

Constitution of Vintage Church of Lawrence

Adopted this 4th day of November, 2009

Article I. Name

The name of this church shall be Vintage Church of Lawrence (hereinafter “Church”).

Article II. Purpose

The Church Corporation is organized and shall be operated exclusively for religious, charitable and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended. More specifically, the purposes of this corporation are:

- a) To worship God creatively and innovatively.
- b) To share the gospel wherever with whomever whenever possible.
- c) To employ ministers to accomplish the purposes of the Corporation.
- d) To disciple the body of Christ through any and all means deemed appropriate.
- e) To educate the body of Christ through any and all means deemed appropriate.
- f) To impact Lawrence and the world for the better through any and all means deemed.

Additional Mission, Purpose, and/or Values documents may be updated periodically in Section 1 of the Vintage Church Policy and Operations Manual (hereafter “Church Manual”). This document will serve as an additional support and clarification of the Purpose of Vintage Church according to our Constitution.

Article III. Affiliation

Vintage shall be a Non-denominational church per the adoption of this Constitution. This is an intentional decision to be faithful to the call that God has given us and to be as comprehensive and representative of the larger body of Christ as possible. We have elected to seek outside support and oversight through a group of Overseers who has the responsibility and authority to help us navigate through any situation that might arise needing outside representation as prescribed in this Constitution. We reserve the right to enter into additional ministry partnerships, affiliations, and/or networks with other like-minded churches or ministry organizations at anytime as deemed appropriate.

Article IV. Essentials of Faith

“In Essentials Unity, in Non-Essentials Liberty, in All Things Charity”

1. All Scripture is self-attesting and being Truth, requires our unreserved submission in all areas of life. The infallible Word of God, the sixty-six books of the Old and New Testaments, is a complete and unified witness to God's redemptive acts culminating in the incarnation of the Living Word, the Lord Jesus Christ. The Bible uniquely and fully inspired by the Holy Spirit, is the supreme and final authority on all matters on which it speaks. On this sure foundation, we affirm these additional Essentials of our faith:
2. We believe in one God, the sovereign Creator and Sustainer of all things, infinitely perfect and eternally existing in three Persons: Father, Son, and Holy Spirit. To Him be all honor, glory and praise forever!
3. Jesus Christ, the living Word, became flesh through His miraculous conception by the Holy Spirit and His virgin birth. He who is true God became true man united in one Person forever. He died on the cross a sacrifice for our sins according to the Scriptures. On the third day, He arose bodily from the dead, ascended into heaven, where, at the right hand of the Majesty on High, He now is our High Priest and Mediator.

4. The Holy Spirit has come to glorify Christ and to apply the saving work of Christ to our hearts. He convicts us of sin and draws us to the Savior. Indwelling our hearts, He gives new life to us, empowers and imparts gifts to us for service. He instructs and guides us into all truth, and seals us for the day of redemption.
5. Being estranged from God and condemned by our sinfulness, our salvation is wholly dependent upon the work of God's free grace. God credits His righteousness to those who put their faith in Christ alone for their salvation, thereby justifies them in His sight. Only such as are born of the Holy Spirit and receive Jesus Christ become children of God and heirs of eternal life.
6. The true Church is composed of all persons who, through saving faith in Jesus Christ and the sanctifying work of the Holy Spirit, are united together in the body of Christ. The Church finds her visible, yet imperfect, expression in local congregations where the Word of God is preached in its purity and the sacraments are administered in their integrity; where scriptural discipline is practiced, and where loving fellowship is maintained. For her perfecting, she awaits the return of her Lord.
7. Jesus Christ will come again to the earth personally, visibly, and bodily to judge the living and the dead, and to consummate history and the eternal plan of God. "Even so, come, Lord Jesus." (Rev. 22:20)
8. The Lord Jesus Christ commands all believers to proclaim the Gospel throughout the world and to make disciples of all nations. Obedience to the Great Commission requires total commitment to "Him who loved us and gave Himself for us." He calls us to a life of self-denying love and service. "For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them." (Eph. 2:10)

Article V. Church Leadership

We recognize the importance of strong Leadership at all levels of Vintage. Leaders at Vintage affirm the following Leadership Covenant. Additional Leadership expectations and/or requirements will be updated periodically in Section 4 of the Church Manual. This document will serve as an additional support and clarification of the Leadership Covenant according to our Constitution.

1. I will protect the unity of Vintage Church

- ...by supporting the vision of Vintage Church (Acts 4:32)
- ...by submitting to spiritual authority (Hebrews 13:17)
- ...by speaking positively about the church leadership and members of the congregation, and by refusing to gossip or grumble (Exodus 16:6-8 & Ephesians 4:29-32)

2. I will promote the growth of Vintage Church

- ...by praying for and inviting the unchurched (Luke 14:23)
- ...by warmly welcoming those who visit (Hebrews 13:1-2)
- ...by developing a servant's heart (Philippians 2:3-8)

3. I will strive for personal integrity

- ...by maintaining sexual purity (Ephesians 5:3)
- ...by not causing others to stumble (I Corinthians 10:32)
- ...by supporting the core beliefs and values of Vintage (Romans 15:5-6)

4. I will support the ministry of Vintage Church

- ...by attending faithfully (Hebrews 10:25)

...by living a godly life (Philippians 1:27)
...by giving tithes and offerings regularly (Malachi 3:6-10)

We submit to the teaching and leadership of the Church, to the governing of the church according to this Constitution, to the settlement of disputes by and/or among the members of the church without appeal to any outside civil court, according to Matthew 18:15-20; I Corinthians 6:1-8 and the Conflict Resolution Guidelines as stated in Section 6 of the Church Manual, to the Word of God as our final authority, to the church's discipline upon ourselves, and we lovingly assume our responsibility to participate in the discipline of other members, as taught in Scripture.

Article VI. Church Management

Section 6.1. Government

This Church will have the right to govern itself according to the principles of the Bible.

The Church recognizes the biblical authority, divine calling, and unique training of the Lead Pastor and pastoral staff. The Lead Pastor and Pastoral Staff shall provide the vision, do the planning, be empowered by the Steering Team, and develop others in the Leadership Team to run the groups and ministries of Vintage Church (See Section 2 in the Church Manual).

The Steering Team ("Elders") shall serve as the board of the directors of the corporation and exercise all corporate powers. The Steering Team shall elect from its membership a president and secretary, and may elect additional offices at their discretion. The Lead Pastor may serve as president at the discretion of the Steering Team, but the Lead Pastor is not required to serve in this capacity. The Steering Team is responsible for the organizational and spiritual oversight of Vintage Church (See Section 3 in the Church Manual).

The Leadership Team ("Deacons") consists of all those individuals who have signed the Leadership Covenant and who lead any of the various ministry teams or community groups at Vintage. The members of the Leadership Team are to be equipped and empowered to do the work of the ministry, under the oversight and authority of the Lead Pastor, Steering Team, and Pastoral Staff (See Section 4 in the Church Manual).

The Stewardship Team ("Trustees") is a sub-group of the Leadership Team, and consists of all the individuals who have been approved by the Steering Team to manage the books and finances of the Church. The Stewardship Team is responsible to ensure that the Church is good stewards of our resources and that the Lead Pastor, Pastoral Staff, and Steering Teams are continually provided accurate financial information to make wise decisions. The Stewardship Team is also responsible to prepare and submit the annual budget to the Steering Team for approval (See Section 5 in the Church Manual).

Section 6.2. Lead Pastor

1. Qualifications

The Lead Pastor shall be an ordained minister in good standing. The qualifications for Pastor shall be the Biblical standards for the office of Steering Committee (I Timothy 3:1-7; Titus 1:6-9). In addition, the Pastor shall be ordained by the approval of the Steering Team and shall hold membership in this Church during his term of service. Additional qualifications shall be as determined by the Pastor Search Committee in the event that a replacement is needed.

2. Duties and Responsibilities

The Lead Pastor is uniquely called to be the primary visionary and apostolic leader of the church. The duties include, but are not limited to:

- 1) Spiritual oversight of the congregation
 - a. Regular preaching and teaching from the Scriptures
 - b. Visit in the homes of those in the Congregation
 - c. Oversee the Church's observance of its ordinances and ceremonies
- 2) Oversight of the Pastoral and Administrative staff, including, but not limited to:
 - a. All employment decisions
 - b. Delegation of responsibilities to all staff
 - c. Day-to-day operations
- 3) Chairman of the Board of Directors (unless they choose to delegate this role)
- 4) Official spokesperson for the church
- 5) Ex Officio member of all committees, teams, groups, and ministries

3. Vacancies and Appointments

The Lead Pastor shall serve for an indefinite period of time. The Pastor's tenure of service shall terminate by his resignation or death or by dismissal per the guidelines written in Section 6 of the Church Manual. In the event of the Pastor's resignation, up to sixty days notice may be given; in the event that the Church terminates the Pastor's services, he shall receive thirty days notice or thirty days salary in lieu of such notice. When a vacancy occurs for any reason, the Steering Team will appoint a Pastor Search Committee as an "Ad Hoc Committee" to fill the vacant position (See Section 3 in the Church Manual).

4. Conditions of Employment

The salary of the Pastor and other compensation such as Social Security, insurance, housing allowance, and pension shall be specified in writing and made a part of the call upon which the Leadership votes. Likewise, such items as authorized vacation, attendance at meetings and conferences, moving expenses, and other agreed upon conditions shall be addressed in the call. The call shall be in the form of a legal agreement. Changes in the initial conditions of employment are to be enacted by vote of the Steering Team.

5. Outside Ministries

Involvement by the Pastor in ministries, work, or other endeavors outside of the Church and its Ministries shall be disclosed to the Steering Committee.

6. Authority & Limitations

The Pastor shall have the authority to interpret the Scriptures to the Congregation consistent with the Vintage's Essentials Belief. The Lead Pastor is morally, theologically, and ethically accountable to Jesus Christ, the Steering Team, the Overseers, and to Leadership and Congregation of Vintage Church. The authority of the Pastor to expend funds is limited to his participation as a member of the Steering Team and the authority and limitations prescribed within this Constitution.

7. Discipline and/or Dismissal of Lead Pastor

In the event that discipline or removal from the office of lead pastor becomes necessary due to moral or theological infidelity, they are subject to the disciplinary procedures as recorded in Section 6 of the Church Manual. In the event that the Lead Pastor becomes subject to investigation for discipline or dismissal, the agreed upon guidelines written in the Church Manual cannot be changed or amended until after the completion and follow-through of the investigation per these policies.

- a. Definition of theological infidelity—A clear and consistent departure from any one of Vintage's Essentials Belief.
- b. Definition of moral misconduct—Serious moral sin which would include, but not be limited to, sexual infidelity, substance abuse, gambling, embezzlement, or conviction of a felony.

Section 6.3. Steering Team (“Elders”)

1. Duties & Responsibilities

The Steering Team functions as the “Elders” of Vintage Church and shall serve as the Board of Directors of the Corporation. The Steering Team shall consist of the Lead Pastor, and shall consist of not less than five (5) and no more than fifteen (15) members. The list of Steering Team members will be updated in Section 3 of the Church Manual. Additional members may, from time to time, be nominated by the Lead Pastor, approved by a majority vote of the Steering Team, and ratified by a majority vote of the active leadership. Collectively, the Steering Team is responsible for the following;

- a. Define and interpret the overall objectives and aspirations of the Church which, if attained, will produce progress toward fulfilling the Scriptural purposes for its existence.
- b. Become aware of the spiritual needs and concerns of those in the congregation and the world, and assist in the establishment of goals for the Church based on those concerns.
- c. Oversee the development of strategies by the various Teams, Groups, and individuals using available resources to meet the goals of the Church, including all programs, ministries, meetings, and other efforts of the Church. Individual members may be assigned as liaison to various boards for specific periods of time.
- d. Administer Scriptural forms of Church discipline to members as outlined in Matthew 18:15-17, when a member is found to be flagrantly negligent in living the normal standards of the Christian life.
- e. Ensure all candidates for positions of Steering Team, Stewardship Team, and Leadership Team are fully qualified per the Constitution.
- f. Suspend or remove Steering Team, Stewardship Team, or Leadership Team members according to the guidelines written in the Constitution. (When considering the suspension of a Steering Team member, the member in question is entitled to vote against his or her own suspension). If the vote is in favor of suspension or removal and the individual is a staff position, the Steering team may also choose by majority vote to immediately dismiss this person from their staff position.
- g. Approve expenditures by Boards, Teams, and Ministry Groups when such expenditures are within the budget categories previously approved under by the Leadership, but temporarily exceed the limitations of the Church Budget Review and approve the Annual budget prior to the submittal to the Leadership.
- h. Keep accurate written minutes of all meetings (See Section 8 in the Church Manual).

2. Qualifications

Members of the Steering Team may consist of paid staff or laity. The Steering Team members shall be persons of intellectual and spiritual maturity, with proven Christian character and sound judgment, exemplary in their conduct, effective leaders and/or teachers. The Steering Team members shall be qualified in accordance with the guidelines of 1 Timothy 3:1-7 and Titus 1:5-9 and be willing to be servants of the Church. Additionally, Steering Team members shall be members of the Church and shall have proven themselves before the Membership in lesser capacities of service. A Steering Team member shall be ordained by this Church with the approval of the Steering Committee.

Specific qualifications include:

- 1) Theological agreement with the Essential Beliefs of Vintage Church
- 2) Philosophical agreement with the vision of the Lead Pastor
- 3) Signed the Vintage Leadership Covenant.
- 4) Have a proven track record of leadership and trust, established by a minimum of two years of attendance at Vintage Church.

Steering Team members shall be responsible to:

1. Seek the Lord and find delight in Him:

2. Give adequate time to personal prayer and study in the Word.
3. Labor and strive after godliness (1 Timothy 4:6-10).
4. Be a pastor to one's own family first (1 Timothy 3:4,5):
5. Meet the needs of one's spouse in particular, deepening their intimacy and relationship together (Ephesians 5:22-33, 1 Peter 3:7).
6. Spend time with one another and members of the congregation in prayer, spiritual conversation, and the Word (Acts 6:4).
7. Be an example to the believers (1 Peter 5:1-3, Ephesians 5:1).
8. Pray for the whole church program and for individual members (Acts 6:4).
9. Be involved in the teaching of God's Word as necessary (Acts 6:4; Ephesians 4:11; Titus 1:9).
10. Meet with the other Steering Committee members of the church at stated times for the purpose of prayer, discussion, examination of potential members, making decisions related to the life of the church, and other such duties as may be part of the responsibilities of the Steering Committee as defined in Responsibilities.

3. Powers

The Lead Pastor shall serve as a voting member and Chairman of the Steering Team and shall be present and preside at all meetings unless this role is voluntarily delegated to another Steering Team member. Unless otherwise specified in this Constitution, meetings of the Steering Team shall be called at the discretion of the Lead Pastor.

All corporate powers shall be exercised by or under the direction of the Steering Team. The Steering Team shall have the following powers:

- 1) Manage the affairs, funds, and property of the corporation.
- 2) Buy, sell, mortgage, pledge or encumber any church property and incur related indebtedness as outlined in the Constitution.
- 3) Appoint advisors or teams of advisors and delegate responsibilities to them. The Steering Team may remove or replace advisors as outlined in Section 6 of the Church Manual.
- 5) Act in the examination of applicants for leadership, and in the discipline of members.
- 6) Adopt procedural rules from time to time as necessary for the proper functioning of the Church.

The Steering Team and the Lead Pastor shall fulfill their spiritual and temporal duties in a spirit of servanthood to the Lord, the Church, and one another. Neither the Pastor nor the Steering Team are to exercise dictatorial leadership over one another or the Church; but shall cooperatively work together as a model of Christian unity and leadership, each submitting to one another as the Spirit, need, or circumstance may require. If disunity becomes present between the Pastor and Steering Team, it is the responsibility of each to attempt to solve the difficulty between them; if failing to do so, it shall be the responsibility of each to seek the mediating efforts of the Board of Overseers in order that the conflict may not be carried into the Church, but resolved within the circle of leadership.

4. Terms and Conditions

All members of the Steering Team shall serve for staggered three (3) year terms. No member of the Steering Team who has served two (2) full, regular terms may begin to serve another regular term or the unexpired portion of a vacant Steering Team member until one (1) year following the expiration of the second term unless voted on and approved by the Leadership at the annual meeting. Under normal circumstances, Terms will follow the calendar year, from January 1 through December 31. New members will be nominated by the Lead Pastor, and approved by the Steering Team, and ratified by the active leadership in the last trimester of every calendar year.

5. Removal

Any Steering Team member, with the exception of the Lead Pastor, may be removed from his or her position, either with or without cause, by the vote of 2/3 of the Steering Team, providing notice of such vote has been given to each member at least seven (7) days prior to the date of the meeting. In case of the continued absence of a member from regular meeting

of the Steering Team for a period of three (3) months without valid excuse, that member is subject to removal. In the case of any moral, theological, or financial deviance from biblical standards, the process to be followed is prescribed in Matthew 18:15-20 (For additional insight into Conflict Resolution, please see Section 6 in the Church Manual). Specifically, the matter of removal will be addressed as follow;

- 1) Privately talk with the Steering Team member.
- 2) Bring the matter to the attention of the Lead Pastor.
- 3) The Steering Team will conduct a thorough investigation before voting for the removal of a Steering Team member.

5. Vacancies/Resignation

In the event that a Steering Team member wishes to resign, it is requested that they provide no less than sixty (60) days written notice to the remaining Steering Team members. The Steering Team may replace this person in a timely manner according to the guidelines written in this Constitution, or may elect to leave the position open providing the minimum number of Steering Team members is maintained.

6. Nomination

Steering Team members will be nominated by the Lead Pastor. New members must be approved by a 2/3 vote of the existing Steering Team members and ratified by a majority vote of active leadership. See Section 6.6 for definitions of active/inactive Leadership).

7. Full Disclosure of Possible Conflicts of Interest

A contract or other transaction between the Church and one or more of its directors, officers or family members thereof (hereinafter "Interested Party"), or between the Church and any other entity, of which entity one or more directors, officers, or trustees are also Interested Parties, or in which entity an Interested Party has a financial interest shall be voidable at the sole election of the Church unless the provisions written in Section 6 of the Church Manual are satisfied. Interested members may be counted in determining the presence of a quorum at a Steering Team meeting (or a committee thereof) that authorizes, approves, or ratifies such contract or transaction, but may not be counted for voting purposes.

9. Actions

The Steering Team shall try to act by consensus. However, a majority vote of the members present and voting at a meeting shall be sufficient to constitute the act of the Steering Team unless the act of a greater number is required by this Constitution. At least half of the members of the Steering Team in attendance at any given meeting shall constitute a quorum. In the event of that the Steering Team is unable to reach a conclusive vote, the Lead Pastor shall be given a second vote as a tie-breaking vote, and thus will determine the action of the vote.

10. Minutes

The purpose of minutes is to keep an official record of actions taken by the Steering Team. The minutes will keep track of all decisions made by the Steering Team and be open to review by any church leader.

11. Indemnification.

To the fullest extent permitted Kansas law, as now in effect or as may hereafter be amended, no director or officer of the Corporation shall be personally liable for damages in any proceeding brought by or in the right of the Corporation, or in connection with any claim, action, suit or proceeding to which he or she may be or is made a party by reason of being or having been an officer or director of the Corporation, provided, however, that such relief from liability shall not apply in any instance where such relief is inconsistent with any provision applicable to corporations described in Section 501(c)(3) of the Internal Revenue Code or Kansas law for indemnification by non-profit corporations.

The church may provide liability insurance and indemnification for the Board of Directors and Officers for the following reasons:

- 1.) To protect individual directors from the financial hardship of potential legal expenses.
- 2.) To assure the congregation that monies donated to the church won't be spent on legal defense in case of a law suit.

Section 6.4. Stewardship Team (“Trustees”)

1. Qualifications

Members of the Stewardship Team shall be leaders in good standing with Vintage Church. The membership of the Stewardship Team is included in Section 5 of the Church Manual should be no less than three (3) and no more than fifteen (15).

2. Duties

The Stewardship Team shall serve as financial advisors to the Steering Team and possess the following powers and duties as delegated by the Steering Team:

- A) To provide financial counsel to the staff and Steering Team. Such counsel shall be provided at the discretion of the Steering Team.
- B) To review, create, and submit the annual budget.
- C) To assist with establishing financial policies.
- D) To conduct such other financial duties and activities as the Steering Team may designate from time to time.

3. Nomination and Ratification

Members of the Stewardship Team will be nominated by the Lead Pastor, approved by a 2/3 vote of the Stewardship Team, and ratified by a majority vote of the Steering Team.

4. Terms

Members of the Stewardship Team shall serve one-year terms. No member of the Stewardship Team who has served six (6) full, regular terms may begin to serve another regular term or the unexpired portion of a vacant Stewardship Team member until one (1) year following the expiration of the sixth term unless voted on and approved by Steering Team. Terms shall follow the calendar year from January 1 through December 31. If members are appointed during a calendar year they will serve until December 31 of that calendar year.

5. Removal

Any Stewardship Team member may be removed from his or her position, either with or without cause, by the vote of 2/3 of the Stewardship Team, providing notice of such vote has been given to each member at least seven (7) days prior to the date of the meeting. In case of the continued absence of a member from regular meeting of the Stewardship Team for a period of three (3) months without valid excuse, that member is subject to removal. In the case of any moral, theological, or financial deviance from biblical standards, the process to be followed is prescribed in Matthew 18:15-20 (For additional insight into Conflict Resolution, please see Section 6 in the Church Manual). Specifically, the matter of removal will be addressed as follow;

- 1) Privately talk with the Stewardship Team member.
- 2) Bring the matter to the attention of the Lead Pastor or Steering Team appointee.

- 3) The Steering Team will conduct a thorough investigation before ratifying the vote for the removal of the Stewardship Team member. A 2/3 vote from the Steering Team is required to ratify the removal of any Stewardship Team member.

The Steering Team reserves the right to remove a member of the Stewardship Team, either with or without cause, by a 2/3 vote at any meeting of the Steering Team, provided a quorum is present. When a Stewardship Team member is removed by a Steering Team vote, no prior notice is required to be given.

5. Meetings

The Lead Pastor or Steering Team appointee will be present and preside at all Stewardship Team meetings. The Stewardship Team will generally meet on a quarterly basis. Special meetings may be scheduled at the discretion of the Steering Team and/or the Stewardship Team.

6. Voting

The Stewardship Team serves in an advisory capacity, but will have a limited decision-making role. In the case of creating and submitting the annual budget, the Stewardship Team will try to act by consensus. However, a majority vote of the Members present and voting at a meeting shall be sufficient to constitute the act of the Stewardship Team. The Lead Pastor and Steering Team appointee will serve as non-voting members of the Stewardship Team. All members of the Stewardship Team will have an equal vote. At least half of the members of the Stewardship Team, including the Lead Pastor, shall constitute a quorum. In the event of that the Stewardship Team is unable to reach a conclusive vote, the Lead Pastor or Steering Team appointee shall be given a vote as a tie-breaking vote, and thus will determine the action of the vote.

Section 6.5. Other Pastors, Church Employees, and Officers

1. Appointments

All church employees shall be appointed or delegated by the Lead Pastor.

2. President

The President of the Church shall serve as the presiding officer of the Board of Directors of the Steering Team. They shall preside at Steering Team meetings, and be present at and preside over any additional meetings deemed by the Steering Team to be in the best interests of Vintage Church. The Lead Pastor may serve as President or may appoint another Steering Team member for the position at their discretion.

3. Secretary

The Secretary of the Church shall keep the minutes of the official meetings of the Steering Team and specially called meetings of the leadership. They shall keep a record of the leadership, and shall be the custodian of all legal documents of the Church. They shall file such annual corporation reports with the secretary of state as may be required by state law (if applicable).

4. Treasurer

The Treasurer of the Church shall be entrusted with all the finances of the Church, subject to the supervision of the Steering Team, and shall deposit all funds in federally insured accounts in the name of the Church, and shall disburse such funds by check as authorized by the Steering Team. They shall keep an itemized account of receipts and disbursements, shall present a report for each regular meeting of the Stewardship Team and specified meetings of the Steering Team, and shall present an annual report to the Church. They shall assist the Church in acquiring and maintaining available tax exemptions under state and local law. They shall provide a record of all identified giving to each donor at least annually.

The records shall be available at all times for audit under the direction of the Steering Team. Sound procedures for accounting and tabulating offerings are recommended.

Section 6.6. Leadership Team

1. Qualifications

The minimum qualifications for leadership are as follows:

- 1) A personal commitment to Jesus Christ as evidenced by baptism. (If a potential leader has not been baptized, a personal commitment to undergo baptism in a timely manner will be sufficient for acceptance)
- 2) Commitment to abide by the church's Leadership Covenant as evidenced by signing it.
- 3) Diligently accomplishing the leadership responsibilities to the best of their individual abilities, administering them with a servant's heart, and faithfully abiding by the leadership expectations as expressed.
- 4) A willingness to submit to the authority of the Pastoral Staff and Steering Team.

2. Procedure

Individuals interested in becoming leaders must:

- 1) Have been actively serving in some capacity at Vintage.
- 2) Be nominated by the Lead Pastor, Steering Team, or other Leadership Team member.
- 3) Have an interview with the Lead Pastor, Steering Team member, or appointee.

Candidates for leadership will be presented to the Steering Team for ratification. The Steering Team shall have the right and authority to determine the eligibility and acceptability of all leadership applicants. The Steering Team shall try to act by consensus, but a 2/3 majority vote shall constitute acceptance into leadership. Those approved for leadership will be added to the official church leadership roll (See Section 7 in the Church Manual).

3. Rights and Responsibilities

Upon ratification, new leaders shall have all the rights, privileges and responsibilities of a leader of the Church. Plenary power to manage and govern the Church shall be vested in the Steering Team as set forth in this Constitution. As such, leaders do not function in a legislative role. But leaders shall have limited voting privileges on the following matters:

- 1) Ratification of Steering Team members as outlined in this Constitution
- 2) Ratification of proposed changes to the Constitution
- 3) Dissolution of the church corporation
- 4) Selection of a new Lead Pastor as outlined in this Constitution
- 5) Other Major decisions, such as the purchases or sales of significant property, as designated or delegated by the Steering Team

In keeping with the culture of Vintage Church, most major decisions will involve a survey of the leadership and/or congregation (in addition to the annual church survey).

4. Meetings

Leadership meetings, summits, and retreats shall be scheduled at the discretion of the Pastoral Staff and Steering Team. Attendance is a reflection of priority. Leaders are expected to make a good faith effort to attend all required meetings. In the event that a Leadership vote is necessary, a quorum of ½ the Leadership Team (including the Lead Pastor) is required.

5. Categories of Leadership

The church shall have two categories of leadership:

- 1. Active leadership** shall be open to anyone eighteen years old or older who meets the qualifications for leadership as stated in these bylaws. Active leadership shall consist of all leadership who are actively serving in a leadership capacity. Active leaders shall have full voting rights and privileges.
- 2. Inactive leadership** shall consist of leaders who cease to function in a leadership role for the purposes of a personal sabbatical or limited leave of absence. Inactive leaders may still attend leadership meetings, summits, and retreats but will have no voting privileges until they resume active leadership.

Decisions regarding category of leadership shall be made by majority vote of the Steering Team.

6. Levels of Leadership

In keeping with the spirit of Exodus 18, the Lead Pastor and may appoint “leaders of leaders” to serve as spiritual advisors to the Lead Pastor, Steering Team, and/or staff. In keeping with Acts 6, the Lead Pastor may delegate duties and responsibilities to leaders of leaders as deemed necessary or beneficial to the church.

7. Removal and Resignation

Leaders shall be removed from leadership for the following reasons: 1) the request of the leader, 2) transfer to another church, 3) inconsistent attendance, 4) death, or 5) termination of the leadership through church discipline by a majority vote of the Steering Team. A letter or email addressed to a member of the Steering Team shall be sufficient to constitute an official resignation from leadership.

Any leader may be removed from leadership if they violate the leadership covenant. In such instances, the Steering Team or designated staff or leaders shall strive for reconciliation and restoration via the process outlined in Matthew 18:15-20 (For additional insight into Conflict Resolution, please see Section 6 in the Church Manual):

- 1) Privately talk with the Leader
- 2) Bring the matter to the attention of the Steering Team
- 3) The Steering Team or designated leaders will conduct a thorough investigation before voting for the removal of a Leader

The purpose of discipline is to protect the Church and promote repentance in the person involved. Discipline is redemptive, corrective, and protective in nature. The Church reserves the right to exert discipline in matters of theological or ethical/moral indiscretion as it relates to every church function, event, or activity, including but not limited to small group meetings, retreats, missions trips, weekend services, or any other duly recognized church function.

8. Procedure for Discipline

The Church will follow the disciplinary procedure set forth in Matthew 18:15-20 and the Church Manual (For additional insight into Conflict Resolution, please see Section 6 in the Church Manual).

Article VII. Membership (“Core”)

The Leadership of Vintage Church exists to empower members of the congregation to function as ministers and missionaries within our culture (2 Peter 2:9). As such, we have an unleashed model of empowering ministry within the bounds of the vision and authority of the Pastoral Staff and Leadership Team. While we may not stress formal “membership” as many churches do, we value a level of ownership and responsibility of members of the congregation that we believe to be normative as disciples of Jesus. Therefore, we have created a Core Covenant for members of our congregation to sign and live out as disciples and missionaries of Vintage Church.

1. Qualifications

The minimum qualifications for Core membership are as follows:

2. A personal commitment to Jesus Christ as evidenced by baptism. (If a potential Core member has not been baptized, a personal commitment to undergo baptism in a timely manner will be sufficient for acceptance)
3. Commitment to abide by the church's Core Covenant as evidenced by signing it.
4. A willingness to submit to the authority of the Pastoral Staff and Steering Team.

2. Procedure

Individuals interested in becoming Core members must:

- 1) Agree with the Essential Beliefs and Vision of the Church
- 2) Willingly sign the Core covenant.
- 3) Have an interview with the Lead Pastor, Steering Team member, or appointee.

Candidates for Core members will be presented to the Steering Team for ratification. The Steering Team shall have the right and authority to determine the eligibility and acceptability of all Core applicants. The Steering Team shall try to act by consensus, but a 2/3 majority vote shall constitute acceptance into leadership. Those approved for Core Members will be added to the official church leadership roll (See Section 7 in the Church Manual).

3. Rights and Responsibilities

Upon ratification, new leaders shall have all the rights, privileges and responsibilities of a Core member of the Church. Plenary power to manage and govern the Church shall be vested in the Steering Team as set forth in this Constitution. As such, Core members do not function in a legislative role. But Core members shall have limited privileges on the following matters:

- 1) Be invited and participate in all Core meetings, functions and events of the Church.
- 2) Receive periodic updates only available to Core members.
- 3) Be eligible for nomination to a Leadership position of the Church.

4. Meetings

Core meetings, events, and retreats shall be scheduled at the discretion of the Pastoral Staff and Steering Team. Attendance is a reflection of priority. Leaders are expected to make a good faith effort to attend all required meetings.

5. Categories of Membership

The church shall have two categories of membership:

1. **Active membership** shall be open to anyone eighteen years old or older who meets the qualifications for membership as stated in this Constitution. Active membership shall consist of all members who are actively living out the commitments made in signing the Core covenant. Active leaders shall have full membership rights and privileges.
2. **Inactive membership** shall consist of members who cease to function according the commitments as stated in the Core covenant. Inactive members may have membership rights and/or privileges removed at the discretion of the Steering Team.

Decisions regarding category of membership shall be made by majority vote of the Steering Team.

6. Removal and Resignation

Members shall be removed from membership for the following reasons: 1) the request of the leader, 2) transfer to another church, 3) inconsistent attendance, 4) death, or 5) termination of the membership through church discipline by a majority vote of the Steering Team. A letter or email addressed to a member of the Steering Team shall be sufficient to constitute an official resignation from membership.

Any Core member may be removed from membership if they violate the Core covenant. In such instances, the Steering Team or designated staff or leaders shall strive for reconciliation and restoration via the process outlined in Matthew 18:15-20 (For additional insight into Conflict Resolution, please see Section 6 in the Church Manual).

- 1) Privately talk with the Core member.
- 4) Bring the matter to the attention of the Steering Team.
- 5) The Steering Team or designated leaders will conduct a thorough investigation before voting for the removal of a Core member.

The purpose of discipline is to protect the Church and promote repentance in the person involved. Discipline is redemptive, corrective, and protective in nature. The Church reserves the right to exert discipline in matters of theological or ethical/moral indiscretion as it relates to every church function, event, or activity, including but not limited to small group meetings, retreats, missions trips, weekend services, or any other duly recognized church function.

7. Procedure for Discipline

The Church will follow the disciplinary procedure set forth in Matthew 18:15-20 and the Church Manual ([see policy](#)).

Article VIII. Biblical Resolution of Disputes

If any dispute arising between or among church leaders, pastors, or staff, the dispute may be resolved by the Steering Team according to the Conflict Resolution Policy in the Church Manual (For additional insight into Conflict Resolution, please see Section 6 in the Church Manual). All employees, contractors and vendors of the church shall be asked to sign policies or contracts with the Conflict Resolution Policy clause in it. A decision shall be reached after prayerful consideration, in a spirit of humility, with each person seeking that which most glorifies God and regarding one another before himself.

Article IX. Overseers

The overseers are responsible to provide friendship, support, and accountability for the Steering Team in general and the Lead Pastor in specific. The Lead Pastor will meet with the Overseers on a regular basis, and the Overseers will function as a support system and sounding board for the Lead Pastor. The Overseers also have the responsibility to mediate any disputes that might arise at the Steering Team level requiring outside arbitration, and are to provide discipline for the Senior Pastor in case of moral or theological infidelity. The number of Overseers shall be 3 (See Section 3 of the Church Manual).

A. Specific Responsibilities

1. Maintain a current relationship with the Lead Pastor.
2. Fulfill a crucial role in the discipline or removal of the Senior Pastor in case of moral or theological infidelity, according to the guidelines set forth in this Constitution.

B. Special Qualifications

1. An Overseer must be an experienced pastor outside of Vintage Church.

2. An Overseer must know and love Vintage Church and the Lead Pastor.
3. The Overseers must agree to make themselves available at their own expense except when Steering Team requests their presence.
4. The Overseers shall have the authority to expend funds in the pursuit of their responsibilities consistent with the Church budget pending approval of the Steering Team.

C. Selection, removal and length of service

1. Two (2) Overseers must be nominated by the Lead Pastor and approved by a Steering Team vote with 2/3 in favor. One (1) Overseer must be nominated by the Steering Team by a 2/3 vote and approved by the Senior Pastor.
2. Overseers terms are renewable annually.
3. Overseers may be removed by a 2/3 Steering Team vote. Removal shall not occur if the Overseers are in the process of disciplining the senior pastor as described in Section 6 of the Church Manual.

Article X. Dissolution

Upon any dissolution of the Church, all of its assets and income not applied in satisfaction and discharge of the liabilities and obligations of the church, the Steering Team shall distributed to one or more domestic or foreign corporations, societies or organizations which are qualified as exempt organization under Section 501 (c)(3) of the Internal Revenue Code of 1986 or the corresponding provisions of any future United States Internal Revenue Law.

Article XI. Fiscal

1. Statement Regarding our view of Fiscal Responsibility

We believe that the way an organization handles itself in the financial area is a reflection of its integrity in every area. Luke 16:11 teaches that the person who is untrustworthy in handling money cannot be trusted to handle spiritual riches either. Likewise, if we are trustworthy in the use of monetary riches, then God will be able to entrust spiritual riches and blessings to us as a church (Luke 16:10). Therefore, we have established the following financial policies and goals to guide us in proper stewardship of God's monetary riches:

This church and ministry belongs to God. It is neither a monument to anyone's ego nor a legacy to anyone's memory. The ministry does not bear anyone's name. The buildings are not dedicated to anyone, but Jesus Christ. The pastor, Steering Committee and other members are merely stewards and fellow-servants in the work of the Kingdom.

The Lord has apparently chosen to place His mantle of approval on this ministry called Vintage Church of Lawrence. Nevertheless, He gives and sometimes takes away. The "church" of Jesus Christ is the people of God. God's people will never cease to exist. But this particular ministry may. If He ever closes the doors to this work, we will accept His leading and yield the outcome to Him. Until then, we will devote every ounce of energy to the task at hand.

One of the ways we can discern the Lord's will regarding the continuation of our work is through the financial support He sends (or doesn't send) from His people. Therefore, during lean times we will make our obligations known--but we will not squirm, scratch or claw for contributions. We will never resort to what we consider to be disrespectful and dishonorable methods of raising funds, even when the need is serious. Nor will we attempt to motivate giving from a false sense of guilt or compulsion, since this robs God's people of the opportunity to give cheerfully (2 Corinthians 9:7).

We consider the contributions we receive to be "blood money"—like the widows mite (Luke 21:1-4) we will view each contribution as a sacrificial gift from Christian people who love God. Our obligation, therefore, is to spend that money conservatively and wisely. Every penny will be stretched as far as possible to serve the needs of the ministry and the extension of Christ's kingdom.

We believe God wishes to use Vintage Church of Lawrence as a financial channel to help needy individuals and to support other evangelical ministries. Therefore, we will not spend money upon nonessential church personnel, programs or facilities. Instead we will strive toward the goal of giving 10% or more of our income to ministries and individuals outside of the regular church programs (i.e. Sunday school program, pastor's salary, building projects, utilities, etc.).

When we make a purchase, we will pay the invoice within 30 days if possible. Overdue bills are a sorry testimony to the world. We do not intend to use the vendor's money.

We will not spend more money than we receive. Careful budgeting and monitoring of our resources will permit us to reduce our expenses for programs and services before disbursements exceed income. Deficit spending is not God's will for this church.

The Scriptures teach that "the borrower is a slave to the lender" (Proverbs 23:7). In order that we might be free to act, minister and to give as we are led by the Lord, it is our goal to remain financially free from debt, as much as possible. If debt is incurred we will work to repay the obligation as soon as possible.

The pastor will not be the primary fund raiser.

Satan delights in bringing disrepute to God's work through sins of greed, embezzlement and ill-gotten gain. Therefore, we will seek to elect and confirm leadership that is free from the love of money (1 Peter 5:2; 1 Timothy 3:3), and we will conform to acceptable accounting procedures to assure ethical monetary practices.

To summarize, we will try to remember always that Jesus Christ is our possessor and our disposessor. He ordained and blessed the establishment of Vintage Church of Lawrence. It belongs entirely to Him. Therefore, we will cradle it lovingly in our hands, attempting not to crush it through self-centeredness, ignorance or church politics.

2. General

This Church, through its Stewardship Team, shall create and maintain such departments and sub-organizations as may be necessary and advisable for the extension of its financial work. All such departments and organizations shall be subordinate to the Church and shall contribute to the harmony and development of the whole. They shall be under the general supervision of the Lead Pastor and Steering Team, and consistent with the Financial Guidelines contained in Section 5 of the Church Manual. All significant contracts should be reviewed by a competent attorney and Steering Team prior to signing.

3. Budget and Audits

The Lead Pastor or Steering Team appointee shall work with the Stewardship Team to create and submit the annual budget, and the Steering Team shall approve annually a unified budget for the Church. The budget shall include all monies received or expended by any and all departments of the Church. The Steering Team shall conduct or arrange for an annual review or audit of a type and nature they deem appropriate, except that every five years the Church shall conduct a review or audit by an outside auditor.

Article XII. Church Policy and Operations Manual

The development of a church policy and operations manual shall be overseen by the Steering Team and maintained by the church administrator or appointee with professional consultation and review. This manual shall include all church policies, procedures, job descriptions and organization charts depicting lines of responsibility in the administration of the church. The manual shall be kept in the church office and made available for use by any leader of the church upon reasonable request. The church secretary shall maintain the manual. The Steering Team or designated committee or team shall review the manual annually, with the authority to recommend changes for the church board to consider and vote on.

The annual budget shall be kept in the church office and made available to any leader of the church upon reasonable request.

Article XIII. Church Policy on Marriage and Sexuality

While the Church commits to love all of God's children and to treat every individual with dignity and respect (regardless of gender, age, ethnicity, sexual orientation, etc.), we recognize that Christian marriage is exclusively reserved to be the legal union of one man and one woman according to the Scriptures. Therefore, the Church will not recognize, perform, or condone any marriage between individuals of the same gender or between more than one man and one woman. The Scriptures also teach that legitimate sexual relations are exercised solely within marriage. Sexual activities, such as, but not limited to, adultery, fornication, incest, homosexuality, pedophilia and bestiality violate the teachings of the Scriptures and Vintage Church. Further, lascivious behavior, including the creation and/or distribution and/or viewing of pornography, and efforts to alter one's gender, are sinful and incompatible with Christian behavior. (Titus 1:6, 1 Corinthians 6:9-10, Leviticus 18:22, Romans 1:26-27).

Article XIV. Amendments

Amendments to Articles I through IV of this Constitution, shall be proposed by the Steering Team and passed with three quarters (3/4) affirmative vote of the Steering Team members present at a duly called meeting and three quarters (3/4) affirmative vote of the active Leaders, after giving two weeks written notice for each meeting including the proposed amendment. All other Amendments to this Constitution may be made by the two-thirds affirmative vote of the Steering Team and a two-thirds vote of the active Leadership. At least half of the Steering Team and active leadership in attendance at a meeting shall constitute a quorum.