

FOUNDATIONS BIBLE CHURCH

205 Cleveland Ave West, Winnebago, MN 56098

CONSTITUTION AND BYLAWS

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OF

Foundations Bible Church

Winnebago, MN

PREAMBLE

Trusting totally in the Lord Jesus Christ for our salvation, we believe in the following teachings, practices, and principles:

1. Preeminence of Christ as our divine Lord and Savior;
2. Supreme authority of the Bible as the Inspired Word of God, and its sufficiency as our only rule of faith and practice;
3. Right of private interpretation and competency of the individual in direct approach to God;
4. Support of Religious Freedom (Romans 13):
 - See The United States Constitution, 1st Amendment
 - See The Minnesota State Constitution, Article 1 Section 16
5. Sharing the Gospel and the Truth; obeying God regardless of the laws of man. (Acts 4:19, 5:29)
6. Born Again church membership (John 3:3)
7. Believer's baptism by immersion in obedience to the command of Christ (Matthew 3:15-16);
8. Autonomy of the local church;
9. Church government vested in members of the congregation who reserve the formation of basic church policy;
10. Spiritual unity of all believers (John 17:21-23);
11. Missions and evangelism in obedience to the great commission of Jesus (Matthew 28:19-20);

We, therefore, join together as a body of born again believers in Jesus Christ and adopt for our government, plan of worship, and service the following constitution and bylaws.

CONSTITUTION

ARTICLE I – NAME

This organization shall be known as Foundations Bible Church, located in Winnebago, Minnesota.

ARTICLE II – MISSION

The mission of this church is:

Preparing People for Wholeness in Jesus through the Word of God.

Section 1: Church Values:

A) Truth – The Word of God for life and life eternal.

Measure Question:

AM I reading and applying God’s Word daily?

B) Honesty - Sincere Hearts Live Faithfully.

Measure Question:

AM I living sincerely in wholehearted faith?

C) Community – Reaching Out Because Jesus Reached In.

Measure Question:

AM I stepping out to bring people in?

D) Serving – Selfless Serving Leads Others to the Savior.

Measure Question:

AM I giving of what God gave me?

ARTICLE III – AFFILIATIONS

This church may cooperate with other religious bodies having the same general objectives. This church’s affiliation and membership to any religious bodies cannot be changed without a seventy-five percent affirmative vote of the active members of the congregation present after proper written notification two weeks prior to the meeting of all members.

ARTICLE IV - MEMBERSHIP

This church consists of persons who have been received into membership by vote of the congregation in accordance with Article IX of the Bylaws.

ARTICLE V - POLITY

We operate under a congregational polity, as we the people, in equal voluntary submission to one another under the headship of Christ in Biblical manner per Ephesians 5:1-21, 24 and 1 Corinthians 2:16, in regards also to overseers (Pastoral Leadership, Ministry Teams and Officers, to the elected officials – per congregational vote), in Biblical manner per Hebrews 13:17 and 1 Timothy 5:17.

ARTICLE VI - GOVERNING RULES

The constitution and bylaws of this church shall be the rules governing congregational life. The New Testament shall be the basis for decisions on questions, problems, and issues to be settled by the church. Robert’s Rules of Order: Newly Revised shall be the standard for deciding questions of parliamentary practice.

ARTICLE VII - AMENDMENTS AND RESOLUTIONS

Amendments to the bylaws and proposal of resolutions shall be considered through special meetings. Bylaws may be amended at any business meeting of this church by a seventy-five percent affirmative vote of the active members present and approved absentee ballots.

BYLAWS

DEFINITION OF TERMS

Business Meetings – these consist of the Election and Budget Meeting, Annual Business meeting, and Special Meetings as constitutionally defined.

Ex-officio – latin for “by virtue of office” – by virtue of the held elected position of office for their elected term(s), they may to attend constitutionally specified ministry team(s) and or committees. They will be considered a non-voting member of said ministry team(s) and or committees.

ARTICLE VIII - COVENANT

Having been led by the Spirit of God, we affirm our belief in Jesus Christ, as Lord and Savior. We dedicate ourselves to His service, and unite with one another in this covenant:

- We commit ourselves to continued growth as Christians through Prayer, Bible Study and Worship, and the observance of the ordinances of Baptism and Communion.
- We will strive for attitudes and actions that reflect God’s Spirit working through us.
- We will love one another, pray for one another, and help one another to think, speak and act as Christians.
- We will share each other’s joys, and endeavor with tenderness and sympathy to bear each other’s burdens and sorrow.
- We pledge to give regularly of ourselves and our resources to the support of our church and its ministry.

- As members of this community of faith, we commit ourselves to reach out to the world with the Gospel. We will strive for biblical justice, freedom and peace.

- In all that we do, we will seek to live to the glory of God who has called us out of darkness into His marvelous light.

ARTICLE IX – MEMBERSHIP SPECIFICATIONS

Any person who accepts and publicly confesses Jesus Christ as personal Lord and Savior is eligible for membership.

Section 1, Definition of Active and Inactive Membership

- A) Active members are persons who maintain a continual contact with and interest in the church family, regular attendance, or letters of continued interest within a given year shall meet these requirements. Also, they will strive to fulfill the responsibilities of membership.
- B) Inactive members are persons who have lost interest in or contact with the local church family (or may live outside the local community).
- C) Persons living outside the local community are encouraged to become active in another community of faith.
- D) After one year of absence (less than twenty-five percent weekly attendance at regular scheduled functions - i.e. worship or bible study) said member(s) will be considered uninterested in attendance, congregational life and activity; subsequently they will be placed on the inactive list. A letter will be sent informing them they are being placed on the inactive list and no longer qualify for active member voting privileges. After two years of remaining inactive said member(s) will be voted on for removal from church membership (see Bylaws Article

IX Section 4:C and E). Before this commences a letter regarding continued inactivity will be sent.

- E) Spiritual Ministry Team will review the active and inactive members lists once yearly during their January meeting.
- F) Inactive status does not include those who are shut-ins or unable to attend for reasons beyond their personal control. This includes but is not limited to the following: residency in assisted living, nursing homes, hospitalization, transportation issues, attending college, annual prolonged vacations or residence (i.e. trips south for the winter), serving in the military, or those inhibited for their faithful witness and persecution - any others will be taken on a case-by-case basis.

Section 2, Responsibilities of Membership

All members have committed their life to Jesus Christ, the doing of His will, desire to live a Christian life, promise to support the total ministry of this church and to share in its fellowship and congregational life.

Section 3, Reception of Members

To become a member of this church, each person must be recommended by the Spiritual Ministry Team and a seventy-five percent affirmative vote of the church. The following are eligible for membership:

- A) By Profession: Such a person professes Jesus Christ as their Savior and Lord.

Note: It is to be understood that this church teaches and practices believer's baptism. However, we make a distinction between what we believe, what we practice, and what we accept. We believe believer's baptism by immersion is the appropriate Biblical mode. However, for Modern Day

Christians to be baptized again many years after their conversion experience, at best breaks the symbolism of baptism and at worst says that they are seen as second class citizens in the Kingdom of God. If these believers request to be re-baptized, then that decision should be respected and honored; but, they should not be coerced to do so.

- B) By Experience: Born again persons who have been members of other Christian churches.
- C) By Transfer: Born again persons who request transfer of membership from another Christian Church.
- D) By Restoration: Excluded members may be restored to active membership on confessing their errors and giving satisfactory evidence of repentance.

Section 4, Dismissal of Members

- A) By Letter: Letters of transfer, for the purpose of uniting with another Bible believing and teaching Christian church shall be granted upon recommendation of the Spiritual Ministry Team.
- B) By Request for Removal of Name: Request by the member for removal of their name from the membership roll shall be granted upon recommendation of the Spiritual Ministry Team and seventy-five percent affirmative vote of the church.
- C) By Exclusion: In cases of delinquency through failure to comply with this constitution and bylaws, a member may be dismissed from the membership roll upon recommendation of the Spiritual Ministry Team and seventy-five percent affirmative vote of the church.
- D) By Church Discipline: In accordance with Matthew 18:15-20 regarding grievous unrepentant sin, only after – a private discussion, then a two to three witness discussion, next brought

before the church, and as the last resort revocation of and exclusion from membership. (see Bylaws - Article IX Section 4-C)

E) By Inactivity: (see Bylaws - Article IX Section 1-D)

ARTICLE X - ELECTED OFFICERS AND MINISTRY TEAMS

The officers of the church shall be Pastor, Moderator, Church Clerk, Financial Secretary, Treasurer and Servant Leadership Board. Officers and leaders shall have reputations of faithfulness (Luke 16:10). They shall seek to affirm the leadership of the pastor (Hebrews 13:17) establish policies and philosophies of ministry, make the church's ministry effective examples of Christian maturity and display the leadership and overseer characteristics listed in the New Testament. (1 Timothy 3, 2 Timothy 2, Titus 1 and 1 Peter 5)

Section 1, Pastor

- A) Qualifications: This person shall meet the New Testament requirements of the office.
- B) Term of Office: Shall be called for an indefinite period of time. The term of office may be terminated upon thirty (30) days' notice or by mutual agreement between Pastor and church.
- C) Responsibilities:
 - 1) Guide the spiritual interests of the church;
 - 2) Perform all duties inherent to the office;
 - 3) Serve as a non-voting ex-officio member of all committees and teams; except they shall not serve on the pulpit committee.
 - 4) Submit a written report for the Annual Meeting.

Section 2, Servant Leadership Team

(John 13:14-15, Luke 22:26-27) The Servant Leadership Team shall be a group of active members committed to giving leadership to the ministry of Foundations Bible Church.

- A) Qualifications: Shall be an active member of this church.
- B) Composition: Pastor, Moderator, Church Clerk, Treasurer, Spiritual Ministry Team, Stewardship Ministry Team, committee chairpersons, and at large members.
- C) Term of Office: As stated for each member in Article X, Sec. 3B, Sec.4B, Sec. 6B, Sec. 7B, Sec. 8B, Article IV.
- D) Responsibilities:
 - 1) Serve as the policy making team of the church.
 - 2) Keep the congregation informed of future activities as well as actions taken on behalf of the church.
 - 3) Receive reports and affirm as appropriate actions of all members of the Servant Leadership Team.
 - 4) Shall meet bi-monthly beginning each year with the Annual Meeting in January and at other times as requested by the Moderator, Pastor, Ministry Teams or congregation.
 - 5) A quorum shall consist of seven members.

Section 3, Moderator

- A) Qualifications: Shall be an active member of this church.

B) Term of Office: Shall be elected at the Election and Budget Meeting, on the odd numbered years, for a period of two years, and may be re-elected once.

C) Responsibilities:

- 1) Preside at all business meetings.
- 2) Non-voting ex-officio to ministry teams.
- 3) Be familiar with Robert's Rules of Order and the Foundations Bible Church Constitution.
- 4) Work with the church staff and other key leaders to develop an agenda for the business meeting.
- 5) Conduct orderly church business and keep on course with the business meeting agenda.
- 6) Execute church business in a properly timed manner, giving enough time for motions, discussion and votes.
- 7) Clarify church business for later action.
- 8) Ensure that the church clerk has the name of any person making a motion and has the motion recorded correctly before calling for a second or vote on the motion.
- 9) Shall be the presiding officer of the Servant Leadership Team.
- 10) Serve as a representative of Foundations Bible Church.

Section 4, Church Clerk

A) Qualifications: Shall be an active member of this church.

B) Term of Office: Shall be elected at the Election and Budget Meeting, on the even numbered years, for a period of two years. Shall be eligible for re-election.

C) Responsibilities:

- 1) Shall be present at all business meetings, unless otherwise excused.
- 2) Secretary of the Servant Leadership Team.
- 3) Maintain Active and Inactive Membership List.
- 4) Keep an accurate account of business conducted by the Church and Servant Leadership Team.

Section 5, Financial Secretary

A) Qualifications: Shall be an active member of this church.

B) Term of Office: Shall be elected at the Election and Budget Meeting, on the odd numbered years, for a period of two years. Shall be eligible for re-election.

C) Responsibilities:

- 1) Collect all offerings.
- 2) Deposit and record all offerings.
- 3) Provide copy of bank deposit slips to Treasurer.

- 4) Provide each person(s) or family with yearly giving report.
- 5) Give year-end report to Treasurer and Congregation.

Section 6, Treasurer

- A) Qualifications: Shall be an active member of this church
- B) Term of Office: Shall be elected at the Election and Budget Meeting, on the even numbered years, for a period of two years. Shall be eligible for re-election.
- C) Responsibilities:
 - 1) Be a non-voting ex-officio member of the Stewardship Ministry Team.
 - 2) Give written accounting of the finances of the church monthly.
 - 3) Responsible for paying all bills under the direction of the Stewardship Ministry Team.
 - 4) Maintains payroll functions of the church staff and the funds of the church.
 - 5) Disburses the Missions fund per the direction of the Stewardship Ministry Team.
 - 6) Submit a written report for the Election and Budget Meeting and the Annual Business Meeting.

Section 7, Spiritual Ministry Team

- A) Composition: a minimum of seven to a maximum of nine active members of this church.
- B) Term of Office and Tenure: Each year at the Election and Budget Meeting candidates shall be elected to serve two years per term, up to three terms if willing, and not be re-elected for a period of one year.
- C) Quorum: Four members of this team.
- D) Meeting Schedules: Shall meet regularly as determined by the team, or when called by the Chairperson or the pastor.
- E) Responsibilities:
 - 1) Develop the spiritual life of the church and assist the Pastor in visitation, baptism, the Lord’s Supper, and other duties as required;
 - 2) Approve and schedule additional religious services, special services, and special communion services;
 - 3) Recommend to the church reception of new members and transfer or dismissal of existing members;
 - 4) Approve the Pastor’s annual vacation schedule;
 - 5) Determine the use and distribution of the Benevolence Fund in an ethical manner;
 - 6) Consider and investigate any complaint regarding the pastor or member and, if necessary, bring the matter before the church for final action;

- 7) Coordinate and promote all educational interests of the church; including the Sunday school and Vacation Bible School;
- 8) Appoint all non-elected staff or workers needed to carry out the church's educational programs.
- 9) Spiritual Ministry Team Chairperson acts as the Vice-Moderator.

Section 8, Stewardship Ministry Team

- A) Composition: A minimum of four and maximum of five active members of this church.
- B) Term of Office and Tenure: Each year at the Election and Budget Meeting candidates shall be elected to serve 2 years per term, up to three terms if willing, and not be re-elected for a period of one year.
- C) Quorum: Three members of the team.
- D) Meeting Schedule: Shall meet regularly as determined by the Team or when called by its chairman or the Pastor.
- E) Treasurer serves as a non-voting ex-officio member.
- F) Financial Secretary serves as a non-voting ex-officio member.
- G) Responsibilities:
 - 1) Hold in trust all property belonging to the church and take all necessary measures for their protection, management, and upkeep;

- 2) Have authority to sell, lease, give away, or dispose of property in any manner up to an amount determined by vote of the church (see Standing Resolution 3);
- 3) Have authority to spend to an amount determined by vote of the church; (see Standing Resolution 2)
- 4) Secure and supervise custodial services;
- 5) Approve all purchases and payment of bills authorized by the church;
- 6) Prepare an annual budget to be presented to the church two Sundays before the Election and Budget Meeting.

Section 9, Church Officer and Ministry Team Vacancies

- A) In the case of a ministry team member or church officer needing to resign their commission, leaving an open position, the Nominating Committee (see Article XI - Standing Committees, Sections 1) is to seek a qualified candidate to fill the position to finish out the current resigned position term.
- B) The individual replacing the resigned officer's position, after completing the current term, will be eligible to be elected and serve the regular number of years and terms on the ministry team or in the officer position they have replaced; likewise, they will be eligible to be nominated for any other team or officer position.

Section 10, Split Votes and Unbiblical Schisms

- A) On Stewardship Ministry Team – goes to Spiritual Ministry Team. If such issue arises within the Stewardship Ministry Team, it will be brought to the Spiritual Ministry Team for discussion and necessary action.
- B) On Spiritual Ministry Team – Time for Serious Spiritual Reflection. If such issue arises within the Spiritual Ministry Team, time will be taken for spiritual reflection and prayer as a team and individually. If a biblical consensus cannot be reached amongst the team the issue(s) will be taken to the church.
- C) Power Plays (tactics exhibiting or intended to increase a person's power or influence), Coups (a sudden, violent, and illegal seizure of power) and Division within the Congregation (disagreement between two or more groups causing hostility or tension amongst the congregation and/or Pastor) [Proverbs 6:12-19, Romans 16:17, Titus 3:9-11]: any Power Plays, Coups, or Division amongst the Congregation will not be dismissed without review, prayer, and discussion amongst the Spiritual Ministry Team. If such issues fall into unrepented sin, they will be dealt with by Church Discipline: In accordance with Matthew 18:15-20 regarding grievous unrepentant sin, only after – a private discussion, then a two to three witness discussion, next brought before the church, and as the last resort revocation of and exclusion from membership. (see Bylaws - Article IX Section 4-C)
- D) Biblical Definitions, Protocol and Warnings
By Church Discipline: In accordance with Matthew 18:15-20 regarding grievous unrepentant sin, only after – a private discussion, then a two to three witness

discussion, next brought before the church, and as the last resort revocation of and exclusion from membership. (see Bylaws - Article IX Section 4-C)

ARTICLE XI - STANDING COMMITTEES

Section 1, Nominating

- A) Composition: The Pastor, three active members of this church and the Ministry Team Chairpersons.
- B) Term of Office and Tenure: Each year at the Election and Budget Meeting three persons shall be elected to serve a one-year term.
- C) Responsibilities:
 - 1) Select potential candidates for elected positions of the church based on the qualities contained in 1 Timothy 3:1-13 and 4:12-16, 2 Timothy 2:20-26 and Titus 1:1-9;
 - 2) Pray over and review the candidates for the elected positions of the church;
 - 3) Nominate all candidates for ministry teams and servant leadership candidates to be elected at the Election and Budget Meeting;
 - 4) Present a proposed slate of candidates to the church for office at least two Sundays before the Election and Budget Meeting.

Section 2, Pastoral Relations

- A) The Pastoral Relations Committee is to consist of four active church members that are selected by the current pastor, then be

approved by the Spiritual Ministry Team, and serve during the current pastor's call.

- B) They are to be committed to Christ, The Word of God and the spiritual health of the pastor and the pastoral ministry of Foundations Bible Church.
- C) They are to be those who are willing to support, encourage, exhort and admonish the pastor in the Lord with Christian love and Biblical counsel.
- D) They will serve as representatives of the congregation to the pastor as need arises.
- E) They are to have similar qualities as overseers and elders mentioned in 1 Timothy 3:1-13 and 4:12-16, 2 Timothy 2:20-26 and Titus 1:1-9
- F) They will meet at least once annually to give a pastoral review and to assess and recommend to the Stewardship Ministry Team, for the annual budget, the Pastor's annual salary and compensation package changes.
- G) Pastor may remove members from Pastoral Relations Committee in accordance to Article IX Section 4.

Section 3, Kitchen (Serving)

- A) Composition: on a volunteer basis; a chairperson and assistant will be approved by the Stewardship Ministry Team as needed (no term limits);
- B) Meeting Schedule: based on necessity only;
- C) Responsibilities: funeral dinners, fellowship, serving schedule, fellowship potlucks coordination, social and special events, fellowship hall table decorating;

D) Under Authority of Stewardship Ministry Team.

Section 4, Discipleship and Youth Committee (a.k.a. CED – Christian Education and Discipleship)

- A) Composition: volunteer basis; a chairperson and assistant will be approved by the Spiritual Ministry Team as needed (no term limits);
- B) Meeting Schedule: Shall meet regularly as determined by the committee, or when called by the Chairperson or the pastor.
- C) Responsibilities: Youth Group leadership, Kids 4 Truth club leadership, choosing curriculum, selecting and or replacing Christian Education and Discipleship (Sunday School) Class Teachers;
- D) Under Authority of Spiritual Ministry Team.

Section 5, Decorating Committee

- A) Composition: on a volunteer basis; a chairperson and assistant will be approved by the Spiritual Ministry Team as needed (no term limits);
- B) Meeting Schedule: based on necessity only;
- C) Responsibilities: Sanctuary, Seasonal Decorations assist in Fellowship Hall Decorating;
- D) If funds and needs arise – request can be addressed through the Stewardship Ministry Team

Section 6, Missions Committee

- A) Composition: on a volunteer basis; a chairperson/liaison and assistant/secretary will be elected by the committee members as needed (no term limits) and approved by the Stewardship Ministry Team.
- B) Meeting Schedule: Shall meet regularly as determined by the committee, or when called by the Chairperson or the pastor.
- C) Responsibilities: Reaching out to share the gospel with those in the community by; Reaching out to the church community and the surrounding communities to aid those in need; Reaching out with our time; Reaching out using the funds allocated to the Community Mission Project collected by church tithing as defined by the Stewardship Ministry Team; organize and implement Mission projects.
- D) The Mission Committee chairperson shall supply an annual report of projects, activities and funds utilized for the Annual Business Meeting.
- E) Under authority of the Stewardship Ministry Team.
- G) Authorized by the Stewardship Ministry Team to spend \$500.00 of funds allocated to Missions Committee without Stewardship Ministry Team approval. Any projects over \$500.00 will be presented for Stewardship Ministry Team Approval

ARTICLE XII - COMMITTEES

Section 1, Composition

May be appointed by the Moderator, Pastor, Servant Leadership Team, Ministry Teams Chairpersons, or by vote of the church.

Section 2, Term of Office and Tenure

Shall be designated at the time the committee is formed. All committee members serve one year terms or to task completion.

ARTICLE XIII - CALL OF A PASTOR

Section 1, Pulpit Committee

- A) Composition: Five active members of this church with no more than one person from a given household serving on this committee.
- B) Term of Office and Tenure: These members, elected by the church, shall serve until a new Pastor accepts the call.

Section 2, Interim Pastors

- A) An interim pastor can be contracted until a permanent pastor is called, with deadline of serving up to one and a half years.
- B) An interim pastor shall not be eligible for consideration as the permanent Pastor.

Section 3, Calling a Pastor

- A) A search will be conducted through available means:
 - 1) Online outlets
 - 2) Bible schools, colleges and seminaries
 - 3) Other ministerial resources
- B) Potential pastoral candidates will be scheduled for interviews.
- C) The Pulpit Committee will keep the church informed of updates on the search and potential candidates during weekly services as they make progress.

D) The Pulpit Committee's recommendation of a Pastor shall come before the church at a special business meeting, notice of such meeting and its purpose having been read from the pulpit at the service(s) two Sundays preceding the meeting. An affirmative vote by seventy-five percent of active members present and qualified to vote shall be necessary to extend a call. The vote shall be by written ballot.

ARTICLE XIV- MEETINGS

Section 1, Services

- A) Worship Services will be held each Sunday and such other times as decided- by the Pastor and/or the Spiritual Ministry Team and/or CED Ministry Team.
- B) The Lord's Supper shall be observed once monthly (typically on the first Sunday of every month) and such other times as needed, which will be decided by the Spiritual Ministry Team.
- C) Additional religious services (these include: Bible Study, Prophecy Point, Youth Group, Kids Club and Discipleship Classes) may be held as determined by the Pastor, the Spiritual Ministry Team, and/or the CED Ministry Team.

Section 2, Business Meetings

- A) A quorum for business meetings shall consist of at least twenty-five percent of active members (this includes approved absentee ballots as part of the twenty-five percent) for elections, budget approval, amendment approval, resolution approval and business to be conducted.
- B) An Annual Election and Budget Meeting shall be held the 3rd Sunday of November.

C) The Annual Meeting of the church shall be held the 4th Sunday of January. Its purpose is to cover the annual reports of each of the officers and committees of the past years' ministry, events and activities.

D) Other special meetings may be called at any time by the Moderator, Pastor, Servant Leadership Team, Ministry Team(s), or by petition of five active members.

E) Notice of the Annual Election and Budget Meeting, Annual Business Meeting and Special Meetings shall be announced from the pulpit, posted in the bulletin and placed on the church calendar at least two Sundays preceding the meeting.

F) At any regularly scheduled service, the church, without notice, may appoint delegates, vote on candidates for membership, or vote on termination of membership.

Section 3, Auxiliary Organizations

- A) All auxiliary organizations shall be authorized first by the Spiritual Ministry Team and then agreed upon by the Servant Leadership Team.
- B) Their policies shall not conflict with the constitution and bylaws of this church.
- C) They may meet at such times as will not conflict with church events, functions, meetings, or services.

ARTICLE XV - ELECTIONS

Section 1, Time

Church Officer Elections shall be held annually during the Election and Budget Meeting of the church.

Section 2, Qualifications of Voters

- A) Be an active member
- B) Be present or follow the absentee ballot protocol (see ARTICLE XV Sec.3B).
- C) All matters pertaining to the purchase, sale, or mortgage of property shall be voted on only by active members of 18 years old and up. On all other matters, active members 16 years old and up are entitled to vote.
- D) Members and Non-Members of all ages are greatly encouraged and very welcome to share their thoughts and opinions – as the Lord speaks to us through His Word, His Spirit and His people, not just church members.

Section 3, Procedures

- A) At least two Sundays before the Annual Election and Budget Meeting, the Nominating Committee shall present a slate of candidates for Church offices. At this time, or at the Annual Election and Budget Meeting, any active member may nominate additional qualified persons for any office to be filled. Election of candidates shall be by ballot. No vote by proxy shall be allowed.
- B) Absentee Ballots: In the event an Active Member cannot be present at the Annual Election and Budget Meeting, Annual Meeting or Special Meeting, they may request an absentee ballot from the church clerk and notify the moderator and pastor two weeks prior to the meeting date. The ballot must be completed, placed in a dated, signed, and sealed envelope, then returned to Foundations Bible Church office (the church administrative secretary's desk) no later than one day prior to the Annual Election and Budget Meeting, Annual Meeting or Special Meeting. Absentee Ballots will be opened and tallied

during the meeting's ballot counting process and counted as a present active member vote.

- C) Elected positions shall be filled by the candidates that receive a two-thirds majority vote of active members in attendance (this includes approved absentee ballots as part of the two-thirds majority).

ARTLICLE XVI – AMENDMENTS AND RESOLUTIONS

Proposal of amendment(s), stating the purpose of the change, must be given from the pulpit and posted at least two Sunday services preceding the special meeting, and must be posted.

Once proposed amendments are adopted by a three-fourths majority vote of the quorum (see Art. XIV Sec. 2A) they will become part of our bylaws and church constitution.

Proposal of resolutions, stating the purpose of the resolution, must be given from the pulpit at the two Sunday services preceding the special meeting, and must be posted.

Once resolutions are adopted by a three-fourths majority vote of the quorum (see Art. XIV Sec. 2A) they will become standing resolutions.

STANDING RESOLUTIONS:

- 1) The fiscal year of this church shall be from January 1st through December 31st of each calendar year.
- 2) The church authorizes the Stewardship Ministry Team to spend up to \$5000 on a non-budgeted project without vote of the church.

- 3) The church authorizes the Stewardship Ministry Team to sell, lease, give away, or dispose of property valued up to \$300 without vote of the church.
- 4) Foundations Women's Ministry shall appoint the Kitchen (Serving) Chairperson.
- 5) No member can be nominated and elected to two positions; meaning one on the Spiritual Ministry Team and one on the Stewardship Ministry Teams simultaneously.
- 6) Sexual Misconduct:
 - a) Any sexual misconduct by a clergy person; church worker or employee; church volunteer; board member; person serving in a position of trust or as a designated representative of Foundations Bible Church with a minor, congregation member, counselee employee, volunteer, or person involved in church activities will not be tolerated.
 - b) Sexual misconduct is defined as any inappropriate sexual advance, request for sexual favors, sexually motivated physical contact and/or verbal communication of a sexual nature.
 - c) Any allegation or occurrence of sexual misconduct must be reported to the Pastor, the Chairperson of the Spiritual Ministry Team, and the Moderator.
 - d) In the case of an allegation or occurrence of sexual misconduct is perpetrated by one of the afore mentioned church leaders – report it to the remaining two leaders.
- 7) Sexual misconduct includes:
 - a) Homosexuality: “You shall not lie with a man as with a woman; it is an abomination” (Leviticus 18:22). God

let go of them and let them do all these evil things, so that even their women turned against God's natural plan for men, instead of having a normal sex relationship with women, burned with lust for each other, men doing shameful things with other men, and as a result, getting paid within their own souls with the penalty they so richly deserved. So it was that when they gave up God and would not acknowledge him, God gave them up to doing everything their evil minds could think of. Their lives became full of every kind of wickedness and sin....” (Romans 1:26-29) “Don't you know that those doing such things have no share in the Kingdom of God”? Don't fool yourselves. Those who live immoral lives, who are idol worshippers, adulterers or homosexuals will have no share in his Kingdom....” (I Corinthians 6:9-10)

- b) Pedophilia: “¹And he said to his disciples, ‘Temptations to sin are sure to come, but woe to the one through whom they come! ²It would be better for him if a millstone were hung around his neck and he were cast into the sea than that he should cause one of these little ones to sin.’” (Luke 17:1-2), “⁹Know ye not that the unrighteous shall not inherit the kingdom of God? Be not deceived: neither fornicators, nor idolaters, nor adulterers, nor effeminate, nor abusers of themselves with mankind,¹⁰ Nor thieves, nor covetous, nor drunkards, nor revilers, nor extortioners, shall inherit the kingdom of God.” (1Corinthians 6:9-10), “the sexually immoral, men who practice homosexuality, enslavers, liars, perjurers, and whatever else is contrary to sound doctrine,” (1 Timothy 1:10 - catamite, sodomite)

c) Bestiality: ¹⁹“Whoever lies with an animal shall be put to death. ²⁰“Whoever sacrifices to any god, other than the LORD alone, shall be devoted to destruction. (Exodus 22:19-20), ²¹“‘Cursed be anyone who lies with any kind of animal.’ And all the people shall say, ‘Amen.’ ²²“‘Cursed be anyone who lies with his sister, whether the daughter of his father or the daughter of his mother.’ And all the people shall say, ‘Amen.’” (Deuteronomy 27:21-22), “Just as Sodom and Gomorrah and the surrounding cities, which likewise indulged in sexual immorality and pursued unnatural desire, serve as an example by undergoing a punishment of eternal fire.” (Jude 1:7)

d) Adultery: “Did he not make them one, with a portion of the Spirit in their union? And what was the one God seeking? Godly offspring. So guard yourselves in your spirit, and let none of you be faithless to the wife of your youth.” (Malachi 2:15), ²⁷“You have heard that it was said, ‘You shall not commit adultery.’ ²⁸ But I say to you that everyone who looks at a woman with lustful intent has already committed adultery with her in his heart.” (Matthew 5:27-28), “Or do you not know that the unrighteous will not inherit the kingdom of God? Do not be deceived: neither the sexually immoral, nor idolaters, nor adulterers, nor men who practice homosexuality” (1 Corinthians 6:9), “Outside are the dogs and sorcerers and the sexually immoral and murderers and idolaters, and everyone who loves and practices falsehood.” (Revelation 22:15)

e) Pornography: “God judges those outside. ‘Purge the evil person from among you.’” (1 Corinthians 5:13), ⁹“Know ye not that the unrighteous shall not inherit the kingdom of God? Be not deceived: neither fornicators, nor idolaters, nor adulterers, nor effeminate, nor abusers

of themselves with mankind” (1 Corinthians 6:9), ⁴“Let there be no filthiness nor foolish talk nor crude joking, which are out of place, but instead let there be thanksgiving. ⁵ For you may be sure of this, that everyone who is sexually immoral or impure, or who is covetous (that is, an idolater), has no inheritance in the kingdom of Christ and God.” (Ephesians 5:4-5), “Let marriage be held in honor among all, and let the marriage bed be undefiled, for God will judge the sexually immoral and adulterous.” (Hebrews 13:4), “Outside are the dogs and sorcerers and the sexually immoral and murderers and idolaters, and everyone who loves and practices falsehood.” (Revelation 22:15)

8) Marriages:

- a) Biblical Definition of Marriage:
The marriage union is only to be entered between a Male - biologically xy and a Female - biologically xx (Genesis 1:27, Genesis 5:4, Matthew 9:4, Mark 10:6)
- b) Officiation of Wedding Ceremonies will be conducted on Foundations Bible Church premises and be officiated by the current pastor.
- c) Any request for another officiant will be only on a case-by-case basis and require approval of The Spiritual Ministry Team and Pastor together.
- d) Any requested off site wedding ceremonies will be conducted only on a case-by-case basis and require approval of The Spiritual Ministry Team and Pastor together.

9) Funerals:

- a) Officiation of Funeral, Memorial and Celebration of Life Services will be conducted by the current pastor.
- b) Any request for another officiant will be only on a case-by-case basis and require approval of The Spiritual Ministry Team and Pastor together.

10) Events:

- a) Any events conducted at Foundations Bible Church will be officiated by the current pastor.
- b) Any request for another officiant will be only on a case-by-case basis and require approval of The Spiritual Ministry Team and Pastor together.

11) Religious Convictions, Biblically Based Conscientious Objections and Matters of Conscience:

- a) Vaccination: It is not the policy of Foundations Bible Church to cast judgment upon an individual or group of individuals based on differing opinions; however, through the use of Biblical discernment - we as a body of believers hold fast and strong to the convictions that the use of aborted fetal materials, including materials produced from aborted fetal cell lines, in the manufacturing and testing of immunizations is unbiblical (1 Corinthians 3:17, 1 Corinthians 6:19, 2 Corinthians 6:14-18).

- I. We understand that others may not share our fundamental view on this matter, and we

will not oppress, segregate, or discriminate those holding a differing opinion; as long as

they can do so with a clear conscience before God. (Romans 14, 1 Corinthians 10)

- II. We also believe that those individuals that knowingly and unknowingly participated in vaccines which have utilized aborted fetal materials for production and testing – and have since felt conviction after gaining more knowledge are covered by God’s grace through repentance. (Ezekiel 33:6, Luke 23:34, Acts 3:17, Psalm 32, Jeremiah 33:8)
- III. We believe in the sanctity of life. All lives matter, born and unborn, for life begins at conception. (Exodus 20:13, Psalm 22:10, Psalm 127:3-5, Psalm 139:13-16, Jeremiah 1:5, Proverbs 6:16-19)
- IV. It is not only an infringement upon the conscience and inalienable rights from God to require vaccination, and / or vaccination cards / passports; all being precursors related to the Biblical certainty of a “mark” connected to a governmental system that requires an allegiance of an eco-politio-socio-religio-financial nature that controls the masses in buying and selling. (Revelation 13) Therefore, we leave it up to individual conscience, based in the Word of God, to refuse vaccination or following along with the World, the current cultural trends and systematic control. (Romans 14:1-12, Revelation 13:16-18)

- b) Masking: Our official stance on masking is to supply your own mask if you believe it is of necessity. We will not require the use of masks for any individual. We adhere to the Word of God on the matter of mask mandates. (Leviticus 13)
- c) Social Distancing: if you are ill with a communicable disease, one should distance themselves, (Leviticus 13) We hold that it is not to be a permanent societal practice for all to social distance or refrain from gathering.
- d) Contact Tracing: It is our practice to not observe or allow infringement upon a religious gathering to place such an offensive and oppressive tactic upon the worshippers and congregants. The use of contact tracing crosses a boundary into systematic controlling practices that precursors “the mark of the beast” and “not being able to buy or sell” as afore mentioned (Revelation 13); likewise infringing upon individual liberty and prosperity.
- e) Civil Disobedience: when lawless legislation (law’s and traditions of men and political tyrant’s mandates) disregard God’s Word and laws, one is obligated to “Obey God rather than men” especially in regards to freedom of religion, speech, gathering to worship and fellowship, or any other matter of Biblical conscience. (Acts 4:18-19, Acts 5:28-29, 2 Corinthians 10:5, Hebrews 10:25)
 - I. State Funding: Right of refusal and not partaking in governmental bailouts, financial security, or funding is ours; under matters of Biblical conscience for congregants or the congregation as a whole, “we cannot serve both God and money” (Matthew 6:24, Luke

13:16) We are not to trust in wealth or the world and that includes it’s rulers and princes. (Psalm 118:9, Psalm 146:3, James 4:4, 1 John 2:15)

- f) Government, Politics and Civics: We believe God is the head of all and that government is established by God for the good of the people (not for their detriment) to protect citizens and uphold Godly laws. In the United States of America, our governing authority for governing and the governed is the Unites States Constitution and one’s resident State Constitution. Notwithstanding God and His Word are to be first. No government official or state governor is above the Law of the Land and the U.S. Constitution or their respective State Constitution. Therefore, as Christian citizens, first of Heaven and second of America, we are free to stand for Jesus and the Gospel, Stand and Speak out for the Truth, and to expose and oppose ungodly governance and agendas. All this shall be done Biblically under the God ordained authority of the Constitution, as the established order for governing the governors, as well within adherence the Scriptures (Romans 13, Acts 4:18-19, Acts 5:28-29, 2 Corinthians 10:5, Titus 3:1-11, 1 Peter 13:25).
- g) Persecution: As Christians, it is our duty to stand for Jesus and the Gospel, Stand and Speak out for the Truth, and to expose and oppose ungodly governance and it’s agendas Biblically. “That is why, for Christ’s sake, I delight in weaknesses, in insults, in hardships, in persecutions, in difficulties. For when I am weak, then I am strong.” (2 Corinthians 12:10) (2 Timothy 3:12, John 15:20, Mathew 5:10-12, Galatians 4:29)

The Constitution and Bylaws of Foundations Bible Church, The United States Constitution and The Minnesota State Constitution are NOT Holy writ. However, they do carry a weight of authority; therefore, our congregation's constitution is a set of biblically based principles, policies, and bylaws to help and guide us in keeping within the confines of the Word of God "doing all things decently and in an order." (1 Corinthians 14:40)

Amended, Approved and Adopted by
Foundations Bible Church Congregation
(January 15, 2023)