate as having different functions, each fulfilling its duties free from dictation or patronage of the other.

11. Church Cooperation

We believe that local churches can best promote the cause of Jesus Christ by cooperating with each other in denominational organizations. Such an organization, whether a regional or district conference, exists and functions by the will of the churches. Cooperation in a conference is voluntary and may be terminated at any time. Churches may likewise cooperate with interdenominational fellowships on a voluntary, independent basis.

12. The Last Things

We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body, the final judgment, the eternal felicity of the righteous, and the endless suffering of the wicked.

13. Christian Marriage

We believe that Christian marriage is a sacred institution ordained by God for the well-being and propagation of humankind. It is a covenant representing the spiritual and physical union into which one man and one woman may enter for the glory of God, symbolizing the relationship of Christ to his church. As the sign of this covenant, sexual activity is reserved exclusively for the marriage relationship. According to the scriptural ideal, marriage requires sacrificial love and faithfulness to each other for life.

14. Humanity

We believe God created humankind immutably as male and female to reflect and bear His image. As such, human beings of every ethnicity, age, ability, as well as the pre-born deserve dignity, protection, honor, respect, and Christian love. Because of Adam and Eve's free choice to sin, God's image in all humankind has become distorted and relationship with God has become disrupted.

Article III

No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article Third hereof. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation 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 candidate for public office. Notwithstanding any other provision of these articles, the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or (b) by a corporation, contributions to which are deductible under section 170(e)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Article IV

The existence of this Corporation shall be perpetual until dissolution.

Upon the dissolution of the corporation, CNC assets will be transferred to Converge (national), Any assets not received by Converge shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or the 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. Any such assets not so disposed of shall be disposed of by a Court of Competent

Jurisdiction of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

Article V

1. Converge North Central shall consist of Baptist churches that accept the purpose and doctrinal position as set forth in Article II and comply with the formalities of membership as hereinafter set forth.
2. A Baptist church that wishes to unite with CNC shall send a letter of application, a written record of its history, its most recent year's financial statement, evidence of incorporation under the laws of the state in which the church is located, a copy of its constitution and bylaws, and a record of church action indicating agreement with the Articles and Bylaws of the Converge North Central. If these are regarded as satisfactory, the Board of Steward will recommend to the Biennial Meeting of CNC the acceptance of said church. At the Biennial Meeting, time shall be set aside for consideration of such recommendations and for the welcoming of churches into CNC. Upon favorable action by CNC's Board of Stewards, the Regional President shall send written notice of acceptance to the applying church. In addition, the Regional President shall send written notice to Converge (national) and communicate to Converge North Central.
3. If a church ceases to function as an organized congregation, it shall be removed from the CNC. In the event of gross deviation in doctrine or polity, or of failure to participate in the program of CNC, the Board of Stewards shall be authorized to make recommendations at CNC's Biennial Meeting regarding the termination of membership for that church with CNC.

Article VI

1. Converge North Central shall hold a general meeting of the delegates from its member churches at least every other year.
2. The time and place of the Biennial Meeting of the delegates shall be decided by the Board of Stewards or its Executive Committee.
3. Each affiliated church that makes up CNC shall be allowed to send four delegates to the Biennial Meeting for its first one hundred church members or less. One additional delegate for each additional fifty church members or major portion thereof. Regularly elected members of CNC's Board of Stewards shall be delegates-at-large to the Biennial Meeting.

1 – 100 Members	101 – 150 Members	151 – 200 Members	201 – 250 Members	...and continuing
4 Delegates	Up to 5 Delegates	Up to 6 Delegates	Up to 7 Delegates	...and continuing

4. The procedure for conducting the Biennial Meeting shall be set forth in the Bylaws Article I.

Article VII

1. The oversight of the corporate and business affairs of CNC shall be assigned to a Board of Stewards consisting of not less than eleven members and established pursuant to the Bylaws of CNC.
2. The procedure for electing the Board of Stewards and their terms of office will be as set forth in the Bylaws of CNC. All candidates for election to the Board of Stewards must be a member in good standing of a church which is an affiliated church within CNC.

3. The Board of Stewards will be responsible for the oversight of CNC when the region is not in Biennial Meeting. It shall be the official voice of CNC, competent to commence and to respond to legal actions on behalf of CNC.
4. The Board of Stewards will not be permitted to grant loans to member churches unless the applicant church demonstrates that it is a corporation in good standing at the time the loan is granted.

Article VIII

The officers who will preside at the Biennial Meeting of CNC shall be a Moderator, a Vice-Moderator, and a Recording Secretary. These officers shall be elected or appointed pursuant to the procedures established in the Bylaws of CNC.

Article IX

These Articles may be amended by the affirmative vote of two-thirds (2/3) of delegates present at any regular session of a Biennial Meeting, provided such amendment has been proposed to CNC and entered in the minutes of the previous Biennial Meeting.

RECOMMENDATION

**AMENDED AND RESTATED BYLAWS
OF CONVERGE NORTH CENTRAL**

Article I

Meetings of the Member Churches

1.1 Procedure and Policy for the Meetings of Converge North Central

- a. Converge North Central (CNC – rest of document) shall hold a business meeting once every two (2) years (“Biennial Meeting”) on a date and at a location selected by the Board of Stewards.
- b. Each session of the Biennial Meeting and any Special Meetings of the Member Churches (“Meetings”) shall open and close with prayer, and business shall be conducted in a manner consistent with Christ’s teachings.
- c. When the delegates of the Member Churches function as a deliberative assembly, the Board of Stewards may require Robert’s Rules of Order, as currently revised to be used.
- d. At the discretion of the Board of Stewards, Delegates may participate in meetings by any means of communication through which the Delegate with other Delegates so participating physically present or by electronic means at the meeting may simultaneously hear each other during the meeting. A Delegate so participating shall be deemed present in person at the meeting.
- e. The Board of Stewards shall prepare and present the agenda for the Meeting.

1.2 Moderator and Vice-Moderator

- a. The Moderator and Vice-Moderator shall be elected at CNC’s Biennial Meeting and shall serve through the next Biennial Meeting. A Committee on Nominations shall present nominees for these offices and additional nominations may be made from the floor. Election shall be by closed ballot. The Moderator and Vice-Moderator shall serve as the Chair and Vice-Chair of the Board of Stewards.
- b. It shall be the duty of the Moderator to preside over the business sessions of CNC’s Meetings and shall appoint the necessary personnel, including a Parliamentarian to assist if needed with Roberts Rules of Order for the meeting. The Moderator shall endeavor to cooperate closely with the Regional President.
- c. The Moderator and Vice-Moderator will work with the Regional President and staff in preparation leading up to the meeting. The Vice-Moderator shall assist the Moderator and may preside over certain sessions at the direction of the Moderator.

1.3 Recording Secretary

- a. The Recording Secretary shall be appointed by the Moderator prior to the Meetings and shall serve during the meeting.
- b. The Recording Secretary shall be responsible for taking minutes at the Meeting and for preparing them for subsequent publication. The Recording Secretary shall also be responsible for having available the minutes of the previous Biennial and any Special Meetings in order to provide information at the request of the Moderator. Any minutes recorded are to be approved by the Board of Stewards before publication.
- c.

1.4 Emergency

In the event an emergency shall prevent the Biennial Meeting of the Conference, the business

of CNC shall be conducted by its Board of Stewards. Decisions made by the Board of Stewards shall be in effect until acted upon by the Delegates in the next Biennial or Special Meeting of Converge North Central. At such a Special Meeting, no decision affecting the nature of the Articles of Incorporation or Bylaws nor any expenditures other than as ordinary and necessary to conduct the business of CNC shall be approved. The decision canceling the Biennial Meeting of the Conference shall be made by the Board of Stewards.

1.5 Special Meetings

Special business meetings of CNC may be called by the Board of Stewards. Thirty (30) days prior to the Special Meeting written notice shall be mailed and/or e-mailed to all member churches specifying the time, place, and purpose of the meeting. Only matters specified in the meeting notice shall be acted upon at the Special Meeting.

ARTICLE II

Nomination and Election Procedures

2.1 Nominating Committee

- a. There will be a Nominating Committee elected during each Biennial Meeting to present a ballot to the Board of Stewards and from the Board of Stewards and Nominating committee to the Member Churches at the Biennial or Special Meetings of the Conference for approval of the Chair, Vice-Chair and of all members of the Board of Stewards.
- b. The Nominating Committee shall consist of one (1) designee from the Board of Stewards and two (2) representatives from member churches located in Iowa and two (2) representatives from member churches located in Minnesota. Nominating Committee representatives must be members of CNC churches. The Regional President shall be responsible to convene the Nominating Committee.
- c. All nominees presented by the Nominating Committee, or nominated from the floor, shall have given prior consent.
- d. The term of the Nominating Committee members shall be two (2) years with all four (4) non-Board of Steward members being elected every two years at the Biennial Meeting of the Conference. No member of the Nominating Committee may serve more than two (2) consecutive terms.
- e. A copy of the proposed ballot prepared by the Nominating Committee will be mailed or e-mailed to each member church at least fourteen (14) days prior to the Biennial Meeting.
- f. The Nominating Committee shall meet at least four (4) times a year during the year of the Biennial Meeting, and at least twice (2) during the non-Biennial year.

2.2 Election of Members of the Board of Stewards

- a. Nominations for elected members of the Board of Stewards shall be submitted by the Nominating Committee, which will prepare a non-competitive ballot pursuant to Paragraph b. of this Section 3.2. Election shall be by closed ballot.
- b. The name and church membership of each nominated member of the Board of Stewards shall be listed on the ballot. All of the names of the nominated members of the Board of Stewards shall be submitted for election by the Conference at the Biennial Meeting.
- c. Election shall be for a term of two (2) years.

- d. Newly elected Board members shall take office at the close of the Biennial Meeting and shall serve their designated term.
- e. After having served one full term, a member of the Board shall be eligible for re-election for a second and third full term. After three full terms, a member is ineligible for re-election for an interval of one full term.
- f. Vacancies occurring in any CNC elected office shall be filled at its Biennial Meeting, and in the interim, may be filled by appointment of the Board of Stewards. Persons thus elected shall serve until the completion of the unexpired term.

ARTICLE III Board of Stewards

3.1 Composition

- a. The Board of Stewards shall consist of the steward members elected by the delegates in the Biennial Meeting, together with the CNC Chair and Vice-Chair.
- b. The Regional President shall be an ex-officio member of the Board of Stewards without the privilege of voting.

3.2 Officers

- a. The officers of the Board shall be: the Chair and meeting moderator, who preferably will have served the previous year as a Steward; the Vice-Chair and vice moderator; and Treasurer. The Treasurer shall be appointed by the Board of Stewards.
- b. All official documents of the Conference including deeds conveying or mortgaging real property owned by it, agreements of guaranty, notes, bonds or other documents evidencing indebtedness of the Conference shall bear the signatures of two of the following officers: Chair, Vice-Chair, or Treasurer of the Board of Stewards. In the event it is not possible to secure a required signature, the Board of Stewards may, by resolution, authorize another member of the Board of Stewards to sign a specific document.

3.3 Responsibilities

- a. Under the authority of the delegates, the duties of the Board are oversight and accountability.
- b. The Board shall propose a two (2) year budget for presentation and approval at the Biennial Meeting. All member churches shall be notified of the proposed budget not less than thirty (30) days before the Biennial Meeting.
- c. The Board is hereby given the power and authority to invest funds or re-invest funds, to purchase and acquire property, and to sell and convey property, for such price and upon such terms as they may consider proper under the circumstances, for the purpose of carrying out the provisions of the powers given to and imposed upon the Board of Stewards by the Conference.
- d. Under the specific decisions and according to the biennial budget adopted by the delegates, the Board and through its delegation the Regional President is empowered to employ and support full and part-time personnel, to receive and disburse funds, and to concern themselves with the raising of the total budget.
- e. The Board in conjunction with the Regional President and the CNC staff is charged with extending the mission of the churches in Converge North Central in the following ways:
 - 1.) Provide, according to its own discretion, financial assistance to churches in support of

- the pastoral ministry or of special programs of Converge North Central;
- 2.) Provide assistance in pastoral placement, shall seek to find ways to make pastors more effective in their ministry through encouragement and enrichment, and shall establish procedures and standards of ordination;
 - 3.) Maintain liaison with the Converge Board of Overseers through the Regional President;
 - 4.) Create standing committees and/or task force groups in order to facilitate and implement its plans and work. Such committees and groups shall receive their assignments from the Board and shall be accountable to the Board. Membership on these committees and groups shall be open to both members and non-members of the Board. Each committee or group shall have at least three (3) members with the recognition that the Regional President will be an ex officio member of all committees;
 - 5.) Provide job descriptions for the CNC staff.
- f. The Board shall have the authority and responsibility to exercise the functions of the Board of Directors of nonprofit religious corporations organized under the laws of the State of Minnesota.

3.4 Executive Committee

- a. The officers of the Board and the Regional President shall serve as the Executive Committee of the Board of Stewards. Additional members may be appointed to the Executive Committee by the Board of Stewards.
- b. The Executive Committee of the Board of Stewards shall have the authority to manage the affairs referred to it by the Board. It shall have authority to act for the Board in the event that it is not feasible to call a meeting of the Board. The Executive Committee shall at all times be subject to the control and direction of the Board.

3.5 Meetings and Notice

- a. At least four (4) regular meetings of the Board of Stewards will be held throughout the Regional year ("Regular Meeting").
- b. Special meetings of the Board of Stewards may be called by the Regional President of CNC, or the Chair of the Board or by any five (5) members of the Board ("Special Meeting").
- c. A written notice of Regular or Special Meetings of the Board will be sent via email, US Mail or other means of written notification ("Sent") to each Board at least seven (7) days prior to the scheduled meeting ("Notice").
- d. The Notice shall specify the time, place, and purpose of the meeting. Any business may be considered at Regular Meetings of the Board, but only matters mentioned in the notice of meeting may be acted upon at a Special Meeting.
- e. A majority of the voting members of the Board shall constitute a quorum for the conduct of business at either a Regular or Special Meeting of the Board. When a quorum is not present, any meeting may be adjourned and a new meeting scheduled, provided notice of the new meeting time is sent to all Board members. When a quorum has been present at a meeting and Board members have withdrawn from that meeting so that less than a quorum remains, the members still present may continue to transact business until adjournment.
- f. Any action that could be taken at a meeting of the Board of Stewards may be taken without a meeting when, when approved through electronic vote, authorized in writing

- signed by all of the Board members, or as otherwise permitted by law.
- g. Members of the Board of Stewards may participate in meetings by any means of communication through which the Member, other Members so participating and all Members physically present at the meeting may simultaneously hear each other during the meeting. A Member so participating shall be deemed present in person at the meeting.

ARTICLE IV Regional President and Staff

4.1 Regional President

a. Qualifications:

- 1) Education at a level necessary to fulfill the responsibilities of the job;
- 2) Experience as a pastor and/or administrator/CEO necessary to fulfill the responsibilities of the job;
- 3) Long-term familiarity with Converge;
- 4) Possessing pastoral qualities of character, integrity and ministry giftedness as described in Scripture;
- 5) Gifted in visionary and executive leadership;
- 6) Able to preach and teach the Bible and to effectively communicate the vision and mission of CNC.

b. Responsibilities:

- 1) The Regional President shall serve as the Chief Executive Officer of CNC;
- 2) The Regional President shall lead CNC in developing and fulfilling its mission and vision;
- 3) The Regional President shall affirm the Baptist heritage of CNC and its unique character as represented in the Converge Identity Statement;
- 4) The Regional President shall oversee the decisions of CNC Biennial and Special Meetings and those Regular and Special Meetings of the Board of Stewards, informing members of the progress of CNC in achieving its objectives;
- 5) The Regional President shall develop a team of competent staff through selection, compensation, training and regular evaluation and shall oversee the management of CNC;
- 6) The Regional President shall monitor the financial operations of CNC by working with the Board of Stewards in presenting CNC with a biennial budget, raising its support, and maintaining effective accounting practices;
- 7) The Regional President, along with CNC staff, shall oversee ministries to CNC churches to assist with placement, crisis management, and growth and development;
- 8) The Regional President, along with CNC staff, shall encourage the fellowship and development of CNC pastors, shall provide counseling for them as needed, and shall oversee pastoral placement;
- 9) The Regional President shall seek to maintain an effective relationship with Converge (national) by serving on its board representing the interests of CNC. The Regional President shall also seek to maintain an effective relationship with the wider evangelical community;
- 10) The Regional President shall submit a report at each Regular Meeting of the Board of Stewards; and

- 11) The Regional President shall be an ex-officio member of the Board of Stewards and of all CNC Committees.
- c. Accountability:
 - 1) The Regional President shall be accountable to the Board of Stewards of CNC;
 - 2) The Board of Stewards shall maintain a detailed and updated job description for the Regional President and
 - 3) The Board of Stewards will carry out a comprehensive pastors review of the Regional President's work every term and carry out board-based performance evaluations annually.

4.2 Staff Members

- a. Staff Members shall be appointed by the Regional President. The Staff Members will be reviewed annually by the Regional President or designee.
- b. The Staff Members shall be accountable to and assist the Regional President in carrying out the mission of the CNC and shall assume such tasks as assigned them by the Regional President or designee.
- c. The Staff Members shall serve as staff resource members, without the privilege of voting, of those committees to which they may be assigned by the Regional President.

4.3 Election Procedures and Terms for Regional President

- a. The Regional President of CNC shall be elected for a term of six (6) years. The Regional President will be reviewed periodically by the Executive Committee, with a comprehensive review in the year prior to re-nomination for an additional term.
- b. At least one (1) nomination for Regional President shall be presented to the Biennial meeting (or a Special Meeting) of CNC by the Board of Stewards. The name of the nominee or nominees shall be presented to the member churches at least sixty (60) days prior to the meeting. Other nominations may be made by members of CNC churches provided that the nominee meets the qualifications listed in article 4.1 and that fifty (50) active members of at least eight (8) CNC churches shall sign a petition of support for the nominee and shall secure the written consent of the nominee. This petition along with the nominee's consent shall be submitted to the Board of Stewards at least thirty (30) days prior to the meeting when the election shall be held so that written information on all candidates can be provided for the delegates.
- c. If there are more than two (2) candidates, and if no candidate receives more than 50% of all votes cast, there shall be a run-off election of the two (2) candidates having the greatest number of votes before the end of that meeting.
- d. In the event that there is only one (1) candidate for Regional President, there shall be a written or electronic ballot with a two-thirds (2/3rds) affirmative vote required for ratification.

4.4-1 Dissolution of Relationship – Staff Member

- a. If a Staff Member resigns, his or her letter of resignation shall be submitted to the Regional President.
- b. Any charges concerning gross misconduct, doctrinal deviation, or obvious incompetence must be thoroughly investigated by the Regional President in accordance with the pattern of Matthew 18:15-17. If the grievances are substantiated and are not or cannot be corrected, this relationship shall be terminated by the Regional President.

- c. In the event of resignation or removal of a Staff Member, reasonable termination conditions shall be agreed upon by the Regional President in consultation with the Executive Committee of the Board of Stewards.

4.4-2 Dissolution of Relationship – Regional President

- a. If the Regional President resigns, his or her letter of resignation shall be submitted to the Board of Stewards.
- b. Any charges concerning gross misconduct, doctrinal deviation, or obvious incompetence must be thoroughly investigated by the Board of Stewards in accordance with the pattern of Matthew 18:15- 17. Such grievances must be written and signed by at least one member in good standing of each of three CNC churches. If the grievances are substantiated and are not or cannot be corrected, the Board by two-thirds (2/3rds) majority vote of its total voting membership shall terminate this relationship subject to ratification by CNC at a Biennial or Special Meeting. In the event of a vote of termination by the Board of Stewards, the Regional President shall be placed on a paid or unpaid leave of absence until the convening of the annual or specially called business meeting of CNC.
- c. In the event of resignation or removal of an Regional President, reasonable termination conditions shall be agreed upon by the Board and the Regional President.

ARTICLE V
Amendments

5.1 Procedure

These articles may be amended by the affirmative vote of the majority of delegates present at any regular session of any Biennial or Special Meeting, provided notice of such amendment has been submitted to all member churches not less than thirty (30) days prior to the Biennial or Special Meeting. These Articles of Incorporation and Bylaws were adopted in 1972.

Amendments to these Articles of Incorporation and Bylaws were made:

October 26, 1973	November 1, 1991
October 27, 1977	October 26, 2002
November 9, 1979	October 26, 2013
October 29, 1984	October 26, 2018
October 24, 1986	October 30, 2020

STANDING RESOLUTIONS

1. CONFERENCE BOARDS AND OFFICERS

Recognizing the worthy ministry of our officers, boards and departmental personnel, we express our confidence and deep appreciation to them for their faithful leadership.

2. SEPARATION OF CHURCH AND STATE

Whereas, there is a growing challenge to the basic freedoms guaranteed to us by our Constitution, be it resolved that we reaffirm our commitment to the adequacy of the Declaration of the First Amendment that "Congress shall make no law respecting the establishment of religion or prohibiting the free exercise thereof. . ."

3. ECUMENICITY

Whereas, we are aware that inherent in the popular cry for ecumenicity are ingredients that blend all too easily with the subtle voice of compromise that could place us in the perilous position of having gained organizational union at the expense of spiritual principles, be it resolved that we urge our churches, our Conference boards and officers, to prayerfully evaluate all overtures to unite, in the light of historic Baptist distinctives, with a careful eye to their Scriptural warranties.

4. SOCIAL EVILS

We are sadly conscious of the fact that we live in a day which may be characterized by the Scriptural statement, "as it was in the days of Noah."

We view with great alarm the corrupting forces of evil so strongly entrenched in the life of our society. Of these evils we make particular note: (1) the ever increasing production and consumption of alcoholic beverages; (2) the similar production and use of tobacco; (3) the illegal traffic in and use of narcotics; (4) the publication and sale of indecent literature; (5) the offensive dramatization in movies and on television which exploits murder and sex; (6) the increasing participation of our population in the nefarious forms of gambling and lottery; (7)¹ the practice of abortion on demand, which is the deliberate and unjustified taking of an innocent human life; and (8)² the practice of homosexuality, along with other forms of sexual behavior that deviate from Scriptural norms.

We look upon these evils without compromise, as a serious danger to the physical health and well-being of participants, to the lives of others and unborn generations. We therefore protest against these degrading practices and against those whom we hold responsible for this curse, those who so shamefully and without respect for decency and the common good of all society and of our youth in particular, propagandize and exploit only for their own personal gain.

We therefore earnestly urge upon the members of our churches to take a definite stand against these evils; that members cooperate in such non-racial movements and organizations which have as their objective to combat and suppress these aforementioned evils and to enlighten the public of their dangers as a threat to the very life of our nation; that we deal with these problems, not by a negative approach alone, but by a positive educational program and by setting an example of godly living to counteract all these evils.

¹Amendment approved October 1988

²Amendment approved October 1988

³Amendment approved October 1988

5. HUMAN RELATIONS

We believe that:

God created one human family and that all people everywhere, whatever their color, culture, class or caste, are inseparably related and bound together as members of that one human family.

All persons are created in the image of God and are equally precious in His sight. All decisions about the

life, health and safety of an unborn child and/or its mother must be made recognizing that both the child from the moment of conception and its mother are fully human beings.

Jesus Christ, Himself the God-man, by His redemptive act lives now as the Savior and Lord of people everywhere, whatever their color, culture, class or caste.

All persons are by nature selfish and in rebellion against God; and that only through God's reconciling grace can they be set free from the dominions of sin to live as one in Christ.

Through the Word, the Holy Spirit established the fellowship of believers to which persons are called for corporate worship, compassionate concern and evangelistic outreach. Since the Church is created by God, the decisive factor in controlling its mission is not based primarily upon the variable cultural patterns in the world but upon the revealed principles of the Word of God.

Therefore, the mandate of Jesus Christ, to bring salvation to all people, makes it obligatory for the church to communicate the Gospel to all persons without discrimination or distinction.

Further, we maintain that to exclude from worship or membership in the local congregation any person on the basis of color, culture, class or caste is to sin against God and humanity.

Furthermore, Christians ought to exercise their God-given responsibility by acting to remove whatever injustices exist in the community and to insure for all persons, without discrimination, just and equal opportunities, especially in housing, employment, education and full rights of citizenship including equitable voting privileges.

6. SOCIAL MINISTRIES

We believe that:

God created man both material and spiritual and that he has a concern for the whole person.

The Scriptures explicitly admonish us to a ministry of compassion; "But if anyone has the world's goods and sees his brother in need, yet closes his heart against him, how does God's love abide in him? Little children, let us not love in word or speech but in deed and truth" (I John 3:17-18).

Consistent with the example of Christ, the Church fulfills its ministry when it expresses the redemptive love of God for individuals in their total life situation, both spiritual and social.

It is the Christian's duty to visit orphans and widows and to feed the hungry, give the thirsty drink, welcome the stranger, clothe the naked and visit the sick and imprisoned. The Minnesota Baptist Conference and its members should support and perform services directed toward the well-being of their fellow men as a natural result of their faith in God and their Christian love for their fellow human beings. Therefore, we urge our membership, both as individuals and congregations, to develop a critical awareness of social needs and to develop relevant programs to relieve stress, to improve the well-being of the community, and to work toward an environment favorable to the fullest development of individual human capacities.

Further, we believe that our Conference should seek ways to quicken the social consciousness of our people by:

- (1) Educating our membership to the relationship between social responsibilities and the mandate of the Gospel;
- (2) Expressing corporate opinions on social issues through stated resolutions and through the development of such programs that validate social concern;
- (3) Promoting and sustaining social ministries commensurate with its resources and skills.

7. REVIVAL

Whereas, there are evidences of dissatisfaction with spiritual conditions in the world and church, and

Whereas, there are evidences of a hunger on the part of Christians for revival, and

Whereas, we believe that God has led our Conference to look to Him for renewed spiritual life:

Be it resolved, that we humble ourselves, consecrate ourselves anew unto God, and pray that God will send us a great awakening and greatly increase our burden for souls.

Be it further resolved, that we urge our churches to sponsor evangelistic meetings and personal visitation

campaigns.

And whereas, there is a danger of churches and individuals being swept into currents of heresy by those who emphasize the doctrine of the Holy Spirit without regard for the clear New Testament revelation concerning His person and work, resulting in serious division among churches and Christians.

Be it resolved, that we urge our pastors to teach and preach the New Testament truth concerning the baptism, filling and gifts of the Holy Spirit, after careful, unbiased study of what the Bible says about these matters, and

Be it further resolved, that we ask our Sunday Bible schools to offer a carefully conceived course on the Holy Spirit to adults for at least one quarter.

8. (1971 Conference Resolution) - CHURCH AND STATE - FRIEND OR FOE

Whereas, the Bible teaches mutual respect and responsibility between the church and the state; and
Whereas, the necessary historic battle between church and state laws has been successfully fought; and
Whereas, at present there is cooperation between church and state:

Be it resolved, that as the Minnesota Baptist Conference we recognize the legitimate roles of both church and state and that we recognize that both church and state function most effectively when there is a spirit of cooperation between them.

9. (1972 Conference Resolution) - THAT WE BECOME THE FRIENDS OF THE POOR

We, the churches of the Minnesota Baptist Conference, resolve to become the friends of the poor;

That this be done by fulfilling the biblical injunctions concerning the poor;

That the churches of the Minnesota Baptist Conference cultivate a sensitivity to the problems connected with poverty; and

That our churches make every effort possible to become involved in the alleviation of poverty at the local, national and world levels, and to encourage our people to become personally involved with those who live in poverty of both body and spirit.

10. (1973 Conference Resolution) - WE RESOLVE TO ENCOURAGE THE CHURCHES OF THE MINNESOTA

BAPTIST CONFERENCE:

To discover creative new ways of involving the older person in the ministry within the church and the community;

To become educated to the needs and the potential of older persons and to prepare our people for the retirement years through meaningful education programs;

To serve as a resource center for information that would aid older persons in adjusting to and meeting the total needs of retirement.

AMENDED AND RESTATED ARTICLES OF INCORPORATION

Minnesota Iowa Baptist Conference

Article I

The legal name of this nonprofit corporate organization shall be the MINNESOTA IOWA BAPTIST CONFERENCE, hereinafter referred to as the "MIBC" or "Conference." MIBC will do business under the name "Converge North Central", or "CNC". The registered office of this nonprofit corporation is 2 Pine Tree Drive #510, St. Paul, Ramsey County, Minnesota 55112.

Article II

- A. The general purpose of the MIBC shall be to carry out the command of Christ as embodied in Matthew 28:18-20: "All authority in heaven and on earth has been given to me. Go, therefore, and make disciples of all nations, baptizing them in the name of the Father and of the Son and the Holy Spirit, teaching them to observe all that I have commanded you; and lo, I am with you always, to the close of the age."

As a fellowship of churches with this vision for mission, we covenant together to do together what we cannot do alone in reaching people for Christ. The great commission in Acts 1:8 compels us to not only reach our Jerusalem (local communities), but to strategize together how to reach our Judea (our states), our Samarias (peoples within our region who are culturally separated from us) and the uttermost parts of the earth.

This shall be accomplished through:

1. Encouraging churches which subscribe to the Affirmation of Faith, set forth in this Article, to affiliate with the Conference.
2. Establishing new churches and strengthening existing churches.
3. Acquiring and maintaining camps and their properties necessary for its ministries.
4. Sponsoring and supporting such evangelistic, educational, social and benevolent ministries as may be deemed appropriate to these purposes.
5. Acquiring, holding, selling, mortgaging real or personal property as necessary for the fulfillment of these purposes.
6. Supporting member churches in the conduct of their activities through gifts or loans of money.
7. Providing placement, encouragement, counsel and educational experiences for pastors.
8. Encouraging short-term mission experiences within the state and beyond.
9. Affiliation and cooperation with Converge (formerly the Baptist General Conference), a not-for-profit corporation organized under the laws of the State of Illinois.
10. Encouraging faith, spiritual growth and wholeness and fellowship within and between MIBC churches.
11. Carrying out such other activities and actions as may be essential to the fulfillment of the purposes herein stated, including developing and maintaining relations to other denominations and Christian ministries for the larger expression of our Christian faith.

AFFIRMATION OF FAITH

- B. Baptists have held that the Old and New Testaments are the inspired record of God's revelation and thus are the final authority for faith and life. Therefore, we believe that manmade creeds and confessions should not be held as final expressions of faith. In light of this, we set forth the following "Affirmation of Faith" as a contemporary expression of beliefs held by churches of the Minnesota Iowa Baptist Conference.
1. The Word of God
We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts; that it was written under the inspiration of the Holy Spirit; and that it has supreme authority in all matters of faith and conduct.
 2. The Trinity
We believe that there is one living and true God, eternally existing in three persons; that these are equal in every divine perfection; and that they execute distinct but harmonious offices in the work of creation, providence and redemption.

3. God, the Father
We believe in God, the Father, an infinite, personal spirit, perfect in holiness, wisdom, power, and love. We believe that He concerns Himself mercifully in the affairs of people, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ.
4. Jesus Christ
We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles, and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal, visible return to earth.
5. The Holy Spirit
We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ and that He is an abiding helper, teacher and guide.
6. Regeneration
We believe that all people are sinners by nature and by choice and are therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit.
7. The Church
We believe in the universal Church, a living, spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the Gospel of Jesus Christ to a lost world.
8. Christian Conduct
We believe that Christians should live for the glory of God and the well-being of others; that their conduct should be blameless before the world; that they should be faithful stewards of their possessions; and that they should seek to realize for themselves and others the full stature of maturity in Christ.
9. The Ordinances
We believe that the Lord Jesus Christ has committed two ordinances to the local church: baptism and the Lord's Supper. We believe that Christian baptism is the immersion of a believer in water into the name of the triune God. We believe that the Lord's Supper was instituted by Christ for commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ.
10. Religious Liberty
We believe that every human being has direct relations with God and is responsible to God alone in all matters of faith; that each church is independent and must be free from interference by any ecclesiastical or political authority; and that therefore Church and State must be kept separate as having different functions, each fulfilling its duties free from dictation or patronage of the other.
11. Church Cooperation
We believe that local churches can best promote the cause of Jesus Christ by cooperating with each other in denominational organizations. Such an organization, whether a regional or district conference, exists and functions by the will of the churches. Cooperation in a conference is voluntary and may be terminated at any time. Churches may likewise cooperate with interdenominational fellowships on a voluntary, independent basis.
12. The Last Things
We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body, the final judgment, the eternal felicity of the righteous, and the endless suffering of the wicked.

ARTICLE III

This Corporation does not afford pecuniary gain, incidentally or otherwise, to its members.

ARTICLE IV

The existence of this Corporation shall be perpetual.

ARTICLE V

1. The Conference shall consist of Baptist churches that accept the purpose and doctrinal position as set forth in Article II and comply with the formalities of membership as hereinafter set forth.
2. A Baptist church that wishes to unite with the Conference shall send to the Board of Stewards a letter of application, a written record of its history, its financial statement, evidence of incorporation under the laws of the state in which the church is located, a copy of its constitution and bylaws, and a record of church action indicating agreement with the Articles and Bylaws of the Conference. If these be regarded as satisfactory, the Board will recommend to the Biennial Meeting of the Conference the acceptance of said church. At the Biennial Meeting, time shall be set aside for consideration of such recommendations and for the welcoming of churches into the Conference. Upon favorable action by the Conference, the Executive Minister shall send written notice of acceptance to the applying church. In addition, he shall send written notice to the Board of Overseers of the Baptist General Conference.
3. If a church ceases to function as an organized congregation, it shall be removed from the Conference. In the event of gross deviation in doctrine or polity, or of failure to participate in the program of the Conference, the Board of Stewards shall be authorized to make recommendations to the Biennial Meeting of the MIBC regarding the termination of membership in the Conference.

ARTICLE VI

1. The Conference shall hold a general meeting of the delegates from its member churches at least every other year.
2. The time and place of the Biennial Meeting of the Conference shall be decided by the Conference, or, when necessary, by the Board of Stewards or its Executive Committee.
3. Each church of the Conference shall be allowed to send four delegates to the Biennial Meeting for its first one hundred members or less and one delegate for each additional fifty members or major portion thereof. Regularly elected members of the Board of Stewards shall be delegates-at-large to the Biennial Meeting.
4. The procedure for conducting the Biennial Meeting shall be set forth in the Bylaws adopted pursuant to Article X hereof.

ARTICLE VII

1. The management of the corporate and business affairs of the Conference shall be assigned to a Board of Stewards consisting of not less than eleven members and established pursuant to the Bylaws of the Conference.
2. The procedure for electing the Board of Stewards and their terms of office will be as set forth in the Bylaws of the Conference. All candidates for election to the Board of Stewards must be members in good standing of a church which is a member of the Conference.
3. The Board of Stewards will be responsible for the management of the Conference when the Conference is not in Biennial Meeting. It shall be the official voice of the Conference, competent to commence and to respond to legal actions on behalf of the Conference.
4. The Board of Stewards will not be permitted to grant loans to member churches unless the applicant church demonstrates that it is a corporation in good standing at the time the loan is granted.

ARTICLE VIII

The officers who will preside at the Biennial Meeting of the Conference shall be a Moderator, a Vice-Moderator, a Recording Secretary, and an Assistant Recording Secretary. These officers shall be elected or appointed pursuant to the procedures established in the Bylaws of the Conference.

ARTICLE IX

These Articles may be amended by the affirmative vote of two-thirds (2/3) of delegates present at any regular session of a Biennial Meeting, provided such amendment has been proposed to the Conference and entered in the minutes of the previous Biennial Meeting.

AMENDED AND RESTATED BYLAWS Minnesota Iowa Baptist Conference

Article I

Meetings of the Member Churches

1.1 Procedure and Policy for the Meetings of the Conference

- a. The Minnesota Iowa Baptist Conference ("Conference") shall hold a business meeting once every two (2) years ("Biennial Meeting") at a location selected by the Board of Stewards.
- b. Each session of the Biennial Meeting and any Special Meeting of the Member Churches ("Meetings") shall open and close with prayer, and business shall be conducted in a manner consistent with Christ's teachings.
- c. When the delegates of the Member Churches function as a deliberative assembly, they shall do so according to Robert's Rules of Order, as currently revised.
- d. At the discretion of the Board of Stewards, Members of the Conference may participate in meetings by any means of communication through which the Member, other Members so participating and all Members physically present at the meeting may simultaneously hear each other during the meeting. A Member so participating shall be deemed present in person at the meeting.
- e. The Board of Stewards shall prepare and submit to the Biennial Meeting for adoption a proposed program setting forth the time and procedure for elections and for the orderly presentation of business at the Biennial Meeting.

1.2 Moderator and Vice-Moderator

- a. The Moderator and Vice-Moderator shall be elected at the Biennial Meeting of the Conference and shall serve through the next Biennial Meeting. A Committee on Nominations shall present nominees for these offices and additional nominations may be made from the floor. Election shall be by closed ballot. The Moderator and Vice-Moderator shall serve as the Chair and Vice-Chair of the Board of Stewards.
- b. It shall be the duty of the Moderator to preside over the business sessions of the Meetings of the Conference and shall appoint the necessary personnel, including the Parliamentarian, to assist at the Meetings. The Moderator shall endeavor to cooperate closely with the Executive Minister.
- c. The Vice-Moderator shall assist the Moderator in preparation for and during the Meetings and may preside over certain sessions at the direction of the Moderator.

1.3 Recording Secretary

- a. The Recording Secretary shall be appointed by the Moderator prior to the Meetings and shall serve during the meeting.
- b. The Recording Secretary shall be responsible for taking minutes at the Meeting and for preparing them for subsequent publication. The Recording Secretary shall also be responsible for having available the minutes of the previous Biennial and any Special Meetings in order to provide information at the request of the Moderator. Any minutes recorded are to be approved by the Board of Stewards before publication.

1.4 Committee and Functions

- a. The Moderator shall appoint the following committees to work with the Executive Director and other staff members of the MIBC to facilitate the planning and the conducting of the Biennial Meeting. Members of these committees are to be approved by the Board of Stewards.
- b. **Steering Committee:** The Steering Committee shall work with the Executive Director to make arrangements for the program of the Biennial Meeting, including selecting and contacting speakers, arranging the time of the various sessions and services, and determining any particular theme of the Biennial Meeting if there is to be one.

- c. **Business Committee:** The Business Committee shall be responsible for any new business presented at the Biennial Meeting (i.e., business not included on the printed agenda) and shall determine the time and manner in which it is to be introduced for debate and action. The names of those on this committee shall be presented to the assembly near the beginning of the Biennial Meeting for ratification.

1.5 Emergency

In the event an emergency shall prevent the Biennial Meeting of the Conference, the business of the Conference shall be conducted by its Board of Stewards. Decisions made by the Board of Stewards shall be in effect until acted upon by the Conference in the next Biennial or Special Meeting of the Conference. At such a Special Meeting, no decision affecting the nature of the Articles of Incorporation or Bylaws nor any expenditures other than as ordinary and necessary to conduct the business of the MIBC shall be approved. The decision canceling the Biennial Meeting of the Conference shall be made by the Board of Stewards.

1.6 Special Meetings

Special business meetings of the Conference may be called by the Board of Stewards ("Special Meeting"). Thirty (30) days prior to the Special Meeting written notice shall be mailed to all member churches specifying the time, place, and purpose of the meeting. Only matters specified in the meeting notice shall be acted upon at the Special Meeting.

ARTICLE II

Nomination and Election Procedures

2.1 Nominating Committee

- a. There will be a Committee on Nominations elected during each Biennial Meeting to present a ballot to the Board of Stewards and from the Board of Stewards to the Member Churches at the Biennial or Special Meeting of the Conference for approval of the Chair, Vice-Chair and of all members of the Board of Stewards ("Nominating Committee").
- b. The Nominating Committee shall consist of one (1) designee from the Board of Stewards and two (2) representatives from the churches located in Iowa and two (2) representatives from the churches located in Minnesota. The Executive Minister or the Board of Stewards shall be responsible to convene the Nominating Committee.
- c. All nominees presented by the Nominating Committee, or nominated from the floor, shall have given prior consent.
- d. The term of the Nominating Committee members shall be two (2) years with all four (4) non-Board of Steward members being elected every two years at the Biennial Meeting of the Conference. No member of the Nominating Committee may serve more than two (2) consecutive terms.
- e. A copy of the proposed ballot prepared by the Nominating Committee will be mailed to each member church at least fourteen (14) days prior to the Biennial Meeting.
- f. The Nominating Committee shall meet at least four (4) times a year during the year of the Biennial Meeting, and at least twice (2) during the non-Biennial year.

2.2 Election of Members of the Board of Stewards

- a. Nominations for elected members of the Board of Stewards shall be submitted by the Nominating Committee, which will prepare a ballot pursuant to Paragraph b. of this Section 3.2. Election shall be by closed ballot.
- b. The name and church affiliation of each nominated member of the Board of Stewards shall be listed on the ballot. All of the names of the nominated members of the Board of Stewards shall be submitted for election by the Conference at the Biennial Meeting.
- c. Election shall be for a term of two (2) years.
- d. Newly elected Board members shall take office at the close of the Biennial Meeting and shall serve their designated term.

- e. After having served one full term, a member of the Board shall be eligible for re-election for a second and third full term. After three full terms, a member is ineligible for re-election for an interval of one full term.
- f. Vacancies occurring in any MIBC elected office shall be filled by the Conference at its Biennial Meeting, and in the interim, may be filled by appointment of the Board of Stewards. Persons thus elected shall serve until the completion of the unexpired term.

ARTICLE III
Board of Stewards

3.1 Composition

- a. The Board of Stewards shall consist of the steward members elected by the Conference in the Biennial Meeting, together with the Conference Moderator and Conference Vice-Moderator, who shall be the Chair and Vice-Chair of the Board of Stewards respectively.
- b. The Executive Minister shall be an ex-officio member of the Board of Stewards without the privilege of voting.

3.2 Officers

- a. The officers of the Board shall be: the Chair, who preferably will have served the previous year as a Steward; the Vice-Chair; Secretary; and Treasurer. The Secretary and Treasurer shall be appointed by the Board of Stewards.
- b. All official documents of the Conference including deeds conveying or mortgaging real property owned by it, agreements of guaranty, notes, bonds or other documents evidencing indebtedness of the Conference shall bear the signatures of two of the following officers: Chair, Vice-Chair, Secretary or Treasurer of the Board of Stewards. In the event it is not possible to secure a required signature, the Board of Stewards may, by resolution, authorize another member of the Board of Stewards to sign a specific document.

3.3 Responsibilities

- a. Under the authority of the Conference, the duties of the Board are executive and supervisory.
- b. The Board shall propose a two (2) year budget for presentation and approval at the Biennial Meeting of the Conference, including compensation and any employee benefits for all employees of the MIBC. All member churches shall be notified of the proposed budget not less than thirty (30) days before the Biennial Meeting.
- c. The Board is hereby given the power and authority to invest funds or re-invest funds, to purchase and acquire property, and to sell and convey property, for such price and upon such terms as they may consider proper under the circumstances, for the purpose of carrying out the provisions of the powers given to and imposed upon the Board of Stewards by the Conference.
- d. Under the specific decisions and according to the biennial budget adopted by the Conference, the Board and by its delegation, the Executive Director is empowered to employ and support full and part-time Conference personnel, to receive and disburse Conference funds, and to concern themselves with the raising of the total Conference budget.
- e. The Board in conjunction with the Executive Director and the MIBC staff is charged with extending the mission of the churches in the Minnesota Iowa district, including in the following ways:
 - 1.) Provide, according to its own discretion, financial assistance to churches in support of the pastoral ministry or of special programs of the Conference;
 - 2.) Provide assistance in pastoral placement, shall seek to find ways to make pastors more effective in their ministry through encouragement and enrichment, and shall establish procedures and standards of ordination;
 - 3.) Maintain liaison with the Converge Board of Overseers through its District representatives. They shall be nominated by the Board and elected by the MIBC. Provision shall be made for periodic reports to the Board of Minnesota Iowa's representatives to the Baptist General Conference Board of Overseers; and
 - 4.) Create standing committees and/or task force groups in order to facilitate and implement its plans and work. Such committees and groups shall receive their assignments from the Board and shall be accountable to the Board. Membership on these committees and groups shall be

- open to both members and non-members of the Board. Each committee or group shall have at least three (3) members;
- 5.) Provide job descriptions for the Directors.
- f. The Board shall have the authority and responsibility to exercise the functions of the Board of Directors of nonprofit religious corporations organized under the laws of the State of Minnesota.

3.4 Executive Committee

- a. The officers of the Board and the Moderator shall serve as the Executive Committee of the Board of Stewards. Additional members may be appointed to the Executive Committee by the Board of Stewards.
- b. The Executive Committee of the Board of Stewards shall have the authority to manage the affairs referred to it by the Board. It shall have authority to act for the Board in the event that it is not feasible to call a meeting of the Board. The Executive Committee shall at all times be subject to the control and direction of the Board.

3.5 Meetings and Notice

- a. At least four (4) regular meetings of the Board of Stewards will be held throughout the Conference year ("Regular Meeting").
- b. Special meetings of the Board of Stewards may be called by the Executive Minister of the Conference, or the Chair of the Board or by any five (5) members of the Board ("Special Meeting").
- c. A written notice of Regular or Special Meetings of the Board will be sent via email, US Mail or other means of written notification ("Sent") to each Board at least seven (7) days prior to the scheduled meeting ("Notice").
- d. The Notice shall specify the time, place, and purpose of the meeting. Any business may be considered at Regular Meetings of the Board, but only matters mentioned in the notice of meeting may be acted upon at a Special Meeting.
- e. A majority of the voting members of the Board shall constitute a quorum for the conduct of business at either a Regular or Special Meeting of the Board. When a quorum is not present, any meeting may be adjourned and a new meeting scheduled, provided notice of the new meeting time is Sent to all Board members. When a quorum has been present at a meeting and Board members have withdrawn from that meeting so that less than a quorum remains, the members still present may continue to transact business until adjournment.
- f. Any action that could be taken at a meeting of the Board of Stewards may be taken without a meeting when authorized in writing signed by all of the Board members or as otherwise permitted by law.
- g. Members of the Board of Stewards may participate in meetings by any means of communication through which the Member, other Members so participating and all Members physically present at the meeting may simultaneously hear each other during the meeting. A Member so participating shall be deemed present in person at the meeting.
- h. A member of the Board of Stewards may submit a written waiver of notice before, at, or after a meeting of the Board. The waiver shall be filed with the person who has been designated to act as Secretary of the meeting, who shall enter it upon the records of the meeting. Appearance at a meeting is deemed a waiver unless it is solely for the purpose of asserting the illegality of the meeting.

ARTICLE IV

Executive Minister and Directors

4.1 Executive Minister

- a. Qualifications:
- 1) Education at a level necessary to fulfill the responsibilities of the job;
 - 2) Experience as a pastor and/or administrator/CEO necessary to fulfill the responsibilities of the job;
 - 3) Long-term familiarity with Converge;

- 4) Possessing pastoral qualities of character, integrity and ministry giftedness as described in Scripture;
 - 5) Gifted in visionary and executive leadership;
 - 6) Able to preach and teach the Bible and to effectively communicate the vision and mission of the MIBC.
- b. Responsibilities:
- 1) The Executive Minister shall serve as the Chief Executive Officer of the MIBC;
 - 2) The Executive Minister shall lead the MIBC in developing and fulfilling its mission and vision;
 - 3) The Executive Minister shall affirm the Baptist heritage of the MIBC and its unique character as represented in the Converge Identity Statement;
 - 4) The Executive Minister shall execute the decisions of the MIBC Biennial and Special Meetings and those Regular and Special Meetings of the Board of Stewards, informing members of the progress of the MIBC in achieving its objectives;
 - 5) The Executive Minister shall develop a team of competent staff through selection, compensation, training and regular evaluation and shall oversee the management of the MIBC Conference Center;
 - 6) The Executive Minister shall monitor the financial operations of the MIBC by working with the Stewards in presenting the MIBC with a biennial budget, raising its support, and maintaining effective accounting practices;
 - 7) The Executive Minister, along with the MIBC staff, shall oversee ministries to MIBC churches to assist them with placement, crisis management, and growth and development;
 - 8) The Executive Minister, along with the MIBC staff, shall encourage the fellowship and development of MIBC pastors, shall provide counseling for them as needed, and shall oversee pastoral placement;
 - 9) The Executive Minister shall seek to maintain an effective relationship with Converge, representing the interests of the MIBC in the Conference. The Executive Minister shall also seek to maintain an effective relationship with the wider evangelical community;
 - 10) The Executive Minister shall provide for a representative from the MIBC at all events and occasions where a representative spokesperson is expected, whether within the MIBC or in other relationships;
 - 11) The Executive Minister shall submit a report at each Regular Meeting of the Board of Stewards; and
 - 12) The Executive Minister shall be an ex-officio member of the Board of Stewards and of all MIBC Committees.
- c. Accountability:
- 1) The Executive Minister shall be accountable to the Board of Stewards of the MIBC;
 - 2) The Board of Stewards shall maintain a detailed and updated job description for the Executive Minister; and
 - 3) The Board of Stewards will carry out a comprehensive constituent review of the Executive Minister's work every term and carry out board-based performance evaluations annually.

4.2 Staff Members

- a. Staff Members shall be appointed by the Executive Minister. The Staff Members will be reviewed annually by the Executive Minister.
- b. The Staff Members shall be accountable to and assist the Executive Minister in carrying out the mission of the MIBC and shall assume such tasks as assigned them by the Executive Minister.
- c. The Staff Members shall serve as staff resource members, without the privilege of voting, of those committees to which they may be assigned by the Executive Minister.

4.3 Election Procedures and Terms for Executive Ministers

- a. The Executive Minister of the MIBC shall be elected for a term of six (6) years. The Executive Minister will be reviewed periodically by the Executive Committee, with a comprehensive review in the year prior to re-nomination for an additional term.
- b. At least one (1) nomination for Executive Minister shall be presented to the Biennial meeting (or a Special Meeting) of the MIBC by the Board of Stewards. The name of the nominee or nominees

shall be presented to the member churches at least sixty (60) days prior to the meeting. Other nominations may be made by members of MIBC churches provided that the nominee meets the qualifications listed in article 5.1 and that fifty (50) active members of at least eight (8) MIBC churches shall sign a petition of support for the nominee and shall secure the written consent of the nominee. This petition along with the nominee's consent shall be submitted to the Board of Stewards at least thirty (30) days prior to the meeting when the election shall be held so that written information on all candidates can be provided for the delegates.

- c. If there are more than two (2) candidates, and if no candidate receives more than 50% of all votes cast, there shall be a run-off election of the two (2) candidates having the greatest number of votes before the end of that meeting.
- d. In the event that there is only one (1) candidate for Executive Minister, there shall be a written ballot with a two-thirds (2/3rds) affirmative vote required for ratification.

4.4-1 Dissolution of Relationship – Staff Member

- a. If a Staff Member resigns, his or her letter of resignation shall be submitted to the Executive Minister .
- b. Any charges concerning gross misconduct, doctrinal deviation, or obvious incompetence must be thoroughly investigated by the Executive Minister in accordance with the pattern of Matthew 18:15-17. If the grievances are substantiated and are not or cannot be corrected, this relationship shall be terminated by the Executive Minister.
- c. In the event of resignation or removal of a Staff Member, reasonable termination conditions shall be agreed upon by the Executive Minister in consultation with the Executive Committee of the Board of Stewards.

4.4-2 Dissolution of Relationship - Executive Minister

- a. If an Executive Minister resigns, his or her letter of resignation shall be submitted to the Board of Stewards.
- b. Any charges concerning gross misconduct, doctrinal deviation, or obvious incompetence must be thoroughly investigated by the Board of Stewards in accordance with the pattern of Matthew 18:15-17. Such grievances must be written and signed by at least one member in good standing of each of three MIBC churches. If the grievances are substantiated and are not or cannot be corrected, the Board by two-thirds (2/3rds) majority vote of its total voting membership shall terminate this relationship subject to ratification by the MIBC at a Biennial or Special Meeting. In the event of a vote of termination by the Board of Stewards, the Executive Minister shall be placed on a paid or unpaid leave of absence until the convening of the annual or specially called business meeting of the MIBC.
- c. In the event of resignation or removal of an Executive Minister, reasonable termination conditions shall be agreed upon by the Board and the Executive Minister.

ARTICLE V

Amendments

5.1 Procedure

These articles may be amended by the affirmative vote of the majority of delegates present at any regular session of any Biennial or Special Meeting, provided notice of such amendment has been submitted to all member churches not less than thirty (30) days prior to the Biennial or Special Meeting. These Articles of Incorporation and Bylaws were adopted in 1972.

Amendments to these Articles of Incorporation and Bylaws were made:

October 26, 1973	November 1, 1991
October 27, 1977	October 26, 2002
November 9, 1979	October 26, 2013
October 29, 1984	October 26, 2018
October 24, 1986	October 30, 2020

STANDING RESOLUTIONS

1. CONFERENCE BOARDS AND OFFICERS

Recognizing the worthy ministry of our officers, boards and departmental personnel, we express our confidence and deep appreciation to them for their faithful leadership.

2. SEPARATION OF CHURCH AND STATE

Whereas, there is a growing challenge to the basic freedoms guaranteed to us by our Constitution, be it resolved that we reaffirm our commitment to the adequacy of the Declaration of the First Amendment that "Congress shall make no law respecting the establishment of religion or prohibiting the free exercise thereof. . ."

3. ECUMENICITY

Whereas, we are aware that inherent in the popular cry for ecumenicity are ingredients that blend all too easily with the subtle voice of compromise that could place us in the perilous position of having gained organizational union at the expense of spiritual principles, be it resolved that we urge our churches, our Conference boards and officers, to prayerfully evaluate all overtures to unite, in the light of historic Baptist distinctives, with a careful eye to their Scriptural warranties.

4. SOCIAL EVILS

We are sadly conscious of the fact that we live in a day which may be characterized by the Scriptural statement, "as it was in the days of Noah."

We view with great alarm the corrupting forces of evil so strongly entrenched in the life of our society. Of these evils we make particular note: (1) the ever increasing production and consumption of alcoholic beverages; (2) the similar production and use of tobacco; (3) the illegal traffic in and use of narcotics; (4) the publication and sale of indecent literature; (5) the offensive dramatization in movies and on television which exploits murder and sex; (6) the increasing participation of our population in the nefarious forms of gambling and lottery; (7)¹ the practice of abortion on demand, which is the deliberate and unjustified taking of an innocent human life; and (8)² the practice of homosexuality, along with other forms of sexual behavior that deviate from Scriptural norms.

We look upon these evils without compromise, as a serious danger to the physical health and well-being of participants, to the lives of others and unborn generations. We therefore protest against these degrading practices and against those whom we hold responsible for this curse, those who so shamefully and without respect for decency and the common good of all society and of our youth in particular, propagandize and exploit only for their own personal gain.

We therefore earnestly urge upon the members of our churches to take a definite stand against these evils; that members cooperate in such non-racial movements and organizations which have as their objective to combat and suppress these aforementioned evils and to enlighten the public of their dangers as a threat to the very life of our nation; that we deal with these problems, not by a negative approach alone, but by a positive educational program and by setting an example of godly living to counteract all these evils.

¹Amendment approved October 1988

²Amendment approved October 1988

³Amendment approved October 1988

5. HUMAN RELATIONS

We believe that:

God created one human family and that all people everywhere, whatever their color, culture, class or caste, are inseparably related and bound together as members of that one human family.

All persons are created in the image of God and are equally precious in His sight. ³All decisions about the life, health and safety of an unborn child and/or its mother must be made recognizing that both the child from the moment of conception and its mother are fully human beings.

Jesus Christ, Himself the God-man, by His redemptive act lives now as the Savior and Lord of people everywhere, whatever their color, culture, class or caste.

All persons are by nature selfish and in rebellion against God; and that only through God's reconciling grace can they be set free from the dominions of sin to live as one in Christ.

Through the Word, the Holy Spirit established the fellowship of believers to which persons are called for corporate worship, compassionate concern and evangelistic outreach. Since the Church is created by God, the decisive factor in controlling its mission is not based primarily upon the variable cultural patterns in the world but upon the revealed principles of the Word of God.

Therefore, the mandate of Jesus Christ, to bring salvation to all people, makes it obligatory for the church to communicate the Gospel to all persons without discrimination or distinction.

Further, we maintain that to exclude from worship or membership in the local congregation any person on the basis of color, culture, class or caste is to sin against God and humanity.

Furthermore, Christians ought to exercise their God-given responsibility by acting to remove whatever injustices exist in the community and to insure for all persons, without discrimination, just and equal opportunities, especially in housing, employment, education and full rights of citizenship including equitable voting privileges.

6. SOCIAL MINISTRIES

We believe that:

God created man both material and spiritual and that he has a concern for the whole person.

The Scriptures explicitly admonish us to a ministry of compassion; "But if anyone has the world's goods and sees his brother in need, yet closes his heart against him, how does God's love abide in him? Little children, let us not love in word or speech but in deed and truth" (I John 3:17-18).

Consistent with the example of Christ, the Church fulfills its ministry when it expresses the redemptive love of God for individuals in their total life situation, both spiritual and social.

It is the Christian's duty to visit orphans and widows and to feed the hungry, give the thirsty drink, welcome the stranger, clothe the naked and visit the sick and imprisoned. The Minnesota Baptist Conference and its members should support and perform services directed toward the well-being of their fellow men as a natural result of their faith in God and their Christian love for their fellow human beings. Therefore, we urge our membership, both as individuals and congregations, to develop a critical awareness of social needs and to develop relevant programs to relieve stress, to improve the well-being of the community, and to work toward an environment favorable to the fullest development of individual human capacities.

Further, we believe that our Conference should seek ways to quicken the social consciousness of our people by:

- (1) Educating our membership to the relationship between social responsibilities and the mandate of the Gospel;
- (2) Expressing corporate opinions on social issues through stated resolutions and through the development of such programs that validate social concern;
- (3) Promoting and sustaining social ministries commensurate with its resources and skills.

7. REVIVAL

Whereas, there are evidences of dissatisfaction with spiritual conditions in the world and church, and

Whereas, there are evidences of a hunger on the part of Christians for revival, and

Whereas, we believe that God has led our Conference to look to Him for renewed spiritual life:

Be it resolved, that we humble ourselves, consecrate ourselves anew unto God, and pray that God will send us a great awakening and greatly increase our burden for souls.

Be it further resolved, that we urge our churches to sponsor evangelistic meetings and personal visitation campaigns.

And whereas, there is a danger of churches and individuals being swept into currents of heresy by those who emphasize the doctrine of the Holy Spirit without regard for the clear New Testament revelation concerning His person and work, resulting in serious division among churches and Christians.

Be it resolved, that we urge our pastors to teach and preach the New Testament truth concerning the baptism, filling and gifts of the Holy Spirit, after careful, unbiased study of what the Bible says about these matters, and

Be it further resolved, that we ask our Sunday Bible schools to offer a carefully conceived course on the Holy Spirit to adults for at least one quarter.

8. (1971 Conference Resolution) - CHURCH AND STATE - FRIEND OR FOE

Whereas, the Bible teaches mutual respect and responsibility between the church and the state; and
Whereas, the necessary historic battle between church and state laws has been successfully fought; and
Whereas, at present there is cooperation between church and state:

Be it resolved, that as the Minnesota Baptist Conference we recognize the legitimate roles of both church and state and that we recognize that both church and state function most effectively when there is a spirit of cooperation between them.

9. (1972 Conference Resolution) - THAT WE BECOME THE FRIENDS OF THE POOR

We, the churches of the Minnesota Baptist Conference, resolve to become the friends of the poor;

That this be done by fulfilling the biblical injunctions concerning the poor;

That the churches of the Minnesota Baptist Conference cultivate a sensitivity to the problems connected with poverty; and

That our churches make every effort possible to become involved in the alleviation of poverty at the local, national and world levels, and to encourage our people to become personally involved with those who live in poverty of both body and spirit.

10. (1973 Conference Resolution) - WE RESOLVE TO ENCOURAGE THE CHURCHES OF THE MINNESOTA BAPTIST CONFERENCE:

To discover creative new ways of involving the older person in the ministry within the church and the community;

To become educated to the needs and the potential of older persons and to prepare our people for the retirement years through meaningful education programs;

To serve as a resource center for information that would aid older persons in adjusting to and meeting the total needs of retirement.

