

By-Laws of Living Hope Community Bible Church

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The By-Laws of Living Hope Community Bible Church

This is the first By-Laws of Living Hope Community Bible Church and was provisionally approved for one year ending at the annual meeting in 2017.

Witness

The following signatories witness the adoption of the by-laws during a business meeting of the church. This was accomplished according to due process as described in the presiding church constitution.

Chairman of the Church	Date (mm/dd/yyyy)
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Church Clerk	Date (mm/dd/yyyy)
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Article I. Membership.

Section A. General.

1. Requirements for Members:
 - a. Faith in Jesus Christ as Savior and Lord, and evidence of a desire to live a consistent Christian life.
 - b. An understanding of Christian doctrine and belief.
 - c. Agreement with the Statement of Faith, Purpose, Vision, Core Values and Covenant of this church.
 - d. Concurrent membership in no other church.
 - e. Baptism by immersion.
2. Admission Procedure for Membership.
 - a. The Board of Elders shall interview all candidates for membership.
 - b. Upon receiving approval by the Board of Elders, the candidate shall be presented by a member of the Board of Elders for reception into membership.
 - c. Persons may be received into membership at any business meeting of the church according to the rules for routine business in Article VII.3(b) of this By-Laws.
3. Reception and Release
 - a. Reception. Reception of members may be voted upon at any business meeting of the church, without special notice being given.
 - b. Release.
 - (1) Membership may be terminated either by request of the member, automatically (see Article I.A.3(b)(2)), or by action of the Board of Elders. Action by the Board of Elders may be taken for the following reasons: persistent misconduct, extended disinterest or non-involvement. Both the individual involved and the membership shall be notified in advance of such recommendation.
 - (2) Whenever a member joins another church, his or her membership in Living Hope Community Bible Church automatically terminates. No church action is necessary.
 - (3) The membership may grant restoration of membership upon recommendation of the Board of Elders, according to the rules for routine business in Article VII.3(b) of this By-Laws.

4. Special Provisions. Persons in the following situations may pursue membership at another church while continuing to maintain their membership at Living Hope Community Bible Church:
 - a. Students who study at a campus outside the local area.
 - b. People whose work requires a temporary residence elsewhere for a period of time.
 - c. Those who maintain a second residence elsewhere for part of the year.
 - d. Missionaries who consider this their home church.
 - e. Others approved by the Board of Elders on a case-by-case basis.

Section B. Membership Responsibilities and Privileges.

1. Responsibilities of a Member in Good Standing.
 - a. Regularly attend the services of the church to worship God and fellowship with other Christians.
 - b. Live in accordance with the Church Covenant as evidenced by a life of faith in Christ and obedience to His Word.
 - c. Contribute offerings cheerfully and regularly to the support of this church and its ministries.
2. Privileges.
 - a. All members in good standing of 30 days or more may vote on all matters to be determined by the congregation.
 - b. Serve in any capacity, contingent upon the appropriate election or appointment of such service.

Article II. Vocational Pastors and Ministers.

Section A. Definition.

1. The ministerial staff shall consist of Vocational Pastors and Vocational Ministers.
2. Vocational Pastors are ordained ministers or candidates for ordination who have devoted their vocational lives to the ministry of the Word and prayer, in service of the church of Jesus Christ. Vocational Pastors shall consist of the Senior Pastor and Associate Pastors.
3. Vocational Ministers are persons who desire to serve the Church of Jesus Christ on a vocational basis, but do not plan to pursue licensure or ordination to the ministry of pastor.
4. Both Vocational Pastors and Vocational Ministers are supported financially by the church in return for their vocational labors.

Section B. Qualifications.

1. Vocational Pastors shall exhibit genuine Christian character as described in I Timothy 3:1-7 and Titus 1:5-9, be able to teach and preach accurately and effectively the Word of God, and express a desire to shepherd the flock of God in this local church. Vocational Ministers shall exhibit the qualifications expressed in 1 Timothy 3:8-12.
2. Vocational Pastors and Ministers must be in full accord with the church's constitution and by-laws.

Section C. Duties.

1. Vocational Pastors shall perform the duties determined by the Board of Elders and approved by the church. The Senior Pastor shall serve as an elder of the church, and shall share in the duties of the Board of Elders, with particular responsibility to pray, study, preach and teach the Word of God and administer Christian ordinances. Associate Pastors shall assist the Senior Pastor in the accomplishment of the Pastoral ministry, and may participate on the Board of Elders in a non-voting capacity.

2. Vocational Ministers shall serve the church in performing duties necessary to support or carry out the ongoing operation or ministries of the church, as described in the duties of Deacons (Article IV.B3). Their specific duties will be determined by the Board of Elders and approved by the church.

Section D. Ministry Relationships.

1. The Senior Pastor shall direct the ministerial staff (Associate Pastors, Vocational Ministers) and ministry team leaders, providing counsel, encouragement and direction, so as to assist them in the accomplishment of their calling.

2. The ministerial staff and ministry team leaders shall report to the Senior Pastor either directly or through a member of the ministerial staff he shall delegate.

3. The Senior Pastor shall be accountable to the congregation through the Board of Elders for the performance of his duties.

Section E. Compensation.

1. The salary and benefits for the ministerial staff shall be negotiated between the pastor or minister and the call committee at the time of the call.

2. Compensation will be reviewed annually with each pastor or minister. The church may assemble a Church/Pastoral Relations Committee, composed of a member of the Board of Elders, and two members in good standing appointed by the Board of Elders, to advocate for the financial and personal needs of the church's pastors and vocational ministers.

Section F. Selection and Call.

1. When necessary to call a vocational pastor or minister, the Board of Elders shall form a Pastoral Search Committee.

2. The Pastoral Search Committee shall consist of the Chairman of the Board of Elders, and four members in good standing, and may include two deacons/deaconesses. The Board of Elders shall nominate deacons/deaconesses and members to serve on this committee, and shall present them to the membership for affirmation at any business meeting of the church.

3. The Pastoral Search Committee shall take all the necessary steps to fill the vocational position. The committee shall thoroughly investigate the merits of the candidates in regard to character, education, experience and skills. The committee shall then recommend a candidate to the membership for their consideration.

4. The calling of a vocational pastor or minister shall be done by ballot, according to the rules for special business in Article VII.A.3 of this By-Laws.

Section G. Termination.

1. If, for whatever reason, it be deemed wise to terminate the relationship between a vocational pastor or minister and the church, at least thirty (30) days notice shall be given to the church by the pastor, or to the pastor by the church, unless otherwise mutually agreed upon.

2. By Resignation. The question of resignation shall be considered by the Board of Elders at any time upon the presentation of the pastor's or minister's resignation.

3. By Grievance. Where a grievance exists against a pastor or minister, such grievance may be brought before the Board of Elders by any two members in good standing. The Board of Elders shall make every reasonable effort to resolve the grievance. If, after these efforts, the Board of Elders recommends terminations, the pastor's or minister's call may be terminated at any business meeting according to the rules for special business in Article VII.A.3 of this By-Laws.

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 - a. Students who study at a campus outside the local area.
 - b. People whose work requires a temporary residence elsewhere for a period of time.
 - c. Those who maintain a second residence elsewhere for part of the year.
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 - e. Others approved by the Board of Elders on a case-by-case basis.

Section B. Membership Responsibilities and Privileges.

1. Responsibilities of a Member in Good Standing.
 - a. Regularly attend the services of the church to worship God and fellowship with other Christians.
 - b. Live in accordance with the Church Covenant as evidenced by a life of faith in Christ and obedience to His Word.
 - c. Contribute offerings cheerfully and regularly to the support of this church and its ministries.
2. Privileges.
 - a. All members in good standing of 30 days or more may vote on all matters to be determined by the congregation.
 - b. Serve in any capacity, contingent upon the appropriate election or appointment of such service.

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Section A. Definition.

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3. Vocational Ministers are persons who desire to serve the Church of Jesus Christ on a vocational basis, but do not plan to pursue licensure or ordination to the ministry of pastor.
4. Both Vocational Pastors and Vocational Ministers are supported financially by the church in return for their vocational labors.

Section B. Qualifications.

1. Vocational Pastors shall exhibit genuine Christian character as described in 1 Timothy 3:1-7 and Titus 1:5-9, be able to teach and preach accurately and effectively the Word of God, and express a desire to shepherd the flock of God in this local church. Vocational Ministers shall exhibit the qualifications expressed in 1 Timothy 3:8-12.
2. Vocational Pastors and Ministers must be in full accord with the church's constitution and by-laws.

Section C. Duties.

1. Vocational Pastors shall perform the duties determined by the Board of Elders and approved by the church. The Senior Pastor shall serve as an elder of the church, and shall share in the duties of the Board of Elders, with particular responsibility to pray, study, preach and teach the Word of God and administer Christian ordinances. Associate Pastors shall assist the Senior Pastor in the accomplishment of the Pastoral ministry, and may participate on the Board of Elders in a non-voting capacity.

Article III. Other Paid Personnel.

The church may employ personnel in addition to ministerial staff. The compensation for such personnel will be set by the Board of Elders, and must be approved by the congregation at a church business meeting. The Board of Elders shall be responsible (under the counsel of the senior pastor) for determining compensation and duties, hiring, supervising, evaluating, and terminating all such employees. Authority to exercise these responsibilities on behalf of the Board of Elders may be delegated.

Article IV. Officers

Section A. Elders.

1. Composition.
 - a. The Elders shall be composed of men, elected by the membership of the church to serve in this capacity.
 - b. There shall be at least three lay elders, provided the church deems there are enough qualified men to fill this number. Beyond this minimum number, there shall be no more than one additional lay elder for every 15 church members, as determined by the needs of the ministry and by the call and qualifications of men in the church.
2. Qualifications. Elders and nominees for the office of Elder shall be members of Living Hope Community Bible Church in good standing, and shall be qualified for the office as specified in I Timothy 3:1-7, Titus 1:6-9, and I Peter 5:1-4.
3. Duties: The Elders, with the Senior Pastor, shall pursue the following duties:
 - a. Provide leadership to the church by forming and articulating vision, setting goals, and marshaling the resources of the church to reach those goals.
 - b. Equip the church membership for service, including but not limited to the following: Examining candidates for membership, maintaining a current membership roster, providing for worship, teaching the Word of God and administering ordinances, developing fellowship, preparing and encouraging the church for evangelism, providing church discipline in accordance with Scripture, establishing ministry teams and preparing and appointing leaders as appropriate to carry out the vision and mission of the church.
 - c. Oversee the operations of the church, its officers, and its appointed agents; discuss and decide business pursuant to the effective operation of the church and ensure an annual audit of church finances.
 - d. Adopt and maintain by-laws for the administration of the church in accordance with its constitution.
 - e. Provide for the orderly conduct of church business, decision-making, and discernment, through the organization of business meetings, the provision of a moderator, and the recording of official church business.
 - f. Perform other functions as directed by the members.
4. Organization.
 - a. Elders shall be equal in authority but may be specialized in function.
 - b. The Elders shall meet as necessary to carry out their duties, but at least once a quarter.
 - c. The Elders shall elect a chairman and vice-chairman from among the lay elders, who shall serve as the chairman and vice-chairman of the church respectively. The chairman shall serve as president of the corporation. The elders shall serve as directors of the corporation.
 - d. A quorum for meetings of the Elders shall be at least on-half of the lay elders plus the Senior Pastor.
5. Term of Office.

- a. Elders shall serve a 3 year term beginning the first of February of the year elected. Elders may be elected to 3 consecutive terms, after which the elder must take a sabbatical year before he may be elected to another term.
- b. Elders elected to finish the term of a resigned or removed elder will serve until the end of the original elder's term.

Section B. Deacons/Deaconesses.

1. Composition. The deacons/deaconesses shall be lay men and women, appointed by the Board of Elders and affirmed by the church membership to serve in this capacity. The number of deacons/deaconesses shall be determined by the needs of the ministry and the call and qualifications of men and women in the church.
2. Qualifications. Deacons and deaconesses shall be members of Living Hope Community Bible Church in good standing, and shall be qualified for the office as specified in I Timothy 3:8-12.
3. Duties.
 - a. Guide, coordinate and evaluate all ministries as delegated by the Board of Elders.
 - b. Administer a fund to assist the poor and needy and provide other aid in time of crisis or distress.
 - c. Coordinate a visitation ministry to the sick and elderly.
 - d. Organize the maintenance of church properties and facilities.
 - e. Administer the business affairs of the church pertaining to material assets.
4. Organization.
 - a. Deacons/deaconesses shall be equal in authority but may be specialized in function.
 - b. Deacons/deaconesses shall be organized under the direction of the Board of Elders to best serve in leading the ministry teams of the church, as well as providing mercy care and benevolence needs in the church community.
5. Term of Office. Deacons/deaconesses shall serve 3 year terms beginning the first February of the year appointed. They may serve successive terms without term limits.

Section C. Other Officers.

1. General. One person shall not simultaneously fill offices of Financial Secretary, Treasurer, and Auditor or any combination thereof.
2. Financial Secretary. The financial secretary shall receive and keep an accurate account of all monies received by the church, and provide annually to all donors a receipt of all gifts and donations given by them during the calendar year.
3. Treasurer. The treasurer shall keep an accurate account of all monies deposited in the bank by the financial secretary. He or she shall make payments of all obligations incurred by the church, by check drawn on the church bank account, as provided by the church budget or otherwise approved by the church or Board of Elders.
4. Church Clerk. The church clerk, in collaboration with the church secretary, if one is on staff, shall keep a record of proceedings of the church, take charge of all church records, and issue letters of transfer or dismissal as directed by the church.
5. Term of Office.
 - a. Officers shall serve one year terms. They may serve successive terms without term limit.
 - b. Terms shall begin the first day of February of the year appointed.

Section D. Selection and Call.

1. General.

- a. Elders shall be elected by the membership. All other officers shall be appointed from the membership by the Board of Elders, and affirmed by the membership.
- b. Elections and appointments shall take place at the annual business meeting of the church.

2. Nominating Process.

- a. The Board of Elders shall annually appoint and present to the church for affirmation at a business meeting of the church, three members to serve with two elders as a nominating committee. An elder shall chair the committee.
- b. Names may enter consideration for nomination to the office of elder by any of three ways.
(1) Selection by the nominating committee. (2) At the initiative of the membership, by which any member in good standing suggest that a name be considered for the office of elder. (3) Desire of the individual, by which an individual voices to the nominating committee his desire to serve in the office of elder.
- c. The Board of Elders shall interview all persons under consideration for the office of elder, and present a list of qualified candidates to the nominating committee.
- d. The committee shall nominate candidates from this list for openings on the board of elders.

3. Election/Affirmation.

- a. Election or affirmation of officers shall proceed according to the rules for routine business in Article VII.A.3 of the By-Laws.
- b. Election. Election shall be by ballot.
- c. Appointment. Affirmation shall be by vote of the membership.

Section E. Removal.

1. Elected Officers. An elected officer may be recommended to the membership for removal by the Board of Elders. The officer may then be removed from office at any business meeting of the church following the rules for special business in Article VII.A.3 of this By-Laws.

2. Appointed Officers. An appointed officer may be removed by a majority vote of the Board of Elders without any further action.

Article V. Church Organization.

Section A. Church Board.

The Church Board shall consist of the elders of the church, and is referred to as the Board of Elders in this By-Laws. They shall be responsible to carry out the duties set forth in Article IV.A.3 of this By-Laws.

Section B. Team Ministries.

1. General. The Board of Elders shall create and organize ministry teams to carry out the church's mission and vision.

2. Definition. A ministry team consists of a group of two or more individuals, under the direction of a deacon or elder, to assist the supervising deacon or pastoral staff in a ministry area.

3. Organization.

- a. The church shall organize its operational and ministry functions into ministry teams, as determined by the Board of Elders.
- b. Ministry team leaders shall have the authority to recruit and staff their teams for the accomplishment of their ministries.

Section C. Committees.

The Board of Elders may appoint other committees as the need arises.

Section D. Other Organizations or Ministries.

1. General. Members of this church shall have the liberty to participate in and organize themselves for ministry, provided that such participation and organization does not conflict with Articles II and III of the church constitution. Any such organization, auxiliary, or ministry, in order to operate under the name of the church, requires the prior approval of the Board of Elders. Such approval shall be granted on the basis of (a) the organization's commitment to pursue the vision, mission, beliefs of the church as interpreted and directed by the Board of Elders, (b) the organization's commitment to work within the church constitution and by-laws, and (c) the organization's commitment to work within the organizational structure of the church.
2. Leadership. Officers of all such organizations, auxiliaries, or ministries must be active members in good standing. The Board of Elders may waive this requirement at its discretion.
3. Reporting. All organizations, auxiliaries, or ministries shall submit a written report of activities and monies received and disbursed to the membership at the annual meeting, and to the Board of Elders as requested.

Article VI. Church Finances.

Section A. General.

1. The church and its ministries shall be financed primarily through the regular giving of the participants of the church and its ministries. Church ministries may conduct fund raising activities to augment their budgeted funding or to finance special projects. All such fund raising efforts must have the prior approval of the Board of Elders.
2. All funds donated to missions by ministries within the church must pass through the Financial Secretary and Treasurer, so that the church can properly document its mission giving.

Section B. Fiscal Year.

The fiscal year of the church shall be from January 1 through December 31.

Section C. Contributions.

1. General. Partnership in the church through membership involves a commitment to support the church financially through planned giving. Financial gifts will primarily be received through the collection at the Sunday worship service.
2. Special Offerings. Special offerings may be sought by the church, or by its ministries, with the approval of the Board of Elders. This shall not preclude individuals from making special offerings or designated gifts at any time.
3. Receipts. The church shall maintain and offer to participants a system to record contributions for the purposes of receipting them to the individual.

Section D. Financial Planning.

The financial planning of the church shall be carried out through the development of an annual budget to support the various ministries of the church. Annual budgets shall be developed each year by the Board of Elders, who may delegate this task to committee. The annual budget shall be adopted by the church upon recommendation of the Board of Elders at the annual business meeting of the church.

Section E. Accounts.

Financial receipts from all sources shall be accounted for by the Financial Secretary. The church Treasurer shall disburse these funds promptly according to the approved budget of the church or otherwise authorized by the Board of Elders.

Section F. Indebtedness.

No note or contract exceeding 2% of the total annual budget whereby the credit of the church is pledged shall be made except by recommendation of the Board of Elders and approved by the membership of the church.

Section G. Authority to Bind the Church.

The Chairman and Vice-Chairman of the church, are the only officers who have authority, according to this By-Laws, to execute legal documents relating to real estate, church property, and church finances. In their absence, but with their consent, the church may elect according to the rules for routine business an elder to serve this purpose.

Section H. Audit.

All financial records of the church shall be audited annually, by either internal or external audit. The auditor(s) shall be recommended by the Board of Elders and affirmed by the membership at any business meeting of the church.

Article VII. Services and Meetings.

Section A. Church Business Meetings.

1. General. The membership of the church shall meet at least quarterly to discuss issues of business, including but not limited to the election and affirmation of officers, adoption of budgets, and other business. No business shall be conducted during regular Sunday worship services.

2. Definitions.

a. Annual Meeting. The annual meeting shall be held during the first month of the church's fiscal year, for the purpose of election or affirmation of officers and other business. Officers elected or affirmed at the annual meeting shall assume their duties at the beginning of the second month of the fiscal year.

b. Quarterly Meetings. Quarterly meetings of the church shall be held within the first month of the second, third, and fourth quarters of the fiscal year, to address financial and membership activities, ministry plans, and whatever other business requires action of the membership.

c. Special Business Meetings. The Board of Elders (simple majority of those holding office) or the pastor may call a special meeting of the church. Notice of special business meetings must be given from the pulpit and in the bulletin at least 2 Sunday prior to the date of the meeting, or as otherwise stated within this By-Laws with the agenda clearly stated.

3. Quorum and Voting.

a. General. All active members in good standing of 30 days or more, and 16 years of age or older shall have the right to vote on all church business, except that a member must be at least 18 years of age to vote on matters which affect the legal aspects of the corporation. An active member in good standing is one who, in the judgement of the Board of Elder, regularly attends the services of the church and fulfills the requirements and responsibilities of membership stated in Articles I.A.1 and I.B.1 of this By-Laws.

b. Routine Business.

(1) A quorum shall be not less than 30% of active members in good standing, and shall be presumed unless challenged. In the event a quorum is not present, the meeting shall be adjourned for one week, at which time the members present shall constitute a quorum.

(2) A simple majority of those voting shall be sufficient to decide any matter of routine business, unless specified in this By-Laws.

c. Special Business.

(1) A quorum shall not be less than 50% of active members in good standing, and shall be presumed unless challenged. In the event a quorum is not present the meeting shall be adjourned for one week, at which time the members present shall constitute a quorum.

(2) A 75% majority of those voting shall be sufficient to decide any item of special business.

(3) All items of special business, whether or not they are addressed at a special meeting of the church, shall be announced from the pulpit and in the bulletin at least 2 Sundays prior to the date of the meeting at which they will be addressed.

(4) Items which must be dealt with as special business are:

- i. Any significant sale or purchase of church property. The threshold necessary to qualify sale or purchase as "significant" shall be determined by the membership.
- ii. Call or dismissal of a Vocational Pastor or Minister.
- iii. Licensing and ordaining of ministers.
- iv. Amendments to the Constitution.
- v. Church consolidation or dissolution.
- vi. Church affiliation.

4. Rules. Roberts Rules of Order shall govern the conduct of all business meetings.

Section B. Church Board Meetings.

The church board (board of elders) shall meet monthly if possible, but at least quarterly. Unless otherwise noted, all business will be implemented by the unanimous approval of the elders present.

Section C. Worship Meetings.

The church shall meet each Sunday for worship, and at other times as the ministry may require. The church shall celebrate the Lord's Table monthly, and additionally, as the Board of Elders may deem appropriate.

Article VIII. Policies

Section A. Facility Use.

1. The facilities of Living Hope Community Bible Church are to be used for the purpose of fulfilling the Great Commission (Mt. 28:19-20) and the Great Commandment (Luke 10:27).
2. Living Hope Community Bible Church makes its facilities available to its members and to groups that its members sponsor and attend in keeping with the above purpose.
3. The facilities are to be used at the pastor and elders' discretion.
4. No member or non-member parties will be allowed to use any facilities of the church for same gender and/or sexually immoral weddings, wedding receptions, or other functions.

Section B. Weddings.

Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, Living Hope Community Bible Church will only recognize marriages between a biological man and a biological woman. Further, the pastor(s) and staff of Living Hope Community Bible Church shall not perform same gender weddings or any other anti-Biblical weddings or ceremonies at the church or at any other location. Finally, the facilities and property of Living Hope Community Bible Church shall only host weddings between one man and one woman.

Article IX. Licensing and Ordaining.

Section A. Licensing.

1. General. Any member who, in the judgement of the church, exhibits the spiritual, educational, denominational and experiential qualities may be licensed by this church to the ministry of the gospel.
2. Procedure. On the recommendation of the Board of Elders, licensure shall be granted according to the rules for special business in Article VII.A.3 of this By-Laws.

Section B. Ordaining.

1. General. Any member who, after having served satisfactorily one or more years of licensed ministry, may be ordained to the ministry of the gospel by the church.

2. Procedure. On the recommendation of the Board of Elders, the ordination process shall be initiated by vote according to the rules for special business in Article VII.A.3 of this By-Laws. A council of members organized by the Board of Elders shall then examine the candidate. Once the council deems the candidate to be ready for ordination, the church shall proceed with the ordination according to the most recently published procedures of the Baptist General Conference and the Great Lakes Baptist Conference.

Article X. Covenant.

We, as members of Living Hope Community Bible Church, acknowledge and worship our great Triune God: Father, Son, and Holy Spirit for what He has done for us. Above all we praise God for our salvation through our Lord Jesus Christ and the gift of the Spirit who both seals and sanctifies us until He returns. God also has given us this family of believers with whom we worship and serve Him. Because of these gifts and God's work in our lives, we pledge before God, the angels, and each other that we will respond to His gifts in the following ways.

We shall live holy lives in obedience to the Word of God through the power of the Holy Spirit. We shall demonstrate Christ-like love in word and deed. We shall forsake our sin and bear one another's burdens in a spirit of gentleness.

We promise that in being obedient to God's Word we shall come to worship and partake in the Lord's Supper as often as we are able. We will use our time, talents and treasures to advance the Gospel through this church. We will be faithful in going and making disciples in this world by spreading the Gospel to those we meet. We must seek the lost, for we were once lost ourselves. We desire peace and unity in our church family and sister churches and will make every effort to achieve this. We must show forgiveness especially when it is hard, and always work towards reconciliation with those whom we are in conflict.

We shall strive to grow in our walk with Him while nurturing the faith of others. We must teach others by our example and through the Word. Because of this we pledge to commit to personal and family devotion. We will teach our children and those in our care. We will pray for each other and care for others' physical needs. We shall be just, be kind, and have integrity. We shall live with honor and perform our service to God selflessly and with courage.

We understand that by not holding to our word in this covenant we sin against God and must repent in hope that You, our Lord, shall have mercy.

Article XI. Amendments.

These By-Laws may be amended or repealed. Amendments may be introduced by written motion at any business meeting of the church. Proposed amendments shall be offered for discussion at not less than two business meetings of the church prior to being put to vote. Amendments shall be decided according to the rules for routine business in Article VII.A.3 of this By-Laws.