

CONSTITUTION AND BY-LAWS OF PLAIN COMMUNITY CHURCH

September 2019

ARTICLE I: NAME

The corporate name of this church shall be the Plain Community Church, 12565 Chapel Drive, Leavenworth, Washington, set in order under the authority of Jesus Christ as stated in the New Testament. This church is a non-denominational Christian church, a cooperative fellowship of believers who are earnestly contending for the faith as disciples of Jesus. *(ratified August 13, 2017)*

ARTICLE II: PURPOSE

By the help and guidance of the Holy Spirit, we purpose:

1. To glorify God, honoring Him as our sovereign Lord and Savior.
2. To live together in Christian love and unity sharing each other's burdens and joys and submitting to each other out of reverence for Christ.
3. To meditate, pray, study and fast regularly, developing our personal relationships with God and learning to live life from God's perspective in our relationships with others.
4. To bear witness to God's reconciling grace in our lives practically, being slow to take offense and quick to forgive and seek forgiveness.
5. To worship, fellowship, teach, preach, serve and evangelize as the body of Christ, becoming His mature disciples and discipling others to maturity in Him.
6. To assume our responsibilities willingly as servants of God, developing an awareness of ourselves as ministers in the church, in our homes, in our vocations, in our community, in our nation and in our world.
7. To give cheerfully, lovingly, and lavishly of what we are and what we have, recognizing God to be the true owner of our lives and resources and accepting God's commands to love our neighbors and to disciple the nations.
8. To guard the spiritual and scriptural purity and peace of the church, realizing continually our accountability to God and His revealed word, the Bible.
9. To walk wisely in the world, being faithful in our involvements, honest about our performance, and respectful towards our fellowmen.
10. To endeavor always to bring to others an understanding of Jesus Christ as Savior and Lord, seeking to win them to faith in Him that they might be joined to God and to others as the body of Christ.

ARTICLE III: FAITH

As a church, we believe:

1. God has revealed himself to be the living and true God, perfect in love and righteous in all his ways; one in essence, existing eternally in the three persons of the Trinity: Father, Son and Holy Spirit.
2. God, who discloses himself to humankind through his creation, has savingly spoken in the words and events of redemptive history. This history is fulfilled in Jesus Christ, the incarnate Word, who is made known to us by the Holy Spirit in sacred Scripture.
3. Scripture is an essential part and trustworthy record of this divine self-disclosure. All the books of the Old and New Testaments, given by divine inspiration, are the written word of God, the only infallible rule of faith and practice. They are to be interpreted according to their context and purpose and in reverent obedience to the Lord who speaks through them in living power.
4. God, by his word and for his glory, freely created the heavens and the earth. He made man and woman in his own image, as the crown of creation, that they might have fellowship with him. Tempted by Satan, they rebelled against God. Being estranged from their Maker, yet responsible to him, they became subject to divine wrath, inwardly depraved, and, apart from grace, incapable of returning to God.
5. The only Mediator between God and humankind is Christ Jesus our Lord, God's eternal Son, who, being conceived by the Holy Spirit and born of the Virgin Mary, fully shared and fulfilled our humanity in a life of perfect obedience. By his death in our stead, he revealed the divine love and upheld divine justice, removing our guilt and reconciling us to God. Having redeemed us from sin, the third day he rose bodily from the grave, victorious over death and the powers of darkness. He ascended into heaven where, at God's right hand, he intercedes for his people and rules as Lord over all.
6. The Holy Spirit, through the proclamation of the Gospel, renews our hearts, persuading us to repent of our sins and confess Jesus as Lord. By the same Spirit we are led to trust in divine mercy, whereby we are forgiven all our sins, justified by faith alone through the merit of Christ our Savior and granted the free gift of eternal life.
7. God graciously adopts us into his family and enables us to call him Father. As we are led by the Spirit, we grow in the knowledge of the Lord, freely keeping his commandments and endeavoring so to live in the world that all may see our good works and glorify our Father who is in heaven.
8. God by His Word and Spirit creates the one holy catholic and apostolic church, calling sinners out of the whole human race into the fellowship of Christ's body. By the same Word and Spirit, He guides and preserves for eternity that new, redeemed humanity, which, being formed in every culture is spiritually one with the people of God in all ages.
9. The church is summoned by Christ to offer acceptable worship to God and to serve him by preaching the Gospel and making disciples of all nations, by tending the flock through the

ministry of the word and ordinances and through daily pastoral care, by striving for social justice and by relieving human distress and need.

10. God's redemptive purpose will be consummated by the return of Christ to raise the dead, to judge all people according to the deeds done in the body and to establish his glorious kingdom. The wicked shall be separated from God's presence, but the righteous, in glorious bodies, shall live and reign with Him forever. Then shall the eager expectation of creation be fulfilled and the whole earth shall proclaim the glory of God who makes all things new.

ARTICLE IV: ORDINANCES

1. We practice the ordinance of believer's baptism by immersion in which we identify with Christ in death to sin, in resurrection to life and in ministry to the world. (Mt. 28:19; Acts 8:38; Rom. 6:1-14) An act of dedication is observed with small children. (I Sam. 1:24-28; Mt. 19:13-15; Mk. 10:13-16; Lk. 2:22, 23)

2. We practice monthly the ordinance of the Lord's Supper (Communion) in which believers, commemorate by the sacred use of bread and wine the suffering and death of Christ until he comes again. (Lk. 22:19, 20; I Cor. 11:23-26)

ARTICLE V: DOCTRINAL STATEMENTS (added and ratified on November 12, 2017)

1. Statement on Marriage, Gender and Sexuality:

We believe God wonderfully creates each person as either male or female. Male and female are two distinct, complementary genders and together they reflect the image and nature of God. (Genesis 1:26-27).

We believe that the term marriage is the sacred uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Genesis 2:18-25). We believe that God intended sexual intimacy to occur only between a man and a woman who are married to each other. (I Corinthians 6:18; 7:2-5; Hebrews 13:4). We believe that any form of sexual immorality, as defined by scripture, is sinful and offensive to God (Matthew 15:18-20; I Corinthians 6:9-10)

We believe that God offers redemption and restoration for anyone struggling with sexual immorality of any type and for those who seek healing and are willing to confess their sin, pursuing mercy and forgiveness through Jesus Christ. (Acts: 3:19-21; Romans 10:9-10; I Cor. 6:9-11)

2. Compassion Commitment

We believe that every person has been created in the image of God and should be accorded human dignity and shall be afforded compassion, love, kindness and respect. (Mark 12:28-31; Luke 6:31) Plain Community Church desires to maintain a loving atmosphere (Col. 3: 12-14) to all individuals where there is no place for hateful or harassing behavior or attitudes directed toward any individual; these negative attitudes are unacceptable, as they are inconsistent with scripture and the beliefs of Plain Community Church.

ARTICLE VI: MEMBERSHIP

1. Church membership shall consist of those who believe in Christ as their personal Lord and Savior. They shall have voluntarily subscribed to the statements of Faith, Purpose and Doctrinal Statements (Articles II, III and V) herein set forth, shall attend the services regularly, and contribute according to their ability to the support of the church and its ministries.
2. The membership of the church shall consist of those persons affiliated with us whose names are written on the membership roll, who are in good standing, and who are at least eighteen years of age. Members may vote and hold office.
3. Young people between the ages 12 and 18 may become associate members of this church, but are not entitled to legal privileges.
4. Members of the church who shall willingly absent themselves from the regular services for one year shall not be counted in the membership. The personal circumstances of members shall be evaluated prior to adjusting the membership rolls.
5. The membership roll shall be the charge of the pastor(s) and the other Elders and should any question arise as to the eligibility of persons as members, it should be referred to the aforementioned for settlement.

ARTICLE VII: ELDERS

1. The Pastor(s) and other Elders are guardians who care for, teach, shepherd and oversee the congregation, models who lead and serve the congregation. It is their responsibility to find the mind of the Lord as to the direction and functioning of this church. This is a mutual relationship of accountability and responsibility before God to care for the spiritual needs of the church and the congregation. The Pastor(s) and other Elders also serve on the Church Council along with the Deacons. The Church Council is responsible for the organizational and business functions of the church; therefore, the Elders are functionally responsible for both spiritual oversight, as well as, working with the Deacons on the business functions of the church.
2. Potential Elders are evaluated in accordance with the qualifications listed in I Tim. 3:1-7; Titus 1:5-9 and I Peter 5:1-4. God wants individuals well-suited for equipping and encouraging the congregation toward maturity in Him. Elders must be members of at least two years standing. Elders can be men and women.
3. Potential Elders are confirmed by a 2/3rds vote of the membership at an official membership meeting.
4. In addition to Pastor(s) the congregation may call four to seven elders. Elders hold office for two years, offset to allow smooth transitions. Elders may serve for up to three consecutive terms, reaffirmed by 2/3 vote at an official meeting. Elders may be re-nominated after a sabbatical of one year.
5. Any vacancy may be filled by appointment of the Elders, and the appointee will hold office until a successor is elected at the next annual membership meeting or at a special meeting called for that purpose.

ARTICLE VIII: DEACON COMMISSIONS

1. Deacons have responsibility for certain well-defined areas as identified by the Elders. This frees the Elders for their primary spiritual oversight responsibilities (Acts 6:2-4). The Deacons also serve on the Church Council along with the Pastor(s) and the other Elders. Deacon commissions serve as channels through which the organizational efforts of this church are accomplished. Policies regarding the purpose and function of each deacon commission will be developed and maintained by the deacon commissions.
2. Potential Deacons are evaluated in accordance with the qualifications listed in I Timothy 3:8-13. Deacons may be men or women. Deacons must be members of Plain Community Church, recommended for at least a year.
3. A Deacon Commission consists of one Deacon nominated by the nominating committee and confirmed by a 2/3rds vote at an official meeting of the membership, and any volunteer individuals from the congregation recommended by the Deacon and ratified by the Elders.
4. A Deacon's term of office is two years. Deacons may serve for up to three consecutive terms. Deacons may be re-nominated after a sabbatical of one term. Vacancy of a Deacon Commission will be filled by appointment of the Elders, until a successor is elected by a 2/3rds vote at the next congregational membership meeting or at a special meeting called for that purpose.
5. Deacons present reports at the Annual Meeting and communicate regularly with the Elders, Pastor(s), Church Council and the congregation.

ARTICLES IX: CHURCH COUNCIL (Board) and OFFICERS

1. The Pastor(s), Elders and Deacons are the Church Council with equal votes and they also serve as the official legal Board of the Church Corporation, At their first regular meeting after the Annual Membership Meeting each year, the Church Council shall meet for the purpose of organization and shall elect from its own members the Church Council/Church Corporation Officers, as follows: Chair and Secretary and appoint the Treasurer (who is also the elected Finance Deacon)
2. Each officer shall hold office for one year or until his or her successor is elected. The Church Council shall appoint such other officers or employees as is deemed necessary to carry out the purposes of the corporation. No Church Council member, except the Pastor(s) or those appointed as employees by the Church Council to perform work, labor, and services, shall be paid any salary or compensation, except actual expenses incurred in carrying out corporate activities, under the direction of the Church Council.
3. In the event of the death or resignation of any officer or vacancy for any reason, a temporary officer shall be appointed by the Church Council. At the next meeting of the Church Council, after the annual meeting of members, a successor shall be elected.
4. The Corporate powers, business, and property of the corporation are exercised, conducted, and controlled by the Church Council, except that the Church Council does not have the right to

lease, mortgage, or sell property of the corporation without the approval of greater than 2/3 vote given at an official membership meeting.

5. The Church Council Chair shall preside at all meetings of the Church Council. Following appropriate approval, the Chair shall sign, with the Secretary and/or Church Treasurer, in the name of the corporation, all deeds, bonds, contracts, and any and all other instruments authorized by the Church Council or Church Membership. The Chair shall serve as the medium of communication for any special Pastoral needs, such as those associated with compensation or housing. All correspondence required in connection with church business will be handled by the Church Council Secretary and Church Treasurer.

6. The Secretary shall keep the minutes of all proceedings of the membership and of the Church Council, and this record shall be preserved for future reference as the property of the Church.

7. The Church Treasurer shall keep full and accurate accounts of all receipts and disbursements and report the status of such accounts at the quarterly Church Council meetings and at the annual membership meeting. The Church Treasurer shall answer to the Church Council for the dispersal of all funds and the selection of the proper depository for funds on hand.

8. The Treasurer shall, with input from the Church Council, prepare an annual budget and make it available to the congregation at least two weeks prior to the Annual Meeting.

ARTICLE X: NOMINATING COMMITTEE

1. Formation of the Nominating Committee: The Nominating Committee is formed at the annual meeting to serve the following year. Committee participants are selected for their spiritual maturity, discerning ability, discretion with confidential/sensitive information and familiarity with the membership; they shall also have been members for a minimum of one year and demonstrate active church attendance during the immediate prior year. The Senior Pastor, one other Elder in a position not up for election, and three Members at large (not serving as an Elder or Deacon) are selected to serve as the Nominating Committee and subsequently select a Chair amongst themselves. Voters make three selections for the at-large positions from the nominees on the ballot. The names most selected are voted to serve. At-large positions that become vacant at other times of the year are filled by the same process.

2. Making Nominations: The Nominating Committee notifies the congregation of upcoming vacancies for the next term's Deacon, and Nominating Committee positions shortly before the nominating period begins. Nominations of willing individuals may be given to the Committee during the nominating period, which is three months long and closes four weeks before the Annual Meeting.

3. Selecting Nominees: The Nominating Committee works to offer one or more gifted and qualified candidates for each vacant position, preferring more than one candidate according to the committee's judgment. The membership must be notified of the nominees two Sundays before the Annual Meeting.

i. Elder Nominees: The Nominating Committee will receive a slate of elder nominees selected by PCC Elders. The Committee will discern and confirm each nominees' Biblical qualifications for eldership and present qualified candidates for a congregational vote.

ii. Deacon and Nomination Committee Nominees. Based on recommendations from the entire congregation, the Nominating Committee will interview and confirm potential nominees for congregational approval.

ARTICLE XI: LEADERSHIP (added and ratified on November 12, 2017)

1. Leadership Agreement

We believe that in order to preserve the function and integrity of Plain Community Church and to provide a biblical role model to the church's membership and to the community, that persons in leadership who represent or minister at PCC agree to abide with these Bylaws. (Matthew 5:16; Phil. 2:14-16; I Thess. 5:22)

ARTICLE XII: PASTOR(S)

1. There shall be a Senior Pastor who shall have the general oversight and supervision of the ongoing day to day work of the church and all its departments and church staff. The Senior Pastor (and any additional pastors) is an equal voting member of the Elders and Church Council, with the exception of those matters pertaining to Pastoral review. The Senior Pastor shall be an ex-officio member of all commissions and committees. The Senior Pastor shall provide a pastoral report at the Elder and Church Council and congregational membership meetings. The Senior Pastor shall conduct services, teach the gospel regularly, administer the ordinances, supervise the teaching ministry of the church, tenderly watch over the congregation and shepherd the people to maturity in ministry as the body of Christ. The other Pastor(s) and Elders also share in this work.

2. Candidates for any Pastor position shall be recommended by the Elders and Church Council to the membership for election. A Pastor shall be elected and appointed at an official meeting of the membership by a two-thirds vote.

3. A Pastor shall be given regular financial support as determined by the annual budget. All pastors shall abstain from any votes regarding their financial support or benefits.

4. The tenure of office in all pastorates shall perpetuate as the membership of the church, under the guidance of the Holy Spirit, may choose. Or it shall be disquieted by resignation or death.

5. Pastors, Elders and Deacons are mutually responsible for maintaining harmonious relations amongst themselves.

6. A Pastor's service will be reviewed annually by the Elders and feedback is communicated by the Elders to the Pastor(s).

7. In the event elements of a Pastor's ministry are determined to be in need of improvement, the Elders shall assist the Pastor in planning a course of action for change, to include detailed expectations and time limits for change. This will include adherence to the Plain Community Church Policy Statement of Reconciliation.

8. Should improvement of the Pastor not occur, the Elders shall refer the matter to the Church Council. By a vote of at least 2/3rds majority, the Church Council will notify the membership with a call to consider the Pastor's tenure at an official meeting. Any vote called for this purpose will ask the question, "Shall the present pastoral relations be discontinued?" A vote of 2/3 supermajority will discontinue pastoral relations. The Church Council will set the date of termination taking into consideration the Pastor's personal situation.

ARTICLE XIII: OFFICIAL MEETINGS

1. The annual business meeting of the corporation shall be held during February; notice for the date and time of the meeting will be provided at least 4 months in advance. Special meetings of the corporation may be called by the Pastor or the other Elders. Special meetings of the corporation can also be called upon the written request of fifteen percent (15%) of the membership or twenty (20) members, whichever is the greater number. The request shall set forth the purpose for which the meeting is being called. Notice shall be given at least two consecutive Sundays preceding the time of such meetings.

2. An Elder shall preside at all official meetings.

3. Regular meetings of the Elders shall be held at least monthly.

4. Special meetings of the Elders may be called by any member of the Elders. A majority of the Elders shall constitute a quorum at any regular or special meetings.

5. The Church Council (combined Elder and Deacon Board) will meet together at least quarterly.

6. Elders or the Church Council may meet electronically to discuss and take action on limited agenda items. To be consistent with state law, 100% of members need to agree unanimously for a decision to be made. Any electronic action taken will subsequently be noted at the next regular Elder or Church Council meeting and will be documented in the respective minutes.

7. A majority of the membership (including proxies) shall constitute a quorum at all meetings of the corporation.

8. Members may vote by proxy. Proxy votes count toward a quorum. Written notice of proxy must contain member's name, member's chosen representative, meeting date, member's signature and signature date. A proxy will apply to all previously published votes brought to the meeting. At the meeting's roll call, member representatives shall submit to the secretary any proxies they hold. A member representative may hold no more than three proxies per meeting. The meeting Chair will determine the mechanics of handling proxies.

9. All votes and vote percentages (e.g. simple majority, super majority) refer to the meeting quorum. Unless specified otherwise, all votes and elections are accomplished by simple majority votes of the membership quorum.

10. The annual budget shall be reviewed and approved by the membership at the annual meeting. Changes to the budget can be proposed and voted on at the meeting by any and all church members.

11. The fiscal year of this church shall end on the calendar year.

ARTICLE XIV: APPOINTMENTS

1. The leadership of church agencies, such as Christian education, administrative assistance, youth ministries and care of the church property shall be appointed or hired by the Pastor and the Church Council, with the selection conducted by the Pastor and at least one of the other Church Council members..

ARTICLE XV: FINANCING

The church shall be financed by the scriptural system of tithes and offerings.

ARTICLE XVI: DEFUNCTION

In the event of the dissolution of the above corporation all of the property and funds of the corporation after the payment of all debts thereof shall be distributed to the missionary agencies under current church support, by the same percentages used for monthly giving.

ARTICLE XVII: DISCIPLINE

1. Personal differences between members of the church shall be dealt with according to Matthew 18:15-17 and Galatians 6:1

2. In preferring charges against any member, these charges shall first be presented to the Elders. They then shall notify the accused of the nature of these charges, and then set a time when these charges shall be heard by the Elders. The accusers shall be present and face the defendant. If the matter cannot be settled by the Elders, they shall be empowered to call a special meeting of the church.

ARTICLE XVIII: AMENDMENTS

1. To amend these bylaws an official meeting must be called. The membership must be notified of the proposed changes two Sundays before the meeting. Additionally, written notice of the proposed changes must be sent to all membership via email or standard mail at least 10 days before the meeting.

2. A quorum of greater than fifty percent of the membership, including those represented by proxy, must be present for a vote. The proposed amendment is approved when a supermajority (2/3, 66%) vote in its favor.