

CONSTITUTION AND BY-LAWS

Antioch Community Church

CONSTITUTION

I. NAME

This incorporated body shall be known as Antioch Community Church, Wichita Kansas.

II. PURPOSE

To strengthen families through sharing Christ, sharpening believers and serving others.

III. STATEMENT OF FAITH

- The Bible is the inspired, inerrant and authoritative Word of God for Christian faith and living.(The Bible) II Timothy 3:16-17;
- That there is one God, eternally existent in three persons: Father, Son and Holy Spirit. (God the Father)
- In the deity of our Lord Jesus Christ, His virgin birth, His sinless life, His miracles, His vicarious and atoning death, His bodily resurrection, His ascension to the right hand of the Father and His personal return in power and glory. (God the Son)
- In the present ministry of the Holy Spirit by whose indwelling every Christian is able to live a godly life. (God the Holy Spirit)
- That all people are lost sinners and must turn to Christ in saving faith and repentance for regeneration by the Holy Spirit. (Salvation)
- That "it is by grace you have been saved, through faith--and this not from yourselves, it is the gift of God--not by works, so that no one can boast" (Ephesians 2:8-9)
- That God is a God of Restoration. He is the hope of the world and through Him all people can be restored. (1 Peter 5:10)
- That life has meaning and purpose. Each one of us is significant in God's plan and that every believer is meant to serve and make a difference in the world.

- That the Church is the hope of the world! The church should humbly serve and defend the poor and weak and be the tangible representation of God's love for a hurting world.
- In the resurrection of both those who believe in Jesus and those who do not believe: those believing to eternal life with Christ and those unbelieving to eternal punishment in hell.
- Water baptism is necessary as an obedient response to the command of Jesus. Baptism is to be performed only upon repentant believers in the name of the Father, Son and Holy Spirit. (Matt. 28:18-20).

IV. GOVERNMENT

The government of Antioch Community Church shall be entrusted to the pastoral staff, elders, deacons and baptized believers who compose it. Persons meeting the membership requirements shall constitute the membership. All internal groups created and empowered by the church shall exist to further the purpose of the church.

V. DISSOLUTION

The term of existence of this corporation shall be perpetual without a specific term of existence. The property of the corporation is dedicated to religious or charitable purposes, and upon the liquidation, dissolution, or abandonment of the corporation, after providing for the debts and obligations thereof, its assets will not be passed unto the benefit of any private person, but shall be distributed, as the Lead Pastor and Elders see fit, to exclusively religious or charitable organizations which are in keeping with the objective of the church, and whose purposes are within those specified in the Internal Revenue Code, section 501©)(3).

BY-LAWS

I. CHURCH MEMBERSHIP

1.01 Membership Process

To be accepted as a Covenant Member of Antioch, a person

- must have received Jesus Christ as Lord and Savior (as the leader of one's life and the forgiver of one's sins),
- must have been baptized by immersion in water the way Jesus demonstrated,
- must have attended the Antioch Foundations Class or its equivalent,
- must support Antioch's statements, vision and structure and accept biblically defined responsibilities,
- must be interviewed by an Elder or Pastor to verbalize their personal testimony, and to assess the integrity of their faith and their desire to be committed to Antioch Community Church,
- and must have signified the above by entering into a covenant relationship with the church as spelled out in the following Membership Covenant:

1.02 Designations of Membership

Covenant Members: Defined in Section 1.01 **Membership Process**.

Participating Members: Believers who are unable to sign the above mentioned Membership Covenant for any reason, i.e. the convictions of a spouse against such signing or physical limitation, will be accepted as participating members only through a case-by-case exception process decided by the elders.

1.03 Responsibilities and Privileges of Membership

As members of Antioch Community Church, we have the responsibility and privilege to join God in the great work He is doing through our body. This means that it is our responsibility and privilege to be active in serving Him through the church. One way we do this is by discovering our spiritual gifts and finding a place of service that best puts those gifts to use for His kingdom.

1.04 Termination of Membership

Members shall be removed from the Covenant and Participating Member roll for the following reasons:

- Death
- Transfer of membership to another church
- Personal written request of the member
- Lack of participation as described in The ACC Membership Covenant for six months
- Should any member not appear on the attendance/participation rolls of any church function or not obviously participate in at least one worship, teaching, prayer meeting, life group meeting for a period of at least six months, then the elders will consider whether to remove that person from the church rolls as outlined in Section 1.05 Discipline of Members.
- Dismissal by the church through a process operated by the elders when a member's life and conduct fail to meet the commitments made in The ACC Membership Covenant.

1.05 Discipline of Members

1 Corinthians 5:6-7 Your boasting is not good. Don't you know that a little yeast works through the whole batch of dough? Get rid of the old yeast that you may be a new batch without yeast--as you really are. For Christ, our Passover lamb, has been sacrificed. NIV

Ephesians 4:13 . . . until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. NIV

1 Timothy 5:20 Those who sin are to be rebuked publicly, so that the others may take warning. NIV

Hebrews 12:11 No discipline seems pleasant at the time, but painful. Later on, however, it produces a harvest of righteousness and peace for those who have been trained by it. NIV

1 Peter 1:15-16 But just as he who called you is holy, so be holy in all you do; for it is written: "Be holy, because I am holy." NIV

1 Peter 2:12 Live such good lives among the pagans that, though they accuse you of doing wrong, they may see your good deeds and glorify God on the day he visits us. NIV

Galatians 6:1 Brothers, if someone is caught in a sin, you who are spiritual should restore him gently. But watch yourself, or you also may be tempted. NIV

(a) Purpose

The purpose of church discipline is three-fold:

- the glorification of God,
- the welfare, purity and edification of the church and,
- the repentance and spiritual growth of the offender.

(b) Process

Members and all other professing Christians who regularly attend or fellowship at ACC who error in biblical doctrine or conduct shall be subject to discipline according to Matthew 18:15-18. Such person hereafter will be referred to as an “erring person”. The attitude of members toward one another shall be guided by a concern for redemption rather than punishment.

Before such discipline reaches its final conclusion:

1. It shall be the duty of any church member who has knowledge of the erring person’s unbiblical beliefs or misconduct to warn and to correct such erring person in private, seeking his or her repentance and restoration. If the erring person does not heed this warning; then,
2. The warning member shall again go to the erring person accompanied by one or two witnesses to warn and correct the erring person, seeking his or her repentance and restoration. If the erring person still refuses to heed this warning; then,
3. It shall be brought to the attention of the elders. (It is understood that this process will continue to conclusion, whether the erring person leaves the church or otherwise seeks to withdraw from membership to avoid the discipline process.) The elders will appropriately investigate any allegation brought by one church member against another. If these allegations are warranted, two or more of the elders will contact the erring person and seek his or her repentance and restoration. If the erring person refuses to be restored, the matter will be presented to all the elders who will act to protect the church by removing the erring person’s membership and notifying the church in accordance with Matthew 18. However, even at this point, the church will continue to pray for the restoration of the erring person.

1.06 Reinstatement of Membership

If the member dismissed through the process in Section 1.05 (Discipline of Members) heeds the warning, demonstrates repentance, and requests reinstatement, he or she shall be publicly restored to membership through the affirmation of the elders and notification of the church membership.

II. GENERAL CHURCH OFFICERS AND COMMITTEES

Section 1 – Church Officers: In addition to the pastor, the officers of this church shall be the pastoral staff, elders, deacons, and other officers that are necessary to maintain the administration and ministry of the church.

Section 2 – Pastor: The Pastor is the primary leader of the church, both spiritually and administratively. He should be a man of the highest integrity and meet the qualifications listed in I Tim.3:1-7 and Titus 3:6-9. Because the church has two complementary branches (the spiritual body and the legal corporation) the pastor administratively bridges the gap between the two branches.

The pastor is responsible to:

- (1) Define and communicate the church's purpose.
- (2) Provide biblical vision and direction for the congregation.
- (3) Confirm God's direction for major ministry decisions through the counsel of the elders.
- (4) Create ministries; develop leadership and direct budgets and staff according to his convictions, biblical understanding, and the church's resources.
- (5) Oversee and coordinate the daily ministry of the congregation and administration of the church.
- (6) Provide resources/ministries necessary for the spiritual health of the church.
- (7) Determine the time, order, and leadership of all church services and ministries.
- (8) Approve or deny guest ministries seeking to use the church facilities.
- (9) Approve qualified additions to the body of elders.
- (10) Select deacons, approved by the elders, to oversee the business of the corporation (finances, personnel, facilities, assimilation, missions).
- (11) Oversee the development of an annual budget for review by the finance team.

(12) Form and manage the church staff, as he deems necessary for effective ministry. The pastor hires, directs, and dismisses staff or to those so delegated. The staff is directly responsible to the pastor in fulfilling the vision of the church.

(13) Determine staff compensation within the salary structures established by the finance and personnel teams.

The pastor may be disciplined for immoral actions, financial impropriety or theological heresy that the elders believe may require either personal correction or termination of his position. To consider discipline, the elders shall meet with and research the issue with the pastor. Following the review, if a majority of the elders believe discipline may be necessary; three steps should be carried out:

(1) The elders shall give themselves to prayer and fasting for one (1) week.

(2) Following the week of prayer and fasting, if 2/3 of the elders agree that pastoral discipline is necessary, a team of three pastoral consultants should be contacted. The consultants should be pastors who have served effectively in Christian ministry for 20 or more years and demonstrate high integrity and wisdom.

(3) Once these men have understood the situation, have met with both the elders and the Pastor, and have spent time in prayer and discussion, they should communicate their opinion to the elders. If the consensus among the overseers agrees with the consensus among the elders, the Pastor should be disciplined and/or terminated. The overseers would incur no liability for any decision they make.

Section 3 – Elders: The elders exist to serve the spiritual needs of the church. Elders should be men of the highest moral, ethical, and spiritual integrity. They should be selected on the basis of fulfilling the requirements for elders listed in I Tim.3:1-7 and Titus 1:6-9. Elders also serve as a communication channel as outlined in Ex. 18:13-26.

Elders shall be responsible to:

(1) Model a godly lifestyle and family life.

- (2) Maintain doctrinal purity of all teaching ministries of the church based on an inerrant view of the Bible.
- (3) Provide counsel to the pastor concerning the purposes, strategic vision and ministries of the church.
- (4) Ensure that the pastor is encouraged, supported, defended, and cared for.
- (5) Demonstrate consistent small group leadership in the church.
- (6) Provide a prayer shield for the pastor and church body.
- (7) Defend and support the pastoral staff and church body.
- (8) Provide biblical counsel to the church body.
- (9) Pray for the members of the body in need, normally during or after worship services.
- (10) Direct licensing and ordination of ministers.
- (11) Confirm or reject pastoral appointments to the body of deacons.
- (12) Participate in the interview process of potential pastoral staff members.
- (13) Investigate, and if necessary, discipline or terminate the pastor.
- (14) Oversee the search, approval, and installment of a new pastor.

(Service)

The church shall seek to have three (3) to seven (7) elders. There is no minimum or maximum number as long as each elder is biblically qualified and fulfills his duties. The church body will recommend elder candidates to the existing church leadership each summer. Once recommended, the pastor and existing elder body will screen candidates to ensure biblical standards for leadership are met and willingness to fulfill responsibilities. Elders serve one (1) -year terms, not to exceed a four (4) -year consecutive span beginning in August of each year. If an elder has served four (4) consecutive one (1) -year terms, the elder will rotate off for at least one (1) year before being reconsidered again. In the event that the office of the pastor is vacant, the elder with the longest tenure in the church may appoint or dismiss other members according to the previously stated pattern.

Failure to set a godly example or any other responsibility as an elder shall be cause for dismissal from the body of elders. Elders and deacons will participate in a monthly review of the church ministries, to be led by the lead pastor.

If anyone in the congregation or staff brings an accusation against an elder that would disqualify him from service, a seven (7) -member group comprised of staff and elders may hear

the accusations and the response from the accused elder. Three (3) of the seven (7) members are to be chosen by the accused elder, four (4) by the senior pastor. The senior pastor may not serve on the panel judging the elder, but may be present if he chooses. Following all communication, an anonymous vote is to be taken. If five (5) or more agree that the elder should no longer serve, he will be dismissed from the board.

Section 4 – Moderator: The Pastor shall serve as the moderator of church meetings, or a person designated by the pastor.

Section 5 – Church Meetings: There is no membership or congregational voting meetings at Antioch Community Church. We feel there is no Biblical mandate for a body of believers voting in the decision-making process, but we rely faithfully on the leadership of the Pastor and elders.

Visioning Meeting: In the fall of each year Antioch Community Church will have a church Visioning Meeting. This meeting will be for the entire membership of ACC and will be open to the public as well. This meeting will be used to share the vision and direction of the church for the next year. All budgets and ministry plans will be available to all members.

Special Meetings: The pastor and elders may call a special meeting to go over any major changes occurring within the church and also for emergency situations that the body might experience for awareness and prayer. Quorum will be met by the members in attendance.

Section 6 – Trustees: The pastor shall recommend to the elders (1) to three (3) members who will serve the church as trustees. The trustees shall be given authority by the church to: sign any legal documents on behalf of the church; preview and approve/deny expenditures by the church exceeding \$20,000; borrow funds for the church with the approval of the Pastor and elders; be on a team along with the pastor and elders to purchase land or property for the church; oversee major capital improvements or building projects; and work with the elders of the church to determine the lead pastor's compensation.

Trustees will serve a three-year term. In any case of misuse of funds or immoral behavior on behalf of the trustees, the Pastor and elders reserve the right to dismiss the trustee in question with approval of the Pastor and a majority of the elders.

Section 7 – Deacons and Deaconess:

The body of deacons and deaconesses exists to serve the practical needs of the church consistent with the vision, purposes and direction of the senior pastor and elders. Deacons and deaconesses aid the pastors of the church by building up the body through Christian care-giving to its members. On behalf of the body they should visit the sick and infirmed, caring for those who are hurting and needy, minister to the concrete needs of the members, especially widows and orphans, and be available to help further the aims and purposes of Antioch. The deacons and deaconesses must be members in good standing of Antioch Community Church, mature in Christ, and of outstanding reputation as outlined in 1 Timothy 3.8-13. The senior pastor selects deacons, with consensus of the elders, based on those requirements.

(Service)

The body of deacons shall be comprised of members in good standing with the church. Team members are appointed for a two (2) -year term by the pastor and approved or rejected by the body of elders. At least one year must elapse before serving another term. The initial terms of the deacons and deaconesses will be staggered in order to ensure proper and smooth transitions of deacons/deaconesses. The specific number of deacons and deaconesses to be filled each year shall be determined by the Pastor and church elders in order to ensure the needs of the body are properly attended to. Deacons and deaconesses will be appointed to ministry teams that focus on special needs within their scope of responsibility and will meet with that team monthly to fulfill their responsibilities. Deacon and deaconesses ministry teams are to be staffed with church members who are in good standing and pre-approved by the pastoral staff and elders.

If a deacon is failing in his ministry or service, the pastor may remove him. The elders are not required to approve pastoral dismissals of deacons. Team members shall meet at least four (4) times each year with the pastor and elders for a church ministry update. The pastor is the primary leader of the body of deacons, but may appoint someone to coordinate their team meetings. A majority of the team shall constitute a quorum for the transaction of business at any meeting.

Section 8 – Pastoral Staff: The Pastoral staff assists the Pastor in equipping the church body for effective ministry. Essentially functioning as elders and deacons, pastoral staff members should be of mature Christian character as defined in I Tim.3:8-13. They are directly

responsible to the Pastor to fulfill their specific purpose in ministry and in the overall accomplishment of the vision of the church.

Pastoral Staff members participate in the monthly review with the elders and deacons at the senior pastor's direction. Hiring and dismissing pastoral staff members is primarily the responsibility of the pastor, but involves a cooperative effort including the personnel team and elders. Pastoral staff members are reviewed annually by the personnel team to provide encouragement and objective feedback on their job performance.

Section 9 – Church Ministries: Church ministries are those task groups that perform a service or ministry. There shall be no limitation on the number of members of ministries or their tenure. Ministry groups shall serve under the supervision of their assigned leadership staff liaison and under the direction of the pastor and church elders. Ministries shall be created and terminated at any time according to the Pastor and elders.

Section 10 - Ordination and Licensing of Ministers: Any present member of Antioch Community Church, or former member now serving in ministry at another location, who by his or her piety, zeal and aptness to preach and teach gives evidence that he or she is called of God to the work of the ministry may, by approval of the elders, and after examination by the lead pastor and elders as to his or her Christian experience, be ordained and/or licensed by the church as appropriate.

When a church calls a member of this church to its staff and requests in writing that he or she be ordained, this church shall consider such a request. If approved by the elders, the lead pastor and elders shall perform the ceremony of ordaining this member to the Gospel ministry in the name of, and in the presence, of the church.

Commissioning of Missionaries

Any present member of this church, or former member now serving in ministry at another location, who by his or her leadings and convictions feel called of God to the work of missions may, by approval of the elders and after examination by the lead pastor and missions ministry team, be commissioned by the church to missionary related service.

III. CHURCH ORDINANCES

Section 1 – Baptism: The church shall receive for baptism any person who has received Jesus Christ as Savior by personal faith and who indicates a commitment to follow Christ as Lord. Scriptural baptism shall be by total immersion in water and administered as a public act of worship by a church – a church being understood to be a fellowship of baptized believers, covenanted together to carry out the work of Jesus Christ. The candidate must understand baptism to be a symbol of the salvation that has already been accepted in the life of the believer by the grace of God through faith in Jesus Christ.

Section 2 – The Lord’s Supper: The Lord’s Supper shall be observed as scheduled by the Pastor and shall be observed as an act of worship and commitment.

V. CHURCH SERVICES

Section 1 – Services: The church shall maintain services deemed necessary by the Pastor.

VI. GENERAL

Section 1 – Amendments: This Constitution and its By-Laws may be amended by full support of the pastor and a majority of the elders at any time.

Section 2 - Fiscal Year of the Corporation

The fiscal year of the Corporation shall begin on the first day of January and end on the last day of December in each year.