



Constitution of Reformation Church

We, the members of Reformation Church, do ordain and establish the following Constitution to which we voluntarily submit.

Article I

NAME AND PRINCIPAL OFFICE:

The name of the Corporation is REFORMATION. The Corporation may also be referred to herein as “the Church.” The Church maintains its principal office at HWY 231 Midland City Alabama, 36350. The Church is organized under the Alabama Nonprofit Corporation Act, as amended from time to time, (the “Act”), for religious purposes. These Bylaws amend and restate, in their entirety, all previous bylaws of the Church, as amended. The Church shall comply with the requirements of the Act and maintain a registered office and registered agent in Alabama.

Article II

PURPOSE:

The Church is organized and shall be operated exclusively for religious, charitable and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code. More particularly, the purpose of Reformation Church is to glorify God by being disciples who make disciples through the power of the Holy Spirit and obedience to God’s word in our community and throughout the world.

Article III

MEMBERSHIP:

Any person is qualified for membership in the Church upon his or her profession of saving faith in Jesus Christ, his or her identification with Christ and His body through believer's baptism, completion of a membership class that provides instruction on the purpose, theology, and ministry of the Church, Elder interview, Elder recommendation, signing and agreeing to the church covenant, and the Church's vote of approval.

I. Responsibilities of Membership: Membership responsibilities and standards are outlined in the Church covenant.

II. Discipline of Members:

The purpose of church discipline is to effect a return to a Biblical standard of conduct and doctrine in a member who errs (Galatians 6:1), to maintain purity in the local church (1 Corinthians 5:6) and to deter sin (1 Timothy 5:20).

Any member of this church who teaches or insists on holding false doctrine, and persistently conducts himself or herself in a manner inconsistent with Biblical teaching, or who persists in disturbing the unity or peace of the church shall be dealt with as follows, according to Matthew 18:15-18:

- A. It is the duty of any member of this church who has knowledge of an erring member whether in conduct or doctrine to first prayerfully examine the Scriptures in order to ensure the offense is indeed a breach of God's Word, then to examine himself, herself, and take responsibility for any of their own contribution to the problem (Matt. 7:3-5) and shall prayerfully seek to discern whether the offense is so serious it cannot be overlooked (Prov. 19:11; Col. 3:13).
- B. If after such time of examination it is determined that the offense is a breach of God's Word and too serious to be overlooked, it is the duty of the member with first-hand knowledge of the offense to warn and correct the erring member in private, seeking his or her repentance and restoration, as well as offering forgiveness upon such.
- C. If the erring member does not heed this warning, the warning member shall again go to the erring member accompanied by one or two other members as witnesses to warn and correct, seeking repentance and restoration.
- D. If the erring member still refuses to heed the warning, the matter shall be brought to the attention of the Elders, who, upon careful and prayerful investigation, shall tell it to the church encouraging the congregation to pray for and seek repentance and restoration of the erring member.
- E. If the erring member refuses to heed the warnings of the Elders and the church, he or she shall be dismissed from the church pursuant to the Scriptures and treated as an unbeliever. There shall be no appeal of the discipline process or the dismissal to any court. The congregation shall be encouraged to pray for and seek the repentance and restoration of the erring member.

It is clearly understood that the discipline process will continue to conclusion whether the erring member leaves the church or otherwise seeks to withdraw from membership.

III. Termination of Membership: Membership may be terminated in one of four ways:

- A. By physical death.
- B. By transfer: When it is requested, the Elders may grant to a departing member in good standing, a letter of dismissal to the fellowship of another church. No such letter may be given to a member who is at the time under the corrective discipline of this church. The Elders may refuse to grant a letter of transfer to any church which is in their judgment disloyal to the gospel (Jude 3).
- C. By exclusion: If a member habitually absents himself from the stated meetings of the church without valid reason, or if due to relocation he ceases to maintain a vital contact with the church, he may be excluded from membership. If an excluded member applies again for membership, the procedures set forth will again be followed.
- D. By dismissal as a final step of church discipline in strict accordance with the Scriptures.

Article IV

DOCTRINE:

We accept the Scriptures as our final authority in matters of faith and practice and adopt the Second London Baptist Confession of Faith of 1689 as a reasonable expression of Biblical Doctrine.

<http://www.1689.com/confession.html>

Article V

QUALIFICATIONS OF CHURCH LEADERS:

All persons who hold any position of leadership (including but not limited to Elders, church staff, teachers and church workers) must meet and maintain the following spiritual qualifications for leadership:

- A. Has accepted Jesus Christ as personal Savior;
- B. Is a member in good standing of Reformation Church. (Non-members may be invited to teach on a temporary basis);
- C. Teaches no doctrine contrary to the Second London Baptist Confession of Faith of 1689;
- D. Provides systematic spiritual, financial, and physical support to Reformation Church ministry;
- E. Is known for a dedicated Christian life according to the standards of God's Word, and will purpose to put any sin out of his/her life so that the resulting influence is helpful rather than a hindrance;
- F. Fulfills such specific biblical requirements as may apply to the position of responsibility.

Article VI

PASTOR(S), ELDERS, DEACONS AND STAFF:

God has provided various forms of leadership for His Church. At Reformation Church we recognize and seek to channel this leadership focus through a variety of positions including Pastor(s), Elders, Deacons and staff. Those who serve and minister in these roles shall collectively and individually oversee, provide for, and encourage the spiritual life, welfare, and total ministry of the congregation in order to insure the proper equipping of the saints.

As God's servants and stewards, these leaders shall be persons:

- A. Who meet the qualifications as given in Scripture (1 Tim. 3:1-15; 5:19-25; 2 Tim. 2:24-25; Titus 1:5-9; Acts 6:3-6)
- B. Who adhere to the doctrinal basis of this church
- C. Whose soundness in the faith and whose ability to serve has been examined and approved by the church. Therefore, our church leaders are to be assisted, obeyed and respected as they carry out their duties (Heb. 13:17).

I. Duties of the Senior Pastor: As an Elder of this church who is particularly called and gifted for the ministry of preaching and teaching, the Senior Pastor shall:

- A. Give himself to prayer and the study of the Word of God;
- B. Preach systematic expository sermons from the Word of God regularly but not without exception;
- C. Administer the Ordinances in accordance with the Word of God;
- D. Share in the pastoral care of the congregation along with the other Elders and members of the pastoral staff;
- E. Together with the other Elders maintain church discipline;
- F. Participate in the installation of newly designated Elders and Deacons;
- G. Perform other constitutional, Scriptural, and general pastoral duties.

II. Duties of Elders: As fellow Elders serving alongside the Senior Pastor, all Elders shall:

- A. Be devoted to prayer and the study of God's Word and sustain a caring ministry for the flock, which involves:
 - 1. Serving as partners with the Pastor(s) for the church's spiritual growth;
 - 2. Praying for the sick and visiting the congregation;
- B. Teach and exhort as well as refute those who contradict the truth, which involves:
 - 1. Assisting the Pastor(s) in teaching and preaching as necessary;
 - 2. Insuring that teachers are properly qualified;
 - 3. Arranging for pulpit supply during the Senior Pastor's absence.
- C. Lead by Christ-like example, which involves:
 - 1. Consistently modeling spiritual character, attitudes, values, and behavior among the congregation;
 - 2. Providing and inviting the opportunity for frequent and on-going contact with members of the congregation;
 - 3. Conducting the affairs of the church in an atmosphere of openness and mutual sensitivity, focusing as much on nurturing one another as on decision making.

- D. Oversee the affairs of the church, which involves:
1. Being responsible for the employment, terms of employment, direction, and termination of employment of ministerial staff, except for the Senior Pastor;
 2. Installing the duly elected Pastor and/or Pastors;
 3. Approving all subordinate organizations of the church;
 4. Recommend all qualified applicants for church membership;
 5. Maintaining the legal status of the church;
 6. Being responsible for managing funds necessary to meet the current expenses of the church;
 7. Conducting the Member Meetings of the church;
 8. Submitting the approved budget to the congregation;
 9. Approving nominations for the Board of Elders.
 10. Communicating to the congregation on a regular basis concerning the activities and concerns of the Elders.
 11. To perform other constitutional, Scriptural, and general duties of oversight.

III. **Duties of Deacons:** The duties of Deacons include, but are not limited to:

- A. Supporting and freeing the Elders for the ministry of the Word;
- B. Caring for the needs of the Church and community;
- C. Promoting the unity of the Church;
- D. Administering aid to help the poor and needy in times of crisis and distress;
- E. Assisting with the hospitality ministries;
- F. Assisting in administering the ordinances of the Gospel;
- G. Overseeing the care and maintenance of the Church properties.

IV. **Ministerial Staff:**

The Church shall employ other ministerial staff to equip the Church for ministry. Persons so employed must be approved by the Elders. They are responsible to the Elders and serve at the will of the Church. The Elders will determine the titles to be used (e.g., Pastor, Minister, Associate, Assistant, etc.) and establish the hiring criteria and responsibilities for each position according to the experience and qualifications of the person in relation to the position and responsibilities held.

V. **Officers:**

The officers of the Corporation shall be the Elders and a Treasurer elected by Church.

Article VII

NOMINATION AND SELECTION OF SENIOR PASTOR, ELDERS, AND DEACONS

The Senior Pastor:

The selection process shall be as follows:

- A. Upon a vacancy in the position of Senior Pastor, the Elders shall recommend to the Church for approval a Senior Pastor Search Team.
- B. The Senior Pastor Search Team shall include at least two Elders, two Deacons, and four members of the Church.

- C. The members of this team should include a variety of the ages, ethnicities, and genders of the membership of the Church.
- D. A candidate for Senior Pastor as designated by the Senior Pastor Search Team shall be approved by the affirmative vote of at least 90% of the Church membership present at a Member Meeting called for that purpose.

Board of Elders:

The Board of Elders shall consist of a minimum of 3 elders (Proverbs 15:22, 24:6). If the minimum is not met, the existing elders shall make every effort to equip and raise up men who will be fit to serve as elders (2 Tim 2:2). Great caution shall be used in the church's calling of an elder (1 Tim. 5:22) so that there shall be no time limit placed on meeting this minimum but a patient waiting upon the Lord to provide for the needs of His church (Eph. 4:11). The existing elders shall report the status and results of their efforts to meet the minimum at every Member's Meeting so long as the minimum is not met.

II. The selection process shall be as follows:

- A. The Church members shall be encouraged to regularly submit to the Board of Elders, the names of members whose life and gift are consistent with their being considered for nomination to the task of Elder. The Board of Elders shall review the individuals so nominated by the congregation and present a list of individuals for the vote of the membership at a Members Meeting.
- B. The Elders may at any time nominate a candidate or candidates to the Eldership and call a special congregational member meeting for their consideration. In no case should a man be nominated without his knowledge and prior consent. Any questions concerning the nominees shall be addressed to the Elders in writing no later than one week prior to the member meeting.
- C. The members shall vote on the final list of nominations at the member meeting by secret ballot or by absentee ballot. It is hoped that the vote of the congregation will in such matters always be unanimous, but if unanimity is not realized, no less than a three fourths majority of those members voting in person or by absentee ballot shall be required for the election of an Elder.
- D. Following recognition of an Elder by vote of the congregation, he shall be publicly installed in his office at a regular worship service by the prayer of the whole church and the laying on of hands by the existing Elders.

The Board of Elders shall elect a chairman from its members. The chairman of the Board of Elders shall preside over the meetings of the Board of Elders and shall insure that the Board serves the congregation in a balanced manner addressing each area of responsibility as outlined in the duties.

Every three years the church shall reconfirm (or express the withdrawal of) its confidence in each of its Elders at its Member Meeting in the manner designated above. An Elder may, however, resign his office without prejudice if for good and valid reasons he finds he is no longer able to discharge the duties required.

A process of mutual accountability among the Elders safeguards against the continuation in office of an Elder who has rendered himself unqualified for future participation.

III. Deacons:

The selection process for Deacons shall be the same as Elders.

Article VIII

TERMINATION OF SENIOR PASTOR:

The Senior Pastor shall serve until removed by the Lord; by two thirds of all votes cast at a church meeting called for the exclusive purpose of removing the Senior Pastor from the church pulpit; or by resignation. In the event a church meeting is called for the exclusive purpose of removing the Senior Pastor from the pulpit, the Board of Elders shall notify all members of the church communication two weeks in advance of said meeting. We encourage all members desiring to make a comment or suggestion as concerns the removal of the Senior Pastor from the pulpit of the church do so in writing to the Board of Elders at least three business days in advance of said meeting.

When the Senior Pastor resigns to accept another call, or for reasons of his own choosing, he shall give the church one months notice in writing of his intention to do so.

Article IX

PROPERTY AND ASSETS:

- I. The church shall have the power to receive, either by gift or purchase, and so hold such real, personal, or mixed property as is authorized by the laws of the State of Alabama and is deemed necessary for the functioning of the church, and shall have the power to dispose of such property by mortgage, bill of sale, deed, or otherwise. All property shall be held in the name of the church.
- II. In case of dissolution of the church organization, the property and all assets shall be sold, either through private or public sale. From the proceeds, firstly all current and long term obligations of the church shall be paid. Secondly, all remaining funds shall be directed to such one or more Christian organizations qualified under Section 501(c) (3) of the Internal Revenue Code, for the benefit of the church's supported missionaries and/or such other Christian endeavors as the congregation shall determine. The church shall be considered dissolved if so decided by the congregation, or when the church has not held a member meeting for three years, or when less than six members remain.
- III. Any Sale or other disposition of the Reformation Church real property or assets in excess of five thousand dollars shall be approved by majority vote of voting members of the Congregation.

Article X

MEETINGS:

Elder Board Meetings:

- I. The Elders shall maintain constant communication with one another regarding the spiritual health and ministries of the Church as well as their selves. When necessary to make

decisions regarding the life of the Church the Elder Board shall gather as determined by the Senior Pastor or by the request of 2 or more Elders.

- II. The Board of Elders shall seek unanimity in every decision they make with mutual submission and love for one another. Should unanimous consent not be possible, a 2/3 majority vote will be required. Upon such vote all Elders will consent to and support the decision made.

Member Meetings:

- I. Meetings of members of the Church for conducting business of the Church shall be known as Member Meetings. Member Meetings shall be held no less frequently than quarterly at such time and place as is designated by the Senior Pastor or the Elders. Notification (which may include the church website, worship guides, and other electronic means) of a Member Meeting shall be given to the membership of the Church not less than seven days prior to the meeting along with an agenda of all matters to be considered by the church.
- II. Member Meetings shall be held for members to vote on recommendations from the Elders including, without limitation, any of the following: The approval of new members; the annual Church ministry budget; the hiring of pastoral staff; amendments to the Articles of Incorporation or Constitution of the Church; the selection of Elders; the merger or dissolution of the Church; the disposition of all or substantially all the assets of the Church; and the purchase of real estate or non-budgeted capital improvements greater than five percent (5%) of the annual Church budget.
- III. Other matters may, from time to time, be brought to the Church for a vote. Any matter brought before the Church for a vote shall first be addressed by the Elders. If the Elders are unable to resolve the matter, the membership of the Church may call a Members Meeting by submitting a written request signed by no less than 10% of the good standing members of the Church.
- IV. Members Meetings shall abide by and follow Robert's Rules of Order.

Article XI

SUFFRAGE:

Only good standing members of this church who are at least sixteen years of age shall have the right to vote in person or by absentee ballot at any Member Meeting of the Church.

Article XII

QUORUMS:

The presence in person or by absentee ballot of thirty percent of Reformation Church membership eligible to vote shall constitute a quorum at any church member meeting except for constitutional amendments which shall require a quorum of forty percent. The Board of Elders shall be responsible for determining the number which accurately represents the total voting membership

of the church. For purposes of determining a quorum, those members who are present and those who are absent but have submitted absentee ballots shall be counted.

Fifty percent of the Board members must be present to constitute a quorum at any Board meeting.

A quorum shall be necessary for any vote.

Article XIII

AMENDMENTS:

The Constitution or Articles of Incorporation of this church may be amended at any member meeting by a two-thirds majority of the members voting, provided that both the text of such an amendment and the basis for its consideration have been communicated to all members at least thirty days in advance of any meeting at which such a proposal will be considered or voted upon.

Article XIV

INDEMNIFICATION:

For purposes of this Article XIV, the term "Indemnified Person" shall include the Elders, Deacons, Officers and employees of the Church, and any reference herein to Elders, Deacons, Officers and employees shall include former Elders, Deacons, Officers and employees and their respective heirs, executors, and administrators.

The Church shall indemnify an Indemnified Person who is or was a party to any proceeding by reason of the fact that he or she is or was such an Indemnified Person or is or was serving at the request of the Church as an Elder, Deacon, Officer or employee of the Church against all liabilities and expenses incurred in the proceeding except such liabilities and expenses as are incurred because of his willful misconduct or knowing violation of the criminal law. Unless a determination has been made that indemnification is not permissible, the Church may make advances and reimbursements for reasonable expenses incurred by an Indemnified Person in a proceeding upon receipt of an undertaking from him or her to repay the same if it is ultimately determined that he is not entitled to indemnification. Such undertaking shall be an unlimited, unsecured general obligation of the Indemnified Person and shall be accepted without reference to such person's ability to make repayment. The Elders may authorize the Church to make any other indemnification as it deems necessary or appropriate.

Article XV

EFFECTUAL POWER OF THE CONSTITUTION:

This Constitution shall take effect immediately upon its ratification by two-thirds vote. This Constitution shall remain in force as presently formulated or as duly amended according to Article XIII until this corporation is legally dissolved. This Constitution shall not be suspended or abrogated.