

Redeeming Grace Church

CONSTITUTION and BYLAWS

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1.0 Establishment

1.1 Mission

Redeeming Grace Church exists to make followers of Jesus by the power of the Gospel with spiritual maturation.¹

1.2 Purposes

Redeeming Grace Church shall fulfill the above mission through the following ministries, tasks, or functions: prayer, ministering God's word, regularly assembling together for corporate worship, administering the ordinances of baptism and the Lord's supper, maintaining and practicing Church membership and biblical governance, promoting intentional relationships, using the various gifts for the sake of each other's encouragement and Christian maturation, practicing Church discipline, actively engaging in evangelism and missions, serving and meeting the needs of the Church and communities, and giving financially and materially for the sake of others and the spread of the Gospel.

1.3 Meetings

Redeeming Grace Church's meetings for weekly public worship shall be held at a time and place determined and made publicly known by its Elders. Other official gatherings of the Church may be appointed for the advancement of the Church's mission.

1.4 Incorporation

To implement these purposes (see 1.2) legally, the Church is incorporated under the laws of the State of Wisconsin. This allows Redeeming Grace Church to own, provide, and/or maintain a place of worship (including suitable real estate and buildings), receive, hold, and disburse gifts, bequests, and funds, and/or do all and various things necessary or potentially involved in carrying on such purposes. To fulfill State incorporation requirements, the Church shall have a Board of Directors (see 4.0).

1.5 Non-Profit Status

Redeeming Grace Church is a Wisconsin non-stock corporation 6N05058 under the State of Wisconsin Department of Financial Institutions. This Constitution and Bylaws document written on March 7, 2024 shall be interpreted and construed in accordance with the laws of the State of Wisconsin. In addition, this Constitution and Bylaws document supersede all previous documents and is considered the guiding document for the organization.

¹ Hereafter, Redeeming Grace Church may also be referred to as "Church" or "the Church". When this document refers to the Universal Church, it is spelled out as such.

2.0 Statement Of Faith

2.1 Scripture

The Bible—consisting of the 66 books of the Old and New testaments—is God's revealed and inspired word without error in its original writings. The Bible is the final authority for all believers on how to live. Redeeming Grace Church believes that through the Bible, God makes known to believers Himself, the sinful condition, and the way of salvation through faith in Jesus Christ.

2.2 God

God is eternal. He has always been, is now, and always will be. He is the Creator of all things, all powerful, all present, knows all absolutely (past, present, and future). He is holy, just, loving, merciful, patient, gracious, slow to anger, faithful, and forgiving. He exists in three persons (one in essence, distinct in person) Father, Son, and Holy Spirit, referred to as the Trinity.

2.3 Jesus Christ

Jesus of Nazareth is the second person of the Trinity, the eternal Son of God who became man.² He was born of the virgin Mary, withstood temptation, lived a sinless life, performed many miracles, taught with authority, was crucified under Pontius Pilate, was buried, rose bodily from the dead, appeared to many, and ascended into heaven.³ Jesus' death was substitutionary and atoning. He inaugurated the new covenant through resurrection and defeated sin and death for all the believers. He bore the guilt of sin, reconciling his bride to the father, and will restore His Church from corruption at the final judgment.⁴ Jesus, the Savior is now seated at the right hand of the Father, from where he reigns, unceasingly interceding for all believers.

2.4 The Holy Spirit

The Holy Spirit is the third person of the Trinity. The Church believes that He convicts humanity of its guilt. He regenerates and indwells believers, cultivates Christian character, empowers believers for Godly living, equips them for faithful service, testifies to their divine adoption, gives spiritual gifts, and seals them unto final salvation.⁵

² John 1:1-3, 14; Phil. 2:6-8; Col. 1:15-20; 2:9; Heb. 1:3; 2:14-18.

³ Matt. 4:23-25; 7:28-29; Mk 1:12-13; Luke 1:34-35; John 4:34; 6:38; Acts 1:9-11; 2:22-24; 32; 4:27-28; 1 Cor. 15:3-8; Gal. 4:4-5; Phil. 2:8; 1 Tim. 3:16; Heb. 4:15; 5:8-9; 7:26; 1 Pet. 2:22; 1 John 3:5.

⁴ Isa. 52:13-53:12; Matt. 26:28; John 10:11; 11:50-52; Acts 20:28; Rom. 3:21-26; 4:25; 5:6-11, 12-21; 6:1-11; 7:4-6; 8:1-4; 1 Cor. 11:25; 15:3, 17; 20-23; 47-49; 2 Cor. 4:14; 5:14, 21; Gal. 1:4; 2:20-21; 3:13; Eph. 1:7; 2:4-6; 5:2; 25-27; Col. 1:14; 2:11-15; 3:1-3; 1 Thess. 5:9-10; 1 Tim. 2:5-6; 2 Tim. 1:10; Tit. 2:14; Heb. 1:3; 2:9; 9:11-10:18; 1 Pet. 1:18-21; 2:24; 3:18; 1 John 2:1-2.

⁵ Ezek. 36:25-27; John 3:1-8; 6:63; 14:16-17; 16:7-15; Acts 5:3-4; Rom. 7:4-6; 8:1-27; 1 Cor. 6:19; 12; 2 Cor. 2:10-13; 3:1-18; Gal. 4:5-7; 5:16-25; 2 Tim. 1:14; Tit. 3:4-7; 1 John 4:13.

2.5 Humanity

God created humanity in His image. Adam incurred death (both physical and spiritual) through his sin. All humans are now sinners from conception. All humanity is under God's wrath, without excuse, rightly condemned, and incapable of remedying their predicament.⁶ Apart from God's gracious intervention in Christ, humanity finds itself separated from God.

2.6 Salvation

Salvation is a free gift entirely by God's grace and is based completely on the shed blood of Christ. No one can enter the Kingdom of God unless born again (John 3:5-8). Apart from the intervention of God, humanity is dead in their sins (Rom. 3; Eph. 2:1-3). All who receive the Lord Jesus Christ through faith are declared righteous by God and become Children of God (Heb. 10:19-25). It is by grace we have been saved, through faith, not by works of any kind. All believers are secure only in Jesus Christ (Rom. 3:22-26; Eph. 1:13-14; 2:8-9).

2.7 The Church

Christ is head of the Universal Church that he bought with his blood. The Universal Church is composed of all those who are united to Christ. The Church has ordinances (baptism and the Lord's supper), Church discipline, biblical offices, and members who love one another. Christ has commissioned His Church to carry His Gospel to the ends of the earth.⁷

2.8 Last Things

The Lord Jesus Christ will personally return to earth in glory to conclude his Kingdom in God's timing. Jesus will bring this world to its appropriate end, making all things new. Redeeming Grace Church believes in the resurrection of the physical body and the final judgment. Those who have faith in Christ will be with Him forever and those who choose to not believe in Him will be separated from Him in hell.

2.9 Gender

God created humanity male and female. Gender is unalterably designed by God to correspond to our biological sex. God created men and women equal in dignity, worth, value, and respect. God also created men and women distinct with complementary roles to glorify Him.

⁶ Gen.1:26-28; 2:16-17; 3:1-24; 6:5; 8:21; 9:6; 1 Kings 8:46; Ps. 51:5; 58:3; Eccles. 7:20; Jer. 17:9; Matt. 15:18-19; John 3:18; Rom. 1:18-23; 3:9-18, 24; 5:12-19; 6:23; 8:7-8; 1 Cor. 15:21-22; Gal. 5:19-21; Eph. 2:1-3; Jas. 1:14-15; 3:9; 1 John 1:10.

⁷ Matt. 18:15-20; 28:18-20; John 13:35; 17:18; 20:21; Acts 1:8; 2:41-42; 14:23; 1 Cor. 11:23-26; 12:12-13; Gal. 1:6-9; Eph. 1:22-23; 2:20-22; 3:10; 4:11, 15-16; 5:23; Col. 1:18; 2:10, 19; 1 Tim. 3:1-13; Heb. 10:24-25; 12:22-23; 1 Pet. 2:4-7; 1 John 2:19; 2 John 9.

2.10 Marriage

Marriage consists of one man and one woman. In marriage, as a reflection of Christ's relationship to the Universal Church, husbands are to lovingly and sacrificially lead their wives while wives are to respectfully yield to their husbands.

2.11 Baptism and the Lord's Supper

Baptism and the Lord's Supper are ordinances instituted by God for the Church as signs to represent Christ. The Lord's Supper is designed to commemorate Christ's death and serves as spiritual nourishment but is not actually the body and blood of Jesus nor does it save. Christian baptism is the immersion of a professing believer into water in the name of the Father, Son, and Holy Spirit, and is performed as a public witness by the believer to his or her salvation.

3.0 Membership

3.1 Qualifications

In agreeing to membership, a member of Redeeming Grace Church is agreeing to adhere, to the best of their ability, to the following items.

3.1.1 Make a profession of faith in the Lord Jesus Christ as Savior

3.1.2 Must adhere to the teaching of Scripture as expressed in the Statement Of Faith (See 2.0)

3.1.3 Agree to charitably recognize other interpretations of Scripture that still fall within orthodox Christianity

3.1.4 Be at least 18 years of age⁸

3.2 Process

The candidate for membership must agree to the statements above and complete a New Member Course as provided by the Elders. Once these requirements are met, the candidate shall be accepted as a member by the Elders with all the rights and responsibilities. They shall be introduced to all those present at the next Sunday morning worship service as a new member. The Elders shall be responsible for determining the fitness of each person's qualification for membership based on processes they deem appropriate.

⁸ For those under the age of 18, Associate Membership will be extended. These individuals must meet the requirements above, and will have no voting rights nor be able to serve on the Board of Directors.

3.3 Responsibilities

The responsibilities of members are to faithfully:

3.3.1 Assemble weekly

3.3.2 Study God's Word, financially contribute, pray, volunteer service, and love one another

3.3.3 Make every effort to pursue God's work of renewal in our own lives

3.3.4 Strive for the strength and unity of this local Church, making room for differing opinions

3.3.5 Toil for the spiritual health of the members of this local body

3.3.6 Be diligent to spread God's work of redemption in our spheres of influence

3.3.7 Participate in any voting process required by other rules in this Constitution. Members are able to vote on business matters following six months of active membership

3.4 Termination

One's membership with Redeeming Grace Church may be dissolved at the discretion of the Elders in the following ways:

3.4.1 Upon death

3.4.2 Upon the request to withdraw membership

3.4.3 Upon the notification to transfer membership

3.4.4 Upon revocation due to Church discipline

3.4.5 Upon less than 13 weeks of attendance within any 6 month period⁹

3.5 Discipline

The purpose of discipline is the responsibility of guarding its members from sin and steering them towards maturity. The Church will intervene to seek to deliver members from unrepentant sin by not tolerating their sin and rebuking them with increasing levels of exposure and involvement with the hopes that they will be restored.

All discipline shall follow the biblical spirit and instructions of Matt. 18:15-20; 1 Cor. 5:1-13; 2 Cor. 2:5-11; Gal. 6:1-2; 2 Thess. 3:14-15; 1 Tim. 5:19-21; And Jas. 5:19-20. Upon

⁹Exceptions will be made for military service, college students, or medical circumstances.

sincere repentance of sin at any stage in the discipline process, the process of discipline shall be discontinued and the member under discipline shall be completely restored to fellowship.

Prior to the final stages of discipline in which the entire congregation would become involved, the matter shall be brought to the attention of the Elders who shall conduct a careful investigation and oversee the remaining process. If an erring member refuses to heed the warning of the Elders and the public admonition of the congregation, he or she shall have their membership revoked upon the decision of the Elders. In worst case situations, individuals can be excommunicated from the assembly. In all situations, in the Church, hope remains that relationships can be restored to full effect.

4.0 Governance

Under the authority of Christ and the word of God, the Church possesses authority to govern itself autonomously. Scripture indicates that the Church is to be governed by Elders who lead and rule the Church under the word of God and Christ's lordship. The details of how Redeeming Grace Church has established the authority structure can be understood through the following sections: designated offices of the Church, office responsibilities, and congregation interactions.

Per Wisconsin Statute 181, Redeeming Grace Church will maintain a Board of Directors consisting of a minimum of five members: President, Vice President, Treasurer, Secretary, and non-officer member(s).

The Board of Directors will consist of the Elders per 4.2.1, the Treasurer appointed per 4.1.3, and the Secretary appointed per 4.1.4.¹⁰

4.1 Designated Offices

4.1.1 Elders

4.1.1.1 Qualifications

The Eldership of the Church shall be composed of men who reasonably satisfy all the qualifications for the office of Elder as set forth in 1 Timothy 3:1-7 and Titus 1:6-9. all Elders must be members of this Church.¹¹

¹⁰In the event that there are not three Elders available to complete the Board of Directors, the Board of Directors shall appoint or receive nominations for the non-officer member of the Board of Directors in order to satisfy the five member minimum. The person appointed or nominated must be a member of Redeeming Grace Church in order to join the Board of Directors.

¹¹In the event that all Elders simultaneously are unfit or unable to serve the Church, the Treasurer and Secretary shall create a "Pastoral Search Committee." This committee shall consist of all the Deacons, or a minimum of five chosen people in the event there are not five Deacons - this count does include the Treasurer and Secretary. The Treasurer and Secretary shall chair the committee and seek out new candidates for

4.1.1.2 Appointment¹²

To be appointed to the office of Elder “the saying is trustworthy: if anyone aspires to the office of overseer, he desires a noble task” (1 Timothy 3:1). Any Elder can nominate a man who is a member of Redeeming Grace Church to Eldership. After this nomination, candidates are considered prospective Elders. Prospective Elders must accept the nomination and be elected by the Elders to the office (based on qualification and need). This election does not change the status, candidates are still considered prospective Elders until after a period of congregational review in which the congregation has time to approach the other Elders with any information that may impact the confirmation of a prospective Elder. After this review, assuming no information provides cause for a prospective Elder to not be confirmed, a prospective Elder is considered confirmed and is then considered Elder per the other sections of this document. The duration of this review will be dependent on the Elders of the Church determining that there has been enough time to ascertain any relevant information regarding the prospective Elder(s).

4.1.1.3 Termination

An Elder’s tenure will be considered for life but will be dissolved in the following ways: upon death, upon resignation, upon cessation of membership for any reason, upon public discipline, upon removal for failure to fulfill the above qualifications or duties. The dissolution of an elder’s tenure for any of the reasons above shall be made public to the members for the sake of the Church’s proper functioning.

4.1.2 Deacons

4.1.2.1 Qualifications

The Deacons of the Church shall be persons who reasonably satisfy all the qualifications for the office of Deacon as set forth in 1 Timothy 3:8-13. All Deacons must be members of this Church. They must wholeheartedly affirm orthodox doctrine as expressed in Redeeming Grace Church's Statement of Faith (see 2.0).

Eldership. A minimum of one candidate would be required for the Pastoral Search Committee to disband, and this group will work with any candidate brought on board to determine the need for a continued search.

¹² The initial group of Elders for Redeeming Grace Church are Fred Kusik, Chris Weltzin, and Chris Luckey and are considered appointed to the office at the inauguration of this Constitution.

4.1.2.2 Appointment

To be appointed to the office of Deacon, candidates must be nominated for the office. Any member of the congregation, excluding the Elders¹³, may nominate a candidate for a Deacon role. The nominated person is not considered a Deacon at this stage, but will be considered a prospective Deacon. The prospective Deacon must accept the nomination, be elected by the Elders to the office (based on qualification and need - this may not be an immediate step following nomination), and be confirmed following a period of congregational review in which the congregation has time to approach the other Elders with any information that may impact the confirmation of a prospective Deacon. The duration of this review will be dependent on the Elders of the Church determining that there has been enough time to ascertain any relevant information regarding the prospective Deacon(s).

4.1.2.3 Termination

A Deacon's tenure will be two years, at which point a Deacon will need to be renominated. A Deacon's tenure may be dissolved in the following ways: upon death, upon resignation, upon cessation of membership for any reason, upon public discipline, upon removal for failure to fulfill the above qualifications or duties. The dissolution of a Deacon's tenure for any of the reasons above shall be made public to the members of the congregation for the sake of the Church's proper functioning.

4.1.3 Treasurer

4.1.3.1 Qualifications

The Treasurer must be a member of the Church. The Treasurer must wholeheartedly affirm orthodox doctrine as expressed in Redeeming Grace Church's Statement of Faith (see 2.0). The Treasurer must meet the same qualifications as a Deacon. Ideally, the Treasurer would have experience in financial matters regarding running a business, managing departments of a business, or have experience in the financial industry. All of these things are desired characteristics and are not to be construed as requirements for serving as the Treasurer of Redeeming Grace Church.

4.1.3.2 Appointment

The Treasurer will follow the same process as a Deacon (see 4.1.2.2) and be considered a Deacon upon completion of the process.

4.1.3.3 Termination

The Treasurer's tenure will be two years, at which point the Treasurer will need to be renominated. The Treasurer's tenure may be dissolved in the following ways: upon death, upon resignation, upon cessation of membership for any reason, upon public discipline, upon removal for failure to fulfill the above qualifications or duties. The dissolution of the Treasurer's tenure for any of the reasons above shall be made public to the members of the congregation for the sake of the Church's proper functioning. A minimum of three months before the Treasurer's tenure is

¹³ Acts 6:1-6

complete, the Elders will call upon the congregation to renominate the Treasurer or nominate a new Treasurer, and the initiation process will begin.

4.1.4 Secretary

4.1.4.1 Qualifications

The Secretary must be a member of the Church and must wholeheartedly affirm orthodox doctrine as expressed in Redeeming Grace Church's Statement of Faith (see 2.0). Ideally, the Secretary is someone who is naturally gifted with an organized mind and ability to take notes effectively. These are desired traits and are not to be construed as a requirement for serving as the Secretary at Redeeming Grace Church.

4.1.4.2 Appointment

The Secretary will follow the same nomination path as a Deacon (see 4.1.2.2) and be considered a Deacon.

4.1.4.3 Termination

The Secretary's tenure will be one year, at which point the Secretary will need to be renominated. The Secretary's tenure may be dissolved in the following ways: upon death, upon resignation, upon cessation of membership for any reason, upon public discipline, upon removal for failure to fulfill the above qualifications or duties. The dissolution of the Secretary's tenure for any of the reasons above shall be made public to the members of the congregation for the sake of the Church's proper functioning.

4.1.5 Building And Grounds Manager

4.1.5.1 Qualifications

The Building And Grounds Manager must be a member of the Church and must wholeheartedly affirm orthodox doctrine as expressed in Redeeming Grace Church's Statement Of Faith (see 2.0).

4.1.5.2 Appointment

The Building And Grounds Manager will be appointed by the Elders, and can be a position held by an Elder.

4.1.5.3 Termination

Any change to the position of Building And Grounds Manager will be made public to the members of the Church.

4.2 Office Responsibilities

4.2.1 Elders

The Elders shall serve as the final decision-making body of this Church. Any areas, issues, or questions that may arise which are left unspecified in this Church's governing documents will be subject to their decision and discretion.

If consensus cannot be achieved, Elder decisions shall be made by way of voting, wherein each Elder shall exercise a vote.

Each of the Elders shall be equal in authority, although they may choose to specialize in function, delegate tasks, or appoint oversight over certain domains amongst themselves as they see fit. The Board of Directors will nominate and approve a President and a Vice-President to ensure proper function of the Board of Directors in conjunction with Wisconsin Statute 181. The remaining Elder(s) will become Non-Officer members on the Board of Directors.

The Elders' responsibilities in shepherding the Church towards health and maturity involve leading the Church by example, with gentleness and not under compulsion, caring for the saints and equipping them for ministry, preaching and teaching the word, guarding the Church from error, devoting themselves to prayer, exercising Church discipline¹⁴, overseeing the well-being and activity of the Church, raising up leaders, and attending to their own spiritual condition.¹⁵

4.2.2 Deacons

The Deacons are responsible for serving the Church community by caring for various temporal and physical needs as directed under the oversight of the Elders. How this looks in practice will vary depending on the area a particular Deacon is serving in, but the main purpose is to assist the Elders by identifying, organizing, and meeting the needs of the Church.

4.2.3 Treasurer

The Treasurer shall be responsible for, including but not limited to: conducting the general financial transactions of Redeeming Grace Church, provide financial reports for the State of the Church meetings, including information in all reports detailing income, expenses, savings, available cash, liabilities and any other pertinent financial information, providing monthly financial reports, and attending Board of Director meetings.

¹⁴ Matthew 18:15-17, 1 Corinthians 5:1-13

¹⁵ For the purpose of governing and pastoring the Church, information that Elders obtain via personal interactions or any other means may be relayed to other Elders at an Elder's discretion. This includes information that was provided to an Elder under the assumption of privacy.

4.2.4 Secretary

The Secretary shall be responsible for, including but not limited to: taking minutes for all meetings, keeping all necessary records of the corporation, keeping an official list of the members of the corporation, providing official ballots for all items being voted upon, issuing all notices and communications regarding upcoming meetings, and ensuring that all documents required by state and federal organizations are collected and retained for the appropriate amount of time.

4.2.5 Building And Grounds Manager (BGM)

The BGM will be responsible to see that the buildings and grounds are maintained in proper condition and may appoint or ask for volunteers to assist the BGM in accomplishing this task. The Board of Directors shall budget sufficient funds so the BGM may obtain materials, supplies, and equipment deemed necessary. The BGM may spend up to \$500 per month deemed necessary but must get approval from the Board of Directors for expenses exceeding that amount.

4.3 Items Requiring Congregational Approval

While the Elders are the governing authority in the local Church, a vote of Church membership shall be required in the following situations:

1. Financial transactions exceeding \$5,000
2. Constitutional amendments
3. Dissolutions, mergers, and expansions

For any of these items to successfully pass, three-fourths of the voting members must be present to vote, and three-fourths of those members present must vote in the affirmative. If any of the above require congregational approval prior to a State of the Church meeting, a two week notice will be posted and announced to the congregation, including the quorum requirements.

5.0 Administration

Redeeming Grace Church will conduct business in an organized manner. To accomplish this, some meetings will be held at regular intervals as defined in the following section, with provisions for non-emergency or emergency meetings. Every attempt will be made to put all meetings defined in this section on Redeeming Grace Church's website. Meeting structure requirements and required work prior to a meeting will be defined.

5.1 Meetings With Regular Intervals

Redeeming Grace Church shall conduct these meetings at regular intervals: State Of The Church Meetings and Elder Meetings. The Elders are responsible for ensuring that these meetings are held in accordance with the rest of this section.

5.1.1 State Of The Church Meetings¹⁶

The State Of The Church Meetings shall fulfill the following purposes:

5.1.1.1 Elders provide the congregation with information regarding the state of the Church¹⁷

5.1.1.2 Create an opportunity for the congregation to interact with the Elders

5.1.1.3 Allow members and non-members to ask questions they may have about the Church, the direction of various ministries, or of the Elders

5.1.1.4 Report on Redeeming Grace Church's finances

5.1.1.5 Conduct any other business that may require attention of the congregation (see 4.3)

The months targeted for these meetings shall be April and October.

5.1.2 Elder Meetings

The Elder meetings shall fulfill the following purposes:

5.1.2.1 Allow the Elders to discuss spiritual health aspects of the Church

5.1.2.2 Allow the Elders to discuss upcoming preaching and teaching schedule and topics

5.1.2.3 Allow the Elders to discuss any potential issues that have arisen amongst the congregation

5.1.2.4 Allow the Elders to discuss the direction of the Church and any potential changes that the Elders may deem necessary

5.1.2.5 Allow the Elders to discuss any financial purchases that may be deemed necessary in compliance with Section 5.3.2.1

¹⁶ It is intended that there be two State of the Church Meetings each year.

¹⁷ Information can include but is not limited to: a Treasurer or Secretary wants to step down, potential changes to leadership, etc.

Elder meetings will occur once a week or every two weeks, at the discretion of the Elders. The Elders will make the regular schedule of the meetings available for anyone interested, and will coordinate, to the best of their ability, to post when meetings are canceled. The Elders reserve the right to cancel meetings on short notice. Anyone attending Redeeming Grace Church is allowed and encouraged to observe the Elder meetings. The Elders reserve the right to call upon any visitor for insight or an opinion, but the general expectation is that visitors will not speak unless called upon as a matter of respect. The Elders reserve the right to ask any visitor(s) to leave the room for the discussion of sensitive or confidential material.

5.1.3 Board Of Directors Meetings

The Board Of Directors meetings shall fulfill the following purposes:

5.1.3.1 Conduct business decisions for any single transaction above \$500 and not exceeding \$5,000

5.1.3.2 Review the any previous financial reports that have not been reviewed

5.1.3.3 Prepare an annual budget for Redeeming Grace Church, monitor the budgets for any ministry/committee operating for Redeeming Grace Church, and present the budget at one of the State of the Church Meetings

5.1.3.4 Ensure the annual report is filed by the Registered Agent

5.1.3.5 Ensure that a Benevolence Committee is appointed and maintained¹⁸

The Board of Directors will meet a minimum of four times in a calendar year. The Board of Directors will post the meeting date two weeks in advance. The Secretary shall keep the meeting minutes. The Treasurer shall provide any approved monthly financial reports.

The President of the Board of Directors can call an Emergency Meeting or initiate electronic communication that does not require a two week posting period. Any member of Redeeming Grace Church may make a request to hold an emergency meeting to any officer on the Board of Directors, after which the board will determine if the emergency meeting is required.

¹⁸ The Benevolence Committee will consist of Deacons or other members of Redeeming Grace Church. No member of the Board of Directors can be a part of the Benevolence committee. The Benevolence Committee will consist of a minimum of three members and will follow Redeeming Grace Church's Benevolence Guidelines when acting on behalf of Redeeming Grace Church in bestowing any gift to a member of Redeeming Grace Church.

In an Emergency Meeting, the President of the Board of Directors will determine the agenda, and no topics outside the agenda shall be discussed at the Emergency Meeting.

5.2 Emergency Meetings

Emergency Meetings are called when a decision that requires congregational approval (see 5.3) and a decision is required prior to either of the State of the Church Meetings.

An Emergency Meeting does not require a two week posting period; instead, as much notice as is reasonably possible will be given to the congregation. An Emergency Meeting may be for the Board of Directors or any item requiring congregational approval (see 4.3).

5.3 Meeting Requirements

Redeeming Grace Church shall conduct all meetings with these minimum requirements. Redeeming Grace Church reserves the right to have standard formats for each meeting, but change those formats as necessary for the betterment of the Church without notice.

5.3.1 State Of The Church Meeting Requirements

The State of the Church Meetings requirements are as follows:

5.3.1.1 At least one-half of the active members are required to be present to have a quorum if a vote of the congregation is required (see 4.3)

5.3.1.2 A majority of the Elders is required for the state of the Church meeting

5.3.1.3 Notice of the State of the Church Meeting shall be posted in the Church bulletin and posted on the church website and in a visible location for two consecutive Sundays before the date of the meeting. The notice shall include:

5.3.1.3.1 Date and time of the meeting

5.3.1.3.2 Location of the meeting

5.3.1.3.3 The purpose and agenda for the meeting

5.3.2 Elder Meeting Requirements

The Elders reserve the right to create and change the format of their meetings as the Elders see fit and are not required to post the agenda prior to the meeting. However, there are several requirements the Elders must adhere to regarding business decisions.

5.3.2.1 Meetings With Business Decisions Requirements

The Elders may discuss business decisions in any meeting; however, the Elders must adhere to the requirements in the following section for any decision that requires congregation approval (see 5.3) or meets the criteria of the following section. If the requirements of this section are unable to be met, then no vote regarding the topic can be made and must wait until all requirements can be met.

5.3.2.1.1 Transactions Exceeding \$5,000

5.3.2.1.1.1 Officers Required To Be Present

5.3.2.1.1.1.1 President

5.3.2.1.1.1.2 Vice-President

5.3.2.1.1.1.3 Secretary

5.3.2.1.1.1.4 Treasurer

5.3.2.1.1.2 Requirements

5.3.2.1.1.2.1 All the Elders must be present to vote upon the potential decision.

5.3.2.1.1.2.2 The Treasurer must be present to review any information available. In the event the Treasurer is at odds with the Elders, the Treasurer is able to invoke the Deacon Clause (see 6.2.3.2). If the Deacon Clause is invoked, the Elders are required to adhere to the additional proceedings and the outcome of those proceedings. Elders shall not invoke the Deacon Clause.

5.3.2.1.1.2.3 Any vote in this meeting is simply a vote to present the information to the congregation and shall not be construed as permission to proceed with any decision.

5.3.2.1.2 Single transactions under \$5,000 and exceeding \$500¹⁹

5.3.2.1.2.1 Officers required to be present

5.3.2.1.2.1.1 President or Vice-President

¹⁹ Examples of transactions that might qualify: a computer for running the slides and recording sermons, a lawn mower for the Church property, a shed for outdoor storage, etc. Multiple items can make up a single transaction.

5.3.2.1.2.1.2 Secretary

5.3.2.1.2.1.3 Treasurer

5.3.2.1.2.2 Requirements

5.3.2.1.2.2.1 All the Elders must be notified of the potential decision, and may vote through an electronic means if the Elders deem that is an appropriate communication method. The Treasurer must review any information available. In the event the Treasurer is at odds with the Elders, the Treasurer is able to invoke the Deacon Clause (see 5.3.2.3). If the Deacon Clause is invoked, the Elders are required to adhere to the additional proceedings and the outcome of those proceedings. Elders shall not invoke the Deacon Clause.

5.3.2.1.2.2.2 These requirements are to be interpreted with and in support of Section 6.1.3.

5.3.2.2 The Deacon Clause

The Deacon Clause exists to provide additional security for the congregation and balance to the decision making process. Invoking the Deacon Clause will result in the following procedures being applied to meetings with business decision requirements.

5.3.2.2.1 Call For The Deacons

5.3.2.2.1.1 The Elders must reach out to the Deacons and arrange for an additional meeting that at least three of the Deacons are able to attend.

5.3.2.2.1.2 If there are not three Deacons available at the time the Deacon Clause is invoked, the Elders and the Treasurer will develop a list of individuals to act in place of Deacons and these individuals will be contacted.

5.3.2.2.1.3 A minimum of three individuals must be present for the meeting. In the event that there are not three Deacons identified, a combination of the 5.3.2.2.1.1 and 5.3.2.2.1.2 is acceptable. Additional participants may be called upon for specialized knowledge.

5.3.2.2.1.4 The Deacons must be called within one week of the invocation of The Deacon Clause.

5.3.2.2.2 Review The Situation

5.3.2.2.2.1 The Deacons or individuals chosen to represent Deacons will review the information available at the time of the meeting (see 5.3.2.2.1.1).

5.3.2.2.2.2 The Elders who voted in the affirmative will present the case for the proposal.

5.3.2.2.2.2 The Treasurer will present the case against the proposal. If any Elder voted against the proposal, that Elder may assist the Treasurer in the presentation of the case against the proposal.

5.3.2.2.3 Deliberation

5.3.2.2.3.1 After reviewing both sides of the matter, the Deacons, individuals, or combination will deliberate on the matter. If desired, this group may request a recess or additional meeting to consider the matter. The Treasurer and the Elders are not permitted to be a part of these discussions or vote, even though the Treasurer is considered a Deacon.

5.3.2.2.3.2 The group mentioned in 5.3.2.2.3.1 will decide which side of the proposal is best for the Church, either for or against the proposal.

5.3.2.2.3.3 The Deacons must return an answer within one week of receiving the proposal meeting.

5.3.2.2.4 Resolution

5.3.2.2.4.1 The resolution of the voting process will be presented to the Board Of Directors.

5.3.2.2.4.2 The Board Of Directors will respect the outcome of the decision and the matter will be deemed closed.

6.0 Policies, Amendments, Annual Report, Dissolutions, Mergers, and Expansions

6.1 Policies

The Elders may formulate official documents (e.g. policies, position papers, etc) that shall serve to bind Redeeming Grace Church's ministry practices and convictions. Such documents shall be accepted, rescinded or amended by a two-thirds majority vote of the Elders and shall be made known to the membership of the Church. Policies must be consistent with the teachings of Scripture, this Constitution, including its Statement Of Faith (see 2.0), and shall not supersede the Constitution or Bylaws.

6.2 Amendments

6.2.1 Amendment Voting Requirements

Amendments to this Constitution must be drafted by the Board of Directors and passed by a simple majority vote to present the amendment to the Constitution. These amendments can be voted on at either a State of the Church meeting or an Emergency Meeting with a one week notice. All amendments must be voted upon in accordance with Section 4.3.

6.2.2 Amendment Content Requirements

Any amendments made to this Constitution must be faithful to the teaching of Scripture and consistent with its expression in this Church's Statement of Faith (see 2.0). No amendments may be used to override principles expressed elsewhere in the constitution.

6.3 Annual Report

Redeeming Grace Church will file the Wisconsin Non-Stock Corporation Annual Report before December 31st each year. The Board Of Directors will nominate and approve by a simple majority vote a representative designated as the "Registered Agent" and determine a "Registered Office" for the purposes of filing the report. The report will be filed in accordance with Wisconsin Statute 181.0214.

6.4 Dissolution

In the case of this organization's dissolution, i.e., the complete disbanding of the Church so that it no longer functions as a congregation or as a corporate entity, all of its assets and property rights shall be assigned to: (1) all liabilities and obligations of the Church shall be paid and discharged or adequate provision shall be made therefore; (2) a non-profit organization(s) provided they are in agreement with the Church's Statement of Faith (see 2.0). The decision to dissolve shall be made by the Board of Directors by a simple majority vote to recommend to the congregation that Redeeming Grace Church dissolve. At a meeting requiring a business decision be made by the congregation (see 4.3), the congregation will vote on the recommendation to dissolve Redeeming Grace Church (see 4.3 for voting requirements).

The Board of Directors will seek out options and accept nominations for non-profit organizations or ministries the Board of Directors feel are qualified entities to receive a portion of the assets of Redeeming Grace Church. The final selection of the entity or entities will be the responsibility of the Board of Directors.

6.5 Mergers

In the event of a merger of Redeeming Grace Church with another Church, the net assets of Redeeming Grace Church shall be contributed to the surviving entity. The decision to merge will be made upon the decision of the Board Of Directors and by a congregational vote (see 4.3). See 6.4 for the process of the dissolution for more details on the steps for a merger.

6.6 Expansions

An expansion includes building or purchase of real property at the expense of Redeeming Grace Church for any purpose. The founding of new Church plants where Redeeming Grace Church is paying any operating expenses or compensation, signing a lease, purchasing property or businesses in its name is included in the definition of expansions. Any expansion must adhere to the voting requirements of section 4.3. See 6.4 for the process of dissolution for more details on the steps for expansions.