



Bylaws

October 1, 2018

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GENERAL PROVISIONS

Operation of Revision Church shall be governed by the provisions contained in these Bylaws.

NON-PROFIT STATUS

Revision Church shall be organized and operated exclusively for religious purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, or the corresponding provision of any future United States Internal Revenue law in order to:

- A. teach the Biblical Scriptures
- B. conduct regular religious gatherings in various forms and ministries,
- C. promote and encourage, through the ministry activities of the organization, cooperation with other organizations ministering within the community and around the world,
- D. declare the gospel by ministering to all people through gatherings, seminars, radio, television, internet, and other forms of media,
- E. conduct a local and international church by the direction of the Lord Jesus Christ under the leadership of the Holy Spirit in accordance with all of the provisions set forth in the Bible,
- F. maintain local and foreign mission facilities,
- G. conduct an education program for church ministers and leaders, and
- H. license and ordain qualified individuals.

Revision Church is not organized, nor shall it operate, for pecuniary gain or profit, and it does not participate in the distribution of gains, profits, or dividends to its Members. Revision Church is organized solely for non-profit purposes. The property, assets, profits, and net income of Revision Church are unequivocally and irrevocably dedicated to charitable, educational, and religious purposes, and no part of the profits or income of this church shall ever inure to the benefit of any individual.

PROHIBITION AGAINST SHARING IN CORPORATE EARNINGS

No Members, trustee, officer, employee, team member, volunteer, person connected to the church, or any other private individual shall receive at any time any of the net earnings or pecuniary profit from the operations of Revision Church, provided that this shall not prevent the payment to any such person of reasonable compensation, as fixed by the leadership of the church, for services rendered to or for Revision Church in effecting any of its purposes. Furthermore, no such person shall be entitled to share in the distribution of any of the church assets upon dissolution of the church (See Section XI.B).

EXEMPT ACTIVITIES

Notwithstanding any other provision of these Bylaws, no Member, trustee, officer, employee, or other representative of Revision Church shall take any action or carry on any activity by or on behalf of the church that is not permitted to be taken or carried on by an organization exempt under Section 501(c)(3) of the Internal Revenue Code of 1986 and its regulations as they presently exist or as they may hereafter be amended or by an organization to which contributions are presently deductible under Sections 170(c)(2) and 509(a)(1) of the Internal Revenue Code as they now exist or as they may hereafter be amended.

SECTION I: NAME, INCORPORATION, & ADDRESS

I.A. NAME

The name of this organization shall be Revision Church.

I.B. INCORPORATION

Revision Church was incorporated in the State of Iowa as The Local Church on January 15, 2015.

I.C. ADDRESS

The place in Iowa where the principal office of the corporation is to be located is 1034 64th St // Windsor Heights, IA // 50324.

SECTION II: VISION & MISSION

II.A. VISION

The vision of Revision Church is to give people a bigger, better vision of who God is and who he created them to be. We want to connect people to God and one another through the life-giving message of the gospel and to plant churches in the city of Des Moines and the State of Iowa and across the world that do the same.

II.B. MISSION

Revision Church exists to help people meet Jesus and follow him fully.

SECTION III: CORE VALUES

The core values of Revision Church are things directly related to our vision and our identity in Christ that our community places a particularly high value on.

FOUND PEOPLE FIND PEOPLE

We are found by God. We are passionate about being a church that undertakes the task of evangelism, reaching out and finding those around us to help them come to know God.

LOVED PEOPLE DO LIFE WITH PEOPLE

We are loved by God. We are passionate about being a church that extends love to one another by doing life and faith together in authentic community.

GIFTED PEOPLE GIVE TO PEOPLE

We are gifted by God. We are passionate about being a church where every member of the community uses their gifts to serve and bless the people around them, both inside and outside of the church community.

SAVED PEOPLE LIVE LIKE THE SAVIOR

We are saved by God. We are passionate about being a church where people are being sanctified – continually transformed into the image and likeness of Christ – and living lives that look like him to the world.

CREATED PEOPLE CONNECT TO THE CREATOR

We are created by God. We are passionate about being a church where people are regularly drawn into the presence of God through powerful worship, prayer, and spiritual disciplines.

SECTION IV: AFFILIATION

Revision Church believes that local churches can best promote the cause of the gospel of Jesus Christ when they operated in cooperation with one another in a denominational organization. This church shall maintain affiliation with the Converge North Central District and with Converge Worldwide.

SECTION V: FISCAL & ELECTIVE YEAR

V.A. FISCAL YEAR

The fiscal year of the church shall begin on the first day of July and close on the final day of June.

V.B. ELECTIVE YEAR

The elective year of the church shall begin on the first day of July and close on the final day of June.

V.C. FIRST ELECTIVE YEAR

The first ever elective year of Revision Church shall begin on November 1, 2018 and close on the final day of June in 2019. This constitution has been ratified by the current and original governing team of the church – consisting of Mike Howard (Founding & Lead Pastor of Revision Church), David Sorn, & Kevin Thomas – and the governing team will seek approval from our district of Converge Worldwide, Converge North Central, on or before the first elective year begins on November 1, 2018.

SECTION VI: MEMBERSHIP

Scripture tells us that all people who have chosen to accept Christ's atoning work on the cross for their salvation and are now actively following him as both Lord and Savior are positional members of the Church universal. Scripture further indicates that each member of the Church ought to be committed to a local congregation of Christ-followers. For the purposes of these bylaws, the term "Member" refers to those particular Christ-followers who have chosen to align themselves with Revision Church in its ministry, mission, vision, values, and goals. The process for becoming a Member will be outlined in this section.

VI.A. QUALIFICATIONS

To become a Member of Revision Church, an individual must

1. be a confessing follower of Jesus Christ as Lord and Savior,
2. have made a public profession of faith by being baptized following conversion,
3. read and accept what Revision Church believes (vision, mission, values, Statement of Faith),
4. complete an orientation and interview process as determined by the Board, and administered by a Member of the Board or the designee of the Board
5. commit to building Revision Church by using his or her gifts and resources for God.

VI.B. COMMITMENT

Those who commit to be Members of Revision Church are expected to be:

1. followers of Jesus who regularly attend Revision Church services, groups, and events,
2. actively engaged in pursuing spiritual growth,
3. supportive of Revision Church's vision and values,
4. stewarding financial resources in a manner that allows for glad, faithful, regular, proportional giving to support the ministry of Revision Church,
5. serving others at Revision Church through some type of ministry role(s),
6. committed to love and unity within the church body, and
7. engaged in gospel work by inviting others to Revision Church.

VI.C. REMOVAL

Any Member of Revision Church can voluntarily choose to be removed from the Membership at his or her discretion at any time. If a Member of Revision Church no longer meets the Qualifications (See Section VI.A) or is no longer making the Commitment (See Section VI.B) required for Membership, said Member shall be notified by the Board that he or she could be removed from Membership if steps are not taken toward meeting the Qualifications and making the Commitment within a period of time determined to be appropriate by the Board. If, after receiving a written notification, steps

are not taken within the stated time period to the satisfaction of the majority of the Board, the Board can remove said Member from Membership.

VI.D. PRIVILIGES

Members of Revision Church who meet the necessary qualification and have made the necessary commitment are invited to attend all Church Business Meetings and to participate in the following congregational votes:

1. The calling or dismissal of the Lead Pastor
2. Ratification of new Board Members
3. Acquisition or sale of land and/or buildings
4. Amendments to the Constitution
5. Changes to the Statement of Faith
6. Changes to the denominational affiliation of Revision Church
7. Ratification of the annual budget
8. Other decisions deemed necessary for Member voting by the Board

While anyone at Revision Church who meets the qualifications and desires to make the commitment can become a Member, only those who are of legal age (18) may vote. Members aged 18 and older is entitled to one vote unless otherwise prohibited by State or Federal law.

VI.E. STAFF

The Lead Pastor (see Section XI.A) and all Ministry Staff (see Section XI.B) and, if married, their respective spouses, are considered Members of Revision Church upon hire.

SECTION VII: THE BOARD

VII.A. PURPOSE

The Board shall be the organizational governing body of the church.

VII.B. COMPOSITION

VII.B.1. MAKE-UP OF THE BOARD

The original Board will be composed of the following people:

- Lead Pastor
- 2 Lead Pastors of the parent churches of Revision Church

Once this Constitution is ratified by the original Board of Revision Church and approved by Converge North Central, and at a time determined to be appropriate by the original Board, the make-up of The Board will transition to the following:

- Lead Pastor of Revision Church
- 6 Board Members

Barring and Amendment to this constitution, the size of The Board shall not be larger than 7 (1 Lead Pastor & 6 Board Members) and shall not remain smaller than 5 (1 Lead Pastor & 4 Board Members) if Board Members leave or are dismissed. The ideal size is 7, but if 1 or 2 board members leave or are removed from the Board during a year, the Board will not seek to fill the positions until the beginning of the next elective year. If more than 2 Board Members leave or are removed, the Board will immediately seek to fill the position(s) so that there are not less than 5 active Board Members. The ideal and minimum size of the Board will be reassessed by the Board when Revision Church reaches an average of 500 or more people in weekly Sunday attendance. It will be reassessed with any and every addition of 500 Sunday attenders thereafter.

The Board will have the following positions, held by Members other than the Lead Pastor:

- Chair of the Board
- Associate Chair of the Board
- Secretary of the Board

VII.B.2. VOTING

Every member of The Board shall be considered a voting member. Each member shall have one vote.

VII.B.3. REQUIREMENTS

Members of The Board are called to exemplify the character of Christ, embody the mission of the church and seek God's guidance in all their duties as leaders. All Board Members must meet the requirements laid forth in Scripture (see 1 Timothy 3:8-13), and must also be men or women of mature spiritual experience and of legal age. Further, Board Members must subscribe to Revision Church's statement of faith, be active Members of the church in good standing, be proportional givers (with tithing as the norm) and attend the worship gatherings of Revision Church regularly. Members of The Board may not be Revision Church staff members (with the exception of the Lead Pastor).

VII.C. DUTIES

VII.C.1. GENERAL DUTIES OF THE BOARD

GUIDING PRINCIPLES

1. The Board will assist the Lead Pastor in designing, constructing, and maintaining the Guiding Principles – composed of three parts: Mission Principles, Boundary Principles, & Accountability Principles.

MISSION PRINCIPLES

2. The Board will provide oversight to the vision of the Lead Pastor and will evaluate whether Revision Church is continually carrying out its Mission Principles – the vision, mission, core values, & goals of the church.

BOUNDARY PRINCIPLES

3. The Board will create and annually refine proper boundaries for the financial management of Revision Church.
4. The Board will give input into, review, and recommend for approval the annual operating budget for Revision Church that is developed by the church staff. This budget shall be presented annually to the Members at the annual business meeting (as outlined in Section X).
5. The board will annually appoint auditors to review the financial records of the church.

ACCOUNTABILITY PRINCIPLES

6. The Board will hold the Lead Pastor accountable to the Mission and Boundary Principles and will annually (at minimum) appraise both the salary and the performance of the Lead Pastor.

LEGAL AND CONTRACTUAL

7. The Board will represent the church in legal matters and execute any contracts, deeds, mortgages, notes, and such other documents as authorized. Such documents shall be executed by any two church officers. Such commitments or obligations shall be signed only after proper authorization by the Board.

APPOINTMENTS

8. The Board will appoint a Secretary for and from the Board.
9. The Board will appoint a Treasurer. The Treasurer must not be a member of the Board. The Treasurer will be responsible for keeping the books of the church.
10. The Board will appoint a Financial Secretary. The Financial Secretary must not be a member of the Board or the Treasurer. The Financial Secretary will be responsible for the counting and handling of funds collected by Revision Church. Those counting funds will always work in teams of a minimum of two persons under the direction of the Financial Secretary. The Financial Secretary will serve a 1-year term that can be annually renewed by the Board.
11. The Board will appoint delegates to the meetings of Converge Worldwide, Converge North Central, and other like organizations requiring delegate designation from Revision Church.

GENERAL

12. The Board will support the Lead Pastor in the Lead Pastor's role of leadership and vision development for Revision Church.
13. The Board will hear suggestions and concerns from church participants at Revision Church who request an appearance.
14. The Board will call special church business meetings as necessary.

15. The Board will periodically review the Constitution and Bylaws of Revision Church in light of the church's changing needs.

VII.C.2. INDIVIDUAL DUTIES OF THE BOARD

VII.C.2.A. CHAIR OF THE BOARD

The Chair of the Board shall:

1. Preside at all business meetings of the church and at all meetings of the Board.
2. Work with the Lead Pastor to establish agendas for church business meetings and meetings of the Board.
3. Oversee, in cooperation with the other Members of the Board, the implementation of the Accountability Principles, including the annual review of the Lead Pastor.
4. Perform other tasks as agreed upon by the Board.
5. Serve a term of one year. This term can be renewed for one additional year. At the end of two consecutive years the term may not be renewed.

VII.C.2.B. ASSISTANT CHAIR OF THE BOARD

The Assistant Chair of the Board shall:

1. Perform the duties assigned to the Chair of the Board during absence of the Chair of the Board.
2. Perform other tasks as agreed upon with the Chair of the Board.
3. Serve a term of one year. This term can be renewed for one additional year. At the end of two consecutive years the term may not be renewed.

VII.C.2.C. SECRETARY OF THE BOARD

The Secretary of the Board shall:

1. Be responsible for maintaining the official church records and recording minutes for meetings of the Board and for Church Business Meetings.
2. Assure that contracts or legal documents are properly reviewed prior to signature.
3. Serve a term of one year. This term can be renewed for one additional year. At the end of two consecutive years the term may not be renewed.

VII.C.2.D. OTHER MEMBERS OF THE BOARD

The remaining members of the Board will perform other tasks as agreed upon by the Chair of the Board or the members of the Board.

VII.C.3. CHURCH OFFICERS

The Chair of the Board, Assistant Chair of the Board, and Treasurer shall act as the legal officers of Revision Church.

VII.C.4. ATTENDANCE & PARTICIPATION

All Members of the Board shall attend its meetings and participate actively in the functioning of the Board, and shall notify the Chair of the Board whenever they may be unable to do so. In the event the prolonged absence by a Member of the Board of more than two consecutive meetings of the Board or a change in residency that prevents active participation in the life of Revision Church, the Board may, by majority decision, declare the office vacant and move to fill it via the normal selection process (See Section VIII).

VII.C.4. BOARD MEETINGS

The Board shall establish a regular schedule of meetings. The Chair of the Board may call additional meetings. No meeting of the Board may be held that deliberately excludes any Member of the Board. The regular meetings of the Board are closed meetings, but individuals not on the Board may submit a request to appear for a portion of a meeting to submit a request or a complaint. A visitor must be recognized by the Chair of the Board to make a comment or answer a question. The Board has the right to close the rest of the meeting to all persons who are not members of the Board.

SECTION VIII: SELECTION OF BOARD MEMBERS

VIII.A. OVERVIEW

The Board will be responsible for nominating new members to fill vacant positions. Each person nominated must be able to meet the requirements of Section VII.B.3 and perform the duties listed in Section VII.C.1. They must also go through the process outlined in this section.

VIII.A.1. NOMINATING PROCESS

The Board shall be responsible for picking potential new Board Members. Each time there is a seat to be filled, the Board will nominate an individual for that seat. If there are multiple seats to be filled, the Board will nominate a number of individuals equal to the number of open seats. Before nominating an individual, the Board shall first interview that person to ensure he or she meets the qualifications as outlined in Section VII.B.3 and is able to perform the duties listed in Section VII.C.1. The Lead Pastor will have the option to veto a candidate prior to the interview process in cases where the Lead Pastor is aware that the individual is not qualified.

VIII.A.2. RATIFICATION PROCESS

The proposed candidate must be ratified by a two-thirds majority vote from the Members in order to be selected to become a Member of the Board. Whenever there is an open seat, the Board will bring to the congregation a number of candidates that corresponds exactly with the number of open seats. The role of the Members is to either ratify or deny each candidate presented by the Board. A separate ballot will be used for each

candidate so that candidates will be ratified or denied on an individual basis, rather than a collective one. In the case of a candidate being denied, the Board will call a special meeting and bring forth another candidate via the process as outlined in Section VIII.A.1.

VIII.B. DETAILS OF TERM

VIII.B.1. TERM LENGTH

To provide for continuity on the Board while maintaining and ensuring excellence through renewal and new perspectives, the Board will maintain terms of serve as follows:

1. The term for a Board Member is 3 years.
2. At the end of each 3-year term, a Board Member should very earnestly pray and consider whether he or she would like to continue for another term. If a Board Member wishes to serve a 2nd consecutive term and the majority of the Board wishes for that member to continue, he or she shall be nominated for a 2nd term and put up for ratification by Members at the next Church Board Meeting. This nomination shall happen automatically for Board Members wishing to serve a 2nd term, precluding the need for the nomination process that is undertaken for an open seat (outlined in Section VIII.A.1).
3. Board Members can serve two consecutive 3-year terms. After a 2nd consecutive term, they must take a minimum of a 1-year sabbatical before returning to the Board. An extended leave of absence during one of the 2 terms may qualify as a sabbatical year at the discretion of the Chair of the Board.
4. The Chair of the Board and the Assistant Chair of the Board will be elected and confirmed by a majority vote of the Members of the Board as follows: The Board will elect a Chair by majority vote. The Chair will serve a term of 1 year. At the end of the year, by a majority vote, the Chair may be confirmed for a 2nd consecutive 1-year term. After a 2-year term, the Chair must take a minimum of a 1-year sabbatical from that role. The Assistant Chair will be elected by a majority vote to a 1-year term. At the end of the year, by a majority vote, the Assistant Chair may be confirmed for a 2nd consecutive 1-year term.

VIII.B.2. SELECTION YEAR SEQUENCE

To provide for Board continuity and to ensure that there is not an undue amount of change in a single year, the very first Board will have its terms set as follows:

- Member 1: 3 years
- Member 2: 3 years
- Member 3: 2 years
- Member 4: 2 years
- Member 5: 1 year
- Member 6: 1 year

Each Board Member who replaces the inaugural Members of the Board will serve a term as outlined in Section VIII.B.1 and will not be subject to the terms listed above. Additionally, Board tenure may be extended beyond 6 years to ensure that no more than one-third of the Members of the Board depart in a single Elective Year.

VIII.B.3. REMOVAL FROM OFFICE

Members of the Board, other than the Lead Pastor, can be removed from office for failure to fulfill the requirements and duties of the office by resignation or by a vote of censure of the majority of the Board. This vote may occur after the Board Member in question has been directly addressed by the Chair of the Board regarding the matter and been given the opportunity to undergo a process of discipline – in cases where such a process is necessary – as determined by the Board.

SECTION IX: CHURCH STAFF

IX.A. LEAD PASTOR

IX.A.1. LEAD PASTOR RESPONSIBILITIES

The Lead Pastor is responsible for providing leadership and overseeing the vision, direction, and ministry of the entire church, including its priorities and spiritual vitality. Additionally, he or she shall be responsible for setting strategy, goals, objectives, and ministry plans. The Lead Pastor is the spiritual leader of Revision Church and shall preach and teach the Bible, lead public services, and lead the people of Revision Church in a practical Christian life. The Lead Pastor shall also:

1. Be characterized by the qualifications for office stated in 1 Timothy 3:1-7 & Titus 1:5-9, and the spirit of humility and servanthood called for in passages such as Matthew 20:25-28 and 1 Peter 5:1-4.
2. Subscribe to our Statement of Faith
3. Be a voting member of the Board.
4. Be an ex-officio member of any boards, ministry teams, and special committees of the church.
5. Be accountable to the Board and their Guiding Principles.
6. Be responsible for leading, managing, and overseeing the church staff and ministry. All staff members are responsible to the Lead Pastor, either directly or through another staff member whom the Lead Pastor has delegated.
7. Lead an annual evaluation of the work of paid staff as outlined in these Bylaws.

IX.A.1. ESTABLISHMENT OF THE LEAD PASTOR RELATIONSHIP

IX.A.1.A. THE SEARCH COMMITTEE

When it becomes necessary to call a Lead Pastor, a Search Committee shall be established. The Search Committee shall:

1. consist of at least four Members of Revision Church who are not on the Board,
2. include a minimum of one member of the Board,
3. broadly represent the Members and the ministry of Revision Church, and
4. be appointed by the Board.

The Search Committee shall find a candidate for the position of Lead Pastor and bring a recommendation to the Board for approval. The Search Committee and the Board, in consultation, shall formulate the terms of the call. The Board and the Search Committee shall recommend the chosen candidate to the Members for approval.

IX.A.1.B. EXTENSION OF A CALL

The recommendation of the Board concerning the call of a full-time Lead Pastor and the terms of such call shall be presented to the church at a special business meeting. Notice of such a meeting and its purposes shall have been announced at a public worship gathering on two successive weekends prior to the meeting. A vote of three-fourths of the qualified Members present and voting shall be necessary to extend a call to anyone under consideration. The voting shall be done via a written ballot.

IX.A.2. DISSOLUTION OF THE LEAD PASTOR RELATIONSHIP

IX.A.2.A. RESIGNATION

If a Lead Pastor chooses to terminate the relationship with Revision Church, he or she shall present a letter of resignation to the Board. The Lead Pastor must give at least 60 days' notice unless the Board deems a shorter period of time to be acceptable.

IX.A.2.B. GRIEVANCE

The relationship between Revision Church and the Lead Pastor may be dissolved as the result of a grievance – or a number of grievances – against the Lead Pastor. Before this dissolution due to grievance can occur, however, the Board must make a genuine and sustained effort to resolve the grievance(s) at hand. A request of resignation due to the Lead Pastor being unable or unfit to perform the required duties of the job may be brought to the Lead Pastor by the Board upon the recommendation of a majority of the Board Members or by a petition signed by a minimum of 25 percent of the Members (See Section VI.C.) and delivered to the Chair of the Board. If the Lead Pastor declines to resign, the Board can recommend to the Members that the Lead Pastor be removed from the role. The Lead Pastor will be removed by the Board if there is a majority vote by the eligible Members against the Lead Pastor. The special business meeting to hold this vote must be announced to the Members for at least 2 successive weeks in a public worship service. After the vote is counted, one of the following actions shall be taken:

- In the case of a majority vote against the Lead Pastor, termination shall be immediate, but a severance can be extended at the discretion of the Board.

- In the case of a recommendation by the Board for the removal of the Lead Pastor failing to receive a majority vote against the Lead Pastor, all Board Members who signed the petition or voted for recommending resignation shall be immediately relieved of their office.

IX.A.2.C. MORAL FAILURE

The Lead Pastor may be relieved of his or her duties immediately when charges of immorality have been investigated and proven to the satisfaction of the majority of the Board Members – not including the Lead Pastor who will not get a vote in this situation). An outside, independent investigation shall be conducted in any situations where the Lead Pastor is credibly accused of moral failure. As a part of the investigation, the Board is responsible for providing the Lead Pastor with a written statement of the charges that have been levied and shall allow the Lead Pastor the opportunity to respond to the charges and speak to the Board in his or her own defense. If the Lead Pastor feels that the accusation of moral failure is in fact actually a grievance – and not a moral failure – he or she may appeal to Converge North Central who will assist in helping to categorize the accusation as either a grievance or a moral failure. After Converge North Central has categorized the accusation, Revision Church will proceed per the dictates of this Constitution. In the case of a moral failure proven to the satisfaction of the majority of the Board, the Board shall:

1. immediately relieve the Lead Pastor of the role,
2. determine what severance, if any, is appropriate, and
3. call a special business meeting as soon as reasonably possible in a time period not to exceed four weeks – announced at least one week ahead of time at a public worship gathering – to disclose to the church the findings of the Board and any independent investigations and explain to the congregation the process and the reason for dismissal.

IX.A.2.D. ILLNESS OR DISABILITY

The Lead Pastor relationship may be terminated by Revision Church if the Lead Pastor becomes disabled or is stricken with a long-term illness. The *Definition of Disability* provided by the United States Social Security Administration shall be used as a guide to determine whether a long-term disability exists. This action may only be taken if the Lead Pastor is first offered the opportunity to resign but refuses. In this case, the Board shall terminate the Lead Pastor and determine an appropriately generous severance.

IX.B. OTHER MINISTRY STAFF

IX.B.1. MINISTRY STAFF DESCRIPTIONS

The Ministry Staff shall include all other people on staff who are responsible for broad ministries such as fellowship, discipleship, evangelism, executive leadership, preaching,

teaching, children, youth, care, music, et cetera. All ministry staff are responsible to the Lead Pastor either directly or indirectly through another staff member. Job descriptions shall be developed and maintained by the Lead Pastor or his designate for all Ministry Staff and shall include qualifications and responsibilities.

IX.B.2. QUALIFICATIONS

To be qualified to be on the Ministry Staff at Revision Church an individual must:

1. demonstrate a consistent lifestyle of following Jesus and serving his body,
2. subscribe to the Statement of Faith of Revision Church,
3. meet the biblical character standards for church leaders found in 1 Timothy 3 and Titus 1:6-9,
4. be a firm believer in the vision and core values of Revision Church,
5. meet the Qualifications necessary to be a Member of Revision Church,
6. be a proportionate giver with tithing as a norm,
7. be 18 years of age or older, and
8. have experience, education, and demonstrated leadership abilities as deemed appropriate by the Lead Pastor or his designated overseer.

IX.B.3. SELECTION

With the exception of the position of Lead Pastor itself, the Lead Pastor or the Lead Pastor's designee shall be responsible for the calling and selection of all of the Ministry Staff of Revision Church. The calling of a full-time Ministry Staff member shall require a majority vote by the Board.

IX.B.4. DISMISSAL

Resignation by a member of the Ministry Staff shall be acted upon by the oversight pastor in consultation with the Lead Pastor. Unless the Lead Pastor determines that a shorter time period is acceptable, at least 30 days' notice is necessary. If a Ministry Staff member fails to meet the qualifications set forth in Section IX.B.2., then the oversight pastor should recommend dismissal to the Lead Pastor. The Lead Pastor – or the Lead Pastor's designee – is responsible for the dismissal of a staff member who is not qualified according to Section IX.B.2. The dismissal must be done according to the requirements of employment law in the United States and in the state of Iowa.

IX.C. SUPPORT STAFF

IX.C.1. SUPPORT STAFF DESCRIPTIONS

Any staff member that is not designated as Ministry staff shall be designated as Support Staff. Support staff may include, but is not limited to, Program Staff, Business Staff, Secretarial Staff, Custodial Staff, Pastoral Interns, Pastoral Staff Assistants and Paraprofessionals, and temporary help.

IX.C.2. QUALIFICATIONS

To be qualified to be on the Support Staff at Revision Church an individual must:

1. demonstrate a consistent lifestyle of following Jesus and serving his body,
2. subscribe to the Statement of Faith of Revision Church, and
3. have experience, education, and demonstrated leadership abilities as deemed appropriate by the Lead Pastor or his designated overseer.

IX.C.3. SELECTION

The Lead Pastor or the Lead Pastor's designee shall be responsible for the calling and selection of Support Staff.

IX.C.4. DISMISSAL

Resignation by a member of the Support Staff shall be acted upon by the oversight pastor in consultation with the Lead Pastor. Unless the Lead Pastor determines that a shorter time period is acceptable, at least two weeks' notice is necessary. If a Support Staff member fails to meet the qualifications set forth in Section IX.C.2., then the oversight pastor should recommend dismissal to the Lead Pastor. The Lead Pastor – or the Lead Pastor's designee – is responsible for the dismissal of a staff member who is not qualified according to Section IX.C.2. The dismissal must be done according to the requirements of employment law in the United States and in the state of Iowa.

SECTION X: CHURCH BUSINESS MEETINGS

X.A. CONDUCT OF BUSINESS MEETINGS

The Board may conduct business meetings according the rules contained in RONR unless they conflict with the adopted Constitution of this church.

X.B. ANNUAL BUSINESS MEETING

The annual business meeting shall be held every June. Anyone who would like to come to the Annual Business Meeting is invited to attend and observe, but only Members may vote on matters requiring a vote. Members shall be supplied with a copy of the Constitution on the Sunday two weeks before the meeting. The annual budget will be presented to the Members at this meeting to be ratified. Also, if there is a need for a new Board Member or multiple new Board Members, the Board will present candidate(s) for ratification at this time.

X.C. SPECIAL BUSINESS MEETING

Special business meetings may be held at any time by request of the Board.

X.D. MEETING ANNOUNCEMENT

Notice for all annual and special business meetings shall be given to the congregation at a public worship gathering a minimum of 2 weeks in advance of the meeting. Exception to this shall occur in the acquisition or disposition of real property or

encumbrance of the same, where applicable Iowa state law will apply, and an announcement shall be required for 4 consecutive Sundays. Additionally, exception to this shall occur when there is consideration to amend this Constitution. In the case of an amendment, 30 days' notice shall be required.

X.E. ELIGIBILITY TO VOTE

All matters pertaining to the calling or dismissal of the Lead Pastor, legal matters concerning a purchase, sale, or mortgaging of property, or constitutional amendments shall be voted on by Members who are of legal age (18) .

X.F. QUORUM

At least 10% of the Members of Revision Church must be present to constitute a quorum at a meeting. A simple majority affirmation shall be necessary to carry any motion with the following exceptions:

- The calling of a Lead Pastor – (3/4 majority)
- Amending the Constitution – (2/3 majority)
- Purchase, sale, or mortgaging of property – (2/3 majority)
- Changes to the Statement of Faith (2/3 majority)
- Ratification of new Board Members (2/3 majority)

SECTION XI: PROPERTY

XI.A. ACQUISITION, DISPOSITION, & ENCUMBERANCE OF REAL PROPERTY

In the construction of buildings, acquiring or selling real estate or encumbering real estate, the congregation of Revision Church shall act upon receiving proper notice of a business meeting – as required by Section X. In the case of a division of the Members, the rightful ownership of church property shall be determined by binding arbitration and belong to those Members who abide by these Bylaws. An arbiter shall be assigned by the District Executive Minister of Converge North Central.

XI.B. DISSOLUTION

In order that no member or group of members may profit therefrom, if Revision Church is dissolved for any reason the property of the church shall be assigned to Converge North Central District of Converge Worldwide.

SECTION XII: AMENDMENTS TO THE CONSTITUTION

This Constitution may be amended at a business meeting of the church in the manner specified in Section X. In addition to the other requirements outlined in Section X, a copy of the proposed amendment shall have been posted in a conspicuous place.

REVISION CHURCH: Statement of Faith

1. GOD: We believe in one God, creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three persons, equal in divine perfection: the Father, the Son, & the Holy Spirit, each executing distinct but harmonious roles in the work of creation, providence, and redemption.

2. THE FATHER: We believe in the Father, an infinite, personal God, perfect in holiness, wisdom, power, and love. We believe that he concerns himself mercifully in the affairs of all people, that he hears and answers prayer, and that he saves from sin and death all who come to him through Jesus Christ.

3. JESUS CHRIST: We believe in Jesus Christ, the only begotten son of the Father, conceived by the Holy Spirit, born of the virgin Mary, God incarnate, both fully God and fully man. He lived a sinless life, was crucified, arose bodily from the dead, and ascended into heaven where he serves as our high priest and advocate. His death and resurrection accomplished atonement for all who believe, and one day he will return to earth personally and visibly. Jesus' return, coming at a time known only to God, demands our constant expectancy, inspires us to work diligently toward the spread of the gospel, and serves as our blessed hope for the future.

4. THE HOLY SPIRIT: We believe that the Holy Spirit convicts the world of sin and guilt, glorifies the Father and the Son, regenerates sinners, and sanctifies and empowers all who believe in Jesus. We believe that the Holy Spirit dwells within, illuminates, guides and equips those who believe.

5. THE BIBLE: We believe that God has revealed himself through the Scriptures, both Old and New Testaments, through the words of human authors. As the fully inspired communicative act of God, the Bible is without error what its original manuscripts teach and is a fully sufficient revelation of God's will for salvation, and God has given it his authority to direct us in all matters of faith and conduct. It is to be obeyed in all that it teaches and trusted in all that it promises.

6. THE HUMAN CONDITION: We believe that all people are created in the image of God, but are born into sin and are sinners by nature and by choice. They are, therefore, under condemnation and alienated from God. Only through God's saving work in Jesus can humanity be rescued, reconciled, and renewed. We believe that all who repent of their sins and trust Jesus as Savior and Lord are justified and regenerated by the Holy Spirit.

7. THE CHURCH: We believe in the universal church, a living spiritual body comprised of all who have been justified by God's grace alone through faith alone. The church is united by the Holy Spirit in the body of Christ, of which Christ is the head. We believe in the local church, consisting of a group of believers in Jesus, baptized in the name of the Father, the Son, & the Holy Spirit, and regularly gathering for worship, work, and fellowship. We believe that God has laid upon the members of the local church the primary task of sharing the gospel of Jesus with a lost world.

8. CHRISTIAN CONDUCT: We believe that Christians should live for the glory of God in all things and for the flourishing of others, loving God supremely and others sacrificially. Their conduct should aspire to be blameless before the world, they should be faithful stewards of their time, their gifting, and their possessions, and they should seek for themselves and others fully devoted discipleship to Jesus.

9. THE ORDINANCES: We believe that Jesus committed two symbolic ordinances to the local church: baptism and communion. Baptism is the immersion of a believer in water in the name of the triune God, symbolizing the death and burial of our sin nature in the likeness of Jesus' death and the resurrection of our new lives in the likeness of Jesus' resurrection. Communion, or The Lord's Supper, is the communal remembrance of the body of Jesus broken and the blood of Jesus shed as a new covenant for the forgiveness of sins. These ordinances should be observed and administered until Jesus returns.

10. MARRIAGE: We believe that God instituted marriage as a way of extending grace to humans by giving us a picture of the self-sacrificial, unbreakable, loving bond that exists with the Trinity and for which we were created. God ordained that marriage be the union of one man and one woman and that sexual intimacy occur exclusively within that union.

11. RELIGIOUS LIBERTY: We believe that every human being is created for relationship with God and is responsible, ultimately, to God in all matters of faith. We believe that each local church is independent and must be free from interference by any ecclesiastical or political authority – that church and state must be kept separate as they have different functions, each fulfilling its duties free from the control of the other.

12. LAST THINGS: We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of his everlasting kingdom where all things will be set right and all things will be made new. We believe in the bodily resurrection of the dead, the final judgement, the eternal glory in the presence of God of those who choose to believe in Jesus, and the eternal condemnation to conscious separation from God of those who choose to reject Jesus.