

Outreach Center Church

Constitution & By-Laws

Established the 3rd Day of June, 2020

The following Amended Constitution & By-Laws adopted by the Board of Trustees, here after referred to as the Elders' Board of Outreach Center Church, at a meeting in the City of Siloam Springs, State of Arkansas on this the 3rd day of June, 2020 shall govern the business of Outreach Center Church except as the same may be from time to time abridged or amended. These Constitution & By-Laws are an amendment to the original Constitution & By-Laws of Outreach Center Church, of May 7, 1973, as partially amended by the Amendment to Constitution & By-Laws of April 7, 1975, as partially amended by the Amendment to Constitution & By-Laws of Outreach Center Church, of April, 2, 2012 and represent a continuity of purpose, vision, and leadership while replacing those prior Constitution & By-Laws in their entirety. The corporation, while initially formed in California, is now an Arkansas non-profit corporation and has operated continuously since its inception as a non-profit corporation.

ARTICLE I: NAME, LOCATION, AND PURPOSE

SECTION 1 – NAME AND LOCATION

The name of this church is: Outreach Center Church, located in Siloam Springs, Benton County, Arkansas.

SECTION 2 – PURPOSE

(A) The primary purposes of the church are:

- To reach people, leading them to a personal faith in Jesus Christ as Lord and Savior (John 3:16).
- To see individuals transformed as they grow in the knowledge and obedience of His Word, the depth of their faith, the fervency of their worship and the strength of their love of God and man (Romans 12:1-2, 2 Corinthians 3:18; John 4:24; 2 Timothy 3:16-17).
- To equip Christ followers for the works of ministry by helping them recognize and develop their God-given gifts (I Corinthians 12:4-10, Ephesians 4:12-13).
- To trained and send Christ followers out into the world to reach the lost and foster their transformation in order to expand the Kingdom of God (Matt 28:19-20, Mark 16:15).

(B) This church is organized exclusively for charitable, religious, and educational purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code of 1986.

ARTICLE II: STATEMENT OF FAITH

The fundamental beliefs and teachings of this congregation are reflected in a separate document. Our Statement of Faith only reflects a summary of the biblical beliefs and practices of this fellowship as determined by the Elder Board. We affirm that God's Word is the final rule and authority of doctrine and practice for Outreach Center Church and its Covenant Members.

ARTICLE III: COVENANT MEMBERSHIP

(A) While all followers of Christ are members of the universal Body of Christ, they should also be committed to a local congregation. The Bible teaches clearly that if two are going to walk together, there must be an underlying agreement (Amos 3:3). If people are going to come into a covenant relationship that is genuine and meaningful there must be a strong foundation for that relationship to be built upon. Covenant Membership is a public declaration of that covenantal relationship based on trust, shared vision, beliefs, and practices.

(B) A Covenant Member is a spirit filled believer committed to the vision of Outreach Center Church and supports the ministries of Outreach Center Church through attendance, tithes and offerings, and has completed all membership requirements.

(C) Covenant Membership in Outreach Center is non-voting.

ARTICLE IV: CHURCH LEADERSHIP AUTHORITY, STRUCTURE AND ORGANIZATION

SECTION 1 – CHURCH LEADERSHIP

God's form of government is theocratic in character with checks and balances. That is to say, God chooses, calls and equips persons to be leaders in the church, investing and delegating to them gifts of service and authority according to His will. These persons are called "elders".

SECTION 2 – AUTHORITY AND STRUCTURE; OUTREACH CENTER CHURCH AN ELDER LEAD CHURCH

(A) Under Christ's headship, the elders will serve this fellowship according to the Holy Spirit's calling direction and anointing. We believe that a plurality of elders is the most biblical form of church leadership structure as reflected in the New Testament practice. This plurality provides a variety of personality, degrees of spirituality and measures of God-given grace and ability within the eldership. No elder is above or below another elder. Each elder is accountable to the Elders' Board for maintaining their qualifications to be an elder and their specific duties and responsibilities within the context of this church's ministries. Any elder may at a functional level lead or be subservient to another elder, pastor, staff or member of Outreach Center Church.

(B) The Elders' Board shall be comprised of all the elders both paid and unpaid. The Elders' Board provides vision, direction, spiritual leadership, oversight, study and ministry of the Word and protection for Outreach Center Church and its members. The elders confer and agree on decisions for the church. These decisions will be communicated to the congregation at a time, place and method determined by the Elders' Board.

(C) All spiritual, doctrinal, legal and ministerial authority for Outreach Center Church resides with the Elders' Board. Their decisions shall not be subject to change or reversal by any other ecclesiastical body unless agreed to by the Elders' Board. This church is autonomous (self-governing), but may seek advice and counsel as needed from individuals with the needed expertise. This church may also affiliate with other organizations of like beliefs for the furtherance of the Gospel of Jesus Christ. The activities of this church are ecclesiastical matters and shall be determined exclusively by the church's own rules and procedures.

(D) In order to maintain trust and unity within the eldership and as an example to the church, the elders will function in loving honesty and transparency with each other (Proverbs 27:6). The elders will follow Matthew 18:15-17 if sin or an offence happens.

SECTION 3 – ORGANIZATION

(A) The Elders' Board shall consist of a minimum of four (4) elders. Board members may be added as the need arises.

(B) The elders shall also elect a non-paid elder as Chairman of the Elders' Board to provide leadership when the elders are convened as the Elders' Board.

SECTION 4 - QUALIFICATIONS FOR ELDERS

(A) An elder must be a spirit filled believer in Jesus Christ, meet the biblical requirements of I Timothy 3:1-7 and Titus 1:5-9 and agree to serve within the parameters of the Statement of Faith and Constitution and By-Laws of Outreach Center Church.

(B) An elder is called to lead by example (I Peter 5:3, I Timothy 3:1-7, Titus 1:5-9). Therefore, we believe the person who is selected to this position should be one who has a firm conviction and understanding of leadership as service to others (I Corinthians 10:22-33, Romans 14:13-23).

(C) An elder shall be a mature believer of outstanding moral character, temperate, prudent, honest, gentle, not self-willed, self-controlled, just, devout, and not covetous. If married, they must be in a monogamous heterosexual relationship and have demonstrated respect and leadership in the home.

(D) An elder shall be a mature believer who: conducts themselves with integrity, is hospitable, has a good reputation in their community and in their business relations, is not given to drunkenness, is not belligerent, is not contentious or quarrelsome.

(E) An elder shall be a mature believer who is knowledgeable in the Scriptures and who is able to teach, exhort, and convince.

SECTION 5 – ELDER SELECTION AND REMOVAL

(A) When adding elder(s), those being added will be selected from members meeting the qualification of an elder as stated in I Timothy 3:1-7 and Titus 1:5-9 and summarized in Article IV, Section 2. They must have a desire and calling to serve as an elder. Prospective board members (elders) shall be confirmed by a unanimous vote of all the eldership. Those selected to serve as an elder shall serve until their resignation, death or removal.

(B) Any elder may be disciplined or removed for sexual immorality, financial impropriety, publically advocating a doctrine contrary to the Statement of Faith, failure to faithfully execute their ministries' responsibilities or becomes unqualified to serve (as determined in 1 Timothy 3:1-13 and Titus 1:6-9) as an elder. If this elder does not repent and go through restoration or resign, they can be removed as an elder with a unanimous vote of the other elders.

ARTICLE V: PASTORS

SECTION 1 – NEED AND SELECTION

(A) As there is a need, the elders may recognize God's anointing for day to day vocational leadership and ministry upon an elder or a candidate who has been selected by the elders.

(B) The elders shall select by unanimous vote that person as a pastor of Outreach Center Church. If that person is an existing elder, he would continue on the Elders' Board. If not an elder, they would only join the Elders' Board if asked to by a unanimous vote of all the elders. Their job title, responsibilities, authority and reporting structure will be defined in their job description.

SECTION 2- RESPONSIBILITIES

Pastor(s) shall provide day to day leadership and guidance for the ministries and business of the church as defined in their job description. A job description and job review process will be defined by the Elders' Board for each pastor identifying their job title, responsibilities, authority, reporting structure, compensation, etc.

SECTION 3 – DISCIPLINE OR REMOVAL OF A PASTOR

Any pastor may be disciplined or removed from leadership for sexual immorality, financial impropriety, teaching a doctrine contrary to the Statement of Faith or other orthodox doctrines, failure to faithfully execute their ministries' responsibilities or being unqualified to serve as an elder if they are on the Elders' Board.

SECTION 4 - REPLACEMENT OF A PASTOR

(A) If a pastor becomes unable to fulfill their ministry responsibilities, as outlined in their job description, the Elders' Board will evaluate the activities that need to continue. The pastoral and church staff and others, under the authority of the Elders' Board, will execute those duties until the pastor is able to resume their responsibilities or a new pastor is in place.

(B) The elders shall first seek among themselves for a candidate.

(C) If no suitable candidate is found, the elders will search inside and outside the church for a new pastor who agrees to serve within the parameters of the Constitution & By-Laws and the Statement of Faith.

(D) After a unanimous approval by the Elders' Board, the candidate shall be presented to the congregation.

ARTICLE VI: CHURCH OFFICERS, AUTHORITY, RESPONSIBILITIES AND ACCOUNTABILITY

SECTION 1 – DESIGNATION OF CHURCH OFFICERS AND SUMMARY RESPONSIBILITIES:

The Elders' Board shall be the governing body of Outreach Center Church with final authority in all matters of concern for this church.

(A) All church officers shall normally come from the Elder Board. In unusual circumstances, the Elders may by unanimous vote select a non-elder to temporarily fill an office. The offices are President; selected

by the Elder Board from the pastoral staff, Vice-President; who shall serve as Chairman of the Board, Secretary and Treasurer. Their responsibilities, reporting structure and authority will be defined in their job description

(B) The Elders' Board shall transact church business and have supervision over all endowment and trust funds, provide an annual financial report for the church, ensure that adequate insurance coverage is maintained, and perform such duties as are required by the laws of the State of Arkansas.

ARTICLE VII: ELDERS' BOARD MEETINGS

(A) The Elders' Board will meet at least monthly, at which time regular church business shall be conducted by the elders. A quorum of officers must be present to conduct any business. A quorum is defined as follows: if there are four or fewer elders, all of the elders must be present. If there are five or more elders, a minimum of two thirds (67%) of the elders must be present. Minutes will be kept and become part of the church records.

(B) The elders will seek consensus in all matters but if this is not possible, actions must be approved by a minimum of two thirds (67%) of all the elders unless otherwise specified in the Constitution & By-Laws.

(C) Any elder may call for a special meeting of the elders. Notice of a special meeting of the Elders' Board must be given in writing to all members of the Elder Board stating purpose, time and place at least one week in advance. No other business shall be conducted other than that for which the special meeting is called unless agreed to by all elders present.

ARTICLE VIII: CHURCH FISCAL YEAR

The fiscal year of the church shall begin January 1st and end December 31st.

ARTICLE IX: TAX-EXEMPT PROVISIONS

SECTION 1 – PRIVATE INUREMENT

No part of the tithes, offerings and earnings of the church shall be used for the benefit of or be distributable to its members, officers, or any other private persons, except that the church shall be authorized and empowered to pay reasonable compensation for services rendered, to make payments and distributions in the furtherance of the purposes set forth in Article I, Section 2, and for approved benevolence ministry.

SECTION 2 – POLITICAL INVOLVEMENT

The church shall not participate or intervene in any political campaign on behalf of any candidate for public office. No substantial part of the activities of the church shall be political in nature.

SECTION 3 – DISSOLUTION

Upon the dissolution of the church, the elders shall, after paying or making provision for payment of all liabilities of the church, distribute all of the assets of the church to organization(s) operated exclusively for religious purposes that are tax exempt.

SECTION 4 – RACIAL NONDISCRIMINATION

The church shall not discriminate on the basis of age, race, color, or ethnic origin.

ARTICLE X: DESIGNATED CONTRIBUTIONS

From time to time the church, in the exercise of its religious, educational, and charitable purposes, may establish various funds to accomplish specific goals. Contributors may suggest uses for their contributions but all suggestions shall be deemed advisory rather than mandatory in nature. All contributions made to specific funds or otherwise designated shall remain subject to the exclusive control and discretion of the Elders' Board. No fiduciary obligation shall be created by any designated contribution made to the church other than to use the contribution for the general furtherance of any of the purposes stated in Article I, Section 2.

ARTICLE XI: Employees

(A) Outreach Center shall have as many employees as is determined necessary. They must maintain a spiritual life and moral integrity consistent with the spiritual and moral values of Outreach Center Church as determined by the Elders' Board. Failure to do so shall be a basis for termination.

(B) All employees shall be an "at will" employees serving at the will and in the sole discretion of the Elders' Board. Any employee may be terminated by the Elders' Board when, in the Elders Board's sole discretion and judgment, the best interest of Outreach Center Church will be served. No explanation need be provided for such termination.

ARTICLE XII: AMENDMENTS

This Constitution and By-Laws may be revised or amended by a vote of the Elders' Board, at an Elders' Board meeting, specifically called for that purpose, provided that the revision or amendment has been submitted in writing to all the elders fourteen (14) days prior to the meeting. The elders will in all matters seek consensus but if this not possible, all amendments must be approved by a minimum of three quarters (75%) of all elders.

ADOPTION

This Constitution and By-Laws of Outreach Center Church, at Siloam Springs, Benton County, Arkansas, was amended and adopted by the Elders' Board present and voting at an Elders' Board meeting called for the purpose of amending the constitution.

In witness whereof, we have hereunto set our hands and seal, and executed these present, amended Constitution and By-Laws this 3rd Day of June, 2020.

David Flack: Pastor/ President

Dan Gowin: Chairman/ Vice-President

Mark Davis: Secretary

Steve Ritz: Treasurer

Rick Faust: Elder