



Redeemer Fellowship Church

BY-LAWS

Ratified on June 26, 2022

7501 Hogue Rd, Evansville, IN 47712
evansvillechurch.com

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Article 1

Location of Offices and Affiliation

The name of this Corporation is Redeemer Fellowship Church (Redeemer). It is an Indiana nonprofit religious corporation with its principal offices in Evansville, IN. This church currently affiliates voluntarily with the Southern Baptist Convention, the State Convention of Baptists in Indiana, and the Harbor Network.

Article 2

Purpose

This corporation is organized for exclusively religious purposes. Redeemer desires to be a church that is a community of saints built together by God as His dwelling place in the Spirit.

Redeemer's Values:

Christ: Everything that Redeemer does should reflect Christ. Everything that Redeemer does should reflect Christ. He receives the glory from our actions.

Character: A collection of people, who are transformed and filled by the Holy Spirit, results in Christ-centered character.

Community: Christ said the world will know Him by our love for one another. Our unity as one people in Christ exposes the community around us to the beauty of the Gospel.

Commission: Christ commissioned His disciples to go and make disciples of all nations. A church which is Christ-centered is driven to fulfill Christ's commission by reflecting Christ and following His command to share the gospel with those who have not heard- both locally and abroad.

Redeemer's Mission Statement:

Redeemer exists to be a church that leaves a legacy of faith by loving people and engaging our culture to the glory of God.

Article 3

Statement of Faith

Redeemer is a group of diverse Christians who share a common identity in Jesus Christ. We desire to glorify God, and proclaim his gospel throughout Evansville and to the ends of the earth.

The following list is an overview of the theological positions of Redeemer. For more information on the beliefs of Redeemer, you may refer to the Baptist Faith and Message 2000.

Section 1: The Bible

We believe that the Bible, made up of Old and New Testaments, was written by men who were divinely inspired by the Holy Spirit. It is God's revelation of Himself to man and is the only sufficient, certain, and infallible book of all saving knowledge, faith, and obedience.

Section 2: God

We believe in one God, eternally existent in three persons—Father, Son, and Holy Spirit—one in being, essence, and nature. All three persons of the Trinity are equal and hold the same attributes. God is the Creator of the universe. He has always existed, without change and without beginning or end. He is wise, holy, absolute, loving, gracious, merciful, forgiving, compassionate, and just.

Section 3: Jesus

We believe that Jesus Christ is the eternal Son of God. He was conceived by the Holy Spirit, born of the virgin Mary, and is truly man and truly God. We believe that Jesus accomplished our redemption through His perfect life, His death on the cross in our place, and His physical resurrection from the dead. We believe that Christ ascended into heaven and is now seated at the right hand of the Father where He intercedes on our behalf. We believe that one day Jesus will return to judge all men and establish His kingdom on Earth. He will rule and reign forever.

Section 4: The Holy Spirit

We believe that the Holy Spirit is the agent in conversion and baptizes all Christians into the universal Church. Upon conversion, the Holy Spirit indwells believers and seals them until Christ's return.

Section 5: Humanity

We believe that God has created all humans in His image and He has created them uniquely male and female. Since all humans are created in God's image, all human life is sacred.

We believe that humanity was originally innocent of sin, but man's original parents, Adam and Eve, sinned against God. Through Adam, we have inherited this disease of sin and all human beings are now corrupt by nature, enslaved, and dead in sin. As a result, we are unable to please God or come to God apart from His grace.

Section 6: Salvation

We believe that all of humanity is sinful and is in need of salvation. We believe that salvation is the gift of God given to humans through grace alone and received through personal faith in Jesus Christ alone. Salvation is not temporary and cannot be lost. A true Christian is kept forever by God's power.

Section 7: Marriage and Sexuality

We believe that every person must be afforded compassion, love, kindness, respect and dignity in accordance with biblical teachings. We believe that God offers redemption and restoration to all who confess and forsake their sin and seek His mercy and forgiveness through Jesus Christ. We believe that marriage is sanctioned by God and the term "marriage" has only one meaning given to us through Scripture. We believe that marriage is the uniting of one man and one woman in a covenant commitment for a lifetime.

We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of marriage between a man and a woman.

We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, incest, pornography or attempts to change one's sex, or disagreement with one's biological sex, is sinful and offensive to God.

Article 4

Corporate Membership

Section 1: Corporate Members

The Corporation shall have no members. Any action which would otherwise require approval by a majority of all members shall only require approval of the Elders. All rights which would otherwise vest in the members shall vest in the Elders. The Elders shall constitute the Board of Directors of the Corporation.

Article 5

Church Membership

Section 1 - Purpose

The congregation of Christian believers who have applied for membership and have been accepted shall constitute a spiritual body, united for the spiritual purposes set forth in Article II of these By-Laws.

Section 2 - Active Membership

To be an active member at Redeemer, 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 submit to the teaching of scripture as expressed in the Statement of Faith and must promise to keep the commitments expressed in the Church Covenant.

Section 3 - Voting Privileges

Under Christ, this congregation is governed by its members. Therefore, it is the privilege and responsibility of members to attend all Members' Meetings and vote on the election of officers, on decisions regarding membership status, annual budget and on such other matters as may be submitted to a vote by the Elders. Redeemer has no minimum age at which a person can be a member. However, the minimum voting age at Redeemer is 16.

Section 4 - Membership Process

To be admitted into church membership, applicants should first attend the Redeemer membership class. Following the completion of the membership class, each person/family should schedule an in-person interview with at least one of the Elders. During this interview, the following items will be discussed: testimony of one's conversion and baptism, reason for leaving former church (if applicable), and how one plans to use his spiritual gifts at Redeemer.

Additionally, if the candidate has been a member or regular attendee of another church, the Elders reserve the right to contact and question the leadership of the church in regards to the candidate's status and standing prior to leaving. If the elder/s agree that the candidate is ready for membership at Redeemer, then the Redeemer Membership Covenant may be signed. The candidate shall then be recommended by the Elders for admission and accepted by a 2/3rds majority vote of the members at any regular or special meeting of the members, and shall at that point relinquish their membership in other churches.

Section 5 - Denial of Membership

If, after meeting with a prospective member, the Elders determine that the applicant does not display an apparent saving knowledge and belief in the Gospel of Jesus Christ, has not been biblically baptized, or that there is a lack of evidence of a Godly lifestyle, membership shall be denied. The decision made by the Elders shall be final and there shall be no appeal to any court pertaining to that decision. However, if an individual later comes to faith in Christ and demonstrates an understanding and ownership of the Gospel, is biblically baptized, or demonstrates repentance of their ungodly lifestyle, his or her membership may be reconsidered.

Section 6 - Responsibilities of Members

Each prospective member must agree to do the following things listed in the Redeemer Membership Covenant to the best of his or her ability:

General Confession and Acknowledgments:

1. I am a Christian who has been saved from my sins by the grace of Jesus Christ. I have been baptized to give testimony of my identification with the body of Christ and obedience to the Scriptures.
2. I agree that I am in harmony with the Redeemer Statement of Faith and will express to the Eldership areas of doctrine where one does not agree, and covenanting not to publicly or privately ridicule, seek to undermine, or create division regarding the doctrine of Redeemer. (Hebrews 13:7, 17; Ephesians 4:1-3, 1 Tim. 4:6, 1 Tim. 6:20, Proverbs 6:16-19)
3. I will seek to honor God by building up and encouraging the body of believers at Redeemer – refraining from speaking or acting in a manner that would harm the reputation or well-being of God's church and/or its individual members.
4. I will submit myself to the leadership of Redeemer (Hebrews 13:17) and to the discipline of the congregation (private or public) in those cases where it is deemed biblically necessary by the Elders (Matthew 18:15-20). I hereby give informed consent that public discipline may be instituted to any member of Redeemer.
5. I covenant to submit to the authority of the Scriptures as the final arbiter on all issues (Psalm 119; 2 Timothy 3:16-17). God enabling me, I will strive to consider my commitment to this Membership Covenant on a yearly basis. I understand that it is an evaluative tool, as well as an affirmation of my continuing conviction and purpose. My responsibility will be to notify the Redeemer leadership if at any time I can no longer

commit to this covenant, or if I have any questions, comments, or concerns regarding Redeemer Fellowship.

6. We believe that in order to preserve the function and integrity of the church as the local body of Christ, and to provide a biblical role model to church members and to the community, it is imperative that all persons who are employed by the church in any capacity, all members of the church, and all who serve as volunteers should abide by and agree to this statement on marriage and sexuality and conduct themselves accordingly.

Mission Covenant:

1. I Covenant to Gather. My faith in Christ will be evident through my regular participation in: corporate worship services, members meetings, growth groups, outreach events, fellowship events, etc. (Psalm 119:97, 105; Acts 2:42-47; Hebrews 10:23-25).
2. I Covenant to Grow. I will be devoted to gathering with other members of Redeemer for the purpose of encouragement, discipleship, accountability, and growing in maturity in Christ. I will also endeavor to maintain a close relationship with the Lord through regular personal Bible reading, prayer, fellowship and practice of the other spiritual disciplines. (1 Tim. 4:16, 2 Tim. 2:15, 1 Thess. 5:17, Acts 2:42, 46).
3. I Covenant to Go. I agree to come alongside the community of Redeemer Fellowship Church as we faithfully carry out the Great Commission in Evansville, Indiana, and to the ends of the earth. I recognize that this will be accomplished through prayer, sharing the Gospel with those around me, and, if possible, by going to the nations. If I cannot go, I agree to support those who go with prayer and with other means as the Lord allows. (Matthew 28:18-20, Acts 1:8, Romans 10:14- 15).
4. I Covenant to Give. I will strive to properly manage the resources God has given me including: my time, body, gifts and talents, attitudes, finances, and possessions. This includes regular and consistent giving to Redeemer that is sacrificial and cheerful in order to support the ministry and expenses of Redeemer, to relieve the poor, and to spread the Gospel of Jesus Christ around the world. I also agree to invest my time through my spiritual gifts. (Proverbs 3:9-10, Romans 12:1-8, Galatians 5:13, Galatians 5:22-26, Ephesians 4:1-16, Ephesians 5:15-18, 1 Corinthians 12:7-31, 1 Corinthians 16:2, 2 Corinthians 8-9, 2 Corinthians 8:3, 1 Peter 4:10-11).

Section 7 - Church Discipline

The threefold purpose of church discipline is to glorify God by maintaining purity in the local church (1 Corinthians 5:6), to edify believers by deterring sin (1 Timothy 5:20), and to promote the spiritual welfare of the offending believer by calling him or her to return to a biblical standard of doctrine and conduct (Galatians 6:1).

Members of this church and all other professing Christians who regularly attend or fellowship with this church who err in doctrine, or who engage in conduct that violates Scripture as determined by the Elders, shall be subject to church discipline, which could include dismissal according to Matthew 18:15-18.

Before such dismissal, however, the following needs to occur:

1. It shall be the duty of any member of this church 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.
2. If the erring individual does not heed this warning, then the warning 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. The first and second warnings may occur with no specified time interval.
3. If the erring individual still refuses to heed this warning, then it shall be brought to the attention of the Elders. If the Elders determine — after thorough investigation in accord with the procedures prescribed by pertinent Scripture, including Matthew 18:15-18 and 1 Timothy 5:19 — 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 Redeemer Members' Meeting in order that the church may call the erring individual to repentance.
4. If the erring individual demonstrates repentance, then notice to that effect may be given at a Redeemer Members' Meeting.
5. If, however, the erring individual does not repent in response to the church in its collective call to repentance, then he or she shall be publicly dismissed from the fellowship and/or membership of the church and the congregation thereof at a Redeemer Members' Meeting. All acts of communication must be decided by the gathered church (1 Cor. 5:2b, 5, 13, 2 Cor. 2:6, Matthew 18:17), and requires the approval of two-thirds of the members voting.
6. In the case of sexual or physical abuse that violates local, state, or federal law the Elders will notify the proper legal authorities.

If the erring individual, after such dismissal, heeds the warning, demonstrates repentance, and requests reinstatement before the Elders, then he or she shall be publicly restored to all the rights, duties, privileges, and responsibilities of fellowship and/or membership.

Notwithstanding the foregoing, the Elders in the exercise of their discretion may proceed directly to the third stage of church discipline, (i.e. the informing of the church and the congregation thereof at a Redeemer Members' Meeting in order that the church may call the erring individual to repentance) or to the fourth stage of church discipline, (i.e. the dismissal from the fellowship and/or membership of the church) 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 (1 Corinthians 5:1-5)

2. 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 pastors (Romans 16:17); or
3. Where the disciplined party has been warned twice to cease from factious and divisive conduct and has chosen to disregard that warning (Titus 3:10-11).

The members of this church, 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.

Separate and apart from the process of church discipline, but subject to the discretion and approval of the Elders, a 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.

Separate and apart from the process of church discipline, but subject to the discretion and approval of the Elders, the names of any members who have not attended a worship service at Redeemer for a period of six months or longer may be removed from the membership role.

Additionally, members shall be removed from membership for the following reasons: death, transfer of membership to another church, or written request for removal of the member involved.

Section 8 - Regular and Special Meetings

In every meeting together, members shall act in a spirit of mutual trust, openness, and loving consideration which is appropriate within the body of our Lord Jesus Christ. There shall be a regular Members' Meeting held quarterly. The church moderator, who is approved by members, shall preside as moderator at all Members' Meetings of the church. 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.

Section 9 - Quorum

Provided all constitutional provisions for notification have been met, a quorum shall be understood to be met by those members present. All votes shall be tallied based on the number of votes cast by members present.

Section 10 - Annual Budget

A budget shall be approved by the membership at a Members' Meeting not more than three months after the start of the fiscal year. Prior to this approval and subject to the Elders' discretion, expenditures may continue at the prior year's level.

Section 11 - Officers Election

At any regular or special Members' Meeting, officers may be elected and positions filled as needed, so long as all relevant constitutional requirements have been met.

Section 12 - Special Meetings

Special Members' Meetings may be called as required by the Elders, or at the written request, submitted to the Elders, of five percent of the voting membership. The date, time, and purpose of any special meeting shall be announced at all public services of the church within two weeks preceding the meeting. 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.

Section 13 - Amendments

These By-Laws may be amended and new and additional By-Laws may be made once every year by the Elders and approved by the members of Redeemer at a Members' Meeting. The members should be given 30 days prior to the final vote to read and review amended By-Laws or new and additional By-Laws. A 75% majority is required to pass amended or new and additional By-Laws.

Article 6

Elders

Section 1 - Powers

Subject to the limitations of the Articles and By-Laws and the applicable statutes of the State of Indiana, all the activities and affairs of the Corporation shall be exercised by or under the direction of the Elders, who are responsible for shepherding and having oversight of the flock. Without prejudice to such general powers, but subject to these same limitations, it is hereby expressly declared that the Elders shall have the following powers in addition to the other powers enumerated by these By-Laws.

1. To select and remove all the officers, agents, pastors, staff, and employees of the Corporation; prescribe such duties for them consistent with the Scriptures, with the law, with the Articles of Incorporation, or with these By-Laws.
2. Each year the Elders, after consultation with the deacons, the deaconesses, and the membership, shall present to the church an itemized budget. This budget shall be presented for discussion at a specially-called budget meeting and called up for a vote at the following Members' Meeting. No money shall be solicited by or on behalf of the church or any of its ministries without the approval of the Elders.

3. To make such disbursements from the funds and properties of the Corporation as are required to fulfill the purposes of this Corporation thereof and generally to conduct, manage, and control the activities and affairs of the Corporation and to make such rules and regulations consistent with the Scriptures, with the law, with the Articles of Incorporation, or with these By-Laws, as they may deem best. In some cases, regarding major financial investments/decisions, the Elders may seek the affirmation of the congregation.
4. To establish policies and practices for the church consistent with the purposes of this Corporation.
5. To oversee and shepherd the flock of God at Redeemer primarily via the ministry of the Word, prayer, and biblical counsel.
6. To lead the church on mission and to continually provide vision and direction in an effort to see Redeemer expand the Kingdom of God.
7. To administrate the ordinances of baptism and the Lord's Supper.
8. To borrow money and incur indebtedness for the purposes of the Corporation and to cause to be executed and delivered, in the corporate name, promissory notes, bonds, debentures, deeds of trust, mortgages, pledges, hypothecations, or other evidences of debt and securities.
9. To carry on a business and apply any such profit that results from the business activity in which it may legally engage.
10. The authority of the Elders is conditioned by the fact that they are, themselves, members of the local church. While Elders are shepherds over the flock, they are also members of the flock. Therefore, each individual elder is entitled to the same privileges, is obligated by the same responsibilities, and is subject to the same discipline as are all other members of the church. Thus, each individual elder is both under the oversight of his fellow Elders and accountable to the church as a whole (Matt. 18:17; 23:9, 26:31; 2 Cor. 11:19-20; Gal. 2:11; 3 John 1, 9-10).

Section 2 - Number of Elders

There shall be no minimum nor maximum limit on the number of Elders required. A minimum of three Elders is an ideal number to strive towards, however, Redeemer will not set forth any requirements towards that end.

Section 3 - Nomination, Selection, and Tenure of Office

It is Redeemer's understanding of the Scriptures that the term "pastor," "elder," and "overseer" are synonymous. Redeemer will most commonly use the term "elder," but may also choose to use the term "pastor." The office of elder will consist of called men of God who meet the Biblical qualifications of pastors found in Scripture; (1 Timothy 3:1-7 and Titus 1:6-9). Those coming forward for Eldership have been either identified by the church, or recommended by the current Elders. After having notified the congregation of such candidates, those who are nominated shall be taken through a testing phase of 6 months to one year, during which time the congregation may ask questions and express concerns regarding any of the candidates.

Following this 6 to 12-month examination process, those remaining candidates shall be presented before the congregation at a Redeemer Members' Meeting in order to be finally recommended by the Elders for ordination. At this time, the congregation shall take a final vote on the candidate(s) where a 75% majority is required. Within one month, these candidates would then be confirmed by the laying on of hands by the existing pastors of Redeemer in a public service setting (ordination).

Those newly appointed Elders then will serve as Elders within Redeemer. They will be vested to perform various duties and ecclesiastical responsibilities within Redeemer. The time frame of service by any Elder of Redeemer will be for life. Any Elder can change within his ministry setting to another area of service within the church as long as the other pastors confirm it, and the congregation is made aware of it.

Section 4 - Qualifications

Each elder must be an active member of this church and possess the qualifications described in 1 Timothy 3:1-7 and Titus 1:6-9. He shall be:

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

Section 5 - Vacancies

Any elder may resign effective upon giving written notice to the other Elders, unless the notice specifies a later time for the effectiveness of such resignations.

Section 6 - Removal of Elder

The confrontation of an elder in sin and ultimate removal of elder from office would generally follow the guidelines for biblical church discipline set forth in Article V, Section 8. This process would be overseen and led by the other Elders. It may be possible that an elder ceases to meet the biblical qualifications in 1 Timothy 3 and Titus 1, and thus would be removed from the Eldership, yet without necessarily being removed from church membership, as is the case in stage 4 of church discipline (as structured in Article V, Section 8).

When an elder is removed from office because of sin that is deemed sufficient to disqualify him from shepherding, and if he refuses to repent from that sin, the removal shall be accompanied by a public rebuke, and notice shall be made before the church and the congregation thereof at a Redeemer Members' Meeting as prescribed in 1 Timothy 5:20.

Section 7 - Regular Meeting

Regular meetings of the Elders shall be held without call or notice every other Thursday evening, unless otherwise modified by the Elders. Regular meetings shall be open to church members upon approved written request.

Section 8 - Special Meetings

Special meetings of the Elders may be called at any time by one of the Elders.

Section 9 - Quorum

Except as otherwise provided herein:

1. A majority of the Elders shall constitute a quorum for the purpose of conducting a meeting.
2. A quorum shall consist of a majority of those Elders presently serving the Church, provided however, a quorum shall be one-third of the number of authorized Elders.
3. If there is only one Elder serving, this shall not constitute a quorum, and a quorum will not be recognized until an Elder is selected and serving the Church.
4. A majority of the Elders present at a meeting, who do not make a quorum of those appointed, may adjourn the meeting to another time or place.
5. If the business to come before the Elders:
 - a Represents the Church calling an Elder to serve the Church, or
 - b Dismissing an Elder from the Church, or
 - c The purchase or sale of property,

A quorum shall consist of not less than two-thirds of the number of those Elders serving the Church or not less than two Elders.

Section 10 - Action without Meeting

Any action required or permitted to be taken by the Elders may be taken without a meeting if all members of the Elders shall individually or collectively consent in writing to a duly prepared resolution to such action. Such consent or consents shall have the same effect as a unanimous vote of the Elders and shall be documented by attaching the signed resolution with the minutes of proceedings of the Elders.

Section 14 - Rights of Inspection

An 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 Corporation of which such person is an Elder, for a purpose reasonably related to such person's interest as an Elder.

Section 15 - Decisions of the Elders

Decisions shall be reached after prayerful consideration by a vote of 67% of those eligible to vote, in a spirit of humility, with each Elder regarding one another before himself.

Section 16 - Fees and Compensation

Elders may be paid or unpaid. Any person receiving compensation directly or indirectly from Redeemer shall not be in a position to determine the nature or amount of said compensation.

Article 7

Other Councils and Ministry Teams

Section 1 - Ministry Teams

To promote efficient handling of Elders matters, the Elders may appoint various ministry teams from within its membership, the staff, and from the church at large. These teams shall perform tasks solely in accordance with the duties and with powers specifically delegated by the Elders. Teams will have pastoral representation and the teams should seek final approval from the full council of Elders before implementing any major decisions.

The general functions of ministry teams are:

1. To bring considered recommendations to the Elders concerning ministries.
2. To provide a wider base of counsel to the Elders having the oversight of specific ministries.

Currently existing teams include, but are not limited to:

1. Finance Team: The Finance Team consists of a least one member of the Eldership plus other members selected by the Elders. The team meets when needed throughout the year, and primarily prepares the annual budget.
2. Outreach Team: The Outreach Team consists of a least one member of the Eldership plus other members selected by the Elders. The team meets when needed throughout the year, and primarily organizes outreach events in the community.
3. Spiritual Health Team: The Spiritual Health Team consists of a least one member of the Eldership plus other members elected by the Elders. The team meets when needed throughout the year, and primarily provides leadership in prayer and other matters dealing with the spiritual health of the church and its people.
4. Evangelism Team: The Evangelism Team consists of a least one member of the Eldership plus other members elected by the Elders. The team meets when needed throughout the year, and primarily leads and organizes evangelism training and opportunities for the church.
5. Fellowship Team: The Fellowship Team consists of a least one member of the Eldership plus other members elected by the Elders. The team meets when needed throughout the year, and primarily organizes fellowship events, hospitality ministries, and care ministries.
6. Children's Ministry Team: The Children's Ministry Team consists of a least one member of the Eldership plus other members elected by the Elders. The team meets when needed throughout the year, and primarily leads ministry to the children and youth of the church.

Section 2 - Deacons and Deaconesses

The Deacons and Deaconesses shall consist of members possessing the qualifications described in 1 Timothy 3:8-13, Titus 2:3-5, and shall be nominated by the Elders or members of the church. The Elders will examine the candidate. During the period of examination, the congregation may ask questions to the Elders during the examination process. Following the examination process, the candidates will be presented before the congregation at a Redeemer Members' Meeting in order to be finally recommended by the Elders for commissioning. At this time, the congregation would take a final vote on the candidates. A 75% majority is required. Within one month, these candidates would then be confirmed by the laying on of hands by the existing Elders of Redeemer in a public service setting.

The deacons or deaconesses are to primarily oversee and meet the physical needs of Redeemer, thus freeing up the Elders so that they can focus primarily on the spiritual

needs of the church. Specific areas of oversight delegated to the deacons includes the benevolence ministry, buildings and maintenance, and membership care.

A deacon or deaconess shall be person 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 above reproach, not a malicious gossip, and faithful in all things.

Subsection 1 - Nomination and Selection

The nomination and selection of deacons and deaconesses shall be done in the same manner as for Elders, as set forth in Article 6, Section 3 of these By-laws, except their period of examination will be 3 months.

Subsection 2 - Removal of Deacons

The confrontation of a deacon in sin and ultimate removal of deacon from office would generally follow the guidelines for biblical church discipline set forth in Article V, Section 8. It may be possible that a deacon ceases to meet the biblical qualifications in 1 Timothy 3:8-12, and thus would be removed from the diaconate, yet without necessarily being removed from church membership, as is the case in stage 4 of church discipline (as structured in Article V, Section 7). This removal from the diaconate would be under the leadership and discretion of the Elders whose formal recommendation would be made to the congregation at a Redeemer Members' Meeting. Any deacon may resign at any time without prejudice to the rights of the deacon.

Article 8

Officers

Section 1 - Officers

The Elders of Redeemer shall serve as the officers of the corporation. The Corporation may also have at the discretion of the Elders, other officers as may be appointed in accordance with the provision of Section 3 of Article 8.

Section 2 - Election

The officers of the Corporation, except such officers as may be appointed in accordance with the provisions of Section 3 or Section 5 of this Article, shall be chosen by the process of recognizing and ordaining new Elders to join the existing Eldership team in leadership.

Section 3 - Subordinate Officers

The Elders may appoint with the approval of the member, such other officers as the business of the Corporation may require, each of whom shall hold office for one year, have

such authority, and perform such duties as are provided in the By-Laws or as the Elders may from time to time determine.

Section 4 - Removal and Resignation

Any officer may be removed upon disqualification and removal as an Elder per Article 6, Section 6 of these By-Laws. Any officer may resign at any time without prejudice to the rights, if any, of the Corporation under any contract to which the officer is a party, by giving written notice to the Elders. Any such resignation shall take effect at the date of the receipt of such notice or any later time specified therein; and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

Section 5 - Vacancies

A vacancy in any office because of death, resignation, removal, disqualification, or any other cause shall be filled in the manner prescribed in the By-Laws for regular election or appointment to such office, provided that such vacancies shall be filled as they occur and not on an annual basis.

Section 6 - Inability to Act

In the case of absence or inability to act of any officer of the Corporation and of any person herein authorized to act in this place, the Elders may from time-to-time delegate the powers or duties of such officer to any other officer or other person whom the Elders may select.

Section 7 - Lead Pastor

The Lead Pastor shall be the Chief Elder of the Corporation and shall, subject to the control of the Elders, have general supervision, direction, and control of the activities and officers of the Corporation. He shall preside at all meetings of the Elders, which are to be conducted according to the scriptural principles such as set forth in Philippians 2:2-8.

Section 8 - Associate Pastor

In the absence or disability of the Lead Pastor, the Associate Pastor shall perform all the duties of the Lead Pastor, and when so acting shall have all the powers of, and be subject to all the restrictions upon, the Lead Pastor. The Associate Pastor shall have such other powers and perform such other duties as from time to time may be prescribed for him by the Elders or the By-Laws.

Section 9 - Clerk

It shall be the duty of the clerk to record the minutes of all regular and special Members' Meetings of the church, to preserve an accurate roll of the membership, and to render reports as requested by the Elders, the deacons, or the church. The clerk shall be nominated by the Elders and elected by the congregation to serve a term of one year. In the absence or incapacity of the clerk, the Elders shall appoint a member to perform the

duties of the church clerk. For purposes of compliance with the nonprofit corporation laws of the State of Indiana, the clerk shall serve as the secretary of the corporation. The church clerk shall ensure that dated copies of the most recent revision of this constitution shall be available for all church members.

Section 10 - Treasurer

If the church does not have a paid staff member to fulfill the duties and responsibilities as laid out in this section, then the church can appoint a member to the position of Treasurer. The treasurer, who shall not be an active elder, deacon, or paid church staff member, shall ensure that all funds and securities of the church are properly secured in such banks, financial institutions, or depositories as appropriate. The treasurer shall also be responsible for presenting regular reports of the account balances, revenues and expenses of the church at each Members' Meeting. The responsibility may be delegated with the approval of the Elders. 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 be nominated by the Elders and elected by the congregation to serve a term of one year.

Section 11 - Moderator

The moderator shall lead all regular and special Members' Meetings of the church. The moderator shall be nominated by the Elders and elected by the congregation to serve a term of one year. In the absence or incapacity of the moderator the Elders shall appoint a member to perform the duties of the church moderator.

Article 9

Ordination, Licensing, and Commissioning

Section 1 - Ordination of Elders

Ordination refers to the unanimous recognition by the Elders of a man's call to the ministry, preparation as a shepherd, and qualification to serve. Ordination shall be conferred for life, so long as the man continues to manifest the qualifications of the office.

Section 2 – Licensing

The pastoral license is issued by the Elders and is given in recognition of a man's call to that ministry. Its aim is to allow a man to perform the ecclesiastical duties and functions of the church.

Section 3 – Commissioning

When certification is required for ministry in the local body, where ordination would be unnecessary or inappropriate, a person is commissioned by the Elders to minister. This authorization continues as long as the opportunity to minister remains in effect and as long as the person maintains the qualifications for ministry.

Article 10

Settlement of Disputes

Section 1 - General

In any dispute arising between church members, Elders, or staff pertaining to any matter of spiritual teaching or practices, church finances, or title to property purchased with church contributions, the dispute shall be resolved by the Elders of the church with the clear evidence of congregational affirmation. A decision shall be reached after prayerful consideration, in a spirit of humility, with each Elder regarding one another before himself and striving to preserve the unity of the Spirit in the bond of peace (Ephesians 4:1-3).

Article 11

Other Provisions

Section 1 - Endorsement of Documents, Contracts

The Elders, except as otherwise provided in the By-Laws, may authorize any officer(s) or agent(s) to enter into any contract or execute any instrument in the name of and on behalf of the Corporation. Such authority may be general or confined to specific instances. Unless so authorized by the Elders, no officer, agent or employee shall have any power or authority to bind the Corporation by any contract or agreement, or to pledge its credit, or to render it liable for any purpose or to any amount.

Subject to the provisions of applicable law, any note, mortgage, evidence of indebtedness, contract, conveyance, or other instrument in writing and any assignment or endorsement thereof executed or entered into between this Corporation and any other person, when signed jointly by the Lead Pastor or Associate Pastor, and the Director of Operations or Treasurer of this Corporation shall be valid and binding on this Corporation.

Section 2 – Amendments

These By-Laws may be amended and new and additional By-Laws may be made, from time to time, by the Elders in the exercise of the power granted to said Elders in these By-Laws and approved by the members of Redeemer at a Members' Meeting. The members should be given 30 days prior to the final vote to read and review amended By-Laws or new and additional By-laws. A 75% majority is required to pass amended or new and additional By-Laws.

Section 3 - Record of Amendments

Whenever an amendment or new By-Law is adopted, a dated copy of the amended version shall be kept on file by the Director of Operations along with all previous versions. If any By-Law is repealed, the fact of repeal with the date of the meeting at which the repeal was enacted or written assent was filed shall be stated in said book.

Article 12

Receipt, Investment, and Disbursement of Funds

Section 1

The Corporation shall receive all monies or other properties transferred to it for the purposes for which the Corporation was formed (as shown by the Articles of Incorporation). However, nothing contained herein shall require the Elders to accept or receive any money or property of any kind if it shall determine in its discretion that receipt of such money or property is contrary to the expressed purposes of the Corporation as shown by said Articles.

Section 2

The Corporation 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 Corporation.

Article 13

Corporate Records and Reports

Section 1 - Records

The Corporation shall maintain adequate and correct accounts, books, and records of its business and properties. All such books, records, and accounts shall be kept at its principal place of business in the State of Indiana, as fixed by the Elders.

Section 2 - Inspection of Books and Records

Every Elder shall have the absolute right, at any reasonable time, to inspect all books, records, documents of every kind, and the physical properties of the Corporation, and also of its subsidiary organizations, if any.

Section 3 - Fiscal Year of the Corporation

The fiscal year of the Corporation shall begin on the first day of September and end on the last day of August of the next year.

Article 14

Dissolution

Upon dissolution of this Corporation, the Elders shall cause the assets herein to be distributed to another Corporation with purposes similar to that identified in Article 2 of these By-Laws.

If there are no Elders at the point of dissolution, the members of the church shall cause the assets herein to be distributed to another Corporation with purposes similar to that identified in Article 2 of the By-Laws.

Article 15

Miscellaneous Provisions

Section 1 - Instruments in Writing

All checks, drafts, demands for money and notes of the Corporation and all written contracts of the Corporation shall be signed by such officer or officers, agent or agents, as the Elders may designate.