

REDEMP TION CHURCH BYLAWS

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Preamble

In order to affirm and preserve the principles of our faith, to guarantee that this body may be governed in an orderly and efficient manner consistent with the Scriptures and applicable law, and for the purpose of preserving the unity of this church, the liberties inherent in each individual member, and the freedom of action of this body with respect to its relation to other churches of the same faith, we do declare and establish these Bylaws.

ARTICLE 1. NAME

The official name of this church shall be Redemption Church Seattle. This church will do business as “Redemption Church.” It may be referred to as “Church” within these Bylaws.

ARTICLE 2. PURPOSE

The purpose for which this Church exists is to enjoy Jesus, love people, and make disciples.

ARTICLE 3. GOVERNMENT

Redemption Church shall function as a Jesus-led, Elder-guided, and Congregationally-affirmed church. This Church is subject to the control of no denominational body, or any other outside entity.

ARTICLE 4. MEMBERSHIP

SECTION 1. QUALIFICATIONS FOR MEMBERSHIP

To be received into the membership of this Church, each person shall confess that Jesus Christ is his/her Lord and personal Savior, and

- a. Have experienced believer’s baptism by immersion in water;
- b. After a public profession of faith in Christ as personal Savior, and upon baptism by immersion in water as authorized by this Church. Special cases, such as medical/physical limitations,

shall be voted on at a regular or specially-called business meeting; or

- c. Upon receipt of a Church letter of dismissal and recommendation from some other church of like faith and order; or
- d. By statement, acceptable to this Church, of previous membership after baptism in a church of like faith and order.

SECTION 2. ADMISSION TO MEMBERSHIP

An initial group of Charter Members will be accepted into membership by their signature of an Elder-approved membership agreement and through the approval of the Redemption Church Elders. For all regular members, membership becomes effective only after the candidate members have signed a then-current, Elder-approved Membership Agreement, thus committing themselves to the responsibilities it assigns.

SECTION 3. DISCIPLINE OF MEMBERS

The Church is responsible for exercising discipline among its membership. Disciplinary guidelines are found in the following passages of Scripture: Matthew 18:15-17, Romans 16:17-18; I Corinthians 5 1-13; II Corinthians 2:1-11, 13:1; Galatians 6:1, II Thessalonians 3:6, 14, 15; I Timothy 5:19-20, 6:3-5; Titus 3:10-11; and James 5:19-20. In accordance with these passages, it shall be the practice of this Church to apply church discipline in a spirit of love and gentleness, with the goal of restoration.

SECTION 4. ACTIVE AND INACTIVE MEMBERS

An “Active Member” is one who: 1) has been a Member for at least 90 days after signing the Membership Covenant; 2) has been approved by the Church (Article 4 Section 2); and, 3) is contributing financially or giving of his/her time in attendance, work, talents, etc., to Redemption Church - which qualification shall be determined solely by the Elders. The Section of the Bylaws defining Active Members shall be read by an Elder at the business meeting whenever it is necessary as deemed by the Elders (e.g., if members have been actively recruited to influence a particular vote).

An “Inactive Member” is one who is no longer fulfilling their prior commitment to both contribute financially and give of his/her time in attendance, work, talents, etc. (without reasonable circumstance), to Redemption Church. The Elders are responsible for discerning the reason for the change and pursuing the member’s restoration. The elders shall inform the member of their status as an Inactive Member. As an Inactive Member, the member cannot vote on church matters and is no longer expected to carry the weight of membership through attendance, giving, and serving. Members can remain inactive for up to one year unless, at the discretion of the Elders, more time is granted to continue toward restoration.

SECTION 5. TERMINATION OF MEMBERSHIP

Membership of any member of this Church may be terminated upon any of the following events occurring:

- a. the death of a member;
- b. issuance of a Church letter of dismissal by the Elders and recommendation for membership in another church of like faith and order, but the member must have the opportunity to be heard, either orally or in writing, prior to the final action by the Elders;
- c. the member’s personal request, including the member’s joining a church of another faith;
- d. a vote by Active Members to terminate the member’s membership at any Regular or Special Business Meeting of the Church based on a recommendation by the Elders (typically as a disciplinary action), but the member must have the opportunity to be heard, either orally or in writing, prior to the vote by the Active Members.

For terminations stemming from actions under Section 5.b and 5.d of this Article, the letter of dismissal or the notice of Elder recommendation for dismissal, as applicable, must be received by the affected member at least 15 days before the proposed termination date and must contain the reasons for the proposed termination. The member’s opportunity to be heard before the applicable body must occur at least 5 days before the proposed effective date of the termination.

SECTION 6. VOTING OF MEMBERS

Regarding any matter coming before the Church for its determination, each Active Member that is at

least 18 years of age shall be entitled to one vote, exercised in person and not by proxy. Such matters shall be determined at a Regular or Special Business Meeting of this Church held in accordance with the Bylaws. Unless otherwise stated in these Bylaws, a simple majority of the present and voting Active Members (assuming a quorum) is needed for the approval of any measure or policy that is brought before the Church for a vote.

If more than two choices are presented before the Church, however, there will first be a vote to determine the two most popular choices. A vote will be taken on all options, with the top two choices determined by a plurality (the two largest subsets). Then a final vote will be taken between the top two choices.

SECTION 6. POWERS

For purposes of clarity, none of the following events will be final until voted on by Active Members of the Church during a Regular or Special Business Meeting.

- a. Placement of the Elders; Deacons; Sr. Pastor; Ministry Directors;
- b. Removal for disciplinary reasons of the: Elders;
- c. Determination of initial budget and increases to a previously approved budget;
- d. Any real property transactions (purchase, sale, lease);
- e. Any transactions for personal property over \$8,000 that is not specifically itemized in an approved budget;
- f. Major financial commitments (increase indebtedness, sale of assets that equal more than 10% of the Church's assets);
- g. Merger or dissolution of the Church or any Church plant (new Church to be governed separately);
- h. Changes to the Bylaws;
- i. Change to the doctrine of Redemption Church.

- j. Installment of any officer of the Church;
- k. Exclusion: Staff is not to participate in voting on matters of compensation of themselves or other staff members.
- l. The installment of any member of the two standing teams and team leaders as defined in these Bylaws.

SECTION 7. MEETINGS OF MEMBERS

Worship Services

Public worship services shall be held once a week. Other public services for worship may be held at such other occasions as are deemed best for the advancement of the cause of Christ by direction of the Elders.

Business Meetings

- a. Regular Business Meetings of the members are held no less than quarterly. There will be a public announcement concerning the time and place of the meeting made in at least one regular Church worship services prior to a meeting, with the meeting to.
- b. Special Business Meetings may be called at any time, but only after public announcement concerning the time, place and purpose has been made in at least two regular Church worship services prior to that meeting. No business other than that which has been announced may be conducted in a special business meeting.
- c. Procedure. In all questions of procedure, the Elders will conduct the meetings. An Elder shall be the moderator in all business meetings, unless he requests that a moderator be designated from the membership. A non-paid Active Member must moderate discussions regarding the budget or any compensation issues that are brought before the Church.
- d. Quorum of Members. 25% of total Active Members on the Redemption Active Member roster shall constitute a quorum at any regular business meeting or special business meeting. The number needed for a quorum will be announced at the beginning of any business meeting.

ARTICLE 5. CHURCH OFFICERS AND STAFF

SECTION 1. OFFICERS

- a. The officers shall consist of a President, Vice-President treasurer and such other officers as deemed necessary by the Elders. These roles are to satisfy Washington and Federal laws for 501(c)3 incorporation. They are to satisfy legal requirements of the church but are not authoritative and matters of church governance or leadership. Only Elders may serve as officers except for the treasurer, which can be a non-paid Active Member.

- b. Any officer who has been removed as an Elder as provided in these Bylaws will also be removed from his office as an officer without further action necessary. Vacancies in the officers of the Church by reason of death, resignation, removal, or otherwise, shall be filled by election of the Elders as soon as is reasonably possible. Until such time, an Elder may be appointed by the remaining Elders to serve in such vacancy.

ARTICLE 6. ELDERS

SECTION 1. DEFINITION

The Elders are entrusted with the spiritual guidance of Redemption. Their oversight includes, but is not limited to, teaching, protecting, leading, disciplining, equipping and caring for the corporate body and her individual members as well as oversight of the ministry of Redemption. The Elders are also responsible for being obedient to the Scripture in the doctrine of the Church, establishing the overall vision of the Church and recommending new Elders or deacons for approval by the Church.

All Pastors, Sacerdotal Deacons, Deacons, Ministry Directors, Ministry Team Leaders, professional staff, or any Church employee shall be accountable to the Elders as a group.

The Elders will be ex-officio members of each standing ministry team of the Church, but will not have the ability to vote in those committees.

SECTION 2. QUALIFICATIONS

The minimum qualifications for Elders shall not be less than those listed in 1 Timothy 3:1-7 and Titus 1:6-9. In addition to the minimum qualifications given in Scriptures, Elders must be male Active Members, as described in Article 4, who fully subscribe to the doctrine of Redemption Church and are actively involved in ministry of the Church.

Elder candidates will be appointed only after unanimous approval of the Elders and a subsequent vote by the Active Members. However, all Elder candidates must undergo a training process as set forth by the Elders for a period of no less than six months. During this time the Active Members will be solicited for input on the Elder candidate(s), and only after completion of the six-month training period will the Elder candidate be eligible for Elder status by vote of the Active Members.

Elder candidates will be appointed only after unanimous approval of the Elders and a subsequent vote by the Active Members. Elder candidates should be actively giving, serving, and attending members of the church for a minimum of six months. Theological/leadership development will continue at the discretion of the elders for a period of time that they deem appropriate. During this time the Active Members will be solicited for input on the Elder candidate(s), and after completion of this period, the Elder candidate will be eligible for Elder status by vote of the Active Members.

SECTION 3. NUMBER

The Elders shall be comprised of no less than two Elders (Vocational or Lay Elders); the Elders will set the total number of Elders beyond the minimum.

SECTION 4. TERM

Elders may serve indefinitely.

SECTION 5. REMOVAL

Any Elder may be removed from the office of Elder, for valid cause. The removal of an Elder will also, without further action, remove that Elder from any officer position and from the Elder's ministerial duties and position (i.e., Ministry Development, Discipleship), but would not itself remove him as a member of the Church. Discipline of Elders must be consistent with the standards set forth in Matthew 18:15-20 and I Timothy 5:17-19. The Elder body will determine specific procedures for removal. These procedures

may be altered, amended, repealed or restated by an Elder resolution. The Elders shall have the authority to recommend removal of another Elder, but members shall also have the ability to initiate an Elder's removal at a Special Business Meeting called for that purpose. A written notice of proposed removal of any Elder shall be given to such Elder at least ten (10) days prior to the meeting at which an action to affect such removal is to be taken to ensure that the Elder is given a reasonable opportunity to defend himself. The Elder shall have the opportunity to answer the charges in the presence of his accusers, but shall not be present during the discussion and vote on his removal. Such removal shall take place only upon and after a passing vote of three-quarters (75%) of Active Members present (assuming a quorum) of the Church at a Business Meeting. The Elder under consideration for removal shall not have voting rights.

Should multiple Elders be in process of removal, the Elders in question may not participate in any votes on the removal of other Elders until their status as an Elder has been resolved.

SECTION 6. DEFINITION OF LAY ELDERS AND VOCATIONAL ELDERS

Lay Elder is defined as an Elder who is not in the employ of the Church as a part-time or full time staff member. A Vocational Elder is defined as an Elder who is in the employ of the Church as a part-time or full-time staff member. The criteria to establish if the Elder is a part time or full-time staff member will be determined by the Elders and the Personnel Team.

Lay Elders shall not receive compensation or salaries for their service. Lay Elders must be Active Members of the Church. Vocational Elders may receive reasonable compensation for fulfilling their vocational responsibilities as employees of the Church. A Vocational Elder shall not vote on nor determine his own personal salary or benefits.

When the term "Elder" is used in these Bylaws, there should be no distinction between Lay Elders and Vocational Elders unless specifically stated.

SECTION 7. MEETINGS

The Elders shall meet as necessary for prayer, shepherding and ministry oversight.

SECTION 8. DEFINITION OF QUORUM AND PASSING VOTE

A proper quorum is defined as 100% of the Elders unless an Elder requests to be excused or is incapacitated, in which case a quorum will be 100% of the non-excused and non-incapacitated Elders.

A quorum is required for voting matters. Elders may vote in person or by proxy. A passing vote must be 80% of the Elders.

SECTION 9. ELDER / TEACHING PASTOR(S)

Qualifications. See Article 6, Section 2 above.

Duties. The Teaching Pastor(s) are responsible for leading the Church to function as a New Testament church. As one of the spiritual overseers of the Church, he or they shall preach and teach the Word of God, counsel and visit, lead the public Church services, administer the ordinances, and lead its members in a practical Christian life. The Teaching Pastor(s) shall be an Elder and will be accountable to the other Elders. The job description of the Teaching Pastors will be determined by the Elders with the concurrence of the Personnel Team. Teaching Pastors may have different areas of ministry focus and responsibility in addition to their teaching responsibility. There may be up to three Teaching Pastors and as few as one.

Removal. See Article 6, Section 5 above.

If for any reason a Teaching Elder position becomes available, the procedure to replace him is found in these Bylaws and the Policies if the remaining Elders and personal team deem that necessary.

SECTION 10. ELDER / ASSOCIATE PASTORS

Qualifications. See Article 6, Section 2 above.

Call. It shall be the responsibility of the Elders to recommend vocational ministerial staff (Associate Pastors) to the Church. Upon the unanimous recommendation of the Elders, a Business Meeting will be established to vote on the placement of a potential Elder/ Associate Pastor. However, no Elder/ Associate Pastor may be hired and placed into service immediately as an Associate Pastor or Elder. All Elder/Associate Pastor Candidates may be hired only as Ministry Directors (see Article 7, Section 1). After a six month training process as described in Article 6, Section 2 above, the candidate may become eligible to be added as a permanent Elder/Associate Pastor.

Duties. The job description of the Elder/Associate Pastor will be determined by the Elders with the concurrence of the Personnel Team. Any Associate Pastor will be an Elder and accountable to the

other Elders.

Removal. See Article 6, Section 5 above.

ARTICLE 7. MINISTRY STAFF AND CHURCH STAFF

SECTION 1. MINISTRY DIRECTORS

Qualifications. Each Ministry Director must meet the same qualifications as those listed in Article 6, Section 2 above, however, women may lead specific ministries as deemed appropriate by the Elders.

Call. It shall be the responsibility of the Elders to recommend other Ministry Directors to the Church. Upon the unanimous recommendation of the Elders, a Business Meeting will be established to vote on the placement of a Ministry Director.

Duties. The job description of the Ministry Directors will be determined by the Elders with the concurrence of the Personnel Team. All Ministry Directors will be committed indefinitely to the position and will be accountable to the Elders.

Removal. The removal of any of the Ministry Directors shall be at the direction of the Elders.

SECTION 2. MINISTRY TEAM LEADERS

Qualifications. Each Ministry Team Leader must meet the qualifications as set forth by the Elders.

Call. It shall be the responsibility of the Elders to place Ministry Team Leaders into service at Redemption. Upon the unanimous recommendation of the Elders, Ministry Team Leaders may begin serving at Redemption.

Duties. The job description of the Ministry Team Leaders will be determined by the Elders. All Ministry Team Leader positions are considered temporary.

Removal. The removal of any of the Ministry Team Leaders may occur by unanimous vote of the Elders.

SECTION 3. CHURCH STAFF

All other staff, such as ministry coordinators, maintenance, and administrative assistants shall be employed to the Church by the Elders. These job descriptions shall be written by the Personnel Team with the concurrence of the Elders.

ARTICLE 8. DEACONS

SECTION 1. QUALIFICATIONS

A Deacon shall be an Active Member of this Church. A Deacon shall faithfully and actively support the activities of this Church (Acts 6:1-6) and shall possess the Scriptural qualifications found in I Timothy 3:8-13, and shall have been appointed by this Church or a church of like faith and order.

SECTION 2. CALL

The Elders shall nominate candidate Deacons as the need arises. Only after unanimous approval of the Elders and a subsequent vote by the Active Members, candidate Deacons may begin service at Redemption.

A Deacon candidate will have been a member of Redemption for six months prior to nomination. Each candidate will be notified of his nomination by letter, accompanied by a copy of the qualifications for Deacon adopted by this Church in these Bylaws.

The candidate will serve for a minimum of 6 months as a Deacon in training prior to installation.

SECTION 3. DUTIES

In accordance with the teaching of the New Testament, Deacons are servants of the Church (Acts 6:1-6). Specific duties of the Deacons are set forth in Deacon training materials and may be revised as deemed necessary by the Elders. The Deacons are accountable to the Elders.

SECTION 4. ADDITIONAL DUTIES FOR SACERDOTAL DEACONS

In addition to the duties described above in Section 3, Sacerdotal Deacons, like Elders or Pastors, hold an ordained position and are able to conduct services and the sacraments associated with them.

SECTION 5. REMOVAL

Any Deacon may be removed from the office of Deacon along with all duties and position for valid cause. Discipline of Deacons must be consistent with the standards set forth in Matthew 18:15-20 and I Timothy 5:17-19. The Elder body will determine specific procedures for removal. These procedures may be altered, amended, repealed or restated by an Elder resolution. The Elders shall have the authority to recommend removal of a Deacon. A written notice of proposed removal of any Deacon shall be given to such Deacon at least ten (10) days prior to the meeting at which an action to affect such removal is to be taken to ensure that the Deacon is given a reasonable opportunity for defense. The Deacon shall have the opportunity to answer the charges in the presence of the accusers, but shall not be present during the discussion and vote on removal. Such removal shall take place by a unanimous vote of the Elders and a summary report given at the Church membership meeting if appropriate and requested by the majority of Active members.

SECTION 6. MEETINGS

The Deacons shall meet as deemed necessary by the elders.

ARTICLE 9. MINISTRY TEAMS

The Elders will appoint Ministry Teams as may be necessary to carry out the various plans of the Church program efficiently and effectively. Ministry Team Leaders will provide a report to the Church during business meetings when asked to do so. Ministry Team Directors/Leaders will provide monthly reports to the Elders but will not be responsible to provide reports at business meetings unless asked to do so.

SECTION 1. STANDING MINISTRY TEAMS

The following Teams will meet on a regular basis (minimum quarterly). Each team will have a chairman. Each chairman will be responsible for communicating with the Elders about the business of the committee and will provide committee reports to the Church at Business Meetings when asked to do so by the Elders. The function of each standing committee is to provide direction and recommendations to the Church on issues where it is appropriate to provide Elder separation from the matters at hand.

The membership of each team and a team chairman will be nominated by the Elders and approved by the Active Members.

Personnel Team. This team will be comprised of at least three Active Members of the Church that are not Vocational Elders. However, Vocational Elders may be invited by the Chairman of this committee from time to time to provide input where appropriate. Vocational Elders that participate in meetings may not vote. Despite the general requirement that ex-officio members of committees not having voting rights, Lay Elders may vote on this committee, but may not represent more than 49% of voting members on this committee. Specifically, this committee will confer to discuss and direct the following activities:

- Salaries – the team will provide recommendations to the Church for approval on salary or hourly wages paid to any employee of the Church.
- Benefits – It will be this team’s responsibility to recommend for approval by the Church all benefits (vacation, insurance, sabbatical, etc.) provided to any paid employee of the Church.
- Job Descriptions – the committee will work with the Elders to develop job descriptions for any employee, Ministry Director or Ministry Team Leader of the Church.
- Care of Elders and Staff — The personal team shall also plan, create appropriate strategies and ways to care for Elders and other staff.

Finance. This team may be led by the Treasurer and have at least two other Active Members. This committee will provide oversight to the annual budget process as well as review the budget of the Church on a quarterly basis.

Specifically, this team will:

- Analyze the income; plan and work in unison with Elders on a proposed budget for the coming year for approval by the Church;
- Study the budget for needed changes;
- Establish a plan for paying off indebtedness;

- Establish a plan for financing future programs and initiatives;
- Recommend ways to alleviate current budget deficiencies;
- Schedule expansion programs and real estate purchases;
- Enlist and oversee a Counting team, who will verify the count of contributions;
- Establish policies to minimize financial risks (i.e., spending limits, enlist multiple check signers, vendor selection, counting team/contribution management); and,
- Work with the personnel team on appropriate salary/wage levels for paid employees of the Church.

SECTION 2. MINISTRY TEAMS

The Elders may establish various teams for the purpose of carrying out the ministry of the Church as deemed appropriate and reasonable in the eyes of the Elders. Such ministry teams may include: missions (local, international), greeters, discipleship, building & grounds, youth, benevolence, etc. The Ministry Team Directors and Ministry Team Leaders will report to the Elders in a frequency as required by the Elders in their duties as made known by the Elders. Ministry Directors and Ministry Team Leaders cannot make financial decisions for the Church or Ministry without approval from the Elders or Elder to whom they are responsible.

ARTICLE 10. DISSOLUTION OF REDEMPTION CHURCH

In the event that Redemption Church Seattle were to dissolve as a registered 501(c)3 all resources, and monies would go to a church selected by the Elders of Redemption Church.

ARTICLE 11. AMENDMENTS

The Bylaws of Redemption Church may be amended, revised, supplemented, or superseded at