

TABERNACLE BAPTIST CHURCH



History & Bylaws



Thank you for your interest in Tabernacle Baptist Church of Northwest Iowa. In addition to a brief Church History, this booklet is comprised of an explanation of How To Be Saved And Go to Heaven, our Full Doctrinal Statement, and our Bylaws. Although not infallible, the sections within this booklet stand as a statement of our beliefs, practices and operations as a local church. We believe that everything stated is based upon the doctrines, principles, and commands set forth in the Word of God, the Holy Bible.

CHURCH HISTORY

Tabernacle Baptist Church of George, Iowa was formed in 1932 by a small group of evangelical believers. It was originally called the First English Baptist Church, also known as the Gospel Tabernacle. Since they had no building to meet in, they rented the Evangelical United Brethren Church each Sunday afternoon for Sunday School and worship services.

The first deacons, Harm Johnson and John Feldman were elected in April of 1932. The first trustees were Herman Feldman, George Bruns and Archie Reemtsma.

The church gave Harm Johnson the authority to baptize those who desired to be immersed and become members of the church. Sixteen believers were baptized on July 3, 1932 in the Little Rock River southeast of George.

In September of 1932 the church purchased a lot, and a simple frame building was constructed. On Sunday, October 9, 1932 they decided to put in the foundation. The building was erected after that and dedicated on December 4, 1932. The benches used in the church had no backs. The sanctuary had unfinished walls and a dirt floor covered with saw dust and shavings.

About a year after occupancy, a fire severely damaged the interior of the building but not the spirits of the members. Repairs were made, and services quickly resumed. The first annual meeting was held on January 13, 1933 and is a good indication of how things have changed over the years. The treasurer's report showed that the church had income of \$1,051.41 and expenses of \$1,048.91, leaving a balance of \$2.50. The Sunday School fund had an income of \$214.81 and expenses of \$177.31, leaving a balance of \$37.50.

During that first annual meeting, John Feldman, Jake Reemtsma and George Bruns were elected deacons. Herman Feldman, George Bruns and Archie Reemtsma were elected trustees. Archie Reemtsma was treasurer and R. Cassens was secretary. The Sunday School Superintendent was Tom Bruns.

Enno Bruns served as janitor and was given a "heartfelt thank you" for his services. Harm Johnson was asked to continue serving as leader. He too, was thanked for his services of the past year.

Late in 1933 some renovations were made to improve the interior of the building. The walls were lined with wallboard, and backs were put on the benches. The floor of the church remained dirt until 1935 when a wood floor was installed.

Much of the church's growth can be attributed to the many members who served and those who continued to serve, willingly and without compensation. It wasn't until 1935 that Enno Bruns and Harm Johnson accepted love gifts of \$10 and \$100, respectively for their faithful services.

In the fall of 1935, the name of the church was officially changed to Tabernacle Baptist Church. It was incorporated in the Spring of 1936 and in June of that year the first pastor, Harm Johnson was ordained.

Tabernacle's world-wide mission emphasis began in November of 1938 when the decision was made to support the church's first missionary, Ruth Veenker who served in Nigeria, Africa. In the fall of 1939, Ruth's brother, Ray Veenker became the second missionary supported by the church. He too served in Nigeria, Africa.

In 1939 an addition was built to the east side of the church auditorium to keep up with the growth in membership and attendance. The Lord continued to bless the church, and the need for additional Sunday School classrooms became evident. In 1943 a building fund was established, and in the spring of 1950, construction of a new building began. A 48 x 80 block building was constructed. It seated about 200 people in the auditorium and the basement had Sunday School rooms, a kitchen, and room for youth activities. Dedication of the building was held in June of 1951. In 1965 brick facing was added to the cement block exterior, and in 1979 a gabled roof was added to keep the flat roof from leaking.

The Awana youth program was started in the 1970's. Wanda Johnson was the first director. It should be noted that Awana is funded as a home mission and has proven to be a valuable tool of ministry and an effective means of evangelizing the youth of surrounding communities. Due to the increasing attendance of the Awana and Sunday School programs, it became apparent in the early 1980's that additional space was again needed to help meet the needs of these programs.

In the fall of 1982, a lot adjacent to the church property was purchased and the church voted to build a new addition. A building committee was chosen and building plans proceeded. The addition consisted of a new auditorium, Sunday School rooms, church offices, a library, a new kitchen and a nursery. The old auditorium was remodeled, converting it into an activity center/fellowship hall. Construction was completed in the Spring of 1984.

Due to continued growth, additional seating in the auditorium and more Sunday School rooms were needed. In the summer of 1997, a building program was again undertaken which added an education wing to the west side of the fellowship hall, and additional seating capacity to the auditorium. Additional parking was also provided. This project was completed in March of 1998. Then in

2010, another necessary expansion provided additional classrooms, offices, a larger gym and fellowship hall, and a kitchen.

The history of Tabernacle Baptist Church is more than the building of physical structures. Without a group of caring believers intent on serving Christ and building each other up in His likeness, there would be no church.

Over the years, Tabernacle has grown at a pace that demanded increased staffing to enhance the ministries of the church and to meet the needs of the congregation. In addition to the lead pastor, the pastoral staff has seen the addition of youth pastors, a pastor for senior adult ministries, a music minister, and discipleship pastors. The support staff has included administrative assistants and a ministries facilitator. In addition, Tabernacle has been blessed with the generous efforts of countless lay persons to occupy the necessary positions, boards, committees, and ministries required to operate effectively.

Tabernacle Baptist Church has been blessed over the years with leadership who consistently look to God for direction – leaders who have a solid understanding of biblical truths. Those leaders who have faithfully served the church in the pastoral positions are as follows:

• Harm Johnson	1932-1959	Pastor
• August Post	1959-1964	Pastor
• Dallas Keck	1965-1970	Pastor
• Charles Rogers	1971-1978	Pastor
• Gilbert Hamilton	1978-1990	Pastor
• Dan Hauge	1990-2002	Lead Pastor
• Jeff MacKay	1994-1999	Youth Pastor
• Matt Yaley	1999-2008	Youth Pastor
• Oryn Meinerts	2004-2019	Pastor for Sr. Adult Ministries
• Bryan Anderson	2005-present	Lead Pastor
• Craig Johnson	2010-2018	Minister of Music
• Rick Henning	2014-2018	Youth Pastor
• Roger Lamfers	2016-2017	Discipleship Pastor
• Ryan Schultz	2018-present	Youth Pastor
• Stan Korthals	2018-present	Discipleship Pastor

In addition to exceptional leadership and the regular weekly worship services, Tabernacle has been blessed with an extensive pool of ministries and activities for every age group attending church.

A unique offering at Tabernacle is its many music ministries. Numerous individuals have dedicated their God-given talents to benefit and encourage others through music. Participation in the choir, praise team, or other musical groups like the Ambassador Quartet, One Way, and the Boyden Quartet have blessed many listeners over the years. In particular, the Ambassador Quartet and their accompanist ministered to the church and many others for 42 years. It is not often that 5 individuals stay together that long.

Another unique ministry at Tabernacle is the video ministry. Started in the Spring of 1992, the video ministry has extended the church's outreach to many neighboring communities. The Sunday morning worship services are captured for

broadcasting via the Local Access Cable Stations in Ashton, Boyden, George, Hospers, Little Rock, Ocheyedon, Rock Rapids, Sibley, and Sheldon, Iowa as well as Ellsworth, Minnesota. Live streaming and archival on-demand viewing of the services over the internet was added to the video ministry in 2010.

The ministry of missions continues to be a vital part of the church's outreach. Tabernacle Baptist Church presently supports some 20-plus missionaries throughout Africa, Asia, Mexico, South America and the United States.

Other activities and programs offered by the church include Bible Studies, Sunday School Classes, Children's Church, Senior Bible Study & Fellowship, Nursery Care, Awana, Church & Sunday School Libraries, Musical Opportunities, Youth Groups, Family and Adult Small Groups, Social Activities, Technical Support, Prison Ministry, Vacation Bible School, Summer Camps, and Summer Mission Trips.

Whatever your gifts, talents or interests may be, there's a place for you to serve at Tabernacle. And whatever needs or problems you may have, Tabernacle provides a place where Christ's love and His body of believers can help meet those needs.

WHAT MUST I DO TO BE SAVED AND GO TO HEAVEN?

Why should God allow you into heaven? Though people may give a variety of answers, the God-given formula for eternal life is as simple as 1, 2, 3. We must:

1. ACCEPT OUR PROBLEM: We are sinners, condemned and helpless before God.

Romans 3:10-12 "As it is written: There is none righteous, no, not one; There is none who understands; There is none who seeks after God. They have all turned aside; They have together become unprofitable; There is none who does good, no, not one."

Romans 3:23 "...for all have sinned and fall short of the glory of God..."

2. ACCEPT GOD'S SOLUTION: Jesus Christ died to pay the penalty of our sins.

Romans 5:8 "But God demonstrates His own love toward us, in that while we were still sinners, Christ died for us."

3. ACCEPT OUR RESPONSIBILITY: Believe in Jesus Christ alone, not anyone or anything else, to give us eternal life.

Romans 6:23 "For the wages of sin is death, but the ^{bu}gift of God is eternal life in Christ Jesus our Lord."

John 5:24 "... he who hears My word and believes in Him who sent Me has everlasting life, and shall not come into judgment, but has passed from death into life."

Acts 16:31 "Believe on the Lord Jesus Christ, and you will be saved..."

Ephesians 2:8-9 "For by grace you have been saved through faith, and that not of yourselves; it is the gift of God, ⁹not of works, lest anyone should boast."

FULL DOCTRINAL STATEMENT

We believe:

1. In THE HOLY SCRIPTURE: accepting fully the writings of the Old and New Testaments as the inerrant Word of God verbally inspired in all parts in the original autographs and therefore altogether sufficient as our only infallible and authoritative rule of faith and practice. (Psalm 119:160; Proverbs 30:5a; 2 Timothy 3:16, 17; 2 Peter 1:19-21)

2. There is one God, and only one, who is self-existent, eternal, infinite in every excellence, and who has revealed Himself as Father, Son and Holy Spirit, the same in essence, though distinct in personality. (Deut. 6:4; Isa. 45:21-22; Jer. 10:10; 32:4; Matt 28:19; John 1:1-13; 14:26; Acts 5:3-4; 1 Cor. 3:16; 12:11; 1 Tim. 3:16)

3. Jesus Christ, the virgin born Son of God and the Son of man, came into the world to save men from the guilt and condemnation of sin, offering His blood as an atonement, and making it available to all who exercise faith in Him. (Matt. 1:18-25; 26:28; Luke 1:26-35; John 1:14, 29; 3:14-16; Acts 4:12; 16:31; Rom. 3:20-26; Gal. 6:14)

4. The Holy Spirit is the third person of the trinity. Though present everywhere from all eternity, He began to dwell with all believers on the day of Pentecost. He dwells in every believer from the moment of faith and by His baptism unites all to Christ in one body. He is the source of all power and all acceptable worship and service. Some gifts of the Holy Spirit such as apostleship, speaking in tongues, and miraculous healings were temporary. Speaking in tongues was never the common or necessary sign of the baptism or of the filling of the Spirit. While God may sovereignly choose at times to heal, the final deliverance of the body from sickness or death awaits the consummation of our salvation in the resurrection. (Acts 4:8, 31; Rom. 8:23; 1 Cor. 12:13; 13:8)

5. Man was created innocent. By disobedience of the command of God he fell, whereby losing his innocence, becoming subject to death and to the eternal displeasure of God. (Gen. 1:27, 31; 3:1-6; Ps. 9:17; 14:1-3; Eccl. 7:29; Isa. 53:6; Jer. 17:9; Ezek. 18:19-20; Rom. 1:18-32; 2:1-16; 3:10-23; 5:12; 1 Cor. 15:22)

6. The sole condition for receiving eternal salvation from hell is faith (trust) in the Lord Jesus Christ, who died a substitutionary death on the cross for man's sin and rose from the dead (John 3:16-18; 6:47; Acts 16:31). No act of obedience, preceding or following faith in the Lord Jesus Christ, such as commitment to obey, sorrow for sin, turning from one's sin, baptism, or submission to the Lordship of Christ, may be added to, or considered as a part of, faith as a condition for receiving eternal salvation (Rom. 4:5; Gal. 2:16; Titus 3:5). This saving transaction between God and the sinner is simply the giving and receiving of a free gift (John 4:10; Eph. 2:8-9; Rev. 22:17)

7. The assurance of eternal salvation is based only on the promise God makes in His Word that everyone who trusts in Jesus Christ alone possesses eternal life (John 5:24; 1 John 5:9-13). Good works, which can and should follow

regeneration, are not necessary to affirm assurance of eternal life even though they may have a secondary, confirming value (Eph. 2:10; Titus 3:8).

8. The ultimate goal of the Holy Spirit's work in the believer's life is to produce spiritual maturity reflected in consistent Christlike behavior and attitudes (Luke 14:25-33; Gal. 5:22-25; Col. 1:23-29). Therefore, obedience to the Word of God, while not necessary for obtaining eternal salvation from hell, is the essential responsibility of each Christian (Rom. 6:12-23; Heb. 5:13-14; 1 Cor. 2:14-3:4). While the Bible does not teach that this obedience will be manifested in all believers, if a believer does not yield to the ministry of the Holy Spirit in his experience, failure will result, evidenced by sinful acts or even prolonged disobedience inviting the judgment of God. (1 Cor. 10:1-13; Gal. 5:16-21)

9. The believer is assured of salvation from hell and is eternally secure, since that salvation is based solely upon the finished work of Jesus Christ (John 10:28-29; Rom. 8:38-39). Therefore, godly living should not be motivated by an attempt to obtain or keep that salvation. The Scripture, however, does present several motivations for obedience in the Christian life:

A. A powerful motivation for living the Christian life is gratitude to God for saving us by His grace. (Rom. 12:1-2; 2 Cor. 5:14-15; Gal. 2:20)

B. Believers should also be motivated by the knowledge that their heavenly Father both blesses obedience and disciplines disobedience in His children. (Heb. 12:3-11; Lev. 26:1-45)

C. Finally, every Christian must stand before the Judgment Seat of Christ, not to determine his destiny in heaven or hell, but to assess the quality of his Christian life on earth (2 Cor. 5:10; Rev. 22:12). Anticipating either reward or loss of reward at the Judgment Seat should also motivate believers to perseverance and to faithfulness to God's revealed will. (1 Cor. 3:10-17; 9:24-27; James 5:8-9; 1 John 2:28)

10. The ordinances of the Gospel are Baptism and the Lord's Supper. Baptism is the immersion in water of the believer in Christ. It symbolizes the fact of regeneration and is an important step of obedience. The Lord's Supper proclaims the death of Christ through the elements symbolizing his broken body and shed blood. Following self-examination and confession of sin, believers partake of the Lord's Supper in remembrance of His death until He returns. (Matt. 26:26-30; 28:19-20; Mark 14:22-25; Luke 22:19-20; John 3:23; Acts 2:41-42; 8:36-38; 1 Cor. 11:23-29)

11. The Church Spiritual includes the whole company of believers of whatever name, age or country and is known only to the eye of God. This Church formal is a company of believers baptized in the name of the Triune God, and observing the forms, ordinances and principles laid down in the New Testament. (1 Cor. 12:12-13, 27-28; Eph. 2:19-23; 5:27; Col. 1:18)

12. The first day of the week is to be observed as the Lord's Day. (John 20:19; Acts 20:7; 1 Cor. 16:1-2)

13. Civil government is of divine appointment for the interests and good order of human society; and magistrates are to be prayed for, conscientiously honored and obeyed, except in things opposed to the will of Christ, who is the only Lord of

the conscience, and the Prince of the kings of the earth. (Matt. 22:21; Acts 4:18-20; 5:29; Rom. 13:1-7)

14. According to the Word of God, the next great event in the fulfillment of prophecy will be the coming of the Lord in the air to receive to Himself into heaven both His own who are alive and remain unto His coming, and also all who have fallen asleep in Jesus. This event is the blessed hope set before us in the Scripture, and for this we should be constantly looking. (John 14:1-3; 1 Cor. 15:51-52; Phil. 3:20; 1 Thess. 4:13-18; Titus 2:11-14)

15. The translation, or rapture, of the church will be followed by the fulfillment of Israel's seventieth week (i.e. the tribulation) during which the church, the body of Christ, will be in heaven. The whole period of the tribulation will be a time of judgment of the whole earth, at the end of which the times of the Gentiles will be brought to a close. The latter half of this period will be the time of Jacob's trouble which our Lord called the great tribulation. Universal righteousness will not be realized previous to the second coming of Christ. Rather, the world is day by day ripening for judgment and this age will end with a fearful apostasy. (Jer. 30:7; Dan. 9:27; Matt. 24:15-21; Rev. 6:1-19:21)

16. The period of great tribulation in the earth will be climaxed by the return of the Lord Jesus Christ to the earth as He went, in person on the clouds of heaven, and with power and great glory to introduce the millennial age (i.e. the 1,000 year reign of Christ on this earth), to bind Satan and place him in the abyss, to lift the curse which now rests upon the whole creation, to restore Israel to her own land and to give her the realization of God's covenant promises, and to bring the whole world to the knowledge of God. (Deut. 30:1-10; Isa. 11:9; Ezek. 37:21-28; Matt. 24:15-25:46; Acts 15:16-17; Rom. 8:19-23; 11:25-27; 1 Tim. 4:1-3; 2 Tim. 3:1-5; Rev. 20:1-3)

17. At death, the spirits and souls of those who have trusted in the Lord Jesus Christ for salvation pass immediately into His presence and there remain in conscious bliss until the resurrection of the glorified body when Christ comes for His own, whereupon soul and body reunited shall be associated with Him forever in glory; but the spirits and souls of the unbelieving remain after death, conscious of condemnation, and in misery until the final judgment of the great white throne at the close of the millennium when soul and body reunited shall be cast into the lake of fire, not to be annihilated, but to be punished with everlasting destruction from the presence of the Lord, and from the glory of His power. (Luke 16:19-26; 23:42; 2 Cor. 5:8; Phil. 1:23; 2 Thess. 1:7-9; Jude 6-7; Rev.20:11-15)

18. STATEMENT ON MARRIAGE, GENDER, AND SEXUALITY

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Gen. 1:26-27). Rejection of one's biological sex is a rejection of the image of God within that person.

We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen. 2:18-25). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (Matt. 19:4-6; 1 Cor. 6:18; 7:2-5; Heb. 13:4). We believe that God has commanded that no intimate

sexual activity be engaged in outside of a marriage between a man and a woman.

We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God (1 Cor. 6:9-10, 18; Gal. 5:19-21).

We believe that in order to preserve the function and integrity of Tabernacle Baptist Church and its ministries as the local Body of Christ, and to provide a biblical role model to the members of Tabernacle Baptist Church and the community, it is imperative that all persons employed by Tabernacle Baptist Church in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality.

We believe that God gives eternal life to anyone who believes in Jesus Christ alone for it (John 5:24; 6:47). He offers it to anyone and everyone. He grants restoration to all believers who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (1 John 1:7-9).

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (1 Peter 2:17). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of Tabernacle Baptist Church.

Marriage Policy:

Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself. Tabernacle Baptist Church will only recognize marriages between a biological man and a biological woman. Further, the Pastoral staff of Tabernacle Baptist Church shall only officiate at weddings and solemnize marriages between one man and one woman. Finally, the facilities and property of Tabernacle Baptist Church shall only host weddings between one man and one woman. All weddings in our church must be approved by the Pastoral staff, which is authorized to require counseling and additional conditions in certain cases (e.g. couples wishing to be married but who are living together may be required to live separately and celibately for a specified period of time prior to the wedding).

Employment Policy:

Tabernacle Baptist Church will not employ any person who does not hold to the views and teachings of this church as set forth herein. Violation of these views and teachings, either by lifestyle or contrary teaching, are grounds for termination of employment.

Volunteer Policy:

All volunteers are subject to approval by the Pastoral staff. Volunteers must be willing to submit to screening, background checking, and periodic evaluation. All information obtained from or about volunteers shall be kept confidential.

BYLAWS

TABERNACLE BAPTIST CHURCH OF NORTHWEST IOWA
206 East Indiana Avenue, PO Box 308, George, IA 51237
TBC@mtcnet.net
ph. 712-475-2801

TABLE OF CONTENTS

Article I: Name

Article II: Mission

Article III: Membership

- A. Qualifications
 - 1. Abbreviated Statement of Faith
 - 2. Church Covenant
- B. Reception
- C. Privileges
- D. Inactive Members
- E. Termination
- F. Discipline

Article IV: Biblical Offices

- A. The Pastor(s)
- B. The Elder Board
- C. The Deacon Board

Article V: Other Boards and Positions

- A. The Moderator
- B. The Church Clerk
- C. The Finance Officers
 - 1. The General Operations Treasurer
 - 2. The Missions Treasurer
 - 3. The Financial Secretary
- D. The Christian Education Board
- E. The Missions Board
- F. The Usher Board

Article VI: Business Meetings

Article VII: Amendments

ARTICLE I

NAME

The legal name of this body is TABERNACLE BAPTIST CHURCH OF NORTHWEST IOWA, and its principal office is 206 East Indiana Avenue, George, IA 51237.

ARTICLE II

MISSION

The mission of Tabernacle Baptist Church shall be two-fold:

1. To share the message of life with non-believers, that Jesus will give eternal life to anyone that believes Him for it.
2. To teach believers how to live lives that would honor Jesus Christ through consistent Christian living, sharing the message of life through supporting missionaries that are faithful to that message, and Christian education.

ARTICLE III

MEMBERSHIP

A. QUALIFICATIONS

Membership shall consist of people who have made a profession of their faith in Jesus Christ as Lord and Savior, who have been Scripturally baptized by immersion, and who are in agreement with the Abbreviated Statement of Faith and Church Covenant of the church, which are as follows:

1. Abbreviated Statement of Faith.

We believe that God is one God existing in three eternal and co-equal persons: the Father, the Son, and the Holy Spirit (Matthew 3:16 -17; 2 Peter 1:1; Acts 5:3-4).

We believe that Jesus Christ is God come in the flesh, being fully God and fully man. He was born of a virgin, lived a sinless life, died on the cross as payment for the sins of all mankind, was buried and bodily rose from the dead on the third day. He is now seated at the right hand of the Father, caring for His people and leading the church (John 1:1-34; Matthew 1:18-25; 1 Peter 2:21-25).

We believe all people are sinners in need of the Savior. Everyone fails in one way or another to live up to God's perfect standard of righteousness (Romans 3:23).

We believe that God gives eternal life to anyone who believes in Jesus Christ alone for it. All who believe in Jesus Christ alone for the gift of eternal life can never lose it, because they have passed out of death and into life. (John 5:24 and 10:28-29, I John 2:25).

We believe that the Holy Spirit is the third person of the Godhead and indwells all believers as our instructor, guide, and seal guaranteeing our redemption (John 14:26; Galatians 5:18).

We believe that the Scriptures of the Old and New Testaments are given by inspiration of God, and are the infallible and inerrant rule of faith and practice (2 Timothy 3:16 -17).

We believe that the Church of Jesus Christ is made up of all believers in Christ, irrespective of color, race or denomination (1 Corinthians 12:13).

We believe that Jesus Christ is coming again at any moment and will return first for His church, after which this earth and the people on it will suffer seven years of great tribulation (1 Thessalonians 4:16-17; Matthew 24:21). After the tribulation Jesus Christ will return to earth with His church and rule and reign for 1000 years (Revelation 20:1-6). After all these things will come God's final sorting and judgment of all mankind. Those who have believed in Jesus Christ will have an eternal heavenly home with the Father. Those who have not believed in Jesus Christ will be eternally separated from God in hell. (1 John 5:11-12; Revelation 20:11-15).

2. Church Covenant.

Having received Jesus Christ as Savior and endeavoring to follow Him as Lord and having been Scripturally baptized in obedience to Him, we willingly enter into the following agreement with one another as part of His family.

We will endeavor to help this church grow in Christ by faithfully worshipping in its services, willingly serving in its ministries, joyfully giving our tithes and offerings, striving to consistently live in a Christ-like manner, and lovingly sharing Christ with unbelievers.

We will endeavor to meditate on the Bible regularly, maintain an active prayer life, and apply God's truths to our lives. We will strive to teach our children God's truth and encourage them to trust Christ as Savior at the earliest possible age.

We will strive to avoid sin including that which would hinder our testimony or the spiritual life of others. If an offense occurs, we will endeavor to be quick to initiate restoration. We will seek to lovingly care for each other by prayer, admonition and support in time of need.

B. RECEPTION

Any person may request membership in the church by notifying a member of the Examining Committee, consisting of the Pastoral Staff and the Elder Board. After verifying their qualifications, membership may be attained upon recommendation of the Examining Committee and by majority vote of the church in any of its business meetings in one of the following manners:

1. By scriptural baptism (immersion) and confession of faith in Jesus Christ as Savior and Lord.
2. By Statement of Christian experience, if previously baptized by immersion and confession of faith in Jesus Christ as Savior and Lord.
3. By restoration after satisfactorily clearing the cause for termination of membership.

C. PRIVILEGES

1. Every active member of the church, 18 years of age and older, is privileged to vote at all elections and on all motions submitted at church meetings, provided the member is present or provision has been made for absentee voting.
2. Every active member of the church is eligible for consideration by the membership as candidates for elected offices in the church, as set forth in subsequent articles.
3. Every active member of the church may participate in the ordinances of the church as administered by the church.

D. INACTIVE MEMBERS

On an ongoing basis, the Pastoral Staff and Elder Board will review the membership roster and endeavor to contact any individuals who have not been attending. The purpose of such contact will be to encourage their attendance and fellowship.

1. Members who choose not to attend the regular church services over a period of approximately one year (provided they are not hindered from doing so by sickness, disability, or any other valid reason) will be deemed "inactive members" by the Elder Board who will instruct the church clerk to place those persons on the "inactive membership roll." If possible, those designated as inactive members should be notified of the action by written communication.
2. Any person whose name is on the "inactive membership roll" will not be privileged to hold office or vote at any business meeting of the church.
3. After regularly attending services for a reasonable amount of time, an "inactive member" may be reinstated to "active membership" status by action of the Board of Elders who will instruct the church clerk to place the individual back on the "active membership roll."

E. TERMINATION

Membership may be terminated in the following ways:

1. By death of the member.
2. By letter of transfer. Any member in good standing shall on their request, be granted a letter of transfer by vote of the Elder Board, to any Evangelical church of like faith and practice; such letter will be sent to the Pastor or Clerk of the church which the member plans to join.
3. By erasure. Upon proof of membership in another church, the Elder Board may instruct the church Clerk to remove the member from the membership rolls. If possible, the person should be notified of the action by written communication.
4. By exclusion. In cases involving clear evidence of any member's continued immorality and disregard for the Church Covenant, and after proper efforts of discipline (per Paragraph F below) have been made to reclaim the member without success, the member may be excluded by vote of the Elder Board.

F. DISCIPLINE

It shall be the practice of this church to emphasize to its members that every reasonable measure will be taken to assist any troubled member. The Pastor, other members of the church staff, and Elders are available for counsel and guidance. The attitude of members toward one another shall be guided by a concern for restoration rather than punishment.

Should some serious condition exist that would cause a member to become a liability to the general welfare of the church, the Pastor and the Elders will take every reasonable measure to resolve the problem in accordance with the principles set forth in Scripture (Proverbs 19:11; Matthew 5:23-25; 18:15-20; 1 Corinthians 6:1-8; Galatians 6:1). All such proceedings shall be pervaded by a spirit of Christian kindness and forbearance.

Disciplinary action can be any one or more of the following: (1) a private admonishment, (2) public censure, (3) personal separation, (4) being prohibited from attending church services and other church functions and (5) removal from membership (exclusion).

Members under discipline shall not hold any office or leadership position until the matters are resolved to the satisfaction of the Pastoral Staff and Elder Board. The church may restore to membership any person previously excluded, upon request of the excluded person, and by vote of the Elder Board upon evidence of the excluded person's repentance and reformation.

ARTICLE IV

BIBLICAL OFFICES

All who serve as officers of the church shall be active members of this church.

A. THE PASTOR(S)

1. **Duties.** It shall be the duty of the men who hold the office of Pastor to:
 - a. Shepherd the flock and oversee the spiritual lives of the membership.
 - b. Perform the duties ordinarily performed by pastors, such as conducting weddings, funerals, baptisms, and the Lord's Supper.
 - c. Serve in the proclamation and teaching of the Word of God.
 - d. Supervise church staff.
 - e. Have general oversight of the administration of the church as set forth in the church Operations Manual.
2. **Qualifications.** A Pastor is to be a man of God. He is to demonstrate a life of godliness and faithfulness as characterized in I Timothy 3:1-7, Titus 1:5-9 and I Peter 5:1-4, and uphold the governing principles of this church.
3. **Voting Rights.** As ex-officio members of the Elder and Deacon Boards, the Pastor(s) should be considered in the quorum requirements when in attendance, and may vote on all decisions brought forth, except for those decisions pertaining to their employment and compensation packages. In those cases, the Pastor(s) should be excused from the meetings when appropriate.
4. **Calling of Full-Time Pastors.**
 - a. In the case of vacancy in a Full-Time Pastoral position, or when additional Pastoral staffing is deemed appropriate by the Elder Board, a Search Committee will be appointed. The Search Committee will consist of the entire Elder Board, two Deacons, and at least two "members at large" elected from and by the church body. Any Pastors remaining on staff shall also be ex-officio members of this committee.

- b. The Search Committee shall identify and screen potential candidates. They shall share pertinent information on the church, arrange correspondence and meetings as deemed appropriate to help determine the viability of the candidate, verify the candidate's agreement with the governing principles of the church, and then make sure there is a mutually acceptable desire to proceed with the process.
 - c. Upon unanimous agreement of the Search Committee, a guest may be brought before the church as an official candidate. The Search Committee shall make information about the candidate available to the church body.
 - d. A candidate for Lead Pastor shall preach in at least two public services of the church, while candidates for non-preaching Pastoral positions shall be made available to the congregation in the capacity for which they will minister. If possible, all Pastoral candidates shall be given opportunity for personal interactions with the congregation.
 - e. Only one candidate shall be considered by the church at any given time, and each shall be the subject of a ballot vote before another shall be considered.
 - f. The call of a Pastor shall be by ballot vote and shall require a three-fourths affirmative vote of those present and voting. Voting on a pastor shall be held as soon as is reasonable after his visit to the church.
 - g. If the vote is affirmative, the Search Committee shall notify the Pastor-Elect of the call and report his response to the church. The Pastor-Elect should be formally notified within five (5) days by written notification including the exact Compensation Package (salary, housing provisions/options, professional reimbursements, health insurance, moving allowance, retirement benefits, vacations, other benefits, etc.). If the vote is negative, the candidate shall be formally notified within five (5) days by letter.
 - h. If necessary, the Deacons shall make arrangements for helping to move the pastor. And, if a parsonage is part of his agreed-upon Compensation Package, they shall see that the parsonage is prepared for the Pastor's occupancy.
5. **Termination.**
The Pastors shall serve until their pastorate is terminated by resignation or by request of the congregation on a majority vote. The Elder Board shall have emergency powers to terminate a pastorate immediately.

B. THE ELDER BOARD

The Elders are to be the primary protectors of the doctrine of the church as set forth in the full Doctrinal Statement, which is hereby incorporated by reference and made a part of these Bylaws. The Elder Board shall be the church's sole authoritative interpreter of Scripture. They are to be encouragers of a positive spiritual climate within the church body. They assist the Pastoral Staff in ministering to the needs of the congregation by attending to the spiritual affairs of the church, and by fulfilling their duties as explained below.

1. **Qualifications.** Elders must meet the qualifications of this office as outlined in the Scriptures, especially in I Timothy 3:1-7, Titus 1:5-9 and I Peter 5:1-4. All Elders shall be men of at least twenty-five years of age and members in good standing of the church who have attended the church for a reasonable period of time prior to their nomination.

2. **Policies.**

- a. The Elders shall be at least five in number and each person shall be eligible to serve two consecutive three-year terms. One-third, or as near one-third as possible, shall be elected at each Annual Meeting.
 - b. Elders elected to fill unanticipated vacancies shall serve on the board for the duration of the unexpired term of the position vacated, and are then eligible to still serve two full, consecutive terms.
 - c. The Elder Board shall annually elect a Chairman and Secretary from their members to facilitate their board meetings.
 - d. By virtue of their office, the Elders shall also serve in the capacity of the Board of Directors for the Corporation as designated in the statutes under which this church is incorporated.
 - e. Meetings shall be held as needed to accomplish the duties of the Board with all proposed meeting dates and times being conveyed to the church either electronically and/or in the weekly church bulletin.
3. The **duties** of the Elder Board shall be as follows:

- a. To give careful attention to assure that sound doctrine which is consistent with the Word of God and the full Doctrinal Statement of this church is always taught. They shall also insure that the highest standards of morals are maintained in the church.
- b. To serve the church by leading in planning, coordinating, conducting, and evaluating the ministries and programs of the church and its organizations; to determine church objectives and goals; to review and coordinate ministry and program plans recommended by church officers, organizations, and committees; to recommend to the church the use of people and resources according to program priorities; and to evaluate achievements in terms of church objectives and goals.
- c. To promote the church services and ministries by cooperating with, advising, and assisting the Pastors in the discharge of their duties.
- d. To supervise the affairs and activities of the church by providing general oversight to the pastoral staff and all other positions, church boards, committees, and ministries. The Elder Board may appoint a pastoral staff member or elder board member as a liaison with voting rights to attend meetings of all other church boards.
- e. To assist the Pastor with the baptismal services and making preparation for the Lord's Supper.
- f. To cooperate and work with the Pastoral Staff to increase the usefulness of the church in the community.
- g. To promote and participate in ministering to the church and community by means of prayer and visitation, especially for the sick, poor, and distressed.
- h. To help resolve conflict and promote the harmony and peace of the congregation, and to help determine disciplinary actions when appropriate.
- i. Concerning membership, to examine with the Pastoral Staff any prospective candidates for baptism and church membership, and to make recommendations thereof to the church; and to review membership rolls with the Pastoral Staff, and help determine if any members should be changed to a non-active membership status.
- j. To help the Pastoral Staff arrange for the temporary supply of the pulpit, and in the case of a vacancy in the Lead Pastorate, the Elders will be responsible for having the pulpit supplied for each service.

- k. To set the time and date of the Annual Meeting and serve as the Nominating Committee for all electable positions.

C. THE DEACON BOARD

The Deacons are accountable to the Elder Board, conduct the major business decisions of the church, and oversee the provision and maintenance of the physical facilities, contents, and equipment owned by the church. They work closely with the Pastoral Staff and Elder Board to help procure funding for the various ministries of the church and to determine staffing needs. They perform a broad range of responsibilities as explained below in their duties.

1. **Qualifications.** All Deacons must meet the qualifications of this office as outlined in the Scriptures, especially in I Timothy 3:8-13. All Deacons shall be men of at least twenty-five years of age and members in good standing of the church who have attended the church for a reasonable period of time prior to their nomination.
2. **Policies.**
 - a. The Deacons shall be at least five in number and each person is able to serve two consecutive three-year terms. One-third, or as near one-third as possible, shall be elected at each Annual Meeting.
 - b. Deacons elected to fill unanticipated vacancies shall serve on the board for the duration of the unexpired term of the position vacated, and are then eligible to still serve two full, consecutive terms.
 - c. The Deacon Board shall annually elect a Chairman and Secretary from their members to facilitate their board meetings.
 - d. In performance of their duties, the Deacon Board may spend such monies as are necessary to maintain church properties. It shall be within the discretion of the Deacon Board whether to request approval by the membership for any such expenditures, EXCEPT that any expenditure requiring the borrowing of money shall require the approval of the membership.
3. The **duties** of the Deacon Board shall be as follows:
 - a. To manage the property and finances of the church.
 - b. To provide counsel to the Pastoral Staff and Elder Board regarding the major financial affairs of the church.
 - c. To work with the General Operations Treasurer in the preparation and presentation to the church of required reports regarding the financial affairs of the church.
 - d. To address matters related to employed personnel administration, including those called by church action. Their work includes such areas as determining staff needs, employment, salaries, benefits, and other compensation. The Elder Board should be consulted for review of staffing and compensation packages before finalization of proposals.
 - e. To conduct other business as the church shall designate to them.
 - f. To hold meetings as needed to accomplish the duties of the Board, with all proposed meeting dates and times being conveyed to the church either electronically and/or in the weekly church bulletin.
 - g. To administer the Benevolent Fund as needs are brought to their attention by the Pastoral Staff and Elder Board.

ARTICLE V

OTHER BOARDS AND POSITIONS

The other positions and church boards listed herein shall be under church control and accountable to the Elder Board. All officers shall be elected by the church and shall report regularly to the church. All program activities shall be subject to church coordination and approval by the Lead Pastor and Elder Board.

A. THE MODERATOR

1. The Moderator shall be elected annually and shall preside over the business meetings of the church.
2. The Vice-Moderator shall be elected annually and shall preside over the Business Meetings of the church in the absence of the Moderator.
3. In the absence of both the Moderator and Vice-Moderator, the Chairman of the Elder Board may preside over the Business Meetings of the church.

B. THE CHURCH CLERK

The church shall elect annually a church Clerk as its clerical officer. The church may delegate some of the clerical responsibilities to a church Secretary or Administrative Assistant who may assist the elected church Clerk. All church records are church property and shall be kept in the church office when an office is maintained. The duties of the church Clerk shall be as follows:

1. To keep the minutes of all Business Meetings of the church, recording all official actions.
2. To maintain accurate records of church membership, including for each person a status of active or inactive, and dates of admission, baptism, death, or removal.
3. To take care of all correspondence relating to membership.

C. THE FINANCE OFFICERS

The church shall elect annually a General Operations Treasurer and a Missions Treasurer. The Treasurers' reports and records shall be reviewed annually by a Financial Review Committee or public accountant selected by the Elder Board. Upon rendering the annual accounts at the end of each fiscal year and its acceptance and approval by the church, the records shall be delivered by the Treasurer to the church Clerk, who shall keep and preserve the account as a part of the permanent records of the church.

1. **The General Operations Treasurer** - The duties of the General Operations Treasurer shall be as follows:
 - a. To keep an accurate, itemized account of all monies or things of value paid or given to the church.
 - b. To make payment of all obligations incurred by the church as ordered by the Board of Deacons.
 - c. To prepare printed reports Quarterly, for the Annual Meeting, and when desired by the Board of Deacons or vote of the church.
2. **The Missions Treasurer** - The duties of the Missions Treasurer shall be as follows:
 - a. To keep an accurate, itemized account of all monies or things of value paid or given to the Missions fund.
 - b. To send monies as directed by the Missions Board to the appropriate mission organizations or missionaries.

- c. To prepare printed reports Quarterly, for the Annual Meeting, and when desired by the Board of Deacons or vote of the church.
- 3. The Financial Secretary** - A Financial Secretary shall be appointed by the Elder Board. The duties of the Financial Secretary shall be as follows:
- a. To assist in counting all monies received.
 - b. To separate all monies into the appropriate church account.
 - c. To make notes of each transaction for the General Operations and Missions Treasurers.
 - d. To see that all monies are deposited in the bank promptly.
 - e. To make all records available when desired by the Board of Elders or Deacons.
 - f. To provide appropriate receipts which meet the requirements of the Internal Revenue Code to donors.

D. THE CHRISTIAN EDUCATION BOARD

The Christian Education Board is accountable to the Elder Board and is responsible for the organization, administration and supervision of the entire Educational Program of the church, including the Sunday School, all Youth Groups, AWANA, church sanctioned Bible Studies, Vacation Bible School, the Library, Nurseries, Camps and any other organizations necessary to fulfill its functions.

1. Qualifications - All Board members shall be at least twenty-one years of age and in good standing in the church, and shall have attended the church for a reasonable period of time.
2. Policies
 - a. The Board members shall be at least five in number and each person is able to serve two consecutive three-year terms. One-third, or as near one-third as possible, shall be elected at each Annual Meeting.
 - b. Board members elected to fill unanticipated vacancies shall serve on the board for the duration of the unexpired term of the position vacated, and are then eligible to still serve two full, consecutive terms.
 - c. The Christian Education Board shall annually elect a Chairman and Secretary from their members to facilitate their board meetings. The Christian Education Board may appoint a Sunday School Superintendent.
 - d. In performance of their duties, the Christian Education Board may request necessary funds from the Deacon Board for teaching materials and resources.
 - e. Meetings shall be held as needed to accomplish the duties of the Board with all proposed meeting dates and times being conveyed to the church either electronically and/or in the weekly church bulletin.
3. The duties of the Christian Education Board shall be as follows:
 - a. To consult the Pastoral Staff and Elder Board when necessary to assure that sound doctrine consistent with the Word of God and the Doctrinal Statement of this church is being taught.
 - b. To approve all teaching materials.
 - c. To recruit and appoint personnel to fill all necessary positions. All personnel must pass a background check and shall serve at the discretion of the Christian Education Board.
 - d. To supervise the expenditure of funds for the Educational Programs of the church.

E. THE MISSIONS BOARD

The Missions Board is accountable to the Elder Board and is the mission education, action, and support organization of the church. It seeks to discover opportunities for supporting local, regional, and global missions projects and missionaries, and provides the church with updates, prayer requests, and needs regarding the mission work of the church.

1. Qualifications - All Board members shall be at least twenty-one years of age and in good standing in the church, and shall have attended the church for a reasonable period of time.
2. Policies
 - a. The Missions Board members shall be at least five in number and each person is able to serve two consecutive three-year terms. One-third, or as near one-third as possible, shall be elected at each Annual Meeting.
 - b. Mission Board members elected to fill unanticipated vacancies shall serve on the board for the duration of the unexpired term of the position vacated, and are then eligible to still serve two full, consecutive terms.
 - c. The Missions Board shall annually elect from their members a Chairman and Secretary to facilitate their board meetings, and may appoint a Hospitality Coordinator who will make necessary accommodations for visiting Missionaries.
 - d. Meetings shall be held as needed to accomplish the duties of the Board with all proposed meeting dates and times being conveyed to the church either electronically and/or in the weekly church bulletin.
 - e. All meetings shall be open to church members and church missionaries by request, for the purpose of airing constructive suggestions or grievances.
3. The duties of the Missions Board shall be as follows:
 - a. To create and adhere to a set of guidelines approved by the Elder Board for the vetting of current and potential missionary support. All mission organizations or individuals receiving monetary support from the church should be assessed yearly to assure their work, focus and beliefs are in-line with our Mission and Abbreviated Statement of Faith.
 - b. To maintain communications with our missionaries.
 - c. To be a source of missions information to the church.
 - d. To oversee all missions activity within the church.
 - e. To keep and maintain accurate records of all meetings and be responsible for any missions promotion such as bulletin news, Missionary Bulletin Board and other missionary activities held in the church throughout the year.
 - f. To direct the Missions Treasurer on the necessary disbursements.

F. THE USHER BOARD

1. Three Principal Ushers shall be elected by the congregation to three-year terms on a rotating basis to an Usher Board. Principal Ushers shall be members of the church. The Principal Ushers shall annually elect one of their number to serve as President.
2. The Usher Board shall recommend to the Elder Board for approval people who are willing to serve as Assistant Ushers. All Assistant Ushers will serve at the discretion of the Usher Board.
3. The duties of the ushers shall be as follows:
 - a. To minister to the comfort of those who attend public services.
 - b. To help those attending to find seating.

- c. To receive offerings.
- d. To serve as security guards before, during, and after services.
- e. To identify visitors and escort them to the Visitors Center.
- f. To greet those entering the church and distribute bulletins at all entrances to the church.
- g. To assist with serving communion.
- h. To serve as parking attendants.

ARTICLE VI

BUSINESS MEETINGS

All Business Meetings are open to all members, and any non-members who wish to observe without participation.

- A. Notice of any Business Meeting must be given at the regular service of the Church and in the church bulletin at least one week prior to the time of said meeting. A Quorum of the church membership shall be necessary to hold any Business Meeting. Twenty percent of the active membership shall constitute a quorum. Members 18 years of age and older shall have the right to vote. The will of the Church on any given matter duly expressed by its vote shall be carried out by all committees, offices and organizations of the Church. Absentee Ballots and Proxy Ballots shall not be accepted unless prior approval by the Board of Elders has been granted. Roberts Rules of Order shall govern the procedure of meetings.
- B. Quarterly Business Meetings shall be held the third Sunday in April, July and October, and an Annual Business Meeting shall be held the third Sunday in January. The Annual Business Meeting shall be held for presentation of annual reports from all offices and departments of this Church, election of Board members, and for the transaction of other necessary business. Business meetings may be re-scheduled by the Board of Elders if they deem such to be in the best interests of the church.
- C. Special Business Meetings may be called by the Board of Elders upon written request to the Elder Board of twenty-five members of the church.

ARTICLE VII

AMENDMENTS

These Bylaws may be amended at any duly convened Business Meeting of the Church by a three-fourths vote of those present and voting, provided a quorum is present.



206 E. Indiana Ave.
George, IA 51237
712-475-2801
tabernaclechurch.com

January 2020