

Constitution

ARTICLE I - NAME

The name of this organization shall be: Grace Bible Church

ARTICLE II - OBJECT

The object of this organization shall be to preach the gospel of our Lord Jesus Christ and to teach the Word of God in accord with the doctrinal statement.

ARTICLE III – DOCTRINAL STATEMENT

- 1) We believe in the scriptures of the Old and New Testaments as verbally inspired of God and inerrant in the original writings and that they are of supreme and final authority in faith and life (II Tim. 3:16, 17)
- 2) We believe in one God, eternally existing in three persons: Father, Son, and Holy Spirit. (Duet. 6:4, Heb 1:8,9; Matt. 28:19, Acts 5:4,9)
- 3) We believe that Jesus Christ was begotten by the Holy Spirit, and born of the Virgin Mary, and is true God and true man. (Luke 1:35)
- 4) We believe that all men have sinned and thereby incurred spiritual death, which is separation from God, and cannot save themselves (Rom. 3:23)
- 5) We believe that the Lord Jesus Christ died for our sins according to the scriptures, as a representative and substitutionary sacrifice, and that all who by faith receive Him as their personal Savior are justified on the grounds of His blood shed on Calvary; they are born again of the Holy Spirit and thereby become the children of God. (I Cor. 15:3,4)
- 6) We believe in the resurrection of the crucified body of our Lord Jesus Christ, in His bodily ascension into Heaven, and in His present position as mediator for us. (I Tim. 2:5,6; Rom. 1:3,4)
- 7) We believe that every individual who puts his trust in Jesus Christ is baptized at that moment by the Holy Spirit into the one, true Church, the Body of Christ. Water baptism is not necessary in God's spiritual program in this age of grace. (I Cor. 12:13; I Cor. 1:17)
- 8) We believe that communion of the Lord's Supper as revealed through the Apostle Paul is to be observed by the Body of Christ until "He shall have come". The Lord's Supper is not an ordinance or a sacrament. (I Cor. 11:23-26)
- 9) We believe that by reason of the imputed righteousness of God, every member of the Body of Christ has a perfect, eternal standing before God, and is eternally secure in Christ. Each is called by the grace of God to living a surrendered, Spirit-filled life apart from sin. (Eph. 1:13, 14; Titus 2:11-14)

- 10) We believe that God answers prayer and restores health when it is His will. (I John 5:14, 15; II Cor. 1:9-11)
- 11) We believe that Christ will come again. First, He will come before the prophesied day of tribulation to receive the Church, the Body of Christ, to Himself in the air. Then, after the tribulation, He will come to establish His millennial kingdom on earth. (I Thess. 4:15-17; Matt. 5:33, 34; Rev. 20:4,6)
- 12) We believe that all scripture must be interpreted in the light of the truths that Christ spoke through the Apostle Paul. (Rom. 16:25; Eph. 3:13)
- 13) We believe in the preaching of the gospel of the grace of God to every human being, and in the edification for the members of the Body of Christ and that our commission in this day of grace is found in II Corinthians 5:14-21.
- 14) The Biblical account of Creation is true for the origin of all things. Atheistic and theistic evolution are rejected as being false. (Gen 1:1-31; Ex. 20:11; Col. 1:15, 16)
- 15) Life of the unborn begins at conception, and abortion of the unborn is murder. (Matt. 1:18; Ecc. 11:5; Ex. 21:22, 23)

ARTICLE IV - MEMBERSHIP

Section 1 – We believe that it is the privilege and scriptural duty of every child of God to be definitely affiliated with other Christians for the purpose of effective Christian service and that such an affiliation compromises a local church, which is visible representation of the Body of Christ on earth.

Section 2 – Membership in this church shall be open to any Christian who is found to be in full agreement with its doctrinal statement, who manifests Biblical Christian behavior and who agrees to support the church in prayer, in attendance, in Christian service, and in finances as the Lord prospers. The applicant shall be interviewed by a committee of three members and the teaching Elder. After examination and approval, the applicant is included in the active membership roll and will be announced to the membership. Members under the age of 18 are not considered active voting members.

Section 3 – Only members have voting rights in the organization. All elected officers must be members of the organization. Offices filled by appointment may be filled by non-members if they are in agreement with the doctrinal statement and manifest Biblical Christian character.

Section 4 – Any member who finds himself in disagreement with the doctrinal statement has the obligation to request to be removed from the church roll. If not, this person will be subject to having his name removed from the roll by action of the church Board of Elders after an interview. Removal for any other reason must be according to a two-thirds (2/3) majority vote of a quorum of the active members. Such a vote is to follow an interview, either written or personal, by the Board of Elders. Lack of interest in activities of the organization, continued absence, and disciplinary action shall also be reasons for removal of a name from the roll following an interview and vote.

Section 5 – Any member who persists in living contrary to Biblical teachings and/or is guilty of gross misconduct is subject to discipline by the Elders. This discipline will be administered by the Board of Elders in accordance with the Biblical guidelines of Matthew 18:15-17, Galatians 6:1-6, Ephesians 4:15, Titus 3:10-11, etc. The goal of discipline is to restore, but should discipline not be accepted, the member would be subject to removal from the membership roll by a two-thirds (2/3)-majority vote of a quorum of the active members.

Section 6 – The Board of Elders will annually review the membership roll and keep it current. Any member who has consistently failed to live in accord with the qualifications for membership as outlined in Article IV, will be placed on an Inactive Member list. Persons placed on this list will be notified by a visit from representatives of the Board of Elders. The Inactive Member list will include any member under discipline by the church until the matter is resolved to the satisfaction of the Board of Elders. Members on the Inactive Member list will hold no offices, and have no vote at congregational meetings. Reinstatement to the Active Member list will be granted by the Board of Elders as it sees fit.

ARTICLE V – BOARD OF ELDERS

Section 1 – Functions:

1. The Board of Elders shall oversee the spiritual interests of the church, giving full attention to prayer and the ministry of the Word, and shall make decisions on all matters affecting the spiritual welfare of the church.
2. The Board of Elders shall be governed in their official acts by the rules established by the church not inconsistent with the laws of the State of Wisconsin.
3. The Board of Elders shall be responsible for providing for such full and part-time personnel, and for such professional services as it deems necessary to conduct the spiritual affairs of the church or its designated offices.
4. The Board of Elders will refer all monetary matters to the Board of Deacons for conformation of the availability of funds.
5. The Board of Elders shall actively engage themselves in all the spiritual work of the church: seeking out members in need of spiritual help and encouragement, and jointly laboring with the Pastor(s) on all matters relating to the spiritual work of the church. The Board of Elders will appoint individuals to fill all the appointed offices dealing with the spiritual training, edification, and the designated duties of such. These offices include:
 1. Worship Committee Chairman
 2. Missionary Committee Chairman
 3. Music Committee Chairman
 4. Sunday School Superintendent
 5. Children's Church Superintendent
 6. CBC Director – Elem. Youth
 7. Outreach Committee Chairman

8. Highlanders Director – H.S. Youth
9. Chi Alpha Director – Jr. H. Youth
10. VBS Director

6. The Board of Elders will nominate candidates for consideration to the Board of Deacons. Elections will be by a membership two-thirds (2/3)-majority vote of a quorum of the active members.
7. The duties of the Board of Elders are spiritual, and judicial. It shall arbitrate all grievances, and when necessary, carry out discipline, in accordance with Biblical standards (see Article IV).
8. The Board of Elders will maintain and carry out the Constitution.
9. The Board of Elders, the Board of Deacons, and the Pastor(s) are responsible one to another and the membership.

Section 2 – Members:

An Elder is a man who is grounded in the complete grace doctrine and apt to teach truth, who defends the faith (I Cor. 4:2), who is mature in experience as defined in I Tim. 3:1-7 and Titus 1:6-9, who is in the Word, who exhibits wisdom, and who is able to devote himself to the position of Elder without neglecting his family responsibilities.

Section 3 – Number:

The number composing this Board shall be determined by need and by the number of qualified men available to serve.

Section 4 – Limitations:

No member of the Board of Elders shall be permitted to act individually on matters vested solely in the Board of Elders or in the Board of Deacons.

Section 5 – Officers:

The members of the Board of Elders shall elect within the Board of Elders the following officers: Church Chairman, Church Vice Chairman, Secretary, and Deacon Board Liaison.

Section 6 – Vote:

All Elders elected to the Board, including the Chairman, will carry one vote in all matters that require a vote.

ARTICLE VI – BOARD OF DEACONS

Section 1 – Functions:

- 1) The physical business affairs of the organization shall be managed and administered by the Board of Deacons and they shall have the custody and control of the organization's property and make rules and regulations for the use of the same. They shall cause accurate records of all their proceedings and all business meetings to be kept, and they shall be governed in their official acts by the rules established by the church not inconsistent with the laws of the state of Wisconsin.**
- 2) The Board of Deacons shall be responsible for providing for such full and part-time personnel, and for such professional services as it deems necessary to conduct the physical business affairs of the church or its designated offices.**
- 3) The Board of Deacons shall sanction the purchase of all supplies, process all invoices, and approve all other expenses. (Note: single, non-emergency expenditures of unbudgeted funds over the sum of \$1,000.00 are subject to the approval of the membership.)**
- 4) The Board of Deacons may advise and aid the Elder Board in all matters pertaining to areas of service, fellowship, and community in the church and will refer all matters pertaining to spiritual things to the Board of Elders.**
- 5) The Board of Deacons, the Board of Elders, and the Pastor(s) are responsible one to another and to the membership.**
- 6) The Board of Deacons, the Board of Elders, and the congregation shall not borrow, use, or direct the use of designated funds for any purpose other than for that which the donation was originally intended (except as outlined below):**

Prior to the reallocation of designated funds, the following must take place:

- A) Vote of the congregation in accordance with Article X, Section 2; and**
- B) Each donor to the subject designated fund is contacted by letter advising them of the vote in 6A above; and**
- C) The donor shall be given the option of:**
 - i) Authorizing the designated gift (in full or partial amount) to be used in accordance with the vote in 6A above. Such authorization shall be in writing and directed to the treasurer; or**
 - ii) Disallowing all, or part, of the recommended re-allocation (keeping the funds in the designated account); or**
 - iii) Requesting that all, or part, of the designated funds be returned to them.**

D) In the event all donors cannot be readily located and contacted as outlined in 6C, then a public announcement shall be made indicating that designated funds are being considered for reallocation. Any contributing donor not already contacted by the Treasurer concerning this matter should contact the church Treasurer with their consent or disapproval. Failure to respond shall be considered a vote of approval.

All responses from the donor(s) of the designated funds shall be in writing. Designated funds shall not be disbursed as requested in 6A above until this process has been completed and approved by the Board of Elders.

All of the above shall be done in accordance with all applicable legal requirements.

Section 2 – Members:

The members of the Board of Deacons shall be men (I Tim. 3:8), who are voting members of the congregation and exhibit maturity and spiritual growth.

Section 3 – Number:

The number comprising this board shall be determined by need and by the number of qualified men available to serve.

Section 4 – Limitation:

No member of the board shall be permitted to act individually on matters vested solely in the Board of Deacons or the Board of Elders.

Section 5 – Officers:

The Board of Deacons shall elect within itself a chairman and a secretary.

ARTICLE VII – TERMS OF OFFICE

Section 1 – The Board of Elders:

Members of the Board of Elders will serve for a two (2) year term. Elders may serve an unlimited number of terms. Terms will be arranged so that not all terms expire in the same year.

Section 2 – The Board of Deacons:

Members of the Board of Deacons will serve for a two (2) year term. Deacons may serve an unlimited number of terms.

Section 3 – The Sunday School Superintendent:

The Sunday School Superintendent shall be appointed by the Board of Elders. The term of office shall be for one year. The Sunday School Superintendent may serve an unlimited number of terms.

Section 4 – Treasurer and Assistant Treasurer

The Treasurer and Assistant Treasurer shall be chosen by the Board of Deacons and approved by the Board of Elders. The term of office shall be one year with an unlimited number of terms. The Treasurer and Assistant Treasurer will be responsible to the Board of Deacons.

Section 5 – Vacancies:

1. A vacancy shall be deemed to exist in the event of death, resignation accepted by the Board of Elders, or the absence of any board member for three consecutive regular meetings due to the lack of interest or sympathy with the organization as determined by the Board of Elders after proper investigation.
2. All vacancies among church officers shall be filled by a vote of the Board of Elders, such appointees to hold office until the next annual meeting at which time the congregation shall conduct its regular selection process.
3. In the event of a pastoral vacancy, a pulpit committee shall be appointed by the Board of Elders. Members of this committee may be any members of the church. This committee will be responsible to the Board of Elders.

ARTICLE VIII – NOMINATIONS AND SELECTION OF BOARD MEMBERS

Section 1 – The Board of Elders:

The Board of Elders shall appoint a nomination committee to nominate candidates to the Board of Elders. The Board of Elders will examine the candidates as to their qualifications and then present a slate of candidates to the membership based on their examination and the candidate's willingness to serve. Nominations will not be accepted from the floor.

Section 2 – The Board of Deacons:

Deacons shall be nominated by the Board of Elders upon examination as to their qualifications to hold office. Nominees will be presented to the membership for approval. Nominations will not be accepted from the floor.

Section 3 – Election to the Board of Elders shall be by a two-thirds (2/3)-majority vote of a quorum of the active members.

Section 4 – Election to the Deacon Board shall be determined by a two-thirds (2/3)-majority vote of a quorum of the active members.

Section 5 – Method of voting shall be by secret ballot. Voters shall record on the ballot names selected from among the nominees.

Section 6 – The names of the nominees to the elder and deacon boards shall be posted one week prior to the annual meeting.

ARTICLE IX - MEETINGS

Section 1 – *The regular meetings of the membership shall be as follows:*

1. A Sunday morning worship service.
2. Other services as need and interest dictate.

Section 2 – the annual business meeting of the organization shall be held between September 1 and October 31. Special meetings may be called by the Elder Board chairman. The fiscal year shall begin on September 1 and end on August 31.

Section 3 – The Board of Elders shall meet no less than once a month to transact all business that devolves upon that office.

Any member of the congregation may attend any regular meeting of the Board of Elders to observe the proceedings or for the privilege of offering input for which an opportunity will be provided at the end of each meeting unless prior arrangements are made.

Section 4 – The Board of Deacons shall meet no less than once a month or more often as necessary.

Any member of the congregation may attend any regular meeting of the Board of Deacons to observe the proceedings or for the privilege of offering input for which an opportunity will be provided at the end of each meeting unless prior arrangements are made.

Section 5 – Friends of Grace Bible Church may attend congregational meetings unless it is a meeting for members only.

Section 6 – An agenda shall be posted two weeks prior to all congregational meetings.

ARTICLE X - QUORUM

Section 1 – For the Board of Elders and the Board of Deacons:

- A. In two-man boards, a quorum shall consist of two board members.
- B. In three-man boards, a quorum shall consist of two board members.
- C. In four-man boards, a quorum shall consist of three board members.
- D. In five-man boards, a quorum shall consist of three board members.
- E. In six-man boards, a quorum shall consist of four board members.
- F. In seven-man boards, a quorum shall consist of five board members.
- G. In eight-man boards, a quorum shall consist of five board members.
- H. In nine-man boards, a quorum shall consist of six board members.

Section 2 – The Congregation:

At an organizational meeting, when votes are taken, a quorum shall consist of two-thirds (2/3) of the active member list. If less than a quorum of the active membership is present, then two-thirds (2/3) majority of those present will conduct business, except in matters relating to the constitution, doctrinal statement, church discipline, or the calling of a Pastor or Associate Pastor.

ARTICLE XI – SENIOR PASTOR

Section 1 – Function:

The primary duty of the Pastor is to minister to the spiritual needs of the church according to God's Word. He will support the Board of Elders, the Board of Deacons, and the membership as required. (I Tim. 4:13-16; II Tim. 4:1-5; Titus 2:1; Phil. 1:1)

Section 2 – Elections:

The Pastor shall be elected by a two-thirds (2/3)-majority vote of the active members.

Section 3 – Membership:

The Pastor is a member of the church and a member of the Board of Elders.

Section 4 – Term of Office:

The Pastor is hired to serve an indefinite period of time. The Pastor may be dismissed at any time by a two-thirds (2/3) majority vote of the active members.

Section 5 – The Board of Elders with the Pastor will have an annual review of the Pastor’s compensation package and employment guidelines and must be in agreement with such.

Section 6 – The Pastor(s) and the Board of Elders and the Board of Deacons are responsible one to another and to the membership.

ARTICLE XII – AMENDMENTS

Section 1 – Amendments to the Constitution, previously submitted to the Board of Elders for review and approval, may be made by a two-thirds (2/3)-majority vote of the members present and Absentee ballots.

ARTICLE XIII – ABSENTEE BALLOT

Section 1 – A member of the membership who is absent from a meeting of any kind may vote if witnessed by two members of the said organization prior to the meeting.

ARTICLE XIV – ASSOCIATE PASTOR

Section 1 – Function:

The function of the Associate Pastor is to work with the Senior Pastor and the Board of Elders in the spiritual needs of the church.

Section 2 – Election:

The Associate Pastor shall be elected by a two-thirds (2/3) majority of the active members.

Section 3 – Membership:

The Associate Pastor is a member of the church and a member of the Board of Elders.

Section 4 – Term of Office:

The Associate Pastor is hired to serve an indefinite period of time. The Associate Pastor may be dismissed at any time by a two-thirds (2/3) majority vote of the active members.

Section 5 – The Board of Elders with the Associate Pastor will have an annual review of the Associate Pastor’s compensation package and employment guidelines and must be in agreement with such.

Section 6 – The Pastor(s) and the Board of Elders and the Board of Deacons are responsible to one another and to the membership.

ARTICLE XV – FAITHFUL MEMBER CLAUSE

If one member remains in full agreement with the Doctrinal Statement as stated within this Constitution, all property and assets of said organization will remain within that person's control.

ARTICLE XVI – DISSOLUTION CLAUSE

If said organization would dissolve, it's assets and properties will be divided among other not-for-profit organizations of similar faith.