

**THE CONSTITUTION OF
SOUTHLAND CHRISTIAN CHURCH
OF
LEXINGTON, KENTUCKY, Inc.**

Article 1

As believers in Christ, associated to maintain public worship, provide religious instruction, and promote the Kingdom of God according to the Scriptures, this Church is organized as the Southland Christian Church of Lexington, Kentucky, Inc. This Church is a local autonomy and is not connected with any state or national ecclesiastical, religious or quasi-religious organization.

Article 2

The Chairman, Vice Chairman, Secretary, and Treasurer of the Board of Elders shall serve in their respective capacities as the following corporate officers: President, Vice President, Secretary and Treasurer.

THE BY-LAWS OF THE SOUTHLAND CHRISTIAN CHURCH

**Article 1
Membership**

Section 1.1. Anyone may become a member after having made a public confession that they believe in Jesus Christ as the only begotten Son of God, accept Him as their Savior, and accept the Bible as the rule of their faith and action. Moreover, the person shall have been duly immersed or, having previously submitted to the above, met the criteria of Southland Christian Church as set by the Board of Elders.

Section 1.2. All members shall be considered active members who are supporting this Church by attendance in meetings of worship at least once a month, for the previous six months unless physically unable to attend.

Section 1.3. Only active members may vote in congregational meetings.

Article 2 Elders

Section 2.1. There shall be no fewer than twelve Elders. Elders shall be elected according to the provisions outlined in Article 5.

Section 2.2. Elders' duties involve protecting, feeding, leading, governing and shepherding the flock. (1 Timothy 3:1–7, 5:17; Titus 1:7; 1 Peter 5:1–3; and Acts 20:28.) Elders are responsible for the total doctrinal, financial, and functional welfare of the Church, including but not limited to oversight of material used for teaching, to certify scriptural qualifications of those teaching and to work for the general and spiritual welfare of the Church. Elders shall approve the process by which those teaching youth or adult groups are appointed. Elders shall approve the annual Church budget submitted by the Finance Committee. The highlights of the approved budget will be posted for review via the membership webpage for a thirty-day presentation period in November of each year. Any questions and concerns regarding the budget are submitted to the Finance Committee who will address them individually. The budget is considered officially approved after questions and concerns are addressed and the thirty-day presentation period expires.

Section 2.3. Any active male member of the Church who has been a member for at least one year, having met the scriptural qualifications as stated in 1 Timothy 3:1–7 and Titus 1:5–9, may be considered eligible for election to the role of Elder.

Section 2.4. Any candidate to serve on the Board of Elders must make known to the Nominating Committee before his name is presented to the congregation, that he will uphold the Constitution and By-Laws of Southland Christian Church. He must also acknowledge his belief, agreement, and promise to uphold the requirements as set forth by the Nominating Committee which requirements shall include those referred to in this Article 2.

Section 2.5. For the purpose of church governance and leadership, a person is only considered an Elder for the period of time he is serving on the Board of Elders.

Article 3 Ministers

Section 3.1. Each Minister shall be in agreement with the doctrinal position of and become a member of Southland Christian Church. Furthermore, each Minister must believe without reservation the Statement of Faith as approved by the Board of Elders.

Section 3.2. It shall be the duty of each Minister to have at heart the welfare of the congregation in every respect. He shall be charged to guide and promote the work of the Church. He shall provide leadership and direction in the areas of ministry that are his responsibilities. Each Minister may request the assistance and support of the congregation and especially the Elders.

Section 3.3. The compensation of each Minister and other church employees shall be such as is agreed upon by the Personnel Committee with budget approval by the Finance Committee.

Section 3.4. The Senior Minister shall be responsible to the Board of Elders for the performance of the duties of his office and the character of his doctrinal teachings. All other ministers and church employees shall be responsible to designated staff leaders under the authority of the Senior Minister and the Board of Elders for the performance of the duties of their respective offices.

Article 4 Board of Elders

Section 4.1. All duly elected Elders shall comprise the Board of Elders. The Board of Elders shall meet periodically to transact business and otherwise on occasion as described in Section 7.2 to take any and all necessary action in order to ensure the welfare of the congregation and the Church. The Board of Elders shall be the official Church Board of Southland Christian Church. The Senior Minister and his appointee, as unanimously approved by the Elders, shall be voting ex-officio members of the Board of Elders provided they meet the qualifications of Article 2.

Section 4.2. The Board of Elders shall organize themselves and set regular meeting schedules near the beginning of each calendar year. Two-thirds or more of the voting members of the Board of Elders shall constitute a quorum.

Section 4.3. It is hereby provided that when an Elder shall have been absent from two successive regular meetings of the Board of Elders, without having given satisfactory reason therefore, he shall be notified by the Chairman of the Elders. If such Elder is absent at the regular meeting following such notice or has not sent a satisfactory reply to the Chairman, the position held by him may be declared vacant, and the Elders may immediately fill such a vacancy as herein provided. The Board of Elders shall determine by vote if reasons given are satisfactory.

Section 4.4. No member of the Board of Elders may hold the same office within the Board of Elders (Chairman, Vice Chairman, Secretary, and Treasurer) for more than two consecutive years.

Section 4.5. On January 1, after final approval of the Board of Elders, all newly elected Elders shall assume their respective duties and voting power. New Elders will be ordained at the earliest opportunity following final approval of the Board of Elders.

Section 4.6. Each Elder is expected to assume the responsibilities, as agreed upon by the Board of Elders along with faithful attendance at the Board of Elders' meetings.

Article 5 Elections

Section 5.1. A Senior Minister may be called by a three-fourths vote of the active membership present in any duly called congregational meeting provided the following prescribed procedure has been carried out. In the event of a vacancy in the pulpit, the Chairman of the Elders shall appoint a Pulpit Committee consisting of a minimum of five Elders, not to exceed 50% of the full Board of Elders. The Senior Minister serving in an Ex-officio Elder role shall not vote on his successor. The Pulpit Committee members shall fully acquaint themselves with the man to be considered, and after unanimous approval, recommend his name to the Elders. The man's name may not be presented to the Church for its approval until his name has been approved by at least a three-fourths majority of the Board of Elders. After said candidate has preached one or more sermons, the Board of Elders is to again reach a three-fourths favorable majority before his name is presented to the congregation for approval. Only one candidate shall be presented to the congregation at a time. The Senior Minister's services may be terminated in the following manner: If resignation is initiated on his part, he shall in writing, present his resignation to the Board of Elders. Upon the approval of three-fourths or more of the Eldership, it shall then be read to the congregation. If resignation of the minister is not initiated by him, at least a three-fourths majority of the Eldership must recommend his removal whereupon he shall be asked to resign or be terminated. A statement as to the action of the Board of Elders shall then be read to the congregation by the Chairman of the Elders. The congregation shall not vote on the departure of a minister. The Senior Minister's services may be terminated on a thirty-day notice by either the Board of Elders or the Minister. This thirty-day period may be lengthened or shortened by mutual agreement. The thirty-day notice begins on the date of the Board of Elders' final vote.

Section 5.2. The procedures to call, employ, terminate, or replace a Minister, other than the Senior Minister, or any employee of the Church shall be developed and maintained by the Personnel Committee and approved by the Board of Elders.

Section 5.3. Elder Candidates are preliminarily approved by the Board of Elders by unanimous vote in September prior to the year in which they would take office. Each year, preliminarily approved candidates are presented to the congregation via the membership webpage for a thirty-day presentation and comment period. Any questions and concerns regarding a candidate are presented to the Nominating Committee who will address all questions and concerns and submit a report to the Board of Elders. If the candidate is deemed qualified by the Elders after any concern is addressed, and after the thirty-day comment period has expired, the candidates are confirmed as Elder for the upcoming term.

If a candidate is deemed disqualified, the Nominating Committee may bring forward a replacement candidate. The aforementioned process must be applied and followed to confirm the replacement candidate.

Elder candidates shall be vetted by the Nominating Committee through the Elder Nominee Application and interviews by the Committee. Elder Candidates are approved by the Board of Elders by unanimous vote.

Section 5.4. If a man has been ordained as an Elder of Southland Christian Church, and is re-elected, it will not be necessary for him to be ordained again.

Section 5.5. Qualified Ministers of Southland Christian Church and qualified other employees of Southland Christian Church are eligible to hold the office of Elder as the senior minister appointee but cannot serve as an officer of the Board of Elders. In addition, they cannot vote on any compensation recommendations affecting employees of the Church. There shall be no more than two employees of Southland Christian Church serving on the Board of Elders at any one time including the Ex-officio members.

Section 5.6. No member of the Board of Elders shall serve longer than three years in succession at which time he shall rotate off for no less than one year. Elders, when their term of office expires, shall be ineligible to serve as an Elder for a period of no less than one-year. Regardless, each current member of the Board of Elders shall be evaluated annually for fulfilling expectations to the Board of Elders. An Elder having become ineligible due to rotation or an unacceptable evaluation may not again be on the Board of Elders until recommended by the Nominating Committee as required for all nominees.

Article 6

Congregational Meetings of the Church

Section 6.1. It is hereby provided that any number of active members of the Church present at a congregational meeting shall be considered a quorum. The meetings may be in-person and/or virtual.

Section 6.2. Congregational meetings for the transaction of business may be called by a majority vote of the Board of Elders. All business transacted at such meeting shall be binding. The exact date and the purpose of the meeting shall be published two full weeks prior to the meeting. No other business may be considered aside from that stated in the call.

Section 6.3. All congregational meetings shall be presided over by the Chairman of the Elders, and in his absence or inability to act, the Vice Chairman shall act. In the absence of both, the Secretary of the Elders shall preside. In the absence of all three, a presiding officer shall be elected by a majority vote of the Elders present.

Article 7 Organization of Elders

Section 7.1. The Elders shall organize, electing from their number a Chairman, a Vice Chairman, Secretary and Treasurer. The Nominating Committee shall present officers to the Board of Elders for approval. The officers must be approved by unanimous vote by the Board of Elders. These officers shall assume their duties on the first day of the next Church year. The Church year shall begin on January 1st of each year.

Section 7.2. The duties of the Chairman shall be to preside at all congregational meetings of the Church. He shall preside at all meetings of the Board of Elders, appoint all committees as provided in the By-Laws, unless otherwise ordered by the Board of Elders, call all special meetings of the Board of Elders when in his judgment the urgency of the matter demands, or at the request of one third of the members of the Board of Elders. For urgent matters, the Board of Elders shall take any and all necessary action in order to ensure the welfare of the congregation or as it otherwise deems necessary for the well-being and proper functioning of the Church. The Board of Elders must be notified by electronic mail, regular mail, phone, or personally. However, regarding non-urgent matters, at least seven days' notice must be given before such time of the special meetings. He shall present for adoption a schedule of regular Board of Elders' meetings at the first Board of Elders' meeting during the first month of the new Church year. He may be an ex-officio member of all committees having full voting power.

Section 7.3. It shall be the duty of the Vice-Chairman to preside at all duly called meetings in the absence of the Chairman and to assist in any way consistent with his abilities as requested by the Chairman. He may be an ex-officio member of all committees having full voting power.

Section 7.4. It shall be the duty of the Secretary to note the Elders present at all regular and special meetings, to keep the minutes of the Board of Elders' meetings, and to perform such other duties as required of him by the Board of Elders, not inconsistent with the position of Secretary. The Secretary is to notify the Chairman of the Elders with the names of those in violation of **Article 4, Section 4.3** of the By-Laws. The Secretary shall preside in the absence of the Chairman and Vice Chairman.

Section 7.5. It shall be the duty of the Treasurer to serve as Chairman of the Finance Committee of the Church as well as Treasurer of the Church. He shall be bonded.

Article 8 Board of Elders Committees

Section 8.1. The Board of Elders shall have four standing committees: Personnel, Mission, Finance, and Nominating. The Personnel, Missions and Finance Committees shall be chaired by Elders with additional members composed of Elders, staff and volunteers. The Nominating Committee shall be composed entirely of Elders.

Section 8.2. As soon as possible after the organization of the Board of Elders (see Article 8, Section 8.1) and not later than the first regular Elders' meeting of the new Church year, the Chairman of the Board of Elders, in collaboration with the Vice Chairman, Secretary, and Treasurer and Senior Minister and/or his designee(s), shall appoint the Personnel, Missions, Finance and Nominating Committees and other committees as needed.

Section 8.3. The Chairman of the Elders shall have the authority to change or replace the leadership and/or personnel of any committee which he appoints. He shall report such changes at the next regularly scheduled meeting of the Board of Elders.

Section 8.4. The Minister or Staff Member associated with the Personnel, Missions, Finance and Nominating Committees shall serve as an ex-officio member of that committee with no voting privilege. The Minister or Staff Member shall be responsible for initiating plans and making recommendations for programs; the committee shall be responsible for approving programs and authorizing expenditures according to the Constitution & By-Laws with the appropriate Staff and Board of Elders' approval.

Section 8.5. The Board of Elders shall approve policy statements for conducting ministry programs of the church. Conducting church ministry shall be the responsibility of the staff and volunteers consistent with these policies. The Board of Elders shall not delegate its fiduciary responsibilities.

Article 9 Miscellaneous Items of Importance

Section 9.1. No smoking shall be permitted in any part of the Church Building at any time.

Section 9.2. All organizations of this Church shall be under the jurisdiction of the Elders. Each may have a constitution, which constitution and any amendment or revision of the same must be approved by the Elders. It shall furthermore be understood that every action taken by the organization shall be subject to the approval or revision of the Elders.

Section 9.3. All amusements, entertainment, socials, picnics, and similar activities shall be conducted in a manner devoid of offense and in accord with the highest Christian standards. All forms of gambling, lewd or suggestive dancing, and intoxicating substances are barred from all connection with any function of the Church.

Section 9.4. All members of this Church should be willing to share generously and grow toward tithing and beyond in the matter of personal finances. The leaders of the Church must lead the way with their example. Therefore, all Elders, Ministers and volunteer leaders are asked to tithe and give beyond a tithe.

Section 9.5. Income necessary to operate the Church through its budget is to be generated from voluntary contributions of members and persons supporting the Church through regular and

special offerings. Any other methods of raising monies in the name of the Church, or any of its related organizations, shall be approved by the Finance Committee.

Section 9.6. Guidelines for the sale of merchandise and exchange of money on the Church property shall be established and approved by the Board of Elders.

Section 9.7. Those handling Church funds shall be bonded and covered by appropriate insurance by the Church.

Section 9.8. In all matters the Church shall be governed by the Bible as interpreted by the Board of Elders.

Article 10 Amendments

Section 10.1. The Constitution and By-Laws may be amended at any congregational meeting of the Church by a two-thirds majority of those active members present, provided notice of such a change has been presented to the Board of Elders thirty days before such meeting and that said changes shall have been approved at a regular meeting of the Board of Elders by two-thirds majority vote and that due notice, meaning notification required for special meeting has been given. However, Article 1 of the Constitution, Article 9, Section 9.1 and Article 10, Section 10.1 of the By-Laws shall be amended only with the unanimous approval of every active member of the Church.

Section 10.2. Any recommended amendments to the bylaws must be initiated by the Board of Elders. The Chairman of the Board of Elders will establish a temporary Bylaw Review Committee to review the recommended amendments and name a chairman.

Section 10.3. The Bylaw Review Committee will make recommendations to the full Board of Elders which must approve the recommendation by two-thirds vote prior to presentation at a congregational meeting.

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