



# REDEEMER

COMMUNITY CHURCH

## CONSTITUTION

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## **Preamble**

In order to conduct the affairs of this church in a way that honors Christ, the Lord of the Church, we set forth this constitution to guide us as we serve Him and one another. We voluntarily submit ourselves to this constitution.

## **Article I – Name**

This organization shall be known as Redeemer Community Church, Inc.

## **Article II – Purpose**

The purpose of this church is to glorify God. We glorify Him by proclaiming and living out the gospel; by loving and worshipping God, loving and serving one another in the church, and loving and serving our community and our world. Our response to the gospel as a church is to share the message of Christ with unbelievers, and to encourage believers to grow in grace and to serve Christ in the power of the Holy Spirit. Our focus will always be to exalt His name and His word.

## **Article III – Doctrinal Statement**

The Doctrinal Statement of Redeemer Community Church is the published statement as of September 1, 2009.

## **Article IV – Church Government**

The church acknowledges only the Lord Jesus Christ as its Head, the Holy Spirit as its Teacher; and the Holy Scriptures as its only infallible guide in matters of faith and practice, church order and discipline. The church is not accountable to nor under the jurisdiction or supervision of any other church body or denomination.

### **A. Church Leadership**

The leadership of this church shall consist of Elders and Deacons (I Timothy 3:1-13). The government of this church, under the authority of the Chief Shepherd and the leadership of the Holy Spirit, shall be vested in the Board of Elders. The approval of additional Elders and Deacons will be the responsibility of the Board of Elders. If at any time the number of Elders becomes fewer than two, the Deacons shall serve as interim Elders along with the remaining Elder until such time as two or more Elders are functioning in the office of Elder.

## **1. Responsibilities**

### **a. Elders**

Elders are responsible to lead, feed, guard and guide the church. As those who must give an account to God (Acts 20:28-31; Hebrews 13:17), they shall exercise oversight over the church in all its ministries and spiritual functions, including the ministry of the word, the Lord's Table, baptisms, and any other functions they deem useful and edifying. When necessary, they are responsible for the exercise of church discipline as taught in Matt. 18:15-17. In situations of dispute over any matter, the decision of the Elders will be final.

Elders must seek to discharge their duties as set forth in the Scriptures, particularly as in such passages as I Peter 5:1-3 and Hebrews 13:7, 17. They are not immune from correction as prescribed in Matt. 18: 15-17, and are open to rebuke as taught in 1 Tim. 5:19-20.

Each year, immediately prior to the annual business meeting, each Elder will be asked to reaffirm in writing his support of the Redeemer Community Church Doctrinal Statement. (Appendix A)

Elders shall serve for an indefinite period of time.

### **b. Deacons**

The Elders shall determine the responsibilities which are to be carried out by the Deacons. These areas may include, but are not limited to, the administration of the church property, maintenance, finances, record keeping, the physical activities of the church in order to facilitate worship and ministries and the oversight of the ministries of compassion within the church family and in the community.

It is critical that the Deacons regularly communicate with the Elders about needs within the body so that Elders and Deacons can respond together to meet those needs.

Their duties are to be discharged with spiritual grace in cooperation with and submission to the Elders so that the Elders can give their attention to prayer and the ministry of the word.

## **2. Qualifications**

### **a. Elders**

Any man desiring the office of Elder must evidence the personal, domestic, leadership, and ministerial qualifications as set forth in I Timothy 3:1-7 and Titus 1:5-9. An Elder shall have been a member of the church and a visible part of the body for a period of at least one year before being eligible to be placed in nomination.

### **b. Deacons**

Any man desiring the office of Deacon must evidence the personal, domestic, leadership, and ministerial qualifications as set forth in 1 Timothy 3:8-13. A Deacon shall have been a member of the church and a visible part of the body for a period of at least one year before being eligible to be placed in nomination.

## **3. Nomination and Selection**

### **a. Elders**

At least once a year, before the end of September, the Elders should ask the members of the church to prayerfully consider nominating qualified men as prospective new Elders. Any man who desires to serve as an Elder and sees himself as qualified is welcome to place his own name in nomination.

Within 30 days from receiving a nomination, the Elders will meet to discuss the men whose names have been put into nomination. At that point, at least two of the Elders will meet with each nominee to determine if he desires to serve and to help him evaluate whether he meets the qualifications for service.

1.1. If the nominee is not interested in serving or does not meet the biblical qualifications for service, his nomination will not move forward.

1.2. If the nominee is interested in serving and does meet the biblical qualifications for service, he will meet with the entire Board of Elders and with unanimous approval, his nomination will go forward.

The Elders will present to the entire body on at least two consecutive Sundays the name of each qualified man who desires to serve. During that period, any church member who has concerns about the nominee's qualifications should bring those concerns first to the nominee with a view toward clarification or reconciliation. If

the person taking the concern to the nominee is not reconciled or satisfied with the nominee's qualifications at that point he or she should then take any concerns to the full Board of Elders. The Elders will determine whether the concerns raised disqualify the man from serving as an Elder.

If no concerns are raised about an Elder candidate, or once any concerns have been satisfactorily resolved, the Elders, with unanimous agreement, will present to the body the newly appointed Elder.

#### **b. Deacons**

The Elders will determine the need for Deacons. When needed, Deacons shall be selected for service using the same procedure as given for the selection of Elders.

### **4. Resignation/Dismissal/Leave of Absence**

#### **a. Elders**

The resignation of an Elder should be submitted in writing to the Board of Elders.

The Board of Elders may, after following what is outlined in Matthew 18:15-17 and by a unanimous vote of the Board, dismiss from his position an Elder who no longer meets the biblical qualifications to serve.

An Elder may request a leave of absence. Following his leave of absence, when he is ready to rejoin the Board, he will be reinstated by a unanimous vote of the Board of Elders.

#### **b. Deacons**

The resignation of a Deacon should follow the same pattern as stated for the resignation of an Elder.

### **5. Church Staff**

The Elders may, at their discretion and with input from the Deacons, determine if paid staff positions are needed for the church to be able to operate effectively and may hire people to fill those positions.

The Elders may, at their discretion, delegate responsibility for hiring, supervising, evaluating and terminating non-pastoral church staff.

The Elders may, at their discretion and with input from the Deacons, decide to hire a man for a pastoral position. Such a man should meet the qualifications outlined for an Elder and should attend Elder meetings as ex-officio, non-voting member of the Board of Elders.

A paid staff member will not be set apart to serve in leadership until he has served the church for an extended season. Upon the unanimous approval of the Board of Elders, he may be set apart for service in leadership following the process identified herein. At that time, he will participate fully in his duties unless some matter under consideration pertains directly or specifically to him (such as salary, benefits, or other matters related to employment).

## **6. Voting**

Each Elder has one vote in conducting the business of the church. Under normal circumstances, the Board of Elders should seek a unanimous vote on any decision. If there is no unanimity initially on an issue, the matter shall be tabled until the following Elders' meeting(s) to allow for more prayer and discussion. After such time, if unanimity still does not exist, a three-fourths vote shall settle the matter unless a unanimous vote is required by this Constitution to settle the issue at hand.

## **7. Leadership Meetings**

### **a. Elders**

The Elders shall be diligent and faithful in attendance in regular and special Elders' meetings, regular church services, and other church events.

Normally, Elders should meet at least twice per month.

The Board of Elders shall annually elect from its membership a Chairman, Vice-Chairman, and Secretary. Paid staff members of the Board of Elders shall not be eligible to serve as Chairman, Vice-Chairman, Secretary, Trustee or church Treasurer.

### **b. Deacons**

Deacons shall be diligent and faithful in attendance in meetings, regular church services, and other church events.

## **B. Finance**

Stewardship of the Lord's assets is a serious concern for God's church. To facilitate management of these assets, a Treasurer shall be appointed by the Board of Elders and shall serve under its supervision. He or she must be a member of the church. The Treasurer shall be responsible for deposits, disbursements, accounting records, and shall provide input on establishing and executing the budget.

### **1. Deposits**

Offerings shall be deposited weekly by the Treasurer or the Treasurer's designated representative with particular attention to proper internal control for all offerings.

### **2. Disbursements**

Checks over a designated amount shall require two authorized signatures and will be prepared in a timely manner by the Treasurer or the Treasurer's designated representative to meet the financial obligations of the church. Each year in January, the Elders shall stipulate the amount that will require two signatures.

### **3. Accounting Records**

Accounting will be maintained by the Treasurer in accordance with generally accepted accounting practices. Financial statements will be provided monthly to the Board of Elders and to members in good standing upon request. An audit of the church's financial records shall be performed annually and shall be conducted as instructed by the Board of Elders.

### **4. Budgets**

An annual budget will be reviewed and approved by the Board of Elders. This budget will be used as a guide for expenditures during the current budget year.

## **Article V – Membership**

### **A. Application for Membership**

Persons desiring to unite with Redeemer Community Church must have a profession of personal faith in Jesus Christ for salvation. They will be interviewed by at least two Elders as to their basis for salvation and Christian experience. They must be able to give assent

to the church's *Doctrinal Statement* and *Constitution* as well as to their responsibilities towards this local assembly in accordance with the New Testament and as spelled out in the **Starting Point** document. Concerns over any of these matters must be appropriately addressed prior to admittance into membership.

## **B. Admittance to Membership**

Once applicants for membership have been through the membership process, the full Board of Elders will meet to accept the applicants into membership. They will be presented to the congregation and welcomed as members in a public meeting.

## **C. Termination of Membership**

Individuals may be released from this covenant of membership in the following ways:

### **1. By Written Request**

Individuals may request that their name be removed from the membership roll by submitting a letter to the Board of Elders in accordance with the Redeemer Community Church membership documents.

### **2. By Dismissal**

Individuals abstaining from the functions of this local assembly for an extended period of time without understandable circumstances shall be considered for dismissal. An attempt will be made to contact them in person, by letter, or by e-mail. After due examination and approval by the Board of Elders, such persons will be removed from membership.

### **3. By Exclusion**

Individuals disqualifying themselves from association with this local church because of moral, ethical, or doctrinal reasons shall be excluded from the membership of this church by the disciplinary action of the Board of Elders in accordance with the Redeemer Community Church member covenant.

### **4. By Death**



## **D. Restoration**

Individuals who have been removed from membership can be restored in accordance with provisions spelled out in the Redeemer Community Church member covenant.

## **E. Rights and Responsibilities of the Membership**

See Redeemer Community Church membership documents.

## **Article VI – Congregational Meetings**

The primary purpose of congregational meetings is for communication. The Elders will call and conduct all congregational meetings whenever necessary to communicate matters to the church.

Congregational meetings will be for the membership of the church. At the discretion of the Board of Elders, consensus or affirmation of the membership may be sought to determine the mind of the congregation. Open and free discussion should be encouraged in meetings (keeping appropriate issues of unity, respect and love of the members in mind). Authority for final decisions for the church will reside with the Board of Elders.

Visitors may attend but are not eligible for any consensus or affirmation on the issues concerning the church and its membership.

## **Article VII – Property Rights and Business Transactions**

This church shall have the power to rent, lease, purchase, own and sell real property in its own name. The membership shall not have any equity in the real property of the church or rights to vote on its disposal.

In the event of dissolution, all assets shall first be used to dispose of all church-related liabilities.

To the extent that assets exceed liabilities, the remaining assets shall be divided proportionately among the mission organizations supported by Redeemer Community Church, based on the church's donations or gifts given to those mission organizations during the last 12 calendar months prior to dissolution.

The Board of Elders will officially appoint at least three Trustees to conduct business

matters and sign obligatory legal documents on behalf of and binding upon the church. The actions of the Trustees legally bind and obligate the church regarding any and all engagements, financial, or otherwise, including: purchases, sales covenants, notes, leases, legal documents, and/or other obligatory business documents, transactions, or any other matters, all of which must be approved by the Board of Elders. Trustees may be added or removed from their capacity as Trustee at any time by the Board of Elders. However, any obligation engaged in by the Trustees during their tenure continues to be binding upon the church for the duration of the obligation.

For all covenant or obligatory business matters requiring official documentation, the concurrent signatures of two Trustees are required to consummate all business.

The church will legally indemnify and provide insurance to protect the leadership, officers, Trustees, staff, and workers against legal liability and lawsuit.

### **Article VIII – Missionaries and Missions Organizations**

All missionaries and mission organizations supported by the church shall align with the current Missions Policy of Redeemer Community Church. All missionaries and mission organizations requesting or obtaining support from Redeemer Community Church shall be approved by the Missions Committee and the Board of Elders.

### **Article IX – Conflict Resolution**

Redeemer Community Church is committed to resolving conflicts in a biblical manner. See Matthew 5:9, John 17:20-23, Romans 12:18, Ephesians 4:1-3 and the current Redeemer Community Church statement on Relational Commitments.

#### **A. Members**

When a member of this church has a conflict or concern about the behavior of another member, at the request of either party to the dispute, the church shall make every effort to assist in resolving their differences and having their relationship reconciled in accordance with the guidelines outlined in the current statement on Relational Commitments.

#### **B. Members and Leadership**

Should a majority of church members come to a point where they believe the Board of Elders is no longer fulfilling its biblical responsibilities for oversight of the church, after

repeated efforts to resolve the conflict according to the current statement on Relational Commitments, the Elders must call for a church-wide meeting to publicly address those concerns. If the concerns cannot be resolved in that setting, the concerned members and the Elders will submit themselves to outside binding arbitration from Peacemaker Ministries or an organization using the rules of arbitration established by Peacemaker Ministries to resolve the conflict and to reestablish the unity of the Spirit in the bond of peace.

### **C. Doctrine and Discipline**

Conflicts involving doctrine or church discipline will be addressed by the Board of Elders with a view toward correction and reconciliation.

### **D. Employees**

Employment disputes shall be resolved according to the procedures set forth in the personnel policy of the church. If the church does not have a written policy, the Board of Elders shall make the final decision.

## **Article X – Amendments**

This constitution may be amended, modified, or rescinded by a two-thirds vote of the membership of the church.