



## Emmanuel Bible Church

# CONSTITUTION

*Approved by Membership on 07-20-08  
Amended on 01-13-15 (Article VI, Section 1, a and b)*

**THE CHURCH CONSTITUTION**  
**of**  
**Emmanuel Bible Church of Salem, Oregon, Inc.**  
*Approved by Membership on 07-20-08*

**ARTICLE I – Name**

This organization shall be known as the Emmanuel Bible Church of Salem, Oregon, Inc., hereinafter called the Church.

**ARTICLE II – Purpose**

The purpose of the Church shall be to advance the cause of Jesus Christ through the public worship of God, the preaching of God’s message from both the Old and New Testaments, consistent Christian living by its Members, personal evangelism, missionary endeavor, and Christian education.

**ARTICLE III – Doctrine and Ordinances**

**Section 1 – Doctrine/Absolutes of Faith**

**a. Concerning the Bible**

Every word of all sixty-six books of the Old and New Testaments is inspired by God and is without error in the original manuscripts. They are the supreme and final authority in any age.

Ps 19:7-9; Matt 5:18; Lk 16:17; Jn 10:35; II Tim 3:16; II Peter 1:19-21

**b. Concerning God**

There is but one true God, the Creator, Sustainer, and Ruler of the universe, eternally self-existent in three persons, Father, Son and Holy Spirit.

Deut 4:39; 6:4; Isa 9:6-7; Matt 28:19-20; Jn 8:58; 10:30; I Cor 8:6

**c. Concerning the Son**

Jesus Christ is the Eternal Son of God. While remaining fully God, He fully became man as the virgin-born son of Mary. As Messiah, He fulfilled Old Testament prophecies of the Messiah. He was rejected, condemned, crucified, buried in a tomb, but on the third day arose bodily from the dead. He ascended into heaven in a glorified body, is presently sitting at the Father’s right hand interceding as High Priest on our behalf. One day He will return for His church and to reign.

Isa 53; Matt 1:18; Jn 1:1&14; 14:3; Jn 18-20; Acts 1:9-11; 13:27&29; Col 2:9; Heb 7:25; 8:1-2

**d. Concerning the Holy Spirit**

The Holy Spirit is a divine person, co-equal with the Father and the Son. He was sent to glorify Christ by convicting us of sin and applying the saving work of Christ to us through regeneration and sanctification. He has come to glorify Christ through us by indwelling, sealing, guiding, teaching, protecting, empowering and gifting the believer.

Matt 28:19; Jn 16:13-14; 3:5-6; Acts 5:3-4; Rom 8:1-14; I Cor 12:7-11; Eph 1:13-14; 3:16:17; Heb 9:14

**e. Concerning Man and His Need**

Man was created in the image of God to be able to fellowship with God. Because of Adam's sin, man suffered a change in his essential nature, the marring of God's image and became hostile to God. Now all human beings are born with Adam's sinful nature and are under condemnation. They are unable to secure God's favor through their own efforts and need a spiritual regeneration before they can become what God created them to be.

Gen 1:26-27; Jn 3:3; Rom 3:22-24; 7:17-18 & 23; 8:7; Eph 4:24; Col 3:10

**f. Concerning Redemption**

Jesus lived a sinless life, fulfilling God's law, thus qualifying Him to bear the sins of the world in His body on the cross and to be a substitute for sinners of all times. He became sin for sinners and experienced the punishment for their sin, His blood thus satisfying the just demands of the righteous God. Therefore, all who put their trust in Jesus alone are made righteous, are reconciled to God and are given eternal life. Salvation is by grace through faith.

Matt 5:17; Jn 3:16; 14:6; Acts 4:12 Rom 3:21-22; 5:10 & 18; II Cor 5:21; Gal 2:16; Eph 2:8-9; Phil 3:9; Titus 2:11-14; I Peter 1:18-19

**g. Concerning the Church**

The church consists of all who have been regenerated and united together by the Spirit into the body of Christ. The church is the expression of Christ to the world with a mission to witness Christ to the nations.

Matt 28: 19-20; I Cor 12:13; Eph 1:22-23; 2:19-22; I Peter 2:4-5

**h. Concerning the Future**

We look for the visible, bodily return of Jesus Christ to earth. His return will bring His kingdom to completion, will bring judgment to the world and will fulfill His promises to His people. His future work on earth will conclude with the destruction of all evil and the creation of a new heaven and earth. All human beings who have died will be raised from the dead to participate either in eternal life prepared for those who have been redeemed, or to participate in eternal punishment along with the devil and his angels.

Matt 24:30; 25:31-46; Jn 14:3; Acts 1:9-11; Rev 20:10-21:4

## **Section 2 - Ordinances**

- a.** Because of the commands of the Lord Jesus Christ, Emmanuel Bible Church shall observe two ordinances, Baptism and the Lord's Supper.
- b.** Water baptism shall be practiced as a symbolic confession of our identification with Jesus in His death, burial, and resurrection, and shall be administered only to those who have put their faith in Jesus for Him to save them.
- c.** The Church shall teach that Jesus chose to use bread and wine to remind us of the broken body and the shed blood of the Lord Jesus Christ, freely given on our behalf. This observance that turns our focus back to Christ shall be open to anyone who has placed his full reliance on Jesus to save him.

## **ARTICLE IV – Membership**

**Section 1** - The Spirit of God baptizes the person born again through faith in Jesus into Christ's Body, the church (I Cor 12:13). Any believing person who gives confession of a personal relationship to Christ is eligible to apply for membership in this Church. Seven days notice of the applicant's desire for membership shall be given to the Church prior to the applicant's meeting with the Board of Elders. In that meeting the applicant shall give personal testimony, subscribe to Emmanuel Bible Church's Absolutes of Faith and express desire for membership. The Board of Elders shall, in its sole discretion, determine if the applicant should be granted membership. The Board of Elders shall confirm the acceptance of the new member in a Sunday service of the congregation.

**Section 2** - Members shall regularly participate in church life, build up others in the body and contribute to the financial support of the ministry. Instruction and admonition from the Word of God shall be the standard for public and private life.

**Section 3** - Scripture instructs Christians to admonish one another according to the process in Matt 18:15-17. If the Board of Elders, in its sole discretion, determines that a member is continuing in sin, it may place the member under church discipline with a view toward the restoration of the member to full membership. If after following the church discipline outlined in Matthew 18:15-17, the member still refuses to repent and be restored to a close relationship with the Lord, the Board of Elders will then dismiss the member from the Church.

**Section 4** - Any person who has been dismissed from the membership of this Church pursuant to Article IV, Section 3, and has responded to church discipline with true repentance and a changed life, may be granted membership through the process described in Article IV, Section I.

**Section 5** - Members who deliberately absent themselves from the regular services of the church and/or show no interest in the ministry of the church for a period of two years, shall be placed on an inactive membership list for one year and personally notified. If after one year as an inactive member the member remains inactive, the inactive member shall be dismissed from the Membership by action of the Board of Elders. The Board of Elders, in its sole

discretion, may allow the inactive member to retain membership based upon the circumstances of each individual situation.

## **ARTICLE V – Church Offices**

**Section 1 - General** The offices of the Church shall be the Board of Elders, the Church Board, the Deacon Council, the Board of Trustees, the Missions Committee, the Church Treasurer, the Assistant Church Treasurers, the Church Secretary, the Assistant Church Secretary, the Church Moderator, the Assistant Church Moderator, the Financial Review Committee and the Nominating Committee. Officers of the Church must be Church members in good standing.

**Section 2 - Election of Officers** Church officers shall be elected at the Annual Church Business Meeting by a plurality vote. The assistant officers shall be elected by the next highest vote after the principal officer. Elders serving as staff pastors require a three quarters majority (75%) for their election.

**Section 3 - Removal from Office** At any time the Board of Elders deems an officer's conduct detrimental to the testimony or unity of the Church, the Board of Elders, in its sole discretion, may remove that person from office.

**Section 4 - Vacancies** Vacancies in Church offices shall be filled by appointment of the Church Board until the next Annual Church Business Meeting when a replacement shall be elected.

**Section 5 - Additional Members of Boards and Committees** The Church Board and the Board of Elders, each in its sole discretion, can determine if additional elected or appointed members are needed in any Boards, Councils, Committees, or Offices that are accountable to it.

## **ARTICLE VI –Election and Duties of Church Officers**

### **Section 1 - Board of Elders**

- a.** The Board of Elders shall consist of all staff pastors and a minimum of five elected elders from the Membership, each sharing equally in spiritual authority and responsibility for the Church. Each works under the authority of the Board of Elders and ultimately under the authority of Jesus Christ, the Head of the Church.
- b.** The term of office for at least four of the elected elders and for all of the staff pastors shall be three years. The remaining terms for the elders elected from the membership shall be set by the Board of Elders but shall not exceed three years and shall be approved by the congregation. To the extent possible, the terms of office shall be arranged to avoid multiple terminations in one year. Each staff pastor shall submit to a reaffirmation vote when his term of office ends. The Board of Elders shall elect its chairman (not a staff pastor) and

secretary annually, immediately after the Annual Church Business Meeting. Each elder must qualify according to the standard for elders set in I Timothy 3:3-7 and Titus 1:5-9.

- c.** The Board of Elders shall hold the highest level of spiritual authority under Christ in the Church. Though it has been given the final human authority in the oversight of the ministry of the Church by the membership, the Board of Elders shall respect the function of the Church Board and the various committees, boards and Church officers that report to the Church Board. The Board of Elders is accountable to the Church Membership and ultimately to the Lord.
- d.** The elders are charged with the spiritual welfare of the congregation. They are to be devoted to prayer and the ministry of the Word. They shall shepherd, guard, guide, feed and pray for the flock at EBC under the authority of the Great Shepherd, Jesus, the Head of the Church.
- e.** Any time the Board of Elders deems an elder's conduct or teaching to be detrimental to the function, testimony or doctrinal purity of the Church, the Board of Elders, in its own discretion, may suspend the elder's authority and responsibility in the Church thereby removing him from office. Final termination of a suspended staff pastor contracted by the Membership shall not be effective until a vote is taken at a Membership Meeting called by the Board of Elders for that purpose. A 75% majority is needed to retain a suspended staff pastor.

## **Section 2 - Church Board**

- a.** The Church Board shall consist of the Chairman and the Secretary of the Board of Elders, a Staff Pastor, the Deacon Council Chairman, the Board of Trustees Chairman, the Missions Committee Chairman, the Church Treasurer, the Moderator and any other members as determined annually by these officers. All Church Board members shall have equal vote in board meetings. No person may hold more than one Church Board position at a time. The Church Board is accountable to the Membership.
- b.** The Chairman of the Board of Elders shall also be Chairman of the Church Board and shall be authorized to sign documents obligating the Church. The Secretary of the Board of Elders shall also be the Secretary of the Church Board.
- c.** The Church Board is an administrative board whose principal function is to integrate and coordinate the ministries of the Church.
- d.** When it deems necessary, the Church Board shall develop items and recommendations to be presented to the Membership at Church Business Meetings. The Church Board shall prepare the Annual Church Budget for consideration at the Annual Church Business Meeting.
- e.** The Church Board shall recommend to the Membership the creation of additional staff positions. This recommendation shall include a full job description.

### **Section 3 - Board of Trustees**

- a.** The Board of Trustees shall consist of not less than three members. The term of office shall be three years. To the extent possible, the terms of office shall be arranged to avoid multiple terminations in one year. The Board of Trustees shall elect its chairman annually. The Board of Trustees is accountable to the Church Board.
- b.** The Trustees shall have charge of all Church property and shall be responsible for its maintenance.

### **Section 4 - Missions Committee**

- a.** The Missions Committee shall consist of not less than three elected members and one representative from the Board of Elders. The term of office shall be three years. To the extent possible, terms of office shall be arranged to avoid multiple terminations in the same year. The Missions Committee shall elect its chairman and secretary annually. The Missions Committee is accountable to the Church Board.
- b.** The Missions Committee shall have charge of the missionary ministry of the Church, leading the Church in missions involvement, recommending missionary personnel for church support, and preparing the Annual Missions Budget for member consideration and vote.

### **Section 5 - Church Treasurer**

- a.** The Church Treasurer shall be elected annually from the Membership and his duty shall be to receive, hold and disburse all funds of the Church and keep a record of all financial transactions. He shall give a complete account of Church funds at the Annual Meeting of the members. The Church Treasurer is accountable to the Church Board.
- b.** The Assistant Treasurers shall be accountable to the Treasurer and shall serve at the Treasurer's pleasure.

### **Section 6 - Church Secretary**

- a.** The Church Secretary shall be elected annually and shall record the minutes of all Membership Business Meetings, prepare the Church Annual Report including an exact record of the Church Membership. The Church Secretary is accountable to the Membership.

- b. The Assistant Church Secretary shall assist the Secretary as requested.

### **Section 7 - Deacon Council**

- a. The Deacon Council shall consist of not less than four elected members, two men and two women. The term of office shall be two years. To the extent possible, the terms of office shall be arranged so as to have a minimum of one man and one woman continue in office at the end of each year. The Deacon Council shall elect its chairman and secretary annually. Each deacon must qualify under the standards given in Acts 6:3 and I Timothy 3:8-13. The Deacon Council shall be accountable to the Board of Elders.
- b. The Deacon Council's main task is to provide the flock day-to-day shepherding under the oversight of the Board of Elders.

### **Section 8 - Nominating Committee**

- a. The Nominating Committee shall consist of not less than five members elected annually for one year terms. The Nominating Committee is accountable to the Membership.
- b. The Nominating Committee's purpose is to select nominees for Church officers to be elected at the next Annual Church Business Meeting. The Nominating Committee shall elect its chairman immediately after the Annual Church Business Meeting.

### **Section 9 - Church Moderator**

- a. The Church Moderator shall be elected annually by the Membership and shall preside at all Church Business Meetings ensuring that such meetings are conducted consistent with historical Church practice and in accordance with Robert's Rules of Order. The Church Moderator is accountable to the Membership.
- b. The Assistant Church Moderator shall serve in the absence of the Church Moderator or at his request.

### **Section 10 – Financial Review Committee**

- a. The Financial Review Committee shall consist of not less than two members who are elected at the Annual Membership Meeting to serve a two year term. The terms shall be so arranged that at least one member shall continue in office at the end of each year. The committee shall determine its chairperson annually. The Financial Review Committee is accountable to the Membership.



- b. This committee shall conduct a review of all Church accounts and report the results at the Annual Church Business Meeting.

## **ARTICLE VII – Rules and Regulations**

### **Section 1 - Membership Business Meetings**

- a. The Annual Business Meeting of the Church shall be held the second Tuesday in January. All annual reports from the various ministries of the Church must be given in writing to the Church Secretary at least two weeks prior to the date of the Annual Business Meeting.
- b. Special Business Meetings may be called by the Church Board or the Board of Elders at any time the need may arise. If possible, two weeks notice of such meetings shall be given stating the major agenda matters to be considered.
- c. A three-fourths (75%) majority of the votes presented by written ballot shall be required on all business pertaining to Church finances.
- d. Inactive members, as described in Article IV, Section 5, may not exercise the right to vote in business meetings.
- e. Minutes of the last Annual Church Business Meeting and all Special Business Meetings of the year, the list of nominees for Church offices and a copy of the proposed Church budget and proposed missions budget shall be made available to the Membership at least two weeks prior to the Annual Meeting.

### **Section 2 - Finances**

- a. EBC friends and members shall meet the financial obligations of the Church through voluntary contributions.

## **ARTICLE VIII – Amendments**

**Section 1** - This Constitution may be amended as circumstances may require. Proposed amendments must be submitted to the Membership in written form at least two weeks prior to the meeting at which such proposal is to be voted upon and must be adopted by a three-fourths (75%) majority of the votes presented by written ballot.

## **ARTICLE IX – Cleavage and Dissolution**

**Section 1 - Cleavage.** In the event of cleavage within this Church Membership resulting in two or more groups becoming separate entities, title to all real and personal property shall

remain with the majority group continuing to subscribe to the Absolutes of Faith and to abide by this Constitution.

**Section 2 - Dissolution.** In the event this Church is dissolved, so as no longer to exist as a corporate body, the Church Board at the time of dissolution, shall distribute all the tangible assets of the Church remaining after payment of all debts, to tax-exempt organizations of its choosing, being organizations described in Sec. 501 (c) 3 of the Internal Revenue Code of 1954 as exempt by the Federal Government. All the distributed assets shall be used for religious or charitable purposes, and no part of them shall be used to benefit any private member, shareholder or individual. In its distribution, the Church Board shall give preference to organizations representing as nearly as possible the beliefs and practices set forth in the Absolutes of Faith and Constitution of the Church.