

CONSTITUTION OF LAKE BIBLE CHURCH

PREAMBLE

We, the members of Lake Bible Church, Lake Oswego, Oregon, placing our trust in the Lord Jesus Christ as our personal Savior, believing we have been identified with Him in His death, burial, and resurrection, having been baptized as a public testimony of this spiritual union, do hereby constitute, order, and organize this membership desiring to enable each member to experience the love of God through the fellowship of believers, to understand and apply the Word of God in daily living, to identify and use our spiritual gifts for serving others in the church and community, and to build relationships with unbelievers with the hope of bringing them to a saving knowledge of Jesus Christ through our dedication to the ideal of the Holy Word of God that "we are to grow up in all aspects into Him who is the head, even Christ, from whom the whole body, being fitted together by that which every joint supplies, according to the proper working of each individual part, causes the growth of the body for the building up of itself in love." (Ephesians 4:15-16).

ARTICLE I. BELIEFS

Section 1. Introduction:

Our beliefs are based upon a careful examination of God's Holy Word, the Bible, and its revelation of the fundamental doctrines of the Christian faith and their application to life. We believe these doctrines, including the doctrines of salvation, represent the essential message of the Bible. This Constitution bears our full commitment to these doctrines as hereafter enumerated as our beliefs.

Section 2. Beliefs:

- a. We believe in the absolute authority of the Bible; its full verbal inspiration in the original manuscripts; and its all-sufficiency as the Christian's rule of faith and practice. (II Timothy 3: 16; II Peter 1:20)
- b. There is one God, eternally existing in three persons: Father, Son, and Holy Spirit. (Matthew 28:19; II Corinthians 13:14)
- c. Jesus Christ was begotten of the Holy Spirit, was born of Mary, a virgin, is true God and true man. He died for our sins according to God's Holy Word as a representative and substitutionary sacrifice, and all who believe in Him are justified (declared righteous) by God on the basis of His shed blood. (Matthew 1:18-23; I Peter 1:18-21; Romans 3:24-25a; Ephesians 2:8-9)

- d. We believe the Holy Spirit is a Divine Person, equal with the Father and the Son and of the same substance and nature. He convicts of sin, righteousness, judgment; He bears witness to the truth; is the agent of the new birth; He seals, gifts, indwells, bears witness of, sanctifies, teaches, comforts, and helps every child of God. At conversion, Christ baptizes every believer into His body with the Holy Spirit. (I Corinthians 12:12-13); John 3:3-7; John 14:16-17; John 16:8-11; Ephesians 1:13; Romans 8:14-27)
- e. Man was created in the image of God. He sinned and thereby incurred not only physical death but also spiritual death, which is separation from God. All men are, by nature and choice, sinners. Apart from Christ they will forever be separated from God. (Ephesians 2:1-3; Genesis 1:26; Genesis 2:17; Romans 5:12; Romans 3:23; Romans 6:23)
- f. The crucified body of our Lord Jesus was resurrected. He ascended into heaven, and presently intercedes for us as a High Priest and advocate before God. Likewise, there shall also be a bodily resurrection of the just and of the unjust, an everlasting blessedness of the saved, and an everlasting conscious punishment of the lost. (1 Corinthians 15: 1-4; Hebrews 4:16; I John 2:1-2; John 5:24-29)
- g. Salvation is by grace and through faith. It is apart from any good works a person might do. It is freely given to any who trust the Lord Jesus as their personal Savior, believing He died for their sins to impart forgiveness and rose from the dead to give eternal life. (John 3:16-18; Ephesians 2:8-9; Romans 4:5)
- h. There shall be an imminent, personal, pre-millennial return of our Lord and Savior, Jesus Christ. (Titus 2:13-14)
- i. All who trust in Jesus Christ as their personal Savior are born of the Holy Spirit. They thereby become sons of God, a relationship in which they are eternally secure. (John 1:12; John 10:28, 29)
- j. Church members are subject to discipline in the manner of Matthew 18:15-17. Elders are subject to discipline in the manner of I Timothy 5:19-20. All church discipline is to be exercised in the spirit of Galatians 6:1.
- k. The Lord's Supper is a provision of bread and the cup which symbolize Christ's broken body and shed blood. Only believers are to participate. They are to do so, having confessed known sin. The Lord's Supper is a reminder of the suffering of Christ and His soon return. (Luke 22: 19- 20; I Corinthians 11: 23-33).

ARTICLE II. PURPOSES

Section 1. Introduction:

This Constitution bears witness of our chief aim, which is to glorify God through the conjoined actions of church leadership and members called by God, anointed by the Holy Spirit and guided by His Will under the aegis of the hereinafter stated purposes.

Section 2. Purposes:

- a. To glorify God by preaching and teaching the Word of God, proclaiming Jesus Christ, "admonishing every man and teaching every man with all wisdom, that we may present every man complete in Christ." (Colossians 1:28).
- b. To glorify God by worshipping Him. (Ephesians 5:19; Colossians 3:16; Psalm 150).
- c. To glorify God by shepherding the flock. (John 21:15-17).
- d. To glorify God by a comprehensive outreach to the community and the world. (Matthew 28:19-20).
- e. To glorify God by developing the faithful, cheerful, and comprehensive stewardship of individual and church-wide resources. (1 Corinthians 10:31; Colossians 3:17, 23).
- f. To glorify God by maintaining an administrative organization which promotes the edification of the church and evangelism. (2 Corinthians 8:9-24)
- g. To glorify God by providing facilities meeting the present, continuing, and developing needs of Lake Bible Church. (1 Corinthians 3:10-13).

ARTICLE III. ORGANIZATION

Section 1. Organization:

The church body of Lake Bible Church shall be organized under the Headship of the Lord Jesus Christ. The general and specific constituents of the organization of Lake Bible Church, whether corporate or individual, shall look to Him through prayer and to His Word for guidance and direction in all matters affecting and concerning the welfare of the church, its members and its activities.

The local church body shall be organized as elders, pastoral, ministerial, and administrative staff, officers, ministry leaders, and members.

Section 2. Elders:

The ministry of Lake Bible Church shall be under the direction of the Senior Pastor and the Board of Elders as informed by the Scriptures and guided by the Holy Spirit and prayer in decision making.

- a. **Authority.** Except where authority is otherwise delegated or reserved, the Board of Elders shall be the governing body of the church and shall have authority for establishing, instituting, and resolving all matters affecting the welfare of the church including:
 - (i) All matters affecting the spiritual, fiscal, and physical welfare of the church, its activities and its members, including church discipline, the determination of membership status, and removal of Senior Pastors and Elders from office;
 - (ii) All ministries, programs, and activities of the church.

- b. Composition.** The Board of Elders shall consist of the Senior Pastor and elders elected by the church membership. Voting members include all actively presiding non-staff elders. The Senior Pastor shall be a non-voting member of the Board of Elders.
- c. Eligibility.** All elder candidates must have been a member of the church for a period of time sufficient to demonstrate biblical qualification to serve the church membership, to shepherd, oversee and guard (Acts 20:28); to help the weak (Acts 20:35); to admonish and encourage (1 Thessalonians 5:14); to visit and pray for the sick (James 5:14-15); to be able to rightly discern and teach God's word (1 Timothy 3:2) and to be a proven follower of Jesus Christ (1 Peter 5:3).
- d. Minimum period of church membership.** Elder candidates shall have been a member of Lake Bible Church for a period no less than three years.
- e. Approval and Election.** All elder candidates must be examined by the Nominating Committee and recommended by the Board of Elders before the candidate is presented for election to the church members. An elder must be elected by a majority vote of a quorum of active church members voting.
- f. Term of service.** Non-pastoral elders shall be elected provisionally for three year terms.
- g. Probation.** The first year of any elder's term shall be probationary. Continuation of an elder's term must be confirmed by a majority vote of the presiding Board of Elders.
- h. Extension of Term.** An elder's term of service may be extended year-to-year by a minimum one-year extension providing:
 - (i)** The elder consents;
 - (ii)** Has rendered outstanding service to the church and, in doing so has manifested unique gifts;
 - (iii)** Majority approval by the Board of Elders;
 - (iv)** Ratification by a majority vote of a quorum of the church membership at the Annual Business Meeting.
- i. Resignation.** Except where an elder is under accusation of wrongful behavior, an elder may honorably resign from the Board of Elders at any time.
- j. Removal.** An elder shall be removed from the Board of Elders for wrongful behavior including behaviors inimical to the unity and harmony of the church body; unethical or immoral conduct; doctrinal defection from the stated beliefs of the Church; neglect of responsibility or disloyalty to the corporate interests of the church; or any other behavior which amounts to conduct unbecoming an elder. Removal shall be accomplished after a hearing before the Board of Elders, the Chairman or, if unavailable, a Vice Chairman, presiding, if, after two-thirds of the Board of Elders, each member voting concurring therein, finds wrongful behavior and votes, thereupon, for removal. An Elder may also be subject to removal in the event they fail to or are unable to attend board meetings on a regular basis or are unable to otherwise perform the duties of an Elder.

- k. Organization.** The organization of the Board of Elders shall consist of a Chairman, an Administration Vice Chairman, a Shepherding Vice Chairman, a Nominating Committee Vice Chairman and a Secretary.
- (i) Chairman.** The Chairman of the Board of Elders shall be elected annually by two-thirds of the members of the Board of Elders. No member of the Board of Elders shall be eligible to serve as Chairman unless he shall have already served on the Board of Elders for a period of, at least, one year.
 - (ii) Authority.** The Chairman shall have executive authority and responsibility to call, preside and conduct all regular and special meetings of the Board of Elders. The Chairman shall have authority to appoint special committees and their leaders and to call for, prescribe, and require timely reports of the activities of these appointed committees. The Chairman shall serve as President of Lake Bible Church for all non-profit corporate business and activities pursuant to Chapter 65, Oregon Revised Statutes (ORS), during his elected term.
 - (iii) Administration Vice Chairman.** The Administration Vice Chairman shall be elected annually by a majority of the members of the Board of Elders. No member of the Board of Elders shall be eligible to serve as the Administration Vice Chairman unless he shall have already served on the Board of Elders for a period of, at least, one year and unless he shall have served for a period of, at least, one year as a member of the Administration Council. The years may run concurrently.
 - (iv) Authority.** The Administration Vice Chairman shall serve as Chairman of the Board of Elders in the absence of the Chairman. He shall serve as President for all non-profit corporate business and activities pursuant to Chapter 65, ORS, in absence of the Chairman. The Administration Vice Chairman shall have executive authority and responsibility to call, preside, and conduct meetings of the Administration Council. The Administration Vice Chairman shall annually select and appoint members of the Administration Council. The Administration Vice Chairman shall formally report his activities to the Board of Elders monthly.
 - (v) Shepherding Vice Chairman.** The Shepherding Vice Chairman shall annually be elected by a majority of the members of the Board of Elders. No member of the Board of Elders shall be eligible to serve as Shepherding Vice Chairman unless he shall have served, at a minimum, a period of one year in an appointed and approved church ministry or on the Shepherding Council.
 - (vi) Authority.** The Shepherding Vice Chairman shall have executive authority and responsibility to call, preside over, and conduct meetings of the Shepherding Council. The Shepherding Vice Chairman shall have authority and responsibility for small group ministries and may serve as or appoint the small group ministry leader. Additionally, the Shepherding Vice Chairman shall have authority to appoint special committees to perform or oversee church ministry matters. The Shepherding Vice Chairman shall formally report his activities to the Board of Elders monthly.

- (vii) **Nominating Vice Chairman.** The Nominating Vice Chairman shall be elected annually by a majority of the members of the Board of Elders. No member of the Board of Elders shall be eligible to serve as the Nominating Vice Chairman unless he shall have served, at a minimum, one year on the Board of Elders, or as a member of the Nominating Committee.
- (viii) **Authority.** The Nominating Vice Chairman shall serve as the Nominating Committee Chairman and have executive authority and responsibility to call, preside over, and conduct meetings of the Nominating Committee. The Nominating Vice Chairman shall be responsible for implementation of the Elder Selection Policy.
- (ix) **Secretary.** The Secretary of the Board of Elders shall be elected annually by a majority of the Board of Elders. He shall have the responsibility of ensuring a complete record is made and kept regarding all meetings and decisions of the Board of Elders. The secretary shall also act as a witness and cosignatory with the Board Chairman in all matters entered into by and between Lake Bible Church and corporations, business entities, government organizations, vendors, or persons wherein the Board of Elders Chairman acts in the name and on behalf of the church.

Section 3. Pastors:

Pastors shall be men, gifted of leadership, well trained, able to teach sound doctrine, called of God "for the equipping of the saints for the work of service, to the building up of the body of Christ." (Ephesians 4: 12)

- a. **Authority.** Pastors shall have authority to oversee the administration of the ordinances of the New Testament, which are the Lord's Supper and Baptism, to shepherd the church, and lead the church in the fulfillment of its sacred task including:
 - (i) Providing for and leading the spiritual and physical growth and development of the church;
 - (ii) Organizing, appointing, and shepherding ministries to carry out mission of the church;
 - (iii) Planning, coordinating, conducting, and supervising, the administration of church business and overseeing volunteers and administrative staff and their support of the church mission.
- b. **Organization.** The church shall have a Senior Pastor and may have associate pastors each, respectively, called to serve the church.
 - (i) **Senior Pastor.** The Senior Pastor, having a testimony of his salvation by and through the grace of Jesus Christ, shall serve as spiritual leader of the church demonstrating complete submission to His Lordship and qualification as an elder according to 1 Timothy 3:17 and Titus 1:5-16.

- (ii) **Eligibility.** The Senior Pastor shall be in agreement with the herein beliefs of the church and this Constitution. His appointment shall be preceded by a candidacy established through unanimous recommendation of the Board of Elders. The membership of the church, voting by secret written ballot, three-fourths of a quorum of the membership present agreeing, must approve of the unanimous recommendation of the Board of Elders before appointment of the Senior Pastor.
- (iii) **Authority.** The Senior Pastor will have such authority as to enable him, with the advice and consent of the Board of Elders, to carry out the mission of the church including:
 - (a) Establishing and implementing plans for the spiritual and physical growth and development of the church;
 - (b) Recommending ways, means, and personnel, to accomplish the mission and ministry of the church;
 - (c) Obtaining and supervising a staff sufficient for his support and to carry out the daily requirements of church administration.
- (iv) **Associate Pastor.** The Associate Pastor, having a testimony of his salvation by and through the grace of Jesus Christ, shall serve in the manner of his specific calling to the church demonstrating complete submission to the Lordship of Jesus Christ and qualification as an elder according to 1 Timothy 3:17 and Titus 1:5-16.
- (v) **Eligibility.** The Associate Pastor shall be in agreement with the herein beliefs of the church and this Constitution. The Board of Elders must unanimously approve of a pastor before recommending him for service in the church to the membership. Thereafter, the membership of the church, voting by secret written ballot, three-fourths of a quorum of the membership present agreeing, must approve of the unanimous recommendation of the Board of Elders before appointment of a Pastor.
- (vi) **Authority.** The Associate Pastor will have such authority as to enable him, with the advice and consent of the Senior Pastor and Board of Elders, to carry out the ministry or ministries assigned to him by the Senior Pastor, including:
 - (a) Establishing and implementing plans for the spiritual and physical growth and development of his ministry or ministries;
 - (b) Recommending ways, means, and personnel, to accomplish his ministry or ministries;
 - (c) Appointing personnel and committees sufficient for supporting and carrying out his ministry or ministries.
- (vii) **Directors.** The church may have a ministerial staff under the direction and supervision of the Senior Pastor. A Director, having a testimony of his or her salvation, by and through the grace of Jesus Christ, shall serve in the manner of his or her specific calling to the church demonstrating complete submission to the Lordship of Jesus Christ and qualification as an elder according to 1 Timothy 3:17 and Titus 1:5-16.

- (viii) **Eligibility.** A Director shall be in agreement with the herein beliefs of the church and this Constitution. The Board of Elders must unanimously approve of a Full Time Director before recommending him or her for service in the church to the membership. Thereafter, the membership of the church, voting by secret written ballot, three-fourths of a quorum of the membership present agreeing, must approve of the unanimous recommendation of the Board of Elders before appointment of a Full Time Director.
- (ix) **Authority.** A Director will have such authority as to enable him or her, with the advice and consent of the Senior Pastor and Board of Elders, to carry out the ministry or ministries assigned to him or her by the Senior Pastor, including:
 - (a) Establishing and implementing plans for the spiritual and physical growth and development of his or her ministry or ministries;
 - (b) Recommending ways, means, and personnel, to accomplish his or her ministry or ministries;
 - (c) Appointing personnel and committees sufficient for supporting and carrying out his ministry or ministries.
- (x) **Administrative Staff.** The administrative support of Lake Bible Church shall be under the leadership and direction of the Senior Pastor. To this end, the Senior Pastor shall have authority, with the advice and consent of the Board of Elders, to employ an administrative staff to oversee the administration and maintenance of the church. Each member of the administrative staff shall have a testimony of his or her salvation by the Lord Jesus Christ. .

Section 4. Officers:

Lake Bible Church shall have two officers who shall preside over and account for its fiscal management policies. Officers of Lake Bible Church shall be as follows: Treasurer and Financial Secretary.

- a. **Treasurer.** The Treasurer shall be responsible for overseeing the fiscal management of all funds expended by the Church. The Treasurer shall ensure that a record all funds expended is regularly maintained and provided to the Administration Council as deemed appropriate by the Board of Elders. The Treasurer may delegate specific tasks to the Pastoral or Administrative Staff regarding the execution of plans concerning the accounting and expending of church funds, but shall remain responsible for the oversight of accounting and disbursing of all funds received or maintained by the church and for the maintenance of appropriate records for all such disbursements. The Treasurer shall also cooperate with the independent auditor/reviewer retained by the Board of Elders. The treasurer shall perform such other duties as may be prescribed in the Bylaws of the church.

- b. Financial Secretary.** The Financial Secretary shall be responsible for the proper accounting of all monies received by the church and shall ensure such monies are promptly deposited in a financial depository or depositories designated by the Board of Elders. The Financial Secretary shall ensure that a record all funds received are regularly maintained and shall provide to the Administration Council a regular report of receipts and periodic reports and assessments of amounts received as deemed appropriate by the Board of Elders. The Financial Secretary shall keep records of other financial information pertaining to the receipts of the Church, as may be directed by the Board of Elders, and shall be responsible for maintaining the confidentiality of all personal financial information related to members or attendees of the church. The Financial Secretary shall perform other duties as may be prescribed in the Bylaws of the church.
- c. Eligibility.** Each candidate for office must have a testimony of his or her salvation by the Lord Jesus Christ. All officer candidates must have been a member of Lake Bible Church for a period of time sufficient to demonstrate his or her Biblical qualifications to serve as set forth in Acts 6:3 and 1 Timothy 3:8-13.
- d. Approval and Election.** After offering to serve, or being selected by the Pastoral staff or Board of Elders to serve, consenting Officer candidates must be examined by the Nominating Committee to determine their qualifications. Thereafter, if recommended by the Nominating Committee, Officers shall be subject to approval by a majority vote of a quorum of the Board of Elders. Thereafter, the Elder Board shall present the Officer to the church membership for its consideration. An Officer is formally elected if, after selection by the Board of Elders, he or she is approved by a majority vote of a quorum of active church members voting at the election.
- e. Term of Office.** Officers' terms of service shall be three years. An Officer may be elected to successive terms.
- f. Resignation.** An officer may resign with honor at any time, during his or her term of service, for any reason, excepting gross neglect of office, disloyalty to the church, abuse of office, or misconduct as an officer.
- g. Removal.** Removal shall be accomplished after a hearing before the Board of Elders, the Chairman, or if unavailable, a Vice-Chairman, presiding. If, after three-fourths of the Board of Elders voting, each member voting concurring in a finding of wrongful behavior or no confidence, the officer shall be removed.

Section 5. Ministry Leaders:

The mission of Lake Bible Church shall be carried out through the organization of members by ministries designated by the Pastoral Staff and approved by the Board of Elders. Leadership of designated and approved ministries shall be composed of men and women called by God and fitted with gifts, discerned by the Pastors, Elders, and members, sufficient to enable them to lead assigned ministries.

- a. Authority.** The authority of a Ministry Leader shall be such as is necessary to fulfill the responsibility of the ministry as outlined by either a Pastor or Elder Board directive establishing the ministry.

- b. Eligibility.** Ministry leaders shall be members of the Lake Bible Church for a period of time sufficient to demonstrate his or her Biblical qualification and gifts to serve as set forth in 1 Corinthians 12; 1 Corinthians 14.
- c. Terms.** Ministries may be designated for specific time periods as established by the Senior Pastor and by the Board of Elders. Ordinarily, the term of leadership for specific term ministries shall correspond to the time designated for the term of the ministry. Ministries designated to exceed more than one year shall be reviewed annually by the Board of Elders to determine whether continuation and/or current leadership is appropriate.

Section 6. Members:

Members of Lake Bible Church constitute, in the collective, the spiritual body through which and upon which the church is built up and by which the sacred mission of the church is advanced. The membership shall be composed of believers who confess Jesus Christ as their Lord and Savior with a testimony of His salvation sealed by believer's baptism by immersion. It is expected that active members shall be responsive to authority (Hebrews 13:17); maintain fellowship (I John 1:5,7); maintain the unity of the Spirit (Ephesians 4:3); esteem others better than themselves (Philippians 2:3); be devoted to prayer (Romans 12:12); serve one another (Galatians 5:13); assume financial responsibility for the total ministry of the Church according to one's ability (II Corinthians 9:7); and be willing workers (I Peter 4:10).

- a. Eligibility.** Any person shall be eligible for membership in Lake Bible Church who confesses Jesus Christ to be his or her Lord and Savior; has sealed that confession with believer's baptism by immersion, agrees with the beliefs of Lake Bible Church as set forth in this Constitution; and has undergone instruction to be a new member of this church. Upon completion of new member instruction, each candidate for membership in the church shall be approved by the Board of Elders.
- b. Eligibility Exceptions.** The Board of Elders may consider the following exceptions and by vote, a majority of the active membership of the Board concurring therein, make exceptions to the following eligibility requirements:
 - (i)** Agreement with the beliefs of Lake Bible Church as set forth in the Constitution so long as the disagreement is minor and does not amount to a basic doctrine which distinguishes the Christian faith from all other beliefs or faiths;
 - (ii)** Baptism by immersion so long as the Board of Elders is satisfied that the reasons underlying the exception have a substantive, spiritual basis; in accordance with the spirit of scripture;
 - (iii)** Instruction as a new member so long as the Board of Elders is satisfied that the reasons underlying the exception have a substantial reasonable basis.
- c. Privileges.** The membership of Lake Bible Church shall have the privilege of coming under the shepherding and administrative care of the Elders and holding authority of approval over actions taken by the church which affect its ability to carry out its sacred mission and of matters affecting the spiritual, fiscal, and physical welfare of the church including the following:
 - (i)** Voting to adopt the Annual Budget;

- (ii) Voting to approve the employment and appointment of senior pastoral staff;
 - (iii) Voting to approve the employment of other pastors;
 - (iv) Voting to approve "at large" positions, if any, on the Nominating Committee, Board of Elders, and Officers;
 - (v) Voting to approve revisions or amendments of the church Articles of Incorporation;
 - (vi) Voting to approve revision or amendments to the Lake Bible Church Constitution;
 - (vii) Voting to approve revisions of the official doctrinal statement or beliefs of the church.
- d. Removal from Active Membership.** Removal from active membership includes taking action to reclassify the status of members of Lake Bible Church.
- e. Active membership.** Members are considered active when they evidence regular attendance, financial support of the church and active support of church ministries and activities.
- f. Inactive membership.** Members who have absented themselves from the church for a period of six months, failing to show interest in the support of church ministries, or financial support of the church may be considered to be inactive by a majority vote of the Board of Elders. An inactive member roll shall be maintained by the church administrative staff. The Board of Elders, by majority vote, may restore an inactive member to active membership if there is sufficient evidence to demonstrate rededication and faithfulness. Inactive members shall not:
- (i) Be counted as members;
 - (ii) Have membership authority.
- g. Erasure from the Rolls of the Church.** A member, whether active or inactive, shall be erased from the church rolls if he or she unites with any other church. Deceased members shall have their names erased from the membership roll. Failure of any member to remain in communication with the church or without reasonable justification neglects the standards of membership set forth above for a period of six consecutive months, and who has been placed on the inactive membership roll, may have his or her name erased from the membership roll after a period of one year. The Board of Elders shall take such action after consideration of the available evidence and upon two-thirds of the members concurring in a vote to erase the member's name from the membership roll.
- h. Disciplinary Dismissal.** A member may be dismissed for conduct unbecoming a Christian or any other action amounting to promotion among the membership of disunity or disruption of the effectiveness of the church. All church discipline shall be accordance with this Constitution and the Bylaws of the church.

ARTICLE IV. ADMINISTRATION

Section 1. Financial Management:

The financial means for accomplishing the mission, ministries, and activities of Lake Bible Church shall be attained through the giving of its members or by the generation of monies as the result of gifts received by the church for its exclusive use and benefit. The use of all gifts and monies received by the church shall be planned by the Senior Pastor or his designee and approved by the Board of Elders and accounted for by the Treasurer and Financial Secretary. A report of the annual budget and financial standing of the church and status of gifts and monies received by the church during the fiscal year and an accounting thereof shall be provided the membership of the church by the Board of Elders at the conclusion of each fiscal year of the church.

The fiscal year of the church shall begin on July 1 and terminate on June 30 of the succeeding year. An annual meeting, corresponding with the fiscal year, presenting a comprehensive report of the spiritual, physical and financial state of the church and annual budget shall be provided the membership on the last Sunday of June by the Board of Elders, Staff, Officers, and Ministry Leaders of Lake Bible Church.

Presentation of the annual state of the church report and annual budget shall be preceded by written notice, sufficiently displayed or published to the church membership to insure notice, stating the date, place, and hour of the meeting not more than 30 days before nor less than 14 days preceding the scheduled date of the meeting.

Other meetings of church membership may be called at any time by the Board of Elders, Chairman of the Board of Elders, Senior Pastor, or upon written request of a quorum of active members of the church. Notice of special meetings shall be in writing stating the date, place and hour and purpose of the meeting. Notice of special meetings shall be conspicuously posted in the church and church publications no less than 14 days before the scheduled meeting.

Section 2. Church Property:

Church property consists of all real and corporate property of the church; in the name of the church, ascribed to the church, affixed to the church; donated to the church whether or not specifically in the name of the church, or otherwise recognized as property of Lake Bible Church.

- a. Purchases of Church Property.** Purchase of any property, real or corporate, shall be consistent with the Fiscal Management Policy. All property purchased to support the mission, ministries, and activities of the church shall be placed in the name of Lake Bible Church.
- b. Sale of Corporate Property.** The sale of Corporate Property must be approved by appropriate authority.
- c. Sale of Real Property.** Final action pertaining to the purchase, sale, assignment, hypothecation or lease of real property of the Church shall be taken only when approved by a majority of the Board of Elders and by a two-thirds vote of a quorum active members of the church present at a special meeting for this purpose.

Section 3. Conduct of Activity of the Board of Elders:

The Board of Elders shall have all authority to carry out the purposes of this Constitution and to approve and amend the Bylaws of Lake Bible Church. The Bylaws must be consistent with the Articles of Incorporation and this Constitution and not inconsistent with the laws of the State of Oregon insofar as such laws are not in conflict with the Bible.

There shall be no less than three nor more than 21 non-pastoral elders serving on the Board of Elders during the fiscal year.

The Board of Elders shall meet at least once per month during the fiscal year. These regular meetings may be held without notice of the date, time, place or purpose of the meeting. However, special meetings may be called at any time. A good faith effort shall be made to contact each board member prior to any special meeting. Special meetings may include those that consist of voting members only.

The Board of Elders may create one or more committee(s), not otherwise provided for by this Constitution.

The Board of Elders shall appoint at least one member of the Board to serve on any specially appointed committee. The creation of a committee and appointment of an Elder to the committee must be approved by a majority of the Board of Elders. A special committee designated by the Board of Elders may not:

- a. Collect or authorize distributions of property or finances without the knowledge and express approval of a majority of the Board of Elders;
- b. Approve or recommend to members dissolution, merger or the sale, pledge or transfer of all or substantially all of the assets of Lake Bible Church;
- c. Elect, appoint or remove Elders or fill vacancies on the Board or on any of its committees; or;
- d. Amend or repeal this Constitution or its Bylaws.

Section 4. Discipline and Disputes within the Church:

- a. **Discipline.** The function of all church discipline shall be to bring about reconciliation between an offending member or attender and God and to restore the member or attender to church fellowship through confession and demonstration of repentance and the fruits thereof. Additionally, church discipline is intended to infuse the congregation with the seriousness of the consequences of sin and create a barrier of restraint for similar behavior through the threat of congregational disapproval. Matters requiring church discipline are those which violate Christian norms, amount to conduct unbecoming a Christian, bring reproach upon the name of Christ, His Church, and undermine the credibility of the Gospel message.
- b. **Conduct Subject to Church Discipline.** Behavior which amounts to conduct unbecoming a Christian includes behavior which tarnishes the name of Jesus Christ, scandalizes the church and brings the offender into such disrepute that his or her credibility would be suspect by believers and unbelievers alike. Such behavior includes, but is not necessarily limited, to the following:
 - (i) Conduct inimical to the unity of the fellowship of believers;

- (ii) Propagation or dissemination of information or teaching inimical to established Biblical doctrine and the beliefs outlined in this Constitution;
- (iii) Refusal to acknowledge and submit to the constitutional authority of the Pastors and Elders of the church;
- (iv) Seeking legal redress against another member outside the church;
- (v) Sexual perversion or misconduct;
- (vi) Gross ethical misconduct including bearing false witness against another, larceny, and embezzlement;
- (vii) Any offense involving moral turpitude;
- (viii) Unwillingness to take appropriate steps agreed upon and recommended by either pastors or elders where the member or attender has been advised he or she is clearly culpable.

c. Responsibility for Instituting Discipline. Resolution of all issues concerning church discipline shall be the responsibility of the Board of Elders of Lake Bible Church. The Board of Elders, in consultation with the Pastors, shall be responsible for instituting appropriate church discipline after taking appropriate deliberative action to ensure there is sufficient factual foundation for establishing the commission of wrongful Christian behavior by a member or attender:

- (i) Neither the Board of Elders nor pastors nor any other recognized authority of the church shall undertake any matter of church discipline for reported sinful or wrongful activities of a member or attender which have not been sufficiently established and where no deliberative action by the Board of Elders has been taken to consider the matter;
- (ii) No Pastor or Elder alone shall unilaterally undertake any form of church discipline;
- (iii) Sufficient factual foundation for establishing wrongful Christian behavior exists when, after confronting a member or attender with a credible allegation of conduct unbecoming a Christian, a member or attender confesses his or her behavior or when after confronting a member with an allegation of conduct unbecoming a Christian and the member or attender denies the allegation, a majority of the Board of Elders, after considering reports of two or more credible Christian witnesses agrees an act or acts of conduct unbecoming a Christian have been committed and that the member or attender accused has committed the act or acts; or when an allegation of wrongful Christian behavior is reported by one or more credible witnesses and the report is confirmed by other objective self-verifying detail concerning the report and a majority of the Board of Elders determines a member has committed an act or acts amounting to conduct unbecoming a Christian;

- (iv) If the Board of Elders determines an act or acts unbecoming a Christian have been committed, the accused member or attender shall be informed by the Chairman of the Board of Elders and afforded a reasonable opportunity to present, in person, or by a representative, any matters believed appropriate for consideration by the Board in making a final determination whether the member or attender has committed an act or acts unbecoming a Christian;
 - (v) A majority of the Board of Elders, after considering all available evidence, shall determine, by secret written ballot, whether an act or acts of conduct becoming a Christian have been committed and whether the accused member or attender has committed the act or acts alleged.
- d. Sanctions.** It is the purpose of church discipline to restore a member found by the Board of Elders to have committed an act or acts unbecoming a Christian to full reconciliation with God and to full fellowship with the congregation. Accordingly, if a member confesses the wrongfulness of his or her act or acts, repents, and demonstrates the fruits thereof, action will be taken by the Board of Elders to sustain the member's fellowship with the church body. If a member or attender later relapses into the same sin that resulted in church discipline, he or she shall be subject to the same process of verification, confrontation, confession, restoration or threat of expulsion for lack of repentance. Recidivism shall not be a barrier to restoration. Failure during the course of repentance, may be considered, along with all other facts and circumstances, in assessing whether a member or attender is sincere and whether the member or attender shall lose his or her privilege of attending Lake Bible Church. Reliance shall be made, in this regard, upon Matthew 18:21-22.
- (i) If a member willfully refuses to confess a finding of wrongful Christian behavior by the Board of Elders, or willfully refuses to repent of his or her condemned behavior by knowingly, purposely, and intentionally pursuing the same or similar wrongful behavior, the Board of Elders may remove the member from active membership and erase his or her name from the rolls of the church. In this case, the Board of Elders shall notify the member of this action in writing;
 - (ii) If an attender willfully refuses to confess a finding of wrongful Christian behavior by the Board of Elders as set forth above, or is reported by another church to be under discipline for confirmed conduct unbecoming a Christian or willfully refuses to repent of his or her condemned behavior by knowingly, purposely, and intentionally pursuing the same or similar wrongful behavior, the Board of Elders may bar the attender from attending any worship service or activity of Lake Bible Church. In this case, the Board of Elders shall notify the attender of this action in writing;
 - (iii) Upon a finding of conduct unbecoming a Christian, the Board of Elders may remove a member from his or her position of leadership without removing the member from church membership.
- e. Disputes.** The Bible discourages members from seeking legal redress in formal courts of law from other members. (1 Corinthians 6:1-12). Accordingly, all disputes between members of the congregation of Lake Bible Church involving real or personal property, any action in tort or contract, or any other action at civil law will be resolved by presenting the matter to the Board of Elders. The judgment of the Board of Elders shall be final.

- (i) Any member of Lake Bible Church participating in the arbitration of a dispute either as a complainant or defendant may be represented by a person of his or her choosing and at no expense to the church.
- (ii) In the resolution of any dispute between members of the church, the Board of Elders may appoint legal counsel to advise the Board during its deliberations and findings.

Section 5. Licensing of Pastors:

a. Licensing. Only members of the church performing pastoral functions for Lake Bible Church shall be licensed to preach the gospel and perform the ordinance of marriage.

- (i) A license to preach the gospel and perform the ordinance of marriage, may be granted to members of the pastoral staff only upon affirmative recommendation by the Senior Pastor or his designee and majority approval by the presiding Board of Elders.
- (ii) Ordinarily a license to preach or perform the ordinance of marriage shall continue so long as the pastor is a member of Lake Bible Church. However, the Board of Elders may, after deliberation and approval by a vote of the majority of presiding Elders, limit the length of the license to a specified term.
- (iii) A pastor licensed to perform the marriage ceremony shall be provided a certificate of licensing showing church authorization for that purpose. Said certificate shall be filed with the office of the County Clerk of the county wherein the church is located.
- (iv) A member of the church, licensed or ordained as a pastor by another congregation prior to his current membership may, by affirmative recommendation of the Senior Pastor and unanimous approval of the Board of Elders, be licensed to preach or perform marriages or both without being appointed as a member of the church pastoral staff.

Section 6. Removal of Senior Pastor:

a. Removal for Wrongful Behavior. The Senior Pastor may be removed whenever he has committed any act unbecoming a Christian or overseer, as determined by the Board of Elders, after factual foundation for establishing wrongful Christian or overseer behavior has been established or the pastor confesses his wrongful behavior and the act is determined by a majority of the Board of Elders to be of a nature to:

- (i) Bring reproach upon the pastor (1 Timothy 3: 1-7), or;
- (ii) Disgrace the gospel by blemishing the testimony of the pastor (1 Timothy 3:7; Philippians 2:15; Col 4:5), or;
- (iii) Represent a failure of his ministry (1 Tim: 4:5).

- b. Removal for No Confidence.** The Senior Pastor may be removed for reasons other than moral failure when the direction, tone or effectiveness of the ministry, in the judgment of the Board of Elders, leaves no confidence in the Senior Pastor's ability to plan, lead, manage or engage in the required executive and administrative functions required to lead the church as Senior Pastor. Removal reasons may include, but are not limited to, lack of managerial competence and prudence, extended absence from participation in the daily operations of the church, lack of fiscal prudence and control, distraction or negative impact on church ministry related to one's personal life, lack of personal connection to the people and ministry life of the church, or failure to follow laws, rules, and regulations of governing entities, so long as those laws, rules and regulations do not violate Biblical guidance.
- c. Deliberations by Elder Board.** If the Board of Elders convenes a meeting to determine whether an act or acts unbecoming a Christian or overseer have been committed by the Senior Pastor, or to determine whether the Board has continued confidence in the ability of the Senior Pastor to minister, the Senior Pastor shall be informed by the Chairman of the Board of Elders and afforded reasonable opportunity to present, in person, or by a representative, any matters believed appropriate for consideration by the Board in making a final determination
- d. Findings for Removal.** If the Board of Elders determines, after deliberation, two-thirds of the Board concurring therein, a pastor's conduct represents wrongful behavior or no confidence exists in his ministry, then the Board of Elders shall remove the Senior Pastor from service.
- e. Appointment of Interim Senior Pastor.** In the event the Senior Pastor is removed or resigns, the Chairman of the Elder Board shall assume the authority and responsibility of the Senior Pastor until such time that an interim Senior Pastor is appointed by the Board of Elders.

Section 7. Amendment of the Constitution:

Whenever a majority of the Board of Elders, or a majority of the active members of the congregation of Lake Bible Church, deem it necessary to amend this constitution, this constitution may be amended by a vote of two-thirds of the active members present and voting at any properly called Church meeting provided such notice as is required for the annual business meeting has been provided.