

**The By-Laws Of Redemption Church, Inc.
Incorporated on September 21, 2024**

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Redemption Church, Inc.
By-Laws version 2.0 9/21/2024

Revision History and Signatures

Version	Date	Board of Directors
1.0	10-15-2017	DaQuan Gibson, Ronin Williams, Dominic Bonvetti, Gary Merkel
2.0	9-21-2024	DaQuan Gibson, Levi Brandon, Linton Williams, Katelyn Bubeck

0-21-2024 Revision

Signatures of the Board of Directors:

DaQuan Gibson Date
President and Teaching Elder

Levi Brandon Date
Ruling Elder

Linton Williams Date
Ruling Elder

Katelyn Bubeck Date
Secretary

ARTICLE I – NAME AND PRINCIPAL OFFICE

The name and principal office shall be:

Redemption Church, Inc.

P.O. Box 1481, Bear, Delaware 19701

ARTICLE II – PURPOSE

Redemption Church is a community of believers, worshiping and working together as guided by the Holy Spirit. We exist to glorify God through the **preached word** (God), **authentic relationships** (Family) and **charity** (Evangelism). *To engage all with the reality that **CHRIST IS ALL!** (Colossians 3:11)*

ARTICLE III – GOVERNANCE

Section 1. Officers

(a) The corporate officers of Redemption Church, Inc. (hereafter, "the Church") are the President, Secretary, and Treasurer of the corporation.

(b) The President must be an Elder in order to preside at meetings of the Elder Board. The Secretary and Treasurer are not required to be Elders.

(c) The officers of the corporation shall hold offices until their successors are duly elected and qualified. Successors may be elected at any time by a two-thirds majority vote of the Elder Board.

(d) The Responsibilities of the President are:

1. Moderate Congregational and Elder Board meetings
2. Primary signer all certificates, contracts, deeds and other instruments of the corporation, as approved by the Elder Board
3. Exercise fiduciary duty to the Church and its Members to ensure a high-standard of duty within the Elder Board that prohibits self-dealing or holding any interests that conflict with those of the Church and its Members

(e) The Responsibilities of the Secretary are:

1. Provide for the recording and archiving of the minutes of all Congregational and Elder Board meetings
2. Maintain charge of the seal and corporate books, making such reports and performing such duties as required by the Church
3. Secondary signer of all certificates, contracts, deeds and other instruments of the corporation, as approved by the Elder Board
4. Provide for the maintenance of an accurate and up-to-date Church Membership Roll, with current names, addresses, and contact information of Members
5. Provide for the maintenance of accurate and up-to-date lists of Communicant Members, Non-communicant Members, new Members admitted, Members transferred to other churches, Members removed from the Membership Roll, births, deaths, baptisms, ordination services, and communion services

(f) The Responsibilities of the Treasurer are:

1. Provide for the integrity of every aspect of Church finance
2. Provide stewardship, accountability, and proper chain of custody over all monies and securities of the Church and provide for the keeping of Church books of account
3. Provide oversight for the recording and verification of all donations, including the careful deposit of received funds into a banking institution
4. Provide oversight for the proper documenting and disbursement of funds in payment of the just demands against the Church
5. Ensure that expenditures are made in accordance with the annual approved budget
6. Provide for the preparation of quarterly and annual financial statements, including Statement of Profit and Loss, Balance Sheet, and Cash Flow
7. Provide full disclosure and support for an annual audit of Church financial records made by a qualified CPA firm

Section 2. Elder Board

(a) The Elder Board consists of Teaching Elders and Ruling Elders. The offices of Teaching Elder and Ruling Elder are ordained offices. The biblical qualifications of Elders are outlined in Scripture, especially 1 Timothy 3:1-7 and Titus 1:5-9. In accordance with Scripture only males may be ordained into the offices of Teaching Elder and Ruling Elder.

(b) Teaching Elders include the Lead Pastor and any Associate Pastors.

1. Responsibilities of Teaching Elders

- Lead worship services
- Provide primary preaching and teaching ministry to Members
- Promote the spiritual maturity of the Church and its Members
- Serve the Church as Members of the Elder Board
- Teaching Elders should be paid staff members of the Church.

(c) Ruling Elders are Church Members in good standing who are elected by the Congregation to serve as Members of the Elder Board.

1. Responsibilities of Ruling Elders

- Provide shepherding and spiritual oversight to Church Members while promoting the overall health and unity of the Church body
- Protect Church doctrinal purity
- Provide for the administration of Church business and Church By-Laws
- Deal with offenders in matters of Church discipline, observing especially the admonition of Galatians 6:1
- Approve the creation of all new staff positions
- Approve all candidates for Teaching Elder and ministerial leadership positions
- Approve all candidates for teaching and small group leadership positions within the Church
- Oversee and approve the annual Church budget

- Review and establish salary and benefits packages annually for Teaching Elders and ministerial leadership staff members
- Ensure that Teaching Elders and ministerial leaders are setting appropriate goals and are receiving regular feedback regarding performance
- Ensure that regular leadership training is being offered to equip leaders to become Elder Board Members, Diaconal Members, small group leaders, and ministry leaders
- Provide a conduit to Church leadership for Church Members
- Review and approve the minutes of Diaconal meetings
- Review and approve all certificates, contracts, deeds and other instruments of the corporation

2. Ruling Elder candidates are required to prepare and to present their personal testimonies to the Congregation at least one week prior to the Congregational vote. Candidates must make themselves available for questions from Congregation Members prior to the Congregational vote.

3. Ruling Elders are elected by a two-thirds majority of the voting Members present at the Congregational meeting during which the election is held.

4. Ruling Elder terms are three years. Ruling Elders may serve successive terms without limit so long as they are re-elected by the Congregation to serve.

5. Ruling Elders may be removed from service by a two-thirds majority vote of the Members of the Elder Board in office at the time.

(d) The Elder Board shall consist of at least one Teaching Elder and Two Ruling Elders. The percentage of paid Church staff members serving on the Elder Board shall not exceed 49% of the board membership.

(e) The Elder Board shall hold Stated Meetings at regular intervals of at least once per quarter.

1. The President serves as moderator of the Elder Board meetings.

2. Meetings require a quorum to conduct business requiring votes. A quorum requires at least 51% of the elder board.

3. The administrative portion of meetings is open to Church Members who may

participate in the discussion without vote. The executive (disciplinary) portion of meetings is closed to Church Members.

(f) The Elder Board shall elect a secretary who is competent to keep Church records to serve as Clerk.

1. Responsibilities of the Clerk of the Elder Board

- Record and publish Elder Board meeting minutes
- Provide approved minutes for filing with Church records
- Provide for the maintenance of an accurate and up-to-date Church Membership Roll, with current names, addresses, and contact information of Members
 - Provide for the maintenance of accurate and up-to-
 - date lists of Communicant Members, Non-communicant Members, new
 - Members admitted, Members transferred to other churches, Members
 - removed from the Membership Roll, births, deaths, baptisms, ordination
 - services, and communion services

(g) The Elder Board shall provide for the integrity of every aspect of Church finance.

(h) The Elder Board functions as the Board of Directors for all matters pertaining to the business affairs and governance of the Corporation.

(i) During the absence or disability of the Lead Pastor, the Elder Board shall exercise all the powers and discharge all the duties of the Lead Pastor.

Section 3. Diaconate

(a) The Diaconate consists of Deacons. The office of Deacon is an ordained office.

(b) The biblical qualifications of Deacons are outlined in Scripture, especially 1 Timothy 3:8-13.

1. Responsibilities of Deacons

- Minister to those who are in need, to the sick, to the friendless, and to any who may be in distress
- Respond to benevolence requests in behalf of the Church
- Administer the benevolence fund allocated in the approved annual budget
- Provide for works of service in ministry to Members and, secondarily, to non-members and organizations in the surrounding community

2. Diaconal candidates are required to prepare and to present their personal testimonies to the Congregation at least one week prior to the Congregational vote. Candidates must make themselves available for questions from Congregation Members prior to the Congregational vote.

3. Diaconal Members are elected by a two-thirds majority of the voting Members present at the Congregational meeting during which the election is held.

4. Diaconal terms are three years. Deacons may serve successive terms without limit so long as they are re-elected by the Congregation to serve.

5. Diaconal Members may be removed from service by a two-thirds majority vote of the Members of the Elder Board in office at the time.

(c) The Diaconate will elect a Chair that will moderate its meetings. In addition, the Diaconate will elect a Clerk to record meeting minutes. Approved Diaconal Meeting minutes are forwarded to the Elder Board within thirty days of meetings.

(d) The Diaconate shall meet at least quarterly. The diaconate will also meet jointly with the Elder Board twice per year to confer on matters of common interest.

ARTICLE IV - MEMBERSHIP

Section 1. Membership Classification

(a) “Communicant Members” are, by definition, Members who, in obedience to Christ & his command, have been baptized in a manner approved by the Elders and who have made a credible profession of faith in the Lord Jesus Christ as determined by an examination satisfactory to the Elder Board as provided in Article IV Section 2 (a).

1. The Christian profession of such persons shall not be contradicted by flagrant sin or by subscription to false doctrine
2. Communicant Members may partake of the sacrament of Holy Communion

(b) “Non-communicant Members” are, by definition, children of Communicant Members or are children under the care of Communicant Members who stand to them as guardians.

1. One or both of the parents or guardians shall be under solemn obligation to bring the children up & “in the nurture and admonition of the Lord” & and to diligently train them to embrace Jesus Christ as their personal Lord and Savior.
2. Non-communicant Members are not expected to partake of the sacrament of Holy Communion and may only petition to become Communicant Members when they can demonstrate that they are fully able to obey the command of self-examination as given in 1 Corinthians 11:28.

(c) Only Communicant Members who have attained the age of 16 are voting Members of the Congregation.

Section 2. Membership Requirements

(a) The Elder Board shall have the sole power to receive Communicant Members into the Church. The Elder Board will examine all candidates for membership to be assured that they give a credible profession of faith and that they are ready to assume the responsibilities of Church membership

(b) No membership candidate will be received as a Member without first having signed the Membership Commitment Statement.

(c) No membership candidate will be received as a Member without first having been baptized.

(d) Membership candidates who have been received by the Elder Board will be publicly welcomed by the Congregation at a regular worship service.

Section 3. Membership Privileges

(a) Church Members are eligible to attend all Church meetings and functions.

(b) Church Members are eligible to vote on Church matters at Congregational meetings and have the right to bring items of business before the Church.

(c) Church Members are entitled to the aid, comfort, support, and prayers of the Church for spiritual growth needs, physical needs, and financial needs.

Section 4. Membership Removal

(a) The Elder Board has the sole power to remove names from the Membership Roll.

(b) Before recommending removal from membership, the Elders shall have followed guidelines for church discipline established in Matthew 18.

(c) Removal may be recommended for any of the following reasons:

1. Flagrant sin - gross immorality or other extreme disregard for the manner in which the Scriptures say we should behave as Christians
2. Advocating or teaching doctrines which are in direct, major conflict with the teachings of Scripture

3. Membership in another church

4. Discretionary absence of three months or longer from Church attendance

(d) Upon recommendation by the Elders, removal shall require a two-thirds majority vote of the Members of the Elder Board in office at the time.

ARTICLE V - MEETINGS

(a) The fiscal year of the Church corresponds to the calendar year, ending on the 31st day of December of each year.

(b) Elder Board Meetings and Congregational Meetings held during the year are either Stated or Called. Stated Meetings are scheduled and published for each fiscal year in the minutes of the final Elder Board Meeting for the prior year. Called Meetings may be convened by the Lead Pastor or by the Elder Board during the year to address matters that require immediate consideration.

(c) Stated Elder Board Meetings are the established meetings of the Elder Board. These meetings are held quarterly at a minimum. The specific dates of Stated Elder Board Meetings for the fiscal year must be published with the minutes of the final Elder Board Meeting from the prior calendar year.

(d) Additional meetings of the Elder Board (Called Elder Board Meetings) may be called at any time by the Lead Pastor or by a two-thirds majority of the Members of the Elder Board in office at the time to address immediate needs of the Congregation.

(e) Stated Congregational Meetings are the established meetings of the Congregation Members. There must be at least one Stated Congregational Meeting to be scheduled for the month following the close of the fiscal year. This is the Annual Congregational Meeting, moderated by the Lead Pastor, at which prior year results are reviewed and the approved budget for the fiscal year is presented.

(f) Additional meetings of the Congregation Members may be called by the Lead Pastor or by a two-thirds majority of the Members of the Elder Board in office at the time to address immediate needs of the Congregation.

(g) A quorum is required to transact business at a Congregational Meeting. A quorum is considered to be one-fourth of the Communicant Members of the Church.

(h) All votes, except as otherwise noted in these By-Laws, shall be decided by a simple majority vote of those Members present.

ARTICLE VI – CHECK SIGNING POLICY

(a) The Church requires only a single signature on checks. With elder approval, the Treasurer of the Corporation shall have check signing privileges.

(b) An alternate check signer shall be designated by the Treasurer to sign checks in behalf of the Treasurer.

ARTICLE VII – DISCLOSURE OF RECORDS

(a) It is the policy of the Church to protect the privacy of its Members.

(b) The Church will not consider requests for corporate records, nor will it disclose corporate records, other than those records already publicly available, to any non-Member of the Church, or to any Member acting in behalf of someone outside of the Church without a subpoena or written inquiry notice from the IRS.

(c) Church Members may request access to corporate records provided that the requestor lists specifically what he/she wishes to look at along with the reason for the request. Members will be required to sign a statement declaring that any received information will be kept in the strictest of confidence.

(d) The Church reserves the right to decide if a request for corporate records is frivolous or if the person is doing so in order to create division within the Church. Requests so-determined will be denied.

ARTICLE VIII - SCOPE OF BY-LAWS

Section 1. Applicability

(a) This document shall be the source of regulations concerning the procedures and practices of the Church.

Section 2. Amendments

(a) The Church may make amendments to this document only by a two-thirds majority of the Members present and voting at a Congregational meeting.

1. Such amendments shall carry the same authority as the original document.
2. For consideration as an amendment, a Member must present a written copy of the proposed amendment to the Elder Board.
3. The Elders must approve any proposed amendment by a two-thirds majority vote of the Members of the Elder Board in office at the time. Upon approval by the Elder Board, the amendment will then be presented to the Congregation for a vote at the next meeting at which a quorum is present.

Section 3. Authority

(a) This document supersedes and replaces all rules, procedures, and enactments, which occurred prior to its ratification and adoption by the Church.

Section 4. Availability

(a) A copy of this document and its amendments shall be available for reference by Members.