

Faith Community Bible Church
c/o Cara Mouw
26032 Pinoak Road
Underwood, Iowa 51576

Dear Pastoral Candidate:

Thank you for your interest in Faith Community Bible Church's search for a pastor. We are trusting that God will guide both you and us to decide whether you are the pastor whom He desires for our church.

Faith Community Bible Church is an independent worshipping body which started in late 2017. We are a small but committed group of believers who feel that we have good potential for growth in the near future. Our congregation is made up of people from different communities in close proximity to the Omaha/Council Bluffs Metro Area. More details regarding the church's demographics are included in this packet of information.

Candidates of all educational and experiential status will be considered. If after looking over this informational packet you feel led to submit a resumé, please send it to Cara Mouw, chair of the pastor search committee, via e-mail at caramouw@gmail.com or to the mailing address at the top of this letter. In your response, be sure to let us know where you saw our job posting since we are expecting applications from multiple sites. Please know that your submission will be treated with the utmost privacy unless and/or until we invite you to candidate at our church.

Attached please find our Church Profile Form, the Pastoral Job Description, a brief history of Faith Community Bible Church, our Statement of Faith and By-laws, and links to the church's website and to demographical information about our area.

The members of Faith Community Bible Church are excited about welcoming a new pastor and have been praying for God's direction in this matter. If you have any questions, please submit them via e-mail to the address above. We look forward to hearing from you.

In Christ,

Pastor Search Committee
Faith Community Bible Church

Faith Community Bible Church Profile

<u>Name/Address/Telephone:</u>	Faith Community Bible Church 106 3rd St. P.O. Box 42 Neola, IA 51559 (712)566-5240
<u>Pastor Search Committee Chairperson:</u>	Cara Mouw 26032 Pinoak Road Underwood, IA 51576 caramouw@gmail.com
<u>Type of Community:</u>	Rural Small Town with an Agricultural Base in close proximity to the Omaha/Council Bluffs Metro Area
<u>Type of Position:</u>	Full-Time Solo Pastor
<u>Type of Church:</u>	Non-denominational Bible Church
<u>Congregational Information:</u>	The church currently ministers to approximately 40 adults and 8 children. Age Ranges: Adults over 65 = 22 Adults under 65= 18 Junior High = 1 Preschool/Elementary = 7
<u>Average Sunday Attendance:</u>	Sunday School (adults and children): 20 Worship (adults and children): 34
<u>Financial Information:</u>	2023 Beginning Balance \$69,400.00 Total Income \$91,700.00 Mission Disbursements \$11,375.00 Expenses \$36,250.00 2022 Ending Balance \$113,475.00
<u>Properties:</u>	We have owned our own building for over three years. We paid to remodel the building and have already paid over half of the purchase price. The church does not own a parsonage.
<u>Programs and Outreach:</u>	Sunday School (all ages) Vacation Bible School Various Monthly Missions Regular Monthly Missionary Support 2 Women's Bible Studies Annual Women's Conference Weekly Prayer Meeting

Faith Community Bible Church Pastoral Job Description

Position Title

Faith Community Bible Church is seeking a full-time solo pastor for a small congregation in a rural community east of the Omaha/Council Bluffs metropolitan area.

Position Description

The pastor is the spiritual leader of the church. It is the duty of the pastor to preach and teach the Word so as to bring the saints to maturity and to assist the congregation in worship. The pastor shall provide watch-care over the flock, counsel those in need, and lead prayer. He will provide administrative leadership. He shall be an example to the congregation in carrying out the church's purpose, which is to foster and encourage fellowship in the person and gospel of the Lord Jesus Christ, to exalt Him in corporate worship, and to spread the message of salvation to all. The pastor is to be a champion of the church's mission statement, which is to be a Bible-based church, helping people discover the way to salvation and discipleship in Christ.

Responsibilities

- Set as a guideline of personal behavior the standard required in 1 Timothy 3:1-7, 1 Peter 5:1-4, Titus 1:5-9.
- Maintain a regular program of study to enable himself to plan and coordinate meaningful worship services, including delivering the message of God's Word.
- Prepare for worship services, lead in the observance of the ordinances, and lead the church in prayer and proclaiming the gospel to the church and communities.
- Lead a weekly prayer meeting for congregants.
- Work in concert with the Board of Elders as a fellow elder in governance and development of vision in long range and short-term planning.
- Equip the congregation for evangelism and making disciples.
- Support the spiritual growth of members in their walks as disciples of Jesus Christ.
- Oversee the pastoral care needs of the congregation, including but not limited to hospital visitation; home visits; and premarital, vocational, family, and bereavement counseling.
- Perform wedding ceremonies and conduct funeral services as needed.
- Serve as a representative of the church in the communities.
- Maintain efficient and effective lines of communication between the elders and congregation.
- Encourage development of additional educational, outreach, missions, and other programs.
- File monthly reports to the Board of Elders detailing his time and activities spent in the work of the church.
- Be willing to assume additional responsibilities as the church experiences growth or other needs arise.

History of Faith Community Bible Church

The history of Faith Community Bible Church begins in the middle of 2015 when several members of the First Presbyterian Church at Neola, Iowa, a part of the PC(USA), became aware of the un-Biblical path that their denomination was taking. The Neola Presbyterian Church entered into a lengthy time of discernment to determine whether they wanted to leave the PC(USA). Despite two votes in which the majority of the congregation voted to leave the denomination, the Missouri River Valley Presbytery would not allow the church to depart.

Feeling God calling them to more closely follow His Word while at the same time wanting to continue worshipping together, a group of longtime faithful members and elders left the Neola Presbyterian Church, choosing to follow the Bible's teachings rather than conform to the ways of the world. They began worshipping at the Neola Area Community Center (NACC) and quickly recognized the need for a name for their group. The group chose the name Faith Community Bible Church (FCBC) after combining suggestions from several members.

Officially recognized as a church by the State of Iowa in late 2017, the new congregation continued to meet on Sunday mornings at the Neola Area Community Center or at UMBA Hall in Underwood, Iowa, when the NACC was unavailable. The group also occasionally met in members' homes when necessary.

FCBC members led worship services by themselves from October 2017 to January 2018 when Steve Kiesel, a former church plant pastor, agreed to preach two Sundays per month until a permanent pastor was called. Sunday School for the children was started right away with three members of the congregation alternately serving as the Sunday School teacher. Eventually, adult Sunday School was also started. At that time, Faith Community Bible Church had an average attendance of 20 people with regular attendees coming from the communities of Neola, Minden, Underwood, and Council Bluffs, Iowa.

From the beginning, FCBC's congregation has been blessed with God-given unity. The group adopted a Statement of Faith and By-laws in the spring of 2018, and then held elder elections in accordance with the By-laws. Major tenets of FCBC's Statement of Faith include salvation by faith through Christ alone and the authority and inerrancy of the Bible.

In late December of 2020, God made a building available to our congregation. We purchased the former medical clinic in Neola, paying half of the purchase price in cash and financing the remainder. Extensive remodeling took place over the next several months, with our first worship service occurring in the new facility in June of 2021. The building is only about 1500 square feet, but we feel blessed to have it.

During the summer of 2018, a pastor search committee was formed. We advertised for a bi-vocational pastor who would be contracted for twenty hours per week. Several candidates were interviewed electronically and in person during that time; then, a long delay occurred due to Covid-19. Interviews began in earnest again in January 2021, and our first pastor was called by unanimous congregational vote in March of 2021, with him starting service in May.

At that time, the church's programming grew. The Sunday school was expanded to two separate classes for children and an adult Bible study on Sunday evenings was added. A Tuesday evening prayer meeting was put in place, and additional programs were piloted. Average attendance on Sunday mornings grew to over 45 people, with peak attendance reaching 54.

Health issues caused our pastor to be absent from our fellowship beginning in November of 2021. During that time, we also became aware of some doctrinal differences. Because of these factors, our pastor chose to resign at the beginning of June 2022.

The members of FCBC have always had a heart for missions, spreading the love of Christ through both local and international work. In 2022, FCBC supported the following missions:

Deaf Missions, Samaritan's Purse, Voice of the Martyrs, Christian Resources International, our local food pantry, and other local missions. We also provide regular monthly financial support for a missionary couple in Côte d'Ivoire, Africa. For a week each summer, FCBC hosts Vacation Bible School as an outreach to the children in our area.

God has furnished FCBC with a broad talent base, and all members are actively participating and sharing their skills. Members have been continually amazed at how God has blessed the church from the beginning. The congregation feels that it has the possibility of significant growth in the future, but remains focused on wanting to bring glory to God and spread the Gospel of Jesus. FCBC has been praying that God will send a minister who shares their biblical and missional focus.

STATEMENT OF FAITH – FAITH COMMUNITY BIBLE CHURCH

God

1. We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son, and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory. (*Gen. 1:1-2:2; Isa. 40:28; Matt. 3:16, 17; Eph. 3:18; 1 Tim. 6:15, 16; Rev. 4:11*)

The Bible

2. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, is sufficient alone for instruction and counsel in the Christian life, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises. We hold to a literal, grammatical-historical interpretation of Scripture. (*2 Tim. 3:15-17; 2 Pet. 1:21*)

The Human Condition

3. We believe that God created Adam and Eve in His image—male and female He created them. They sinned when tempted by Satan. As descendants of Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be justified, reconciled, and renewed. (*Gen. 1:27, 3:6, 7; Rom. 3:10, 20; 2 Cor. 5:17*)

Jesus Christ

4. We believe that Jesus Christ is God incarnate, fully God and fully man, two natures in one Person. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate. (*Luke 1:35; 1 Cor. 15:3-6; 2 Cor. 5:21; Phil. 2:5-11; Heb. 8:1, 9:25*)

The Work of Christ

5. We believe that Jesus Christ, as our substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation. (*Matt. 28:9; John 1:12; Acts 4:12; Rom. 3:24, 25; 1 Pet. 2:22-25*)

Salvation

6. We believe that Jesus Christ died for all and that salvation is in Him alone by grace through faith. Believers receive Christ by faith and repentance. In Christ Jesus the believer has eternal security. (*John 1:12, 5:24, 10:28-29, 14:6; Acts 4:12; Eph. 2:8-9; 1 John 2:1-2*)

The Holy Spirit

7. We believe that the Holy Spirit glorifies the Lord Jesus Christ in all that He does. He convicts the world of its guilt. He regenerates sinners, and in Him believers are baptized into union with Christ and adopted as heirs in the family of God. He also dwells within us, illuminates, guides, equips and empowers believers for Christ-like living and service. (*John 3:3, 8:14, 16:8-11; Rom. 8:13; Gal. 5:16, 22-24; Eph. 1:13*)

The Church

8. We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. Believers are united by the Holy Spirit in the body of Christ, of which He is the

Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Baptism is the outward expression of the believer having been crucified and risen with Christ. The Lord's Supper is celebrated in remembrance of Christ, proclaiming Him until He comes again. (*Luke 22:17-20; Acts 2:41; Rom. 6:3; 1 Cor. 1:2, 11:23-27, 12:13; Col. 1:18*)

Christian Living

9. We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him with all our hearts, souls, minds, and strength and to love others as Christ has loved us. Believers are called to live holy and pure lives in the fear of the Lord. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed. (*Matt 28:19-20; Mark 12:30; John 13:34; Acts 2:42, 20:17-28; 2 Cor. 7:1; 1 Pet 1:15-16*)

Sexual Conduct and Marriage

10. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between one man and one woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex. We believe that God disapproves of and forbids any attempt to alter one's gender by surgery or appearance (*Gen. 2:24, 19:5, 13, 26:8-9; Lev. 18:1-30; Deut. 22:5; Rom. 1:26-29; 1 Cor. 5:1, 6:9; 1 Thess. 4:1-8; Heb. 13:4*). Such sinful patterns, if not repented, will be a barrier to membership, employment, and leadership in the body of believers, and may subject a member to church discipline.

We believe that marriage unites one man and one woman in a lifetime commitment to each other (*Gen. 2:23-24; Matt 19:4-6*). Marriage provides for intimate companionship, pure sexual expression (*Gen. 2:25; Eph. 5:31-33*), procreation, and reflects the relationship of Christ and the church (*Gen. 1:28; Prov. 5:15-19; 1 Cor. 7:1-5*).

The Rapture and Christ's Return

11. We believe that the Rapture of the Church is imminent. We believe in the personal, bodily, and pre-millennial return of our Lord Jesus Christ. The imminency of Christ coming for the church, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service, and energetic mission. (*1 Cor. 15:51, 52; 1 Thess. 4:16-18; Titus 2:11-13; 2 Pet. 3:11; 1 John 3:1-3; Rev. 20:6*)

Response and Eternal Destiny

12. We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge believers at the judgment seat of Christ; they will forever be with the Lord, living in eternal blessedness and joy. Nonbelievers will also be raised bodily and will be judged at the Great White Throne, destined to eternal conscious punishment in the lake of fire. The believer will experience the new heaven and the new earth, to the praise of His glorious grace. Amen. (*Rom. 6:8, 9; 8:11; 1 Cor. 3:12-15; 2 Cor. 5:10; 1 Thess. 1:8, 9; Rev. 20:11-15*)

BYLAWS OF FAITH COMMUNITY BIBLE CHURCH

PREAMBLE

Depending upon the leading of the Holy Spirit consistent with Scripture, in order to constitute an independent, non-denominational, Bible-believing church, we, the members of Faith Community Bible Church (FCBC) of Neola, Iowa, agree to the following Bylaws and Statement of Faith.

ARTICLE I: NAME OF ORGANIZATION

The name of this organization shall be Faith Community Bible Church, Inc. This organization was incorporated in the State of Iowa in the year of our Lord 2017. It will be referred to hereinafter in these Bylaws and Statement of Faith as “this church” or FCBC.

ARTICLE II: PURPOSE OF ORGANIZATION

The Purpose of Faith Community Bible Church is to foster and encourage fellowship in the person and gospel of the Lord Jesus Christ, to exalt Him in corporate worship, and to spread the message of salvation to all.

ARTICLE III: MISSION STATEMENT

We are a Bible-based church helping people discover the way to salvation and discipleship in Christ.

ARTICLE IV: GOVERNMENT

Faith Community Bible Church shall be an independent body of believers. The government of Faith Community Bible Church shall be vested in its assembled membership, through its duly elected or appointed officers and pastoral staff. The church may fellowship and cooperate with other churches or other organizations when such shall be wholly in accordance with the Scriptures and the purpose stated in ARTICLE II and ARTICLE III.

ARTICLE V: FINANCE

A. Scriptural giving is an expression of love for the Lord Jesus Christ; therefore, the church shall be sustained by voluntary and free-will offerings, uninfluenced by any consideration of worldly or other material reward. The members are responsible to bring their offerings into the general treasury of the church. These principles are found in 1 Corinthians 16:2 and 2 Corinthians 9:6-8.

B. The centrality of offerings for financial support shall not preclude the elders from deriving income for the church from interest on monies deposited in savings accounts, fees for use, or other prudent short-term investments, as may be deemed appropriate.

C. The elders are responsible for the administration of the annual budget, which shall be from January 1 to December 31. Monies of this church treasury shall be appropriately allocated to two focuses: the enhancement of worship and support of our purpose stated in ARTICLE II and ARTICLE III. In matters of emergency or ministry related needs, they may exceed the budget. They shall report such expenditures to the congregation at the earliest opportunity.

It is our belief that the church funds were given to be used and not saved without a specific purpose named (Matthew 6:19-21, Matthew 25:14-30).

ARTICLE VI: OFFICERS AND/OR STAFF OF FAITH COMMUNITY BIBLE CHURCH

SECTION 1. THE SENIOR PASTOR

The pastor is a spiritual leader of Faith Community Bible Church, and as such, his office is entrusted primarily with the spiritual welfare of this church (Ephesians 4:7-13).

A. SCRIPTURAL RECOGNITION OF THE PASTORAL POSITION – It is the obligation of Faith Community Bible Church to recognize the position of the pastor as an under-shepherd of Christ (1 Peter 5:2) and to acknowledge the importance of his spiritual ministry (1 Thessalonians 5:12; 1 Timothy 5:17). The church will recognize him as one who gives himself “to prayer, and to the ministry of the Word” (Acts 6:2, 4). The senior pastor shall be recognized as the principal teaching elder.

B. DUTIES – It is the duty of the pastor to preach and teach the Word so as to bring believers to maturity (Ephesians 4:11-13). The pastor shall devote himself to prayer both individually and corporately, shepherd the flock, and counsel Biblically (Acts 6:4, 20:28; Hebrews 13:17; Matthew 6:5-8; 1 Peter 5:1-3; 1 Thessalonians 5:14).

C. THE PASTOR AS AN EXAMPLE – The pastor shall be a Christ-honoring example to the “flock of God” in carrying out the purposes of ARTICLE II and ARTICLE III of these Bylaws. He must meet the qualifications set forth in 1 Timothy 3:1-7 and Titus 1:5-9 (1 Peter 5:2-3).

D. RELATIONSHIP TO BOARDS AND COMMITTEES – The senior pastor is a teaching elder of Faith Community Bible Church and shall meet all the qualifications of that office. He must work in concert with the Board of Elders as a fellow elder. The pastor may serve in an advisory capacity for other committees. The pastor shall not vote at any meetings.

E. CALLING OF A PASTOR – Whenever the office of senior pastor becomes vacant by reason of death, resignation, retirement or dismissal, the Board of Elders shall, without delay, begin the following procedure for securing a new senior pastor:

1. A Pastor Search Committee shall be formed, composed of at least five members, at least two being elders. The committee shall elect a chairman.
2. The Pastor Search Committee shall, in a Spirit-led and prayerful manner, conduct a search for God’s man to fill the position of senior pastor.
3. After the search, the committee shall make a recommendation of one man to the Board of Elders, which shall then interview him. The Board of Elders may seek outside guidance in examination of the pastoral candidate. Upon approval, the Board of Elders shall arrange that he supply the pulpit as many times as it feels necessary. The Board of Elders, upon unanimous agreement, shall then make a recommendation to the congregation for the calling of this candidate as senior pastor.
4. General meetings between the candidate and members of the congregation shall be arranged prior to voting by the membership. These meetings shall be conducted in a question-and-answer format. The voting membership of the church shall be notified two weeks in advance from the pulpit and in writing of a called business meeting to vote for the pastoral candidate. Approval of 75% of the voting members present shall be necessary for calling a senior pastor. The voting shall be by secret ballot.

5. The senior pastor must be ordained before or after his call, and his vote of calling shall, when accepted, constitute approval for acceptance into church membership for him and his wife, if applicable.
6. The senior pastor shall serve for an indeterminate length of time.

F. SUSPENSION/TERMINATION OF A PASTOR

1. The Board of Elders, with a simple majority of the board in agreement, shall ask the senior pastor to resign should he cease to meet the qualifications as outlined in ARTICLE VI of this document, preaches or teaches contrary to FCBC's Statement of Faith, is no longer compliant with FCBC's Bylaws, or his relations with the Board of Elders or congregation become strained to the point that remaining would cause harm and discord in the body.
2. Should the senior pastor refuse to resign, the Board of Elders shall immediately suspend him with pay and arrange for a congregational business meeting. The meeting shall be held no later than fourteen days after commencement of the suspension. All voting members shall be notified in writing and by a church announcement of the meeting. In the meeting, the board chairman shall present the board's statement regarding the reasons for dismissal. The senior pastor shall be afforded an equitable opportunity to respond. A 75% vote of the voting members present shall be sufficient to approve the dismissal. If a 75% vote for dismissal is not reached, then the senior pastor shall have the suspension lifted and he may immediately resume service.
 - a. A suspended pastor may not preach from the pulpit or teach a Sunday School or Bible class at FCBC. He shall also refrain from contacting members of the church in a manner that creates friction or generates support for his position.
 - b. The elders shall also refrain from communicating with members of the church in a manner that creates friction or generates support for their position.
 - c. Should the situation warrant, the board may request another pastor to assist in counsel and mediation; however, all decisions in the matter shall be handled by the constituted order of this church.

SECTION 2. ASSOCIATE PASTORAL STAFF

- A. The Board of Elders may hire or terminate associate pastors on behalf of Faith Community Bible Church. Such decisions shall be consistent with biblical requirements, current congregational needs and budget constraints. Associate pastors will be considered secondary teaching elders.
- B. An associate pastor shall be an example to the "flock of God" in carrying out the purposes of ARTICLE II and ARTICLE III of these Bylaws (1 Peter 5:1-3).
- C. At the time of employment, the associate pastor shall be a minister of the gospel and may request to be ordained. An associate pastor shall be a non-elected member of the Board of Elders while holding a staff position and shall not vote.

SECTION 3. INTERIM PASTOR

During a period in which there is no senior pastor, the Board of Elders may hire a full-time or part-time interim pastor to carry the load of preaching, counseling and other pastoral duties. The

interim pastor may attend all meetings but cannot vote. However, the day-to-day functions and operations of the church shall normally be supplied by the existing staff or a qualified elder.

SECTION 4. ELDERS

The Board of Elders shall consist of a minimum of three members. As the congregation grows, additional elders may be added to the Board in increments that maintain an odd number. Elders shall be selected from men within the membership who have been faithful in their membership to the church (ARTICLE VII, SECTION 3) for at least one year (except for the senior pastor and associate pastoral staff). The office of an elder is a spiritual office. An elder is a member and spiritual leader of Faith Community Bible Church and must meet the following qualifications.

A. QUALIFICATIONS – The qualifications for elders are found in 1 Timothy 3:1-7; Titus 1:5-9 and 1 Peter 5:1-3.

1 Timothy 3:1-7: (1) It is a trustworthy statement; if any man aspires to the office of overseer, it is a fine work he desires to do. (2) An overseer, then, must be above reproach, the husband of one wife, temperate, prudent, respectable, hospitable, able to teach, (3) not addicted to wine or pugnacious, but gentle, uncontentious, free from the love of money. (4) He must be one who manages his own household well, keeping his children under control with all dignity (5) (but if a man does not know how to manage his own household, how will he take care of the church of God?); (6) and not a new convert, lest he become conceited and fall into the condemnation incurred by the devil. (7) And he must have a good reputation with those outside the church, so that he may not fall into reproach and the snare of the devil.

Titus 1:5-9: (5) For this reason I left you in Crete, that you might set in order what remains, and appoint elders in every city as I directed you, (6) namely, if any man be above reproach, the husband of one wife, having children who believe, not accused of dissipation or rebellion. (7) For the overseer must be above reproach as God's steward, not self-willed, not quick-tempered, not addicted to wine, not pugnacious, not fond of sordid gain, (8) but hospitable, loving what is good, sensible, just, devout, self-controlled, (9) holding fast the faithful word which is in accordance with the teaching, that he may be able both to exhort in sound doctrine and to refute those who contradict.

1 Peter 5:1-3: (1) Therefore, I exhort the elders among you, as your fellow-elder and witness of the sufferings of Christ, and a partaker also of the glory that is to be revealed, (2) shepherd the flock of God among you, not under compulsion, but voluntarily, according to the will of God; and not for sordid gain, but with eagerness; (3) nor yet as lording it over those allotted to your charge, but proving to be examples to the flock.

B. OFFICERS OF THE CORPORATION – At the first regular elder board meeting following the annual meeting, the elders shall appoint from their members, deacons, or other qualified members of the congregation, the officers of the corporation: a chairman, who will also act as president of the corporation; a vice-chairman (vice-president of the corporation); a clerk; and a church treasurer.

The chairman or a designated board member shall moderate at all board and church business meetings. The vice-chairman shall assume the responsibilities of the chairman in his absence. The clerk shall keep the minutes of the Board of Elders meetings and church business meetings and shall keep records of all official correspondence. Such records shall be produced upon request of the moderator at the meetings of the board or a business meeting. The clerk shall maintain a register of the membership and shall be responsible to give proper notice to the congregation of all

church business meetings. The church treasurer shall manage all financial matters at the direction of the elder board and shall make monthly financial reports. In addition, the treasurer shall prepare a financial report for the annual business meetings. Proper records and books providing the timely financial maintenance of all assets, liabilities and equities shall be available for auditing or inspection at any reasonable time by voting church members or other persons approved by the Board of Elders.

C. DUTIES

- 1.** Elders are called by God to serve as shepherds of the local church (Acts 20:28). They are to be devoted primarily to prayer and the ministry of the Word of God (Acts 6:4). Thus, the duties of an elder include: teaching Biblical truth to the church (1 Timothy 5:17), protecting it from the error of false doctrine (Titus 1:9), leading and shepherding it with the attitude of a servant, proving to be an example to the flock (1 Peter 5:1-3), and tending to the needs of its members (James 5:14).
- 2.** The Board of Elders will appoint, hire, or terminate other servants entrusted with work in support of the services and spiritual life of Faith Community Bible Church as needed. These individuals may receive financial remuneration for services rendered. The Board of Elders corporately shall be responsible for job descriptions and oversight of all staff.

D. NOMINATIONS FOR THE POSITION OF ELDER

- 1.** Prior to the annual business meeting, the Board of Elders shall request nominations for the position of elder from the membership. An announcement shall be made verbally and in writing, including the biblical qualifications for an elder, and distributed to all voting members that nominations for elders are being accepted. Each member shall prayerfully consider the qualifications for elder before making a nomination.
- 2.** The Board of Elders will form a nominating committee comprised of no less than two elders, if possible, and two members of the congregation at large. None of the committee members shall be currently nominated. One of the elders shall function as chairman. The committee shall review the nominees and send its recommendations to the Board of Elders.
- 3.** The elders shall meet with each nominee to review his qualifications and willingness to serve. The Board of Elders shall make the final approval of the list to be presented to the congregation.
- 4.** Anyone removed from the list shall be duly notified as to the reason.
- 5.** The names of the candidates shall be posted two weeks prior to the vote.
- 6.** If a member of Faith Community Bible Church has questions or concerns about a nominee's qualifications or ability to serve, he or she will be encouraged to speak directly to the nominee. If, after speaking to the nominee, a member still has reservations about that nominee, those concerns should be brought to the elders for further review.

E. ELECTION OF ELDERS – An elder is elected by secret ballot at the annual business meeting with a 75% vote of the voting members present. One third of the elders should be up for election each year.

F. TERM OF OFFICE OF AN ELECTED ELDER – The term of office shall be three years, commencing on February 1. If an elder desires to serve for another three years, he must be approved by the nominating committee and the Board of Elders and be reelected.

G. INSTALLATION — Elders are installed at a designated public meeting of the church.

H. RESIGNATION OF AN ELDER – An elder who feels that he can no longer fulfill his responsibilities may at any time resign from his office after giving written notice to the senior pastor or board chairman.

I. REMOVAL OF AN ELECTED ELDER – An elder, 1) who no longer meets the scriptural and personal qualifications for the office, or 2) whose relationship with the congregation or the board makes his effective functioning impossible or hampers the work of Christ in the church, shall be asked to resign with a majority vote of the remainder of the board. Should that member refuse to resign, the matter shall be taken to the congregation in the same manner as described for the senior pastor in ARTICLE VI, SECTION 1, F, 2.

J. PROCESS FOR OPERATION WITH LESS THAN THREE ELDERS — If a time comes when there are less than three elders, the church members shall meet within six months to consider options for the future of Faith Community Bible Church. These options should include, but not be limited to:

1. Examination of the assembly for qualified elders who are not currently serving
2. Merger with another assembly which is like-minded in matters of doctrine and practice
3. Dissolution (ARTICLE XII)
4. Allowing the remaining two elders to continue in their role as spiritual leaders of the church until such a time as there are once again three or more elders, with at least one of the three serving in a lay role (unpaid). This does not preclude their actively seeking counsel and input from the deacons and other Biblically qualified members who desire to provide it.

SECTION 5. DEACONS AND DEACONESSSES

A deacon or deaconess is someone appointed to a ministry of service by the Board of Elders. Possible areas of ministry include, but are not limited to missions, Christian education, maintenance, worship and fellowship. The congregation is encouraged to provide input. These deacons or deaconesses shall provide spiritual and/or physical support to the church as necessary. Only voting members of Faith Community Bible Church may serve in this capacity. The term of office of a deacon or deaconess shall be three years, commencing on February 1. The Board of Elders may reappoint deacons and deaconesses to serve consecutive terms. Deacons and deaconesses shall attend specific board meetings at the request of the Board of Elders. Likewise, deacons or deaconesses shall be able to request a meeting with the Board of Elders. Deacons and deaconesses shall be allowed to cast a vote on issues directly related to their appointed ministry.

A. QUALIFICATIONS – The qualifications for deacons and deaconesses are given in 1 Timothy 3:8-13.

1 Timothy 3:8-13: (8) Deacons likewise must be men of dignity, not double-tongued, or addicted to much wine or fond of sordid gain, (9) but holding to the mystery of the faith with a clear conscience. (10) And let these also first be tested; then let them serve as deacons if they are beyond reproach. (11) Women must likewise be dignified, not malicious gossips, but temperate, faithful in all things. (12) Let deacons be husbands of only one wife, and good managers of their children and their own households. (13) For those who have served well as deacons obtain for themselves a high standing and great confidence in the faith that is in Christ Jesus.

B. INSTALLATION – The deacons and/or deaconesses are installed at a designated public meeting of the church.

C. RESIGNATION/REMOVAL – If necessary, a deacon or deaconess may resign from the position with written notice to the Board of Elders. The Board of Elders may also remove a deacon or deaconess from service if the elders determine that the person is unable to serve or no longer meets the qualifications to serve.

ARTICLE VII: CHURCH MEMBERSHIP

A person who desires to be a member of FCBC must have a personal commitment of faith in Jesus Christ for his or her salvation. “For as many as received Him, to them He gave the right to become children of God, even to those who believe in His name” (John 1:12).

SECTION 1. Prospective members are committing to:

- A.** Allowing the Holy Spirit to continually transform them into the image of Christ (2 Corinthians 3:18; 2 Peter 3:18).
- B.** Being in agreement with the Statement of Faith and abide by the Bylaws and practices of FCBC.
- C.** Being accountable to other believers and the Board of Elders (Ephesians 5:21; Colossians 3:16; Hebrews 13:17).
- D.** Following the expectations for members as listed below.

SECTION 2. PROCESS – Anyone desiring to become a member shall:

- A.** Submit a membership application form.
- B.** Complete the membership curriculum as determined by the Board of Elders
- C.** Meet with at least two elders to share his or her testimony and discuss any other necessary issues.
- D.** Receive approval by the Board of Elders.
- E.** Be welcomed into the fellowship at a Sunday worship service.

SECTION 3. YOUTH MEMBERSHIP

Youth aged 14 and up are encouraged to follow the process outlined in SECTION 2 above for becoming a member. Voting privileges commence at age 16 if a member.

SECTION 4. CONDUCT — Members are to:

- A.** Glorify God, and spread the Gospel of Jesus Christ (Matthew 28:18-20).
- B.** Serve as the Lord leads (Romans 12:11; Psalm 100:2).
- C.** Give voluntarily and proportionately of their financial resources (1 Corinthians 6:2; 2 Corinthians 9:6-9).

D. Strive to live a life consistent with Scripture (Ephesians 4:1).

SECTION 5. TERMINATION — Grounds for termination shall be:

A. Death

B. Unrepentant sin, i.e., church discipline (ARTICLE IX)

C. Intentional absence from worship service for three consecutive months

A member who is able, but intentionally misses, three consecutive months of worship services shall be contacted by an elder. Based on his recommendation, the Board of Elders may terminate the individual's membership.

D. Written request (except an individual in the process of church discipline, ARTICLE IX)

ARTICLE VIII: CHURCH BUSINESS

SECTION 1. ORDER OF BUSINESS MEETINGS

The Bible shall govern the conduct and decisions of all business meetings. These Bylaws shall also be followed. Robert's Rules of Order, as last revised, may be consulted to assist the flow of meetings. All meetings are to be conducted in an orderly way (1 Corinthians 14:40) with all participants demonstrating Christ-like attitudes and actions (Ephesians 4:25-32; Philippians 2:1-8). A meeting that falls short of these standards may be suspended for up to two weeks by the moderator to allow all participants time for prayer and self-examination (Galatians 5:13-15).

A. THE MODERATOR – The moderator for all business meetings is the chairman of the Board of Elders or a designated elder.

B. MOTIONS FROM THE FLOOR – A member of Faith Community Bible Church may make a "motion from the floor" if it is related to an item that is on the meeting's agenda. Upon a second, the motion shall be discussed and voted upon by the membership with voting privileges who are present. Nothing in this article precludes consideration of new business in its proper order.

C. QUORUM – A quorum for the transaction of business meetings shall be at least 50% plus one of the membership with voting privileges.

D. MAJORITY – Unless otherwise noted, a majority vote is 50% plus 1 of the members with voting privileges who are present.

SECTION 2. THE ANNUAL BUSINESS MEETING

The church membership shall have an annual business meeting on the third Sunday in January. The agenda of the annual business meeting shall include, but not be limited to, committee annual reports, review of the previous year's finances and presentation of the current year's proposed budget, approval of the previous congregational meeting's minutes, and election of elders.

SECTION 3. A CALLED BUSINESS MEETING

A business meeting may be called at any time at the request of the Board of Elders. The specific matters to be considered shall be announced on two Sundays prior to the day of the meeting. In case of emergency, the two-Sunday notice may be waived with the unanimous approval of the Board of Elders.

SECTION 4. ELDER BOARD MEETINGS

The board shall meet on a regularly scheduled basis and upon the call of any board member. The Board of Elders should strive for unanimity and seriously consider setting aside any decision which is not unanimous. Board meetings shall be considered an open meeting, unless declared private to discuss sensitive matters. Members with concerns or suggestions are welcome to attend.

SECTION 5. CHURCH PROPERTIES

A. The Finance Committee shall consist of the Board of Elders and a minimum of two at-large members of the congregation, one of which is the treasurer. This committee holds in trust all church properties. It is responsible for the following actions in the name of Faith Community Bible Church: 1) negotiating loans, 2) drawing up contracts, 3) arranging financial transactions, 4) overseeing all financial and temporal affairs, 5) annually auditing all goods and accounts of this church, and 6) ensuring that the church buildings and grounds are maintained, being careful to delegate as much of this responsibility to others as possible.

B. Sale or encumbrance of church properties:

1. With the exception of item 2 immediately below, the Finance Committee shall not sell, mortgage, or otherwise encumber the real estate of this church without the consent of a 75% majority of the voting members of Faith Community Bible Church present at a called business meeting. Two weeks' notice, stating the business transactions under consideration, shall be given prior to such a meeting.

2. Ancillary pieces of real or capital property, not part of the ongoing ministry of the church, such as gifts to the church of stocks, bonds or real property not exceeding \$10,000 in value, may be sold at the discretion of the finance committee. Property transactions exceeding \$10,000 shall be approved by a simple majority at a called business meeting of voting members.

C. The church may make its facilities available to other churches and ministries to promote the gospel, Christian education and evangelism. Such use shall be by groups who are like-minded in matters of doctrine. They should not be groups whose doctrinal standards or practices might call into question the fidelity of Faith Community Bible Church to its stated positions. Rent or fees for such usage may be charged or waived at the discretion of the Board of Elders.

SECTION 6. DETERMINATION OF SALARIES, JOB DESCRIPTIONS AND CONDUCT

The Board of Elders shall determine the salary to be paid each employee. Employees of Faith Community Bible Church who are board members will be excluded from the salary decision process. The Board of Elders will determine the job descriptions for all church staff. In case of salary decisions in which there are less than two lay elders on the board, the finance committee (see

Article VIII, Section 5. Church Properties) shall be called upon, if necessary, to decide in this matter. All employees shall abide by the same standards of conduct as members of Faith Community Bible Church.

SECTION 7. BUSINESS REPORTS

At the annual business meeting, the Board of Elders shall present a written report summarizing the transactions of the year. This report shall be a condensed financial report, prepared with the assistance of the church treasurer. Copies of the report shall be given to individual members.

SECTION 8. CHURCH POLICIES

The Board of Elders shall formulate policies and establish practices as needed. Such policies and practices shall be consistent with scriptural principles. Anyone in a teaching, speaking or leadership position, including pulpit supply, must be authorized by the Board of Elders.

Faith Community Bible Church's policy on marriage is that marriage unites one man and one woman in a lifetime commitment to each other (Genesis 2:23-24; Matthew 19:4-6). Marriage provides for intimate companionship, pure sexual expression (Genesis 2:25; Ephesians 5:31-33), procreation, and reflects the relationship of Christ and the church (Genesis 1:28; Proverbs 5:15-19; 1 Corinthians 7:1-5).

We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between one man and one woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex. We believe that God disapproves of and forbids any attempt to alter one's gender by surgery or appearance (Genesis 2:24; 19:5, 13; 26:8-9; Leviticus 18:1-30; Deuteronomy 22:5; Romans 1:26-29; 1 Corinthians 5:1; 6:9; 1 Thessalonians 4:1-8; Hebrews 13:4). Such sinful patterns, if not repented, will be a barrier to membership, employment, and leadership in the body of believers, and may subject a member to church discipline (See Article IX).

SECTION 9. COMMITTEES, MINISTRIES AND AUXILIARY ORGANIZATIONS

Committees, ministries and auxiliary organizations that are in keeping with the purpose statement of Faith Community Bible Church may be formed with the consent of the Board of Elders. Such committees, ministries and auxiliary organizations will be responsible to the Board of Elders.

ARTICLE IX: CHURCH DISCIPLINE

(1 Corinthians 5; 2 Corinthians 2:6-8; Galatians 6:1; 1 Timothy 1:20; Romans 16:17; Galatians 1:9)

SECTION 1. THE STEPS OF CHURCH DISCIPLINE

Scripture indicates how matters of church discipline are to be handled. Where possible the pattern taught by Jesus in Matthew 18:15-17 shall be followed with the intent of restoring the sinning brother or sister. If there is no repentance, the elders may remove that individual from membership (Article VII, Section 5).

SECTION 2. GRIEVANCES/LAWSUITS

If a matter arises between a member of Faith Community Bible Church and another believer, they should seek wise counsel among fellow believers. According to 1 Corinthians 6:1-8, the believers are not to have lawsuits against each other in courts of law. The innocent party should rather suffer wrong than go to a civil court to settle the matter.

ARTICLE X: THE ORDINANCES OF THE CHURCH

SECTION 1. THE LORD'S SUPPER

The Lord's Supper will be celebrated in remembrance of Christ, proclaiming Him until He comes again (Luke 22:19; 1 Corinthians 11:24-29). The ordinance of the Lord's Supper will be observed as directed by the Board of Elders. All those who love the Lord Jesus Christ and accept Him as their Savior are welcome to share in the Lord's Supper at FCBC. It is suggested that young children not participate until they understand the meaning of it.

SECTION 2. BAPTISM

Baptism is taught in Scripture both by commandment and by example (Matthew 28:19; Acts 2:38, 8:35-38, 16:31-33). The practice of Faith Community Bible Church shall be baptizing those who profess their faith in Jesus Christ. Baptism is not an indication of salvation, but rather an outward expression of the believer having been crucified and risen with Christ. The preferred method of baptism is by immersion, but if circumstances do not permit that, sprinkling and pouring would be acceptable.

Faith Community Bible Church will dedicate infants and children upon parent's request.

ARTICLE XI: AMENDMENTS

SECTION 1. METHOD OF AMENDMENT TO THE BYLAWS

- A.** The Board of Elders must provide a proposed change to the members at least two weeks in advance of a scheduled business meeting.
- B.** At the business meeting, time will be allowed for the congregation to discuss the proposed amendments.
- C.** The changes will be voted on by the voting members at the business meeting.
- D.** Amendments to the Bylaws must be approved by 75% of the voting members present.

SECTION 2. METHOD OF AMENDMENT TO THE STATEMENT OF FAITH

Amendments or changes to the Statement of Faith must be approved by 90% of the voting members present at a business meeting. The simple addition or clarification of Scripture references or the correction of grammar or misspelling shall not constitute an actual change to the Statement of Faith. The Board of Elders must notify the members of any actual changes.

ARTICLE XII: DISSOLUTION OF THE CORPORATION

The corporation may be dissolved by a vote of 75% of all voting church members. Upon dissolution of the church corporation, the Board of Elders shall cause the assets of the church to be distributed by transfer to another not-for-profit corporation with similar doctrinal statement and beliefs as Faith Community Bible Church.

Demographics

Faith Community Bible Church has regular attendees coming from the communities of Neola, Minden, Underwood, Missouri Valley, Persia, Hancock, and Council Bluffs, Iowa. The communities of Neola, Underwood, and Minden, Iowa, are all situated east of Omaha, Nebraska, along Interstate 80. Each of the communities has a strong agricultural base, but large numbers of their citizens also commute to work in the Omaha/Council Bluffs Metro Area, which is within a half hour's drive.

Below are links to the church's website as well as to websites from the aforementioned communities and the counties in which they are located. Links are also included from Omaha, Nebraska, which is where many people who live in these communities are employed.

Faith Community Bible Church: <https://www.faithcommunitybible.church>

Neola, Iowa

City of Neola, Iowa: <http://www.neola-iowa.com/>

Neola Facebook page: <https://www.facebook.com/neolaiowa/>

Tri-Center Community School District: <http://www.tetrojans.org/schools>

Underwood, Iowa

City of Underwood, Iowa: <http://www.underwoodia.com/>

Friends of Underwood: <https://www.facebook.com/groups/399266413461678/>

Underwood Community School District: <https://www.underwoodeagles.org/>

Minden, Iowa

City of Minden, Iowa: <http://www.minden-iowa.com/>

Minden Facebook page: <https://www.facebook.com/City-of-Minden-Iowa-158604670955303/>

Missouri Valley, Iowa

City of Missouri Valley, Iowa: <https://cityofmissourivalley.com/>

Missouri Valley Facebook page: <https://www.facebook.com/people/City-of-Missouri-Valley-Iowa/100069372872563/>

Missouri Valley Community School District: <https://www.movalleyschools.org/>

Persia, Iowa

City of Persia, Iowa Facebook page: <https://www.facebook.com/City of Persia Iowa>

Hancock, Iowa

City of Hancock, Iowa: <https://www.facebook.com/people/City-of-Hancock/100064346726002/>

Council Bluffs, Iowa

City of Council Bluffs, Iowa: <https://www.councilbluffs-ia.gov/>

Council Bluffs Chamber of Commerce: <https://www.councilbluffsiaowa.com/>

Council Bluffs Community School District: <https://www.cb-schools.org/>

CHI Health Mercy Hospital: <https://www.chihealth.com/en/location-search/mercy-council-bluffs.html>

Methodist Jennie Edmundson Hospital: <https://bestcare.org/locations/methodist-jennie-edmundson-hospital>

Pottawattamie County, Iowa: <https://pottcounty-ia.gov/>

Harrison County, Iowa: <https://harrisoncounty.iowa.gov/>

Omaha, Nebraska

City of Omaha, Nebraska: <https://www.cityofomaha.org/>

Omaha Chamber of Commerce: <https://www.omahachamber.org/>

Omaha Public Schools: <https://district.ops.org/>

Map

Map of area including communities of Neola, Minden, Underwood, Missouri Valley, Persia, Hancock, and the Omaha/Council Bluffs Metro Area:

