

Constitution and Bylaws



The Ripley Church
Greenwich, Ohio

AMENDED 3/8/2026

CONSTITUTION AND BYLAWS OF THE RIPLEY CHURCH GREENWICH, OHIO

PART ONE: CONSTITUTION

ARTICLE I. NAME

The name of this church shall be The Ripley Church, Greenwich, Ohio.

ARTICLE 2. PURPOSE

The purpose of this church is to:

Exercise the gifts given to the church by Christ, the apostles, the prophets, the evangelists, and the pastors and teachers in order to

Equip God's people for works of service so that the body of Christ may be built up until all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ, who is the head of the church and who has apportioned gifts of grace to His people to accomplish this work and

Encourage God's people to live lives worthy of the calling they have received, being humble and gentle, patient, speaking the truth and bearing with one another in love, making every effort to keep the unity of the Spirit through the bond of peace as members of one body.

(From Ephesians 4)

ARTICLE 3. COVENANT

We acknowledge God as our Father, Jesus Christ as our Savior and Lord, and the indwelling Holy Spirit as our constant Companion. We accept the Holy Scriptures to be the authority to direct our faith and lives.

We affirm God's purpose for the Ripley Church and commit ourselves to: Exalt Christ, Equip Christians, Encourage the Church, and Evangelize the Community.

ARTICLE 4. STATEMENT OF FAITH

We of the Ripley Church believe the following articles to be a statement of those basic truths taught in the Bible which are essential to our faith and lives.

4.1. REVELATION General: God has revealed Himself generally in Creation (Psalm 19:1-6; Romans 1:20). Special: God has revealed Himself more specifically through the scriptures [the 66 books of the Old and New Testaments] (Hebrews 1:1-3; John 20:30-31) which are Divinely Inspired (2 Timothy 3:16-17; 2 Peter 1:16-21.), Truthful

(John 17:17.), and Authoritative (John 10:34-38; 2 Corinthians 1:20; Revelation 22:18-19).

4.2. GOD The God of grace and glory and goodness (2 Peter 1:3) exists eternally as Three-In-One –Father, Son and Holy Spirit (Matthew 28:1; 2 Corinthians 13:14; Genesis 1:26), and is the Creator, Sustainer, and Redeemer (Genesis 1:1; Ephesians 1:3-14; Colossians 1:15-17).

4.3. MAN Created in the image of God (Genesis 1:26-27, 2:7) but fallen in sin (Genesis 3) with a strong adversary (Genesis 3; Isaiah 14:12-15; 2 Corinthians 11:14; 1 Peter 5:8-9) and in need of the new birth for salvation (John 3:3-5).

4.4. JESUS CHRIST The divine Son of God (Isaiah 9:6; John 1:1-3; Philippians 2:6.; Hebrews 1:3) came in human form (Isaiah 7:14; John 1:14; Philippians 2:7-8; Colossians 2:9; Hebrews 4:14-16) to provide salvation for sinful man (Romans 3:21-26, 5:8-11; 2 Corinthians 5:17-21; Hebrews 2:17; I John 4:10.).

4.5. HOLY SPIRIT The divine Companion (John 15:26; Acts 5:3-4) was sent to dwell within and empower for Christian living (Joel 2:28-32; Acts 1:7-8; John 14:26, 16:7-11; I Corinthians 12:7-11; Galatians 5:22-23; Ephesians 1:13-14, 4:30).

4.6. SALVATION The gift of God's grace (Ephesians 2:4, 8-9) providing justification (Romans 5:1) through repentance and faith (2 Corinthians 7:10; 2 Peter 3:9).

4.7. THE CHURCH The Body of Christ (Matthew 16:18; I Corinthians 12:12-13; Ephesians 1:22-23, 5:25-27) where Christ is head and believers are members, each with specific gifts and functions (Ephesians 4:11-13, 5:23-24; Colossians 1:18) with a mission both at home and abroad (Matthew 28:18-20; Acts 1:8).

4.8. CHURCH PRACTICES Practices of the church include: the Ordinance of Baptism (Matthew 28:19; Mark 1:9), The Ordinance of the Lord's Supper (Mark 14:22-25; I Corinthians 11:23-26), Anointing with Oil (Mark 6:13; James 5:14-16), Confirmation (Proverbs 23:12; I Corinthians 1:4-9), Commissioning (Numbers 27:18-19; Acts 6:1-6, 13:3), and Ordination (Mark 3:14; Acts 14:23; I Timothy 2:7 II Timothy 1:8-11; Titus 1:5-9).

4.9. THE CHRISTIAN LIFE: Living the Christian life includes: Good Works (Ephesians 2:10), Separation (Romans 12:2; 2 Corinthians 6:14-7:1), Speaking the Truth in Love (Ephesians 4:15, 25), Submitting to One Another in home, Family and Marriage (Ephesians 5:21-6:4), Resolving Conflicts (Matthew 5:23-26, 18:15-17; I Corinthians 6:1-8), Developing the Fruit of the Spirit (Galatians 5:22-23), Praise (Hebrews 13:15-16), Fasting (Joel 1:14, 2:12-13; Luke 5:33-35), Prayer (Philippians 4:6-7), Study of Scripture (Acts 17:11; 2 Timothy 2:15), Worship (Psalm 29:1-2;

Romans 12:1; Hebrews 10:19-25), Tithing (Genesis 14:20; Malachi 3:8-12; 2 Corinthians 9:6-8), Witnessing (Acts 1:7-8), and Perseverance (Romans 5:3-4; 2 Thessalonians 3:5; Hebrews 2;1-13; James 1:2-4).

4.10. THE SECOND COMING: Jesus Christ will come again Personally (John 14:3), Physically (Acts 1:11), Unexpectedly (Matthew 24:36-44), Visibly and Triumphantly (Matthew 24:30) and admonishes everyone to be encouraged and prepared (Matthew 24:44).

4.11. FUTURE LIFE: Events that take place in the future life include the Resurrection of the body (Matthew 22:30-3; John 11:25-26; 1 Corinthians 15:12-58), the Final Judgment (Matthew 25:31-46; Romans 14:10-12; 2 Corinthians 5:10), and Eternal Life/Punishment (Daniel 12:2; John 5:28-29; Revelation 20:10-15).

ARTICLE 5. GOVERNMENT

This church acknowledges Jesus Christ as its head. Its guidance in matters of faith and discipline are found in the Holy Scriptures, interpreted by the Divine Spirit through reason, faith, and conscience.

The government of this church is vested in its members, who exercise the right of control in all its affairs, subject in legal matters to the Articles of Incorporation granted it by the Legislature of the State of Ohio. This church is not under the control of any higher church body.

In the event it becomes no longer practical to operate this church because of declining membership or financial difficulty, the church can be disbanded and discontinued by a three-fourths vote of the membership present at a meeting called for this purpose. The assets of the church can then be disposed of by a majority vote of members in attendance at any meeting called for the purpose of determining the disposal of assets. Concerning any such disposal of assets, no assets—and no net proceeds from the sale of assets—may be disbursed to any Pastor(s) serving the church at or immediately prior to the disbanding of the church or to any member of his family or to any group or entity controlled, in whole or in part, by him. Rather, such assets—or the net proceeds from the sale of such assets—shall be divided, as the majority of members in attendance at the asset-disposal meeting sees fit, among the missionaries and any Christian non-profit organizations the church supports.

ARTICLE 6. MEMBERSHIP

6.1. PRINCIPLES AND PURPOSE

- A. We believe Jesus Christ calls the church to be a visible body of his followers, themselves to follow Him as disciples.
- B. Through mutual trust and submission, we covenant together for the purpose of worship, fellowship, nurture, announcing the Good News, and service to the Kingdom.
- C. Membership in this church is a voluntary and ongoing commitment in response to our Lord's call to this particular gathered community.
- D. Membership in this church is first a commitment made between the believer and our Lord, and secondly a commitment made between members.
- E. We believe that when a person makes the commitment of membership to this church, the church also makes a commitment to encourage, support, enable and hold the individual accountable.
- F. Each member is called to maintain the peace and unity of the church.
- G. Members are called to support the leadership of the church as they see them following Christ.

6.2. QUALIFICATIONS

Membership in this church shall be open to all who:

- A. Hear and believe the Gospel and follow Jesus Christ.
- B. Repent of their sins and confess Jesus Christ as Savior and Lord.
- C. Have been baptized.
- D. Have completed a membership course prescribed in the bylaws of this church.
- E. Have shared their testimony with this church, whether orally or in writing.
- F. Subscribe to the Constitution and Bylaws of this church, including its Statement of Faith.

Notwithstanding any other provision in this Article 6.2, any past member shall, upon request, be reinstated to active membership if (1) after returning, he or she attends Sunday worship services at least 16 times within one year; and (2) a majority of the elders, after meeting with the returning past member, conclude that

the returning past member has genuine faith in Jesus Christ and will not, via his or her return, cause discord within this church.

6.3. PROCEDURE

Members shall be received by the following method:

Persons meeting the qualifications in Article 6.2 shall be publicly received into membership at a communion service or such a time as may be determined by the elders and the Diaconate, and shall give public assent to the Statement of Faith and principles of church membership.

6.4. DUTIES AND PRIVILEGES

- A. A member shall support the work of this church by willingly sharing time, talents, and resources and by actively attending church functions and worship services.
- B. A member shall prayerfully support the work of this church and its members.
- C. A member shall faithfully support the work of the church and its members financially according to their ability.
- D. A member who is involved in the duties and privileges outlined in paragraphs A, B, C above and attends worship services at least sixteen times (16) per year or is involved in a missionary ministry or church planting on behalf of this church will hold voting status.
- E. A member may hold office and serve on a ministry of this church, and shall be expected to serve faithfully when elected or appointed to offices, boards or committees.
- F. A member may cast a ballot on all matters presented for congregational consideration, with the following exception: members under age 18 may not vote on matters prohibited by law such as, but not limited to, the purchase or sale of land.
- G. A member who chooses to discontinue or neglects their involvement in the duties and privileges of membership as outlined in paragraphs A, B, C, D above will not hold voting status. (Amended November 12, 1995; April 26, 1998, November 13, 2022)
- H. An active member who becomes homebound or who is otherwise unable to attend Sunday worship services in person but who nevertheless actively

participates in the life of the Church, will not lose voting privileges solely for failure to comply with Article 6.4(D).

6.5. ROLL REVISION (Revised November 12, 1995, November 13, 2022)

- A.** Diaconate will review the membership roll at least two times per year in the months of April and October to determine the current status of each member. Any member whose name is considered for voting status change will be referred to the Elder Board so they may be contacted and the roll revised accordingly.
- B.** Membership status will be determined by the criteria outlined in 6.4, Duties and Privileges.
- C.** A member who chooses to discontinue or neglects their involvement in the duties and privileges of membership outlined in 6.4 will be removed from the voting roll.
- D.** Those formerly holding voting status who meet the qualifications of membership and resume the duties and privileges of membership outlined in Articles 6.2; 6.4 A, B, C, D may be reinstated to membership and the voting roll. Final approval for reinstatement rests with the Elder Board.

6.6 TERMINATION OF MEMBERSHIP

Membership in this church shall be terminated for the following reasons:

- A.** By request of the member.
- B.** A member who chooses to discontinue or neglects their involvement in the duties and privileges of membership for one full year from date of their last attendance will be removed from active membership.
- C.** For matters of moral discipline (as found in Matthew 18:15-20; 1 Corinthians 5:1-13) and 2 Corinthians 2:5-11)
- D.** Death or upon Christ's return.

ARTICLE 7. ELDER BOARD

7.1. PURPOSE

A board responsible for seeking God's will in all matters of policy regarding the church and to share in the leadership of the church alongside the pastor.

7.2. PERSONNEL

- A. The Elder Board shall consist of the moderator, the assistant moderator, and a maximum of five (5) other members, all biblically qualified and elected by the church membership at the annual meeting. Additionally, the senior pastor is a non-voting member of the Elder Board.
1. The terms of office of the moderator and assistant moderator are defined in the bylaws.
 2. The term of office for Elder Board members shall be three years, with the terms being arranged in an overlapping pattern.
 3. In case of a vacancy during a term of office, such vacancy may be filled by majority vote of the remaining elders. Such interim appointees shall hold office only until the next annual meeting when a successor shall be elected in the usual manner to serve out the original term interrupted by the vacancy. In the event that no elders remain, the congregation shall, at a special meeting, appoint new elders by majority vote, who likewise shall hold office only until the next annual meeting.
- B. A quorum shall consist of (4) four members unless there are fewer than four, in which case all members must be present to form a quorum.

7.3. QUALIFICATIONS

- A. Personal qualifications: As the behavioral model for the congregation, an elder must be striving to meet the following biblical qualifications:
1. He must be spiritually mature, not a recent convert (1 Timothy 3:6).
 2. He must have a consistent testimony in all aspects of life (above reproach) (1 Timothy 3:2,7).
 3. If married, he must be the husband of one wife and clearly be devoted to his family in love and manage his family well (1 Timothy 3:2,4,5).
 4. He must consistently provide evidence of a Spirit-controlled temperament (1 Timothy 3:3).
 5. His home life and personal life must be distinctively marked by hospitality. (1 Timothy 3:2).
 6. He must not be preoccupied with the quest for material things (1 Timothy 3:3).
 7. He must have sound theological convictions and be capable of explaining and defending them
 8. He must hold firm to the trustworthy word as taught, so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it. (Titus 1:9).
 9. He must be evidencing a maturing walk with the Lord which reflects consistent and regular periods of time alone with our Lord (Titus 1:8,9).

B. Church body responsibilities:

1. *Ministry* - Consistent attendance and active participation in the ministry of the church. (Hebrews 10:24,25)
2. *Unity* - Willing to covenant to live by the Statement of Faith of the church; and willing to support, encourage, and work with other elders and the pastor to seek a united mind in the leadership of the church.
3. *Goals* - Committed to edification of believers and evangelism of unbelievers as the goals and reasons for existence of the church, for the glory of God.
4. *Pastoral* - Seeking to be vigilant as to the physical, mental, and spiritual needs of the congregation (1 Peter 5:2).
5. *Example* - Providing a living pattern for the church (1 Peter 5: 3).
6. *Faithful and Consistent* - Willing to consistently invest the time and effort to do the work of an elder.

7.4. SELECTION

A. Recommended and approved by the Elder Board.

B. Elected by the congregation as leaders worthy of honor and respect (Hebrew 13:7, 17; 1 Thessalonians 5:12), and meeting goals and qualifications as stated in 7.3. above.

1. Each candidate must receive a majority affirmative vote to be elected.
2. The vote will be cast by written ballot.

7.5. RESPONSIBILITIES (*Items which go to the congregation)

***A.** Make recommendations on all matters requiring approval by the membership.

***B.** Consider for approval the ballot presented by the Nominating Committee prior to recommendation to the voting membership.

***C.** Consider for approval the budget prepared by the Board of Trustees prior to recommendation to the membership.

D. Review and appraise monthly reports on attendance, budget, and giving.

E. Conduct a required annual audit as of December 31 of all financial accounts of the church and its auxiliaries, and additional audits of specific accounts as deemed necessary.

1. Elder Board shall appoint a committee of three (3) members to conduct the audit.
2. No active Trustee may serve on the audit committee.
3. The audit report shall be filed with the Elder Board by January 20.

- F. Consider for approval new offices or leadership positions or special committees needed for the church.
- G. Consider for approval, at the regular November meeting of the Elder Board, those who are appointed to serve in special positions.
- *H. Deal with the discipline of members as outlined in the constitution, Article 6.5, C.
- *I. Make recommendations to the membership about initiation or dissolution of standing committees.
- J. Write or revise bylaws, defining responsibilities of each officer and committee, and make records of these available to members requesting them.
- K. Review brief monthly summary reports from the pastor, all standing committees of the church and special committees as requested.
- L. Individual members will serve as liaison representatives between the Elder Board and those committees designated in the bylaws. The moderator shall make these appointments at the first meeting of the year.
- M. Serve as coordinator for committees, making decisions of arbitration or judgment as needed where committees cannot agree on areas of responsibility, policy or direction.
- N. Consider for approval any special events or activities taking place on the church premises.
- O. Project church growth and needs and implement methods and specifics for meeting those needs.
- *P. Establish major thrusts in church ministries or endeavors that will involve large expenditures of time and money on the part of the whole church.
- Q. Approve active cooperation as a church with other churches, fellowships or ministry efforts.
- R. Seek to give support to the pastoral staff and to serve as a united mind in helping them carry out responsibilities (as noted in Article 8).

- S. Act as liaison between the congregation and the pastor, encouraging the membership and the pastor alike to bring to their attention dissatisfactions and concerns for further discussion and evaluation.
- T. The Elder Board shall have the power and duty to interpret the intent and meaning of the constitution and bylaws of this church and such interpretation must be made in good faith and is to be final and binding.
- *U. Make recommendations to the membership about additions to senior pastoral staff.
- *V. Make recommendations to the membership concerning removal of a Pastor from ministry.

7.6 MEETINGS

- A. Regular meetings of the Elder Board will be held monthly on a regularly scheduled basis. In the event of cancellation of a regular meeting, an attempt shall be made by the clerk to contact each member. If any member, however, feels there is a need for a meeting and a quorum can be assembled, the meeting will be held as scheduled.
- B. Special meetings of the Elder Board may be called by the moderator, the pastor, or one-third of the elders. The request shall be filed with the church clerk, who shall notify all members.

ARTICLE 8. STAFF

8.1. SELECTION OF SENIOR PASTOR When a vacancy occurs in the senior pastor position, the Elder Board shall appoint a Search Committee of seven (7) members total. The Search Committee shall be made up of three (3) Elders and four (4) church members representative of The Ripley Church congregation. The Search Committee shall proceed with diligence to search for qualified candidates who can adhere to the Statement of Faith and practices of The Ripley Church. The Search Committee will select the top two or three applicants from resumes received. After conducting interviews and seeking God's discernment, the Committee will present their candidate of first choice to the full Elder Board. With the approval of the Elder Board, the Elder Board and Search Committee will then present this candidate to the congregation. The candidate shall then present a sermon on three separate Sundays. Following the third Sunday's service the congregation shall vote on accepting the candidate as the Senior Pastor of The Ripley Church. Acceptance of the candidate for the position requires a two-thirds affirmative vote of the

members present. When a pastor accepts the call to serve the church as pastor, the new Pastor and his wife are automatically granted special membership, but neither the Pastor nor his wife will have voting privileges. (Amended April 26, 1998, November 11, 2012, and March 8, 2026)

8.2. RESIGNATION If the pastor decides to discontinue his service with the congregation, he shall give 30 days written notice to the Elder Board.

8.3. DISMISSAL If either (1) a petition signed by a minimum of 33% of the voting members of the church is presented to the Elder Board stating that a pastor's services are unsatisfactory, or (2) a majority of the Elder Board votes to recommend dismissal, a business meeting of the congregation shall be called for the purpose of discussing and voting upon the pastor's dismissal. If a majority of the members present at the business meeting called for this purpose (or duly voting by absentee ballot) shall vote for the dismissal of the pastor, he will be notified that his call to service will close in 30 days. Neither the Pastor nor any member of the Pastor's family may be present at the business meeting called for the purpose of considering his dismissal.

8.4. DUTIES - The pastor shall have charge of the spiritual welfare of the church with the assistance of the Diaconate. He shall be an ex officio advisory member of all committees, boards, and organizations.

8.5. KEY RESPONSIBILITIES –

- A. Study and prepare biblically sound messages for weekly sermons, as well as for special occasions and other events.
- B. Plan and lead services, working to ensure that services are meaningful and spiritually rich.
- C. Provide pastoral care for members of the congregation. These duties include encouraging and discipling the saints, visiting the sick, counseling those in need, and offering support during times of crisis.
- D. Facilitate and encourage spiritual growth and discipleship through the development and implementation of small groups, Bible studies, outreach to the young people in our community and schools, and the like.
- E. Engage and build relationships within our local community by participating in outreach and addressing community needs.
- F. Perform other pastoral duties, including weddings, funerals, baptisms, and dedications.

8.6. CONSIDERATION OF ASSOCIATE PASTOR If The Ripley Church has an associate pastor on staff at the time a vacancy occurs in the senior pastor position, the associate may submit his name as a candidate for the senior position. The associate pastor must submit a current resume to the Search Committee identifying his qualifications for becoming senior pastor. His resume will follow the same procedure of review as would an outside candidate. (Article 8.1)

8.7. SELECTION OF ASSOCIATE PASTOR AND CHURCH STAFF The Senior Pastor and Elder Board shall serve as the Search Committee for all vacant associate pastor and office staff personnel positions. After searching for qualified applicants, conducting interviews, and prayerful discernment, the Senior Pastor and Elder Board will select the best candidate, confer with the Board of Trustees in regard to pay package, and communicate their choice to the congregation.

ARTICLE 9. SERVICES, MEETINGS AND ACTIVITIES

9.1. WORSHIP SERVICES

- A. Regular services of worship shall be held at a stated hour or hours each Sunday, except when temporarily suspended by agreement of the pastor, the chairman of the Diaconate and the moderator. Other services may be held from time to time as the Diaconate of the church may determine with the advice and consent of the pastor.
- B. The sacrament of the Lord's Supper shall be celebrated at such times as the pastor and the Diaconate may determine, there being at least quarterly celebrations.

9.2. BUSINESS MEETINGS

- A. Annual Meeting - The annual meeting shall be held on the second Sunday of November to elect officers and committee members, to adopt plans for the new year, to approve the budget, and to conduct other pertinent business.
- B. Special Meetings - Special meetings may be called by the pastor, the moderator, Elder Board, or any five (5) members of the church by written request to the Elder Board. The nature of the business to be transacted shall be stated in the call.
- C. Rules and Regulations
 - 1. Notice of special meetings shall be given by announcement from the pulpit or publication in the church bulletin on three Sundays immediately

- preceding the meeting. The meeting may be held following worship on the Sunday of the third notice.
2. A quorum shall be made up of twenty-five percent of active members with voting privileges.
 3. A majority vote of those present in addition to any absentee ballots shall be decisive unless otherwise stated elsewhere in the constitution. (Amended March 8, 2026, Oct. 12, 1997)
 4. The official year of the church shall begin January 1 and all officers and committees shall assume their duties at that time.
 5. Annual written reports of the pastor, officers, committees, boards, and organizations of the church shall be filed with the church secretary by January 15, and published for membership review.
 6. All other matters of church procedure not regulated by law or these articles shall be governed by Robert's Rules of Order.
 7. Absentee ballots may be requested in writing as soon as available. The church may mail the ballot when requested and the member must return the ballot to the church by the Saturday prior to the meeting.

ARTICLE 10. EDUCATIONAL MINISTRY

This congregation shall conduct an educational ministry to lead its members to perceive and respond to God's gift of salvation through His son Jesus Christ, and in the power of the Holy Spirit, to develop character which shall be genuinely and consistently Christian in all human relationships. It shall provide schools and other learning activities; and equip and support members for educational leadership using appropriate scripturally based educational materials.

The administration of this ministry shall be the responsibility of the Board of Christian Education.

ARTICLE 11. OFFICERS

Officers, their terms of office and their duties shall be as determined or approved by the Elder Board of the church. Details shall be included in the bylaws.

ARTICLE 12. COMMITTEES AND BOARDS

12.1 STANDING COMMITTEES

Standing church committees and boards may be created or dissolved only by the Elder Board of the church, with the approval of the church membership. These committees and boards shall be composed of members of the church. Each committee will report to and be subject to the Elder Board. Responsibilities and terms of office are defined in the bylaws.

12.2. SPECIAL COMMITTEES

Special committees for a specific project may be appointed by the Elder Board. Sub-committees may be recommended by individual standing committees to the Elder Board for their approval. Members of special and sub-committees may be members or constituents of the church.

12.3. GENERAL

- A. Each committee, board or auxiliary of the church shall organize by the election of a chairman and secretary and such other officers and sub-committees as it determines. Each committee shall decide upon the time, place and frequency of its meetings.
- B. To take action, committees shall have a quorum of regular members present.
- C. Committees are subject to the call of the chairman, pastor, moderator, a majority of its members, or the Elder Board.
- D. In case of vacancies during the term, such vacancies shall be filled by the committee involved and presented for approval to the Elder Board. Such interim appointees shall hold the office only until the next annual meeting when a successor shall be elected in the usual manner to serve out the original term interrupted by the vacancy.

12.4. NOMINATING COMMITTEE

- A. Personnel
 - 1. The Nominating Committee shall consist of four (4) members of the church. They shall be elected at the annual business meeting of the church in November and shall begin their duties on January 1.
 - 2. The term of office shall be two years with the terms being arranged in an overlapping pattern.
- B. Duties
 - 1. The Nominating Committee shall submit recommendations for nominations to the Elder Board for their approval. The ballot of nominees shall be presented to the Elder Board for its consideration at least one week before the Elder Board meets for this purpose.
 - 2. The Nominating Committee, upon approval of the Elder Board, shall bring recommendations for nominations at each annual election.

3. This committee is basically independent of all other authority regarding the preparation of the ballot. It is responsible to the Elder Board to fulfill its duties.

ARTICLE 13. ELECTION

- A. The nominating committee, with approval of the Elder Board, shall bring recommendations at each annual meeting.
- B. Every member has the right to vote on all matters presented for congregational consideration, with the following exceptions. First, no Pastor or member of his immediate family may vote on any matter. Second, members under age 18 may not vote on matters prohibited by law such as, but not limited to, the purchase or sale of land.
- C. Voting by written ballot shall be required for the election of the moderator, assistant moderator and members of the Elder Board. A written ballot may be requested for other offices and issues by a motion from the floor.
- D. A majority of votes cast shall be required for election. If there is only one person nominated for an office, that person must receive a majority vote, except where other provisions apply.

ARTICLE 14. ORGANIZATION

Only those organizations approved by the Elder Board as integral parts of the church program shall be recognized as official auxiliaries of the church. Compliance with the constitution of the church shall be the basis for approval of these organizations.

ARTICLE 15. AMENDMENTS

This constitution may be amended by a two-thirds vote of members present at any regular or special meeting. A notice specifying the time of the meeting and the substance of the proposed amendment shall be given from the pulpit or printed in the bulletin on the three Sundays immediately preceding said meeting. The vote may be taken on the Sunday of the third notice.

ARTICLE 16. REPEAL OF PREVIOUS CONSTITUTIONS

All constitutions, bylaws, rules or regulations previously adopted by this church, particularly the previous constitutions of 1851, 1960, and as amended prior to this date, are hereby repealed.

ARTICLE 17. BYLAWS

A bylaw is a "working paper" of the church. All boards, committees, officers and members shall minister in compliance with the bylaws. No bylaw shall be in contradiction to this constitution. Bylaws must be written by the Elder Board of the church. All bylaws must be in written form and available to any member requesting them.

A member may request a vote on a bylaw at any regular membership meeting. If a majority of those present agree to consider this request, the following procedure shall be followed:

- A. A notice specifying the time of the meeting and the substance of the request shall be given from the pulpit or printed in the bulletin on three Sundays immediately preceding said meeting.
- B. The vote may be taken on the Sunday of the third notice. A majority vote will be required for approval.

ARTICLE 18. REGARDING THE FAITH COMMUNITY AND MISSION OF THE RIPLEY CHURCH

18.1. KEY CHARACTERISTICS OF THE RIPLEY CHURCH FAITH COMMUNITY AND MISSION

The Ripley Church (here after referred to as the "Church") is a community of faith that exists to exercise and express its biblical beliefs. These beliefs are grounded in a shared understanding of the Bible including those beliefs and standards specifically addressed in the *Constitution and Bylaws of The Ripley Church* (Constitution and Bylaws).

- A. The Biblical Beliefs of The Ripley Church - The Ripley Church is a community of faith based on its biblical beliefs, which include the following:
 - 1. *Statement of Faith.* The Ripley Church has adopted the Statement of Faith set forth in the Article 4 of the Church Constitution.
 - 2. *Christian Mission and Values* The Ripley Church directs all of its activities in accordance with the Purpose, Covenant, and the Statement of Faith set forth in Articles 2, 3, and 4 of the Church Constitution.

B. Church Representatives and Other Participants - The Church's faith community is represented by all of The Ripley Church pastors, Elder Board, and committees established under the Church Constitution and Bylaws. The pastors, Elder Board and committee members are integral parts of the Church faith community (each such person or entity is described for purposes of this Article only as a "Church Representative") and are expected to serve the Church mission. All other Church community participants, including Church members and volunteers, contribute to the Church faith community, but they do not represent the Church unless they are also Church Representatives or have been designated as representatives by the Elder Board, or congregation, in accordance with the Church Constitution and Bylaws.

C. Christian Exercise and Expression -

1. *As a Community.* The Ripley Church believes that the church is the visible organized expression of the Body of Christ. Those who participate in the life of the Church, including its Church Representatives, are following the biblical command to live out their faith in community and association with other believers. Accordingly, the Church is itself an exercise and expression of its biblical beliefs and standards.
2. *Through its Mission Based Activities.* The Ripley Church believes that all its activities, including the responsibilities of every Church member, volunteer, and employee, should be rendered in service to God as a form of worship. Therefore, The Ripley Church as a community of faith exercises and expresses its biblical beliefs in every activity, action, and responsibility.

18.2. CHRISTIAN COMMUNITY STANDARDS FOR MINISTRY ACTIVITIES

A. General Standards - The Ripley Church shall engage in activities and use its facilities solely to exercise and express the biblical beliefs of The Ripley Church and to further its purpose. In furtherance of this purpose, the Church, at its sole discretion may provide services or goods to, and may allow use of its facilities by, groups and persons who are not members of the Church community. But no Church activity, nor any use of Church facilities or other resources by another group or person, may be conducted or permitted if The Ripley Church determines that such activity or use expresses a message of support by The Ripley Church for any view contrary to the Church's biblical beliefs.

B. Specific Concerns - For many years The Ripley Church as a faith community has had concerns with cultural and legal trends in the United States. These cultural concerns include but are not limited to marriage, human sexuality,

and the sanctity of human life. The Church hereby affirms and reiterates its long held biblical beliefs as follows:

1. *Marriage and Human Sexuality* As such, The Ripley Church subscribes to the biblical belief that God creates human beings in His image; as two distinct genders, male and female (Genesis 1:27), and that the intended gender identity of an individual is determined by such individual's biological sex at birth (Jeremiah 1:5, Psalm 139:13-14). The Church applies this belief regarding gender identity in all policies and programs related, directly or indirectly, to the Church. In addition, the Church subscribes to the biblical belief that God has instituted marriage as a covenant relationship between one man and one woman (Genesis 2:18,23-24; Malachi 2:14-16; Matthew 19:4-9, Ephesians 5:21-32, 1 Corinthians 7:39). The Church recognizes only such marriages. Further, the Church subscribes to the biblical belief that sexual desire is rightfully fulfilled only within marriage between one man and one woman (1 Corinthians 7:1-5, 10-16, 27) and that unmarried individuals who abstain from sex can be whole, mature persons, as pleasing to God as persons who are faithful in marriage (1 Corinthians 7:6-9).
2. *Sanctity of Life* The Ripley Church subscribes to the biblical belief that all human life is sacred from conception to natural death, that individuals are known by God from before the foundation of the world, that human life begins at conception, and that God, and not man, is sovereign over death. (Jeremiah 1:5; Psalm 139:13-14). The Church accordingly believes that no medical procedure should be performed for the objective of taking the life of an individual prematurely ("euthanasia"). The Church's beliefs prohibit funding or otherwise facilitating euthanasia in any way, directly or indirectly.

The Church also accordingly believes that no procedure should be performed for the objective of terminating a pregnancy or taking the life of an unborn child ("abortion") except when it is medically impossible to save the life of both the mother and the child ("Medical Impossibility Exception").

Because of these beliefs, the Church shall abide by the following Abortion Funding Ban: the Church shall not fund or otherwise facilitate abortion in any way, directly or indirectly, except for an abortion pursuant to the Medical Impossibility Exception. This Abortion Funding Ban extends to, applies to, and bans Church involvement, directly, or indirectly, with any

health care benefit plan that covers drugs, treatments, or other practices or instrumentalities (collectively, “medical means”) that induce abortion, unless in the particular situation (i) the medical means is provided and used solely for a non-abortive therapeutic treatment of a covered medical condition or for an abortion pursuant to the Medical Impossibility Exception, and (ii) coverage is approved by the plan’s governing body or the appropriate Church’s authority under the Church Constitution and Bylaws. In addition, the Church shall not participate through its health care benefit plan or otherwise in any program that uses a benefit plan or other instrumentality, directly or indirectly, to provide medical means used to induce abortion (“Abortion Program”), except for an abortion pursuant to the Medical Impossibility Exception. The Church shall not assent to any requirement to participate in any Abortion Program or any other program or entity in contravention of the Abortion Funding Ban; nor shall the Church assent to any similar requirement with regard to euthanasia. Participation in any Abortion Program or any other program or entity in contravention of the Abortion Funding Ban (“Involvement”), as well as assessment or payment of any fee or penalty for refusing Involvement, would directly and substantially burden and undermine the Church’s exercise and expression of its biblical beliefs.

3. *Religious Activities* In conformance with these biblical beliefs and standards, The Ripley Church engages solely in activities that further its faith mission. All Church activities can and should be vehicles for spiritual growth. Therefore, the Church considers all of its activities to be a form of religious worship.

The Church distinguishes between Exclusive Religious Activities and Integrated Religious Activities. Exclusive Religious Activities include devotional worship services such as chapel services conducted by the Church and distinctly theological education or pastoral counseling.

Integrated Religious Activities include activities similar to those conducted by nonreligious organizations for the benefit of society. The Church conducts such activities in furtherance of and in accordance with its biblical beliefs.

With respect to restrictions that may be imposed on the use of funds or other benefits offered to the Church, the Church shall not agree to any restriction that would preclude it from conducting its integrated religious activities in furtherance of and in accordance with its religious beliefs. The

Ripley Church may agree, at its sole discretion, not to use funds or other benefits for exclusive religious activities.

- C. Implementation - To the extent the Elder Board and Senior Pastor determine it to be necessary or advisable to furthering the Church's mission or to cultivating the Church's faith community, they may, to the extent permitted by the Church Constitution and Bylaws, establish additional standards based on the Bible and the beliefs and standards addressed in the Church Constitution and Bylaws for the activities and programs conducted within, for, or by Church community members, Church Representatives or other participants. The determination as to whether any particular activity or use of the Church facilities is not permitted under this Article requires spiritual discernment and an understanding of the Church's beliefs and standards which are applied to each particular circumstance. Such determination shall be made in conformance with this discernment and these beliefs and standards in the sole discretion of the spiritual leaders of the Church as set forth in the Church Constitution and Bylaws. With respect to uses by other groups or persons, the Church may consider without limitation the content of the proposed activities and whether the group or person is generally perceived by the public as advocating views contrary to the biblical beliefs of the Church.

18.3. COMMUNITY STANDARDS FOR CHURCH REPRESENTATIVES AND OTHERS

- A. Roles and Expectations - In response to God's calling on their lives, the Church Representatives exercise and express both their own and the Church's biblical beliefs and standards by working together to advance the Church's faith purpose. The Church's Representatives are responsible for defining, cultivating, leading, and/or representing the Church's faith community as an expression and exercise of their and the Church's biblical beliefs and standards. Accordingly, each Church Representative shall be expected to (i) model these biblical beliefs and standards for others, (ii) perform all of their responsibilities as a service to God, and (iii) comply with the following obligations:
1. *Christian Mission Values.* Each Church Representative shall affirm their agreement with the purpose statement, covenant, and statement of faith set forth in Articles 2, 3, 4 of Church Constitution.
 2. *Christian Conduct Standards.* The Church Representatives shall at all times (both during working and nonworking hours) endeavor to conduct themselves in a manner that affirms biblical standards of conduct in accordance with their and the Church's biblical beliefs.
 3. *Distinctly Christian Activities.* Each Church Representative shall be ready, willing and able to lead or contribute to distinctly Christian activities such as worship or prayer services.

- B. Noncompliance by Church Representatives** - If any Church Representative does not comply with the obligations set forth above, such representative shall have an obligation to disclose such noncompliance to the Church. The Church may determine whether such Church Representative intends or is likely to continue in such noncompliance. If so, then the Church may, at its sole and unfettered discretion, dismiss such Church Representative from his or her position on the basis that such Church Representative's noncompliance is inconsistent with or undermines the expression and exercise of the Church's biblical beliefs or faith community, or on any other basis the Church sees fit. Such action may be taken in accordance with any applicable procedures in the Church Constitution and Bylaws, as applicable.
- C. Volunteers and Contract Workers** - Volunteers and contract workers are not considered to be representatives of the Church's faith community unless they are serving in leadership positions. Nevertheless, when volunteers and certain contract workers as determined by the Church serve with the Church they shall be required to acknowledge that they understand and agree to support the Church's mission and values. The Church may give preference for such service to volunteers and contract workers who share its biblical beliefs.

PART TWO: BYLAWS

SECTION 1. OFFICERS

1.1. MODERATOR

- A. Term of Office - The moderator shall be elected for a one-year term.
- B. Election
 - 1. The vote will be cast by written ballot.
 - 2. A majority affirmative vote of members present shall be required.
 - 3. In case of a vacancy during a term of office, such vacancy shall be filled by majority vote of the elders or, if a majority of elders cannot agree, by majority vote of the congregation at a special meeting. Any person elected moderator under this section 1.1(B)(3) shall hold office until the next annual meeting.
- C. Qualifications
 - 1. Same as the members of the Elder Board (see Article 7.3).
 - 2. Special abilities of leadership and administration.
- D. Duties and Responsibilities
 - 1. To preside at all meetings of the church membership.
 - 2. To serve as the chairperson of the Elder Board.
 - 3. To act as the lay administrative head of the church and to perform such duties as are prescribed by law.
 - 4. To share with the pastor the responsibility for the general welfare of the church and its organizations.
 - 5. To be the lay spokesman for the church in its relationships with other churches and organizations.
 - 6. To implement actions approved by the Elder Board or authorized by the membership.
 - 7. To be alert that the church constitution is being followed as interpreted by the Elder Board.
 - 8. To appoint, at the first Elder Board meeting of the year, individual members of Elder Board to be liaison representatives to designated standing committees.
 - 9. To be an ex officio voting member of all church committees and boards.
 - 10. The moderator, by approval of majority of Elder Board members, shall provide for the supply of the pulpit in the absence of the pastor. In such case of an emergency to fill the pulpit, the moderator only needs the approval of those Elder Board members immediately available or present.

1.2. ASSISTANT MODERATOR

A. Term of Office

1. The assistant moderator shall be elected for a one-year term.
2. The number of terms shall not be limited.

B. Election: Same as moderator.

C. Qualifications: Same as moderator.

D. Duties and Responsibilities

1. To attend and be an active participant in meetings of the Elder Board.
2. To act as liaison between the Elder Board and a designated standing committee as defined in Article 7.5, L.
3. To assist with the duties of the moderator.
4. To perform the duties of the moderator in the absence or disability of the moderator.

1.3. CLERK

A. Term of Office - The term of office shall be one year; the number of terms shall not be limited.

B. Duties and Responsibilities

1. To keep a faithful record of the meetings of the church and the Elder Board.
2. To keep a record, with addresses, of members of the church, with dates and methods of their reception and removal.
3. To keep a record of baptisms, marriage and deaths.
4. To issue letters of transfer of membership upon approval of the Diaconate, notifying the churches to which they are addressed.
5. To preserve on file all communication and written official reports.
6. To give legal notices of all meetings when such notices are necessary.
7. To conduct all correspondence as far as not otherwise provided for.
8. To perform such other duties as are prescribed by law or as usually pertain to the office of clerk or secretary of an assembly.

1.4. ASSISTANT CLERK

A. Term of Office - The term of office shall be one year; the number of terms shall not be limited.

B. Duties and Responsibilities

1. To assist with the duties of the clerk.
2. To perform the duties of the clerk in the absence or disability of the clerk.

1.5. CHURCH TREASURER (Amended Nov 14, 2004)

A. Term of Office - This is a paid staff position.

B. Duties and Responsibilities

1. To cooperate with the Financial Secretary of the church receiving and recording all reports of church income.
2. To pay our funds on order of the membership, Elder Board, Trustees or any other properly authorized officer or committees.
3. To prepare monthly and quarterly reports for the Board of Trustees on income and expense and account balances.
4. To prepare a complete annual report as of year-end for the membership of the church, upon request.
5. To attend the Board of Trustees meetings and, when requested, to attend meetings of the Elder Board.
6. To assist the Board of Trustees in the preparation of the annual church budget.
7. To respond to a call for audit of accounts by the Elder Board as of December 31, or on other occasions if requested.
8. To handle funds given to the church in memorials, the expenditure of which shall be authorized by the Board of Trustees.

1.6. FINANCIAL SECRETARY

A. Term of Office - The term of office shall be one year; the number of terms shall not be limited.

B. Duties and Responsibilities

1. To cooperate with and assist the Church Treasurer.
2. To receive on behalf of the church treasury all funds designated for the general fund, mission giving and special offerings.
3. To deposit these funds as soon as practicable to the designated bank depository.
4. To provide weekly reports to the Church Treasurer of all income received.
5. To maintain accurate and confidential records of individual giving, summarizing the individual accounts semi-annually.
6. To record individual mission giving and provide monthly reports to the Church Treasurer designating the amount to be forwarded to each recipient.
7. To prepare monthly and quarterly reports of income for the Board of Trustees.
8. To prepare a complete annual report of income as of year-end for the membership of the church.

9. To respond to a call for audit of accounts by the Elder Board as of December 31, or on other occasions if requested.

SECTION 2. COMMITTEES

2.1 - DIACONATE

Ephesians 2:10 "For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do."

- A. Purpose - The purpose of the Diaconate shall be to encourage the church through serving the needs of one another. The Diaconate, in cooperation with the pastor, shall minister to the spiritual, social and physical needs of the congregation and community.
- B. Membership - There shall be eight (8) members on the committee, consisting of four (4) deacons and four (4) deaconesses.
- C. Term of Office - The term of office is three (3) years, the members being elected in an overlapping pattern.
- D. Quorum - A quorum shall consist of (4) four members unless there are fewer than four members in which case all members must be present to form a quorum.
- E. Elder Board Liaison - The Diaconate shall be represented at the Elder Board by a duly appointed member of the Elder Board who will serve as liaison as provided in Article 7.5, L.
- F. Qualifications
 1. 1 Timothy 3:8-11 "Deacons likewise must be men of dignity, not insincere, not prone to drink much wine, not greedy for money, but holding to the mystery of the faith with a clear conscience. These men must also first be tested; then have them serve as deacons if they are beyond reproach. Women must likewise be dignified, not malicious gossips, but temperate, faithful in all things."
 2. Members shall be encouraged to be involved in Sunday School or a Bible study at least one quarter per year.
 3. Members shall be faithful in church attendance.
 4. Members shall be committed to encouraging the church through serving the congregation and the community.
 5. Members shall be willing to spend whatever time is required to fulfill duties on the committee.

G. Duties and Responsibilities

1. To coordinate its purpose and goals with others of the church through its liaison representative to the Elder Board as provided in Article 7.5, L.
2. To schedule all communion services, including those taken to shut-ins, rest homes, or others.
3. To prepare the communion elements and arrange for their service.
4. To approve all baptisms and dedications.
5. To oversee all matters involving church membership. They shall:
 - a. Approve new members.
 - b. Approve all requests for letters of transfer.
 - c. Provide membership classes on a regular basis.
 - d. Review annually the status of the membership roll as defined in Article 6.6
6. To develop and administer directly, or through subcommittees, ministries to carry out its stated purpose.
7. To plan and implement special worship services and church activities such as revivals and united community services.
8. To prepare a budget for the Diaconate and present it for approval to the Board of Trustees.

2.2 - BOARD OF TRUSTEES

- A. Purpose - The Board of Trustees shall have general care and custody of all church property, either real or personal, and the property of its auxiliary organizations.
- B. Membership - There shall be five (5) members on the board.
- C. Term of Office - The term of office shall be three (3) years, the members being elected in an overlapping pattern.
- D. Quorum - A quorum shall consist of three (3) members unless there are fewer than three members, in which case all members must be present to form a quorum.
- E. Elder Board Liaison - The Board of Trustees shall be represented at Elder Board meetings by a duly appointed member of the Elder Board who will serve as liaison provided in Article 7.5, L.
- F. Qualifications
 1. Members shall exhibit a personal relationship with Jesus Christ and be faithful in church attendance.
 2. Members shall be sensitive to the physical and material needs of the church and its property.

3. Members shall exhibit a character of integrity and honesty and understand the responsibility of proper money management.
4. Members shall be willing to spend the time required to fulfill their duties on the committee.

G. Duties and Responsibilities

1. To coordinate its purpose with other of the church through its liaison representative to the Elder Board as per Article 7.5, L.
2. To provide care and maintenance for all physical property of the church, both real and personal.
3. To have the power and authority to receive and administer on behalf of the church, deeds and devises of real estate, gifts, bequests, trusts, and trust funds.
4. To have the responsibility for the strict execution of stipulations attached to trust funds that are subject to specific purposes of restrictive conditions.
5. To have the authority to invest trust funds, stocks, bonds, securities and other property, real or personal, subject to the restrictions imposed by law, the donor, and/or the church membership.
6. To have no power to buy, sell, mortgage, lease or transfer real property without specific authority by vote of the membership.
7. To have general charge of the financial affairs of the church.
8. To supervise the raising of all funds affecting the general fund.
9. To approve all general fund expenditures.
10. To prepare a budget with the cooperation and assistance of all boards and committees, and submit it to the Elder Board for approval. Said budget shall be presented to the Elder Board for its consideration at least one week before the Elder Board meets for this purpose.
11. To supervise and care for the physical property of the parsonage.
12. To oversee memorial contributions, having responsibility for the strict execution of stipulations attached to said funds, and to authorize all expenditures.

2.3 WORSHIP COMMITTEE

Psalm 29:2 "Ascribe to the Lord the glory due his name; worship the Lord in the splendor of his holiness."

- A. Purpose - The purpose of the Worship Committee is to assist the pastor in maintaining a Christ-centered worship service that exalts Christ and provides a reverent atmosphere for those who worship.
- B. Membership - There shall be four (4) members on the committee.

- C. Term of Office - The term of office shall be three (3) years, the members being elected in an overlapping pattern.
- D. Quorum - A quorum shall consist of three (3) members unless there are fewer than three members, in which case all members must be present to form a quorum.
- E. Elder Board Liaison - The Worship Committee shall be represented at the Elder Board by a duly appointed member of the Elder Board who will serve as liaison as provided in Article 7.5, L.
- F. Qualifications
 - 1. Members should exhibit a personal relationship with Jesus Christ and be faithful in church attendance.
 - 2. Members should be sensitive to the purpose of the Worship service and the needs of the congregation in regard to worship.
 - 3. Members should be willing to spend whatever time is required to fulfill their duties on the committee.
- G. Duties and Responsibilities
 - 1. To coordinate its purpose and goals with others of the church through its liaison representative to the Elder Board as provided in Article 7.5, L.
 - 2. To cooperate with the pastor and other congregational leaders in developing and implementing dynamic and inspirational worship services through the creative and productive use of Scripture, music, testimonies and sermons.
 - 3. To schedule and oversee the following ministries:
 - a. Upstairs and Downstairs Greeters
 - b. Acolytes
 - 4. To oversee the following areas:
 - a. Altar Candles
 - b. Church Bulletins
 - c. Acolytes, their training and weekly preparation
 - d. Sound System
 - e. Ushers
 - f. Tape Ministry
 - g. Music Ministry

2.4 - MISSIONS COMMITTEE

Matthew 28:19-20 "Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and

teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."

- A. Purpose - The purpose of the Missions Committee shall be to assist the church in its efforts to evangelize, make disciples, and minister to the needy for the sake of the Gospel as it seeks to fulfill the Great Commission; and to encourage members and attendees to participate in and support this effort with their resources of time, money, energy, spiritual gifts, and prayer.
- B. Membership - There shall be four (4) members on the committee,
- C. Term of Office - The term of office shall be three (3) years, the members being elected in an overlapping pattern.
- D. Quorum - A quorum shall consist of three (3) members unless there are fewer than three members, in which case all members must be present to form a quorum.
- E. Elder Board Liaison - The Missions Committee shall be represented at the Elder Board meetings by a duly appointed member of the Elder Board who will serve as liaison as provided in Article 7.5, L.
- F. Qualifications
 - 1. Members should practice a faithful, personal relationship with Jesus Christ.
 - 2. Committee members should strive to be good stewards of their time and money.
 - 3. Members should be committed to the vital role of missions in the life of the church.
 - 4. Members should be willing to spend whatever time is required to fulfill their duties in the committee.
- G. Duties and Responsibilities
 - 1. To coordinate its purpose with others of the church through its liaison representative to the Elder Board as per Article 7.5, L.
 - 2. To educate and inspire the congregation in the field of missions.
 - 3. To stimulate the congregation to pray for evangelism and missionaries.
 - 4. To involve the congregation in mission opportunities such as summer and project work, short-term programs, and visitation of missionaries.
 - 5. To encourage the congregation to develop and maintain personal contact with missionaries.
 - 6. To organize an annual missions conference to be held at approximately the same time each year.

7. To prepare the missions budget subject to the approval of the Board of Trustees and the Elder Board.

2.5 BOARD OF CHRISTIAN EDUCATION

2 Timothy 2:15 (KJV) "Study to show thyself approved unto God, a workman that needs not to be ashamed, rightly dividing the word of truth."

- A. Purpose - The purpose of the Board of Christian Education shall be to assist the church in its efforts to equip Christians by providing and encouraging opportunities for the regular study of Scripture with application to everyday life.
- B. Membership - There shall be six (6) members on the board.
- C. Term of Office - The term of office shall be three (3) years, the terms being arranged in overlapping pattern.
- D. Quorum - A quorum shall consist of three (3) members unless there are fewer than three members, in which case all members must be present to form a quorum.
- E. Elder Board Liaison - The Board of Christian Education shall be represented at the Elder Board by a duly appointed member of Elder Board who will serve as liaison as provided in Article 7.5, L.
- F. Qualifications
 1. Members should practice a faithful, personal relationship with Jesus Christ.
 2. Members should be committed to vital role of Christian education as it serves to equip people of all ages to live a more Christ-like life.
 3. Members should be willing to demonstrate this commitment by devoting the time necessary to fulfill the responsibilities of this position.
- G. Duties and Responsibilities
 1. To coordinate its purpose and goals with others of the church through its liaison representative to the Elder Board as provided in Article 7.5, L.
 2. To organize, maintain and direct a Church Sunday School program for children and adults.
 3. To develop and administer further educational opportunities for children and adults including, but not limited to, Bible studies and Vacation Bible School.
 4. To make available and promote organized camping programs.

5. To retain the power and responsibility to appoint and remove teachers of the Church Sunday School and Bible School, and leaders, directors or officers of all Christian educational activities, the selection of which is not otherwise provided.
6. To support and encourage those teachers and leaders in positions of educational leadership within the church.
7. To provide scripture-based educational materials for the Sunday School, Bible School, and other educational opportunities sanctioned by the Board.
8. To oversee the use of funds received through contributions to the Sunday School, Bible School and other educational opportunities under the Board's domain.
9. To oversee all aspects including the staffing and funding of Children's Ministries, Children's Church and Junior Church.
10. To oversee all aspects of the nursery including staffing, funding, Nursery coordinator and Nursery Nanny.

2.6 YOUTH COMMITTEE

I Timothy 4:12 "Don't let anyone look down on you because you are young, but set an example for the believers in speech, in life, in love, in faith and in purity."

- A. Purpose - The purpose of the Youth Committee is to recognize the importance and value of our youth and their contribution to the body of Jesus Christ and the Ripley church. In an effort to support and encourage those who want to develop their personal relationship with God, this committee will provide a distinctly Christian atmosphere for their growth and maturity of faith.
- B. Membership - There shall be five (5) members, four (4) of which shall be elected from the church membership. The fifth shall be a member of the youth groups and shall be elected to the committee by the members of the youth groups.
- C. Term of Office - The term of office for church-elected members shall be three (3) years, the members being elected in an overlapping pattern
- D. Quorum - A quorum shall consist of three (3) members unless there are fewer than three members, in which case all members must be present to form a quorum.

- E. Elder Board Liaison - The youth Committee shall be represented at the Elder Board by a duly appointed member of the Elder Board who will serve as liaison as provided in Article 7.5, L.
- F. Duties and Responsibilities
1. To coordinate its purpose and goals with others of the church through its liaison representative to the Elder Board as provided in Article 7.5, L.
 2. To be responsible to organize and maintain a junior youth program and a senior youth program.
 3. To approve youth leaders, meeting sites, recreational activities, special programs and other elements pertinent to this program.
 4. To arrange for leadership when a vacancy occurs among the youth leaders or in the temporary absence of a leader.
 5. There shall be a limit of two consecutive full terms.
 6. To assist leaders in the planning and implementation of programs of a spiritual, social and physical nature.
 7. To accept responsibility to plan and arrange regular social activities, transportation to special events. To assist in fund raising and similar activities to free the youth leaders to maximize their efforts toward the needs of the youth.
 8. To prepare a budget for the youth program and present it for approval to the Board of Trustees.
 9. To oversee the election of the youth member of the committee.
 10. Nominees may come from either group.
 11. All members of youth groups are eligible to vote.

SECTION 3. OTHER

3.1 POLICIES

Policies may be established by the Elder Board, church-established committees, ministries and church office for certain purposes to aid in effective and efficient operation or function of such group.

All policies must be submitted to the Elder Board for approval. All policies submitted should state a clear reason and purpose for why policy is required. The Elder Board will review submitted policy verifying and determining whether policy will be in conflict with Church constitution, bylaws or other established policies and/or whether policy's purpose is needed.

Adopted: January 17, 1993
 Amended: November 14, 1993; November 12, 1995; October 12, 1997; April 26, 1998; November 8, 1998;
 August 19, 2003
 Amended November 14, 2004
 Amended November 13, 2005
 Amended November 12, 2007
 Amended November 13, 2011 – Sunday School Secretary / Treasurer, Section 7 and Article 10. Educational Ministry
 Amended November 11, 2012 - Pastoral Staff and Stewardship/Mission Committee
 Amended July 19, 2015 – Addition of Article 18. Regarding the Faith Community and Mission of The Ripley Church
 Amended June 13, 2017 by Elder Board (previously Lay Council) – Removal of Bylaw Part II. Committees, Section 1.
 Diaconate, G. Duties and Responsibilities, Item 6. “Provide for Supply of Pulpit” – Addition of Bylaw Part I.
 Officers, Section 1. Moderator, Item D. Duties and Responsibilities, Item 10. “Moderator and Elder Board
 (previously Lay Council) Provide for Supply of Pulpit”
 Amended September 12, 2017 by Elder Board (previously Lay Council) – Addition of Bylaw Part III. Other, Section 1 –
 Policies “Elder Board (previously Lay Council) Approval of Church Policies”
 Amended January 9, 2018 by Elder Board (previously Lay Council) – Remove from By Law: Section 7 – Sunday School
 Secretary/Treasurers
 Amended November 14, 2021 – Elder Board (previously Lay Council) designated as “Elder Board” throughout the
 Constitution with changes to Article 7.2, 7.3, 7.5; Article 13 Elections “additional nominations” clause
 removed; Change in committee term limits; Change in committee quorum guidelines; Diaconate
 qualifications added (1 Timothy 3:11);
 Amended November 13, 2022 – Article 6 Membership revision; Changes throughout the Constitution and By Laws to
 replace the term Active Member with Member
 Amended November 10, 2024 – Article 2 Purpose revision: Rewording of Purpose to reflect the instructions to the
 church found in Ephesians 4
 Amended March 7, 2026 - Revisions to Articles 5, 6.2, 6.3, 6.4, 6.6.B, 7.2.A.3, 7.4.B.1, 7.5, 8, 9.2.C, and 13.B of the
 Constitution concerning disposal of assets, membership qualifications, elder-board vacancies, call and
 dismissal of a pastor, responsibilities of a pastor, quorum necessary for congregational business meetings,
 voting rights of a pastor and his immediate family, and other issues. Revision to Bylaws section 1.1B
 regarding election of elder-board moderator and vacancies in the position of moderator.