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CONSTITUTION & BY-LAWS

REDEEMER FELLOWSHIP
1210 CHAMBERS STREET
EUGENE, OR 97402

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CONSTITUTION

Redeemer Fellowship
Eugene, Oregon

Accepting the Lord Jesus Christ as our Savior, the Holy Bible as the verbally inspired Word of God, and seeking to carry out the Great Commission as recorded in Matthew 28:18-20, we adopt the following articles:

ARTICLE I—NAME AND INCORPORATION

The name of this organization, a non-profit corporation, shall be "Berean Baptist Church of Eugene, Oregon", but operating and doing business as "Redeemer Fellowship."

ARTICLE II—PURPOSE

Our purpose is to glorify God and enjoy Him forever. In fulfilling this purpose, we believe that as we regularly meet together for worship, discipleship, and fellowship, we grow in our passion to make and multiply other disciples of Jesus Christ.

ARTICLE III—AFFIRMATION OF FAITH

The Bible

We believe that the sixty-six books of the Old and New Testaments are God's Word¹, written through men², by inspiration of the Holy Spirit³. Therefore, *The Bible* is infallible—as originally given⁴, essential for instruction in faith and practice⁵, and the sufficient revelation of Christ Jesus. Therefore, the Word of God is our final authority⁶.

¹ 1 Corinthians 14:37; Psalm 119; ² 1 Peter 2:21; ³ 2 Timothy 3:16; ⁴ Psalm 12:6; ⁵ Romans 15:4; 2 Timothy 3:14-16; Luke 22:27, 44-45; Acts 17:2-3; 2 Peter 3:16; ⁶ Hebrews 4:12

God

Regarding God's nature, we believe in one God¹—eternal², living³, holy⁴, true⁵, and all-glorious⁶, existing in three distinct persons, while sharing divine perfection in their one essence⁷, comprising of the Father⁸, the Son⁹, and the Holy Spirit¹⁰.

¹ Deuteronomy 6:4; ² Genesis 1:1; ³ Matthew 16:16; ⁴ Isaiah 6:3; ⁵ Romans 3:4; ⁶ Psalm 138:5; ⁷ John 17:21; ⁸ Malachi 2:10; ⁹ John 1:1; 5:18; ¹⁰ John 15:26

As to God's divine perfection, we believe He is unchanging¹, boundless in knowledge², infinite in power³, limitless in His presence⁴, perfect in His wisdom⁵, justice⁶, mercy, grace, faithfulness, and love⁷.

¹ Numbers 23:19; ² Isaiah 46:9-10; ³ Jeremiah 32:17; ⁴ Jeremiah 23:24; ⁵ Romans 11:33; ⁶ Deuteronomy 32:4; ⁷ Exodus 34:6

1 As to God's character, we believe that God has revealed himself truly¹, though not exhaustively², in
2 His creation³, in the human conscience⁴, and by divine revelation through His Word—*The Bible*. In so
3 doing, He has displayed His regard for His creatures⁵.

4 ¹ Hebrews 1:1-3; ² Romans 11:33-36; ³ Romans 1:17; ⁴ Romans 2:15; ⁵ Hebrews 1:1-2

5 As to God's work, we believe the Father, Son, and Holy Spirit share in the work of creation¹,
6 providential governance², judgment³, and salvation⁴.

7 ¹ Genesis 1:1, 26; Psalm 33:6; ² Romans 11:33-36; ³ Acts 10:42; ⁴ Psalm 34:2

8 **God the Father**

9 Regarding God the Father's nature, we believe He is an eternal personal spirit¹, and the source of
10 all authority².

11 ¹ John 6:46; ² Matthew 28:18

12 As to God the Father's work in creation, we believe that by His decree, He created all things.

13 Genesis 1:1; 1 Corinthians 8:6

14 As to God the Father's work in redemption, we believe that by His decree He has purchased a
15 people and adopted them as his children out of this world¹, to conform them to the image of His Son²,
16 to the praise of His glorious name³.

17 ¹ Ephesians 1:3-4; ² Romans 8:28-29; ³ Ephesians 1:11-12

18 **God the Son**

19 Regarding God the Son's nature, we believe that He is the Son of God¹, being of one essence with
20 the Father², eternally proceeding from Him, and without beginning³. He was conceived in the flesh by
21 the Holy Spirit⁴, born of a virgin⁵, and is both fully God and fully man⁶.

22 ¹ John 20:31; ² Colossians 2:9; ³ Colossians 1:15-16; ⁴ Matthew 1:18; ⁵ Matthew 1:23; ⁶ John 6:46, 10:30, 38;
23 Titus 2:13; Philippians 2:6-8; Colossians 1:15-17; 2:9; Revelation 4:11

24 As to God the Son's work in creation, we believe that He, as the very Word of God¹, is the agent by
25 which all things were created², and are ever-sustained³.

26 ¹ John 1:14; ² John 1:3; ³ Hebrews 1:3; Colossians 1:15-17

27 As to God the Son's work in redemption, we believe that He lived a perfectly obedient life¹, died a
28 substitutionary death, having been crucified on a cross to atone for our sins², rose bodily from the
29 dead³, and ascended into the heavens⁴, as witnessed by many⁵, where He now advocates at the right
30 hand of the Father⁶ on behalf of those who believe in Him⁷.

31 ¹ Hebrews 4:15; ² 1 Corinthians 15:3; ³ 1 Corinthians 15:4; ⁴ Luke 24:29-43, 51-53; ⁵ 1 Corinthians 15:5-8;
32 ⁶ 1 John 2:1; Hebrews 7:25; ⁷ Romans 1:16; Ephesians 2:8-9

God the Holy Spirit

Regarding the nature of God the Holy Spirit, we believe that He is eternally proceeding from God the Father and God the Son, while comprehending and revealing the thoughts of God.

John 14:26; 15:26; 1 Corinthians 2:8-11

As to God the Holy Spirit's work, we believe He is sent by the Father and Son¹ to convict the world of sin, righteousness, and judgment², to bring to spiritual life from spiritual death³, and to permanently indwell the saints⁴, sealing⁵, sanctifying⁶, guiding⁷, teaching⁸, equipping⁹, and comforting¹⁰ all those who believe in Jesus.

¹ John 7:39, 14:26-27, 15:26; ² John 16:8; ³ John 3:6-8; ⁴ Romans 8:9; ⁵ Ephesians 1:13; ⁶ Ezekiel 36:26-27;

⁷ John 16:13; ⁸ Ezekiel 36:26-27; ⁹ 1 Corinthians 12:7-10; ¹⁰ Acts 9:31

Humanity and Its Destiny

Regarding humanity, we believe that we were created in the image of God¹, first with Adam from the dust of the ground, and then Eve from Adam's side². Thus, they are the historical parents of the human race, originally being without sin, and created to love and enjoy God³.

¹ Genesis 1:26-27; ² Genesis 2:7; ³ Genesis 1:22, 28

We believe that although God created mankind upright¹, our first parents were led into sin by personal disobedience to the revealed will of God². It was in this manner they fell from their original innocence and communion with God³.

¹ Ecclesiastes 7:29a; ² Ecclesiastes 7:29b; Romans 1:21-23; Genesis 3:17; ³ Genesis 3:1-7

Thereby, as head of the human race, through Adam's fall became the fall of all his posterity, thus separating humanity from God, and properly incurring a nature of corruption, hostility, guilt, death, and condemnation.

Romans 1:21-32, 3:23, 5:9-10, 12-19; 1 Corinthians 15:21-22; Colossians 2:13

Therefore, we believe that every human being is enslaved to sin¹, and morally incapable² of loving and honoring God, and therefore facing eternal judgment and wrath from Him³.

¹ John 8:34; ² Romans 6:16, 20, 23, 8:7-8; ³ John 3:3

Humanity and Salvation

We believe that God the Father, in His desire to save humanity, sent His Son—Jesus—to die as a sinless¹ substitute for sinners² once for all³, and to rise from the dead, thus guaranteeing and securing the resurrection to eternal life for those who believe in Him⁴ and His substitutionary work—which is the gospel.

1 ¹ 2 Corinthians 5:21; ² Romans 5:8-21; Titus 3:3-7; ³ Romans 6:10; ⁴ 1 Corinthians 15:20-22; Philippians 3:20-21;
2 Colossians 1:21-22, 2:13

3 We believe that because of man's corrupt nature and incapability to submit to God, God freely
4 saves by regenerating the heart, by the power of the Holy Spirit¹, through the hearing of the gospel—
5 Jesus's life, death, resurrection, and ascension². It is His work that guarantees³ redemption⁴ for those
6 who place their individual faith⁵ in His person and work alone⁶.

7 ¹ Ezekiel 36:26-27; ² 1 Corinthians 2:14, 15:3-5, 45; ³ Ephesians 1:14; Jude 24-25; ⁴ Hebrews 9:12; ⁵ Acts 17:30;
8 John 5:24; Romans 3:23-26; ⁶ Ephesians 2:8-9

9 **Satan**

10 Regarding Satan, we believe he is a powerful being¹ who was created by God² and consigned to
11 reign over this present world³. His work includes destroying⁴, murdering⁵, deceiving⁶, and accusing⁷
12 humanity, constantly opposing God, while remaining under God's sovereign control⁸.

13 ¹ Revelation 12:4-9; ² Ezekiel 28:12-16; ³ 1 John 5:19; 2 Corinthians 4:4; ⁴ 1 Peter 5:8; ⁵ John 8:44; ⁶ John 8:44;
14 ⁷ Zechariah 3:1; ⁸ Job 1:6-12

15 We believe that for those who have placed their faith in Jesus and his redemptive work on their
16 behalf, Satan has lost his condemning power¹ and at the appointed time, he will meet his final doom,
17 being cast into the lake of fire forever².

18 ¹ Colossians 2:15; John 12:31; ² Jude 6-7; Revelation 20:10

19 **The Church**

20 Regarding the universal Church, we believe that she is comprised of all those who possess a
21 persevering faith in Christ¹, both in generations past, present, and future. These are the saints of God
22 who were called out of the world and into fellowship with Him², thus overcoming the world³, with
23 Christ Jesus as her head⁴.

24 ¹ Hebrews 7:25; Ephesians 2:8-9; Revelation 5:9; ² Ephesians 1:3-4; ³ 1 John 5:4-5; ⁴ Colossians 1:18; Ephesians 1:22

25
26 Regarding the local church, we believe that God has commanded her, for her joy, to regularly
27 gather together in congregational worship¹, devoting themselves to the Word of God, prayer, the
28 ministry of fellowship², in addition to the biblical ordinances of water baptism³ and participation of the
29 Lord's Table⁴.

30 ¹ 1 Corinthians 16:19; Hebrews 10:24-25; ² Acts 2:42; Colossians 3:16; ³ Matthew 28:19; ⁴ 1 Corinthians 11:23-26

31
32 Regarding the gifts of the local church, we believe that the Holy Spirit has dispensed on every saint
33 different gifts for worship, the common good of the church body¹, and for the advancement of the
34 gospel², to the glory of God among the nations³.

1 ¹ Ephesians 4:11-14; Romans 12:4-8; ² Romans 10:15; ³ 1 Peter 2:9, 4:11; Mark 16:15

2 ***The Return of Jesus***

3 Regarding the return of Christ Jesus, we believe that the blessed hope of God's children¹ is that at
4 the appointed time He will return to His world personally², physically³ and suddenly⁴ in power and
5 magnificent glory⁵.

6 ¹ Titus 2:13-14; ² Acts 1:9-11; Revelation 1:7; ³ Mark 14:62; Philippians 3:20 21; ⁴ 1 Thessalonians 5:2-3;
7 ⁵ Luke 21:27

8 As to the last day, we believe that at His coming, God will bodily raise everyone from the dead.

9 Daniel 12:2; Acts 24:15; John 5:28-29; 1 Thessalonians 4:13-18; 2 Thessalonians 1:7-9

10 As to the non-elect, God will judge all who suppressed the truth in unrighteousness¹ and
11 consequently consign them to eternal conscious misery in Hell².

12 ¹ Romans 1:18; ² Matthew 3:12b; 10:28; 18:8; 25:31-46; Mark 3:29; Luke 16:26; Acts 17:31; Jude 12-13;
13 ² Thessalonians 1:9; Revelation 14:11; 19:3; 20:10, 15

14 As to the elect, God will gather them into His consummated kingdom to share in His everlasting
15 joy¹, in His presence² where they will reign with Jesus Christ forever in the New Heavens and New
16 Earth³.

17 ¹ Matthew 3:12a, 24:30-31; ² Matthew 25:23, 46; John 3:16, 14:3; 1 Corinthians 15:22-24; 2 Timothy 4:1;
18 Luke 22:28-30; ³ Matthew 19:29; Romans 8:17; 1 Corinthians 2:9; Luke 22:29-30; 2 Timothy 2:12

19 ARTICLE IV—MEMBERSHIP

20 The membership of this church shall consist of those who have faith in the Lord Jesus Christ for
21 salvation, have expressed that faith by water baptism as specified in the bylaws, who are in
22 agreement with the doctrine and practice of this church, and who have been received into fellowship
23 by regular action of the church as set forth in the bylaws.
24

25 ARTICLE V—OFFICERS OF THE CORPORATION

26 The officers of the corporation shall consist of the Chairman of the Board of Elders who shall be
27 the President and registered agent of this corporation. The Secretary of the Board of Elders shall be
28 the corporate secretary.

29 ARTICLE VI—MEETINGS

30 Meetings of the church will be held for worship, prayer, praise, fellowship, business and any other
31 special purposes as set forth in the bylaws.

1 ARTICLE VII—CHURCH AUTONOMY

2 The government of the church is ultimately vested in its members. It is subject to the control of no
3 other ecclesiastical body. Redeemer Fellowship maintains fellowship with local, regional, and national
4 Conservative Baptist associations and agencies as well as others established by the elders.

5 ARTICLE VIII—AMENDMENTS

6 This constitution may be amended by a three-fourths vote of members present and voting at any
7 called business meeting as specified in the bylaws, provided such amendments have been submitted
8 in writing at a previous business meeting.

9 ARTICLE IX—DISSOLUTION

10 In the event of a division or dissolution of Redeemer Fellowship, the property of this church entity
11 shall be disposed of by the elders or group which represents the church membership which is loyal to
12 the constitution and by-laws. Should any controversy arise as to whether such loyalty exists, the
13 question shall be submitted to a nonaligned separate board of godly people and their decision shall
14 be final.

15 Should a condition arise at any time in the future when for any reason, Redeemer Fellowship's
16 work cannot continue, the church properties shall be transferred to or liquidated, with the proceeds
17 going to one or more non-profit 501-c3 organizations.

18 Should conditions arise where a consolidation with another church of the same beliefs expressed
19 in this constitution be advisable, the elders shall negotiate the terms of such consolidation as far as
20 the property of this church is concerned.

21 ARTICLE X—BYLAWS

22 The corporation will adopt bylaws for its general administrative and charitable practices.

BYLAWS

ARTICLE A – CHURCH MEMBERSHIP

Section 1. Membership Qualifications

Membership within Redeemer Fellowship (hereinafter “this church”) is based upon an accurate understanding and personal trust in Jesus Christ and His completed work for salvation—the essence of biblical faith. This faith is initially expressed in public baptism. Individuals will be received into the membership of this church after: completing the steps of the membership process as defined in the policies set forth by the elders and affirmation through a majority vote of current members present at any called member meeting of this church as outlined in Article E, Section 2 of the bylaws.

Section 2. Membership Responsibilities

Membership within a local church carries both privileges and responsibilities. Members of this church are accountable to each other. Through the enabling power of the Holy Spirit, members should desire to stir one another up:

1. to joyfully submit to the authority of the Scriptures as the final arbiter on all issues (Psalm 119; 2 Timothy 3:14-17; 2 Peter 1:19-21).
2. to faithfully attend corporate worship, regular meetings, and various opportunities offered by the church for spiritual growth, fellowship, and relationship building (Hebrews 10:23-25).
3. to personally cultivate the practice of spiritual disciplines (Luke 18:1; Acts 17:11; 1 Corinthians 9:24-27; Ephesians 5:1-21; 1 Thessalonians 5:12-22).
4. to obediently participate in the ordinances of baptism and communion (Matthew 28:18-20; Luke 22:19-20).
5. to generously steward the resources God has given each member through sacrificial, cheerful, and voluntary financial giving, service, and participation in community (Matthew 25:14-30; Romans 12:1-2; 2 Corinthians 8-9; 1 Peter 4:10-11).
6. to thoughtfully walk in holiness in all areas of life and by God’s grace, striving to put certain attitudes and actions to death while stimulating love and good deeds through the Spirit (1 Peter 1:13-16, 4:1-3).
7. to abstain from all sexual immorality, whether single or married. If married, to demonstrate complete fidelity within heterosexual and monogamous marriage. Sexual purity involves: fleeing and abstaining from adultery, homosexuality, fornication, and pornography (Romans 13:11-14; 1 Corinthians 6:15-20, 10:8; Ephesians 5:3; 1 Thessalonians 4:1-8; Hebrews 13:4).
8. to intentionally preserve the gift of marriage and agree to walk through the steps of marriage reconciliation within this church before pursuing separation or divorce from his or her spouse (Matthew 19:1-12; Mark 10:1-12; Luke 16:18; 1 Corinthians 7:10-11).

9. to humbly submit to the biblical procedures for church discipline where unrepentant sin is evident in another, the hope of such discipline being repentance and restoration (Matthew 18:15-18; 1 Corinthians 5; 2 Thessalonians 3:14-15; Hebrews 12:5-6).
10. to respectfully obey the elders and other appointed leaders of this church, diligently striving for unity and peace within this church (Ephesians 4:1-3; Hebrews 13:17; 1 Peter 5:5).

Section 3. Membership Rights

Every member should expect spiritual care by the elders, other appointed spiritual leaders of the church, and from the other members of the church.

All members eighteen (18) years of age and over shall be eligible to vote on all church matters requiring a vote and should exercise this right by participating in its member and business meetings. Members of this church have no property rights and shall be entitled to no personal claim to its assets.

Section 4. Membership Classification

Any individuals who have been received into this church through normal action, as specified under Article A of these bylaws, is considered a member without classification. Because of the nature and meaning of church membership, this church will not maintain an inactive membership list and no one will be permitted to retain member status outside of the guidelines in Article A, Section 5 of these bylaws.

1. **Associate Members:** are students or other persons living temporarily in the area who desire the spiritual fellowship and care of a local church without terminating membership in their home church. Associate Members are expected to fulfill the responsibilities in Article A, Section 2 of these bylaws, but are not eligible to vote, hold office, and have no property rights or any personal claim to the church's assets.
2. **Homebound Members:** are individuals who may live within an area where they would be able to attend, but are unable due to physical limitations. Homebound members are expected to fulfill as many of the responsibilities in Article A, Section 2 of these bylaws as physically possible, but are not eligible to vote by proxy, hold office, and have no property rights or any personal claim to the church's assets.

Section 5. Termination of Membership

Termination of membership shall be on the unanimous vote of the elders. A membership list shall be maintained and reviewed regularly.

Members can be removed through:

1. voluntary resignation of membership by one in good standing,
2. death, or
3. action taken by the elders as a result of the disciplinary process. Requests by members to remove their membership while subject to the formal disciplinary process, will not be accepted.

1 **Section 6.** Church Discipline

2 Church discipline is the process of correcting sin in the life of the congregation and its
3 members. Church discipline is not punishment. Punishment is retribution towards someone
4 for doing something wrong. As followers of Christ, this church is responsible to carry-out
5 discipline out of love for any member consistently living with unrepentant sinful attitudes and
6 behaviors that are not in obedience to Christ and his Word (John 15:1-11). The purpose of
7 discipline is to encourage the individual to bear fruits in keeping with repentance so that
8 their joy may be full and prove to be followers of Jesus Christ. Any action set forth in
9 policies and procedures is taken to work towards this purpose and not for retribution, but for
10 restoration.

11 **Section 7.** Member Restoration

12 Restoration to the fellowship of the church occurs when there are signs of true repentance.
13 What true repentance looks like depends on the nature of the sin. Sometimes, repentance
14 is a black and white matter, as with a man who has abandoned his wife. For him, repenting
15 means returning to her, plain and simple. Yet sometimes, repentance does not mean
16 conquering a sin completely so much as demonstrating a new diligence in waging war
17 against the sin, as with a person caught in a cycle of addiction.

18 **Section 8.** Church Disruptions

19 Any person deemed by a member of the staff or elders to pose a physical or psychological
20 threat to any person or to the church, or to be causing, about to cause, or capable of
21 causing disruption to the religious services and activities of the church, shall be considered
22 a trespasser on church property, and may be ejected summarily. No church employee or
23 elder shall incur any liability for acting in good faith in the interests of the church pursuant to
24 this section.

1 **ARTICLE B – CHURCH GOVERNMENT**

2 **Section 1. Overview**

3 Jesus Christ is the Head of the church. Under His headship, the church is elder-led. This
4 elder leadership is congregationally-affirmed. Those who have been congregationally
5 affirmed as elders of this church, under the authority of God’s Word and Holy Spirit, have
6 been granted the privilege and responsibility of spiritual oversight, and are accountable to
7 this church’s members for the careful exercise of these responsibilities. The goal of church
8 government is to provide a context out of which Christian ministry, by the people of God,
9 best flourishes.

10 **Section 2. Organization**

11 1. Elder-led

12 Those who function within the office of elder are biblically qualified males. The elders
13 have the privilege and responsibility of leading the congregation in seeking to discern
14 the mind of Christ for all the decisions of the church and shepherding the church
15 members in those decisions.

16 2. Congregationally-affirmed

17 The final earthly authority rests with the church members as it corporately seeks God’s
18 will. The church members affirm the leadership of the elders and contribute to seeking
19 the mind of Christ as it is revealed in the Scriptures.

1 **ARTICLE C – ELDERS**

2 **Section 1. Overview**

3 The qualifications for the office of elder are established in 1Timothy 3:1-7 and Titus 1:5-9.
4 Specifically, an elder is chosen when he is recognized for his high spiritual character, his
5 proven household management, and his demonstrated leadership in the church. The office
6 of elder will only be filled by biblically qualified, naturally-born males who are members of
7 the church as set forth in the bylaws under Article A.

8 **Section 2. Responsibilities**

9 Include, but are not limited to:

- 10 1. Devoting themselves to prayer and the Word of God.
- 11 2. Governing and leading the church.
- 12 3. Teaching the Word of God both publicly and privately.
- 13 4. Protecting the church from false doctrine.
- 14 5. Administering the ordinances of baptism and the Lord's table.
- 15 6. Caring for the spiritual needs of the church both individually and corporately.
- 16 7. Examining prospective members, ensuring that they understand and believe the
17 gospel.
- 18 8. Overseeing the process of church discipline and restoration.
- 19 9. Overseeing the work of the deacons and other ministry leaders.
- 20 10. Examining, training, and mentoring potential elders.
- 21 11. Scheduling member and business meetings, providing a moderator for them, and
22 ensuring that the reporting and recording of official church business is performed.
- 23 12. Establishing and evaluating policies, procedures, and practices for the church, making
24 adjustments as necessary.
- 25 13. Evaluating the church ministries, making adjustments as necessary.

26 **Section 3. Organization & Affirmation**

27 The elders shall organize themselves however they determine to be best in order to achieve
28 the mission of the church. The elders are equal in authority but may be specialized in
29 function in order to carry-out proper oversight.

30 The elders shall consist of members serving three-year terms. After serving three-years, an
31 evaluation will be completed by the other elders. In light of that evaluation, a period of
32 purposeful rest should be granted, which length shall be determined by the elders on a
33 case-by-case basis. When the period of purposeful rest is complete, the individual elder
34 may be reaffirmed by the congregation to serve another three-years following the
35 procedures set forth in these bylaws.

1 Nominees for the office of elder will be evaluated by the existing elders to determine that
2 biblical qualifications are met. The elders must unanimously agree upon a nominee before
3 recommending him to the congregation. Recommendations may be submitted by church
4 members to the elders for their consideration.

5 The affirmation of elders may be held at any members' meeting of the church. Nominees for
6 the office of elder should be made known at least four weeks prior to any called member's
7 meeting. Any member with reason to believe that a nominated candidate is unqualified,
8 should express this concern to the elders within 21 days after official nomination.

9 **Section 4. Resignation, Dismissal, & Vacancies**

10 An elder's term of office may be terminated by written resignation with a (30) day notice
11 submitted to the elders unless other arrangements can be made by mutual agreement of
12 both parties, or by dismissal. Any two members with reason to believe that an elder should
13 be dismissed should express that concern to the elders and, if need be, to the congregation.
14 Any such action will be done following the instructions of Jesus in Matthew 18:15–17 and I
15 Timothy 5:17–21. After a thorough corroborating investigation by the elders, (or appointed
16 committee by them) any elder may be dismissed by a two-thirds vote of the members
17 present at any members' meeting of the church.

18 When an elder is dismissed because of sin that is deemed sufficient to disqualify him from
19 shepherding, and if he refuses to repent from that sin, his dismissal will be accompanied by
20 a public rebuke (1 Timothy 5:20).

21 A vacancy in the eldership because of death, resignation, dismissal, or any other cause, will
22 be filled only in the manners prescribed in these bylaws. Such vacancies may be filled as
23 they occur.

24 The eldership, along with the congregation, will first seek to prayerfully disciple and exam
25 aspiring and gifted men within the membership. At any time, the eldership, partnering with
26 the members of this church can recognize those candidates. Should the necessity arise to
27 look outside of the current eldership or body of this church to fill such a need, we will seek
28 the guidance of other like-minded churches or parachurch organizations to find qualified
29 and gifted candidates. The elders will recommend to the congregation the remuneration of
30 elders as needed.

31 **Section 5. Accountability**

32 Collectively, the elders are accountable to the church members. Individually, they are
33 accountable to one another.

34 **Section 6. Meetings & Voting**

35 The elders should meet as often as deemed necessary to carry-out proper oversight. In
36 addition, they should also meet for dedicated times of prayer and learning.

37 In voting, when unanimity is not required, the elders should still prayerfully seek it, but may
38 make decisions based on consensus. Once a decision is made, each elder should positively
39 affirm and submit to the decision that has been reached, being an example to the flock in
40 protecting unity and speaking well of the other elders.

41 If unanimously agreed upon in advance, some voting issues may be done through e-mail or
42 in absentia, so long as it is documented in the official minutes.

1 **Section 7. Compensation, Rest and Sabbaticals, Professional Development, and Reviews**

2 There is no qualitative or functional difference between elders who are remunerated
3 (vocational) and those who are not. Both are equally recognized to serve the church body in
4 the manner set-forth by Scripture. Elders are remunerated (fully or partially) according to the
5 scope of responsibilities determined and agreed upon within the eldership.

6 **7.1 Compensation**

7 The compensation of any elder will be based on qualification, experience, job
8 performance, longevity, and determined by the elders. Professional ministry
9 resources for determining fair compensation including salary and benefits, should be
10 consulted.

11 **7.2 Rest and Sabbaticals**

12 Vacation, days off, personal time, sick leave, sabbaticals, study breaks, or a leave of
13 absence will be determined by the elders after discussing those needs with him and
14 granted accordingly.

15 A fully or partially compensated elder who has served two consecutive three-year
16 periods, will receive a reasonable time away from his daily responsibilities which
17 may be for a period of up to one year. It is intended that this sabbatical serve as a
18 purposeful rest during which time, he may receive respite and recuperation.
19 Activities may include, but are not limited to: furthering his education, writing, or
20 being involved with a special ministry or missions project.

21 Following an adequate sabbatical break, the elders will assess the elder and may
22 reinstate him to his former work. The reinstatement will begin a three-year term.

23 The terms of remuneration during a sabbatical will be considered by the elders and
24 presented to the congregation for approval at a regularly called meeting. Pulpit
25 supply will be determined by the elders during that sabbatical year.

26 **7.3 Professional Development**

27 A fully or partially compensated elder is encouraged to further his education and
28 improve his overall skills and leadership. Such opportunities may not count against
29 Section 7.2. Opportunities may include, but are not limited to: advanced degrees,
30 conferences, workshops, et.al. Expenses may be covered under the general budget
31 or a designated account.

32 **7.4 Performance Reviews**

33 Annually, the elders, or the person whom they may appoint, will review all
34 compensated elders.

1 **Section 8.** Weddings

2 Elders may perform weddings for church members only. Exceptions are limited to their
3 extended family or personal friends and may be done with approval by the other elders.

1 **ARTICLE D – DEACONS**

2 **Section 1. Overview**

3 The qualifications for the office of Deacon/Deaconess are established in 1Timothy 3:8-13.
4 Specifically, a Deacon/Deaconess is chosen when he or she is recognized for their high
5 spiritual character, proven service, and demonstration of walking in the Spirit and wisdom.
6 The office of Deacon/Deaconess will only be filled by those who are: biblically qualified,
7 either naturally-born males or naturally-born females, and members of the church as set
8 forth in the bylaws under Article A.

9 **Section 2. Responsibilities**

10 The duties of the Diaconate are specifically appointed to free the elders to pursue the
11 ministry of the Word of God and prayer. The nature of their function is serving rather than
12 authority. Responsibilities may include, but are not limited to:

- 13 1. Ministering to widows and problem solving
- 14 2. Organizing and administering various ways for serving
- 15 3. Maintaining church-owned facilities and property
- 16 4. Distributing benevolence to those in need from an established benevolence fund
- 17 5. Managing the church budget and finances

18 **Section 3. Organization & Affirmation**

19 The Diaconate shall organize itself however it determines to be best in order to achieve the
20 mission of the church under the oversight of the elders. Members of the Diaconate are
21 equal in their position but may be specialized in function in order to carry-out proper service.

22 The Diaconate shall consist of members serving three-year terms. After serving three-years,
23 an evaluation shall be conducted by the elders. In light of that evaluation, a period of
24 purposeful rest should be granted, which length shall be determined by the elders on a
25 case-by-case basis. When the period of purposeful rest is complete, the individual
26 Deacon/Deaconess may be reaffirmed by the congregation to serve another three-years
27 following the procedures set forth in these bylaws.

28 Nominees for the Diaconate will be evaluated by the current elders to determine that biblical
29 qualifications are met. Recommendations may be submitted by church members to the
30 elders for their consideration.

31 The affirmation of Deacons/Deaconesses may be held at any members' meeting of the
32 church. Nominees for the office of Deacon/Deaconess should be made known at least four
33 weeks prior to any called member's meeting. Any member with reason to believe that a
34 nominated candidate is unqualified, should express this concern to the elders within 21
35 days after official nomination.

1 **Section 4. Resignation & Dismissal**

2 A Deacon's/Deaconess' term of office may be terminated by written resignation with a (30)
3 day notice submitted to the elders unless other arrangements can be made by mutual
4 agreement of both parties, or by dismissal. After a thorough corroborating investigation by
5 the current elders, (or appointed committee by them) any Deacon/Deaconess may be
6 dismissed by a two-thirds vote of the members present at any members' meeting of the
7 church.

8 A vacancy in the Diaconate because of death, resignation, dismissal or any other cause, will
9 be filled only in the manners prescribed in these bylaws. Such vacancies may be filled as
10 they occur.

11 **Section 5. Accountability**

12 Collectively, The Diaconate is directly accountable to the elders and church members.
13 Individually, they are accountable to one another.

14 **Section 6. Meetings & Voting**

15 The Diaconate should meet as often as deemed necessary to carry-out and organize proper
16 service to and for the church body. In addition, they should also meet for dedicated times of
17 prayer and learning.

18 In voting, the Deacons/Deaconesses should prayerfully seek and make decisions based on
19 consensus. Once a decision is made, each Deacon/Deaconess should positively affirm and
20 submit to the decision that has been reached, being an example to the flock in protecting
21 unity and speaking well of the other Deacons/Deaconesses.

22 If unanimously agreed upon in advance, some voting issues may be done through email or
23 in absentia, so long as it is documented in the official minutes

1 **ARTICLE E – MEETINGS**

2 **Section 1. Worship**

3 Corporate worship will be scheduled for each Sunday. Other meetings will be scheduled as
4 agreed upon for purposes consistent with the overall vision, mission, and values of the
5 church.

6 **Section 2. Member Meetings**

7 1. Purpose:

8 The purpose of member meetings is to affirm prospective church members, elders,
9 deacons, financial, legal, or property issues that require or are deemed worthy of
10 congregational attention by the elders. Such affirmations shall be done through voting.

11 There will be an annual business meeting held. Other business meetings may be
12 scheduled by the elders as needed.

13 2. Notification of Meetings:

14 All member or business meetings require a two-week notification when an affirmation
15 by vote is required unless providentially inhibited.

16 3. Voting:

17 All questions shall be decided by a majority vote of the members present and voting
18 unless otherwise specified within the bylaws.

19 **Section 3. Facility Use & Property**

20 The church will use its facility and its property in a manner that meets the standards named
21 in this church’s constitution and bylaws. Furthermore, Redeemer Fellowship affirms that all
22 marriage ceremonies performed in the name of this church and any related celebrations or
23 activities allowed in its facilities, shall be for unions that meet the standards prescribed by
24 Scripture, under the direction of these bylaws and the policies and procedures as set forth
25 by the elders.

1 ARTICLE F – AMENDMENTS

2 The bylaws set forth the general administrative practices of the church. These bylaws may
3 be amended by three-fourths vote of the members present and voting at a called member or
4 business meeting as specified in the bylaws.