

Covenant Confession of Faith Constitution and By-laws

of Olathe Bible Church

Revised August 2016

OLATHE
BIBLE
CHURCH 

Passionately following Jesus.

Covenant of Olathe Bible Church

Olathe, Kansas

Having been led by the Spirit of God to receive the Lord Jesus as our Savior and on the profession of our faith, having been baptized in the name of the Father and the Son and the Holy Spirit, we do now, in the presence of God and angels and this assembly, most solemnly and joyfully enter into covenant with one another as one body in Christ.

We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of the church in knowledge, holiness, and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline, and doctrines; to uphold its sacred preeminence over all institutions of human origin; and to contribute cheerfully and regularly to the support of the ministry, to the expenses of the church, to the relief of the poor, and to the propagation of the gospel unto the uttermost parts of the earth.

We also engage to maintain family and personal devotions; to "bring (our children) up in the nurture and admonition of the Lord"; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our deportment; to adhere to the admonition, "Let all bitterness, and wrath, and anger, and clamor, and evil speaking, be put away from you, with all malice; And be ye kind one to another, tenderhearted, forgiving one another, even as God for Christ's sake hath forgiven you" (Eph. 4:31,32); to reject every species (or form) of evil; and to be zealous in our efforts to advance the Kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy of speech; and to be slow to take offense, but always ready for reconciliation and mindful of the teachings of our Savior to seek them without delay.

We agree that each member affirms in writing their agreement with the Church Covenant and our Confession of Faith when they join this church in membership. From time to time, the Board of Elders may request that all current members reaffirm in writing their agreement with the Church Covenant and our Confession of Faith. We, moreover, engage that when we remove from this place, we will unite as soon as possible with another church where we can carry out the spirit of this covenant and the principles of God's Word.

This church declares its confession of faith and purpose to be embodied in the following doctrinal statement.

Confession of Faith

Olathe Bible Church

I. The Doctrine of the Scriptures (Bibliology)

A. We believe the Holy Scriptures of the Old and New Testament to be inerrant as originally written, completely and verbally inspired of God, and the product of Spirit-controlled men.

(II Tim. 3:16,17; II Peter 1:19-21)

B. We believe that the Scriptures are absolutely the only authority for the Christian and the Church in matters of faith and practice. (Col. 1:10; Matt. 4:4,7,10; II Peter 3:18; I Peter 2:2; Rom. 1:16,17)

II. The Doctrine of God (Theology)

A. Essential being of God

1. God is spirit. (John 4:24; II Cor. 3:17)

2. God is invisible to man.
(Ex. 33:20; John 1:18; I John 4:12)

3. God is a living God. (Jer. 10:10; I Thess. 1:9)

4. God is a personality. (John 17:3; Gen. 1:1, 26)

B. Attributes of God

1. Self-existent. The existence of God is in Himself. (Ex. 3:14, 6:3; I Tim. 1:17; John 5:26)

2. Infinite. God has no limits or bounds. (Job 11:7-9; Rom. 11:33ff.)

3. Omnipresent. God is everywhere; He fills the universe. (Psalm 139:7-10; Acts 17:27)

4. Omniscient. God knows everything. (Psalm 147:5; Heb. 4:13)

5. Omnipotent. God is able to do whatever He wills. (Matt. 19:26; Dan. 4:35)

6. Immutable. God is unchangeable. (Mal. 3:6; Psalm 102:27; James 1:17)

C. Trinity of God

1. We believe in one God, eternally existing in three Persons - God the Father, God the Son, God the Holy Spirit (Father: John 6:27) (Son: John 1:1,18; Titus 2:12,13) (Holy Spirit: Acts 5:3,4)

2. We believe in the unity of the Trinity. (Deut. 6:4; Isa. 48:16; Matt. 28:19; I Tim. 2:5)

III. The Doctrine of Jesus Christ (Christology)

A. The person of Jesus Christ

1. We believe in the preexistence of Jesus Christ. Christ is without beginning and end. (Micah 5:2; John 1:1,14; 17:5; Rev. 1:8)

2. We believe that Christ is deity and that He never ceased to be God for one instant. Christ in the human realm did not lay aside His deity. (John 1:18; Titus 2:13; Heb. 13:8; I Tim. 2:5)

3. We believe in the humanity of Christ. He was truly man as if He had never been God.

a. He was born of a virgin. (Matt. 1:25; Luke 1:26-38)

b. He had human weakness. (John 4:6; 19:28)

c. He had human development. (Luke 2:52)

B. The work of Christ

1. We believe that the Lord Jesus Christ accomplished our redemption through His death on the cross as a representative, vicarious, substitutionary Sacrifice; and all who believe on him are justified solely on the basis of His shed blood. (Rom. 3:21-25; I John 2:1,2; I Tim. 2:5,6)
2. We believe that the purpose of the atoning death of Jesus Christ was to satisfy the justice of God (Rom. 3:26; Isa. 53:10), and to give us forgiveness of sin and new life. (Eph. 1:7; I John 2:1,2)
3. We believe that the object of His atoning death was for:
 - a. The whole world (John 3:16; Col. 1:20; I John 2:1,2; I Tim. 2:4-6; II Peter 3:9)
 - b. The church (Eph. 5:25)
 - c. The individual (Gal. 2:20)

C. The resurrection of Christ

1. We believe that Christ was raised bodily from the grave on the third day (I Cor. 15:4; Eph. 1:20) and it was God who raised Him (Acts 2:24).
2. We believe that it was the same body in a glorified state. (Luke 24:13-25; John 20:26-29)

D. The present ministries of Christ

1. We believe that the Lord Jesus Christ ascended into heaven and is now exalted at the right hand of God, where, as our High Priest, He fulfills the ministries of Representative, Intercessor, and Advocate. (Acts 1:9,10; Heb. 7:25; 9:24; Rom. 8:34; I John 2:1,2; I Tim. 2:5)
2. We believe that the Lord Jesus Christ is the Head of the church. (Eph. 1:20-23)
3. We believe that the Lord Jesus Christ is the Shepherd and Bishop of our souls. (I Peter 2:25)

IV. The Doctrine of the Holy Spirit (Pneumatology)

A. The person of the Holy Spirit

We believe in the deity and personality of the Holy Spirit. (Eph. 4:30; I Thess. 5:19; Acts 5:3,4,9; John 15:26)

B. The work of the Holy Spirit

1. We believe that the Holy Spirit convicts the whole world of sin, righteousness, and judgment. (John 16:8-11)

2. We believe that He is the supernatural agent in regeneration. (II Thess. 2:13; I Peter 1:2)

3. We believe He baptizes all believers into the body of Christ. (I Cor. 12:12-14; 6:19)

4. We believe He indwells and seals believers unto the day of redemption. (I Cor. 6:19; Rom. 8:16; Eph. 1:13,14; 4:30)

V. The Doctrine of Man (Anthropology)

A. The origin of man and family

1. We believe that man was created in the image of God. (Gen. 1:27)

2. We believe man was created as uniquely male and uniquely female. We believe one's gender identity was integrated with one's original biological identity. (Gen. 1:27; Gen. 2:18-23; Gen. 5:1-2; Matt. 19:4)

3. We believe that marriage was designed by God as the exclusive, lifelong, covenantal union of one man and one woman. (Gen. 2:24; Matt. 19:4-6)

4. We believe that man is a living soul and thus is an eternal being. (Gen. 2:7)

B. The fall of man and its result

1. We believe that man, in the person of the first Adam, was created innocent but by voluntary transgression fell into sin. (Gen. 3)

2. We believe that this transgression plunged the race into condemnation and death, resulting in man's being shaped in iniquity and born in sin and becoming a practical sinner with the first expression of personal choice, not by constraint but by choice, and so is without excuse before God. (Rom. 5:10-19; Eph. 2:1, 2; Gen. 3; Rom. 1:18-32)

3. We believe that no heathen or other person can be saved apart from hearing the message of salvation and believing in Christ. (Rom. 1:20; Acts 4:12)

VI. The Doctrine of Sin (Hamartiology)

A. We believe that sin entered the human race by Adam's voluntary transgression placing all the human race in sin at our physical birth. (Gen. 3:6-13; Rom. 3:9,10,23; 5:12; Eph. 2:3)

B. We believe that sin entered the angelic world first when Lucifer fell. (Isa. 14:12-17; cp. Gen. 3:1-6; cp. Ezek. 28:11-15; II Cor. 11:14; Rev. 12:9,14,15; John 8:44)

VII. The Doctrine of Salvation (Soteriology)

A. We believe that God sovereignly selected out the plan and the person according to His grace and mercy but did not violate man's responsibility. (Acts 2:23; Rom. 10:9,10; John 6:27; Eph. 1:4; II Thess. 2:13; I Peter 1:1,2)

B. We believe that faith in the finished work of the Lord Jesus Christ is the only condition of salvation from sin and that salvation is wholly secure. (Acts 16:31; Eph. 2:8,9; Titus 3:5-7; John 3:16)

C. We believe that all who take Christ as their Savior are born from above and are kept by God's power and are eternally secure in Christ. (John 10:28,29; Rom. 8:35-39; Eph. 1:13,14; I John 5:11-13)

VIII. The Believer's Walk or Daily Conduct in the World

A. We believe that the Bible is to be the guiding principle in faith and practice. (Rom. 10:17; I John 2:6; II Tim. 2:15; 3:16,17; I Peter 2:2; Col. 4:6)

B. We believe that the believer should seek to read and fulfill the Church Covenant as stated. (Col. 4:6; II Tim. 2:15; I Peter 3:15)

C. We believe that whatsoever you do, do it heartily as unto the Lord as we share and show our faith both verbally and outwardly. (Eph. 5:16,17; Col. 3:17,23; Phil. 2:15,16; James 1:22; 2:17,20,26)

IX. The Doctrine of the Church (Ecclesiology)

A. We believe that the church universal is a New Testament institution, established by Jesus Christ, who is the sole Head, and will be consummated at the coming of Christ in the rapture. (Matt.16:18; Eph. 1:22; 5:23-33; I Thess. 4:13-18)

B. We believe that the church universal is manifested through the local church, which is a congregation of believers. (Matt. 18:15-17; I Cor. 1:2; 6:4,5; 7:17; 11:16; I Tim. 3:1-15; Rom. 12:5; cp. Eph. 2:19-22)

C. Our position as a local body

1. We believe in fellowship with other Bible-believing churches holding forth historic Christianity. We believe in separation from apostasy. We believe the Scriptures admonish us not to participate with other churches in services, associations and campaigns that are not Bible-believing. (II Cor. 6:11-7:1; Eph. 5:7; II Thess. 3:1-6,14)

2. We believe our position is to tell and teach the world of Christ. (Matt. 28:19,20; Mark 16:15; Luke 24:47; John 20:21; Acts 1:8)

D. We believe that there are two church memorials: Baptism by immersion and the Lord's Supper.

1. Baptism

a. Baptism is immersion of a believer in water and is properly called Believers' Baptism.

(Acts 8:36-39; 10:43-48)

b. Baptism sets forth in a picturesque way our faith in a crucified, buried, and risen Savior.

(I Cor. 15:3,4)

c. Baptism by immersion is in obedience to Christ's command. (Matt. 28:18-20)

2. The Lord's Supper

a. The Lord's Supper is to be taken by believers only. (I Cor. 11:23 – "I delivered unto you [saints]," cp. I Cor. 1:2)

b. The Lord's Supper commemorates our Lord's death till He comes. (I Cor. 11:26)

c. The Lord's Supper should be received after careful self-examination. (I Cor. 11:26)

X. The Doctrine of Satan and Demons

A. Satan

We believe in the distinct personality of Satan; that he is the god of this age, author of all powers of darkness and sin, and is destined to an eternal judgment in the lake of fire. (Matt. 4:1-3; I Cor. 4:4; Rev. 20:10)

B. Demons

We believe that demons are Satan's helpers and that they entered into and controlled lives in the New Testament times; and we believe that, man being the same and Satan being the same, they can possess or control lives of unbelievers and

influence believers today. (Acts 16:16-18; 5:16)

XI. The Doctrine of the Righteous and the Wicked

A. The Righteous

1. We believe that there is a radical and essential difference between the righteous and the wicked. (Prov. 10:6; 12:7; 14:32; 16:25; 21:15; Mal. 3:18; I Peter 4:18)

2. We believe that those who are justified in the name of the Lord Jesus Christ by faith and are sanctified by the Spirit of God are truly righteous in God's esteem. (Eph. 2:8; I Cor. 1:30)

B. The Wicked

1. We believe that all who continue unrepentant and in unbelief are in His sight wicked and under the curse. (Matt. 8:12; 13:41-50; Rom. 1:20)

2. We believe that this distinction holds among men both before and after death, in the everlasting blessedness of the saved and everlasting conscious suffering of the lost. (Matt. 25:34-41; Rom. 6:17-23)

XII. Our Doctrine of the Last Times (Eschatology)

A. We believe in the imminent, personal, premillennial return of Jesus Christ. (Acts 1:11; Mark 13:32-34; II Thess. 2:2)

1. We believe that His coming will be before the seven-year tribulation period to catch away His church, coming in the air only. (I Thess. 4:13-18)

2. We believe that Christ will return with His church at the close of the tribulation to judge the living nations and to set up His kingdom. (Matt. 25:31-46; Zech. 14:1-9; Rev. 19:11-21)

B. We believe that between the coming of Christ for His saints and the coming of Christ with His saints, the believers in heaven will stand before the “judgment seat of Christ” to be judged for the “things done in his body, whether it be good or bad.” (II Cor. 5:10)

1. We believe that there is a radical and essential difference between the righteous and the wicked. (Prov. 10:6; 12:7; 14:32; 16:25; 21:15; Mal. 3:18; I Peter 4:18)

2. We believe that those who are justified in the name of the Lord Jesus Christ by faith and are sanctified by the Spirit of God are truly righteous in God’s esteem. (Eph. 2:8; I Cor. 1:30)

C. The Wicked

1. We believe that all who continue unrepentant and in unbelief are in His sight wicked and under the curse. (Matt. 8:12; 13:41-50; Rom. 1:20)

2. We believe that this distinction holds among men both before and after death, in the everlasting blessedness of the saved and everlasting conscious suffering of the lost. (Matt. 25:34-41; Rom. 6:17-23)

Conclusion:

We believe that all who have placed faith in Christ will live eternally with Him. (John 3:16)

Constitution and Bylaws of Olathe Bible Church Olathe, Kansas

ARTICLE I

Name and Organization

Section 1: Name

The name of this organization is Olathe Bible Church, Inc., Olathe, Kansas.

Section 2: Organization

The organization of this church by the Charter Members was July 10, 1980. Independent in its organization and polity, it shall resemble other conservative, evangelical churches holding forth historic Christianity in all matters of discipline, order and polity. Fundamentally, it shall be a church that is standing true to the Lord Jesus Christ and the Word of God.

ARTICLE II

Incorporation and Property

Section 1: Incorporation

A. The articles of incorporation were filed with Kansas Secretary of State as a non-profit corporation.

Section 2: Property

All property is held in the corporate name of the church. The control and ownership of all assets and real property shall not be given to any outside organization but shall remain in the control of the corporation.

No member of the church shall have any rights or privileges to any properties belonging to the church. In the event of the dissolution of this corporation for any reason, all of its assets remaining after the payment of all obligations shall be

distributed to an organization(s) whose principal purposes are to carry on with the religious, educational or missionary work in accord with the doctrinal statement, positions and practices of the Olathe Bible Church. (This shall be in conformity to the articles of incorporation of the Olathe Bible Church, Inc.)

ARTICLE III

Character and Purpose

Section 1: Character

Its government is vested in the body of believers who compose it. It is subject to the control of no other ecclesiastical body, but it recognizes and sustains voluntary fellowship with other Bible-believing, conservative, evangelical churches holding forth historic Christianity compatible with our Confession of Faith.

Section 2: Purpose

Our purpose as Christ's body is to glorify God (Is. 43:7). We will glorify God by leading people to passionately follow Jesus Christ, equipping them to live a Godly life and carry out the work of the ministry (Eph. 4:11-16).

ARTICLE IV

Ministry and Missionary Affiliation

A. This church shall be affiliated only with ministry and missionary organizations whose doctrinal statement is compatible with our Confession of Faith.

B. Ministry and mission organizations should minister in the context of Matthew 28:19-20 and Ephesians 4:11-14.

ARTICLE V

Membership

Section 1: Qualifications

Anyone professing faith in Christ Jesus as Savior, having been baptized after confession of faith, giving evidence of a desire to live a Spirit-controlled life, and expressing unity with the principles and practices of this local church, is invited to become a candidate for church membership. The candidate shall follow the procedure as outlined below and in other church policy and procedures.

Section 2: Reception of Members

Those desiring to unite with this church shall be interviewed by a Pastor, Elder or Membership Committee. If the former finds that the applicant meets the above requirements, they will be accepted as members and will be publicly received into membership at a church service or business meeting.

Section 3: Duties of Members

- A. Members give testimony of a genuine experience of regeneration by both conduct and conversation.
- B. Members affirm and support the Covenant, Confession of Faith, Constitution and Bylaws, and work and pray for the unity of the Spirit in the bond of peace.
- C. Members are acquiring Scriptural knowledge, growing in grace and spirituality, and maintaining consistency of character and conduct.
- D. It is the responsibility of each member to honor, esteem and regularly pray for the church's leadership. (Heb. 13:7, 17-19)

Section 4: Termination of Membership

- A. Members of the church are expected to conduct their lives in accordance with Biblical standards of holiness as they grow

to become more like Christ. When a member knowingly ignores the direct commands and prohibitions of Scripture, he shall be dealt with according to the principles of restoration and discipline found in such passages as Matt. 18, Gal. 6, II Thess. 3, I Cor. 5, Matt. 7:1-5, etc. Members in the early churches were subject to confrontation for reasons such as: unwillingness to become reconciled to an offended brother (Matt. 18:15-17), unwillingness to engage in work (II Thess. 3:6-15), divisiveness in the church (Rom. 16:17,18; Titus 3:9,10), sexual immorality (I Cor. 5:1-13), false teaching (I Tim. 1:20; II Tim. 2:17,18) and general sinful conduct (Gal. 6:1). When such action leads to the regrettable obligation of terminating a person from membership, this will be based on the recommendation of the Board of Elders and 2/3 vote of members voting at a regular or special meeting of members.

B. Members who unite with other churches shall inform the Olathe Bible Church so that their names may be dropped from the membership roll.

C. When a member has been absent from the services of the church for four months, a Pastor, Elder, staff member or member of the Membership Committee shall make reasonable efforts to contact him so that the reasons may be ascertained and restoration may be effected. Where such an attempt is not successful, membership may be terminated by action of the Board of Elders.

D. Infrequent attendance at services for reasons other than illness and vacations, etc. may also prompt an informal inquiry by a Pastor, Elder, staff member or member of the Membership Committee as to the member's commitment to the health and welfare of the church. Where such infrequent attendance is determined to be the result of spiritual neglect and indifference, loving restoration will be attempted by the Elders. Where such an attempt is not successful, membership may be terminated by action of the Board of Elders.

Section 5: Discipline of Members

The matter of discipline of the membership is the responsibility

of the Elders assisted by the Pastor(s). In the case of termination of membership, final action must be taken by the church membership, by a 2/3 vote. No member shall be terminated from membership until every effort has been made, including, if physically possible, personal visits to restore him or her to fellowship with Christ and the church. (Matt. 18:15-17; I Cor. 5:1-8; Gal. 6:1)

ARTICLE VI

Meetings

Section 1: Spiritual Meetings

- A. Worship services shall be held regularly each Sunday.
- B. Other services shall be held as scheduled by the Board of Elders or Pastoral Staff.

Section 2: Business Meetings

- A. Robert's Rules of Order latest edition is the parliamentary authority of the Church and meetings and shall govern any business of any nature by the church not covered by this Constitution or Bylaws.
- B. Business meetings will be held at least once each year, on dates fixed by the Board of Elders. At least a week's notice must be given to the congregation.
- C. The annual business meeting of the church shall be held prior to the close of the fiscal year.
- D. At the annual business meeting, the congregation will affirm the budget for the next fiscal year, and written reports shall be given by the Pastor(s), Church Clerk, Treasurer, Chairman of the Elders, and Chairman of the Deacons.
- E. The fiscal year of the church ends August 31 unless otherwise fixed by the Board of Elders.

F. At least one week in advance of a business meeting, an agenda will be posted. Any motions or recommendations from the floor are referred to the Board of Elders to be reported with findings and recommendations at the next business meeting.

G. Business meetings for the purpose of calling a Pastor or for any amendment or alteration of the Constitution shall be called by the Board of Elders. At least two weeks notice shall be given to the congregation, along with the text of the proposed amendment.

Section 3: Quorum Rules and Super Majority Votes

A. 15% of the eligible voting members on the membership roll shall constitute a quorum for the below spiritual or business transactions, with 75% affirmation vote required:

- Approval of indebtedness exceeding 4% of the annual budget.
- Approval of any single non-budgeted expenditure exceeding 4% of the annual budget.
- Approval of a yearly budget presented by the Board of Elders.
- Approval of Church Clerk, and Church Treasurer.
- Approval of new Elder Board members, new Elders and new Deacons.

This would not include the following business items: Article VI, Sec. 3, Par. B.

B. 40% of the eligible voting members on the roll shall constitute a quorum with 75% affirmation vote required for the following business items:

- The calling of a member of the Pastoral Staff for positions identified in Article IX, Sec. 1, Par. D.
- Amendments to this Constitution.

C. Any active non-resident (example: missionary, student, etc.) members will not be counted as voting members in determining the required quorum, but their names will remain on the membership list.

D. The quorum may include absentee ballots if the Board of Elders deems it appropriate.

Section 4: Voting Qualification of Members

Any member 18 years of age or older is qualified to vote at any called business meeting.

Congregational affirmation is defined as an affirmative vote of members of the church, by simple majority of votes cast, unless a larger percentage is required herein.

ARTICLE VII **Officers**

Section 1: Officers

A. Church officers are the Pastor(s), Elders, Deacons, Clerk and Treasurer. Other positions may be created from time to time as may be deemed necessary by the Board of Elders.

B. Four months before the Annual Business Meeting, the Board of Elders will accept recommendations from the membership for officers for the following year for a period of 30 days. Recommendations for all potential officers shall be considered and evaluated by the Board of Elders. Qualified individuals shall be appointed by the Board of Elders and presented no later than the Annual Business Meeting for congregational affirmation.

C. At any time of the year, if additional officers are deemed necessary due to resignations, additional workload, or any other reason, the Board of Elders shall have the right to appoint qualified members to that office for the balance of the year, and their name(s) shall be presented for congregational affirmation at the following Annual Business Meeting before serving a full term.

D. The Board of Elders shall administer the affairs of the church, except for those items in the Constitution designated to the

Pastor(s), Deacons, Committees, and membership. The Board may, however, delegate certain responsibilities to the Pastor(s), the Board of Deacons, Committees, ministry groups or individual members of the church.

E. The Pastor(s) shall have representation on the Board of Elders.

Section 2: Pastor(s)

A. Qualifications

1. The Pastor(s) shall meet the spiritual qualifications set forth in I Tim. 3:1-7 and Titus 1:1-9.
2. The Pastor(s) shall be in full agreement with the Covenant, Confession of Faith, and Constitution as set forth in this document.
3. The Pastor(s) and his wife shall automatically become members of this church upon his acceptance of the church's call.

B. Appointment

A Pastoral Search Committee shall be formed for the purpose of calling a pastor as outlined in Article IX, Section 1.

C. Term

The Pastor(s) shall remain in office for an indefinite period of time, subject to the following reservations: The Board of Elders reserve the right to dismiss a Pastor upon giving him written notice of their intention to dismiss. This vote shall be taken with the Pastor in question abstaining if he is serving on the Board.

D. Duties

1. Such duties as are customarily associated with this office shall be performed by the Pastor(s) and at all times to the best of his ability. He shall, along with the Board of Elders, have the oversight of the spiritual growth of the church

body according to the practices, patterns and principles of the New Testament.

2. The Pastor(s) shall be an ex-officio member of the committee(s) assigned to him by the Board of Elders.

Section 3: Elders

A. Qualifications

1. The Elders shall be men who meet the spiritual qualifications as set forth in I Tim. 3:1-7, Titus 1:1-9, 1 Peter 5:1-3.

2. Each must be an active member for one year before appointment can be made.

B. Appointment

Elders shall normally consist of a combination of member(s) of the pastoral staff and qualified men from the congregation, who shall be appointed by the Board of Elders and affirmed by the church body.

C. Term

1. The Elders shall serve an indefinite term. Each Elder before the end of the calendar year will be asked to re-examine his qualifications and desire to serve another year. Should he meet the qualifications and have the desire to serve, he shall continue to serve.

2. When an Elder ceases to meet the scriptural qualifications, he shall be required by the Board of Elders to step down. (Such a request from the other Elders shall be made only when they are in unanimous agreement.)

3. An Elder may also desire to be relieved from the office either temporarily or permanently if he feels unable to serve for any reason. The process of his reinstatement at a later time will be determined by the Board of Elders.

D. Duties

1. The Elders shall hold meetings on a given date established by the Board of Elders. Special meetings may be called at any time by the chairman of the Elder Board or by any Elder through the Chairman.
2. It shall be the responsibility of the Elders together with the Pastor(s) to promote the spiritual welfare of the church body.
3. They shall visit the sick, the needy, the distressed, and especially promote and maintain missionary, evangelistic, educational, and Bible-teaching programs.

Section 4: The Board of Elders

A. Appointment

The Board of Elders will select its members from qualified Elders, not to exceed 12, to serve as the Board of Elders each year. Pastoral staff shall have representation on the Board of Elders, not to exceed 25% of the Board.

B. Term

The normal term on the Board of Elders is 4 years on the Board followed by at least one year off the Board. Pastor members of the Board may be exempted from this provision.

C. Duties

1. The Board of Elders shall be the governing board of the church and serve as the general oversight organization (Acts 20:28). The Board of Elders shall hold meetings on dates established by the Board of Elders. Special meetings may be called at any time by the chairman of the Board of Elders or by any Elder through the Chairman. A simple majority shall constitute a quorum and a majority of votes cast is the action of the board, unless a larger vote is required by the

Bylaws.

2. The Board of Elders has general oversight of all church staff.

3. It shall be the responsibility of the Board of Elders to oversee the reception of new members and matters of discipline.

4. The Board of Elders shall appoint all officers of the church body, subject to congregational affirmation. The Board of Elders shall appoint pastors, subject to congregational affirmation as outlined in Article IX, Sec. 1, Par. D.

5. The Board of Elders shall select members and officers for the Board of Elders for the next year before the Annual Business Meeting.

6. The Board of Elders has authority of dismissal in relation to appointed officers and committee members, if deemed necessary.

7. The Board of Elders has general oversight of monies received by the church, monies disbursed, and records thereof.

8. The Board of Elders is the Board of Directors for purposes of Kansas corporate law.

Section 5: Deacons

A. Qualifications

1. The Deacons are to be men who meet the spiritual qualifications as set forth in Acts 6:3 and I Tim. 3:8-13.

2. They must be active members for one year before nomination can be made.

B. Appointment

1. Deacons will be appointed by the Board of Elders from recommendations of the church body (Acts 6:2-3) and affirmed by the church members.
2. The Board of Deacons shall normally consist of three members or more as desired by the Board of Elders, including at least one Elder representative.
3. The Board of Deacons shall elect a chairman, and he shall be affirmed by the Board of Elders.

C. Term

1. A Deacon shall serve an indefinite term. Each Deacon before the end of the calendar year will be asked to re-examine his qualifications and desire to serve another year. Should he meet the qualifications and have the desire to serve, he shall continue to serve.
2. When a Deacon ceases to meet the scriptural qualifications, he shall be required by the Board of Elders to step down. Such a request by the Board of Elders shall be made only when they are in total agreement. A Deacon may also desire to be relieved from the office either temporarily or permanently if he feels unable to serve for any reason. The process of his possible reinstatement at a later time will be determined by the Board of Elders in relation to attendant circumstances.

D. Duties

1. The Board of Deacons shall hold regular meetings on a given date established by the Deacon Board. Special meetings may be called at any time by the Chairman of the Board of Deacons or any Deacon through the Chairman. A simple majority shall constitute a quorum.
2. The Deacons are to serve in an assistance capacity to the Elders and church body.

3. They shall assist the church Administrator in the supervision and maintenance of the tangible and real property owned, leased or rented by the church.
4. They shall set an example in godly conduct and see that all things are done in decency and order.
5. They shall provide for the security and safety of the facilities and all those who attend the facilities.
6. The wives of the Deacons shall assist the Deacons in the performance of their duties where needed and appropriate.
7. General responsibilities and organizational structure of the Deacons as assigned by the Board of Elders may be found in the Church Policy Manual.

Section 6: Clerk

A. Qualifications

1. The clerk shall live a separated life and avoid questionable things that would hinder his or her testimony, causing him or her to be a stumbling block to others.
2. He or she must be an active member of the church.

B. Appointment

The clerk shall be appointed by the Board of Elders, subject to congregational affirmation.

C. Term

The clerk shall serve one year. The clerk may be appointed for more terms if the person's name is submitted again for consideration.

D. Duties

The duties of the clerk shall be as defined in the job description

approved by the Board of Elders.

E. Accountability

The clerk is directly accountable to the Board of Elders.

Section 7: Treasurer

A. Qualifications

1. The treasurer shall live a separated life and avoid questionable things that would hinder his or her testimony causing him or her to be a stumbling block to others.
2. He or she must be an active member of the church.

B. Appointment

The treasurer shall be appointed by the Board of Elders, subject to congregational affirmation.

C. Term

The treasurer serves a one-year term, and may be appointed to successive terms.

D. Duties

The treasurer shall function in cooperation with the Board of Elders, and shall be responsible for his or her assigned duties and responsibilities as outlined in the job description approved by the Board of Elders.

E. Accountability

The treasurer is directly accountable to the Board of Elders.

ARTICLE VIII

Pastoral Staff

Pastoral Staff members are those so designated by the Board of Elders. They are ultimately accountable to the Board of Elders. Job descriptions will be approved by the Board of Elders.

ARTICLE IX

Committees

Section 1: Pastoral Search Committee

A. A Pastoral Search Committee shall be formed for the purpose of calling a pastor.

B. The Pastoral Search Committee shall consist of the following members:

1. A member of the Board of Deacons.
2. The Board of Elders.
3. Two members of the congregation appointed by the Board of Elders.

C. The duty of the Pastoral Search Committee is to select candidates for a pastoral office.

D. Candidates for the following pastoral staff positions shall be presented to the church body for affirmation:

1. The pastor responsible for the preaching ministry and casting vision.
2. The pastor responsible for implementing vision and oversight of the pastoral staff.
3. Other pastoral positions as deemed appropriate by the Board of Elders.

E. One candidate at a time shall be presented to the church body for their affirmation.

F. The process for congregational affirmation shall be as follows:

1. The Chairman of the Pastoral Search Committee shall present the name from the pulpit and have said name posted in the church buildings and website at least two weeks prior to the calling of a Pastor.

2. The church body shall hold a general discussion regarding the candidate at a designated meeting prior to the calling of a Pastor. Such meeting shall be under the supervision of the Board of Elders. Appointment procedures are covered under Article VI, Sec. 3, Par. B.

3. The Pastor(s) shall be affirmed and called at a special meeting designated only for this specific purpose.

G. When a pastoral staff position has been filled, the committee is dissolved immediately.

Section 2: Other Committees

The Board of Elders shall appoint other committees as they deem necessary. All other organizations or committees in the church, including youth groups, ladies' groups, men's groups, and any other group, are subject to the Constitution and the Board of Elders in their activities.

Section 3: Other Leadership Positions

Membership is a requirement for those individuals serving in the positions of Lead Teacher, Small Group Leader, Ministry Team Coordinator, Pastoral Search Committee member and other committee chairpersons.

ARTICLE X

Confession of Faith

A. The sixty-six books of the Old and New Testaments are divinely inspired, and are our sole and sufficient authority for faith and practice. Our Confession of Faith is our guide for interpretation to maintain unity in our covenant community.

B. Confessions of Faith are a witness to the world and are instruments of doctrinal accountability to a covenant community. We gladly affirm certain historic doctrines that many conservative, evangelical churches believe, cherish, and with which they have been and are now closely identified. Our living faith is established upon eternal truths.

C. Thus we state for our time and theological climate those articles of the Christian faith, which are most surely held among us. We pledge of our faithfulness to the doctrines revealed in Holy Scripture.

D. The Church has adopted and affirmed a Confession of Faith. The Church pledges to make all decisions about membership, baptism, ordination, leadership, employment, personnel and other matters in accord with the biblical passages and principles expressed in the Confession of Faith and other statements of faith affirmed and adopted by the membership from time to time.

E. Church members are asked to affirm in writing their agreement with and support of the Confession of Faith at the time of admission, and to re-affirm it from time to time as requested by the Board of Elders.

ARTICLE XI

Church Covenant

A. The Church has adopted and affirmed a Church Covenant.

B. By seeking and accepting admission into membership of the Church, each member affirms and promises to keep the

commitments expressed in the Church Covenant.

C. Members may be asked to affirm in writing the Church Covenant at the time of admission, and from time to time as requested by the Board of Elders.

ARTICLE XII

Human Sexuality, Gender, Marriage and Civil Unions

The Church has adopted and affirmed the following Statement as a supplement to our Confession of Faith.

Human Sexuality

This local church affirms God's original design to create two distinct and complementary sexes, male and female, to glorify Him (Gen. 1:27; Isa. 43:7; Matt. 19:4-6; Mk. 10:6). Marriage is the first divine institution, essentially rooted in the created order, uniting one man and one woman in an exclusive covenant commitment for their joint lifetime, for their good and for the good of any children who may be conceived and born into this union (Gen. 1:28, 2:19-24; Malachi 2:13-16; Mark 10:11-12). The assignment of biological sex at birth is a gift of God and part of God's glory in creation. The Fall of Man into sin and God's subsequent curse have introduced brokenness and futility into God's good creation (Gen. 3:1-24; Rom. 8:20). We extend love and compassion to those whose experience of this brokenness includes a perceived conflict between their biological sex and their gender identity (Rom. 8:22-23). We affirm God's good design that gender identity should be determined by biological sex and not by one's self-perception, a perception which is often influenced by fallen human nature in ways contrary to God's design (Eph. 4:17-18). We affirm distinctions in masculine and feminine roles as ordained by God as part of the created order, and that those distinctions should find an echo in every human heart (Gen. 2:18, 21-24; 1 Cor. 11:7-9; Eph. 5:22-33; 1 Tim. 2:12-14). We believe that efforts to live contrary to birth sex, whether by behavior, attire, cosmetics, or even medical or surgical therapy, are resisting or rebelling against the gift of God and a central dimension of His will for that person, and therefore such behavior is sinful. We condemn efforts to alter one's bodily

identity (e.g., cross-sex hormone therapy, gender reassignment surgery) to bring it into line with one's perceived gender identity. We love our transgender neighbors, seek their good always, welcome them into our congregation as they repent and believe in Christ, and spur them on to love and good deeds in the name of Christ (2 Cor. 5:18-20; Gal. 5:14; Heb. 10:24). We continue to oppose steadfastly all efforts by any court, or legislature or policymaker to validate transgender identity as morally good, right or praiseworthy (Isa. 5:20). We commit ourselves to make decisions about membership, personnel and other church matters based on this biblical perspective of human sexuality.

Marriage and Civil Unions

This local church affirms the biblical truths that marriage is the first divine institution, essentially rooted in the created order, uniting one man and one woman in an exclusive covenant commitment for their joint lifetime, for their good and for the welfare of any children who may be conceived and born into this union. Marriage is based on the truth that men and women are complementary, the biological fact that reproduction depends on a man and a woman, and the lived experience that children need both a mother and a father. Re-defining marriage to fit popular norms rejects these truths. By encouraging the norms of true marriage - man/woman monogamy, sexual exclusivity, and permanence - the state strengthens civil society and promotes human flourishing, including the well being of children.

Christian marriage is God's unique gift to reveal the union between Christ and His Church. The union between Christ and His Church is illustrated by the wedding of a Christian man and woman in this exclusive and permanent covenant relationship. As such, this local Church believes that Christian wedding ceremonies on Church property are spiritual observances of worship of God who created this divine institution. As worship services, weddings on Church property shall be officiated by one or more pastors or ministers of the gospel approved by the Lead or Executive pastor.

The Church shall decline to make its facilities or pastors or ministers available for any wedding if it is determined that one or both of the parties are not biblically qualified to marry. Such

determinations may be made by the Pastoral Staff or Board of Elders.

The Church shall also decline to participate in or recognize in any manner any marriage, so-called marriage, civil union, commitment ceremony or other activity which may, directly or indirectly affirm, approve or communicate behavior or beliefs which are contrary to the Church's beliefs about biblical morality. Such actions would violate the religious conscience of this Body and its members. We must obey God, who is Lord of our conscience.

No pastor, minister, employee, officer or leader of the Church shall officiate at any marriage or similar ceremony unless such event or ceremony is consistent with this policy. Furthermore, no pastor, minister, employee, officer or leader of the Church shall officiate at any civil union or commitment ceremony that is not consistent with this policy.

ARTICLE XIII

Indemnification

A. The Church may purchase and maintain a policy of insurance on behalf of any agent of the Church (including a director, officer, employee or other agent of the Church) against any liability asserted against or incurred by the agent in such capacity or arising out of the agent's status as such.

B. The Church may, to the extent legally permissible, indemnify each person who may serve or who has served at any time as an officer or director of the Church against all expenses and liabilities, including, without limitation, counsel fees, judgments, fines, excise taxes, interest, penalties and settlement payments, reasonably incurred by or imposed upon such person in connection with any threatened, pending or completed claim or legal action, suit or proceeding in which he or she may become involved by reason of his or her service in such capacity; provided that no indemnification shall be provided for any such person with respect to any matter as to which he or she shall have been finally adjudicated in any proceeding to have

committed acts or omissions in bad faith, in breach of fiduciary duties, or in the absence of a reasonable belief that such action was in the best interests of the Church; and further provided that any compromise or settlement payment shall be approved by a majority vote of a quorum of Elders/Directors who are not at that time parties to the proceeding. This permissive indemnity will not exceed the amount of the church's available liability insurance coverage.

C. The Church may arrange for the officer or Trustee to be defended by counsel provided by the Church's D&O insurance carrier, if any. If the carrier shall fail or refuse to provide a reasonable defense without reservation of rights, then the Church may advance legal fees or expenses for individual counsel, as determined in each specific case by the board.

D. The indemnification provided hereunder shall inure to the benefit of the heirs, executors and administrators of persons entitled to indemnification hereunder. The right of indemnification under this Article shall be in addition to and not exclusive of all other rights to which any person may be entitled.

E. No amendment or repeal of the provisions of this Article, which adversely affects the right of an indemnified person under this Article shall apply to such person with respect to those acts or omissions which occurred at any time prior to such amendment or repeal, unless such amendment or repeal was voted by or was made with the written consent of such indemnified person.

F. This Article constitutes a contract between the corporation and the indemnified officers, directors, and employees. No amendment or repeal of the provisions of this Article which adversely affects the right of an indemnified officer, director, or employee under this Article shall apply to such officer, director, or employee with respect to those acts or omissions which occurred at any time prior to such amendment or repeal.

G. Pursuant to state and federal law, a member of a corporation is not, as such, personally liable for the acts, debts, liabilities, or obligations of the corporation.

ARTICLE XIV

Conflict of Interest

A. Restriction on Interested Elders/Directors

Not more than thirty-three percent (33%) of the persons serving on the Board of Elders/Directors at any time may be interested persons. An interested person is (1) any person currently being compensated by the corporation for services rendered to it within the previous twelve (12) months, whether as a full-time or part-time employee, independent contractor, or otherwise; and (2) any brother, sister, ancestor, descendent, spouse, brother-in-law, sister-in-law, son-in-law, mother-in-law, or father-in-law of any such person. However, any violation of the provisions of this section shall not affect the validity or enforceability of any transaction entered into by the corporation.

B. Conflict of Interest among Elders/Directors or Officers

1. Whenever a director or officer has a financial or personal interest in any matter coming before the board of directors, the affected person shall a) fully disclose the nature of the interest and b) withdraw from lobbying and voting on the matter. Any transaction or vote involving a potential conflict of interest shall be approved only when a majority of disinterested directors determine that it is in the best interest of the corporation to do so. The minutes of meetings at which such votes are taken shall record such disclosure, abstention and rationale for approval.

2. For purposes of this provision, the term "interest" shall include personal interest, interest as director, officer, member, stockholder, shareholder, partner, manager, director or beneficiary of any concern and having an immediate family member who holds such an interest in any concern. The term "concern" shall mean any corporation, association, trust, partnership, limited liability entity, firm, person or other entity other than the organization.

3. No director or officer of the Church shall be disqualified from holding any office in the Church by reason of any interest in any concern. A director or officer of the Church shall not

be disqualified from dealing, either as vendor, purchaser or otherwise, or contracting or entering into any other transaction with the organization or with any entity of which the organization is an affiliate. No transaction of the organization shall be voidable by reason of the fact that any director or officer of the organization has an interest in the concern with which such transaction is entered into, provided:

a. The interest of such officer or director is fully disclosed to the board of directors.

b. Such transaction is duly approved by the board of directors not so interested or connected as being in the best interests of the organization.

c. Payments to the interested officer or director are reasonable and do not exceed fair market value.

d. No interested officer or director may vote or lobby on the matter or be counted in determining the existence of a quorum at the meeting at which such transaction may be authorized.

e. The minutes of meetings at which such votes are taken shall record such disclosure, abstention, and rationale for approval.

ARTICLE XV

Dissolution

The Board may determine to cease activities of the Corporation and dissolve and liquidate the Corporation by a three-fourths majority of votes cast, subject to approval by a two-thirds vote of members voting at a special meeting. Upon dissolution of the Corporation, the Board shall pay or make provision for the payment of all the liabilities of the Corporation out of corporate assets, and shall thereafter dispose of all assets of the Corporation exclusively for the purposes stated in the Articles of Incorporation as the Members or the Board shall determine in accordance with all legal requirements.

ARTICLE XVI

Amendments to Governing Documents

A. Amending the Governing Documents

1. Any proposed amendment to the Articles of Incorporation, Constitution and Bylaws, Church Covenant or Confession of Faith, (“the governing documents”) must be submitted or referred to the Board of Elders and its recommendation reported to the congregation.
2. A quorum for a meeting to amend the governing documents shall be 40% of the eligible voting members on the membership roll of the church corporation.
3. Proposed amendments to the governing documents require a three-fourths majority of votes cast by the membership to be adopted, provided the text of the amendment shall have been offered in writing at a previous members’ meeting, shall have been announced from the pulpit at church services two successive Sundays prior to such vote, and the text shall have been made available to members two weeks prior to the meeting and posted on the church website.
4. A proposed amendment to the governing documents may be offered in writing by any member at a regular member meeting, provided that no vote shall be taken to adopt the motion until the matter is referred to the Board of Elders for review and report, at the next regular membership meeting.
5. The revised version of this Constitution and Bylaws shall be made available to all church members on request to the church clerk.

