

# CONSTITUTION

## ARTICLE 1 – LEGAL MATTERS

SECTION 1 – NAME: This Church shall be known as the GIBBON BAPTIST CHURCH OF GIBBON, NEBRASKA (here in after referred to as the Church). It was organized July 21, 1888 and incorporated November 1, 1963 as a religious corporation under the Non-Profit Corporation Act of the State of Nebraska.

SECTION 2 – PURPOSE: This Church shall exist to do the will of God the Father by maintaining witness to Jesus Christ, the Son of God and Savior of the world, through the proclamation of the gospel, the administration of the ordinances, the spiritual growth of its members, the spread of the gospel throughout the world, and such other programs and activities as may be in harmony with these stated objectives.

SECTION 3 – RELATIONSHIPS: This Church recognizes the value and importance of a cooperative, supportive relationship with other Christians and churches. It shall seek to maintain active cooperation and fellowship with the American Baptist Churches of Nebraska and the American Baptist Churches of the USA, as it has for many years.

SECTION 4 – POLICY: The government of this Church shall be vested in the membership of the Church. It is intended that the ecclesiastical program of the Church shall be vested in the Board of Deacons in cooperation with the Pastor. The temporal program of the Church shall be vested in the Official Board.

SECTION 5 – PROPERTY: The legal title to all property, both real and personal, now held by this Church or hereinafter acquired by it shall vest in the Board of Trustees acting as the Board of Directors of the Corporation, and their successors in office, by them to be held in trust for the benefit of the Church. In the event that it should be necessary or advisable to sell, mortgage, give a long-term lease, or make substantial improvements on or of any of the real property of the Church, the Board of Trustees shall secure the approval of the Church before entering into any binding agreements on behalf of the Church.

SECTION 6 – DISOLUTION: This Church may be dissolved only by a two-thirds majority vote of the members present and voting at two Special Business Meetings called as provided for in this Constitution, and held not less than one (1) year nor more than two (2) years apart. If the Church is dissolved or disbanded, or otherwise ceases to exist, all of the assets and liabilities of the Church shall belong to the American Baptist Churches of Nebraska.

## ARTICLE II – MEMBERSHIP

SECTION 1 – QUALIFICATIONS: The membership of the Church shall be open to any person professing personal faith in Jesus Christ as Savior and Lord, seeking to live a

life consistent with such faith, and who is in accord with the faith and practice of this Church including the commitments expressed in the Church Covenant.

### CHURCH COVENANT

*First and foremost, it is of great importance that members are believers and disciples of Jesus Christ. Church membership is also important because it demonstrates in a meaningful way a willingness to be...*

*not just guests, but hosts,  
not just consumers, but contributors,  
and not just visitors, but participants.*

We, the members of Gibbon Baptist Church of Gibbon, Nebraska, covenant to the following:

- I have accepted Jesus Christ as my Lord and Savior and will continually strive to be a true disciple of him.
- I will do my best individually as a follower of Jesus Christ and collectively as a part of this Church family to fulfill the Church mission statement: “Glorifying God through worship, discipleship, and service.”
- I believe the Bible is God’s Word and I will commit to growing in knowledge of it. I will allow the Scripture to be the arbiter of truth on all issues to which it speaks.
- I will follow the command and example of Jesus by participating in the ordinances of baptism and communion.
- I will share the responsibility of my Church by praying for its health and growth, lifting up our Pastor in prayer, being inviting and welcoming, and seeking to make disciples of all peoples.
- By God’s grace, I will seek to live a life of holiness by fighting against sinful passions. I will refrain from behaviors the Bible teaches are foolish or harmful to me personally or the Church as a whole.
- I will promote unity and peace in our Church by acting in love toward others, respecting the leadership of our Pastor and Church officers, and being considerate of how my actions affect the whole Church body.
- I will serve the family of believers by using my God-given talents to build up our Church. I will love and support those in our Church family in good times and in trials. I will encourage their spiritual health by praying for them and by speaking the truth in love.
- I will regularly participate in the life of the Church, making it a priority to attend worship services and engage in our Church community.
- I will accept loving correction and biblical discipline from the Church family that I may repent when ensnared in sin that I might be restored to the Body of Christ.
- I will steward the time, talents and treasures God has entrusted to me to enable the Church to promote the gospel of Jesus Christ to all people.

**SECTION 2 – ADMISSION:** The Church, upon recommendation of the Board of Deacons, may vote to receive persons into membership in any of the following ways, as may be appropriate.

- a) **BAPTISM:** All persons who have not previously been baptized by immersion upon personal profession of faith in Jesus Christ shall receive such baptism prior to being enrolled as members.
- b) **LETTER:** Any person who has received Jesus Christ as Savior and been baptized by immersion and is a member of another church may be enrolled as a member of this Church upon receipt by the clerk of a regular church letter.
- c) **EXPERIENCE:** Any person who has received Jesus Christ as Savior and been baptized by immersion but is not currently a member of another church may enroll as a member of this Church on the basis of personal testimony regarding Christian faith and experience.

**SECTION 3 – RESPONSIBILITIES:** All members are expected to be faithful in their membership responsibilities which include giving time and attention to the development of one's own personal spiritual life and witness, attending regularly the services of the Church, giving proportionately and generously for the support of the Church and its mission, sharing in the organized ministry of the Church, and encouraging others in their ministries.

**SECTION 4 – PRIVILEGES:** All members shall be considered as being equal with one another in the government of the Church with each having the right to a voice and a vote upon all matters that shall come before the Church. Any member may hold any office in the Church to which duly elected or appointed.

**SECTION 5 – TERMINATION:** Membership shall continue until terminated in one of the following ways:

- a) **DEATH:** Upon proper notification of death, the Clerk shall promptly remove from the membership roll the names of deceased members.
- b) **LETTER:** Upon the issuance of a regular church letter of transfer on behalf of any member as directed by the Church, the Clerk shall promptly remove from the roll the name of such member.
- c) **OTHERWISE:** The Church may direct that the names be removed from the roll in accordance with the Bylaws of the Church provided that in all cases notification must be given to the member whose name is being removed prior to final action by the Church.

### **ARTICLE III – ORGANIZATION**

**SECTION 1 – ELECTED OFFICERS:** The elected officers of this Church shall be the following and no person shall hold more than one elected office at one time.

- a) THE PASTOR shall be the responsible head, the leader of the Church, the advisor to all departments and Boards, which are responsible for the spiritual and temporal leadership of the Church in cooperation with the Official Board.
- b) THE ASSOCIATE PASTOR shall work with the Pastor in care of the Church family and shall have such duties assigned in his/her call.
- c) LAY PASTOR(S): A lay Pastor shall be a professing Christian, trained by the Pastor, licensed by the Board of Deacons, and elected by the Church, as provided in the Bylaws. Their license must be renewed each year by the Pastor and the Board of Deacons.
- d) THE LAY MODERATOR shall be the Chairperson of the Official Board, serve as moderator of the regular and special called Church meetings, and the Vice President of the Corporation. When the Church is without a regular Pastor, the Lay Moderator shall cooperate with the Board of Deacons in the leadership of the Church.
- e) THE CLERK shall be the recording secretary of the Church and the Official Board, and the Secretary of the Corporation.
- f) THE FINANCIAL SECRETARY shall be the receiving treasurer of the Church.
- g) THE TREASURER shall be the disbursing treasurer of the Church, the Treasurer of the Corporation.
- h) THE BOARD OF CHRISTIAN EDUCATION shall determine and implement the educational needs of the Church.
- i) THE EDUCATION MINISTRY DIRECTOR shall work with the Board of Christian Education in the teaching ministry of the Church.
- j) THE BOARD OF DEACONS shall share with the Pastor and Lay Moderator in the leadership of the Church. The Board of Deacons shall consist of six (6) members. This office shall be regarded as the same whether it is filled by a man or a woman and there shall be no required number or proportion of either.
- k) THE BOARD OF TRUSTEES as such, shall, subject to the will of the Church, have charge of its property, keeping the same in repair. The Board of Trustees shall consist of six (6) members. After the annual election, the Board of Trustees shall elect a Chairperson who shall serve as President of the Corporation.
- l) THE BOARD OF FINANCE shall be responsible for the finances of the Church and shall consist of three (3) members plus the Treasurer and the Financial Secretary.

- m) THE BOARD OF MISSIONS shall determine and implement the mission outreach of the Church. The Board of Missions shall consist of three (3) elected members.

SECTION 2 – OFFICIAL BOARD: The Official Board of the Church shall consist of the Lay Moderator, the Pastor, the Associate Pastor, the Board of Trustees Chairperson plus two other Trustees, the Board of Deacons Chairperson plus two other Deacons, the Clerk, the Treasurer, the Financial Secretary, Education Ministry Director, plus Chairpersons (or Chairpersons designee), from each of the following: the Board of Christian Education, the Board of Missions, the Board of Finance, the American Baptist Women’s Ministries, the American Baptist Men, and the American Baptist Youth. The Official Board shall be responsible for the general affairs of the Church except as specifically restricted by this Constitution.

SECTION 3 – STANDING COMMITTEES: The program and work of the Church shall be divided for administrative purposes into various areas of responsibility. Committees are, but not limited to: Flower, Nominating, Memorial, Scholarship, Auditing, and Safety Committee; the Pulpit Committee (when needed); and associated ministries (American Baptist Women’s Ministries, American Baptist Men, and American Baptist Youth).

SECTION 4 – APPOINTED POSITIONS: Some areas of ministry will be led by appointed positions. Appointed positions include, but are not limited to: AWANA, Music, Ushers, and Youth Group.

#### **ARTICLE IV – ELECTIONS**

SECTION 1 – PASTOR: A recognized minister within the American Baptist Churches of the USA shall be elected and called by the Church as provided in the Bylaws of the Church to serve as Pastor for an indefinite period.

SECTION 2 – ASSOCIATE PASTOR: The Associate Pastor shall be a professing Christian, elected and called by the Church as provided in the Bylaws of the Church to serve for an indefinite period.

SECTION 3 – ELECTED OFFICERS: All elected positions must be members of the Church and no person shall be eligible for re-election to the same office after having served one (1) full term or major fraction thereof until at least one (1) year has elapsed; except that the Lay Moderator or Education Ministry Director may serve a maximum of three (3) years in succession, and the Treasurer shall be exempt from any term limits.

- a) LAY MODERATOR: The term of office shall be one (1) year and no person shall be eligible for election to the office without first having served one (1) full term as a Deacon or a Trustee in this Church.

- b) CLERK: The term of office shall be three (3) years and the election shall take place in the year following the election of the Treasurer.
- c) FINANCIAL SECRETARY: The term of office shall be three (3) years and the election shall take place in the year following the election of the Clerk.
- d) TREASURER: The term of office shall be three (3) years and the election shall take place in the year following the election of the Financial Secretary.
- e) EDUCATION MINISTRY DIRECTOR: The term shall be for one (1) year, eligible to succeed five (5) additional terms.
- f) DEACONS: The term of office shall be three (3) years with one-third of the total number being elected each year.
- g) TRUSTEES: The term of office shall be three (3) years with one-third of the total number being elected each year.

SECTION 4 – CHURCH YEAR: The fiscal year and terms of office shall be based on the calendar year. Newly elected officers will begin serving their term of office on the day of election.

SECTION 5 – OFFICER/BOARD/COMMITTEE VACANCY: With the exception of the Pastor and Associate Pastor, a midterm vacancy of a Church officer or Committee member shall be filled by appointment by the Lay Moderator and approval of the Official Board.

## **ARTICLE V – MEETINGS**

SECTION 1 – PUBLIC SERVICES: Worship services shall be held regularly each Sunday morning and other services at such other times as shall be fixed by the Pastor and the Official Board. No public or private religious service shall be held in the Church building without the prior consent of the Official Board, or the Board of Deacons and Pastor.

- a) MARRIAGE POLICY: Marriage is a biblical institution established between one man and one woman. This Church recognizes that marriage is the uniting of one man and one woman in covenant commitment. Accordingly, this Church's Pastors and staff will not officiate in same-sex marriages, nor will its property or resources be used for such purposes.

SECTION 2 – BUSINESS SESSIONS: All meetings for the transaction of Church business shall ordinarily be held in the Church building at 705 Court Street, Gibbon Nebraska 68840. All duly held meetings of the Church shall be considered meetings of the Corporation and actions by the Church shall be considered actions of the Corporation.

- a) **REGULAR BUSINESS MEETING** shall be held each year in January. The Annual Meeting shall ordinarily be held on the second Sunday of January and the agenda shall include; election of officers and adoption of a budget for the coming year. Annual reports which include written reports from all officers including the Official Board, Standing Committees, and all other organizations and groups within the Church will be distributed in February. The Official Board shall have the power to fix another date for this meeting provided that the notice must be given as required for Special Business Meetings.
- b) **SPECIAL BUSINESS MEETINGS** may be called at any time by the Pastor, or by the Lay Moderator at the direction of the Official Board. Notice must be given regarding the date, time, place and purpose of the meeting and only stated business may be transacted. The notice shall be by pulpit announcement for three (3) successive Sundays immediately preceding but not including the date of the meeting; or by announcement in the weekly Church bulletin for two (2) successive issues immediately preceding the meeting; or by letter mailed to all resident members at their last known addresses not later than five (5) days preceding the meeting.

**SECTION 3 – OFFICIAL BOARD:** The Official Board shall ordinarily meet each month at a regular time, which it shall fix. The Pastor or the Lay Moderator may call a special meeting of the Official Board at any time upon notice printed in the weekly Church bulletin or twenty-four (24) hours notice to each member of the Official Board.

**SECTION 4 – QUORUM:** A minimum of twenty-five (25) members shall constitute a quorum for the transaction of business at any meeting of the Church. A majority of the Official Board members shall constitute a quorum for meetings of the Official Board.

## **ARTICLE VI – AMENDMENTS**

**SECTION 1 – OFFICIAL BOARD ACTION:** Proposed amendments or changes relating to this Constitution must be presented to the Official Board in writing at least sixty (60) days prior to action by the Church. The Official Board shall direct the calling of a Special Business Meeting of the Church for action on the proposed amendment and may recommend for or against its adoption.

**SECTION 2 – CHURCH ACTION:** Church approval of the proposed amendment shall require a favorable vote by three-fourths majority of the members present and voting at a duly called Special Business Meeting and voting shall be by ballot upon which is printed in full the text of the proposed amendment.

## BYLAWS

### ARTICLE I – MEMBERSHIP

SECTION 1 – RESIDENT: Any member of the Gibbon Baptist Church who resides in the Gibbon area and who participates in the organized Church program of this Church in any way shall be classified as a resident member.

SECTION 2 – NON-RESIDENT: Any member of the Gibbon Baptist Church who resides outside of the Gibbon area, to the extent they are unable to participate in the regular organized Church programs, shall be classified as a non-resident member.

### ARTICLE II – OFFICERS' RESPONSIBILITIES

SECTION 1 – PASTOR: The Pastor is the responsible leader of the Church, the advisor of all Boards and standing Committees. It shall be his/her duty to be the spiritual leader of the Church (including preaching God's Word as revealed through Scripture, ministering to the sick and bereaved, administering the ordinances of the Church) and, in cooperation with the Board of Deacons, to perform the various duties pertaining to his/her office as Pastor of the Church. The Pastor shall be granted a vacation with salary each year and its length shall include no more than two (2) Sundays in succession, unless approved otherwise by the Official Board. The Pastor shall secure and supervise the office secretary in cooperation with the Official Board. A Pastor on staff with the Church who chooses to resign their position as Pastor of the Church shall give at least thirty (30) days advance notice of their resignation to the Board of Deacons and/or the Official Board. Adjustments to the thirty (30) days notice may be made if mutually agreed to by the Pastor and the Board of Deacons and/or the Official Board.

SECTION 2 – ASSOCIATE PASTOR: The Associate Pastor, when this applies, will serve under the direct supervision of the Pastor. The Associate Pastor will be an ex-officio member of all Boards and Committees. The Associate Pastor will work closely with the Board of Christian Education, Official Board, and the Board of Deacons.

SECTION 3 – LAY PASTOR: A Lay Pastor, when this applies, will serve under the direct supervision of the Pastor and will work closely with the Board of Deacons to assist the Pastor in pastoral duties.

SECTION 4 – LAY MODERATOR: The Lay Moderator shall be Chairperson of the Official Board, serve as moderator of the regular and special called Church meetings, and shall be Vice President of the Corporation. In the absence of the Lay Moderator, the Chairperson of the Board of Trustees shall serve as moderator.

SECTION 5 – CLERK: The Clerk shall keep accurate minutes of all proceedings of regular and special business meetings, and have the custody of the records of the Church, subject to the order of the Official Board. He/she shall maintain the roll of



members, the date and manner of their reception or dismissal, conduct the official correspondence of the Church, issue letters of dismissal and certificates of Church membership as directed by the Church, and perform such other duties as may be directed by the Church or Official Board.

**SECTION 6 – FINANCIAL SECRETARY:** The Financial Secretary shall receive all money contributed for the support of the Church and all benevolences and contribution records shall be kept. A report shall be submitted monthly to the Official Board and a yearly report to the Church.

**SECTION 7 – TREASURER:** The Treasurer shall keep a record of all benevolent and current receipts of the Church. He/she shall make disbursements thereof under the direction of the Official Board. He/she shall submit a written monthly report to the Official Board and a yearly report to the Church.

**SECTION 8 – EDUCATION MINISTRY DIRECTOR:** The Education Ministry Director shall work with the Board of Christian Education to lead and direct the Sunday School and Children’s Church. This includes choosing curriculum and material, pursuing the conversion and spiritual growth of all, recruiting and directing teachers, and promoting attendance.

### **ARTICLE III – BOARD RESPONSIBILITIES**

**SECTION 1 – OFFICIAL BOARD:** The Official Board of the Church shall consist of the Lay Moderator as Chairperson, the Pastor, the Associate Pastor, the Board of Trustees Chairperson plus two (2) other members, the Board of Deacons Chairperson plus two (2) other members, the Clerk, the Treasurer, Financial Secretary, Education Ministry Director, plus Chairpersons (or Chairperson designee) from each of the following: the Board of Christian Education, the Board of Missions, the Board of Finance, the American Baptist Women’s Ministries, the American Baptist Men, and the American Baptist Youth. The Official Board shall meet monthly at the designated time set by the Official Board. The agenda shall include among other things, the review and authorization for payment of the financial obligations of the Church, review of the scheduled Church activities and give direction to other Board and Committee activities as needed. A majority of the Official Board shall constitute a quorum.

**SECTION 2 – BOARD OF DEACONS:** The Board of Deacons shall consist of six (6) members. The Board of Deacons shall organize promptly following the Annual Meeting and elect a Chairperson and a Secretary. They shall be associated with the Church ministry in having charge of the spiritual interests of the Church, supervision of the membership roster, consideration of matters of discipline, administration of the ordinances, distributions of the Deacons Fund, advising with the Pastor as to services for public worship, visiting with the sick and distressed, receiving reasonable complaints of members concerning the spiritual affairs of the Church, and in the absence of the Pastor providing pulpit supply for the Church worship services. The Board of Deacons will work to foster the constructive communication between the

congregation and its staff, and to implement the congregation's responsibility for its staff's professional and personal wellbeing. The responsibility of the Music Director/s, Flower Committee and Head Usher will fall under the jurisdiction of the Board of Deacons. The Board of Deacons shall provide a general pastoral evaluation to the Board of Finance for budget considerations.

**SECTION 3 – BOARD OF TRUSTEES:** The Board of Trustees shall consist of six (6) members. The Board of Trustees shall, subject to the will of the Church, have charge of its property, keeping the same in repair. The Board of Trustees shall have authority to approve the use of the Church facilities for non-religious activities of the Church. The Board of Trustees shall meet promptly after the Annual Meeting to elect a Chairperson, who shall serve as President of the Corporation, and a Secretary. The Chairperson shall serve as moderator in the absence of the Lay Moderator.

**SECTION 4 – BOARD OF CHRISTIAN EDUCATION:** The Board of Christian Education shall consist of three (3) elected members plus the Education Ministry Director. One (1) member shall be elected annually for a term of three (3) years. The Board of Christian Education shall choose annually a Chairperson and Secretary. The Board of Christian Education shall plan and help carry out the educational program of the Church; including work with children, youth, and adults; determine the educational needs of the Church and establish goals and programs to meet those needs. The Board of Christian Education will direct, coordinate, and supervise the Sunday School and Children's Church teachers, and development of new programs and classes as needed.

**SECTION 5 – BOARD OF FINANCE:** The Board of Finance shall consist of (3) Members plus the Treasurer and the Financial Secretary and at the direction of the Official Board, receive budget requests from Church Boards and Committees, develop a budget of expenses of the Church for the next fiscal year for the Board's review and approval. Such budget shall be presented to the Church for adoption at the January meeting. One member shall be elected annually for a term of three (3) years. The Chairperson of the Board of Finance will be selected from one of the three (3) elected members.

**SECTION 6 – BOARD OF MISSIONS:** The Board of Missions shall consist of three (3) elected members. One member shall be elected annually for a term of three (3) years. The Board of Missions shall choose annually a Chairperson and a Secretary. The coordinator of Mission and Service Ministries of the American Baptist Women's Ministries shall be an ex-officio member of the Board of Missions. The Board of Missions shall keep missions before the Church through education and promotion; do long-range planning for the Church's mission outreach and involvement, and set mission goals for the Church and work to accomplish them. The Board of Missions will plan the missions budget of the Church and submit it to the Board of Finance annually, promote the four special offerings, encourage prayer for missions and missionaries, direct the disbursements of the mission monies, and prepare an annual report and submit it to the Church office.

## **ARTICLE IV – COMMITTEE AND APPOINTED POSITION RESPONSIBILITY**

All Boards and Committees report to the Official Board unless otherwise indicated.

SECTION 1 - MUSIC DIRECTOR/S: The Music Director/s shall be recommended by the Pastor, appointed by the Board of Deacons, and approved by the Official Board for a one (1) year term with no term limit restrictions. The Music Director/s shall report to the Pastor and Board of Deacons. The Music Director/s will be responsible for all music and music-related tasks associated with regular and special worship services. Appointment is not limited to Church members or non-officers.

SECTION 2 – FLOWER COMMITTEE: The Flower Committee shall consist of three (3) persons appointed by the Lay Moderator and approved by the Official Board on a staggered basis for terms of three (3) years each. They shall be responsible for appropriate floral arrangements and banners in the sanctuary for all worship services and shall be responsible for seasonal decorations. Appointment is not limited to Church members or non-officers.

SECTION 3 – AMERICAN BAPTIST WOMEN’S MINISTRIES: The American Baptist Women’s Ministries pursue their own program within the framework of the Church with their Chairperson serving on the Official Board.

SECTION 4 – AMERICAN BAPTIST MEN: The American Baptist Men pursue their own program within the framework of the Church, with their Chairperson serving on the Official Board.

SECTION 5 – AMERICAN BAPTIST YOUTH: The American Baptist Youth pursue their own program within the framework of the Church, with their President serving on the Official Board.

SECTION 6 – AUDITING COMMITTEE: An Auditing Committee of two (2) persons, possessing ability in accounting, shall be appointed each year by the Lay Moderator and approved by the Official Board to examine and audit the financial books and accounts of the Church and report to the Official Board at the February meeting.

SECTION 7 – NOMINATING COMMITTEE: A Nominating Committee of five (5) representative members shall be appointed by the Lay Moderator and approved by the Official Board. The Committee shall select from the membership of the Church, a slate of one or more nominees for each position to be filled. The proposed nominees should be interviewed to determine their willingness to serve. In addition, the Nominating Committee shall suggest a list of nominees for the appointed positions of the Church including the Flower Committee and Head Usher, and will submit the names to the Lay Moderator for approval and for appointment by the Official Board.

SECTION 8 – MEMORIAL COMMITTEE: The Memorial Committee shall consist of three (3) persons appointed by the Lay Moderator and approved by the Official Board on a

staggered basis for terms of three (3) years each, to receive memorial gifts and recommend areas for their possible use.

SECTION 9 – HEAD USHER: One person shall be appointed by the Lay Moderator and approved by the Official Board for a one (1) year term, eligible to succeed for two (2) terms, as Head Usher to coordinate ushering activities. The Head Usher will receive direction from the Board of Deacons. Appointment is not limited to Church members or non-officers.

SECTION 10 – SCHOLARSHIP COMMITTEE: The Scholarship Committee will administer and follow the intent and directions established for the Gibbon Baptist Church – Ruth Ice Scholarship. The Chairperson of the Committee is appointed by the Official Board to serve a five (5) year term. Other Committee members are the Chairperson of the Board of Deacons or designee, Chairperson of the Board of Finance or designee, Chairperson of the Board of Christian Education or designee, and the Lay Moderator. Three (3) members of this Committee will serve on the selection Committee. No member of the selection Committee will be a parent of an applicant.

SECTION 11 – PULPIT COMMITTEE: In the event of a vacancy in the Pastorate, the Church shall elect a Pulpit Committee of seven (7) members which shall proceed to contact, interview and recommend to the Church a qualified minister for the Pastorate. A vote of not less than 90% of the members present shall be necessary to constitute a call for the Pastor.

SECTION 12 – SAFETY COMMITTEE: The Safety Committee shall consist of three (3) members appointed by the Lay Moderator and approved by the Official Board. Members shall serve three (3) year terms on a staggered basis. Responsibilities include but are not limited to; making and implementing policy concerning personal safety including fire, weather, and other natural disasters, building security, safeguarding of money and assets, and crime prevention. Any policy regarding firearms on Church property and/or at events sponsored by the Church must adhere to state and local laws and ordinances and any and all decisions regarding firearms must be submitted to and approved by the Official Board.

- a) SECURITY PERSONNEL: The Church may enlist up to five (5) individuals to carry a concealed weapon during worship and/or other Church sponsored activities as referenced in Nebraska Revised Statute 69-2441. These “Security Personnel” must successfully complete a Certified Weapons Safety Course and be licensed to carry a concealed handgun in Nebraska. Only when a candidate has been properly vetted by the Safety Committee, and whose name is submitted to, and approved by the Official Board, and after written notice is given to the congregation will he/she be designated as “Security Personnel.” Review of “Security Personnel” status shall be done annually by the Safety Committee.

SECTION 13 – AWANA COMMANDER/S: The AWANA Commander/s shall be recommended by the Pastor, appointed by the Board of Christian Education, and

approved by the Official Board for a one (1) year term beginning August 1 with no term limit restrictions. The AWANA Commander/s shall report to the Pastor and Board of Christian Education. The AWANA Commander/s will be responsible for the AWANA ministry. Appointment is not limited to Church members or non-officers.

SECTION 14 – YOUTH GROUP DIRECTOR/S: The Youth Group Director/s shall be recommended by the Pastor, appointed by the Board of Christian Education, and approved by the Official Board for a one (1) year term beginning August 1 with no term limit restrictions. The Youth Group Director/s shall report to the Pastor and Board of Christian Education. The Youth Group Director/s will be responsible for the Junior High and Senior High youth group ministry. Appointment is not limited to Church members or non-officers.

## **ARTICLE V – BUSINESS MEETINGS**

SECTION 1 – ANNUAL MEETING: The Annual Meeting shall be held on the second Sunday of January (unless otherwise scheduled). The agenda shall include the election of officers and Board members, the adoption of the budget for the next year, and other business as designed for this meeting.

## **ARTICLE VI – ELECTIONS**

SECTION 1 – TERM OF OFFICE: At the January Business Meeting the election of officers shall be from the membership of the Church in the following manner and terms:

- a) Lay Moderator for a term of one year. (Eligible to succeed for two (2) terms)
- b) Clerk for a term of three (3) years.
- c) Financial Secretary for a term of three (3) years.
- d) Treasurer for a term of three (3) years, with no term limits.
- e) Education Ministry Director for a term of one (1) year. (Eligible to succeed for five (5) terms)
- f) Two (2) Deacons for a term of three (3) years.
- g) Two (2) Trustees for a term of three (3) years.
- h) One (1) member to the Board of Christian Education for a term of three (3) years.
- i) One (1) member to the Board of Missions for a term of three (3) years.

j) One (1) member to the Board of Finance for a term of three (3) years.

The term of office for all officers shall be from Annual Meeting to Annual Meeting.

**ARTICLE VII – SELECTION OF DELEGATES**

SECTION 1 – DELEGATES: Delegates to the State Convention and Election District #1 shall be approved by the Official Board.

**ARTICLE VIII – AMENDMENTS**

SECTION 1 – BYLAWS: These Bylaws may be altered, amended, or repealed by a majority vote of the members voting at any annual or regular business meeting, or at any special meeting, provided that notice of such special meeting shall have contained or related to proposed alterations, amendments, or repeal.

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The above Constitution and Bylaws were adopted by the Church on July 22, 2018 and became effective July 22, 2018.

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