

PIONEER COMMUNITY CHURCH

BY-LAWS – 2020 EDITION

ARTICLE I - Name

The name of this local Church is Pioneer Community Church, Inc. It is a corporation duly created by the Secretary of the State of Utah on June 15, 2017 categorized as a Non-profit Religious Corporation located in Saratoga Springs, UT. In addition, existing as a charitable and religious non-profit corporation meeting the qualification for exemption status as stated in the 501(C)(3) Internal Revenue Service code. Pioneer Community Church will also be referred to as the “the Church” throughout this document.

ARTICLE II - Purpose

Pioneer Community Church is to be a local expression of the universal Church. We exist to see people in our community and around the world redeemed, renewed, and restored. The Church will regularly meet and be devoted to worship, fellowship, prayer, preaching the Bible, baptizing, observing the Lord’s Supper and then disperse to evangelize, disciple, and serve the community. [Acts 2:42-47]

ARTICLE III - Statement of Faith

Our Statement of faith is the fundamental beliefs we hold to be true about the Bible. These teachings are essential to life and godliness [1 Timothy 6:3]. We also affirm the Baptist Faith and Message 2000. Our Statement of faith can be found in Appendix A.

ARTICLE IV - Elders

Section 1. Responsibility of Elders

Elders have been given the biblical responsibility of leading local Churches, of whom Christ is the head. The bylaws lay out the biblical and legal responsibilities of Pioneer Community Church Elders. We use both Pastor and Elder interchangeably to refer to the same role. The primary responsibilities of the Elders are:

- a. To shepherd and oversee the flock with spiritual authority, including the ordinances of Baptism and Communion. To faithfully teach the word, maintain doctrinal integrity, protect the Church from false teachers, and regularly pray for its members. [Titus 1:9, 1 Peter 5:1-5, Acts 6:2]
- b. To select and remove employees of the Church; prescribe such duties for them consistent with the Scriptures, with the purpose of the Church, with the law, with the Articles of Incorporation, or with these By-Laws; and fix the terms of their employment and their compensation. Compensation will be affirmed in the budget by the members of the Church.
- c. To establish policies and practices for the Church consistent with its purpose.
- d. To oversee that the budget and property of the Church are used to fulfill the purposes of the Church.

Section 2. Qualifications

Each of the Elders must be an active, male member of the Church in good standing and possess the qualifications described in 1 Timothy 3:1-7 and Titus 1:5-9.

Section 3. Number of Elders

A plurality of Elders will be present unless there is not more than one qualified elder that is a member of the Church. There is no minimum or maximum number of required Elders.

Section 4. Nomination, Selection, and Tenure of Office

- a. Nomination - Nominations for the office of Elder will be made by the Elders. An active member in good standing can also present a recommendation of a potential Elder to the existing Elders. All Elders must be affirmed by the Elders before they can be presented to Church members.
- b. Selection – Nominated Elders will be presented by the Elders to the congregation during the worship service. A minimum of two weeks will be given to the members to give feedback about an Elder candidate either positively in affirmation or in opposition due to the candidate's inability to meet the biblical qualifications of an Elder. Concerns should first be given to the candidate one-on-one so they are given an opportunity to remove themselves as an Elder candidate [Matthew 18:15-17], and then if necessary, the concern should be submitted to the Elders. The concern should be submitted in writing or in a meeting consisting of more than one Elder if possible. The Elders will then discuss whether the concern is founded and warrants removal from the nomination process. Elders must then be approved by a three-quarter majority vote of active members in good standing present for the vote.
- c. Tenure of Office – The Church's Elders are appointed for life as long as they are members of the Church in good standing. While there will be times where an Elder may need to step away from part of the duties of the office of Elder, we believe qualified, confirmed Elders will be expected to continue to meet the qualifications of Elder and serve the Church in whatever way he can.

Section 5. Removal of Elders

An Elder may be removed from office at any meeting of the Elders if, after thorough investigation by the Elders in accordance with the procedures prescribed by Scripture, including Matthew 18:15-18 and 1 Timothy 5:19, he is found to be spiritually unqualified according to pertinent Scriptures, including 1 Timothy 3:1-7 and Titus 1:5-9, he is found to no longer affirm the Statement of faith, or is physically or mentally unable to perform the responsibilities of an elder.

If an Elder is removed because of sin that disqualifies him, and if he refuses to repent from that sin, the removal shall be accompanied, as prescribed in 1 Timothy 5:20, by a public rebuke before the Church at a regularly scheduled worship service. A members meeting will also be held to discuss the process needed for the Elder to be restored and if the disqualification warrants consideration of removal of membership that process will be started at that members meeting.

If the Church only has one Elder and members believe the sole Elder might need to be removed from their office then the members need to follow the pattern of Matthew 18:15-18 and 1 Timothy 5:19.

- a. The individual members need to confront the Elder individually and privately.
- b. If the Elder remains unrepentant or living in sin then two or three of the concerned members should confront the Elder together privately.
- c. If the Elder remains unrepentant or living in sin then the members who have confronted the Elder will call a members meeting following guidelines found in Article V, Section 10. The members will present to the members in attendance about how they have followed the pattern in Matthew 18:15-18 and 1 Timothy 5:19. They will share why they believe it is necessary to now bring the matter to the Church at this time to weigh the matter. Process will be as followed:
 1. A vote will be taken to see if the actions by the Elder warrant further, public correction. In order to take further action a vote of affirmation of three-quarter majority of the members in attendance in good standing will be needed.

2. If an affirmative vote then two to three members of the Church will be chosen by vote and approved to carry out the next stage of biblical accountability on behalf of the members of the Church. The next stages will be as follows.
 - (a) draft and send a letter to the Elder on behalf of the membership of the Church calling for repentance. This letter will be available to the members.
 - (b) meet with the Elder as a group if the Elder is willing
 - (c) announce actions being taken at the next two Sunday worship services
 - (d) if still a NAMB Church Plant then they need to be notified of the situation
 - (e) conduct a membership meeting after the above steps have been taken to make a report
3. After a report is given, if the Elder has responded in repentance then recommendations will be taken on next steps that should be taken during the repentance process to restore the Elder. The process to restore the Elder as an Elder in good standing versus a member in good standing will be taken separately. It may be possible to restore them to membership but not as an Elder. To restore them as a member in good standing follow Article V, Section 7. If they have been restored as a member the Elder can be renominated by the members and a vote can be taken as outlined Article IV, Section 4, B. If the Elder remains unrepentant then a vote will be taken to remove them as a member following Article V, Section 7.
 - d. If the Elder remains unrepentant and has been voted to be removed from membership then a public announcement will be made at two consecutive worship services about their removal from membership and as an Elder of the Church in line with Matthew 18:15-18 and 1 Timothy 5:19. The announcement will be made by the people elected in Article IV, Section 5, c, 2.

Section 6. Regular Meetings

Regular meetings of the Elders shall be held without call or notice each month at a day and time established by the Elders. Elder meetings may be attended by an active member in good standing upon request. Because of the nature of the information covered in Elder meetings that request may be limited to part of a meeting or denied at the discretion of the Elders.

Section 7. Compensation

While the Elder office is not a paid office, the Elders can discern the need of Elder(s) to be paid to better serve the Church. Elders could be paid to serve the Church full time with the responsibilities of an Elder. They also could be paid to fulfill other needs in the Church that they are gifted in. The adding of an Elder as a paid position will be done in accordance with Article IV, Section 1 (b). The portion of an Elder meeting regarding compensation of pay for an Elder that Elder may be asked to recuse themselves from all or part of that portion of the meeting and may not participate in any votes about his compensation.

ARTICLE V - Membership

Section 1. Qualifications for Membership

Membership in Pioneer Community Church shall be open to all persons who:

- a. give a clear profession of faith in Jesus Christ as personal Savior [Romans 10:8-13]
- b. have obeyed the Lord in believer's baptism or are willing to be baptized [Acts 2:41]

Section 2. Prospective Member Process

Anyone wishing to join the Church shall make a request for membership to an Elder. The prospective member shall be given a copy of the Statement of Faith and a copy of the By-Laws. At least two Elders will

meet with the prospective member, then present their recommendation at an Elder meeting. The Elders will then vote whether to put forth the member for affirmation to the Church member. Elders will be seeking to identify in a prospective member:

- a. a clear profession of faith in Jesus Christ as personal Savior
- b. obedience to the Lord in believer's baptism
- c. affirmation of the Church's Statement of Faith (Appendix A)
- d. a commitment to living out the Church's Membership Covenant (Appendix B)
- e. an understanding of the Church's By-Laws and their role in helping fulfill them

Section 3. Receiving of New Members

Applicants admitted to membership by the Elders shall affirm their Membership Covenant, be affirmed by the existing Church members, and be publicly acknowledged as members by the Elders at a Sunday Morning worship service.

Section 4. Responsibilities of Members

Each member shall pursue the unity of the faith, under the leadership of the Church, shall seek to

- a. Work in cooperation with the other members of this Church to see the purpose of PCC fulfilled
- b. Each member is responsible to seek to follow the membership covenant to the best of their ability. (Appendix B)
- c. Each member who is at least sixteen years old and not under any disciplinary action is entitled to vote at meetings of the Church membership.

Section 5. Inactive Church Members

A member may be moved to inactive status at the discretion of the Elders of the Church. Inactive member status is for people who are temporarily living out of the area and plan on returning to the Church and participating as an active member. Elders may move a member to inactive status for:

- a. attending an out of area school such as college or trade school
- b. serving in the military at an out of area post
- c. serving in a temporary ministry position that is out of the area

Upon the member's return to the Church, such inactive members will be placed back into full membership. In their inactive status they are welcome to attend the Church and participate as non-member.

Section 6. Removal from Membership

Removal of members from the Church shall be at the discretion of the Elders followed by affirmation of Church members in the case of biblical accountability. The following are reasons for removal from membership:

- a. death;
- b. lack of regular attendance in a worship service for a period of six months or longer;
- c. request of transfer of membership to another Church by written request;
- d. exercise of the final stage of biblical accountability with no response of repentance [Matthew 18:15-17]

Section 7. Accountability of Members

Biblical accountability is given to the Church to help maintain unity and purity among its members.

- a. The procedure shall be according to Matthew 18:15-17, allowing reasonable time for repentance after every effort has been made to call, exhort, and admonish the person.
- b. Members of the Church who err in doctrine, or who engage in conduct that violates Scripture as determined by the Elders and remain unrepentant, shall be subject to biblical accountability.
- c. The Church must properly and lovingly exercise accountability upon those members who, in the judgment of the Elders, have persisted in sinful behavior without demonstration of godly repentance [II Corinthians 7:9-10]. The purposes of biblical accountability are:
 1. To seek the spiritual well-being of the sinning believer by calling them to biblical conduct in their way of living [Galatians 6:1].
 2. To maintain purity in the local Church [1 Corinthians 5:6-8],
 3. To deter sin in other members [1 Timothy 5:20].

Section 8. Annual Membership Meeting

The annual meeting of the Church members shall be held in September of each year. This meeting will include reports of the affairs of the Church and other business as the Elders determine to be brought before the members. The annual budget will be presented at least two weeks ahead of the meeting for comments and questions. The budget will need to be affirmed by a three-quarter majority of members in attendance.

Section 9. Special Membership Meetings

Special meetings of the members may be called at any time by the Elders.

Section 10. Notice of Meetings

Notice of all regular or special meetings at a minimum shall be published in the regular Church bulletin and announced from the pulpit for two successive Sundays prior to the meeting.

Section 11. Quorum

The members present in good standing shall constitute a quorum for the transaction of business at all regular or special meetings of the members.

ARTICLE VI - Administration

In order to effectively administer the Church the Elders may appoint people or committees to help fulfill the mission of the Church. Elders will need to seek affirmation from the membership for any appointee if:

- a. the person will be compensated for the position
- b. the person will have indefinite leadership over others (ie. a youth director but not a youth leader)

While these people may be given a variety of titles, they will be filling a biblical role of a deacon or deaconess. Therefore, they will need to meet this qualification of a deacon found in [1 Tim 3:8-13]. A minimum of two weeks will be given to the members to give feedback about an appointee either positively in affirmation or in opposition due to the candidate's inability to meet the biblical qualifications of a Deacon(ess). Concerns should be first given to the candidate one-on-one so they are given an opportunity to remove themselves as a candidate, and then if necessary, the concern should be submitted to the Elders. The concern should be submitted in writing or in a meeting consisting of more than one Elder if possible. The Elders will then discuss if the concern warrants removal of the appointee from

recommendation. The members in good standing will then affirm the appointee in a member's meeting following the two-week period.

If the appointee will be compensated for the position and the position is not already approved in the budget then a vote will need to be taken to adjust the budget. The budget adjustment must be approved first in a separate vote by a three-quarter majority of members in good standing in attendance.

ARTICLE VII - Association

This Church chooses to be affiliated with the local, regional, and national Southern Baptist Conventions.

ARTICLE VIII - Dissolution

Upon dissolution of this Corporation by the Elders by a majority vote, it's assets shall be distributed to the North American Mission Board first followed by Loving Utah and then the Utah-Idaho Baptist Convention.

ARTICLE IX - Amendments

These By-Laws may be amended by the Elders. Elders should be homogeneous about the amendment changes or additions before presenting it to the Church membership. Proposed amendments will be available in writing and announced to the congregation at two worship services before a vote of affirmation from members. A vote of three-fourths of the present members in good standing at a members meeting is needed to affirm the amendment change.

Appendix A

Statement of Faith

GOD

There is one God. He is the Creator and Ruler of the universe. He has eternally existed in three personalities: the Father, the Son, and the Holy Spirit. These three are co-equal and are one God.

*Isaiah 43:10-11; Genesis 1:1, 26-27 & 3:22; Psalm 90:2; Matthew 28:19; I Peter 1:2;
II Corinthians 13:14; Isaiah 44:6, Isaiah 45:18*

JESUS

Jesus Christ is the Son of God. He is co-equal with the Father. Born of the Holy Spirit and Mary, a virgin, God and man at the same time. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all men by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's glory and will return again to earth to reign as King of Kings and Lord of Lords.

*Matthew 1:22-23; Isaiah 9:6; John 1:1-5 & 14:10-30; Hebrews 4:14-15; I Corinthians 15:3-4;
Romans 1:3-4; Acts 1:9-11; I Timothy 6:14-15; Titus 2:13, Romans 3:20-22*

HOLY SPIRIT

The Holy Spirit is equal with the Father and the Son as God. He is present in the world to make men aware of their need for Jesus Christ. He also lives in every Christian from the moment of salvation. He provides the Christian with power for living, understanding the spiritual truth, and guidance in doing what is right. The Christian seeks to live under His control daily.

II Corinthians 3:17; John 16:7-13 & 14:16-17; Acts 1:8; I Corinthians 2:12 & 3:16; Ephesians 1:13 & 5:18; Galatians 5:25

SALVATION

Salvation is a gift from God to man. Man can never make up for his sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can man be saved from sin's penalty. Eternal life begins the moment one receives Jesus Christ into his life by faith.

Romans 6:23 & 5:1; Ephesians 2:8-9; John 14:6 & 1:12; Titus 3:5; Galatians 3:26

ETERNAL SECURITY

Because God gives man eternal life through Jesus Christ, the believer is secure in that salvation for eternity. Salvation is maintained by the grace and power of God, not by the self-effort of the Christian. It is the grace and keeping power of God that gives this security.

John 10:29; II Timothy 1:12; Hebrews 7:25 & 10:10-14; I Peter 1:3-5

MAN

Man is made in the spiritual image of God, to be like Him in character. He is the supreme object of God's creation. Although man has tremendous potential for good, he is marred by an attitude of disobedience toward God called "sin." This attitude separates man from God.

Genesis 1:27; Psalm 8:3-6; Isaiah 53:6 & 59:1-2; Romans 3:23

BIBLE

The Bible is God's Word to all men. It was written by human authors under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. Because it is inspired by God, it is truth without any mixture of error.

II Timothy 3:16 & 1:13; II Peter 1:20-21; Psalm 119:105, 160 & 12:6; Proverbs 30:5

ETERNITY

Man was created to exist forever. He will either exist eternally separated from God by sin, or in union with God, through forgiveness and salvation. To be eternally separated from God is Hell. To be eternally in union with Him is eternal life. Heaven and Hell are places of eternal existence.

John 3:16; I John 2:25 & 5:11-13; Romans 6:23; Revelation 20:15

Appendix B

PIONEER COMMUNITY CHURCH Membership Covenant

As a members of the body of Christ and the family of God, by redemption through faith in Jesus, having shown evidence of God's renewal in us through obedience in baptism by immersion in the name of the Father, the Son and the Holy Spirit, we are covenanting together to fulfill our role in what His Church is doing in order to see the world redeemed, renewed, and restored.

Together, we will pray and labor to be renewed into the faithful disciples of Jesus Christ, delighting in the glory of God, depending on the Spirit of God, growing in the knowledge of God, resting in the gospel of His Son, and submitting to the authority of His Word as all-sufficient for our lives and for His church.

Together, we will faithfully gather to worship, treasuring our church's weekly opportunities to sing, to pray, and to receive the whole counsel of God's Word. We will defend and maintain a gospel-centered ministry by upholding biblical preaching, the administration of the sacraments, and living in biblical accountable relationships.

Together, we will stir one another on to love and good works. We will share each other's joys, bear each other's burdens, pray for one another regularly, and serve one another selflessly. Walking in unity, we will reject all opportunities to speak or to hear gossip or slander. Instead, we will exercise an affectionate care and watchfulness over each other.

Together with the help of the Holy Spirit, we will seek the redemption of our family, friends, neighbors, and coworkers through the proclamation of the gospel, as we adorn our lives with holiness and love. Likewise, we will faithfully disciple our children and those who become redeemed through our church so they will be renewed into the likeness of Christ.

Together, we will give cheerfully and generously to the support of the church - the work of redemption, renewal, and restoration both locally and globally.

If ever we move from this place, we will, as soon as possible, unite with another local church where we can carry out the spirit of this covenant and the principles of God's Word.

In all these things, may God receive praise, honor and glory both now and forevermore. Amen.