

Directions

Please review the following documents. If you are in agreement with the job description, our statement of faith, and our constitution, then please send a copy of your resume to the Search Committee at:

dbcsearchcommittee21@gmail.com

The committee will then review your resume at their next meeting and contact you regarding the next steps.

Thank You!
Decatur Bible Church



Job Description



CHURCH PROFILE

Decatur Bible Church is a rural country church in a town of about 2,000 people. We are approximately 30 minutes Southwest of Kalamazoo. The core of DBC is well grounded in the scriptures and we are often seen as a loving and friendly congregation. Sunday school is an important part of DBC as it ministers to nursery ages through adult. DBC has been committed to the AWANA program for over 30 years and we also hold VBS every summer. This church has a strong mission mindset, and approximately a quarter of our annual budget goes towards missions. DBC has been a member of IFCA since July 26th, 1943.

CONTACT

CHURCH PHONE:
269-423-5111

WEBSITE:
www.decaturbible.org

CHURCH EMAIL:
Secretary: Annie Schwarze
Administrative Assistant: Don Mattern
decbiblechurch@gmail.com

SEARCH COMMITTEE EMAIL:
Secretary: Lindsey Mroczek
dbcsearchcommittee21@gmail.com

MAILING ADDRESS:
PO BOX 94 Decatur MI, 49045

APPLICATION INSTRUCTIONS

Email your resume to:
decbiblechurch@gmail.com

Subject Line: Part-Time Youth Director

Mail your resume to:
Decatur Bible Church
P.O Box 94
Decatur, MI 49045
ATTN: Part-Time Youth Director Position

Decatur Bible Church

YOUTH DIRECTOR

Job Description

JOB OVERVIEW

The primary responsibility of the part-time youth director is to **equip 7th-12th grade teens with a firm Biblical foundation** that can be built upon as they mature through adulthood. This equipping is to be done through teaching weekly Sunday School and Youth Group Bible lessons as well as through Youth Group events and community outreach activities.

RESPONSIBILITIES

1. **Teach the 7th- 12th grade Sunday School class**
2. **Lead weekly 90-minute Youth Group Meetings**
- Bible Lesson and group activities
3. **Lead monthly and/or bi-monthly Youth Group activities:**
- Examples: Game night, movie night, sports, etc...
4. **Lead annual and/or bi-annual Youth Group activities:**
- Examples: Lock-ins, Missions Trips, Winter and/or Summer retreats, etc...
5. **Create and lead outreach opportunities**
-Build relationships in the community
6. **Participate in AWANA**
7. **Attend monthly church board meetings**
8. **Lead prayer at the end of the morning worship service**

QUALIFICATIONS

1. **Character Traits:** Has moral integrity, patient, enthusiastic leader, takes initiative, relational, good communication, facilitator
2. **Faith:** Born again believer with a thorough knowledge of the Bible
3. **Experience:** Must have some experience with Youth Ministry (whether paid or volunteer) or is working toward a youth ministry degree
4. **Miscellaneous**
- Hold a valid driver's license with a safe driving record
- Willing to submit to a background check



Church Profile



DECATUR BIBLE CHURCH

"Holding Forth The Word of Life"

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MAILING ADDRESS:
PO BOX 94 Decatur MI, 49045

AFFILIATION

Member of IFCA International since July 26, 1943

GENERAL HISTORY

- December 31, 2023 Elliot Schwarze retires from being Youth Director
- Spring of 2022 Pastor Steven Pace begins ministry at DBC
- Spring 2021 Pastor Steve DeGroff announced his retirement
- Spring 2016 Elliot Schwarze is hired as our Youth Director
- November 2015 Pastor Steve DeGroff begins ministry at DBC
- November 2014 Pastor Ely begins interim ministry at DBC
- May 2014 Pastor Dave Turley retired
- October 2013 The church celebrated its 75th Anniversary
- May 2000 Pastor Dave Turley begins ministry at DBC
- 1999 Pastor Jack Bacher begins interim ministry
- 1997 Pastor Bob Cosby resigns ministry
- 1997 Pastor Bob Cosby begins ministry
- 1996 Pastor Dantuma retires
- 1996 Jeff McNett resigns
- 1994 Jeff McNett begins youth ministry
- 1993 Pastor Dantuma begins Pastoral ministry at DBC
- 1993 Pastor Dantuma begins interim ministry at DBC
- 1992 Pastor Russ Osbeck resigns
- 1988 The church celebrated its 50th Anniversary
- 1987 Mortgage burning celebration
- 1980 Pastor Russ Osbeck begins ministry
- 1975 Current building built on 15 acres on State Highway 51

POSITIONS ON POTENTIALLY CONTROVERSIAL AREAS

1. **Communion:** Open to all believers
2. **Music:** We use hymns 80% of the time supplemented with worship music the other 20% of the time. Congregants have the option of using the hymnal or singing with the lyrics via PowerPoint. We have a small praise team of 5 singers accompanied by piano. We also have weekly special music provided by members of the church and choir that sings for special occasions.
3. **Ecumenicalism:** We do not partner with other ministries that would call us "brothers and sisters" in Christ when they do not have "faith alone" doctrine. We are unwilling to participate in the local ecumenical ministerial association due to significant doctrinal differences.
4. **Divorce and remarriage:** Divorce happens; however, it is not God's will. He hates divorce. Historically, men who have been divorced have not served on the church board. Our constitution does not prohibit divorced men from serving. The leadership interprets the "husband of one wife" as "a one- woman man" which is the sense given in the Greek. Due to tradition, we do not ask divorced men to serve as deacon; however, with teaching and time, that could change.
5. **Bible Translations:** We use primarily NASB 1995 from the pulpit.

ATTENDANCE

- Adult Sunday School (70)
- Children's Sun. School (12)
- Sunday AM (118)
- Sunday PM (48)
- Prayer Meeting (10)
- AWANA (37)
- Youth Group (10)
- Active Membership (93)

FINANCES

There are no outstanding debts, and we own all property and vehicles. Our annual budget for 2024 is \$159,540.00

PAID STAFF

Senior Pastor: Steven Pace (Full Time)
Youth Director: _____ (Part Time)
Secretary: Annie Schwarze (Part Time)
Admin Assist: Don Mattern (Part Time)

YOUTH

Elliot Schwarze served as our part time Youth Director from 2016-2023. We are currently searching for a new Youth Director. (See Job Description). Currently our Youth Group numbers are small, but we are looking for someone with a passion to grow the youth program.

SOCIAL PRESENCE

YouTube

<https://www.youtube.com/@decaturbiblechurch1879>

Facebook

<facebook.com/DecaturBibleChurch>

Podcast:

Bible Q&A with Pastor Steven

THE PROCESS OF BEING CALLED

1. Answer the questionnaire and agree with our church's constitution
2. Be interviewed by the search committee
3. Be interviewed by the church board
4. Be heard by the congregation
5. The church board will then recommend the man to the congregation as a candidate. The church will only consider one man at a time.
6. Q&A session with the congregation.
7. The congregation will vote. Upon a three-fourths majority vote, an official call letter will be sent to the candidate specifying the details of the call including salary, professional expenses, and benefits package.



Statement of Faith

We believe:

1. THE HOLY SCRIPTURE

We believe the Holy Scriptures of the Old and New Testaments to be the verbally inspired Word of God, the final authority for faith and life, inerrant in the original writings, infallible and God-breathed (Matthew 5:18; John 16:12-13; II Timothy 3:16, 17; II Peter 1:20-21).

2. THE GODHEAD

We believe in one Triune God, eternally existing in three persons – Father, Son, and Holy Spirit – co-eternal in being, co-identical in nature, co-equal in power and glory, and having the same attributes and perfections (Deuteronomy 6:4; II Corinthians 13:14).

3. THE PERSON AND WORK OF THE FATHER

a. We believe that God the Father so loved the world that He gave His Son, Jesus Christ, who is our only means of salvation (Psalm 139:1-4, 7-16; Isaiah 9:6; Matthew 1:21; John 3:16).

b. We believe that God the Father is sovereign and calls the sinner. He becomes the believer's Father at the new birth (John 6:37, 44).

c. We believe that God the Father sends the Holy Spirit to abide in the believer forever in response to the Son's request, and that this takes place at conversion (John 14:16-17; Acts 10:44-45; Galatians 4:4-7).

d. We believe that God the Father answers the prayer of the believer when asked in accordance with His will (John 16:23-27; Hebrews 4:16; James 1:5-7; I John 5:14-15).

4. THE PERSON AND WORK OF CHRIST

a. We believe that the Lord Jesus Christ, the eternal Son of God, became man, without ceasing to be God, having been conceived by the Holy Spirit and born of the Virgin Mary, in order that He might reveal God and redeem sinful men (Isaiah 9:6; Luke 1:35; John 1:1-2, 14).

b. We believe that the Lord Jesus Christ accomplished our redemption through His death on the cross as a representative, vicarious, substitutionary sacrifice for all mankind; and, that our justification is made sure by His literal, physical resurrection from the dead (Romans 3:24, 25; Ephesians 1:7; I Peter 1:3-5; 2:24; I John 2:1-2).

c. We believe that the Lord Jesus Christ ascended to heaven and is now seated at the right hand of God, where, as our Great High Priest, He fulfills the ministry of Representative, Intercessor, and Advocate (Acts 1:9-10; Romans 8:34; Hebrews 4:14; 9:24; 7:25; I John 2:1-2).

5. THE PERSON AND WORK OF THE HOLY SPIRIT

a. We believe that the Holy Spirit is a person who convicts the world of sin, of righteousness, and of judgment; and, that He is the Supernatural Agent in regeneration, baptizing all believers into the body of Christ, indwelling them and sealing them unto the day of redemption (John 16:8-11; Romans 8:9; I Corinthians 12:12-14; II Corinthians 3:6; Ephesians 1:13-14; Titus 3:5).

b. We believe that He is the Divine Teacher who guides believers into all truth; and, that it is the privilege and duty of all the saved to be filled with the Spirit (I Corinthians 2:12-14; Ephesians 5:18; I John 2:20, 27).

6. THE TOTAL DEPRAVITY OF MAN

We believe that man was created in the image and likeness of God, but that in Adam's sin the race fell, inherited a sinful nature, and became alienated from God. We also believe that man is totally depraved and of himself completely unable and unwilling to remedy his lost condition

(Genesis 1:26-27; Romans 3:10-12, 22-23, 5:12; Ephesians 2:1-3, 12).

7. SALVATION

We believe that salvation is the gift of God brought to man by grace and received by personal faith in the Lord Jesus Christ, whose precious blood was shed on Calvary for the forgiveness of our sins (John 1:12; Ephesians 1:7; 2:8-10; I Peter 1:18-19).

8. THE ETERNAL SECURITY AND ASSURANCE OF THE BELIEVER

a. We believe that all the redeemed, once saved, are kept by God's power and are thus secure in Christ forever (John 6:37-40, 10:27-30; Romans 5:8-10, 8:1, 38-39; I Corinthians 1:4-8; I Peter 1:5).

b. We believe that it is the privilege of believers to rejoice in the assurance of their salvation through the testimony of God's Word; however, the Word of God clearly forbids the use of Christian liberty as an opportunity for the flesh (Romans 13:13-14; Galatians 5:13; Titus 2:11-15; I John 5:13).

9. THE TWO NATURES OF THE BELIEVER

We believe that every saved person possesses two natures, with provision made for victory of the new nature over the old nature through the power

of the indwelling Holy Spirit; however, believers still struggle with the old nature since it is not eradicated in this life (Romans 6:13, 7:14-25, 8:12-13; Galatians 5:16-25; Ephesians 4:22-24; Colossians 3:10; I Peter 1:14-16; I John 3:5-9).

10. SEPARATION

We believe that all the saved should live in such a manner as not to bring reproach upon their Savior and Lord; and, that separation from all religious apostasy, all worldly and sinful pleasures, practices and associations is commanded of God (Romans 12:1-2, 14:13; II Corinthians 6:14-7:1; II Timothy 3:1-5; I John 2:15-17; II John 9-11;).

11. MISSIONS

We believe that it is the obligation of the saved to witness by life and by word to the truths of Holy Scripture and to seek to proclaim the Gospel to all mankind (Matthew 28:19-20; Mark 16:15; Acts 1:8; II Corinthians 5:19-20).

12. THE MINISTRY AND SPIRITUAL GIFTS

a. We believe that God is sovereign in the bestowment of all His gifts. Gifted men holding the office of evangelists, pastor-teachers, and other gifted believers, empowered by the Holy Spirit, are sufficient for the perfecting of the saints today. Speaking in tongues and the working of sign miracles gradually ceased as the New Testament Scriptures were completed and their authority became established.

(I Corinthians 12:4-11; 13:8-10; 14:21-22; II Corinthians 12:12; Ephesians 4:7-12).

b. We believe that God does hear and answer the prayer of faith, in accord with His own will, for the sick and afflicted. God is able to work miracles at any time and by any means He so desires (John 15:7; I John 5:14-15).

13. THE CHURCH

a. We believe that the Church, which is the body and the espoused bride of Christ, is a spiritual organism made up of all born-again persons of this present age beginning at Pentecost and continuing until the Rapture (Acts 2; I Corinthians 12:12-14; II Corinthians 11:2; Ephesians 1:22-23; 5:25-27; I Thessalonians 4:13-18).

b. We believe that the establishment and continuance of local churches is clearly taught and defined in the New Testament Scriptures (Acts 14:27, 20:17, 28-32; I Timothy 3:1-13; Titus 1:5-11).

c. We believe in the autonomy of the local church free of any external authority or control (Acts 13:1-4, 15:19-31, 20:28; Romans 16:1, 4; I Corinthians 3:9, 16, 5:4-7, 13; I Peter 5:1-4).

d. We recognize the ordinances of believer's water baptism and the Lord's Supper as a scriptural means of testimony for the Church in this age. We believe that immersion is the only method which adequately symbolizes baptism by the Spirit (Matthew 28:19-20; Acts 2:41-42; 18:8; Romans 6:1-7; I Corinthians 11:23-26).

14. DISPENSATIONALISM

We believe that the Scriptures interpreted in their natural, literal sense reveal divinely determined dispensations or rules of life which define man's responsibilities in successive ages. These dispensations are not ways of salvation, but rather divinely ordered stewardships by which God directs man according to His purpose. Three of these – the age of law, the age of the Church, and the age of the millennial kingdom – are the subjects of detailed revelation in Scripture (John 1:17; I Corinthians 9:17; II Corinthians 3:9-18; Galatians 3:13-25; Ephesians 1:10; 3:2-10; Colossians 1:24-25; Hebrews 7:19; Revelation 20:2-6).

We also believe that a dispensational approach to understanding the Scriptures establishes that:

a. God's overall purpose in human history is to bring glory to Himself (Psalms 19:1; John 17:1-5; I Corinthians 10:31; Philippians 2:10-11).

b. God's covenant with Israel is unconditional and thus still binding and will be fulfilled when the times of the Gentiles have come to fruition (Genesis 12:1-3; 15:12-18; 28:10-15; Ezekiel 36:22-23, 32; Romans 11:25-27)

15. THE PERSONALITY OF SATAN

We believe that Satan is a person, a fallen angel, the author of sin and instrumental in the fall of man. He is the open and declared enemy of God and man. He shall be eternally punished in the Lake of Fire (Job 1:6-7; Isaiah 14:12-17; Ezekiel 28:14-19; Matthew 4:2-11; 25:41; John 8:44; Revelation 20:10).

16. THE SECOND COMING OF CHRIST

The Scriptures reveal that when the Lord Jesus returns, it will first be to gather His Church which will rise to meet him in the air and return with Him to the Father's house; subsequent to that, He will return to the earth with His Church & holy angels to establish His millennial kingdom.

a. We believe in that “Blessed Hope,” the personal, imminent, pretribulational coming of Christ for the Church known as the Rapture (John 14:1-3; I Corinthians 15:51-52; I Thessalonians 1:10; 4:13-18; 5:9; Titus 2:13; Revelation 3:10).

b. The premillennial coming of the Lord Jesus Christ will be with His saints and holy angels to establish His Millennial Kingdom (Zechariah 14:4-11, 19:11-16, 20:1-6).

17. THE ETERNAL STATE

a. We believe in the bodily resurrection of all mankind, the saved to eternal life, and the unsaved to judgment and everlasting punishment (Matthew 25:46; John 5:28, 29; 11:25, 26; Revelation 20:4-6, 12, 13).

b. We believe that at death the souls of the redeemed are absent from the body and present with the Lord, where in conscious bliss they await the first resurrection, when spirit, soul, and body are reunited to be glorified forever with the Lord (Luke 23:43; II Corinthians 5:8; Philippians 1:23; 3:21; I Thessalonians 4:16-17; Revelation 20:4-6).

c. We believe that at death the souls of unbelievers remain in conscious misery until the second resurrection, when with soul and body reunited they shall appear at the Great White Throne Judgment, and shall be cast into the Lake of Fire which was created for the Devil and his angels, not to be annihilated, but to suffer everlasting conscious punishment (Daniel 12:1-2; Matthew 25:41-46; Mark 9:43-48; Luke 16:19-26; II Thessalonians 1:7-9; Jude 6-7; Revelation 20:11-15).

18. CREATION

a. We believe that God the Father, along with His Son and Holy Spirit, created the heavens and the earth in six literal twenty-four hour days (Genesis 1-2; Exodus. 20:11; John 1:1-3; Colossians. 1:16).

b. We believe the genealogical record of the Scriptures shows the Earth to be thousands and not millions of years old. Much of the appearance of the age of the earth by its many layers is due to the global flood described in Genesis 6-8.

c. We believe God will create New Heavens and a New Earth after the Great White Throne Judgment (Isaiah 65:17-18; 66:22; Revelation 20:11-21:2).

19. HUMAN SEXUALITY

Sexual intimacy is a wonderful gift of God that is only to be expressed between a man and a woman within the love and bonds of marriage. Therefore, we believe that any other form of sexual intimacy is both immoral and a perversion of God's gift (Genesis 2:24-25; Leviticus 18:1-30; Proverbs 5:18; 6:32; Romans 1:26-27; I Corinthians 6:18; 7:5; I Thessalonians 4:3-5; Hebrews 13:4).



Church Constitution

**Decatur
Bible
Church
Constitution**

(Through the 3rd Amendment dated February 7, 2021)

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DECATUR BIBLE CHURCH CONSTITUTION

(Adopted October 27, 2013 and amended through the 3rd Amendment dated February 7, 2021)

PREAMBLE

The Bible exhorts us saying, “Let all things be done decently and in order” (I Corinthians 14:40). To this end the members of Decatur Bible Church solemnly and sincerely set forth the following Constitution by which we willingly and cheerfully agree to be governed.

ARTICLE I NAME

This church shall be known as Decatur Bible Church, 80797 M-51 Highway, Decatur, Michigan 49045. It was established October 2, 1938 as Atonement Presbyterian Church; the name was changed to Decatur Bible Church in January of 1941.

ARTICLE II PURPOSE

The purpose of Decatur Bible Church is to bring glory to God. We believe this is accomplished through the salvation of souls, the edification of Christians through the teaching of God’s Word, the world-wide proclamation of God’s saving grace expressed in the shed blood and finished work of the Lord Jesus Christ on Calvary, the promotion of Godly worship, the defense of “the Faith Once Delivered,” until He comes (Matthew 28:19-20; Acts 2:42; I Corinthians 10:31; 14:40; Ephesians 4:11-16; I Timothy 3:15; Jude 3).

ARTICLE III AFFILIATION

Decatur Bible Church joined the IFCA which is now IFCA International on July 14, 1943 and continues membership to this day. It may participate in fellowship and activity with other churches and organizations of like faith.

ARTICLE IV

FAITH AND DOCTRINE

SECTION I. ARTICLES OF BIBLICAL FAITH

1. THE HOLY SCRIPTURES

We believe the Holy Scriptures of the Old and New Testaments to be the verbally inspired Word of God, the final authority for faith and life, inerrant in the original writings, infallible and God-breathed (Matthew 5:18; John 16:12-13; II Timothy 3:16, 17; II Peter 1:20-21).

2. THE GODHEAD

We believe in one Triune God, eternally existing in three persons – Father, Son, and Holy Spirit – co-eternal in being, co-identical in nature, co-equal in power and glory, and having the same attributes and perfections (Deuteronomy 6:4; II Corinthians 13:14).

3. THE PERSON AND WORK OF THE FATHER

- a. We believe that God the Father so loved the world that He gave His Son, Jesus Christ, who is our only means of salvation (Psalm 139:1-4, 7-16; Isaiah 9:6; Matthew 1:21; John 3:16).
- b. We believe that God the Father is sovereign and calls the sinner. He becomes the believer's Father at the new birth (John 6:37, 44).
- c. We believe that God the Father sends the Holy Spirit to abide in the believer forever in response to the Son's request, and that this takes place at conversion (John 14:16-17; Acts 10:44-45; Galatians 4:4-7).
- d. We believe that God the Father answers the prayer of the believer when asked in accordance with His will (John 16:23-27; Hebrews 4:16; James 1:5-7; I John 5:14-15).

4. THE PERSON AND WORK OF CHRIST

- a. We believe that the Lord Jesus Christ, the eternal Son of God, became man, without ceasing to be God, having been conceived by the Holy Spirit and born of the Virgin Mary, in order that He might reveal God and redeem sinful men (Isaiah 9:6; Luke 1:35; John 1:1-2, 14).
- b. We believe that the Lord Jesus Christ accomplished our redemption through His death on the cross as a representative, vicarious, substitutionary sacrifice for all mankind; and, that our justification is made sure by His literal, physical resurrection from the dead (Romans 3:24, 25; Ephesians 1:7; I Peter 1:3-5; 2:24; I John 2:1-2).
- c. We believe that the Lord Jesus Christ ascended to heaven, and is now seated at the right hand of God, where, as our Great High Priest, He fulfills the ministry of Representative, Intercessor, and Advocate (Acts 1:9-10; Romans 8:34; Hebrews 4:14; 9:24; 7:25; I John 2:1-2).

5. THE PERSON AND WORK OF THE HOLY SPIRIT

- a. We believe that the Holy Spirit is a person who convicts the world of sin, of righteousness, and of judgment; and, that He is the Supernatural Agent in regeneration, baptizing all believers into the body of Christ, indwelling them and sealing them unto the day of redemption (John 16:8-11; Romans 8:9; I Corinthians 12:12-14; II Corinthians 3:6; Ephesians 1:13-14; Titus 3:5).
- b. We believe that He is the Divine Teacher who guides believers into all truth; and, that it is the privilege and duty of all the saved to be filled with the Spirit (I Corinthians 2:12-14; Ephesians 5:18; I John 2:20, 27).

6. **THE TOTAL DEPRAVITY OF MAN**

We believe that man was created in the image and likeness of God, but that in Adam's sin the race fell, inherited a sinful nature, and became alienated from God. We also believe that man is totally depraved and of himself completely unable and unwilling to remedy his lost condition (Genesis 1:26-27; Romans 3:10-12, 22-23, 5:12; Ephesians 2:1-3, 12).

7. **SALVATION**

We believe that salvation is the gift of God brought to man by grace and received by personal faith in the Lord Jesus Christ, whose precious blood was shed on Calvary for the forgiveness of our sins (John 1:12; Ephesians 1:7; 2:8-10; I Peter 1:18-19).

8. **THE ETERNAL SECURITY AND ASSURANCE OF THE BELIEVER**

- a. We believe that all the redeemed, once saved, are kept by God's power and are thus secure in Christ forever (John 6:37-40, 10:27-30; Romans 5:8-10, 8:1, 38-39; I Corinthians 1:4-8; I Peter 1:5).
- b. We believe that it is the privilege of believers to rejoice in the assurance of their salvation through the testimony of God's Word; however, the Word of God clearly forbids the use of Christian liberty as an opportunity for the flesh (Romans 13:13-14; Galatians 5:13; Titus 2:11-15; I John 5:13).

9. **THE TWO NATURES OF THE BELIEVER**

We believe that every saved person possesses two natures, with provision made for victory of the new nature over the old nature through the power of the indwelling Holy Spirit; however, believers still struggle with the old nature since it is not eradicated in this life (Romans 6:13, 7:14-25, 8:12-13; Galatians 5:16-25; Ephesians 4:22-24; Colossians 3:10; I Peter 1:14-16; I John 3:5-9).

10. **SEPARATION**

We believe that all the saved should live in such a manner as not to bring reproach upon their Savior and Lord; and, that separation from all religious apostasy, all worldly and sinful pleasures, practices and associations is commanded of God (Romans 12:1-2, 14:13; II Corinthians 6:14-7:1; II Timothy 3:1-5; I John 2:15-17; II John 9-11;).

11. **MISSIONS**

We believe that it is the obligation of the saved to witness by life and by word to the truths of Holy Scripture and to seek to proclaim the Gospel to all mankind (Matthew 28:19-20; Mark 16:15; Acts 1:8; II Corinthians 5:19-20).

12. **THE MINISTRY AND SPIRITUAL GIFTS**

- a. We believe that God is sovereign in the bestowment of all His gifts. Gifted men holding the office of evangelists, pastor-teachers, and other gifted believers, empowered by the Holy Spirit, are sufficient for the perfecting of the saints today. Speaking in tongues and the working of sign miracles gradually ceased as the New Testament Scriptures were completed and their authority became established (I Corinthians 12:4-11; 13:8-10; 14:21-22; II Corinthians 12:12; Ephesians 4:7-12).
- b. We believe that God does hear and answer the prayer of faith, in accord with His own will, for the sick and afflicted. God is able to work miracles at any time and by any means He so desires (John 15:7; I John 5:14-15).

13. **THE CHURCH**

- a. We believe that the Church, which is the body and the espoused bride of Christ, is a spiritual organism made up of all born-again persons of this present age beginning at Pentecost and continuing until the Rapture (Acts 2; I Corinthians 12:12-14; II Corinthians 11:2; Ephesians 1:22-23; 5:25-27; I Thessalonians 4:13-18).
- b. We believe that the establishment and continuance of local churches is clearly taught and defined in the New Testament Scriptures (Acts 14:27, 20:17, 28-32; I Timothy 3:1-13; Titus 1:5-11).
- c. We believe in the autonomy of the local church free of any external authority or control (Acts 13:1-4, 15:19-31, 20:28; Romans 16:1, 4; I Corinthians 3:9, 16, 5:4-7, 13; I Peter 5:1-4).
- d. We recognize the ordinances of believer's water baptism and the Lord's Supper as a scriptural means of testimony for the Church in this age. We believe that immersion is the only method which adequately symbolizes baptism by the Spirit (Matthew 28:19-20; Acts 2:41-42; 18:8; Romans 6:1-7; I Corinthians 11:23-26).

14. **DISPENSATIONALISM**

We believe that the Scriptures interpreted in their natural, literal sense reveal divinely determined dispensations or rules of life which define man's responsibilities in successive ages. These dispensations are not ways of salvation, but rather divinely ordered stewardships by which God directs man according to His purpose. Three of these – the age of law, the age of the Church, and the age of the millennial kingdom – are the subjects of detailed revelation in Scripture (John 1:17; I Corinthians 9:17; II Corinthians 3:9-18; Galatians 3:13-25; Ephesians 1:10; 3:2-10; Colossians 1:24-25; Hebrews 7:19; Revelation 20:2-6).

We also believe that a dispensational approach to understanding the Scriptures establishes that:

- a. God's overall purpose in human history is to bring glory to Himself (Psalms 19:1; John 17:1-5; I Corinthians 10:31; Philippians 2:10-11).
- b. God's covenant with Israel is unconditional and thus still binding and will be fulfilled when the times of the Gentiles have come to fruition (Genesis 12:1-3; 15:12-18; 28:10-15; Ezekiel 36:22-23, 32; Romans 11:25-27).

15. **THE PERSONALITY OF SATAN**

We believe that Satan is a person, a fallen angel, the author of sin and instrumental in the fall of man. He is the open and declared enemy of God and man. He shall be eternally punished in the Lake of Fire (Job 1:6-7; Isaiah 14:12-17; Ezekiel 28:14-19; Matthew 4:2-11; 25:41; John 8:44; Revelation 20:10).

16. **THE SECOND COMING OF CHRIST**

The Scriptures reveal that when the Lord Jesus returns, it will first be to gather His Church which will rise to meet him in the air and return with Him to the Father's house; subsequent to that, He will return to the earth with His Church & holy angels to establish His millennial kingdom.

- a. We believe in that "Blessed Hope," the personal, imminent, pretribulational coming of Christ for the Church known as the Rapture (John 14:1-3; I Corinthians 15:51-52; I Thessalonians 1:10; 4:13-18; 5:9; Titus 2:13; Revelation 3:10).
- b. The premillennial coming of the Lord Jesus Christ will be with His saints and holy angels to establish His Millennial Kingdom (Zechariah 14:4-11, 19:11-16, 20:1-6).

17. **THE ETERNAL STATE**

- a. We believe in the bodily resurrection of all mankind, the saved to eternal life, and the unsaved to judgment and everlasting punishment (Matthew 25:46; John 5:28, 29; 11:25, 26; Revelation 20:4-6, 12, 13).
- b. We believe that at death the souls of the redeemed are absent from the body and present with the Lord, where in conscious bliss they await the first resurrection, when spirit, soul, and body are reunited to be glorified forever with the Lord (Luke 23:43; II Corinthians 5:8; Philippians 1:23; 3:21; I Thessalonians 4:16-17; Revelation 20:4-6).
- c. We believe that at death the souls of unbelievers remain in conscious misery until the second resurrection, when with soul and body reunited they shall appear at the Great White Throne Judgment, and shall be cast into the Lake of Fire which was created for the Devil and his angels, not to be annihilated, but to suffer everlasting conscious punishment (Daniel 12:1-2; Matthew 25:41-46; Mark 9:43-48; Luke 16:19-26; II Thessalonians 1:7-9; Jude 6-7; Revelation 20:11-15).

18. **CREATION**

- a. We believe that God the Father, along with His Son and Holy Spirit, created the heavens and the earth in six literal twenty-four hour days (Genesis 1-2; Exodus. 20:11; John 1:1-3; Colossians. 1:16).
- b. We believe the genealogical record of the Scriptures shows the Earth to be thousands and not millions of years old. Much of the appearance of the age of the earth by its many layers is due to the global flood described in Genesis 6-8.
- c. We believe God will create New Heavens and a New Earth after the Great White Throne Judgment (Isaiah 65:17-18; 66:22; Revelation 20:11-21:2).

19. **HUMAN SEXUALITY**

Sexual intimacy is a wonderful gift of God that is only to be expressed between a genetic man and a genetic woman within the love and bonds of marriage. Therefore, we believe that any other form of sexual intimacy is both immoral and a perversion of God's gift (Genesis

2:24-25; Leviticus 18:1-30; Proverbs 5:18; 6:32; Romans 1:26-27; I Corinthians 6:18; 7:5; I Thessalonians 4:3-5; Hebrews 13:4).

ARTICLE V MEMBERSHIP

SECTION I. QUALIFICATIONS

Any person, who confesses faith in the Lord Jesus Christ as their personal Savior, submits to the Word of God, agrees with the doctrines and practices of this church as stated in this Constitution, and has been baptized by immersion, may be received into membership.

SECTION II. RECEPTION

- A. Any persons who desire to become a member of Decatur Bible Church shall go through our membership class, then be interviewed by two or more of the Church Board members. Upon approval by the Church Board they shall be recommended to the Congregation for approval. Those recommended for church membership must be approved by a three-fourths majority of vote of the Congregation to be received into membership.
- B. Membership privileges shall begin after congregational approval. The right hand of fellowship (Galatians 2:9) will be extended at the next convenient opportunity.

SECTION III. RESPONSIBILITY of MEMBERS

All members of this church shall be expected to participate in its ministry in such measure as talents and circumstances enable. Such service shall be voluntary and subject to the leadership of this church.

The members of this church are urged to grow in the grace and knowledge of our Lord and to walk in His ways so that their Christian lives will glorify the Lord, promote spiritual growth, and further the ministry of this church (Ephesians 5:8; Colossians 1:10, 2:6; II Peter 3:18). They are further exhorted to:

- A. Engage in personal and family Bible reading, prayer, and regular attendance at the services of this church (Deuteronomy 6:6-7; I Timothy 4:12-16; II Timothy 2:15; Hebrews 10:25).
 - 1. Historically, regular attendance has been defined by attending at least 3 services per quarter.

2. Individuals who do not attend regularly may be moved to an inactive status where they will not be considered for a quorum or have the privilege to vote. Sufficient effort should be made to contact this person before moving them to the inactive list.
 3. An inactive member may become active again upon regular attendance and request of reinstatement.
- B. Practice daily living that is consistent with the Scriptural principles of the Christian life; to abstain from the lust of the flesh, the lust of the eyes, and the pride of life; avoid such alliances that would constitute an unequal bond with unbelievers; to guard against religious apostasy and false teaching (II Corinthians 6:14; II Peter 3:17-18; I John 2:15-17).
 - C. Support the financial program of this church with systematic, proportionate giving (Genesis 14:18-20; Malachi 3:7-12; 1 Corinthians 16:2).
 - D. Fellowship in Christian love and unity with the entire congregation to avoid the development of factions (1 Corinthians 1:10; James 2:1-5).
 - E. Only members 18 years and older shall have the duty and privilege to vote in congregational meetings concerning the business of the church.

SECTION IV. ACTIONS AFFECTING MEMBERSHIP

I Corinthians 5:9-13 clearly teaches that the local church is to keep itself pure from the inside. Our first responsibility is to restore those caught up in sin by confrontation (Galatians 6:1, Matthew 7: 5, James 5:19). If they are not repentant we are to remove them from among us (I Corinthians 5:13). It is important to note that the unrepentant claims to be a believer. This passage does not teach a doctrine of sinless perfection. We believe that man's relationship with God is restored through confession and repentance of sin as taught in I John 1:9.

- A. **Causes for Discipline:** Members and others in our church fellowship may come under church discipline who are without repentance and consistently engaged in:
 1. Heresy (Romans 16:17-18; I Timothy 6:3-5; Titus 3:10)
 2. Immorality (I Corinthians 5:1-5; 11-13 Galatians 5:21)
 3. Drunkenness (I Corinthians 5:9-13 Galatians 5:21)
 4. Divisiveness (Romans 16:17; Galatians 5:21; II Thessalonians 3:6-7, 11; Titus 3:10)

Even though these are explicitly addressed in the Scriptures, they do not limit the extent of discipline since other types of behavior are possible which could warrant attention. Therefore discipline could be necessary beyond the aforementioned sins by the recommendation of the Church Board and approval of the Congregation.

- B. **Procedure for Discipline:** When the Church Board learns that a member is engaged in or is charged with an offense which requires discipline; it shall be their duty to inquire into the matter. If it shall appear that the case requires it, they shall proceed with a thorough investigation. They shall notify the accused member as to the specific charges made against them. The Church Board will set up a time and place where the accused member is requested to appear before the Church Board to examine charges and hear a defense. In the event the accused fails to appear at the specified time and place without satisfactory reason, the case shall be presented to the Congregation for action.
1. Should the member be found innocent or repentant concerning the offense, no action will be taken concerning their membership.
 2. Should the member be found as accused and be found in an unrepentant state concerning sin, that person shall forfeit all ministry responsibilities, lose voting privileges, and may be removed from membership at the Church Board's discretion.
 3. In the case of personal differences of members of the church, the Church Board shall recommend that the parties endeavor to settle their differences as laid down in Matthew 18:15-17 and Philippians 4:2-3. All discipline shall be done in the spirit of Galatians 6:1.
- C. **Reinstatement of Membership:** Persons who have been removed from membership because of discipline may be restored to membership as described in Article V.

SECTION V. ENDING MEMBERSHIP

- A. **By Request:** Any request by a member to have their name removed from the membership roll shall be honored.
- B. **By Inactivity:** Any member who has been on the Inactive List for nine months may have their name removed from the membership roll at the discretion of Church Board and be notified by letter, if possible.
- C. **By Discipline:** See Article V, Section IV.
- D. **By Attending another Church:** Those who leave this church to regularly attend another church may be removed from the membership roll by vote of the Church Board. The regular attending of another church must be verified.
- E. **Communication:** In all cases of termination, the Congregation will be informed at the next scheduled business meeting.

ARTICLE VI GOVERNMENT

SECTION I. AUTONOMY

This church shall be and remain independent and autonomous.

SECTION II. AUTHORITY

Authority is vested in the church membership, administered by the Church Board.

SECTION III. MEETINGS

A. Worship Services

1. Regular Sunday and Midweek Services shall be maintained.
2. We shall endeavor to observe the Lord's Supper in connection with church services on a monthly basis.

B. Business

1. Annual Meeting: Shall be held within the first five weeks of the New Year at which time the annual reports shall be presented, elections held, and such other business transacted as may properly come before the meeting.
2. Quarterly meetings: Shall be held in April, July, and October.
3. Special Meetings: Of the membership may be held at any time upon call of the pastor, the Church Board, or by written request to the Church Board of twenty-five percent of the voting members of the Congregation. The call of such a meeting and its purposes must be announced at the morning service on two consecutive Sundays preceding the meeting.
4. All business meetings shall generally be governed by Roberts Rules of Order.
5. A quorum at any business meeting shall consist of at least twenty-five percent of the eligible voting members.
6. Members in good standing who are unable because of sickness or other acceptable reasons to be present at business meetings may vote by absentee ballot by obtaining an official ballot at the church office. The ballot is to be enclosed in a sealed envelope which should be enclosed in an envelope with the signature of the voter on it and presented at the meeting. The clerk shall verify the eligibility of the voter and shall present the inner envelope to the tellers. Each Church Board member shall assist the members in his group in obtaining this ballot and bringing it to the business meeting. Absentee ballots are valid for all balloted voting situations and contribute to the total members present as it relates to the vote but not for determining a quorum.
7. Any ballot received unmarked, thus an abstaining vote, will not be used to determine the outcome. Only marked ballots will be used to determine the outcome of the vote. Every vote must have at least a quorum casting a marked ballot.

SECTION IV. PASTOR

- A. **Qualifications:** The Pastor shall be a man who gives evidence of the call of God to the ministry of the Gospel and of adherence to the Scriptural principles governing church leadership (I Timothy 3:7; I Peter 5:1-4). As an elder of this church he will have the qualities of an elder as detailed in I Timothy 3:2-7.
- B. **Calling a New Pastor:**
1. When a new Pastor is needed, the Church Board shall:
 - a. Arrange for pulpit supply and/or search for an interim pastor (who shall be advised that he will not be considered as a candidate).
 - b. Appoint a Pulpit Committee (not to exceed 7 members) to investigate potential candidates and arrange for them to speak at Sunday services.
 - c. Update the Church Profile and the Pastoral Candidate Questionnaire regarding training, pastoral experience, and biblical qualifications which will be sent to potential candidates.
 2. To be considered as a candidate for Pastor a man shall:
 - a. Read this Constitution and signify in writing his willingness to be governed by its provisions.
 - b. Interview with the Pulpit Committee/Church Board.
 - c. Be heard by the Congregation at least once as a pulpit supply.
 3. Upon recommendation by the Church Board, Decatur Bible Church shall candidate only one man at a time for Pastor.
The following shall be arranged to get to know the candidate:
 - a. Several opportunities for the candidate to preach and teach.
 - b. Fellowship time with the candidate and his family.
 - c. Q & A session with the Congregation.
 4. An official call of a candidate for Pastor shall require:
 - a. A three-fourths majority vote of the Congregation.
 - b. An official call letter to be sent to the candidate specifying the details of the call including salary, housing, professional expense allowance, vacation time, etc.
- C. **Duties:**
1. It shall be the duty of the pastor to preach and teach the Word of God, to administer the ordinances, to care for the spiritual welfare of other members, to exercise a general pastoral oversight of the church, and to perform the various duties incidental to his office (Acts 20:27-28; I Timothy 3:1; II Timothy 4:2; I Peter 5:2).
 2. He shall be an ex-officio voting member of all boards and committees.
 3. The Pastor shall be free to regulate his schedule of duties. The Church Board, however, may request regular written reports of his activities if they deem it necessary.

4. The Pastor and his wife shall automatically become members of this church upon assuming their duties, and their membership shall continue while serving in this position.
- D. **Provisions:** Salary, housing, professional expenses, vacation time, conferences, etc. shall be arranged in conference with the Church Board and shall be a written agreement between the Church Board and the Pastor annually.
- E. **Resignation:** A notice of 30 days shall be given to the Church Board prior to resignation. Remuneration and service continues through this period, unless otherwise mutually agreed.
- F. **Termination:** If at any time his personal belief, preaching, teaching, or manner of life shall not be in full accord with the doctrinal statement of this church, his services as pastor shall be terminated by the Congregation with a three-fourths majority vote effective immediately.

SECTION V. OFFICERS

Officers of this church shall be at least eighteen years of age and an active member in good standing. They must be approved by the Congregation by three-fourths majority vote. Elders not serving on the Church Board are an exception due to appointment.

A. Elders

1. **Definition:** An elder shall be a man whom God has called to provide spiritual leadership in the church. He is to minister with the Pastor(s) in the spiritual guidance, direction, feeding, and watching over the flock according to the Scriptures (Acts 20:28-31; I Peter 5: 1-5). The Pastor is an elder of special calling (Ephesians 4:11). The elders shall oversee the pastoral ministry when the church is without a shepherd.
2. **Qualifications:** A candidate for elder must be an active member of no less than three years, in good standing, and measured against the Scriptures. This man shall possess a sufficient understanding of the scriptures and be able to instruct others in biblical truth. He shall be an example of Christian living (I Timothy 3:1-7; Titus 1:5-9).
3. **Appointment of Elders:**
 - a. Recommendation to the Church Board by Pastor or a Board member.
 - b. It will be the responsibility of the Church Board to recognize those who are qualified. This recognition should involve a question and answer session along with the observation of his care for the church over an extended period of time.
 - c. The church will honor the newly recognized elder with an installation ceremony at an appropriate time. Prayer, dedication, and a charge to the candidate would be part of a proper installation.
4. **Dismissal:** If at any time an elder's personal beliefs, preaching, teaching, or manner of life shall not be in full accord with the doctrinal statement of this church, his services as elder shall be dismissed by the Church Board.

B. Deacons

1. Qualifications: A deacon shall be a man willing to serve God in a servant/leadership role in the church, an active member of no less than one year, in good standing, and measured against the Scriptures as set forth in I Timothy 3:8-13.
2. Duties: At least two shall be appointed and function as trustees in all legal transactions. They shall be responsible for the supervision and maintenance of all church properties and equipment. Any expenditure exceeding two percent of the annual budget must be submitted to the Congregation for approval.

C. Ushers

1. The head usher shall be elected by the Congregation at the annual meeting for a term of one year.
2. Individuals are called upon to assist the head usher as needed to perform his duties as detailed in the Head Usher Guidelines.

D. Treasurer

1. The treasurer shall be elected by the Congregation at the annual meeting for a term of one year.
2. Duties:
 - a. He or she shall safeguard, disburse, and be responsible for all funds of the church, and keep an accurate account of the same.
 - b. He or she shall submit a monthly report to the Church Board, and quarterly and annual reports to the Congregation. The treasurer's books shall be audited annually.
 - c. Further duties are detailed in the Treasurer Guidelines.

E. Financial Secretary

1. The financial secretary shall be elected by the Congregation at the annual meeting for a term of one year.
2. Duties:
 - a. He or she shall receive and count all offerings of the church and keep record of the same and properly bank all monies.
 - b. He or she shall keep records of all contributions and give to each enveloped contributor a statement of the amount contributed in each fiscal year.
 - c. Further duties are detailed in the Financial Secretary Guidelines.

F. Clerk

1. The clerk shall be elected by the Congregation at the annual meeting for a term of one year.
2. Duties:
 - a. He or she shall preserve a correct record of the business transactions of the church.

- b. He or she shall maintain an up-to-date list of the names and addresses of all members, and be prepared to declare the voting membership at each business meeting.
- c. He or she shall keep a baptismal record.

G. Sunday School Superintendent

- 1. The Sunday school superintendent shall be elected by the Congregation at the annual meeting for a term of one year.
- 2. He shall have the general oversight and direction of the Sunday school. He shall evaluate the Sunday school program, guide the development of the Sunday school plans and programs and lead the Sunday school. He shall recommend departmental superintendents and teachers to the Church Board for approval when needed.
- 3. In the absence of a Sunday school superintendent, these responsibilities will fall upon the Church Board.

H. Deaconesses

The church shall elect at least four women to serve as deaconesses. These women must be spiritually mature in that they are examples in the church of what it is to be a godly woman (I Timothy 3:11; Titus 2:3-5). Their terms of office shall be for two years, arranged to end in yearly succession. Details of their responsibilities are described in the Deaconess Guidelines.

- I. **Failure to Perform Duties:** If any of the above named officers fail to perform the duties of the office without reasonable explanation, the office shall be declared vacant by recommendation of the Church Board.
- J. **Procedure for Filling Vacancies:** Any office that is vacated for any cause shall be filled by a special election. The newly elected officer shall complete the term of the office vacated.

SECTION VI. CHURCH BOARD

- A. **Composition:** The Church Board shall be composed of elected elders and deacons which will meet monthly. A majority of the Church Board shall constitute a quorum.

B. Size, Terms, Responsibilities

- 1. The Church Board should be composed of at least five percent of the congregational membership. The nominating committee shall see to it that those nominated for the office of the Church Board ideally fulfill the Scriptural requirements set forth in I Timothy 3:2-13.
- 2. The length of service will be for three years. No more than two consecutive terms may be served without a year off. This is not to be a contested office.

3. The Church Board shall assist the Pastor in the spiritual oversight of the church and care for the physical needs of the church which will include, but are not limited to the following:
 - a. Elect its own chairman, trustees, and secretary annually.
 - b. Interview candidates for church membership and assist with the Ordinances.
 - c. Have oversight of all committees. At least one board member shall serve on each committee.
 - d. Appoint a moderator who will preside over the business meetings of the church.

SECTION VII. COMMITTEES

Committee members shall be approved by the Church Board and shall meet regularly, and communicate activities to the Church Board. All committees shall have on them at least one member of the Church Board.

A. Missionary Committee

1. It shall be composed of one Board member and at least four members from the Congregation.
2. It shall investigate and recommend to the Church Board such missionaries and mission organizations as are worthy of financial support.
3. It shall endeavor to keep constantly before the Congregation the activities and needs of those missionaries for whom the church has assumed a financial responsibility.
4. It shall recommend from time to time the undertaking of special missionary projects.
5. It shall be responsible for the planning of all mission conferences.

B. Christian Education Committee

1. It shall be composed of the Sunday School Superintendent, one Board member and at least one other member from the Congregation.
2. It shall be responsible for the organization, administration, and supervision of the entire education program of the church.
3. It is responsible for evaluating, determining, and supervising the curriculum of the educational program.

C. Budget Committee

1. It shall be composed of the Treasurer, Financial Secretary, and at least one other member from the Congregation.
2. It shall review the financial reports and expenditures of the previous year, consider requests of the various committees for funds, recommend salary adjustments for the church staff, and shall present a proposed budget to the Church Board before the annual congregational meeting.

D. Auditing Committee

It shall consist of three members of whom one is a board member whose duty is to examine the accounts of the Treasurer and Financial Secretary when requested by the Church Board, and declare to the church a statement of their findings at the annual meeting. The audit is to consider the accuracy of accounts, the validity of expenditures and the methods of bookkeeping.

E. Nominating Committee

1. It shall be composed of two Church Board members and two members from the Congregation.
2. It shall consider members approved by the Church Board for various offices of the church.
3. It shall present to the church a slate of candidates for the various offices to be filled.
4. The report of this committee shall be posted on the bulletin board 4 weeks prior to the annual meeting.
5. Members of the church who object to any part of the slate of candidates or who desire to nominate additional candidates shall notify the committee within two weeks of the day the slate of candidates appears with reasons for their action.

F. Other Committees

These may be appointed by the Church Board when the need shall arise.

**ARTICLE VII
MISSIONS**

We believe Missions encompasses reaching the lost, strengthening believers and establishing fundamental churches by proclaiming the Word of God in obedience to the Great Commission. We also recognize the need for support-type ministries (Matthew 28:18-20; Acts 13, 14:21-28, 16:4, 5).

Missionaries or mission organizations will be selected and supported who are in agreement with our doctrinal statement and ministry of our church which are detailed in our current Missions Policy.

**ARTICLE VIII
FINANCES**

SECTION I. Support

This church shall be supported by the voluntary contributions of its members and friends.

SECTION II. Financial Policies

This church shall be guided in its financial policies by the biblical principles of stewardship (I Corinthians 16:2; II Corinthians 9:6-15).

SECTION III. Fund Raising

No entertainments, dinners, sales, etc., shall be given as a means of fund-raising for the church or any of its departments.

ARTICLE IX ORDINATION

SECTION I. Conduction of Ordination Counsel

When in the judgment of the Church Board, a man of this membership is called to the Pastoral ministry, the Church Board may recommend to the Congregation that the church call and conduct an ordination council composed of ministers and lay leaders from evangelical churches.

SECTION II. Examination of Candidate

The ordaining council shall thoroughly examine the candidate as to his call to the ministry, education, Christian experience, and doctrinal belief.

SECTION III. Proceeding with Ordination

If the ordaining council recommends the candidate for ordination, the church may confirm that recommendation by majority vote.

SECTION IV. Discipline/Revoking Credentials

The Congregation shall have the authority to discipline, and to even revoke the ordination credentials of any minister ordained under this Constitution if he fails to conform in character and conduct to the standards set forth in the Scriptures for a minister of the Gospel.

ARTICLE X POLICIES & GUIDELINES

SECTION I. DEFINITION

Policies are detailed works that describe courses of action concerning the ministries of this church. They are intended to provide direction and bring order to the daily work of ministry. Guidelines are similar in nature, but intended to have less constraint in areas where some flexibility could be beneficial.

SECTION II. FORMATION AND ALTERATION

- A. Policies have their origin or modification from the Church Board and approval of the Congregation.
- B. Guidelines have their origin or modification from the Church Board.

SECTION III. AUTHORITY

All policies and guidelines are subject to the church Constitution: If a policy or guideline contradicts the Constitution, the Constitution governs.

ARTICLE XI PROPERTIES

SECTION I. TITLE

The title to all property of this church, both real and personal shall be and remain vested in that portion of the Active Membership that shall remain faithful to the original purpose and doctrines stated in this Constitution.

SECTION II. ACQUISITIONS AND SALE OF PROPERTY

- A. The church shall have power to acquire and hold property, both real and personal, for the general purpose of the church. All property as acquired shall be in the name of the church.
- B. Any sale, mortgage, or transfer of real or personal property valued in excess of 1% of the annual church budget shall be approved by a three-fourths majority vote of the voting members at a regularly called business meeting.

SECTION III. DISSOLUTION

- A. No part of the net earnings of a sale of this corporation shall ever benefit any donor, member, director or officer of the corporation or to any private individual.

- B. No donor, member, director, officer of the corporation, or any private individual shall be entitled to share in the distribution of any of the corporation assets.
- C. Upon dissolution, any assets of the corporation must be distributed to a non-profit organization to be named by the membership of the church at a duly called business meeting.

ARTICLE XII AMENDMENTS

SECTION I. Amendment Adoption

This Constitution may be amended by a three-fourths majority vote of the voting members at a duly called business meeting.

SECTION II. Public Notice

Public notice of proposed changes shall be given in writing, publicly announced, and posted at least one month previous to the meeting.

DATE OF ADOPTION: October 27, 2013

DATES OF AMENDMENTS:

1. July 27, 2014 (to Article IV, Section I, add: 19. Human Sexuality)
2. April 27, 2015 (to Article VI, Section III, B, 6 and 7; to Article XI, Section II, B; to Article XII, Section I: to clarify absentee voting)
3. February 7, 2021 (to Article IV, Section I, 19, add the word “genetic” before man and woman)