



## **Burden of Souls CONSTITUTION**

Address: 2569 Walnut St., Harrisburg, PA 17103

Phone: 717-906-3700

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### **ARTICLE I – NAME**

The name of this church: **International Mission Fellowship Burden of Souls**

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### **ARTICLE II – PURPOSE**

This church is organized exclusively for religious purposes, including:

1. The worship of Almighty God
2. The preaching and teaching of the Holy Bible
3. Evangelism and discipleship
4. Revival and spiritual renewal
5. Community outreach and charitable works

This church shall operate as a nonprofit religious organization under the laws of the Commonwealth of Pennsylvania.

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### **Mission**

Our mission is to spread the Word of God and serve our community through love, faith, and charity.

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### **Vision**

Our vision is to create a world united by the values of faith, hope, and compassion.

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## Guiding Scripture

### Galatians 6:2

Carry each other's burdens, and in this way, you will fulfill the law of Christ.

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## ARTICLE III – STATEMENT OF FAITH

We believe:

- The Bible is the inspired and infallible Word of God (2 Timothy 3:16).
  - There is one God eternally existing in three persons: Father, Son, and Holy Spirit (Matthew 28:19).
  - Jesus Christ is Lord and Savior (John 14:6).
  - Salvation is by grace through faith (Ephesians 2:8–9).
  - The Holy Spirit empowers believers (Acts 1:8).
  - The Church is the body of Christ (Ephesians 1:22–23).
  - Christ will return again (Acts 1:11).
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## ARTICLE IV – MEMBER MINISTRIES

### Section 1. Membership

Membership shall consist of believers who:

- Profess faith in Jesus Christ
  - Agree with the Statement of Faith
  - Are baptized
  - Commit to holy living and church unity
  - Submit to church discipline when necessary
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## **Section 2. Ministries**

### **1. General Purpose of Ministries**

The church may establish ministries to serve the spiritual, social, and practical needs of its members and the surrounding community. Each ministry shall operate under the authority of the church leadership and in alignment with the mission, vision, and values of the church.

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### **2. Men's Ministry**

#### **Purpose**

The Men's Ministry exists to encourage spiritual growth, leadership, accountability, and fellowship among the men of the church.

#### **Responsibilities**

- Organize prayer meetings and Bible studies for men.
- Encourage men to grow in their faith and family leadership.
- Support church activities and outreach programs.
- Mentor younger men in Christian living.

#### **Qualifications**

- Must be a member of the church.
  - Demonstrate Christian character and integrity.
  - Be willing to serve and lead by example.
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### **3. Women's Ministry**

#### **Purpose**

The Women's Ministry exists to support, encourage, and strengthen women in their spiritual walk and their role in family, church, and community.

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## **Responsibilities**

- Organize women's prayer groups and Bible studies.
- Encourage fellowship and mutual support.
- Participate in outreach and charitable activities.
- Provide spiritual mentorship for younger women.

## **Qualifications**

- Must be a committed member of the church.
  - Demonstrate Christian maturity and integrity.
  - Have a heart for service and encouragement.
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## **4. Children's Ministry**

### **Purpose**

The Children's Ministry exists to teach children the Word of God and help them grow in faith and character.

### **Responsibilities**

- Provide Bible teaching appropriate for children.
- Organize children's activities and programs.
- Ensure a safe and nurturing environment.
- Encourage children to know and love God.

### **Qualifications / Qualifications**

- Must love and care for children.
  - Be trustworthy and responsible.
  - Be approved by church leadership.
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## 5. Couples Ministry

### Purpose

The Couples Ministry exists to strengthen marriages through biblical teaching, fellowship, and support.

### Responsibilities

- Organize marriage seminars and counseling support.
- Encourage strong family values.
- Provide fellowship opportunities for couples.

### Qualifications

- Must be a married couple in good standing.
  - Demonstrate a healthy Christian marriage.
  - Be approved by church leadership.
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## 6. Food Ministry

### Purpose

The Food Ministry exists to serve meals during church events and provide food assistance to those in need.

### Responsibilities

- Prepare and distribute food during church events.
- Support community outreach programs.
- Maintain cleanliness and proper food handling.

### Qualifications

- Be reliable and willing to serve.
  - Maintain cleanliness and organization.
  - Work well with other volunteers.
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## 7. Transportation Ministry

### Purpose

The Transportation Ministry exists to help members attend church services and events by providing transportation when needed.

### Responsibilities

- Provide transportation for members when possible.
- Ensure safety during transportation.
- Maintain vehicles used by the church.

### Qualifications

- Must have a valid driver's license.
  - Demonstrate responsible driving habits.
  - Be approved by church leadership.
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## 8. Events Ministry

### Purpose

The Events Ministry exists to organize and coordinate church events, conferences, and special programs.

### Responsibilities

- Plan church events and special services.
- Coordinate logistics and volunteers.
- Ensure events run smoothly.

### Qualifications

- Strong organizational skills.
  - Ability to work with teams.
  - Approved by church leadership.
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## **9. Maintenance Ministry**

### **Purpose**

The Maintenance Ministry exists to ensure the church facilities are clean, safe, and well maintained.

### **Responsibilities**

- Maintain church buildings and equipment.
- Organize cleaning and repair tasks.
- Ensure safety of church facilities.

### **Qualifications**

- Willingness to serve and maintain church property.
  - Reliability and responsibility.
  - Ability to work with others.
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## **10. Worship Ministry**

### **Purpose**

The Worship Ministry exists to lead the congregation into the presence of God through music, praise, and worship during church services and special events.

### **Responsibilities**

- Lead praise and worship during church services.
- Prepare music and rehearsals for services and events.
- Work with church leadership to maintain a worshipful atmosphere.
- Encourage the congregation in worship.

### **Qualifications / Qualifications**

- Must demonstrate spiritual maturity and commitment to worship.
  - Possess musical ability or vocal skills when required.
  - Maintain a lifestyle that reflects Christian values.
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## 11. Prayer and Intercession Ministry

### Purpose

The Prayer and Intercession Ministry exists to pray for the church, its members, leaders, and the community.

### Responsibilities

- Organize prayer meetings and prayer chains.
- Pray for church needs, leadership, and outreach efforts.
- Encourage members to develop a strong prayer life.

### Qualifications

- Must have a strong commitment to prayer.
  - Demonstrate spiritual maturity and faithfulness.
  - Be recognized for a consistent prayer life.
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## 12. Evangelism and Outreach Ministry

### Purpose

The Evangelism and Outreach Ministry exists to share the Gospel of Jesus Christ with the community and beyond.

### Responsibilities

- Organize evangelism programs and community outreach.
- Distribute Bibles, literature, and spiritual resources.
- Support mission work locally and internationally.

### Qualifications

- Must have a passion for sharing the Gospel.
  - Demonstrate strong Christian testimony.
  - Be committed to serving the community.
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### **13. Youth Ministry**

#### **Purpose**

The Youth Ministry exists to guide young people in their spiritual growth and encourage them to develop a personal relationship with Jesus Christ.

#### **Responsibilities**

- Organize youth Bible studies and fellowship activities.
- Encourage leadership development among youth.
- Provide mentorship and spiritual guidance.

#### **Qualifications**

- Must have a passion for mentoring young people.
  - Demonstrate Christian character and patience.
  - Be approved by church leadership.
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### **14. Media and Technology Ministry**

#### **Purpose**

The Media and Technology Ministry exists to support church services and communication through sound, video, and digital platforms.

#### **Responsibilities**

- Operate sound systems, projectors, and livestream equipment.
- Record and distribute sermons and teachings.
- Manage church media platforms when assigned.

#### **Qualifications**

- Technical skills or willingness to learn.
  - Reliability and commitment.
  - Ability to work with church leadership and ministry teams.
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## 15. Usher Ministry

### Purpose

The Usher Ministry exists to welcome and assist members and visitors during church services and events, ensuring that services are conducted in an orderly and respectful manner.

### Responsibilities

- Welcome members and visitors with warmth and hospitality.
- Assist with seating and maintaining order during services.
- Distribute church materials when needed (bulletins, programs, etc.).
- Assist during offerings and special services.
- Provide assistance to elderly or disabled individuals when necessary.

### Qualifications

- Must demonstrate kindness, patience, and respect.
- Maintain a spirit of service and hospitality.
- Be reliable and punctual for church services.
- Be approved by church leadership.

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## 16. Security Ministry

### Purpose

The Security Ministry exists to ensure the safety and protection of church members, visitors, leaders, and church property during services and events.

## Burden of Souls Constitution



### **Responsibilities**

- Monitor the church premises during services and events.
- Help maintain a safe and peaceful environment.
- Respond appropriately to emergencies or disturbances.
- Assist in organizing safety procedures for the church.
- Coordinate with church leadership when security issues arise.

### **Qualifications**

- Must demonstrate responsibility, discretion, and good judgment.
  - Remain calm and respectful in difficult situations.
  - Be trustworthy and committed to protecting others.
  - Security or safety training is recommended but not required.
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## **ARTICLE V – LEADERSHIP**

The church shall recognize the following leadership offices:

- Pastor
  - Elders
  - Board Members (Deacons / Church Leaders / Evangelism Leaders)
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## Section I – QUALIFICATIONS FOR PASTOR

The Pastor must meet biblical standards (1 Timothy 3:1–7; Titus 1:5–9; 1 Peter 5:2–3).

### A. Spiritual Qualifications

- Above reproach
- Faithful in marriage
- Self-controlled
- Not violent or greedy
- Able to teach sound doctrine
- Good reputation inside and outside the church

### B. Family Requirement

- Must manage household well (1 Timothy 3:4–5).
- If married, his wife must live with him and maintain a godly testimony consistently with pastoral leadership standards.
- His household must reflect biblical order and unity.

### C. Residency & Conduct

- The Pastor must reside in a stable family environment.
- He must maintain moral purity.
- He must not be separated from his spouse except for lawful and biblical reasons.

### D. Responsibilities

- Preach and teach The Word of God.
- Shepherd the congregation.
- Guard doctrine.
- Provide spiritual oversight.
- Lead by example, not by force.



## **Section II – BOARD MEMBERS**

Board members must meet the qualifications found in 1 Timothy 3:8–13 and must demonstrate integrity, spiritual maturity, and commitment to church unity.

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### **ARTICLE VI – CHURCH DISCIPLINE**

Church discipline shall follow the biblical process outlined in Matthew 18:15–17 and 1 Timothy 5:19–20.

The purpose of discipline is restoration and spiritual accountability.

#### **Grounds for discipline or removal include:**

- False doctrine
  - Immorality
  - Financial misconduct
  - Division or rebellion
  - Failure to meet biblical qualifications
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### **ARTICLE VII – GOVERNANCE**

The Board shall provide administrative oversight, approve financial decisions, and ensure legal compliance.

Regular board meetings shall be held monthly, and an annual congregational meeting shall review finances and church direction.

Voting on Major decisions require:

- Pastor recommendation
  - Majority Board approval
  - Congregational confirmation (if required)
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## **ARTICLE VIII – FINANCES**

All church funds shall be used solely for ministry purposes. No earnings shall benefit private individuals. Proper financial records shall be maintained, and major expenditures shall require two authorized signatures.

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## **ARTICLE IX – NONPROFIT COMPLIANCE**

The church shall operate as a nonprofit religious corporation in accordance with Pennsylvania law and IRS 501(c)(3) regulations.

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## **ARTICLE X – MARRIAGE & BABY DEDICATION**

Marriage is a sacred covenant between one man and one woman established by God. Baby dedication is a public commitment by parents to raise their child according to God's Word.

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### **Section 1 – Marriage Celebration**

#### **A. Biblical Foundation**

Marriage is a sacred covenant ordained by God between one man and one woman (Genesis 2:24; Matthew 19:4–6). It reflects Christ's relationship with His Church (Ephesians 5:25–32).

Burden of Souls recognizes marriage as a holy institution established by God and shall conduct marriage ceremonies in accordance with biblical principles.

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## **B. Eligibility for Marriage Ceremony**

1. Both individuals must:
    - Profess faith in Jesus Christ.
    - Be legally eligible to marry under the laws of the Commonwealth of Pennsylvania.
    - Affirm biblical marriage as defined in Scripture.
  2. Premarital counseling may be required by the Pastor.
  3. The Pastor reserves the right to decline to officiate any marriage that does not align with biblical doctrine or church standards.
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## **C. Responsibilities of the Church**

The church shall:

- Provide pastoral counseling.
  - Conduct the ceremony in a Christ-centered manner.
  - Encourage ongoing marital growth and spiritual unity.
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## **Section 2 – Baby Dedication**

### **A. Biblical Foundation**

Baby dedication is a public commitment by parents to raise their child according to God's Word.

Biblical references include:

- 1 Samuel 1:27–28 (Hannah dedicating Samuel)
- Proverbs 22:6
- Luke 2:22 (Jesus presented at the temple)

Baby dedication is not baptism but a commitment of the parents before God and the congregation.

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## **B. Requirements for Baby Dedication**

1. At least one parent must:
  - Be a professing believer in Jesus Christ.
  - Member of the congregation or a letter from their church
  - Agree to raise the child in accordance with biblical teaching.
2. Parents must publicly commit to:
  - Teach the Word of God in the home.
  - Pray for and with the child.
  - Model Christian character.

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## **C. Church Commitment**

The congregation shall:

- Pray for the child and family.
- Support the parents spiritually.
- Encourage the parent's future personal faith in Christ.

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## **D. Dedication Ceremony**

The dedication shall include:

- Scripture reading
  - Prayer of blessing
  - Public parental commitment
  - Congregational affirmation
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**PASTOR COVENANT AGREEMENT**

**Burden of Souls / Fardeau Des Âmes**

I, \_\_\_\_\_, covenant before God and this church that I will:

- Preach the Word faithfully.
- Live above reproach.
- Maintain a godly home.
- If married, ensure my wife lives with me and supports a life consistent with biblical pastoral standards.
- Guard doctrine and shepherd the flock.
- Understand the church constitution (**By Law**)
- Submit to accountability.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Board Chair: \_\_\_\_\_

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**BOARD MEMBER COVENANT AGREEMENT**

**Burden of Souls / Fardeau Des Âmes**

I, \_\_\_\_\_, covenant to:

- Live a life worthy of respect.
- Serve with integrity.
- Support sound doctrine.
- Promote unity.
- Maintain godly conduct at home and church.
- Understand the church constitution (**By Law**)
- Submit to accountability.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Pastor/Chair: \_\_\_\_\_