

Article I

Name

The church shall be known as FIRST EVANGELICAL FREE CHURCH of Racine, Wisconsin.

Article II

Purpose

The purpose of First Evangelical Free Church shall be to glorify God. The church glorifies God specifically through making disciples, proclaiming the Good News of Jesus Christ to the people of Racine and around the world, and by worshiping Him as individuals and as a church.

We envision First Evangelical Free being a church that is seen as a loving, caring community especially helping young families follow Jesus.

Article III

Doctrine

1. We believe the Scriptures, both Old and New Testaments, to be the inspired, the only infallible, authoritative Word of God, without error in the original writings, the complete revelation of His will for the salvation of men, and the Divine and final authority for Christian faith and life. Nothing shall be added to them or taken away from them. They shall be interpreted only by the total of relevant Scriptures. They are all truth everlasting, they accomplish what God intends for them to accomplish, and are totally sufficient to provide guidance and direction on how to face and deal with every problem of life in a manner pleasing to God. The Bible itself rejects all secular or humanistic philosophies that oppose its teaching regarding how mankind thinks, believes, or responds to situations in life. (II Timothy 3:16-17; 2 Peter 1:19-21; Hebrews 1:1-3; Galatians 4:4; Psalm 119:60; Isaiah 55:10-11; Psalm 119:102-104; 1 Timothy 6:2-4; 2 Timothy 4:1-4; Matthew 4:4; Revelation 22:18-19; 1 Peter 1:23-25; Proverbs 1:1-6; 2 Peter 1:3-4; Colossians 2:8-10))
2. We Believe in one God, Creator of all things, infinitely perfect and eternally existing in three persons: Father, Son, and Holy Spirit. (Matthew 28:19)
3. We believe that Jesus Christ is true God and true man, having been conceived by the Holy Spirit and born of the virgin Mary. He died on the cross a sacrifice for our sins according to the Scriptures. Further, He arose bodily from the dead, ascended into heaven, where at the right hand of the Majesty on High, He is now our High Priest and Advocate. (Colossians 2:9; Isaiah 7:14; Hebrews 4:15; 1 Corinthians 15:3-4; Hebrews 1:3; Matthew 24:44; Revelation 19).

4. We believe that the ministry of the Holy Spirit is to glorify the Lord Jesus Christ, and during this age to convict men, regenerate the believing sinner, indwell, guide, instruct and empower the believer for godly living and service. (John 16:8-15; Romans 8:15-16; 1 Corinthians 12:13; Ephesians 1:13-14)
5. We believe that man was created in the image of God but fell into sin and is therefore lost and only God, through regeneration by the Holy Spirit, can give salvation, and spiritual life be obtained. (Romans 3:10-11, 23)
6. We believe that the shed blood of Jesus Christ and His resurrection provide the only ground for justification and salvation for all who believe, and only such as receive Jesus Christ are born of the Holy Spirit, and thus become children of God. (Ephesians 2:8,9; Romans 6:23; 10:9, 13; John 14:6)
7. We believe that water baptism and the Lord's Supper are ordinances to be observed by the church during the present age. They are, however, not to be regarded as means of salvation. (Matthew 28:19; Acts 8:36-38; Romans 6:4; 1 Corinthians 11:23-26)
8. We believe that the true Church is composed of all such persons who through saving faith in Jesus Christ have been regenerated by the Holy Spirit and are united in the body of Christ of which He is the head. (Matthew 16:18; Ephesians 5:25; Philippians 3:6; Colossians 1:18)
9. We believe that Jesus Christ is the Lord and Head of the Church, and that every local church has the right under Christ to decide and govern its own affairs. (Matthew 18:17; Acts 14:23; 1 Corinthians 1:1-2)
10. We believe on the personal premillennial and imminent coming of our Lord Jesus Christ and that this "Blessed Hope" has a vital bearing on the personal life and service of the believer. (Titus 2: 13; 1 Thessalonians 4:17; John 14:3)
11. We believe in the bodily resurrection of the dead; of the believer to everlasting blessedness and joy with the Lord (Matthew 25:34; John 14:2; 2 Corinthians 5:1; Revelation 2:7); of the unbeliever to judgement and everlasting conscious punishment. (Matthew 8:11; Matthew 10:28; Matthew 13:49-50; Mark 9:47-48; Luke 12:5; Revelation 21:8).

Article IV

Church Covenant

Having been led, as we trust, by the Spirit of God to receive the Lord Jesus Christ as our Savior, and on profession of our faith having been buried with Him in baptism and united to His Church, we do now most solemnly and joyfully enter into covenant with each other as one body in Christ; and by the aid of the Holy Spirit we do engage:

1. To order our conversation in the church and in the world as ambassadors for the gospel of Christ, endeavoring to watch over and care for one another in love, and with tender sympathy bear one another's burdens and sorrow.

2. To forsake not the assembling of ourselves together, but to attend the public worship of God with our brothers and sisters in Christ as consistently as possible.
3. To seek to pray for the spirituality, harmony and prosperity of this church; sustain its worship, ordinances, disciplines, and doctrines; cheerfully contribute of our means as God has prospered us to the support of a faithful and evangelical ministry among us, for the relief of the poor and for the spread of the Gospel throughout Racine and the world.
4. To search the Scriptures; to pray with and for our families; to be sober and temperate in our endeavor, in purity of heart and goodwill toward all men, to exemplify and commend our holy faith and maintain a conscience void of offence in all relations of this present life.
5. To behave ourselves affectionately toward each other, to pray for our Pastor, and heed his teaching, warning and counsel when administered according to the precepts and spirit of God's Word.
6. In all cases of discipline or of business before the church, we will endeavor to avoid a contentious spirit; and if unable, from a sense of duty to God, to harmonize in opinion with others, we will peaceably submit to the authority of the church leaders.
7. Systematic and proportionate giving of our means shall be the manner in which our church shall be financed. This will occur through giving to the general fund, special projects or benevolence fund of the church. All other means of raising funds for the church and its ministries will be subject to approval of the elder board. (See pg. 10 for further detail)

Article V

Membership

Church membership is important because:

- A. It identifies an individual formally with the local church, a part of the body of Christ.
- B. It gives an opportunity to hold offices (elder, deacon, deaconess, etc)
- C. It gives a greater opportunity and incentive for participation (voice, vote, etc.)

Members of this Church are expected to:

1. Protect the health of the Church by acting in love toward other members, and by knowing and living out the scriptures.
2. Serve the ministry of the Church by developing a servant's heart and using their spiritual gifts.
3. Support the testimony of the Church by faithfully attending worship services and other church events.
4. Live a Christ-honoring life;

5. Generously, joyfully and sacrificially give a biblical portion of assets to the work of the ministries of this Church

6. Share the responsibility of building the Church by praying for its growth, inviting the lost and warmly welcoming visitors.

Membership Details: The membership of First Evangelical Free Church shall consist of those persons who have publicly confessed Jesus Christ as Lord and Savior, and have followed the example of Christ and in obedience of Scripture by being baptized by immersion, and have committed to participate in the Church as described in the above listed points. The Pastor and the ministerial staff and their wives are members during their ministry in the church. Members of First Evangelical Free Church are able to participate in called votes of affirmation from the elders.

Section 1: Qualifications for Membership

Conversion and Baptism: Any person who professes faith in the Lord Jesus Christ as personal Lord and Savior and proclaims that faith through baptism may request membership.

Doctrinal Agreement: Any person who is in agreement with the doctrine of First Evangelical Free Church as stated in this constitution is eligible for membership.

Transfer: First Evangelical Free Church will not accept membership transfers from other churches. It is expected that each person seeking membership will go through the membership process for First Evangelical Free Church.

Section 2: Procedure of Membership

All prospective members shall meet with Elders representatives to assure compliance with the above qualifications. Prospective members must subscribe to the membership expectations, doctrinal statement and constitution of First Evangelical Free Church, including the provisions for church discipline. If the Elders approve of the prospective member for membership, it shall be made known to the church by writing or in a public worship service. If no one objects to an elder or pastor within one week, the right hand of fellowship shall be extended and they will be entered into the membership roll. Should objection be raised, further investigation shall be made by the elders, and the matter finally determined by the elder board.

Section 3: Removal

1. Any member in good standing who desires a letter of recommendation to another church of like faith is entitled to have this letter granted. Upon notification of a member's death, their name shall automatically be removed from the Church membership roll.

2. A member who becomes an offense to the Church and the cause of Christ by immoral or un-Christian conduct may have their membership terminated. This action shall be taken by the elders after they have

followed the guidelines set forth by Jesus Christ in Matthew 18:15-17, 1 Corinthians 5 and Galatians 6:1-5.

3. A member in good standing shall, upon request, be given a letter of transfer to another Evangelical Free Church or any church holding to like minded doctrine.

4. Members who have ceased participation in the activities of the church, for reason other than illness, age, military service, or a student away at school, shall be removed from membership. Before such action is taken, there shall have been at least two calls from the Elders or Pastor to encourage renewed fellowship in the church.

Article VI

Church Discipline

Purpose of Church Discipline: The Church is commanded to discipline its members or adherents when they continue in open, habitual sin. Church discipline has multiple purposes including:

1. Encouraging the sinning member to repent, thus restoring him/her to fellowship with Christ and the Church (Galatians 6:1).
2. Upholding and maintaining the moral purity and blameless testimony of the Church (Matthew 18:15-18; 1 Corinthians 5:1-13; 2 Corinthians 2:6-11 & 7:8-10; 1 Timothy 5:19,20; 2 Thessalonians 3:6, 14, 15).
3. Cleansing sin in the Church (1 Corinthians 5);
4. Rebuking sinning elders (1 Timothy 5:20);
5. Leading the Church to a fear of sinning. (1 Timothy 5:20).

Process of Church Discipline: If a member or an adherent, i.e. a person who the elders discern has made First Evangelical Church his or her church home, departs from the standard of Scripture and engage in conduct which conflicts with biblical principles, then the steps of discipline outlined in Matthew 18:15-17 is one approach that the elders may follow to restore the person to fellowship:

1. Private reproof of the sinning member
2. Reproof before two or three witnesses.

3. Public reproof before the congregation including termination of membership.

One of the goals of church discipline is the restoration of a sinning member to a right relationship with Christ and to full fellowship with this congregation. The entire process of church discipline outlined above shall be carried out in a spirit of Christian love, care, and sensitivity (Galatians 6:1-5).

The elders of the Church are responsible to discern whether other Scriptures may be rightly applied in a process of church discipline. These passages include but are not limited to Romans 16:17-19, 1 Corinthians 5:1-13, 2 Corinthians 2:5-11, 2 Corinthians 13:10-11, 2 Thessalonians 3:14-15, 1 Timothy 1:3-7, 1 Timothy 5:3-8, 1 Timothy 5:17-25, Titus 1:9-14, Titus 3:10-11, James 5:19-20, Revelation 3:19.

Restoration:

Any person whose membership has been terminated may be restored by the elders upon evidence of genuine repentance.

Article VII

Church Officers

All officers must be members of the Church. The officers of First Evangelical Free Church shall be as follows:

Section 1: Elders

The spiritual, business and legal matters of the Church will be managed by its Board of Elders. The elders are the spiritual leaders of the Church (1 Peter 5:1-4). All decisions affecting the overall doctrine, direction, and discipline of the Church will be the responsibility of the Board of Elders. "Elders" in these bylaws are synonymous with "directors." The functions and responsibilities of the Board of Elders will consist of, but not be limited to, the following.

The Scriptures are clear that the elder's responsibility is the spiritual oversight of the congregation. The elder's responsibility can be broken down into three main areas:

1. Ensuring that the Doctrine of the Church remains purely biblical; all doctrinal issues in the Church will be settled by the Board of Elders.
2. Ensuring that the Direction of the Church remains consistent with the statement of purpose as outlined in the Constitution and Bylaws.
3. Ensuring that the Church prioritizes the practice of individual and group Discipleship to strengthen the church by biblically and intentionally building followers of Christ.
4. Administering in love and humility the biblical process of Church Discipline as outlined in Matthew 18:15-20, 1 Corinthians 5, Galatians 6:1-4, Titus 3:10 and other Scriptures.

Section A. Structure

The Scriptures teach that a plurality of elders governed individual New Testament churches (Acts 14:23; Acts 20:28; Titus 1:5; Philippians 1:1). A plurality of godly elders, exercising their individual giftedness, squares with the Scripture's teaching that wisdom is found in a multitude of godly counselors (Proverbs 11:4; Proverbs 12:15; Proverbs 15:22; Proverbs 19:20; Proverbs 24:6.).

The Elder Board Chairman will assist the Senior Pastor to ensure healthy ministry development and strong accountability among the elders. Agenda items for the elder meetings should be submitted to the Elder Board Chairman prior to an elders' meeting. The selection of the Elder Board Chairman will be influenced primarily by the Senior Pastor, with consensus agreement of the entire Board of Elders. The Chairman shall have no fixed term.

An elders' meeting may not be held without a majority of the elders present and the entirety of the elders informed. There is no provision for an elder meeting being called while intentionally excluding the Senior Pastor from the invitation of the meeting.

The Elder Board will consist of the Senior Pastor, the Chairman and additional elders, who will assume authority and responsibility as agreeable and necessary.

Section B. Number and Tenure

The number of Elders serving on the Board of Elders will ideally be a minimum of three (3) but may vary from time to time by resolution of the Board of Elders without amendment of these Bylaws.

When the need arises for additional elders, a candidate will be recommended by the existing Board of Elders. In keeping with the biblical injunctions regarding authority structures within the Church, only men will be considered for the office of elder. The Board of Elders will conduct an in-depth interview with the candidate to discern the nominee's biblical qualifications, ministry chemistry and competency as described in Acts 20:28-35 and 1 Timothy 4. As part of this process, the candidate may serve a season as a Trial Elder, in which he will participate in elder meetings until it is clear whether he should become an Elder. A Trial eldership commonly lasts between three and six months.

After these steps are successfully concluded, the congregation will be reminded of the biblical requirement for elders and given 30 days to speak personally with the nominee if they are aware of any disqualifying characteristics. If any matters remain unresolved, the nominee or Church member should approach one of the Elders and request that the candidate's name be withdrawn from consideration. The existing Elders will discern and determine whether the candidate is to be withdrawn from consideration for the office of Elder.

The Board of Elders is to be composed of the following appointed persons:

1. The Senior Pastor automatically serves as an Elder for as long as he serves in that role in the Church and, because of his public presence and responsibility before the congregation, may be considered "first among equals" as a member of the Elder Board.

2. Although Scripture indicates no fixed terms for Elders, Elders serve on the Board for a three-year commitment. At the end of three years the commitment will be reviewed, along with a possible recommitment and reaffirmation by fellow Elders. During the review, both the individual and the other Elders will evaluate his continued service on the Board of Elders, again considering the biblical qualifications, as well as any personal factors that might affect his service. An individual's service on the Board of Elders may be discontinued by his own decision or by a consensus decision of the other elders. A person leaving the Board of Elders would not preclude his service as a future Elder, subject to the ordinary selection process. Total length of service as an elder is not limited.

Section C. Qualifications

Qualifications for the office of Elder (1 Timothy 3:2-7 and Titus 1:6-9 ESV):

- Above reproach
- Husband of one wife
- Sober-minded
- Self-controlled
- Respectable
- Able to teach
- Not addicted to wine and not a drunkard
- Gentle
- Not violent
- Not quarrelsome
- Manages own household well
- With dignity, keeping his children submissive
- Believing children who are not open to the charge of debauchery or insubordination
- Well thought of by outsiders
- Not a recent convert (1 year minimum but this is not a strict guideline)
- Not arrogant

- Not quick-tempered
- Not greedy for gain
- Not a lover of money
- Hospitable
- Lover of good
- Upright
- Holy
- Disciplined
- Holding firm to the Scriptures
- Able to instruct in sound doctrine
- Able to rebuke those who contradict sound doctrine
- Temperate
- Not antagonistic
- Prudent
- Uncontentious
- Respectable

Section D. Resignation and Removal

Any member of the Board of Elders may only resign prior to the expiration of their term if they move away from the area, are disqualified or are incapacitated. Such resignation, which may or may not be made contingent on formal acceptance, is to take effect on the date of receipt or at any later time specified therein.

In order to remove a member serving as an Elder, the Board of Elders will first conduct a reasonable inquiry and hearing concerning the cause of removal. Persons under consideration for removal may not be counted for the purpose of establishing a quorum nor have any influence in such proceedings. A consensus of the Board of Elders, not including the Elder under consideration for removal, will constitute removal of that Elder.

Section E. Vacancies

Any vacancy occurring in the Board of Elders is to be filled by the Board of Elders as soon as practical.

Section F. Compensation

Elders will not receive any stated compensation for their services on the Board of Elders, but by resolution of the Board of Elders expenses of attendance, if any, may be allowed for each regular or special meeting of the Board of Elders. Nothing herein contained will be construed to preclude any Elder serving the Church in any other capacity and receiving reasonable compensation for that service. This Section will not preclude the Pastors receiving compensation as pastors.

Section G. Manner of Acting

The Book of Acts reveals that the authority for the direction of the affairs of the church was vested in the elders. The elders are responsible to be sensitive to the leadings of the Holy Spirit and to discern on behalf of the congregation the Holy Spirit's direction. It is the intent of the Board of Elders to employ the method of Consensus as the most appropriate decision-making model. Consensus means either unanimity among the elders or a general—although not necessarily uniform—agreement after all present elders have had a fair and reasonable opportunity to be heard. Consensus will have been achieved if most elders are in agreement and the elders in the minority are willing to support the view of the majority. Consensus requires that each and all elders publicly support the decision of the entire Elder Board.

When the Elders believe an issue is sufficiently significant to require congregational input, the elders will present the pertinent information to the congregation. Examples of sufficiently significant issues would include the following: the annual budget, staff changes, building projects and constitutional changes. The congregation will have opportunity to give input to the elders through a vote of affirmation. It is the responsibility of the elders to discern the direction of the Holy Spirit through the truth of the Scriptures, prayer, an understanding of the pertinent issues at hand and input from the congregation.

Section 2: Pastor(s)

The Scriptures use the term Pastor and Elder and Shepherd interchangeably. The term Pastor is a reference commonly referring to those who serve in full-time, vocational, shepherding ministry in a local church. The Senior Pastor has as his first responsibility a personal relationship to God as outlined in Romans 12:1-2. As a man of God, his second responsibility is to his family. He also will devote himself to leading the church and preaching the Scriptures He will, with great patience, reprove, rebuke, exhort, encourage, admonish, console, implore and remind in order to maintain spiritual unity and rightly divide the Word of Truth (1 Timothy 3:1-7; 4:12-15; 2 Timothy 2:15; Titus 1:7-9, 1 Thessalonians 2:11).

The Senior Pastor shall, with the elders, provide spiritual leadership to the church. The Senior Pastor will preach and teach the Word of God in order to “equip the saints for the work of the ministry” (Ephesians 4:11). He will publicly proclaim the gospel which is the “power of God to salvation to all who believe” (Romans 1:16). He will oversee all worship services along with the elders. The Senior Pastor will work with the elders to shepherd the congregation. The Senior Pastor will lead the congregation, the organizations and the Church staff to perform their tasks.

All individuals in the Church are responsible to use their spiritual gifts in working to bless the Church, equip the saints for the work of ministry in the Church and build up the Church. The Church will support the Senior Pastor and elders with their prayers to allow them the greatest opportunity for effective ministry. The Senior Pastor is an ex officio member of all boards and committees.

The Senior Pastor supervises the staff. In the event of a vacancy in the Senior Pastor role, the elders, with the help of a search committee, will select a new Senior Pastor and seek a vote of affirmation of at least 75% from the church after a candidating weekend that includes preaching a message and having a question and answer time with the congregation.

Section B. Term

All pastoral staff members will serve at will for an indefinite period of time. The Senior Pastor is responsible and accountable in the performance of his duties to the Board of Elders and the members of FEFC. It is understood that each and all elders are accountable in the performance of their duties to the entire elder board and the members of FEFC. Elders share mutual accountability with one another. All other pastoral staff members are directly responsible to the Senior Pastor and indirectly to the Board of Elders and the members of FEFC. A pastoral staff member may only be dismissed by the Senior Pastor with review by the Board of Elders in unanimity.

Section C. Duties

The responsibility of the Senior Pastor will be to faithfully preach God's Word and model the priority of discipleship within the Church. He will give oversight and direction to all ministry staff and work with the Board of Elders in carrying out the overall vision of FEFC.

Section D. Qualifications

The qualifications are equivalent to the biblical qualifications of an Elder, with gifting in accordance with the pastoral role to be filled.

Section 3: Deacons

The Deacons serve under the authority of the Board of Elders in various capacities within the Church. Among their responsibilities are Facilities, Finances and Benevolence. The elders will define additional ministries that are to be represented on the Deacon Board.

Deacons are to fulfill the logistical ministry needs of the Church, thereby freeing the Senior Pastor and elders to concentrate on the ministry of the Word and prayer as described in Acts 6:4. As the Scriptures indicate, Deacons are servants who strengthen the Church and honor God through their ministry. (Acts 6 and 7; Acts 6:3; Philippians 1:1, 1 Timothy 3:13). Under the oversight of the Senior Pastor and Elders, Deacons are primarily responsible to ensure that the details of various ministries of the Church function with focused efficiency and proper order. The Elders are to determine who will serve as Deacons. The Elders will follow the process of deacon selection outlined in Section A below.

Deacons are to fulfill the requirements of 1 Timothy 3:8-13. The role of deacon at FEFC does not include public teaching of scripture, nor leading the Church (those are senior pastor and elder responsibilities).

Rather, the role of deacons is designed to serve the details of the congregation's practical ministry needs (i.e. building and grounds maintenance, etc.).

Section A. Selection

The Elders will recommend from within the congregation to fill the role of Deacon. The Elders will consider each candidate and will interview a selected candidate to discern the candidate's biblical qualifications, ministry chemistry and competency. The Elders may give the Deacon Board opportunity to interview a deacon candidate and offer its input to the Elders regarding selection. An Elder will be present at the interview with the Deacon Board. As part of this process, the candidate may serve a season as a Trial Deacon, in which he will participate in deacon meetings until it is clear whether he should become a deacon. A Trial Deaconship may last up to three months.

After the Elders have selected a deacon candidate, the congregation will be reminded of the biblical requirement for a deacon and will be given 30 days to speak personally with the candidate regarding biblical qualifications. If any matters remain unresolved, the candidate or Church member should approach one of the Elders and request that the nominee's name be withdrawn from consideration. The Elders will discern and determine whether the candidate is to be withdrawn from consideration for the office of deacon.

Section B. Term

Since Scripture indicates no fixed term for deacons, no specific term of office is recommended. Instead, each Deacon, upon appointment, will be asked for a three-year commitment of active service. At the end of three years the commitment will be reviewed, along with a possible recommendation to recommitment and reaffirmation. The Board of Elders has the final responsibility and final authority to appoint, re-appoint or remove a Deacon.

During the process of term renewal, both the candidate and the Board of Elders will evaluate his continued service as a Deacon, considering the biblical qualifications as well as any personal factors that might affect his service. An individual's service as a Deacon may be discontinued by his own decision or by the consensus decision of the Board of Elders. The Elders will participate in the review process. A person leaving the Deacon Board would not preclude his service as a future Deacon, subject to the regular selection process.

Section C. Duties

The Deacon Board, working under the authority of the Elders, will be responsible for the oversight of all financial, facilities and benevolence operations of the Church.

Section D. Structure

The Deacon Board will consist of a Chairman, who will be appointed by the Board of Elders. The Chairman of the Deacon Board may be a member of the Elder Board. The Treasurer will be the deacon in charge of finances. The other Deacons will assume responsibilities as agreeable and as needed.

Section E. Meetings Of Deacons

All meetings of the Deacons will be convened by their designated Chairman. Minutes of each meeting will be maintained by a Recording Secretary who is to be appointed by the Chairman. Meetings will be conducted under the same rules of notice, quorum and action as prescribed for by the Elder Board.

Section F. Qualifications for Deacons

The Deacons are to be able and proved as servants and are to possess the following qualifications (1 Timothy 3:8-12):

- Dignified
- Not double tongued
- Not addicted to wine
- Not greedy for dishonest gain
- Hold to the faith with a clear conscience
- Tested first
- Blameless
- Husband of one wife
- Manages children well
- Manages household well

In addition, all Deacons must be active members of the Church. Change of membership status for any Deacon member will automatically remove such person from participation as a Deacon.

Section G. Resignation and Removal

A Deacon may resign during his three-year commitment of active service only if he moves out of the area, is disqualified, becomes incapacitated and unable to perform his duties or has a substantial life change that does not allow him to serve the church and/or his family well. A Deacon may be removed at any time by consensus of the Board of Elders.

Section 4: Other Officers.

The officers of the Church are Chairman of the Elder Board, Secretary and Treasurer. The Chairman, Secretary and Treasurer will be appointed by the Board of Elders. Such other officers and assistant officers, agents and assistant agents as may be deemed necessary may be elected or appointed by the Board of Elders. Any two (2) or more offices may be held by the same person, except that the offices of Chairman or Secretary may not be held by the same person concurrently.

Section A. Chairman

The Chairman of the Elders is appointed by the Board of Elders. Subject to the authority of the Elder Board, the Chairman will preside at all meetings of the elders. The Chairman will preside at all Elder Board meetings unless otherwise stipulated by the consensus agreement of the entire Board of Elders. The Chairman may sign, along with any other officer of the Church authorized by the Board, such documents and deeds of the church as necessary or appropriate, including, but not limited to mortgages, bonds, contracts or other instruments which the Board of Elders has authorized to be executed except in cases where the signing or execution thereof will be expressly delegated by the Elder Board or by this Constitution and By-Laws to some other officer or agent of the Church or will be required by law to be otherwise signed or executed and, in general, will discharge all duties incident to the office of Chairman and such other duties as may be assigned by the Elder Board.

Section B. Secretary

The Secretary will have the following responsibilities: (a) be responsible for the keeping of the minutes of the Elder Board and Committee meetings in one or more books provided for that purpose; (b) ensure that all notices are duly given in accordance with the provisions of these bylaws or as required by law; (c) be custodian of the corporate records; and (d) in general, discharge all duties incident to the office of Secretary and such other duties as from time to time may be assigned by the Chairman or by the Elder Board.

Section C. Treasurer

The Treasurer will have the following responsibilities: (a) monitor the financial books of the Church; (b) keep regular books of account; (c) render to the Board of Elders from time to time as may be required, an account of the financial condition of the Church; and (d) in general, discharge all duties incident to the office of Treasurer, and such other duties as may be assigned by the Chairman or by the Board.

Section D. Compensation

Officers will not receive any stated compensation for their services as officers but, by resolution of the Elder Board, expenses of attendance, if any, may be allowed for each regular or special meeting of the Elder Board, provided that nothing herein contained is to be construed to preclude any Officers serving the corporation in any other capacity and receiving compensation for that service.

Section E. Vacancies

Any vacancies due to resignation or termination are to be filled by the Elder Board as soon as practical. Any member so selected to fill a vacancy will serve for the unexpired commitment of their predecessor.

Section F. Delegation of Authority

In case of the absence of any officer of the Church, or for any other reason that it may deem sufficient, the Board of Elders may, by consensus, either delegate the powers or duties of such officer to any Elder or employee of the Church, for the time being, or may eliminate some or all of such powers or duties of such officer. The elder board may also appoint positions deemed necessary for arising ministry needs.

Examples being; Youth Leader, Technology Officer and/or Church Clerk. Such positions would be under the oversight of the elders.

Section G. Removal

Any officer or agent may be removed by the Elder Board whenever, in its judgment, the best interest of the Church is to be served thereby.

Section H. Qualifications

The Chairman and Secretary must be Elders. The Treasurer must be either an Elder or a Deacon of the Church and meet the qualifications specified in this Constitution for the position of Elder or Deacon.

Section 5:

Committees: Committees exist to serve the church at the direction of the elders. Committees of the church could include but are not limited to: children's, discipleship, finance, women's, men's, hospitality, missions, etc. Committees have freedom and flexibility in how they implement the direction of the elders.

Section 6:

Budget: The annual budget will be constructed by the elders with the assistance of ministry and committee leaders. The budget will then be approved by the elders of the church. It will be presented to the church 30 days before the annual meeting (first Thursday of May) so that questions may be answered before the meeting. The fiscal year runs from July 1 through June 30th. The budget will not be subject to a vote of affirmation by the congregation unless agreed upon by the elders.

Article VI: Church-wide Meetings

Section A. Church Council

At the discretion of the Elder Board, a Church Council meeting may be called to provide input to the Elder Board. A Church Council consists of the three divisions of church leadership: the pastoral staff,

which is responsible for the day-to-day operation of the Church; the Deacons, who direct the practical ministries of the Church; and the Elders, who oversee the entire Church. The Elders may also include, when desired, other ministry leaders in a Church Council meeting. All are to be under the authority of, and in submission to, the Board of Elders.

Section B. Annual Meeting

There shall be an annual church meeting on the first Thursday in May. The meeting shall include the following information: the completed budget from the preceding year and the accepted budget for the anticipated year. The church officers for the upcoming year will be announced. If there are any votes of affirmation, the annual meeting will serve as an opportunity to take such votes. Time also should be allotted for facility and grounds updates.

Article VIII. Amendments and Dissolution

Section A. Amendments

The Constitution and Bylaws may be altered, amended or repealed and a new Constitution and Bylaws may be adopted by a consensus of the Elders present at any regular meeting or any special meeting of the Elders called for that purpose. Notice of the proposed amendment (including the suggested text of the change) shall be given to each Elder at least 20 days before the meeting at which the change is to be decided.

The Elders will notify the Deacons in advance of a proposed amendment to the Constitution and By-Laws and receive Deacon comments on the proposed amendment.

After the Elders have concluded amendments to the Constitution and Bylaws, the congregation will be made aware of the changes and will be given 30 days to speak with an Elder about concerns, understanding, or questions about the change. The Elders will discern and determine whether the issues brought up will make a change to their decision about amending the Constitution and Bylaws. All amendments are subject to a vote of affirmation by the congregation.

Section B. Dissolution

Upon dissolution of the corporation, the Elder Board along with affirmation of the members of FEFC, after paying or making provision for the payment of all of the liabilities of the Corporation, distribute all assets, both real and personal, to an organization or organizations organized and operated exclusively for religious purposes and shall at the time qualify as an exempt organization or organizations under Section 501(c)(3) of the IRS Code, and shall use said assets exclusively for the purposes of the corporation in such manner, or as the Elder Board and members of FEFC determine. Any such assets not so disposed of shall be disposed of by the appropriate court of law located in the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said court shall determine, which are organized and operated exclusively for exempt purposes.