

**BYLAWS  
OF  
FAMILY BIBLE CHURCH OF EVANSVILLE, INC.**

**Article I – Name**

The name of this corporation is Family Bible Church of Evansville, Inc. (hereafter referred to as “**Church**”).

**Article II – Purposes**

The Church is a religious corporation organized exclusively for charitable, religious, educational, or 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.

The primary purposes of the Church shall include:

1. promoting the worship of God through the preaching of His Word;
2. instructing believers for the completion of their obedience to God consistent with His Word;
3. assisting the family as the primary instrument of instructing children in the Word of God and the Christian faith;
4. facilitating private and public prayer; and
5. proclaiming the gospel of Jesus Christ on mission fields at home and abroad, including, assisting and facilitating the establishment of new Churches and missions.

**Article III – Statement of Faith/Doctrinal Statement**

The Statement of Faith and Doctrinal Statement of this Church (hereafter referred to as “**Doctrinal Statement**”) is attached hereto and made a part hereof for all purposes. Every Church Member, Elder, Deacon, and Officer of the Church (all as more particularly defined below) shall be required to give full assent to the attached Doctrinal Statement. In addition, every individual serving in the role of teacher or ministry leader of the Church will be asked to give full assent to the attached Doctrinal Statement and in the event full assent cannot be given, upon examination of said differences and approval by the Elders (in their sole discretion and on a case-by-case basis), that individual will be allowed to serve in the role of teacher or ministry leader, with the understanding that at no point shall he or she contradict the Doctrinal Statement while carrying out such role.

## **Article IV – Church Membership**

**Section 4.1. Purpose of the Fellowship.** The congregation of Christian believers who have applied for membership and have been duly accepted for membership as set forth herein shall constitute a spiritual body united for the spiritual purposes set forth in the Articles of Incorporation and these Bylaws.

**Section 4.2. Membership Requirements.** Membership in the Church (hereafter referred to as “**Church Member**” or “**Church Membership**”) shall be open to all individuals who (1) confess Christ as their Lord and Savior, (2) give full assent to the Doctrinal Statement and subscribe to these Bylaws, (3) have been baptized, (4) have successfully completed any new member’s class as may be required by the Board of Elders, and (5) have signed our Membership Covenant, which will be renewed annually at a regularly scheduled worship service. (6) manifest a Godly lifestyle as determined by the Board of Elders. The procedure for obtaining Church Membership is set forth in these Bylaws. Church Membership shall not be assignable or transferable, nor shall such Church Membership vest to any personal representative, heir or devisee.

**Section 4.3. Members of the Fellowship.** Nothing contained in these Bylaws shall be construed to limit the right of the Church, or any Elder, Deacon, Officer, representative or agent of the Church to refer to any individual(s) associated with the Church as “members” or “congregational members” even though such individuals are not Church Members, within the meaning set forth in these Bylaws, and shall have none of the privileges set forth in these Bylaws.

**Section 4.4. Application for Membership.** All requests for Membership shall be made to an Elder, or such other person as may be designated by the Board of Elders from time to time. No person may be admitted as a Church Member without his or her consent.

**Section 4.5. Denial of Membership.** If, upon review of an application for Membership or after meeting with a prospective Church Member, the Board of Elders (in their sole discretion) determines that the applicant does not meet the requirements set forth in this Article, Church Membership may be denied. The Board of Elders shall be the final authority with respect to Membership decisions and there shall be no appeal to any court from any such decision.

**Section 4.6. Admission of Applicants.** Applicants admitted to Church Membership shall, if possible, present themselves at a worship service designated by the Pastor/Teacher and Board of Elders, at which service such applicants shall publicly affirm their Membership Covenant and be publicly acknowledged as Church Members.

**Section 4.7. Responsibilities of Members.** Church Members shall be responsible for faithful support of the body of Christ, the Church (II Cor. 9:6-15; Heb. 10:24-25) and a ministry of support and encouragement to one another (Gal. 6:2; Col. 3:12-17). Members shall seek to exercise their spiritual gifts for the mutual benefit of all the Church body (I Cor. 12:7) and shall submit to the loving rule of the Elders (I Thess. 5:12-13; Heb. 13:7, 17). These responsibilities are further summarized in the Membership Covenant. Church Members who are at least 18 years of age shall participate in the key decisions of this

Church as set forth below. Church Members are always encouraged to contact an Elder if they wish to meet with the Board of Elders to discuss any matter of concern related to the Church.

**Section 4.8. Privileges and Limitations of Members.** Except as provided in the Articles of Incorporation or these Bylaws, Church Members shall have the sole power and authority to:

1. approve the purchase, construction or sale of any Church real estate;
2. approve any non-budgetary expenditures in excess of \$20,000;
3. approve the establishment of all salaried Church positions;
4. approve the annual Church budget;
5. approve installation of pastoral staff;
6. elect and remove Elders of the Church;
7. elect and remove Deacons of the Church; and
8. adopt, repeal, and/or the amend Articles of Incorporation or Bylaws.

**Section 4.9. No Interests in Assets of Church.** Those admitted to Church Membership have no equity in the assets or property of the Church, whether real or personal. All assets and property of the Church are dedicated to religious, charitable and educational purposes outlined in the Articles of Incorporation and these Bylaws.

**Section 4.10. Initial Meeting of Members.** The initial meeting of the Church Members shall be held no later than six (6) months after adoption of these Bylaws. At such initial meeting, the Church Members shall:

1. elect Elders of the Church;
2. approve the initial Church budget; and
3. transact such other business as may properly come before the meeting.

**Section 4.11. Annual Meetings of Members.** The annual meeting of Church Members shall be held during the last two months of the fiscal year at the principal office of the Church or at some other location as may be designated by the Board of Elders from time to time. The fiscal year of the Church shall be fixed by resolution of the Board of Elders. In the absence of such resolution, the fiscal year shall end December 31st of each year.

At the annual meeting the Church Members consider and action upon the following:

1. elect any Elders and Deacons;
2. approve the annual budget;
3. consider reports on the activities and financial condition of the Church; and
4. transact such other business as may properly come before the meeting.

**Section 4.12. Special Meetings.** Special meetings of the Church Members may be called at any time by or at the request of, the President, the Board Elders, or by a petition signed dated, and delivered to the Church's Secretary by Church Members in possession of not less than twenty-five percent (25%) of the voting Church Members on an issue to be considered at the proposed special meeting. Notice of such meeting shall be given according to the terms and conditions of Section 4.13 below.

**Section 4.13. Notice and Place of Meetings.** All meetings of Church Members shall be held at the principal office of the Church, or at some suitable place as may be designated by the Board of Directors from time to time. Notice of the annual or any special meeting of the Church Members shall be given orally from the pulpit for two (2) successive Sundays prior to the scheduled meeting, with the particular matter(s) or purpose(s) of such meeting being stated in the notice. In the calling of special meetings for purposes where an interval after advance notice is required by provision in these Bylaws or according to law, such provisions shall be observed. Where written notice of any meeting is required to be in writing, pursuant to these Bylaws or according to law, such notice may be personally delivered or mailed to each Church Member at his or her address as shown by the records of the Church or transmitted electronically by means capable of verification. If mailed, such notice shall be deemed effective when deposited in the United States mail in a sealed envelope so addressed, with postage thereon prepaid. If written notice is delivered by any means other than United States mail, such notice shall be deemed to be delivered when actually received. Any Church Member may waive notice of any meeting and the attendance of a Church Member at any meeting will constitute a waiver of notice of such meeting, except where a Church Member attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened. The business to be transacted at the meeting need not be specified in the notice or waiver of notice of such meeting, unless specifically required by these Bylaws or by law.

**Section 4.14. Quorum.** At any meeting of the Church Members, the presence of members possessing at least ten percent (10%) of the votes entitled to be cast by on a matter shall constitute a quorum for the transaction of any business.

**Section 4.15. Voting.**

- A. **Membership Voting Eligibility.** A Church Member must be at least eighteen (18) years of age to be eligible to vote.
- B. **Members Entitled to One Vote.** All eligible Church Members shall be entitled to one (1) vote on each matter voted on by the Church Members.
- C. **No Proxy Voting.** Church Members must be physically present at a meeting of Church Membership to vote on such matters as may come before the meeting. There shall be no proxy or absentee voting.
- D. **Approval of Action.** If a quorum exists, action by Church Members is approved if the number of votes cast favoring the action exceeds the number of votes cast opposing the action (simple majority); excluding the following actions, which must be approved by two-thirds (2/3's) of all Church Members:

1. calling of pastoral staff;
  2. election, removal, and fixing of number of Elders;
  3. purchase, construction or sale of any Church real estate;
  4. non-budgetary expenditures in excess of \$20,000;
  5. amending or repealing the Articles of Incorporation or Bylaws.
- E. No Disciplinary Action. Notwithstanding anything in these Bylaws to the contrary, voting privileges are restricted to Church Members who are not under any disciplinary action.

**Section 4.16. Conduct of Meetings.** The chairman of the meeting shall be the president, or in the president's absence, the vice president, who shall call the meeting to order at the duly designated time and business shall be conducted in the following order:

- A. Ascertainment of Quorum. For the purpose of determining whether or not a quorum is present, the secretary shall call the roll of Church Members or take such other action as may be required to establish that a quorum is present.
- B. Minutes. The secretary shall read the minutes of the last meeting.
- C. Reports. The officers and committees shall make such reports as may be appropriate. If the meeting is the annual meeting, the president and chief financial officer, or their designees, shall report on the activities and financial condition of the Church and the proposed annual budget for the fiscal year shall be presented for approval or amendment.
- D. Nomination and Election of Board of Elders. If the meeting is an annual meeting, or a special meeting called to fill a vacancy on the Board of Elders, an election of Elders shall be held.
- E. Other Business. Such other business, old or new, may then be brought before the meeting.
- F. Adjournment. Following the completion of the presentation of such other business as may come before the meeting the meeting, shall adjourn.

**Section 4.17. Church Discipline**

- A. The three-fold purpose of Church Discipline is to:
  1. glorify God by maintaining purity in the local Church (I Corinthians 5:6),
  2. edify believers by deterring sin (I Timothy 5:20), and
  3. promoting the spiritual welfare and restoration of the offending believer by calling him or her to return to a biblical standard of doctrine and conduct. (Galatians 6:1).
- B. Church Members and all other professing Christians who regularly attend or fellowship with this Church who err in doctrine without repentance after

correction, or who engage in conduct that violates Scripture as determined by the Board of Elders, shall be subject to Church Discipline, including dismissal according to Matthew 18:15-18. Before such dismissal, however,

1. it shall be the duty of any Church Member who has knowledge of the erring individual's heresy or misconduct to warn and correct such erring individual in private, seeking his or her repentance and restoration. If the erring individual does not heed this warning, then
  2. the warning Church Member shall again go to the erring individual, seeking his or her repentance, but accompanied by one or two individuals who shall confirm that the sin has occurred or is continuing to occur, and/or that the erring individual has been appropriately confronted and has refused to repent. If the erring individual still refuses to heed this warning, then
  3. it shall be brought to the attention of the Board of Elders. If the Board of Elders determines, after thorough investigation in accord with the procedures prescribed by pertinent Scripture, including Matthew 18:15-18, I Timothy 5:19, Titus 3:10, and Galatians 6:1 that there is corroborating evidence that the erring individual has sinned or is continuing to sin, that he or she has been appropriately confronted, and that he or she has refused to repent, then the Elders shall inform the Church and the congregation thereof at a regularly scheduled worship service or regular or specially called meeting in order that the Church may call the erring individual to repentance. If the erring individual demonstrates repentance, then notice to that effect shall be given at a regularly scheduled worship service. If, however, the erring individual does not repent in response to the Church in its collective call to repentance, then
  4. he or she shall be publicly dismissed from the fellowship and/or Church Membership and the congregation thereof at a regularly scheduled worship service.
  5. If the erring individual, after such dismissal, heeds the warning, demonstrates repentance, and requests reinstatement before the Board of Elders, then upon approval by the Board of Elders (in their sole discretion) he or she shall be publicly restored to all the rights, duties, privileges, and responsibilities of fellowship and/or Church Membership, as applicable.
- C. Notwithstanding the foregoing, the Board of Elders (in the exercise of their sole discretion) may proceed directly to the third stage of Church Discipline, (i.e. the informing of the Church and the congregation thereof at a regularly scheduled worship service in order that the Church may call the erring individual to repentance) and then to the fourth stage of Church Discipline,

(i.e. the dismissal from the fellowship and/or Church Membership) when one or more of the following have occurred:

1. Where the transgression and the refusal to repent have been public, i.e. openly and to the offense of the whole Church (I Cor. 5:1-5);
  2. Where the first and second stages of Church Discipline have effectively occurred simultaneously;
  3. Where the disciplined party has taught or otherwise disseminated doctrine deemed false or erroneous by the Elders, then chosen to disregard the direction and reproof of the Elders (Rom. 16:17); or
  4. Where the disciplined party has been warned once by the Elders, or a duly constituted committee thereof, to cease from factious and divisive conduct and has chosen to disregard that warning (Titus 3:10-11).
- D. All Church Members, and all other professing Christians who regularly attend or fellowship with this Church, agree that there shall be no appeal to any court because of the dismissal or because of public statements to the congregation at the third or fourth stages of Church Discipline. Church Members, who are under discipline by the Church, as defined in these Bylaws, may resign from the Church voluntarily, but in so doing, may not thereafter become a Church Member absent unanimous approval by the Board of Elders.
- E. Separate and apart from the process of Church Discipline, but subject to the discretion and approval of the Board of Elders (or a duly constituted subcommittee thereof), a Church Member, non-member regular attendee, or other individual may be notified that he or she is not to be present upon Church premises for such a period of time as is deemed necessary for the safety and well-being of others on Church premises. Such required absence may, but need not, be concurrent with Church Discipline of that person.
- F. Separate and apart from the process of Church Discipline, but subject to the discretion and approval of the Board of Elders (or a duly constituted subcommittee thereof), the names of any Church Members who have not attended a worship service, class session or group meeting of the Church for a period of six (6) months or longer, or have failed to renew their annual Membership Covenant may be removed from the Church Membership rolls. Upon such removal, the person so removed shall not longer have any of the privileges of Church Members, including, without limitation, the right to vote on any matter. A Church Member removed pursuant to this subsection may apply to the Board of Directors for reinstatement which may be granted or denied by the Board of Elders in their sole discretion.

## **Article V – Board of Elders (Directors)**

**Section 5.1. General Statement on Church Governance.** The only head of the Church is Jesus Christ as he rules in the affairs of his Church by the leading of the Holy Spirit and the Word of God through human agency. Under the authority of Jesus Christ and the Word of God, the Church Members are the final authority. This authority is primarily exercised through the election of Elders who are responsible for the shepherding and general oversight of the Church. The Board of Elders shall consist of men called by God, but recognized and confirmed by the Church Members. It is the duty of each Elder of the Church to seek humbly the mind of Christ in all things and to lead in a gentle, Godly and wise manner as enabled by the Holy Spirit. The use of the term “Elder” or phrase “Board of Elders” in these Bylaws, the Articles of Incorporation, or any other Church Document shall also mean and refer to the term “Director” or phrase “Board of Directors” as used by the Indiana Nonprofit Act of 1991 and it is intended that the use of such term or phrases shall be synonymous.

**Section 5.2. General Powers and Responsibilities.** Church powers shall be exercised under the authority of and the business and affairs of the Church managed under the direction of the Elders who shall oversee the ministry and resources of the Church. In keeping with the principles set forth in Acts 6: 1–6 and I Peter 5: 1–4, the Elders shall devote their time to prayer, the ministry of the Word (by teaching and encouraging sound doctrine), and shepherding God’s flock. Without limiting any greater power granted herein, the Elders shall take particular responsibility to examine and instruct prospective Church Members, examine and recommend all prospective pastors and ministers, oversee the work of the Deacons and appointed Church agents and committees, conduct worship services, administer the ordinances of baptism and communion, equip the Church Membership for the work of the ministry, encourage sound doctrine and practice, admonish and correct error, oversee the process of Church Discipline, coordinate and promote the ministries of the Church, and mobilize the Church for world missions. The Elders are further to ensure that all who minister the Word to the congregation, including outside speakers, share the Church’s fundamental convictions.

**Section 5.3. Number and Term.** The Church shall have no fewer than three (3) Elders. The exact number of Elders shall initially be fixed at three (3); provided, however, that the number of Elders may be increased or decreased (but in no event to less than three (3)) by a vote of two-third’s (2/3) of the Church Members. Unless removed according to the provisions of these Bylaws, the term of each Elder shall be three (3) years. Despite expiration of an Elder’s term, the Elder continues to serve until a successor is elected or there is a decrease in the number of Elders. Elders may be elected for successive terms; provided, however, that after an Elder, other than the Senior Pastor or Associate Pastor, has served for two (2) consecutive terms, he is not eligible for re-election for one (1) year after expiration of his last term. After such period, the former Elder may be eligible for re-election as an Elder and subject to the one-year leave requirement, there is no limit on the number of terms an Elder may serve.

**Section 5.4. Qualifications.** Each Elder must be an active male Church Member and possess the qualifications described in I Timothy 3:1-7 and Titus 1:6-9. He shall be:

1. Blameless as a steward of God; above reproach (I Timothy 3:2, Titus 1:6-7);
2. Husband of one wife; a one-woman man (I Timothy 3:2, Titus 1:6);
3. Temperate, sober, vigilant (I Timothy 3:2);
4. Sober-minded, prudent (I Timothy 3:2, Titus 1:8);
5. Of good behavior, orderly, respectable (I Timothy 3:2);
6. Given to hospitality (I Timothy 3:2, Titus 1:8);
7. Able to teach, exhort believers and refute false teaching (I Tim. 3:2, Titus 1:9);
8. Not given to wine (I Timothy 3:3, Titus 1:7);
9. Not violent, not pugnacious (I Timothy 3:3, Titus 1:7);
10. Patient, moderate, forbearing, gentle (I Timothy 3:3)
11. Not a brawler, uncontentious; not quick-tempered (I Timothy 3:3, Titus 1:7);
12. Not covetous, a lover of money, or greedy (I Timothy 3:3, Titus 1:7);
13. Rules well his own house (I Timothy 3:4);
14. Having children who believe, not accused of dissipation or rebellion (Titus 1:7);
15. Not a novice; not a new convert (I Timothy 3:6);
16. Has a good report or reputation with outsiders (I Timothy 3:7);
17. Not self-willed (Titus 1:7);
18. A lover of good men and things (Titus 1:8);
19. Just, fair (Titus 1:8);
20. Holy, devout (Titus 1:8); and
21. Self-controlled (Titus 1:8)

#### **Section 5.5. Selection/Election of Elders.**

- A. Any Church Member may nominate a candidate to the Board of Elders. Upon nomination, the existing Board of Elders shall consider the candidate on the basis of his apparent qualifications for such position.
- B. Elder candidates shall be required to complete a written application, give full assent to the Doctrinal Statement, be personally interviewed by the existing Board of Elders, and complete any other preliminary requirements as may be determined by the Board of Elders from time to time.
- C. In the event the Board of Elders concludes that a candidate is not qualified to serve as an Elder, they shall so inform the candidate stating the reasons for their conclusion. In such event, the candidate shall not be considered further for the position of Elder at that time.
- C. Where the Board of Elders concludes that a candidate is qualified to serve as an Elder, such candidate shall be introduced to the entire Church congregation at two (2) consecutive worship services. The Board of Elders shall also make available copies of the candidate's written application and such other materials deemed necessary or appropriate for the consideration of such candidate. At any time during the following two (2) weeks beginning after the candidate was first introduced to the Church congregation, anyone (whether a Church Member or otherwise) may voice his or her support or objections with respect to any candidate privately and to an Elder.

- D. After expiration of the two-week consideration period described above, the Board of Elders will further consider the candidate based on any comments or other matters and shall recommend either final submission of the candidate to the Church Membership for a vote or, alternatively, recommend that such candidate not be submitted to the Church Membership for a vote. If recommended for a vote, the vote will be taken at the next annual Church Membership meeting or at a special meeting of Church Membership called for such purpose. The vote of the Church Membership shall be conducted by secret ballot and shall otherwise be in accordance with the procedures described in Article IV of these Bylaws.
- E. Any newly elected Elder shall be recognized before the entire Church congregation at an installment service.

**Section 5.6. Powers of the Board of Elders.** The Board of Directors shall have such powers as are reasonably necessary to accomplish the performance of their duties. These powers, in addition to any powers prescribed by law, the Articles of Incorporation, include, but are not limited to, the power to:

- A. Employment. The Elders shall have primary responsibility for the employment, supervision, evaluation and removal of staff members of the Church, subject to any limitations imposed by these Bylaws. The Elders may establish non-paid ministry positions or committees to assist them in fulfilling their responsibilities.
- B. Hiring of Professionals. Employ legal counsel, accountants or other professionals as in the judgment of the Board of Directors may be necessary or desirable in connection with the performance of the business and affairs of the Church;
- C. Bank Accounts. Open and maintain a bank account or accounts in the name of the Church and make such disbursements from the funds and properties of the Church as are required to fulfill the purposes of this Church, subject to any limitations imposed by these Bylaws;
- D. Rules and regulations. Adopt, revise, amend and alter from time to time reasonable rules and regulations with respect to the Church;
- E. Exercise Powers Generally. Exercise for the Church all powers, duties and authority vested in or delegated to the Church and not reserved to the Church Membership by other provisions of these Bylaws and authorize and direct any officer or officers of the Church to execute and deliver for and on behalf of the Church, such documents and instruments as may be necessary or required in the exercise of said powers, duties and authority;
- F. Declare Vacancies. Declare the office of an officer or a member of the Board of Elders to be vacant in the event such officer or member shall be absent for three (3) consecutive regular meetings of the Board of Directors.

**Section 5.7. Limitations on Elders.** Notwithstanding anything to the contrary in these Bylaws, no Elder shall hold the office of Deacon during his tenure as Elder.

**Section 5.8. No Loans or Guarantees to Elders or Officers.** The Church may not lend money to or guarantee the obligation of any Director or officer of the Church.

**Section 5.9. Organization.** The Board of Elders shall organize however they determine to be best to achieve the mission of the Church. The Elders shall be equal in authority but may be specialized in function.

**Section 5.10. Annual Meeting of Elders.** A regular annual meeting of the Board of Elders shall be held immediately after and at the same place as the annual meeting of the Church Members for the transaction of such business as may properly come before the meeting, without notice other than these Bylaws. The Board of Elders may provide, by resolution, the time and place for holding additional regular meetings without notice other than such resolution.

**Section 5.11. Special Meetings.** Special meetings of the Board of Elders may be called by or at the request of the president or a majority of the Elders. Notice of such meeting shall be given according to the terms and conditions of Section 5.12 below.

**Section 5.12. Notice and Place of Meetings.** All meetings of the Board of Elders shall be held at the principal office of the Church, or at some suitable place as may be designated by the Board of Directors from time to time. All meetings of the Board of Elders may also be conducted by means of electronic communication through which the Elders may simultaneously hear each other. Notice of any special meeting of the Board of Elders shall be given at least five (5) days prior thereto by written or oral notice to each Director. If written, such notice may be personally delivered or mailed to each Elder at his address as shown by the records of the Church or transmitted electronically by means capable of verification. If mailed, such notice shall be deemed effective when deposited in the United States mail in a sealed envelope so addressed, with postage thereon prepaid. If written notice is delivered by any means other than United States mail, such notice shall be deemed to be delivered when actually received. Any Elder may waive notice of any meeting and the attendance of an Elder at any meeting will constitute a waiver of notice of such meeting, except where such Elder attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened. The business to be transacted at the meeting need not be specified in the notice or waiver of notice of such meeting, unless specifically required by these Bylaws or by law.

**Section 5.13. Quorum.** The presence of a majority of the then qualified and acting Elders shall constitute a quorum for the transaction of any business. The Board shall annually select its Chairman and Vice-Chairman from among its Lay Elders.

**Section 5.14. Voting and Approval of Actions.** The acts approved by a majority of the Elders present at any meeting in which there is a quorum, shall constitute the acts of the Church; provided, that not action may be approved without at least two (2) Elders voting in support of such action. Any action required or permitted to be taken at any meeting of the Board of Elders, or any committee thereof, may be taken without a meeting if prior to such action a written consent to such action is signed by all Directors or

members of such committee, as the case may be, and such written consent is filed with the minutes of proceedings of the Board or committee.

**Section 5.15. Resignation/Removal.** Any Elder may resign at any time by giving written notice of such resignation to the Board of Elders, the presiding officer of the Board of Elders, or the president or secretary of the Church. Without limiting the generality of the foregoing, any Elder may be removed if he is found to be physically or mentally incapacitated or spiritually unqualified (according to pertinent Scripture including I Timothy 3:1-7 and Titus 1:5-9), after thorough corroborating investigation by the remaining Elders, in accord with the procedures prescribed by pertinent Scripture, (including Matthew 18:15-18 and I Timothy 5:19-21). Any Elder may be removed by two-third's (2/3's) vote of the Church Members at any regular or special meeting. When an Elder is removed because of sin that is deemed sufficient to disqualify him from shepherding, the removal shall be accompanied by a public rebuke, and notice shall be made before the Church and the congregation thereof at a regularly-scheduled worship service as prescribed in I Timothy 5:20.

**Section 5.16. Vacancies.** Any vacancy occurring in the Board of Elders by reason of death, removal, resignation, or otherwise, shall be filled by vote of the Church Members at a special meeting called for that purpose. Each Director so elected shall serve in the capacity of a Director until the next annual meeting of the Church Members or until such time as a successor is duly elected and qualified.

**Section 5.17. No Compensation.** Elders, as such, shall not receive any compensation for their services; however, Elders may receive reimbursement for all expenses reasonably incurred by them in the performance of their services as Elders and/or as members of any committee appointed by the Board of Elders. Nothing herein contained shall be construed to preclude any Elders from serving the Church in any other capacity and receiving compensation. Any person receiving compensation, directly or indirectly from the Church shall not be in a position to determine the nature or amount of said compensation.

**Section 5.18. Rights of Inspection.** Every Elder shall have the absolute right at any reasonable time to inspect and copy all books, records and documents of every kind and to inspect the physical properties of the Church of which such individual is an Elder, for a purpose reasonably related to such individual's interest as an Elder. Counseling records of an Elder are such Elder's personal property and not the property of the Church.

## **Article VI - Deacons**

**Section 6.1. Deacons.** The Deacons shall consist of male members possessing the qualifications described in I Timothy 3:8-13 and shall be elected as set forth in these Bylaws. Each Deacon shall serve until he resigns, is removed or his term (as set forth from time to time by the Elders) expires. The Deacons shall assist the Elders in the shepherding of the saints, aid in the general care of the Church, be responsible for the protection, management and upkeep of Church property and perform other duties as assigned by the Board of Elders. A Deacon shall be a man of dignity, not double-tongued, not addicted to much wine, not fond of sordid gain, holding to the mystery of the faith with

a clear conscience, first tested and found beyond reproach. Deacons shall be required to give full assent to the Doctrinal Statement before assuming office.

**Section 6.2. Removal of Deacons.** Any Deacon may be removed from office at any regular or special meeting of the Board of Elders if he is found to be physically or mentally incapacitated or spiritually unqualified (according to pertinent Scripture, including I Timothy 3:8-13), after thorough corroborating investigation by the Elders, in accord with the procedures prescribed by pertinent Scripture, including Matthew 18:15-18.

## **Article VII – Officers**

**Section 7.1. Officers.** The officers of the Church shall consist of a president, a vice president, a secretary and a treasurer. The Board of Directors, by resolution, may create and define the duties of other offices in the Church.

**Section 7.2. Election and Term of Office.** The officers of the Church shall be elected annually by the Board of Elders at the regular annual meeting of the Board of Directors. If the election of officers is not held at such meeting, such election shall be held as soon thereafter as is convenient. Each officer shall hold his or her respective office until the next annual meeting of the Board of Elders or until such time as a successor has been duly elected and qualified.

**Section 7.3. President.** The president shall be elected from among the Elders and shall be the chief executive officer. The president shall preside at all meetings of the Board of Elders and at all meetings of the Church and be subject to directions of the Board of Elders. The president shall have general executive supervision over the business and affairs of the Church and shall have and discharge all the general powers and duties usually vested in the office of a president or chief executive officer of an association authorized under the laws of the State of Indiana. The President shall have such authority and shall perform such other duties as may be determined by the Board of Elders or otherwise provided for in the Articles of Incorporation, or in these Bylaws.

**Section 7.4. Vice President.** The vice president shall perform all duties incumbent upon the president during the absence or disability of the president and perform such other duties as these Bylaws may require or the Board of Elders may prescribe.

**Section 7.5. Secretary.** The secretary shall have the custody and care of the records, minutes and books of the Church. The secretary shall attend all meetings of the Board of Elders; shall keep, or cause to be kept in a book provided for the purpose, a true and complete record of the proceedings of such meetings; and shall perform a like duty for all standing committees appointed by the Board of Elders when required. The secretary shall attend to the giving and serving all notices of the Church; shall file and take charge of all papers and documents belonging to the Church; and shall perform such other duties as these Bylaws may require or the Board of Elders may prescribe.

**Section 7.6. Treasurer.** The treasurer shall keep correct and complete records of account, showing accurately at all times the financial condition of the Church; shall be the legal custodian of all monies, notes, securities and other valuables which may from time to

time come into the possession of the Church; shall immediately deposit all funds of the Church coming into the treasurer's hands in some reliable bank or other depository to be designated by the Board of Elders and shall keep such bank account in the name of the Church; shall furnish at meetings of the Board of Elders, or whenever requested, a statement of the financial condition of the Church; and shall perform such other duties as these Bylaws may require or the Board of Elders may prescribe.

**Section 7.7. Delegation of Authority.** In case of the absence of any officer of the Church, or for any other reason that the Board of Elders may deem sufficient, the Board of Elders may delegate the powers or duties of such officer of the Church to any other officer of the Church, or to any Elder, for the time being, provided a majority of the entire Board of Elders concurs therein.

**Section 7.8. Other Officers.** The Board of Elders may elect such other officers as the affairs of the Church may require, each of whom shall hold office for such period and have such authority and perform such duties as the Board of Elders may from time to time determine.

**Section 7.9. Committees.** The Board of Elders shall appoint such committees as is deemed appropriate in carrying in carrying out its purpose.

**Section 7.10. Bond.** The Board of Elders may require such officers as the Board of Elders deems necessary to provide a fidelity or surety bond indemnifying the Church against larceny, theft, embezzlement, forgery, misappropriation, wrongful extraction, willful misapplication and other acts of fraud or dishonesty in such sums and with such sureties as may be approved by the Board of Elders and any such bond shall specifically include protection for any insurance proceeds received for any reason by the Board of Elders. The cost of such bond shall be paid by the Church as a common expense.

### **Article VIII – Indemnification of Elders (Directors) and Officers**

The Elders and officers shall not be liable to the Church or any Church Member thereof for any error or mistake of judgment in exercising and carrying out said duties and responsibilities as Elders or officers, except for said Elders' or officers' own individual willful misconduct, bad faith or gross negligence. The Church shall indemnify any person made a party to any action, suit or proceeding by reason of the fact that he or she, his or her testator or intestate, is or was a Elder or officer of the Church, against any and all liability or loss related to said action, suit, or proceeding, including but not limited to reasonable attorney's fees and other expenses actually and reasonably incurred in connection with the defense of such action, suit or proceeding, or in connection with any appeal therein, except in relation to a matter as to which it shall be adjudged in such action, suit or proceeding that the actions of such officer or Elder constituted gross negligence, bad faith, or willful misconduct in the performance of his or her duties. The Church may also reimburse to any such person the reasonable costs of settlement of any such action, suit or proceeding, if it shall be found by a majority of a committee composed of the Elders not involved in the matter in controversy (whether or not a quorum) that it is in the interest of the Church that such settlement be made and that the conduct of such

person did not constitute gross negligence, bad faith, or willful misconduct. Such rights of indemnification and reimbursement shall not be deemed exclusive of any other rights to which such person may be entitled apart from the provisions of these Bylaws.

## **Article IX - The Senior Pastor**

**Section 9.1. Election.** The Board of Elders shall serve as the Search Committee for a new Senior Pastor.

- A. The Board of Elders shall solicit applications from candidates for review.
- B. After evaluating candidates, the Board of Elders shall decide which candidates to interview.
- C. After interviews are conducted, the Board of Elders will vote to accept a candidate or continue the search. The vote to accept a candidate must be unanimous among the Elders. Before being presented to the Church Members for evaluation, the Church Members must receive assurance from the Elders that, having interviewed the man concerned, they are in no doubt as to his wholehearted assent to the Doctrinal Statement.
- D. The candidate shall be presented to the Church Membership for questions at a regular or specially called meeting and shall preach on two (2) consecutive Sundays. Oral notice of the Members' meeting stating its object and preaching engagements and meeting shall be given from the pulpit on the two (2) successive Sundays prior to the first preaching engagement. Notice shall also be given by mail to the Church Membership at least one (1) week before the meeting for questions.
- E. The Church Members shall vote at a specially called meeting. The vote to accept a candidate must have two-third's (2/3's) approval of the Church Members.

### **Section 9.2. Qualifications:**

- A. In order to qualify as a pastor, the candidate should be a graduate of a conservative, evangelical school, or have equivalent knowledge, skills, and experience;
- B. He must be in full agreement with the Doctrinal Statement;
- C. He must meet the Biblical requirements of an Elder.
- D. He must demonstrate proficiency in teaching.

**Section 9.3. Duties.** The senior pastor shall be required to be an Elder. He shall perform the duties of an Elder described above, and shall be recognized by the Church as particularly gifted and called to the full-time ministry of preaching and teaching. The Senior Pastor shall arrange for and conduct all public and regular services of the Church and shall be responsible, with the help of the other Elders, for the leadership and general oversight of the spiritual welfare of the Church. He shall be an ex-officio member of all councils and committees and shall be responsible to the Board of Elders. In the absence

or incapacity of the senior pastor, the Elders shall assume responsibility for his duties, any of which can be delegated.

**Section 9.3. Removal.** Removal of the Senior Pastor shall proceed according to the same provisions established for Elders with the exception that the Senior Pastor will not be subject to the one-year leave requirement set forth above for other Elders. In the event of the Senior Pastor's resignation, his resignation must be submitted in writing to the Board of Elders for their consideration at least thirty (30) days in advance of desired date of resignation. The Board of Elders may prescribe severance pay or other benefits as they shall determine.

**Section 9.4. Term.** The term of the Senior Pastor shall be fixed by the Board of Elders.

### **Article X – Associate Pastoral and Ministerial Staff**

**Section 10.1. Definition.** The Board of Elders may recommend Associate Pastoral and Ministerial Staff to the Church Membership for election. Pastors are among the Elders of the Church, who in response to God's call, have devoted their vocational lives to the ministry of the Word and prayer in the service of the Church of Christ. Ministers are the non-Elder ministers of the Church who, in response to God's call, serve the Church of Christ as their primary vocation. Both Pastors and Ministers are supported financially by the Church in return for their vocational labors.

**Section 10.2. Election.** The Church Members shall install Pastors and Ministers by a vote of two-third's (2/3's) of all Church Members at any duly called meeting of the Membership.

**Section 10.3. Duties.** In addition to the duties of office described for Elders or Deacons, Pastors and Ministers shall perform specific duties determined by the Board of Elders. The duties shall be in writing at the time of the call to service, and Elders shall approve substantial changes. The Church's call of a Pastor is a call to the Eldership of the Church. Therefore Pastors shall be members of the Board of Elders and have all the Biblical qualifications of an Elder. Ministers are not necessarily called to the Eldership, but as assisting partners in the ministry. Ministers may be called by the Church to the Board of Elders when appropriate.

**Section 10.4. Tenure.** Pastoral and Ministerial staff may serve indefinitely.

**Section 10.5. Removal.** Removal of a Pastor or Minister shall proceed according to the same provisions established for Elders. In the event of a Pastor or Minister's resignation, his (or her) resignation must be submitted in writing to the Board of Elders for their consideration at least thirty (30) days in advance of desired date of resignation. The Board of Elders may prescribe severance pay or other benefits as they shall determine. In addition, Pastoral and Ministerial staff will be subject to evaluation concerning the performance of their duties by the Board of Elders. The Board of Elders have the right to remove any Pastoral or Ministerial staff should they fail in their duties.

## **Article XI – Books and Records**

The Church shall keep correct and complete books and records of account shall keep minutes of the proceedings of its Board of Elders and committees having and exercising any of the authority of the Board of Elders. All books and records of the Church may be inspected by any Elder, or any Elder's agent or attorney, for any proper purpose at any reasonable time.

## **Article XII – Contracts, Checks, and Deposits**

**Section 12.1. Contracts.** The Board of Elders may authorize any two (2) officers or agents of the Church, in addition to the officers so authorized by these Bylaws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Church, and such authority may be general or may be confined to specific instances.

**Section 12.2. Checks, Drafts, or Orders.** All checks, drafts, notes, bonds, and orders for the payment of money, shall, unless otherwise directed by the Board of Elders or unless otherwise required by law, be signed by any two of the following officers who are different persons: president, vice president, treasurer or secretary.

**Section 12.3. Deposits.** All funds of the Church shall be deposited from time to time to the credit of the Church in such banks, trust companies, or other depositories as the Board of Elders may select. The Church shall hold, manage, and disburse any funds or properties received by it from any source in a manner that is consistent with the expressed purposes of this Church.

**Section 12.4. Receipt, Investment, and, Disbursement of Funds.** The Church shall receive all monies or other properties transferred to it for the purposes for which the Church was formed. However, nothing contained herein shall require the Board of Elders to accept or receive any money or property of any kind if it shall determine in its sole discretion that receipt of such money or property is contrary to the expressed purposes of the Church.

## **Article XIII – Settlement of Disputes**

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., Matthew 18: 15–20, I Corinthians 6: 1–8), the Church shall encourage Church Members to resolve conflict among themselves according to biblically based principles, without reliance on the secular courts. In the event that Church Members are unable to resolve their dispute, the Elders of the Church will intervene to assist in resolving the matter. In any dispute arising between Church Members, pastors, or staff pertaining to any matters of spiritual teaching or practices, Church finances, or title to property purchased with Church contributions, the dispute shall be resolved by the Board of Elders of the Church. A decision shall be reached after prayerful consideration in a spirit of humility, with each Elder regarding one another before himself. Consistent with its call to peacemaking, the Church shall encourage the use of biblically based principles to resolve disputes between itself and those outside the Church, whether Christian or pagan and whether individuals or corporate entities.