REDEEMER BIBLE CHURCH

MARCH 2025

REDEEMER CONSTITUTION & BYLAWS

Prepared by :

The Elder Board

CONSTITUTION 3
ARTICLE 1. NAME AND LOCATION 3
ARTICLE 2. INCORPORATION AND PURPOSE 3
Section 1. Incorporation 3
Section 2. Tax-Exempt Purposes 3
Section 3. Spiritual Purposes 3
Section 4. Prerogatives 4
ARTICLE 3. CHURCH COVENANT 4
ARTICLE 4. STATEMENT OF FAITH 5
ARTICLE 5. POLITY AND AFFILIATION 5
ARTICLE 6. AMENDMENTS 6
BYLAWS 7
ARTICLE 1. MEMBERSHIP 7
Section 1. Qualifications 7
Section 2. Admission of Members 7
Section 3. Duties and Privileges of Membership 7
Section 4. Church Discipline 8
Section 5. Termination of Membership 9
Section 6. Meetings 9
Section 7. Notice and Quorum 10
ARTICLE 2. GOVERNANCE 11
Section 1. Spiritual 11
Section 2. Corporate 11
ARTICLE 3. ELDERS (BOARD OF DIRECTORS) 11
Section 1. Composition, Qualifications, Duties, Selection and Term, Chairman, Resignation and Removal 11
Section 2. Board Meetings and Action 14
Section 3. Compensation 15
Section 4. Confidentiality 15
ARTICLE 4. PREACHING ELDERS 15
ARTICLE 5. DEACONS 16
ARTICLE 6. OFFICERS 17

Section 1. General....17
Section 2. President....17
Section 3. Secretary....17
Section 4. Treasurer....18
ARTICLE 7. ELECTIONS....19
Section 1. Principles....19
Section 2. Selection of Church Leaders....19
Section 3. Calling of Staff Elders....20
ARTICLE 8. MINSTERIAL AND NON-MINISTERIAL STAFF....20
ARTICLE 9. ECCLESIASTICAL AUTHORITY....21
ARTICLE 10. MUTUAL INTEREST....21
ARTICLE 11. NON-PROFIT STATUS....21
Section 1. Private Inurement....21
Section 2. Political Involvement....21
ARTICLE 12. PROPERTY....22
Section 1. Title....22
Section 2. Purchases and Sales of Property....22
ARTICLE 13. CONFLICT OF INTEREST....22
ARTICLE 14. INDEMNIFICATION....23
Section 1. Mandatory Indemnification....23
Section 2. Permissive Indemnification....23
Section 3. Procedure....23
ARTICLE 15. DISPUTE RESOLUTION....24
ARTICLE 16. DISSOLUTION....24
Section 1. Dissolution....24
Section 2. Winding Up.....24
ARTICLE 17. OTHER ENTITIES....25
ARTICLE 18. AMENDMENTS....25

CONSTITUTION

Since it pleased Almighty God, by His Holy Spirit, to call certain of His servants to unite here under the name Redeemer Bible Church of Spotsylvania, Virginia, for the worship of God and the spread of the gospel of Jesus Christ, we, the members of Redeemer Bible Church do hereby organize ourselves and adopt this Constitution as our articles of governance, to be interpreted at all times to reflect the character of and bring glory to Jesus Christ, as revealed in the Holy Bible and articulated in the Statement of Faith and Covenant of this Church.

ARTICLE 1. NAME AND LOCATION

The name of this Church shall be Redeemer Bible Church ("Church"), which shall be located in Spotsylvania and other locations as determined by the Board of Directors.

ARTICLE 2. INCORPORATION AND PURPOSE

Section 1. Incorporation

This Church shall be incorporated under the Virginia Nonstock Corporation Act.

Section 2. Tax-Exempt Purposes

The Church is organized exclusively for religious, charitable, and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986 (or corresponding provision of any future United States Revenue Law).

Section 3. Spiritual Purposes

The Church exists for the following spiritual purposes.

1. The foundation of this Church is the Lord Jesus Christ (1 Cor. 3:11; Eph. 2:20), and He guides His church in all affairs through the Holy Scriptures (Psalm 119; 2 Tim. 3:15-17). Therefore, the purpose of this Church is to glorify God through Jesus Christ, in the power of the Holy Spirit (Isa. 43:7; Eph. 1:6, 12, 14).

2. The priorities of ministry of this Church flow from the vision of God's glory revealed in Jesus Christ. We exist to savor this vision in worship (John 4:23), strengthen the vision in nurture (1 Cor. 14:26; 2 Peter 3:18), and spread the vision in evangelism, missions, and loving deeds (Matt. 5:16; 28:18-20; 1 Pet. 2:9; 3:15).

3. To remain true to our Lord and His word, this Church must be marked by preaching the whole counsel of God (Acts 20:27; 2 Tim. 4:1-2), making disciples of all nations (Matt. 28:19, Luke 24:47), administering baptism (Matt. 28:19; Rom. 6:1-4) and the Lord's Supper (Luke 22:19; 1 Cor. 11:17-34), loving one another (John 13:34-35; 1 John 3:11-24; 4:7-12), and practicing formative (1 Thess. 5:14; 1 Tim. 5:1-2; Tit. 2:15) and corrective discipline (Matt.18:15-20; 1 Cor. 5:1-5).

Section 4. Prerogatives

The Church may engage in all legal activities in order to fulfill its non-profit purposes as a religious, educational, and charitable corporation.

ARTICLE 3. CHURCH COVENANT

Having been brought by divine grace to repent and believe and trust in the Lord Jesus Christ and surrender our will to His, and having been baptized upon our profession of faith, in the name of the Father and of the Son and the Holy Spirit, we do now, relying on His grace solemnly and joyfully establish our covenant with each other.

1. We will work and pray for the unity of the Spirit in the bond of peace (Ephesians 4:3);

2. We will walk together in brotherly love, exercise an affectionate care and watchfulness over each other and faithfully admonish and encourage one another (John 13:34-35);

3. We will not forsake the assembling of ourselves together, nor neglect to pray for ourselves and others (Hebrews 10:24-25; 1 Corinthians 11:23-26; James 5:16);

4. We will endeavor to bring up those under our care, in the nurture and admonition of the Lord, and by a pure and loving example to seek the salvation of our family and friends (Ephesians 6:4);

5. We will rejoice at each other's happiness and endeavor with tenderness and sympathy to bear each other's burdens and sorrows (Galatians 6:2; James 2:14-17);

6. We will seek, by God's grace to live carefully in the world, denying ungodliness and worldly lusts, and remembering that, as we have been buried by baptism into Jesus' death, we have now been raised with Him in His resurrection to walk in newness of life (Romans 6:4, Colossians 2:12);

7. We will work together for the continuance of a faithful evangelical ministry in this Church, as we sustain its worship, ordinances, discipline, and doctrines. We will contribute cheerfully and regularly to the support of the ministry, the expenses of the Church, the relief of the poor, and the spread of the Gospel through all nations (Philippians 1:27; 1 Corinthians 15:58);

8. We will, when we move from this place, as soon as possible, unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word; and

9. May the grace of the Lord Jesus Christ, and the love of God, and the fellowship of the Holy Spirit be with us all. Amen.

ARTICLE 4. STATEMENT OF FAITH

The Church adheres to the Baptist Faith and Message (2000) which is incorporated into this Constitution by reference.

ARTICLE 5. POLITY AND AFFILIATION

The Church may cooperate with the Southern Baptist Convention. The Board of Directors is vested with the authority to associate and network with state and national entities that best represent the beliefs and convictions of the Church.

ARTICLE 6. AMENDMENTS

This Constitution may be amended by a two-thirds majority vote of the members present and voting at a duly called and noticed meeting of the membership, provided the amendment shall have been offered in writing at the previous members' meeting, and shall have been announced from the pulpit at church services two successive Sundays prior to such vote.

BYLAWS

ARTICLE 1. MEMBERSHIP

Section 1. Qualifications

A. To qualify for membership in this Church, a person must be a believer in Jesus Christ who gives evidence of regeneration, who has been baptized in obedience to Christ, following his or her regeneration, and who wholeheartedly believes in the Christian faith as revealed in the Bible. Each member must sustain the doctrines of our Church, not hold any settled convictions contrary to them, in accord with our Statement of Faith, agree to abide by the Church's Constitution, Bylaws, and moral teachings, and must promise to keep the commitments expressed in the Church Covenant.

B. The Elders shall be responsible for determining each person's qualification for membership. In making this determination, they may rely on a person's profession of faith, or such other evidence as the Elders deem appropriate. Prospective members should also complete all sessions of the New Members' Class.

Section 2. Admission of Members

.Upon determination by the Elders that an applicant for membership meets the Qualifications described in Section 1, the Elders, in the absence of any evidence otherwise disqualifying the applicant, shall approve the application for membership.

Section 3. Duties and Privileges of Membership

A. In accord with the duties enumerated in the Church Covenant, each member shall be privileged and expected to participate in and contribute to the ministry and life of the Church, consistent with God's leading and with the gifts, time, and material resources each has received from God. Normally, only members of the congregation shall be entitled to serve in the ministries of the Church. Non-members may

serve on an ad-hoc basis with the approval of at least two Elders. Notwithstanding, non-members may serve the Church for purposes of administration and professional consultation.

B. It is the privilege and responsibility of members to attend members' meetings and vote on the election of Officers, on decisions regarding membership status, and on such other matters submitted to a vote.

Section 4. Church Discipline

A. Formative discipline is inherent in the preaching, teaching, and exercise of other ministries in the Church. When formative discipline fails due to sin, corrective discipline is then necessary. Corrective discipline is for the good of the Church and the member who has sinned. It is never to be entered into lightly or quickly. The goal of corrective discipline is always remedial, that is, the goal is always the restoration, reconciliation, holiness and good of the one being disciplined.

B. Any member consistently neglectful of his or her duties or guilty of conduct by which the name of our Lord Jesus Christ may be dishonored, and so opposing the welfare of the Church, shall be subject to the admonition of the Elders and the discipline of the Church, according to the instructions of our Lord in Matthew 18:15-17 and the example of Scripture. Church discipline, then, should ordinarily be contemplated after individual private admonition has failed. Church discipline can include admonition by the Elders or congregation, removal from office, and excommunication (see Matthew 18:15-17; 2 Thessalonians 3:14-15; 1 Timothy 5:19-20; 1 Corinthians 5:4-5).

C. The purpose of such discipline should be:

1. For the repentance, reconciliation, and spiritual growth of the individual disciplined (Heb. 12:1-11; Matt. 18:15-17; 1 Cor. 5:5; Gal. 6:1);

2. For the instruction in righteousness and good of other Christians, as an example to them (1 Cor. 5:11; 1 Tim. 5:20; Heb. 10:24-25);

3. For the purity of the Church as a whole (1 Cor. 5:6-7; Eph. 5:27; Rev. 21:2);

4. For the good of our corporate witness to non-Christians (Matt. 5:13-16; John 13:35; Acts 5:10-14); and

5. Supremely for the glory of God by reflecting His holy character (Deut. 5:11; John 15:8; Eph. 1:4; 1 Pet. 2:12).

D. It is desirable in the case of public sin that a confession be made before the Church in a specially called meeting, so that the Church can freely extend forgiveness. Such public confession is especially necessary in the case of Elders and Deacons (1 Tim. 5:19-20; Gal. 2:11- 14).

Section 5. Termination of Membership

Termination of membership shall be recognized by the Church following the death, transfer of membership, or voluntary resignation of any church member who is in good standing. Membership may also be terminated as an act of church discipline upon the recommendation of the Elders and with the two-thirds majority vote of the members present and voting at any regular or special meeting of the members. The Church shall have authority to refuse a member's voluntary resignation or transfer of membership to another church, either for the purpose of proceeding with a process of church discipline or for any other biblical reason.

Section 6. Meetings

A. **Worship Meetings**. Worship services shall be held each Lord's Day and may be held throughout the week as the church determines.

B. **Member Meetings.**

1. In every meeting together, members shall act in that spirit of mutual trust, openness, and loving consideration which is appropriate within the body of our Lord Jesus Christ;

2. There shall be a regular members' meeting at least every quarter, at some time apart from the Sunday morning service, and at a time acceptable to the membership. The Elders shall see that the stated meetings of the Church are regularly held and that required reports are submitted to the church by the responsible members;

3. Special members' meetings may be called as requested by the Elders, or at the written request, submitted to the Elders, of ten percent of the voting membership. In the event of a written

request from the members, the Elders shall call a special meeting to be held within one month of their receipt of the request;

4. There shall be an annual members' meeting, at which normally officers are elected, positions filled, and a budget approved by the membership. This meeting shall be held no later than December 15 each year. The fiscal year will commence on January 1;

5. The chairman of the Elders shall preside as moderator at all members' meetings of the Church. In the absence or incapacity of the chairman of the Elders, another Elder appointed by the Elders shall perform these duties. The date, time, and purpose of any regular or special meeting shall be announced at all public services of the Church at least two weeks preceding the meeting. Provided all constitutional provisions for notification have been met, a quorum shall be understood to be met by those members present;

6. Meetings shall be run according to Robert's Rules of Order. Abstentions will not be considered as votes cast. Only votes cast by members present at the time of the meeting will be counted; and

7. Resolutions adopted by the Elders shall be reported to the Church at members' meetings and may be reversed by the Church by a majority vote of the members present.

Section 7. Notice and Quorum

A. Notice of the annual meeting shall be provided by electronic mail or United States mail no less than twenty-one (21) days before and no more than thirty (30) days before the date of the meeting.

B. Notice of any special meeting shall be provided by electronic mail or United States mail no less than seven (7) days before and no more than twenty-one (21) days before the date of the meeting.

C. Members present at a duly called regular or special meeting shall constitute a quorum.

D. There shall be no proxy voting.

E. There shall be no absentee voting.

F. A simple majority of the members present and voting shall be required for any action to be taken unless the Church's Constitution or these Bylaws prescribe a different percentage for action to be taken.

ARTICLE 2. GOVERNANCE

Section 1. Spiritual

A. Jesus Christ is the Lord and head of this Church and He rules primarily through the Scriptures.

B. The biblical offices in the Church are Elders and Deacons, but the Church is governed by the congregation. The biblical terms "elder," "pastor," and "overseer" are understood to refer to the same biblical office. In addition, our Church recognizes the administrative positions under this constitution of Clerk and Treasurer, as well as paid ministerial staff as occasion may require. All officers must be members of this Church prior to assuming their responsibilities.

Section 2. Corporate

The Church shall have the necessary corporate Officers and Directors to conform with the Virginia Nonstock Corporation Act.

ARTICLE 3. ELDERS (BOARD OF DIRECTORS)

Section 1. Composition, Qualifications, Duties, Selection and Term, Chairman, Resignation and Removal

A. Composition and Qualifications

There shall be an Elder Board which shall also function as the

corporate Board of Directors. The Elders shall be comprised of not less than five men who satisfy the qualifications for the office of Elder set forth in 1 Tim. 3:1-7 and Tit. 1:6-9. Only men may serve as Elders in accord with 1 Tim. 2:12; 3:2. A majority of the Elder board must consist of those who receive no financial compensation from the Church. No Elder shall hold the office of Deacon during his tenure. Those Elders not receiving compensation from the Church will be called “Lay Elders” for the purpose of this constitution, although biblically and functionally there is no difference among the Elders.

B. Duties

1. Subject to the will of the congregation, the Elders shall provide broad oversight to the ministry, financial management, and resources of the Church. In keeping with the principles set forth in Acts 6:1-6; 1 Tim. 3:1-7; 5:17; Tit. 1:5-9; Jas. 5:14; and 1 Pet. 5:1-4, the elders shall seek the mind of Christ through the guidance of the Holy Spirit and the word of God as they undertake the work of shepherding God's flock. The Elders shall teach and exhort; refute those who contradict the truth; pray for the sick; care for the Church’s members; devote themselves to prayer, to the government of the Church and to ministry. The Elders shall provide oversight of the congregation and lead the Church to fulfill its ministries.

2. The Elders shall take particular responsibility to oversee worship services; administer the ordinances of baptism and the Lord's Supper; pray earnestly; equip the membership for the work of the ministry; encourage and teach sound doctrine; admonish and correct error; oversee the process of church discipline; coordinate and promote the ministries of the Church; mobilize the Church for world missions; examine and instruct prospective members; examine and recommend all prospective candidates for offices and positions; receive, hold and disburse a fund for benevolence (reporting to the Church the total receipts and disbursements for the overall benevolence fund); and oversee the work of the Deacons and appointed Church agents and working groups. The Elders are further to ensure that all who minister the word to the congregation, including outside speakers, share our fundamental convictions.

3. The Elders may establish and oversee ministry positions and working groups to assist them in fulfilling their responsibilities. The Elders shall also have primary responsibility for the employment,

supervision, and evaluation of staff members. The outworking of this responsibility may, on a case-by-case basis, be delegated to deacons or another staff member.

C. Selection and Term

The Church shall recognize men gifted and willing to serve in this calling, in accordance with the constitutional provisions on elections. These men shall be received as gifts of Christ to His church and set apart as Elders. This recognition shall be reaffirmed by the Church triennially. After a Lay Elder has served two consecutive three-year terms, he shall not be eligible for re- election to the Eldership for at least one year. Staff Elders, however, are not subject to term limits. In the event that a Staff Elder resigns his staff position, yet retains an active and involved membership, at the Elders' discretion he may continue service in his office as a Lay Elder until the second regularly scheduled members meeting after his staff resignation, at which time he is eligible for recommendation from the Elders for re-election for service as a Lay Elder. Upon the completion of that term, he shall be eligible for another term if so elected by the membership.

A paid staff or volunteer ministry position does not in and of itself constitute an Elder's position.

D. Chairman

The Elders shall elect a Chairman who shall serve as Chairman of Elders' meetings and shall also elect one of their number to serve as moderator of members' meetings. In his absence, the Elders shall appoint another Elder to fulfill these duties.

E. Resignation and Removal

An Elder's term of office may be terminated by resignation or by dismissal. Any two members with reason to believe that an Elder should be dismissed should express such concern to the Elders and, if need be only afterwards, to the congregation. Any such action shall be done in accordance with the instructions of our Lord in Matt. 18:15-17 and 1 Tim. 5:17-21. Any Elder may be dismissed by a two-thirds vote of the members present and voting at any formally called members' meeting of the Church.

Section 2. Board Meetings and Action

A. Frequency.

The Board shall meet regularly to conduct the business of the Church, but not less than four (4) times per year.

B. Call of Special Meetings

The President or Secretary may call a special meeting of the Board.

C. Notice (Regular Meeting)

Notice of a regular meeting of the Board shall be provided no less than fourteen (14) days before the meeting and no more than thirty (30) days before the meeting via electronic communication or first-class mail.

D. Notice (Special Meeting)

Notice of a special meeting of the Board shall be provided in writing no less two (2) days and no more than seven (7) days before the meeting via electronic communication or first-class mail. The notice requirement may be waived by a unanimous vote, provided all Directors in office are present at the meeting either in person or pursuant to Section 2(G) of this Article.

E. Quorum

Two-thirds of the Directors in office must be present at any regular or special meeting to constitute a quorum, provided there are no fewer than three (3) Directors present.

F. Required for Action

To be approved, all action by the Board of Directors must receive a two-thirds majority vote of the Directors present and voting, unless otherwise prescribed in these Bylaws.

G. Remote Meetings

The Board may also hold meetings by means of a remote electronic communications system, including video or telephone conferencing technology or the Internet, or any combination, only if each person entitled

to participate in the meeting consents to the meeting being held by means of that system, and the system provides access to the meeting in a manner or using a method by which each person participating in the meeting can communicate concurrently with each other participant. Participation in such a meeting shall constitute presence in person at such meeting, except participation for the express purpose of objecting to the transaction of any business on the grounds that the meeting is not lawfully called or convened.

H. Informal Action

The Board may approve a resolution or action via electronic mail or the like, provided the motion is clearly articulated in the email and receives an affirmative vote from all Directors in office. The vote shall be recorded in the minutes of the next regular or special meeting of the Board.

Section 3. Compensation

Directors shall receive no compensation for their service on the Board.

Section 4. Confidentiality

Each Director shall conduct his duties using discretion in handling sensitive or confidential information, revealing such information to others only as essential to the proper management of church matters**.**

ARTICLE 4. PREACHING ELDERS

A preaching Elder shall perform the duties of an Elder described in Article 2 of these Bylaws. He shall be recognized by the Church as particularly gifted and called to the ministry of preaching and teaching the word of God. In the absence or incapacity of a preaching Elder, the other Elders shall assume responsibility for his duties, any of which can be delegated. A preaching Elder may be a staff Elder or a lay Elder.

ARTICLE 5. DEACONS

The office of Deacon is described in 1 Tim. 3:8-13 (cf. Acts 6:1-7). The Church shall recognize, in accordance with the constitutional provisions on elections, men and women who are giving of themselves in service to the Church, who possess gifts of ministry, and who are called to further service and care for the Church's members. The number of Deacons shall be determined by the needs of the ministry and the call and qualifications of men and women in the Church. These members shall be received as gifts of Christ to His Church and set apart as Deacons. This recognition shall be reaffirmed by the Church biannually. After a Deacon has served three consecutive two-year terms, he or she shall not be eligible for re-election to the deaconate for at least one year.

A. Deacons shall advise and assist the Elders in any service that shall support and promote the ministry of the word, new and existing ministries of the Church, and the care of the members of the congregation. The Deacons may be organized in the most fitting way to accomplish the mission of the Church. Thus, the ministry of deacons may involve several diaconal working groups. There is no requirement that the deacons meet as a working group of the whole.

B. The responsibilities of Deacons do not include preaching, teaching, spiritual oversight or financial control of the church, which are the responsibilities of the Elders. Deacons exercise a ministry of service, not a ministry of spiritual leadership.

Deacons may however, according to their personal spiritual calling, teach and/or preach under the oversight of the Elders and adherence to the Doctrinal Teaching Standards. (Acts 6-7:53; Titus 2:3). The responsibilities of the Deacons include, but are not strictly limited to, the following:

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1. The ministry of mercy is a particular responsibility of Deacons. They shall see that the sick, the sorrowing, the aged, and the infirm receive spiritual and physical comfort.

2. Deacons shall attend to the accommodations for public worship. Deacons may assist in providing for the elements during the Lord's Supper.

3. Deacons shall attend to the normal care and maintenance of Church properties.

4. Deacons shall attend to the welcoming and greeting ministries of the Church.

5. At the Elders' recommendation, the church may recognize Deacons to serve in other specific capacities as needs arise in the Church.

C. A Deacon's term of office may be terminated by resignation or by dismissal. Any two members with reason to believe that a Deacon should be dismissed should express such concern to the Elders and, if need be only afterwards, to the congregation. Any such action shall be done in accordance with the instructions of our Lord in Matt. 18:15-17 and 1 Tim. 5:17-21. Any Deacon may be dismissed by a vote of the members at any formally called members' meeting of the Church.

D. No money shall be solicited by or on behalf of the Church or any of its ministries without the approval of the Elders or the Deacons responsible for the Church's finances.

ARTICLE 6. OFFICERS

Section 1. General

There shall be a President, Secretary, and Treasurer.

Section 2. President

A. **Selection and Term.** The Chairman of the Board shall serve as President of the Corporation for so long as he serves as Chairman of the Board.

B. **Duties.** The President shall make recommendations to the Board of Elders regarding the day-to day operations of the Church and shall serve as an *ex officio* member of all working groups.

Section 3. Secretary

A. **Selection.** The Secretary shall be selected by the Elders.

B. **Term**. The Secretary shall serve a one-year term and may be appointed to an unlimited number of terms.

C. **Duties.** The Secretary shall maintain all corporate documents, including minutes of all meetings. The Secretary shall be assisted by a Clerk, who shall be selected to a term pursuant to these Bylaws to complete the duties assigned by the Elders.

D. **Removal.** The Secretary may be removed with or without cause upon the recommendation of the President and by a two-thirds vote of the Directors present and voting at any duly called and noticed meeting of the Board.

E. **Vacancy.** The Board shall fill any vacancy by the selection process prescribed in this section.

Section 4. Treasurer

A. **Selection and Term.** The Treasurer shall be selected and serve a term pursuant to these Bylaws. The Treasurer shall not be an Elder or a paid staff member.

B. **Duties.** The Treasurer shall ensure that all funds and securities of the Church are properly secured in such banks, financial institutions, or depositories as designated by the Church. The Treasurer shall also ensure that full and accurate accounts of receipts and disbursements are kept in books belonging to the Church, and that adequate controls are implemented to guarantee that all funds belonging to the church are appropriately handled by any Officer, employee, or agent of the Church. The Treasurer shall render to the Elders annually, or whenever they may require it, an account of all transactions as Treasurer and of the financial condition of the Church. The Treasurer shall also be responsible for presenting regular reports of the account balances, revenues, and expenses of the Church at regular members' meetings. Each year the Treasurer, with the approval of the Elders, shall make available an itemized proposed budget for member review no later than fifteen days prior to the annual members meeting. This budget shall be presented for discussion at the annual member meeting and voted upon at that meeting.

C. **Removal.** The Treasurer may be removed with or without cause upon the recommendation of the Elders and a two-thirds vote of the members present and voting at any duly called and noticed membership meeting.

D. **Vacancy.** Any vacancy by the selection process prescribed in these Bylaws.

ARTICLE 7. ELECTIONS

Section 1. Principles

The process for church elections shall be interpreted and carried out to fulfill the following principles:

1. Substantial prayer, both individually and corporately, shall be an integral part of the election process;

2. Nominations shall proceed with the support of the Elders;

3. All candidates for Church office shall be treated with the grace, kindness, and honesty appropriate in evaluating fellow members; and

4. The election process shall express that spirit of mutual trust, openness, and loving consideration which is appropriate within the body of our Lord Jesus Christ.

Section 2. Selection of Church Leaders

A. The election of Church Leaders shall be held as needed in a members' meeting of the Church. Two months prior to the election the Elders may seek recommendations and involvement from the general membership in the nomination process.

B. A slate of names of nominees to serve as Elders, Deacons, ministerial staff, Clerk, and Treasurer shall be presented by the Elders and made known to the Church at least one month prior to voting. Any member with reason to believe that a nominated candidate is unqualified for an office should express such concern to the Elders. Members intending to speak in opposition to a candidate should express their objection to the Elders as far in advance as possible before the relevant Church members' meeting at which the church votes on the candidates.

C. The Chairman of the Elders shall declare as elected those persons receiving a two-thirds majority of all votes cast for any office.

D. The persons elected shall assume their respective offices at the beginning of the fiscal year (unless another date has been specifically designated). Elections to fill any need that may occur during the course of the year may be held at any members' meeting, upon recommendation of the Elders.

Section 3. Calling of Staff Elders

A. In the calling of any man to a staff Elder position, the same basic process of calling an Elder must be followed, and the Elders shall encourage members of the congregation to submit names. The Elders shall nominate a Staff Elder candidate to the congregation, after which the Church shall be given adequate opportunity to assess the gifts and spiritual life of the potential Staff Elder.

B. In selecting a Staff Elder who is not a current member of the Church, the same biblical qualifications for all Elders, as listed in 6.2.2, will be prerequisite. The ability to preach will be assessed with particular care when selecting a potential preaching Elder. In addition, the Church shall receive assurance from the Elders that, having interviewed the man concerned, they are in no doubt as to his wholehearted assent to the Statement of Faith and Church Covenant.

C. The Elders shall bring only one recommendation to the Church at a time.

D. Notice of the nomination of a man to be elected to membership and called as a Staff Elder shall be given at two Sunday morning services following the nomination, prior to the vote at a members' meeting. The call of a Staff Elder shall take place at a members meeting set aside for that purpose. The extension of a call shall be made upon an affirmative vote of the members present, upon which he shall be a member of the Church, an Elder, and a Staff Elder, whom the Church shall publicly recognize as such.

ARTICLE 8. MINSTERIAL AND NON-MINISTERIAL STAFF

In proposing new paid ministerial staff positions, the Elders shall present a job description for each position to the membership for approval. The membership

may approve all candidates to fill such positions or may delegate this responsibility, on a position-by-position basis, to the Elders, Deacons, or other staff members. The Elders shall present a request to dismiss paid ministerial staff (i.e., those paid to do ministry) to the congregation. The Elders may hire and fire non-ministerial staff, or delegate that responsibility on a case-by-case basis. The Elders will report job descriptions, hiring decisions, and firing decisions for non-ministerial staff, or delegate that responsibility on a case-by-case basis. The Elders shall report to the congregation all changes to any job description.

ARTICLE 9. ECCLESIASTICAL AUTHORITY

Any disputes that arise over the interpretation of this Church's Constitution, Bylaws, or doctrine shall be deferred to the highest authority of this Church, the Elders, which shall serve as the highest tribunal in this Church.

ARTICLE 10. MUTUAL INTEREST

The behavior of anyone in fellowship with this Church is of common interest to the Elders and the membership. (Gal. 6:1) This Church requires every Director, employee, ministry leader, and volunteer adhere to a lifestyle that is consistent with the doctrines of this Church as taught in the Holy Scriptures.

ARTICLE 11. NON-PROFIT STATUS

Section 1. Private Inurement

No part of the net earnings of the Church shall inure to the benefit of, or be distributable to, its members, trustees, Officers, or other private persons, except that the Church shall be authorized and empowered to pay reasonable compensation for the services rendered and to make payments and distribution in furtherance of the purposes set forth in Article 1, Section 2 hereof.

Section 2. Political Involvement

No substantial part of the activities of the Church shall be the carrying on of propaganda or otherwise attempting to influence legislation. The Church shall not participate in or intervene in (including publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

ARTICLE 12. PROPERTY

Section 1. Title

All real and personal property of the Church shall be deeded to the Church and held in its name.

Section 2. Purchases and Sales of Property

The purchase or sale of real property shall be approved upon the recommendation of the Elders and a two-thirds majority vote of the members present and voting at a duly called and noticed meeting.

ARTICLE 13. CONFLICT OF INTEREST

Section 1. Ratification of Transaction.

Any contract or other transaction between the Church and one or more of its Elders or any corporation, firm, association, entity in which one or more of its Elders are officers or are financially involved will be either void or voidable because of such relationship or interest unless:

- The fact of such relationship or interest is disclosed in writing and known to the Board of Elders which authorizes, approves or ratifies the contract or transaction and is approved and/or ratified by a vote or written consent of a majority of the disinterested Elders; and
- The contract or transaction is fair and reasonable to the Church at the time it is authorized by the Board.

Section 2. Requirements for Approval by Elders.

For purposes of Section 1., a conflict of interest transaction is authorized, approved, or ratified if it receives the affirmative vote of a majority of the Elders on the Board of Elders, who have no relationship or interest in the transaction described, but a transaction may not be authorized, approved, or ratified under this Article by a single Elder.

ARTICLE 14. INDEMNIFICATION

Section 1. Mandatory Indemnification

If a legal claim or criminal allegation is made against a person because he or she is or was an Officer, employee, or agent of the Church, the Church shall provide indemnification against liability and costs incurred in defending against the claim if the Elders determine that the person acted (a) in good faith, (b) with the care an ordinarily prudent person in a similar position would exercise under similar circumstances, and (c) in a manner the person reasonably believed to be in the best interest of the church, and the person had no reasonable cause to believe his or her conduct was unlawful. The Church shall purchase appropriate insurance to meet these potential liabilities.

Section 2. Permissive Indemnification

At the discretion of the Elders, the Church also may indemnify any person who (a) acted in good faith and reasonably believed that his or her conduct was in the Church's best interest and (b) either believed that his or her conduct was not unlawful or failed to abide by a law that the Elders determine to be in contradiction to biblical obligations.

Section 3. Procedure

If a quorum of the Elders is not available for an indemnification determination because of the number of Elders seeking indemnification, the requisite determination may be made by the membership or by special legal counsel appointed by the membership.

ARTICLE 15. DISPUTE RESOLUTION

Believing that the Bible commands Christians to make every effort to live at peace and to resolve disputes with each other in private or within the Christian church (see, e.g., Matt. 18:15- 20; 1 Cor. 6:1-8), the Church shall urge its members to resolve conflict among themselves according to biblically based principles, without reliance on the secular courts. In the case of criminal activity within the congregation, the State has a God-given responsibility to protect the peace and security of its citizens that should be supported and encouraged. Consistent with its call to peacemaking, the Church shall encourage the use of biblically based principles and the avoidance of suits of law to resolve disputes between itself and those outside the church, whether Christian or pagan and whether individuals or corporate entities. The Elders shall adopt policies and procedures to effect these aspirations.

ARTICLE 16. DISSOLUTION

Section 1. Dissolution

In the event that the Elders of the church determine that there is reasonable cause to dissolve the Church as a corporate entity, the Elders shall recommend dissolution to the membership. The Elders shall call a special members' meeting as set out in these Bylaws. Notice of the meeting shall be sent in writing to the membership and posted at all entrances to the church building no less than sixty days prior to the meeting. The notice shall state that the purpose of the meeting is to consider dissolution of the corporation and how the assets of the corporation will be distributed after all creditors have been paid. At least two-thirds of the members present and voting at a duly called membership meeting must vote in the affirmative to approve the proposal of dissolution.

Section 2. Winding Up.

Upon the dissolution of the Church, none of its funds or assets shall be distributed to any Officer, Director, or any other individual. The Board shall, after paying or making provision for the payment of all of the liabilities of the Church, dispose of all of the funds and assets of the Church by conveying the same to another church or ministry of like faith and practice, provided that at the time, the

church or ministry meets the requirements for an exempt organization under section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provisions of any future United States Internal Revenue Law). Any such funds or assets not so disposed of shall be disposed of by a court of competent jurisdiction to such organizations as the court shall determine.

ARTICLE 17. OTHER ENTITIES

The Church by action of the Board may create other such legal entities as necessary to further the purpose of the Church, including but not limited to additional non-profit corporations, non-profit holding companies, and for-profit companies (whether a corporation or limited liability company) designed to promote the Church's stated purposes, but which may not qualify for tax-exempt status pursuant to the Internal Revenue Code of 1986.

ARTICLE 18. AMENDMENTS

These Bylaws may be amended by a simple majority vote of the members present and voting at any duly called and noticed membership meeting.

AMENDED by the Church membership on the 2nd day of March 2025.

Christine Lindahl
Christine Lindahl
Secretary