

Constitution
&
Bylaws
of

Immanuel Bible Church

Adopted January 30, 2000, revised 9-5-19

A Wisconsin Religious Society

PREAMBLE

We, the members of Immanuel Bible Church, do hereby ordain and establish the following articles, to which we cheerfully and voluntarily submit ourselves. Though founded upon biblical principles, this Constitution and Bylaws is neither a substitute for, nor a supplement to, the Word of God. It simply serves as a guide to aid in the application of biblical principles to church life. The Scriptures shall be the first and final authority on all church matters.

ARTICLE I

Name and Organization

This church is incorporated under the name of Immanuel Bible Church. It is a Wisconsin religious society with its principal offices in Sheboygan, Wisconsin. Immanuel Bible Church acknowledges only the Lord Jesus Christ as its Head and the Holy Scriptures as being the only infallible guide to matters of faith, doctrine, practice, discipline, and organization. Independent in its organization and policy, Immanuel Bible Church shall be and remain independent and autonomous, subject to the control of no denomination or other ecclesiastical body. We may freely participate in fellowship and activity with other churches of like faith and practice for the promotion of the Gospel of Jesus Christ and the edification of His Church, as long as these associations do not infringe upon the independence and autonomy of this local church.

ARTICLE II

Purpose

Immanuel Bible Church is organized exclusively for religious, charitable, and educational purposes. Our purpose is summarized as follows:

To glorify God by making disciples through:

Worshipping the Lord in spirit and Truth (John 4:24);
Edifying believers toward maturity through teaching the Word of God
(Colossians 1:28);
Equipping believers toward ministry through training in the Word of God
(Ephesians 4:12);
Fellowshipping with one another in the unity of the faith and the bond of love
(Ephesians 4:13; Colossians 3:14);
Evangelizing the lost with the Gospel of Truth (Acts 1:8; 1 Peter 3:15).

ARTICLE III

Covenant

In uniting with this local church, members subscribe to the following covenant:

Having been led by the Holy Spirit to trust Jesus Christ as our Lord and Savior; and on the profession of our faith in Him; having been baptized in the name of the Father, and of the Son, and of the Holy Spirit; we do now in the presence of God and this assembly enter into this covenant with one another as one body in Christ.

We pledge, therefore, to watch over one another in brotherly love; to remember each other in prayer; to aid each other in sickness, distress, and material need; to be slow to take offense and always ready for reconciliation.

We further agree, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church in biblical knowledge, holiness, and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline, and doctrines; to uphold its sacred precedence over all institutions of human origin; to contribute cheerfully, regularly, and generously to the support of its ministry and the spread of the Gospel to all nations.

We also pledge to maintain family and personal devotion to the Lord; to educate our children in Christian doctrine and principles; to seek the salvation of our kindred and acquaintances; to walk carefully in this world; to be just in our dealings, faithful in our responsibilities, and exemplary in our conduct; to reject every form of evil remembering that our bodies are the temple of the Holy Spirit; and to strive to grow in the grace and knowledge of our Lord and Savior, to Whom be the glory in the Church forever.

ARTICLE IV

Statement of Faith

The Doctrinal Statement of Immanuel Bible Church is as follows:

A. The Doctrine of the Scriptures

We believe the Bible is the only inspired, inerrant, infallible, and authoritative Word of God. We believe that God communicated through Spirit-controlled men so that the Scriptures are without error and, therefore, authoritative in all they teach and in all matters they touch (2 Peter 1:21; Psalm 119:140,160) and completely sufficient to address all matters pertaining to life and godliness (Psalm 19:7-11; 2 Peter 1:3). We believe that inspiration is both verbal (each word) and plenary (all of the words), resulting in the inerrancy of the original autographs (2 Timothy 3:16; Matthew 4:4). We believe that the thirty-nine books of the Old Testament and the twenty-seven books of the

New Testament constitute the completed canon of Scripture and the only absolute authority for Christian faith and practice.

B. The Doctrine of God

We believe in one God eternally existing in three persons: Father, Son, and Holy Spirit (Deuteronomy 6:4; 2 Corinthians 13:14). Each person in the Godhead is equal in essence and power, but distinct in function. We believe that God is self-existent (Exodus 3:14; 1 Timothy 1:17), spiritual in nature (John 4:24), infinite (Romans 11:33-36), omniscient (Psalm 139:1-6; 147:5), omnipresent (Psalm 139:7-16), omnipotent (Jeremiah 32:27; Matthew 19:26), eternal (Psalm 90:2), sovereign (Psalm 103:19; Ephesians 1:11), unchangeable (Malachi 3:6; James 1:17), love (1 John 4:8,16), and holy (Isaiah 6:3; 1 Peter 1:15). By holiness, it is meant that God is absolutely separate from and exalted above His entire creation and that He is free from every form of evil and is absolutely pure.

C. The Doctrine of the Lord Jesus Christ

We believe in the eternal Son of God as the second person of the triune Godhead, Who, without ceasing to be God, became man so that He might reveal God to man and be the propitiation for man's sin (Hebrews 1:1-2; John 1:1,14; Colossians 1:15-16; Philippians 2:5-11; John 8:58). We believe He was born of a virgin (Matthew 1:21-25); that He lived a sinless life (Hebrews 4:15); that He died, was buried, and rose bodily from the dead on the third day (1 Corinthians 15:3-4); ascended to heaven and is now exalted at the right hand of the Father making intercession for the elect (Acts 1:9; Hebrews 4:15-16; 9:24; 10:12). We believe that the Lord Jesus Christ willingly died on the cross of Calvary as a representative, punitive, and substitutionary sacrifice for sin (John 19:30; 1 Peter 3:18; 2 Corinthians 5:21). We believe that as Head of the Church, Christ will physically appear in the air to rapture His Bride, the Body of Christ (Colossians 1:18; 1 Thessalonians 4:16-17); and that after seven years, He will return to the earth to establish His kingdom (Revelation 20:1-6).

D. The Doctrine of the Holy Spirit

We believe in the deity and personality of the Holy Spirit (John 14:16,26; Acts 5:3-4). We believe the Holy Spirit convicts the world of sin, righteousness, and judgment (John 16:8-11), and is the Divine Agent of the new birth, bringing sinners to faith through the Word of God (John 3:1-8; Romans 10:17). We believe that at the moment of conversion, every believer receives the Holy Spirit in all His fullness, is baptized into the Body of Christ, sealed until the day of redemption, and receives spiritual gift(s) for service (1 Corinthians 6:19; 12:13; Ephesians 1:13; Romans 12:6-8). We believe that the Holy Spirit ministers to the believer by leading, teaching, empowering, interceding, producing spiritual fruit, and filling (controlling) those surrendered to God's Word (Romans 8:14, 26; 1 John 2:20,27; Acts 1:8; Galatians 5:22; Ephesians 5:18). We believe that the miraculous gifts of the Spirit (tongues, miracles, healing) were given for the purpose of laying the foundation of the Church and authenticating the Apostles' message and therefore faded away after the completion of the New Testament (1 Corinthians 13:8-13; 2 Corinthians 12:12; Hebrews 2:3-4).

E. The Doctrine of Angels and Satan

We believe in the existence of an innumerable company of angels created by God to serve Him in various capacities. These messengers of God possess the characteristics of personality—that of mind, emotion, and will; and they are immortal, spirit beings who possess great power (Hebrews 1:14, 12:22; Colossians 1:16; Nehemiah 9:6; 1 Peter 1:12; Luke 2:13). We believe in the existence and personality of Satan and his company of demons who rebelled against God. We believe that Satan was created holy, very powerful and beautiful, but, being lifted up with pride, fell from his holy state and led a company of angels in rebellion against God. His chief goal is to be like God

(Isaiah 14:12-15; Ezekiel 28:12-15; Matthew 25:41). He is a murderer and the Father of Lies (John 8:44); the adversary of both God and man (Ephesians 6:11-12; 1 Peter 5:8); the accuser of the brethren (Revelation 12:10); and the deceiver of unbelievers and nations (2 Corinthians 4:4; Revelation 20:3). We believe Satan's activity is limited by God's sovereign control (Job 1) and that future judgment awaits him and his demons in the eternal Lake of Fire (see Doctrine of the End Times).

F. The Doctrine of Man

We believe that man was created directly by God, free from any form of evolutionary process. Man was created in the image and likeness of God; possessing intellect, emotion, and will; and, having had God's life breathed into him, became a living soul (Genesis 1:27,31; 2:7; Psalm 139:13-16; John 1:3). We believe in the literal, historical account of Genesis chapter three; that man fell from his state of innocence into a state of rebellion and enmity with God. As a result, man became subject to physical and spiritual death, inherently corrupt, and the object of divine wrath. We believe that Adam was the federal representative of the human race so that all men inherit a sinful nature, are born into a state of separation from God, and are hopelessly lost apart from divine grace (Romans 5:12-21; Romans 3:23; 6:23; Ephesians 2:1-10).

G. The Doctrine of Sin

We believe that sin is anything, thought or deed, that is contrary to the holy character of God and that it originated in the historical Garden of Eden under the influence of Satan. We believe that sin is universal in man because all sinned in Adam and that sin always incurs the wrath of God (Genesis 3; Ezekiel 28:15; Romans 3:23; 5:12). We believe that all human beings sinned in Adam and, therefore, inherit a sin nature. The sin nature is the capacity to do any and all evil, which incurs God's righteous wrath and results in the total depravity of man. By total depravity, it is not meant that man cannot do anything that is good and acceptable in his own eyes or that every man is as evil as he could be, but rather that natural man is unable to do anything that will please God or obtain His merit. In addition to imputed sin, man is guilty before God because he personally sins (Romans 1:18-3:20; Ephesians 2:1-3). Upon conversion, the sin nature is not eradicated and the Christian is still capable of, though not in bondage to, sin (Romans 6:5-7; Galatians 5:16-26).

H. The Doctrine of Salvation

We believe that the salvation of lost and sinful man is wholly of God by grace alone through faith alone in Christ alone. We believe salvation is the work of the Triune Godhead in that the Father chose believers in Christ, the Son redeemed them with His blood, and the Spirit has sealed them unto the day of redemption (Ephesians 1:3-14). We believe the basis of salvation is the redemption found in Jesus Christ, the merit of His shed blood, and not human merit or works (Ephesians 1:7; 2:1-10; 1 Peter 1:18-19). As a result of his total depravity, man is completely unable to remedy his lost condition apart from repentance and faith in the Person and finished work of the Lord Jesus Christ on the cross of Calvary. This eternal salvation is a gift of God and all who believe in the Lord Jesus Christ, trusting Him alone for eternal life, are born again of the Holy Spirit, receive imputed righteousness, are justified in God's sight, set apart as God's own possession, and eternally secure in Christ (John 3:3-5; Romans 8:29-30; 2 Corinthians 5:21; Ephesians 2:8-10). Saving faith is a definite act of the whole person in turning to God and that, though good works cannot earn salvation, true salvation will always manifest itself by good works (James 2:14-26). The believer's sanctification is threefold. Sanctification is positional in that it refers to God's calling apart a sinner unto Himself (Galatians 1:6). Sanctification is progressive in that it refers to the ongoing work of the Holy Spirit in the life of the believer conforming him to the image of Christ (2 Corinthians 3:18; Colossians 3:10). Sanctification is ultimate (glorification) in that it refers to the day that the

believer's standing and his present state become one, being completely sanctified on that day in glory (1 John 3:2; 1 Thessalonians 5:23).

I. The Doctrine of the Church

We believe the Church was established by Jesus Christ and is composed of all believers in Christ called out of the world between Pentecost and the Rapture (Matthew 16:18; Acts 2; 1 Corinthians 12:13; Acts 2; Ephesians 1:22-23). We believe that the spiritual nature of the universal Church is to be manifested through the local church which is composed of baptized believers in Christ of the same locality who organize and assemble themselves together for the purpose of fulfilling the Great Commission through worship, instruction, training, fellowship, and evangelism (Matthew 28:18-20; John 4:24; Acts 1:8; 2:41-47; Colossians 1:28; 3:14; Ephesians 4:11-13). We believe that the two ordinances given to the local church by Christ are public baptism by immersion and the Lord's Supper (Matthew 28:18-20, 1 Corinthians 11:23-24), and the two offices of the church are that of Elder and Deacon (1 Timothy 3:1-13). We believe that each New Testament church is free to govern itself under the authority of the Word of God without interference from any other ecclesiastical body.

J. The Doctrine of the End Times

We believe that upon death, those who are saved experience conscious, eternal bliss in Heaven; and those who are lost experience conscious, eternal punishment in Hell (Matthew 25:46; Luke 16:19-31; 2 Corinthians 5:6-8). We believe in the imminent, personal, pretribulational, premillennial appearance of Christ to catch away His Church (1 Thessalonians 4:13-18; Titus 2:13). We believe that every saved person of the Church age will appear before the Judgment Seat of Christ to give an account for the stewardship of his Christian life (2 Corinthians 5:10; Romans 14:10). We believe that following the seven-year Tribulation Period, Christ will return with His saints to establish His Millennial Kingdom on earth (Revelation 20:1-6). We believe that after this thousand-year reign of Christ, every lost person will be resurrected to appear bodily before the Great White Throne Judgment and shall be cast into the Lake of Fire to suffer eternal punishment; preceded by the Antichrist, False Prophet, and Satan (Revelation 20). We believe that all who have placed their faith in Christ will live eternally with Him (John 3:16).

K. The Doctrine of Separation

We believe that every believer should be separated unto God from the world, and, by the aid of the indwelling Holy Spirit, should walk in a way that glorifies God (Romans 12:1-2; Ephesians 4; 1 Corinthians 10:31). We believe that every believer should strive to preserve a godly testimony and live in a manner worthy of the calling of Christ (Ephesians 4, 5). In the exercise of Christian liberty, every believer is responsible to guard against leading another brother or sister into temptation to sin (Romans 13:14; 14; Galatians 5:13; 1 Corinthians 8:9). We believe the Scriptures admonish us not to participate on a ministry level with other churches, organizations, or associations that violate clear teachings of the Word of God and are contrary to sound doctrine (2 Corinthians 6:14-7:1; 11:4; Galatians 1:8; 2 Timothy 2:16-18; Titus 3:10-11; 2 John 9-11; 2 Thessalonians 3:1-6).

L. The Doctrine of Creation

We believe that God spoke the universe into existence and made man (a special creation) from the dust of the earth (Genesis 1:1; Colossians 1:16; Nehemiah 9:6). We believe in the literal, historical record of the creation account as recorded in the book of Genesis. We believe that God completed His creative work at the close of the sixth day and that "all was good" (Genesis 1:31). We believe these were six literal, consecutive, twenty-four hour days with no gaps of time before, between, or after. God's creative work was entirely free of any form of evolutionary process.

M. The Doctrine of Biblical Manhood and Womanhood

We believe that God's design for the family is that husband and wife are of equal worth before God and that the husband has the God-given responsibility to lovingly provide for, to protect, and to lead his family. We believe that the wife is to lovingly and graciously submit herself to the servant leadership of her husband and serve as his helper in managing the household and nurturing the next generation (1 Corinthians 11:3; Galatians 3:28; Ephesians 5:22-33).

ARTICLE V

Government

Section 1 – Church Government

The government of this church is vested in its appointed Council of Elders who serve the church by carrying out responsibilities as designated in Article VII.

Section 2 – Civil Government

We believe that civil government is of divine appointment for the interests and good order of human society; that those in authority are to be prayed for, conscientiously honored and obeyed, except in those matters that oppose the Scriptures (Romans 13:1-7; 1 Peter 2:13-17; 1 Timothy 2:1-4). Our recognition of civil authority will be maintained and practiced and will only cease when government endeavors to impose upon this church any regulations that would require us to compromise the clear teachings of Scripture (Acts 5:17-29).

ARTICLE VI

Church Membership

Section 1 – Purpose of this Fellowship

The congregation of Christian believers who have applied for membership and have been duly accepted shall constitute a spiritual body, united for the spiritual purpose set forth in Article II of these Bylaws.

Section 2 – Qualifications for Membership

Active membership in Immanuel Bible Church shall be open to all persons sixteen (16) years of age and older who confess Jesus Christ as their personal Lord and Savior, have been baptized by immersion following conversion, have taken the new membership class prescribed by the Elders, and agree to support the church's Doctrinal Statement, Bylaws, and Constitution.

Section 3 – Applications for Membership

As a pre-requisite to acceptance, a person should fellowship faithfully and consistently with the church for a period of six (6) months, or at the discretion of the Elders. All requests for membership shall be made to an Elder or Deacon. Upon making such a request, the person will be given an application for membership along with a copy of the Doctrinal Statement and Bylaws contained in this Constitution. Following receipt of the completed application, each applicant shall subscribe to the Doctrinal Statement, Bylaws, and Constitution, and testify before the Elders. If deemed necessary, a letter of good report may be requested from the applicant's former church. Upon acceptance into membership by the Elders, the applicant must sever any membership previously held in his former church.

Section 4 – Admission of New Members

Upon admission to membership, applicants shall present themselves at a worship service to publicly affirm their membership covenant and be publicly welcomed as members.

Section 5 – Denial of Membership

If, upon review of an application for membership and after meeting with the prospective member, the Council of Elders determines that the applicant does not confess Jesus Christ as his or her Lord and Savior, or that there is a lack of evidence of a godly lifestyle or doctrinal agreement, membership shall be denied or postponed until a later date.

Section 6 – Voting Privileges

Membership in this church shall not vest in any member any property rights in the Corporation but shall only entitle the member to vote at meetings of the members on those matters submitted to the church membership by the Council of Elders. Voting privileges are restricted to members who are faithfully keeping the covenant as stated in Article III.

Section 7 – Responsibilities of Members

Members shall seek to exercise their spiritual gifts for the mutual benefit of the entire church body and shall submit to the loving leadership and rule of the Elders. Concerning its leaders, the church body is responsible to know and esteem them (1 Thessalonians 5:12-13), obey and submit to them (Hebrews 13:17), discipline them (if necessary) (1 Timothy 5:19-20), and imitate them insofar as their lives are exemplary according to the Word of God (Hebrews 13:7).

Section 8 – Discipline of Members

God has ordained Church Discipline for the purpose of returning to a biblical standard of conduct and doctrine in a member who errs (Galatians 6:1), maintaining purity in the local church (1 Corinthians 5:6), and deterring sin (1 Timothy 5:20). The goals of Church Discipline must always be the glory of God and the restoration of the brother or sister who errs.

Members of this church who err in doctrine or conduct shall be subject to dismissal according to Matthew 18:15-18. Before such dismissal, however, 1) it shall be the duty of any member of this church who has knowledge of the erring member's heresy or misconduct to warn and to correct such erring member in private in a spirit of humility, seeking his or her repentance and restoration. If the erring member does not heed this warning, then 2) the warning member shall again go to the erring member accompanied by one or two witnesses to warn and correct such erring member, seeking his or her repentance and restoration. If said erring member still refuses to heed this warning, then 3) it shall be brought to the attention of the Elders.

The Elders, upon careful and prayerful investigation, shall tell it to the church membership. If the erring member refuses to heed the warning of the Elders and the church, 4) he or she shall be excluded from the Lord's Table and publicly dismissed from the church. If, after dismissal, the erring member heeds the warning, demonstrates repentance, and requests reinstatement, he shall be publicly restored to membership.

More detailed procedures must be followed as explained in the Policy for Church Discipline contained in the Ministry Manual.

Section 9 – Removal from Membership Roll

A member may, at any time, withdraw his or her membership by letter of request to the Council of Elders. When a member has been absent from the regular services of this church for a period of six months and efforts have failed to encourage the absent member to be faithful to fulfill their responsibilities as a member according to Article III, he or she shall be removed from the

membership roll at the discretion of the Elders. Examples of exceptions are college students, those hospitalized, homebound, or in military service. Each removed member must receive a letter from the Council of Elders notifying him or her of change in membership status. Any who desire reinstatement will be required to follow the usual procedure for obtaining membership.

Section 10 – Regular Meetings

- A regular Annual Meeting of the church members shall be held at the principal office of the church in January of each year. At the Annual Meeting, the members shall consider reports of the ministries of the church and transact such other business as the Elders determine shall be brought before the church, including but not limited to, affirmation of the appointments made by the Council of Elders of those who shall serve as Elders for the coming year and the election of those qualified in the office of Deacon.
- An additional meeting in October of each year shall be held for the purpose of proposing and approving the church's financial budget for the coming fiscal year (January 1 to December 31). The Chairman shall also announce the Elders' appointment of a Nominating Committee of (at least) five (5) members and an Auditing Committee of three (3) members. In conducting all membership meetings, "Robert's Rules of Order Revised" shall prevail.

Section 11 – Special Meetings

Special meetings of the membership may be called at any time by order of the Council of Elders.

Section 12 – Notice of Meetings

Notice of membership meetings shall be given from the pulpit for two successive Sunday mornings prior to the meeting. In addition, notice shall be published in the regular church bulletin for two successive Sunday mornings prior to such meeting.

Section 13 – Quorum

At all meetings of the members, whether regular or special, fifty-one percent (51%) of the voting members shall constitute a quorum for the transaction of business.

Section 14 – Membership Rights

The rights of members are limited to those stated in the above sections.

ARTICLE VII

Elders

Section 1 – Responsibilities

The New Testament gives the oversight of the local church to a body of spiritually qualified men called Elders who are responsible to lead by servanthood, example, and divinely bestowed authority (1 Peter 5:1-4). The two main functions of Elders are shepherding and overseeing the flock of God. As shepherds, they are responsible to feed, lead, and protect God's flock. As overseers, they are to exercise oversight not under compulsion, but voluntarily, according to the will of God; not with greediness, but with eagerness; not lording it over God's flock, but proving to be examples. As undershepherds of the Chief Shepherd, Elders must approach this task with a great deal of seriousness, striving to be faithful to God for this stewardship. When Christ manifests Himself in all His glory, His faithful undershepherds will receive the "unfading crown of glory" (1 Peter 5:4).

Section 2 – Authority

The Council of Elders, who are responsible to God for the shepherding and oversight of the flock, shall direct all the activities and affairs of the Corporation subject to the limitations of the Articles in this Constitution and Bylaws and of pertinent restrictions of the Corporations Code of the State of Wisconsin. The Council of Elders shall have the following authority in addition to the other authority enumerated in these bylaws:

- (A) To select and remove all the officers, agents, pastors, staff, and employees of the church, prescribe such duties for them consistent with law, with the Articles of Incorporation, or with these Bylaws, fix the terms of their offices and their compensation.
- (B) To make such disbursements from the funds and properties of the church as are required to fulfill the purposes of Immanuel Bible Church as stated in this Constitution and Bylaws and generally to conduct, manage, and control the activities and affairs of the church and to make such rules and regulations consistent with law, with the Constitution and Bylaws, as they may deem best.
- (C) To approve of all educational materials or curriculum used in any and all ministries of the church.
- (D) To establish and maintain a Ministry Manual of policies and procedures for the church and its various ministries consistent with the purposes of Immanuel Bible Church.
- (E) To assist the Pastor-Teacher in the administration of the ordinances of Baptism and Lord's Supper.
- (F) To recommend the borrowing of money and the incurring of indebtedness for the purposes of the church subject to the approval of the church membership, conveyed through majority vote at a business meeting duly called for such purpose.
- (G) To be responsible to the congregation for the church's business transactions, the management and control of its real and personal property, and shall have the general oversight of all its agencies, programs, and subsidiary organizations.
- (H) To create committees and ministry teams to whom it may delegate any specified aspect of its responsibility. The Council of Elders has the authority to dissolve any committee or ministry team it created.
- (I) To call membership meetings for the purpose of recommending such action as calls for a vote from the membership or for the receiving of advice and counsel from the church members.
- (J) The Council of Elders shall not encumber itself with the loaning, transfer, sale, or purchase of any real estate for the church except by the express authorization of the membership, conveyed through majority vote at a business meeting duly called for such purpose.
- (K) To act as the trustees of the Corporation.

Section 3 – Number of Elders

The number of Elders shall be limited to those who are biblically qualified and whose spiritual qualification is recognized by the church at large. It shall never be necessary to fill these offices if such qualified men are not available. If the number of qualified men is two (2) or less, the existing Elders shall recommend to the church membership for affirmation the names of two (2) or more additional men to serve in an advisory capacity.

Section 4 – Nomination, Selection, and Tenure of Office

Recommendations to fill the office of Elder shall be requested once a year from all church members. A Nominating Committee consisting of not less than five (5) active church members shall be appointed by the Council of Elders, who will also designate a chairman of the committee. This committee shall review all nominations and determine each nominee's qualifications. Members of the nominating committee may be nominees, but no committee member shall nominate himself. Two members of this committee shall then visit with the prospective nominees to assess their qualifications and willingness to serve. A proposed slate of nominees prepared by the nominating

committee shall then be submitted to the pastors, other staff members, Deacons, and any others designated by the Council of Elders for their review and comment. Upon receiving these comments, the nominating committee will submit the slate of nominees (which may be revised) to the Council of Elders, along with any comments. The Council shall then approve, disapprove, or add to the list of nominees. The Secretary shall publicly post the nominees approved by the Elders in alphabetical order at least two weeks prior to the Annual Meeting of the church members. At this meeting, the slate of nominees shall be presented to the members to affirm the decision of the Elders. If the slate of nominees is affirmed, the newly appointed Elders shall assume office immediately. Affirmation shall require three-fourths (3/4) vote. Each Elder shall serve until the next Annual Meeting, at which time he may, if presented by the Council, be affirmed to serve another year. There shall be no limit to the number of consecutive years an Elder may serve so long as he receives annual affirmation from the church membership.

Section 5 – Qualifications

Each Elder must be an active member of this church for a minimum of one (1) year, demonstrate a spirit of servanthood, and possess the qualifications described in 1 Timothy 3:1-7 and Titus 1:6-9. He shall be:

- (A) Male (1 Timothy 2:9-15; 3:1; Titus 1:6).
- (B) Blameless as a steward of God, above reproach (1 Timothy 3:2; Titus 1:6-7).
- (C) Husband of one wife (1 Timothy 3:2; Titus 1:6).
- (D) Temperate, sober-minded, vigilant (1 Timothy 3:2).
- (E) Serious-minded, prudent, sensible (1 Timothy 3:2; Titus 1:8).
- (F) Well-ordered, respectable (1 Timothy 3:2).
- (G) Hospitable (1 Timothy 3:2; Titus 1:8).
- (H) Able to teach; he can exhort believers and refute false teaching (1 Timothy 3:2; Titus 1:9).
- (I) Not addicted to intoxicating substances (1 Timothy 3:3; Titus 1:7).
- (J) Not a fighter; not violent; not pugnacious (1 Timothy 3:3; Titus 1:7).
- (K) Patient, moderate, forbearing, gentle, reasonable (1 Timothy 3:3).
- (L) Not quarrelsome, uncontentious (1 Timothy 3:3).
- (M) Not quick-tempered; not a brawler (Titus 1:7).
- (N) Not covetous; not a lover of money; not greedy for gain (1 Timothy 3:3; Titus 1:7).
- (O) Rules his own house well. His children are faithful; not accused of rebellion to God (1 Timothy 3:4; Titus 1:7).
- (P) Not a novice; not a new convert (1 Timothy 3:6).
- (Q) Has a good reputation with those outside the church (1 Timothy 3:7).
- (R) Not self-willed (Titus 1:7).
- (S) Not quick-tempered (Titus 1:7).
- (T) A lover of what is good (Titus 1:8).
- (U) Just, righteous (Titus 1:8).
- (V) Holy, devout (Titus 1:8).
- (W) Self-controlled (Titus 1:8).

In addition to the above stated qualifications, each member of the Council of Elders must be free from membership in religious or social oath-bound societies, lodges, or organizations.

Section 6 – Vacancies

Any Elder may resign effective upon giving written notice to the Chairman or Secretary of the Council of Elders, unless the notice specifies a later time for the effectiveness of such resignation. If the resignation is to take effect at some future time, a successor may be selected before that time. A vacancy or vacancies in the Council of Elders shall be deemed to exist in the case of death,

resignation, or removal of any Elder, or if the need for additional Elders is confirmed in the mind of the existing Council.

Section 7 – Removal of Elders

Any Elder may be removed from office if he becomes physically incapacitated, spiritually unqualified, or his inability to serve is established in the minds of the remainder of the Council of Elders.

Section 8 – Quorum

A majority of the Elders currently serving shall constitute a quorum except when a vacancy or vacancies prevents such majority. Whenever the matter to be considered concerns calling or dismissing a pastor, or buying or selling real estate, a quorum shall consist of not less than two-thirds of the members of the Council. The act or decision done by the Elders present at a meeting duly held at which a quorum is present shall be the act of the Council of Elders.

Section 9 – Regular Meetings

Regular meetings of the Council of Elders shall be held at least quarterly unless otherwise modified by the Council of Elders. Regular meetings shall be open to church members. The Council of Elders reserves the right to go into executive session at any time without observers.

Section 10 – Special Meetings

Special meetings of the Council of Elders may be called at any time by order of the Pastor-Teacher, Chairman or Vice-Chairman or the Secretary of the Council of Elders.

Section 11 – Rights of Inspection

Every Elder shall have the right at any reasonable time to inspect and copy all books, records, and documents of every kind, with the exception of membership giving records, and to inspect the physical properties of the church of which such person is an Elder, for a purpose reasonably related to such person's interest as an Elder.

Section 12 – Decisions of the Elders

Decisions shall be reached after prayerful consideration by seeking a unanimous vote in a spirit of humility, with each Elder regarding one another as more important than himself.

Section 13 – Fees and Compensation

Elders (as such) shall not receive any stated or fixed salary for their services, however, nothing herein contained shall be construed to prevent any Elders from serving the church in any other capacity and receiving compensation. For example, vocational pastors are members of the Council of Elders who are supported financially by the church in return for their vocational labors. Any person receiving compensation directly or indirectly from Immanuel Bible Church shall not be in a position to determine the nature or amount of their compensation.

ARTICLE VIII

Deacons

Section 1 – Responsibilities

The example of the office of Deacon is found in Acts 6:1-7 and arose out of the priority of church shepherds to devote themselves more fully to the ministry of the Word and prayer (Acts 6:1-7). As

compassionate servants, the Deacons shall assist the Elders in the spiritual care of the church, assist the Pastor-Teacher at communion and baptismal services, oversee the ushers, and perform other duties as assigned by the Council of Elders.

The Deacons shall oversee the repair and maintenance of the church property according to the approved church budget and the availability of funds. They shall have the authority to delegate work to willing and able persons. They shall assist the Council of Elders in the development of an annual budget proposal to be brought to the church membership at its October meeting. As servants of God, Deacons must approach this task with a great deal of seriousness, striving to be faithful to God for this stewardship, for those who have served well as Deacons obtain for themselves a high standing and great confidence in the faith that is in Christ Jesus (1 Timothy 3:13).

Section 2 – Number of Deacons

The number of Deacons shall be determined by the Elders' assessment of the needs of the church body. It shall be limited to those who are biblically qualified and whose spiritual qualification is recognized by the church at large. It shall never be necessary to fill the office of Deacon if such qualified men are not available.

Section 3 – Qualifications

Each Deacon must be an active member of this church for a minimum of one (1) year, demonstrate a spirit of servanthood, and possess the qualifications described in 1 Timothy 3:8-13. He shall be:

- (A) Male (1 Timothy 3:8).
- (B) Dignified (1 Timothy 3:8).
- (C) Not double-tongued (1 Timothy 3:8).
- (D) Not addicted to intoxicating substances (1 Timothy 3:8).
- (E) Not greedy for gain (1 Timothy 3:8)
- (F) Holding to the mystery of the faith with a clear conscience (1 Timothy 3:9).
- (G) First tested and found beyond reproach (1 Timothy 3:10).
- (H) If married, his wife must be dignified, not a malicious gossip, temperate, and faithful (1 Timothy 3:11).
- (I) Husband of one wife (1 Timothy 3:12).
- (J) Good manager of his children and household (1 Timothy 3:12).

In addition to the above stated qualifications, each Deacon must be free from membership in religious or social oath-bound societies, lodges, or organizations.

Section 4 – Nomination, Selection, and Tenure of Office

The nomination and selection of Deacons shall be done in the same manner as for Elders, as set forth in Article VII, Section 4 of these Bylaws, except they shall be elected at the Annual Meeting by a three-fourths (3/4) vote. Each Deacon shall serve until the next Annual Meeting, at which time he may, if placed on the ballot through the nomination process, be re-elected to serve another year. There shall be no limit to the number of consecutive years a Deacon may serve, provided the above manner of election is followed.

Section 5 – Regular Meetings

Regular meetings of the Deacons shall be held at least quarterly unless otherwise modified by the Deacons. Regular meetings shall be open to church members.

ARTICLE IX

Pastor-Teacher

Section 1 – Selection and Election

The Pastor-Teacher shall be selected by the Council of Elders and confirmed by the members, and such confirmation shall be three-fourths (3/4) of all the votes cast. He shall remain in office an indefinite period of time subject to the following reservations: the Elders reserve the right to dismiss the Pastor-Teacher upon giving him one month's written notice of its intention to dismiss. Dismissal requires a three-fourths (3/4) vote of the membership. The Pastor-Teacher must give one month's notice if he intends to resign. The time limit of a Pastor-Teacher's resignation or dismissal is subject to a lesser time if both the Pastor-Teacher and the church by mutual agreement provide otherwise. In the event that the Pastor's ministry is terminated abruptly, he shall be entitled to one month's regular salary.

Section 2 – Duties

The Pastor-Teacher shall be an ex-officio member of all councils and committees and he shall be responsible to the Council of Elders. His duties shall include the direction and performance of the pulpit ministry for the equipping of the saints for the work of service to the building up of the body of Christ (Ephesians 4:11-12; 2 Timothy 4:1-5).

ARTICLE X

Other Pastoral Staff

As dictated by the ministry needs and aims of the church, the Council of Elders shall have the authority to recommend to the membership the hiring of additional vocational pastors to assist the Pastor-Teacher in associate roles. All pastoral staff shall meet the qualifications of Elder, serve under the direction of the Pastor-Teacher, and be responsible to the Council of Elders.

ARTICLE XI

Ordination and Commissioning

Section 1 - Ordination

The Council of Elders shall have the authority to call an ordaining council for the purpose of examining and ordaining suitable men into the Gospel ministry. Ordination refers to the unanimous recognition by the Council of Elders of a man's call to the ministry, preparation as a shepherd, and qualification to serve. Ordination shall be conferred for life, so long as the man continues to manifest the qualifications of the office.

Section 2 – Commissioning

When local church certification is required for ministry where ordination would be unnecessary or inappropriate, a person is commissioned by the Council of Elders to minister. This authorization continues as long as the opportunity to minister remains in effect.

ARTICLE XII

Receipt, Investment, and Disbursement of Funds

Section 1 – Receipt of Funds

The Corporation shall receive all monies or other properties transferred to it for the purposes for which this church was formed. However, nothing contained herein shall require the Council of Elders to accept or receive any money or property of any kind if it shall determine in its discretion that receipt of such money or property is contrary to the expressed purposes of this church as shown by these articles.

Section 2 – Investment and Disbursement of Funds

The church shall hold, manage, and disburse any funds or properties received by it from any source in a manner that is consistent with the expressed purposes of this church.

ARTICLE XIII

Ordinances

Immanuel Bible Church recognizes two ordinances given to the local church by the Lord Jesus Christ and practiced by the New Testament church as public testimonies of faith in Him that are to be followed until His return.

- The Lord's Supper shall be given at least four times a year to all who profess that Jesus Christ is their personal Lord and Savior, and desire to participate (Luke 22:14-20; I Corinthians 11:23-24).
- Water baptism by immersion will be administered to any person who publicly confesses personal faith in Jesus Christ and desires to obey God's command to be baptized (Matthew 28:18-20; Acts 2:41, 18:8).

ARTICLE XIV

Conflict Resolution

God's Word teaches that Christians are prohibited from bringing civil lawsuits against other Christians or the church to resolve personal disputes (1 Corinthians 6:1-8). We believe the church possesses all the resources necessary to resolve personal disputes between members. If any dispute arises between church members, pastors, officers, or staff pertaining to any matters of spiritual teaching or practices, church finances, or title to property purchased with church contributions; the dispute shall be resolved by the Council of Elders. A decision shall be reached according to the policies and procedures for resolving these issues contained in the Ministry Manual and only after prayerful consideration in a spirit of humility with each Elder regarding one another as more important than himself.

ARTICLE XV

Amendments

This Constitution and Bylaws may be amended at any business meeting of the church by a three-fourths (3/4) vote of the membership. The proposed amendment, having been prepared by the Council of Elders, shall be printed and distributed to the membership at least two (2) weeks prior to such meeting.

ARTICLE XVI

Dispersion of Assets and Dissolution

Section 1 – Dispersion of Assets

Any member, or group of members, withdrawing from or disciplined from membership, hereby forfeits all rights and privileges to any and all properties belonging to the church. No part of the net income of the church shall ever profit any donor, member, director, staff, officer of the church, or any private individual.

Section 2 - Dissolution

"Dissolution" means the complete disbanding of this church so that it no longer functions as a congregation or as a corporate entity. Upon the dissolution of the corporation, and after paying or making full provision for the payment of all debts and liabilities of the corporation, the net assets of the corporation shall be distributed as determined by the Council of Elders to a nonprofit religious organization or organizations as defined under Sec. 501(c)(3) of the Internal Revenue Code, which is exempt under Sec. 501(a) of the Internal Revenue Code (or of any future corresponding provision of any future United States Internal Revenue Code) and which is in agreement with the statement of faith contained herein. However, in the event that no nonprofit organization or organizations are designated by the Council, then the assets of the organization shall be paid into the Court of Common Pleas of the County in which the corporate offices were located for distribution by the Court to a similar nonprofit religious organization. In no event shall any of the assets of the corporation be distributed to the directors, officers, or members of the corporation.

ARTICLE XVII

Officers of the Corporation

Section 1 – Officers

The officers of the Corporation shall be Chairman, Vice-Chairman, Secretary, and Treasurer. The Corporation may also have, at the discretion of the Council of Elders, other officers as may be appointed in accordance with the provisions of Section 3 of this article.

Section 2 – Election

The officers of the Corporation, except such officers as may be appointed in accordance with the provisions of Section 3, 5, or 10 of this Article, shall be chosen annually by, and shall serve at, the pleasure of the Council of Elders. Each officer shall hold his office until he shall resign, be removed, or become otherwise disqualified to serve, or until his successor shall be elected and qualified.

Section 3 – Subordinate Officers

The Council of Elders may appoint, and may empower the Chairman to appoint, such other officers as the business of the Corporation may require, each of whom shall hold office for such period, have such authority, and perform such duties as are provided in the Bylaws or as the Council of Elders may determine.

Section 4 – Removal and Resignation

Any officer may be removed, either with or without cause, by the remainder of the Elders at any time, at any regular or special meeting of the Council, or by any officer upon whom such power of removal may be conferred by the Council of Elders.

Any officer may resign at any time without prejudice to the rights, if any, of the Corporation by giving written notice to the Council of Elders, Chairman or Secretary of the Corporation. Any such resignation shall take effect at the date of receipt of such notice or any later date specified therein. The acceptance of such resignation shall not be necessary to make it effective.

Section 5 – Vacancies

A vacancy in any office because of death, resignation, removal, disqualification, or any other cause shall be filled in the manner prescribed in the Bylaws for regular election or appointment to such office, provided that such vacancies shall be filled as they occur and not on an annual basis.

Section 6 – Inability to Act

In the case of absence or inability to act of any officer of the Corporation and of any person herein authorized to act in his place, the Council of Elders may from time to time delegate the powers or duties of such officer to any other officer or other person whom the Council may select.

Section 7 – The Chairman

The Chairman, subject to the direction of the Council of Elders, shall have general supervision, direction, and control of the activities and officers of the Corporation. As a member of the Council of Elders, he shall preside at all meetings of the Council which are to be conducted according to scriptural principles such as set forth in Philippians 2:2-8, and Robert's Rules of Order. He shall provide a written agenda for all Council and membership meetings. He shall be an ex-officio member of all standing committees, if any, and shall have such powers and duties as may be prescribed by the Council of Elders or the Bylaws. At the October meeting of the membership, he shall announce the Council's appointment of a Nominating Committee of at least five (5) members and an Auditing Committee of at least three (3) members. In the absence of the Pastor, the Chairman shall be responsible for the leadership of the church service.

Section 8 – Vice Chairman

In the absence or disability of the Chairman, the Vice-Chairman shall perform all the duties of the Chairman, and when so acting shall have the powers of, and be subject to all the restrictions upon, the Chairman. As a member of the Council of Elders, the Vice-Chairman shall have such other powers and perform such other duties as from time to time may be prescribed for him by the Council of Elders or the Bylaws.

Section 9 – Secretary

The Secretary shall keep, or cause to be kept, a book of minutes at the principal office or such other place as the Council of Elders may order, of all meetings of the members, the Council and its committees, with the time and place of holding, whether regular or special, and if special, how authorized, the notice thereof given, the name of those present at the meetings, the Council and committees' meetings, and the proceedings thereof.

The Secretary shall keep, or cause to be kept, at the principal office in the State of Wisconsin the original and a copy of the Corporation's Articles and Bylaws, as amended to date.

The Secretary shall give, or cause to be given, notice of all meetings of the Council and any committees thereof required by these Bylaws.

The Secretary shall keep, or cause to be kept, at the principal office of the Corporation, a church membership register showing the names of the members and their addresses.

Section 10 – Treasurer

The nomination and selection of Treasurer shall be done in the same manner as for Deacons, as set forth in Article VIII, Section 4 of these Bylaws. The Treasurer shall be elected at the Annual Meeting by a three-fourths (3/4) vote for a term of one (1) year. There shall be no limit to the number of consecutive years the Treasurer may serve provided the above manner of election is followed. The Treasurer shall receive and record all contributions and shall deposit weekly all monies in the name and to the credit of the Corporation as designated. He shall keep an accurate account of the funds received and disbursed by the church. He shall make the financial reports at each regular meeting of the Council of Elders and at the October and Annual Meeting of the members. He shall also order and distribute offering envelopes to all members and regular donors. He shall supply each member family with quarterly financial reports of the church to be placed in the mailboxes at the church facility. The Treasurer shall also submit a proposed budget for the coming year to the Elders and Deacons prior to their October meeting. The books of account, with the exception of membership giving records, shall at all reasonable times be open to inspection by any Elder at the discretion of the Council of Elders. He shall disburse the funds of the Corporation as may be ordered by the Council of Elders, shall render to the Chairman and the Elders, whenever they request it, an account of all his transactions and of the financial condition of the Corporation, and shall have such powers and perform such other duties as may be prescribed by the Council of Elders.

Section 11 – Installation of Officers

Officers shall be installed and assume the responsibilities of their offices on the first Sunday following the Annual Meeting. All officers are required annually to sign a copy of the Doctrinal Statement of the church, signifying their agreement, to be filed with the Secretary within one month following the Annual Meeting.

ARTICLE XVIII

Adoption

This Constitution and Bylaws was adopted this 30th day of January, 2000, by a three-fourths (3/4) vote and supersedes and cancels all other constitutions and amendments and shall be effective immediately.

In witness whereof, I have hereunto set my hand this 30th day of January, 2000.

Jeff Valind
Secretary

Amendment re: Removal from Membership Roll
(adopted July 25, 2010)

“A member may, at any time, request that his or her membership be withdrawn by letter of request to the Council of Elders. However, a member who is errant in doctrine or conduct so as to become subject to the discipline process of the previous section shall remain subject to that process, including public dismissal from the church, notwithstanding his or her attempt to withdraw membership under this section.”

Amendment re: Marriage and Human Sexuality
(adopted April 26, 2015)

1. Marriage – Marriage is a biblical institution established by God as clearly described in the Scriptures. This Church recognizes that marriage is the uniting of one man and one woman in covenant commitment for a lifetime. Accordingly, this Church, its pastors, staff and members will not participate in same sex unions or same sex marriage, nor shall its property or resources be used for such purposes.
2. Human Sexuality – The Bible teaches that legitimate sexual relations are exercised solely within marriage. Hence, this Church opposes all forms of sexual immorality, including, but not limited to, adultery, homosexuality, and pornography.