

VILLAGE CHURCH OF GURNEE BYLAWS (14.2)

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Article I - NAME

This church shall be known as Village Church of Gurnee and hereafter referred to as Village Church.

Article II - DENOMINATIONAL AFFILIATION

Village Church is a full member of the Missionary Church, Inc., with headquarters in Fort Wayne, Indiana, and as such shares in the privileges and responsibilities of that relationship.

Article III - STATEMENT OF FAITH

Village Church is committed to a biblically centered statement of faith, as adopted by the Board of Elders (Appendix A). Village Church's statement of faith shall be consistent with the statement of faith presented in the Constitution of the Missionary Church.

Article IV - MEMBERSHIP

- 4.1 Qualifications - Members of this church must be age 18 or older; give clear testimony to, and evidence of, saving faith in Christ; and have, subsequent to conversion, been baptized.
- 4.2 Application Procedure - Persons who desire to become members of this church will complete a membership application form. Membership applicants will be expected to attend a membership class. A member of the Elder Board will interview prospective candidates to determine if they meet the qualifications for membership. The applicants will then be presented to the Elder Board for approval. Upon approval by the Board of Elders, candidates become official members of Village Church.
- 4.3 Duties of Members - Members are expected to support Village Church through the faithful stewardship of their skills, time, energy, and financial resources. Village Church members should attend worship services regularly and strive to grow in their relationship with the Lord through Bible study, personal devotions, prayer and fellowship.
- 4.4 Discipline of Members - All members of Village Church are expected to conduct their lives according to the standards set forth in Scripture. Such conduct includes moral purity, personal honesty, and biblical fidelity. Furthermore, members shall promote the unity of the church rather than seek to divide it. As a condition of membership, members explicitly consent to submit to the biblical process of church discipline when required, as stated in this section.
 - 4.4.1 Purposes of Discipline - The primary purposes of discipline include:
 - 1) Encouraging the sinning member to repent, thus restoring him/her to fellowship with Christ and the church.
 - 2) Warning other members against such sin.
 - 3) Upholding and maintaining the moral purity and blameless testimony of the church.
 - 4.4.2 Enactment of Discipline - Should any member depart from the standard of Scripture and engage in conduct which conflicts with biblical principles of holiness, the steps of discipline outlined in Scripture shall be followed (Matthew 18:15-17; Galatians 6:1; 2 Thessalonians 3:14, 15; and Titus 3:10).

Some or all of the following steps shall be taken in the process of enforcing church discipline:

 - 1) Private correction of the sinning member.

- 2) Meeting before two or three witnesses.
- 3) Public correction before the church.
- 4) Termination of membership and possible disassociation and severance of fellowship.

It is hoped that the preliminary steps of discipline outlined above will result in repentance on the part of the sinning member. However, if there is no indication of repentance after these steps are taken, then the sinning person's membership shall be terminated. Such termination of membership shall be decided by the Board of Elders after due consideration and prayer. The reason for termination shall be stated in a pastoral letter and delivered to the terminated member.

- 4.5 Transfer/Termination of Membership - Members in good standing moving from one location to another shall, at their request, be given letters stating their standing in the church and indicating their desire to transfer or terminate membership. A member failing to share in the fellowship and responsibilities of the church for a period of one (1) year without just cause shall forfeit his/her membership.

Article V - CHURCH STAFF

5.1 Lead Pastor

- 5.1.1 Qualifications - The lead pastor shall be a man whose character and gifts conform to the biblical qualifications presented in 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4, as well to the qualifications presented in the Constitution of the Missionary Church and the Village Church Standard of Leadership (Appendix B). He must receive ministerial credentials from the Missionary Church.
- 5.1.2 Selection/Tenure - The lead pastor shall be called for an indefinite term of office by a vote of Village Church membership. A seventy percent (70%) majority of all votes cast by the membership shall be the minimum requirement for a call to ministry.
- 5.1.3 Duties - The lead pastor shall be responsible, along with the Board of Elders, to oversee the ministry of Village Church by setting and monitoring the church's spiritual, moral, and theological tone as it seeks to fulfill its mission and vision for the future (Appendix C). His primary duty will be to serve as a preaching/teaching elder (1 Timothy 5:17; Ephesians 4:11; 2 Timothy 4:2; Titus 1:9), thereby "preparing God's people for works of service" (Ephesians 4:12). The lead pastor will report directly to the Elder Board. The lead pastor will also be a voting member of the Elder Board and will also be an ex-officio member of any church committee.
- 5.1.4 Discipline - In the event that discipline of the lead pastor becomes necessary, the Board of Elders, in collaboration with the Missionary Church, will decide any action to be taken.
- 5.1.5 Lead Pastoral Change
 - 5.1.5.1 Removal - In the event that the Board of Elders believes that the lead pastor should be removed from his position, the Board shall first consult with the Missionary Church for direction. The Board of Elders shall take into account Missionary Church guidelines for removing the lead pastor from leadership as the Board determines the most appropriate steps to take in the process of removal.
 - 5.1.5.2 Pastoral Search Committee - In the event a new lead pastor is to be called, the Elder Board shall appoint, with an elder, a Pastoral Search Committee which

shall assume leadership in seeking a new pastor. Composition shall include a minimum of one Elder and a minimum of two (2) lay members not serving as elder. The number of representatives and their respective qualifications to serve on this search committee will be determined by the Elder Board. The Board of Elders and Search Committee shall update the Missionary Church throughout the search process. The Search Committee will recommend one or more candidates to the Board of Elders for further evaluation. The Board of Elders will then present one finalist to Village Church membership for a vote to extend a ministry call.

5.1.5.3 Interim Pastor - In the event the church is making a change in the lead pastor position, the Board of Elders (in collaboration with the Missionary Church) may appoint an interim pastor who shall serve until a regular pastor is called.

5.2 Other Paid Staff

5.2.1 Qualifications and Duties - All paid staff members shall receive a job description with qualifications and work responsibilities, prepared by Human Resources and the reporting supervisor, as outlined in the hiring policy. The job description of each individual ministry staff member shall support the mission and vision of Village Church (Appendix C).

5.2.2 Pastoral Staff - If any pastoral position is vacant (due to the departure of a previous pastor, or due to the establishment of a new pastoral position by the Elders), the Elder Board may establish a Search Committee from within Village Church to evaluate potential candidates.

With the exception of a vacancy in the position of lead pastor, the Elder Board shall hire a candidate to fill a pastoral vacancy based upon the recommendation of the Search Committee and/or upon the Elders' interaction with the recommended candidate.

5.2.3 Non-Pastoral Paid Staff - All other paid staff may be hired at any time pending the availability of adequate and authorized financial resources, and in a manner consistent with established hiring policies.

5.2.4 Tenure - The term of service will be indefinite and may be terminated by either the staff member or supervisor (with Human Resources and leadership approval) in accordance with the Employee Handbook.

5.2.5 Discipline - See Employee Handbook.

Article VI - BOARD OF ELDERS

6.1 The Board of Elders - The Board of Elders at Village Church serves the body of Christ by being responsible for the spiritual, doctrinal, and directional oversight of the congregation.

6.1.1 Composition - The Board of Elders shall be composed of nine (9) men elected at large from the congregation, in addition to the lead pastor. At the first Board meeting of each ministry year, one (1) additional pastor may be requested to serve as a voting member of the Elder Board. This appointment is affirmed by a majority vote of the Elder Board. Any other board meeting participants, including pastors that are requested to be present at board meetings, are non-voting and are considered to be invited guests.

6.1.2 Qualifications - The elders shall be official members of Village Church and men whose lives conform to the biblical qualifications presented in 1 Timothy 3:1-7, Titus 1:5-9, and

1 Peter 5:1-4, as well as to the Village Church Standard of Leadership (Appendix B).

- 6.1.3 Selection/Tenure - Candidates for the Elder Board (one for each vacancy) shall be recommended by the Nominating Committee in collaboration with the Board. Each member of this Board shall be affirmed by Village Church membership for a three (3) year term. A two-thirds (2/3) majority of all votes cast shall be required for affirmation. An elder shall not serve more than two (2) consecutive terms, after which he shall be ineligible for any elective office for at least one (1) year. The terms of three (3) elders shall expire each year.
- 6.1.4 Officers - In the first meeting each ministry year, the Board of Elders shall elect from its own non-staff membership the following officers: Chairman, Vice-Chairman, Secretary, and Finance Committee Chairman.
 - 6.1.4.1 Chairman - The Chairman shall preside at all meetings of the Board of Elders and the congregation. He will work collaboratively with the Lead Pastor in the leadership of Village Church and will also represent the Board of Elders in its supervision of the Lead Pastor. An elder who is in his first year first term of service on the board cannot be elected to Elder Board Chairman.
 - 6.1.4.2 Vice-Chairman - The Vice-Chairman shall preside at any meetings of the Board of Elders and the congregation which the Chairman is unable to attend. The Vice-Chairman of the Elder Board shall also serve on the Nominating Committee.
 - 6.1.4.3 Secretary - The Secretary shall keep minutes of all meetings of the Board of Elders and the congregation.
 - 6.1.4.4 Finance Committee Chairman - The Finance Committee Chairman shall preside at all meetings of the Finance Committee and will act as liaison between the Finance Committee and Board of Elders. Generally, an elder who is in his first year of his first term of service on the board cannot be elected to Finance Committee Chairman.
- 6.1.5 Duties - The core tasks of the board of elders are listed in Appendix D.
- 6.1.6 Authority - The Board of Elders shall serve as the corporate legal and fiduciary officers of Village Church. While the Board of Elders may direct individuals and establish teams to carry out specific aspects of Village Church's ministry, these individuals and teams steward their authority only as such authority has been vested in them at the discretion of the Board of Elders.
- 6.1.6 Meetings - Generally, the Board of Elders meet once per month. Special meetings may be called by the Chairman, lead pastor, or a majority of the members of the Board.
- 6.1.7 Quorum - A majority of the Elder Board membership shall constitute a quorum.

Article VII - DEACONESSES

- 7.1 Deaconesses – The Deaconess Committee at Village Church serves the body of Christ in areas of practical, felt needs and in an equipping/discipleship role, deepening the spiritual formation of the body.
 - 7.1.1 Composition - Eight (8) or more deaconesses shall serve at Village Church.
 - 7.1.2 Qualifications - The deaconesses shall be official members of Village Church and women whose lives conform to the biblical qualifications presented in 1 Timothy 3:11, as well as

to the Village Church Standard of Leadership (Appendix B).

- 7.1.3 Selection/Tenure – Each deaconess shall be nominated by the Nominating Committee and affirmed by vote of the congregation for a two (2) year term and shall not serve more than two (2) consecutive terms. The terms of four (4) deaconesses shall expire each year.
- 7.1.4 Relationship to the Board of Elders - The deaconesses shall be directly accountable to the Board of Elders, whom they shall advise and assist. Because of the shepherding nature of much of their work as deaconesses, there may be occasional situations that arise which warrant their attendance and input at meetings of the Board of Elders.
- 7.1.5 Duties - The core tasks of the deaconesses are listed in Appendix D.

Article VIII - OVERSIGHT OF FINANCE

- 8.1 Finance Committee - The Finance Committee at Village Church serves the body of Christ by managing the overall finances at the church and ensuring the best possible stewardship of the Lord's resources. This is done in conjunction with an elder chairman, church treasurer, head trustee, and finance staff at Village Church. The Finance Committee serves on behalf of the Board of Elders, collaboratively with designated church members, and is accountable to the Board of Elders.
 - 8.1.1 Composition - The Finance Committee shall be composed of the elder designated as Finance Committee Chairman, the elected church treasurer, the head trustee, and five other members, not currently holding elective office. Additionally, the staff member responsible for overseeing the church's financial operations shall be a voting member of the Finance Committee.
 - 8.1.2 Qualifications – The Finance Committee shall be official members of Village Church and men and women whose lives conform to the Village Church Standard of Leadership (Appendix B).
 - 8.1.3 Selection/Tenure – Each Finance Committee member shall be nominated by the Nominating Committee in collaboration with the Finance Committee and affirmed by vote of the congregation for a three (3) year term and shall not serve more than two (2) consecutive terms.
 - 8.1.4 Officers - The Finance Committee Chairman shall preside at the meetings of the Finance Committee. In the first meeting each year, the Finance Committee shall elect two of its "at large" members to serve as a vice-chairman and a secretary for the ensuing year.
 - 8.1.5 Duties - The core tasks of the Finance Committee are listed in Appendix D.
 - 8.1.6 Meetings - The Finance Committee shall meet when necessary to carry out its assigned duties.
 - 8.1.7 Quorum - A majority of the Finance Committee membership shall constitute a quorum.
- 8.2 Church Treasurer
 - 8.2.1 Qualifications - The church treasurer shall be an official member of Village Church and a person whose life conforms to the Village Church Standard of Leadership (Appendix B), and who possesses the appropriate skills in the area of finance.
 - 8.2.2 Selection/Tenure - The church treasurer shall be nominated by the Nominating Committee and affirmed by vote of the congregation for a three (3) year term of office. This person may be nominated for multiple consecutive terms.

- 8.2.3 Duties - The core tasks of the Church Treasurer are listed in Appendix D.
- 8.3 Church Fiscal Year - The fiscal year of the church shall be from September 1 through August 31.
- 8.4 Unbudgeted Financial Decisions - Any single unbudgeted financial decision greater than 3% of the annual budget, or any accumulation of decisions greater than 10% of the annual budget for the current fiscal year, shall be brought before the membership for final approval.
- 8.5 Human Resources Subcommittee - The Subcommittee shall oversee various matters related to Village Church employees, including employee salaries and benefits. This committee shall work collaboratively with the Finance Committee and is accountable to the Board of Elders.
 - 8.5.1 Composition - The Human Resources Subcommittee shall be composed of a member of the Elder Board, the Church Treasurer, Human Resources staff member, and at least one (1) “at-large” individual from the congregation who is an official member and whose life conforms to the Village Church Standard of Leadership. A member of the pastoral staff shall serve as an ex officio member of this committee. The elder representative shall serve as the chair for this subcommittee.
 - 8.5.2 Duties - The core tasks of the Human Resources Subcommittee are listed in Appendix D.
 - 8.5.3 Meetings - The Human Resources Subcommittee shall meet when necessary to carry out its assigned duties.
 - 8.5.4 Quorum - A simple majority of the Human Resources Subcommittee membership shall constitute a quorum.

Article IX - TRUSTEES

- 9.1 Trustees - The Trustees at Village Church serve the body of Christ by managing a variety of maintenance tasks for the facility. They partner on Sunday mornings with staff, leaders, and volunteers as Trustee on Duty to provide a welcoming and safe environment for those who attend worship services. The Trustees serve on behalf of the Board of Elders, collaboratively with designated church staff members, and shall be directly accountable to the Finance Committee, who, in turn, are accountable to the Board of Elders.
 - 9.1.1 Composition - The Facilities Manager, along with six (6) or more Trustees, shall serve Village Church as Trustees. The pastor appointed to serve on the Finance Committee shall serve as an ex officio member of the Trustees.
 - 9.1.2 Qualifications - The trustees shall be official members of Village Church, persons whose lives conform to the Village Church Standard of Leadership (See Appendix B), and persons who possess the appropriate skills in property maintenance.
 - 9.1.3 Selection/Tenure - Each trustee shall be nominated by the Nominating Committee and affirmed by vote of the congregation for a three (3) year term. A trustee may be nominated for multiple consecutive terms.
 - 9.1.4 Duties - The core tasks of the Trustees are listed in Appendix D.
 - 9.1.5 Head Trustee - The Trustees shall elect, from among their non-staff members, a head trustee at the beginning of each fiscal year. The Head Trustee must have at least one year of prior experience serving with the Board of Trustees. The Head Trustee shall serve as a voting member of the Finance Committee.
 - 9.1.6 Meetings - Trustees shall meet when necessary to carry out their assigned duties.

9.1.7 Quorum - A majority of the membership of the Trustees shall constitute a quorum.

Article X - CHURCH BUSINESS MEETINGS

- 10.1 Regular Business Meetings - There shall be at least one (1) regular business meeting each year. This meeting shall be held at the church facility during the fourth fiscal quarter to elect church officers, to adopt a church budget for the ensuing year, and to transact any other necessary business.
- 10.2 Special Business Meetings - Special business meetings may be called by the Board of Elders or by written petition containing the signatures of twenty percent (20%) of the voting membership of the church. All special meetings shall be held at the church facility.
- 10.3 Notification of Business Meetings
- 10.3.1 Regular Meetings - Village Church membership shall be notified of all regular business meetings no fewer than fourteen (14) days in advance. The notification will include the purpose of the meeting and any ballot(s) that may be used during the meeting.
- 10.3.2 Special Meetings - Special meetings may be called by notifying Village Church membership at least seven (7) days in advance. The notification will include the purpose of the meeting and any ballot(s) that may be used during the meeting.
- 10.3.3 Changes in Meeting Date/Time - The date and time of regular or special meetings may be changed, provided the above advance notice requirements are satisfied.
- 10.4 Voting Policy
- 10.4.1 Eligibility - All official members of Village Church of Gurnee shall be eligible to vote in church business meetings.
- 10.4.2 Membership Meeting Voting - A majority vote of those members voting – either in person or as allowed in absentia – shall be required in all church decisions and elections, except as specified elsewhere.
- 10.4.3 Quorum - A quorum shall consist of no less than one-fourth (1/4) of the voting membership, specifically including, but not limited to votes cast by absentee ballot.
- 10.4.4 Absentee/Proxy Voting - There shall be no provision for voting by proxy.
- 10.4.5 Absentee Voting - At the discretion of the Elder Board, members may cast absentee ballots at regular meetings and special meetings. Absentee ballots will be distributed to Village Church members in advance of such meetings. Absentee ballots shall be accepted no later than four hours in advance of the meeting to be held. If a motion is introduced which modifies any of the decisions included on the absentee ballot, the absentee votes on that issue will be discarded and not considered in the decision. If the loss of the absentee ballots results in a loss of quorum, the conversation on that topic will end and the motion will be postponed to the next membership meeting.
- 10.4.6 Absentee Ballot Exceptions - The following issues shall not be voted upon by means of an absentee ballot: proposed changes in the bylaws; member discipline issues; issuing a call to a new Lead Pastor; or dissolution. These matters can only be voted upon by a quorum of members physically present at a regular or special business meeting.
- 10.4.7 Voting via Live, Remote Attendance - Live voting will be allowed by remote attendees in extraordinary circumstances and at the discretion of the elder board. Notice of this will be provided at the time of the meeting announcement.

Article XI - ELECTION OF LEADERSHIP

- 11.1 Nominating Committee - The Nominating Committee at Village Church serves the body of Christ by discerning, recruiting, and developing the members of the church for elected leadership positions.
- 11.1.1 Composition - The Nominating Committee shall be composed of the lead pastor, the Vice-Chairman of the Elder Board, and four (4) additional members from the congregation.
- 11.1.2 Qualifications - The additional members of the Nominating Committee shall be official members of Village Church and persons whose lives conform to the Village Church Standard of Leadership (Appendix B).
- 11.1.3 Selection/Tenure - The additional members of the Nominating Committee shall be affirmed by the congregation for a two (2) year term and shall not be eligible for consecutive terms.
- 11.1.4 Chairman - The chairman of the Nominating Committee shall be selected from within the team.
- 11.1.5 Duties - The core tasks of the Nominating Committee are listed in Appendix D.
- 11.2 Commencement of Office Terms - Terms of office shall commence on the 1st day of the new fiscal year following the fourth quarter election.
- 11.3 Filling of Elder Board Vacancies
- 11.3.1 Midterm Vacancies - If an Elder Board position is vacated midterm, the office shall be left vacant until the next business meeting, when a qualified replacement shall be elected to serve out the remainder of the unexpired term. This partial term shall not be counted as time in office if the replacement is subsequently reelected at the next regular election.
- 11.3.2 Vacancies Due to an Unsuccessful Election of an Elder Nominee - If an elder nominee fails to receive the required two-thirds (2/3) vote, the office shall be left vacant until a special election can be held to fill it. Such an election shall take place in a special meeting called after the Nominating Committee has determined qualified candidates. The Nominating Committee shall announce the name of the nominee two (2) weeks prior to the election.
- 11.3.3 Filling of Other Vacancies - The Board of Elders shall fill any vacancy in other elective offices by the appointment of a qualified person. Such appointees shall hold office for the remainder of the term. This partial term shall not be counted as time in office if the replacement is subsequently reelected at the next regular election.

Article XII - DISSOLUTION

In the event of the dissolution of Village Church of Gurnee, all of its property, real, personal or otherwise, after paying all just claims upon it, shall be conveyed to and vested in the Missionary Church Central Region, Inc., an Indiana nonprofit corporation, or its legal successor(s), provided that the Missionary Church Central Region, Inc., or its legal successor(s) at the time qualify as an exempt organization under section 501(c)(3) of the internal Revenue Code of 1986 (or the corresponding provisions of any future United State Internal Revenue Law). Any such property not so disposed of shall be disposed of by the Circuit Court of Lake County, Illinois, to such nonprofit organization as said Court shall determine is organized and operated exclusively for religious purposes and will best accomplish the general purposes for which Village Church of Gurnee was organized. Any action to dissolve Village Church of Gurnee

must be approved by at least a two-thirds (2/3) vote of those members present and voting in person at a special meeting called to consider such dissolution, provided announcement of such special meeting is made in accordance with these bylaws. Absentee votes shall not be permitted on the issue to consider dissolution.

Article XIII - AMENDMENT OF BYLAWS

- 13.1 Amendment of the Articles -These bylaws may be amended by a two-thirds (2/3) majority vote at any regular or special meetings of the membership, providing announcement of the proposed revision has been made when the meeting is called.
- 13.2 Amendment of the Appendices -The appendices exist in support of the Articles and are governed thereby. Being bound already by the contents of the bylaws preceding, these appendices may be amended by a two-thirds (2/3) majority vote of the Board of Elders. The elder-modified appendices are to be made public no less than 1 week following the decision.

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- Appendix A updated April 6, 2023
- Appendix B updated October 5, 2023

Appendix A: Village Church Statement of Faith

The Bible

God has spoken through the 66 books of the Bible. As its divine author, God has uniquely guided the writing of scripture in such a way that the human authors he chose were protected from all error as they wrote. The Bible remains for all time the unchanging and trustworthy authority on all matters it addresses, including every realm of the human experience.

[2 Timothy 3:16-17; 2 Peter 1:21; Hebrews 4:12; 1 Peter 1:24-25; Matthew 4:4; 1 Thessalonians 2:13; Psalm 119:105]

God

There is one true God, who eternally exists in a loving unity of three equally divine persons: Father, Son, and Holy Spirit. This one God, unlimited and unrivaled in power and wisdom, is the creator, sustainer, and ruler of all things. He is present everywhere at all times and possesses exhaustive knowledge of everything. In all he is and does, God is perfectly holy, fully righteous, and infinitely loving - and demonstrates a special concern for the human race.

[Deuteronomy 6:4; 1 Timothy 1:17; Psalm 90:2; Exodus 3:14; Matthew 28:19; 2 Corinthians 13:14; Genesis 1:1; Nehemiah 9:6; Colossians 1:17; Hebrews 1:2-3; Psalm 11:7; Psalm 139:1-12; Psalm 147:5; Isaiah 6:3; 1 John 4:8]

People

Human beings have been created in the image and likeness of God to glorify him and enjoy him forever. Because humans are divine image-bearers, we believe human life should be protected and valued from conception until death. Since our creator made humans male and female and brought the first man and woman together for a one-flesh relationship, we believe that God's good design for human sexual behavior consists of either monogamous marital relations between one man and one woman, or celibate singleness.

[Genesis 1:27; Psalm 139:13-16; Genesis 2:18-25; Matthew 19:4-6; Hebrews 13:4; 1 Corinthians 6:9-11; 1 Corinthians 6:18-20; 1 Corinthians 7:7-9]

Sin

The first humans, Adam and Eve, were tempted by Satan and fell into sin, distorting the divine image they bore. As a consequence of their disobedience, all of creation and all of humanity have been corrupted by sin. Like our original parents, we all find ourselves either rejecting or neglecting God, trying to be self-sufficient and independent. As sinners by nature and by choice, the entire human race is alienated from God and stands under his just condemnation, deserving of his punishment.

[Genesis 3; Isaiah 53:6; Isaiah 64:6; Jeremiah 17:9; Romans 3:23; Romans 5:12-19; Romans 8:18-25; Ephesians 2:1-3; Colossians 1:21; Titus 3:3]

Jesus Christ

Jesus Christ is God incarnate, one person in two natures, fully divine and fully human. Jesus Christ was miraculously conceived by the Holy Spirit and was born of the virgin Mary. Though he experienced the full spectrum of human temptations, Jesus never sinned in any way. His perfect life uniquely qualified him to take upon himself the punishment for our sin, as our substitute. Following his crucifixion, we believe that God raised Jesus Christ from the dead, proving Christ's innocence and confirming that God the Father accepted Christ's death as payment in full for the sins of the human race. Having finished his work on earth, Jesus ascended to heaven, where he lives and reigns today.

[John 1:1, 14, 18; Colossians 1:15-20; Colossians 2:9; Hebrews 1:1-9; Matthew 1:18-25, Luke 1:30-35; Hebrews 4:15; 2 Corinthians 5:21; 1 Peter 3:18; Isaiah 53:4-6; 1 Corinthians 15:3-4; Acts 2:23-24; Romans 4:25; Acts 1:9-11]

Salvation

Jesus Christ is the only way back to God. His saving work makes it possible for people to become spiritually alive as they are restored into a right relationship with their holy creator. Individual sinners must repent of their sin in order to turn to God. Out of his unmerited grace and mercy, God gives the gift of forgiveness and eternal life to people as they turn from their sin and trust in the finished work of Christ.

[John 14:6; Acts 3:19-20; Acts 4:12; Romans 1:16-17; Romans 4:5-6; Romans 5:1-11; Romans 6:23; 2 Corinthians 5:17; Ephesians 2:4-10; Philippians 3:8-9; Colossians 1:22-23; Colossians 2:13-14]

The Holy Spirit

God the Holy Spirit makes people aware of their need to turn from sin and turn to Christ. He enables people to make this turn and takes up residence in the lives of those who turn to Christ in order to teach, guide, and empower them to live a life that pleases and honors God. As believers increasingly yield their lives to his control, the Holy Spirit provides strength and motivation to successfully battle the opposing forces of the world, the flesh, and the devil. The Holy Spirit equips Christ-followers for ministry and empowers them as witnesses for the gospel.

[John 3:3-8; John 16:8-11; John 16:12-14; 1 Corinthians 6:19; 1 Corinthians 12:3-8; 2 Corinthians 1:21-22; Romans 8:9-14, Galatians 5:16-23; James 4:7-8; 1 John 4:4; 1 John 5:4-5; Acts 1:8]

The Church

The invisible and universal church is comprised of all believers in Christ. This one, true church, of which Christ is the head, is embodied on earth in local congregations where Christ's followers join together for worship and prayer, for learning to live God's word, for fellowship, and for evangelism. We also believe that the two biblically mandated ordinances of the church - believer's baptism by immersion and the Lord's Supper - visibly and tangibly express the gospel, and strengthen our faith. They are not means of salvation, but signs and seals of its reality.

[Hebrews 12:22-23; Revelation 5:9; Ephesians 1:19-22; Ephesians 4:11-16; Colossians 1:18; Acts 2:42-47; Matthew 28:19; 1 Corinthians 11:23-26]

Christ's Return

Jesus Christ will return to earth a second time to establish his kingdom in this world. Christ's return will be personal, bodily, and visible. It is the great expectation of the church, and the only hope for the world. His return, for which we must constantly be prepared, is a source of encouragement, a motive for holy living, and an inspiration for ministry and mission.

[John 14:1-3; Acts 1:11; Acts 3:20-21; Hebrews 9:28; Revelation 1:7; Revelation 22:12; Titus 2:13; 1 John 3:2-3; Matthew 24:36-44; 1 Thessalonians 4:13-18; 1 Corinthians 15:58]

Heaven & Hell

Every person who has ever lived will experience a bodily resurrection and will face one of two eternal destinies. Ultimately, those without faith in Christ will appear before God for final judgment and condemnation and will be justly sentenced to eternal conscious punishment in hell. All people who have placed their faith in Christ's saving grace will have their lives and works judged for rewards and will live forever, experiencing eternal blessedness and joy with the Lord in the new heaven and new earth - where God will receive worship from his people forever and ever.

[Daniel 12:2; John 5:28-29; Hebrews 9:27; Philippians 3:20-21; 2 Corinthians 5:10; Revelation 20:11-15; Revelation 21:1-22:5]

Appendix B: Village Church Standard of Leadership

The Word of God teaches that even with Jesus Christ at the head of his church, human leadership, serving under Christ's authority, is necessary for the proper functioning of a local body of believers. But leadership in the body of Christ, like Christ's own leadership, involves not domineering dictatorship, but humble service (Mark 10:35-45).

This document outlines the necessary standard required for pastoral staff and elected leaders at Village Church. All such leaders must first be church members. As members, they have expressed saving faith, been baptized, expressed agreement with the church's Statement of Faith, and committed to support Village Church through giving, serving, regularly attending, and participating in community life.

Yet the New Testament also specifies qualifications to guide the church in the selection of its leaders (see 1 Timothy 3:1-13; Titus 1:5-9; 1 Peter 5:1-4; and Acts 6:2-3). These qualifications come in two kinds: those for pastors/elders, and those for deacons. We believe the latter also provides the necessary qualifications for all other contemporary forms of elected leadership.

Interestingly, all these qualifications deal primarily with personal character and conduct, describing what every Christian ought to be and to do. These biblical instructions reveal, then, that church leadership involves above all being an exemplary model of mature Christian living for the rest of the believers within the fellowship.

In faithfulness to God's Word, Village Church of Gurnee requires its pastoral staff and elected leaders to conform to the model of Christian conduct presented in these passages. Each person seeking a leadership position, and those who may want to nominate someone for a leadership position, should read carefully these passages and determine whether the candidate exemplifies the characteristics that are listed there. Below is a summary of the biblical qualifications along with brief definitions of various qualifications.

Qualifications for Pastors/Elders

(See 1 Timothy 3:1-7; Titus 1:5-9; and 1 Peter 5:1-4)

- **Above reproach:** Pursuing holiness (moral uprightness and repentance from sin) and without sin disqualifying in nature.
- **One-woman man:** If married, faithful to his spouse.
- **Sober-minded, self-controlled, respectable:** Not quick-tempered (Titus 1:7 and 1 Timothy 3:2), exhibits self-control (1 Peter 3:2) and respectable behavior in all areas of interaction (including online).
- **Hospitable:** Opens his life to others and welcomes in outsiders.
- **Able to teach:** Has a solid grasp on the Bible and sound doctrine, and is able to communicate this to others. Conversely, has the ability to recognize and refute significant errors and false teachings.
- **Controlled temper, appetites, and attitude:** Is not quarrelsome but gentle and does not abuse alcohol or any other substance (Titus 1:7 and 1 Timothy 3:3).
- **Not a lover of money:** Views his personal finances as a stewardship from God and manages them accordingly and is not greedy for gain.

- **Faithfully managed household:** Children (if any and, if still in the home and not yet adults) are parented in a trajectory of respect and obedience to their parent(s). This does not imply a perfect household *without* challenges. Rather, *when* challenges arise, the steps taken to parent children toward respectful obedience are done in a Christlike manner.
- **Not a recent convert**
- **Well thought of by outsiders:** Maintains respectful relationships with non-Christians.

Qualifications for All Other Elected Leaders

(See 1 Timothy 3:8-13 and Acts 6:2-3)

- **Dignified:** Exhibits respectable behavior in all areas of interaction (including online).
- **Not double-tongued:** Does not engage in slander, gossip, or other forms of harmful speech.
- **Not addicted to much wine:** Does not abuse alcohol or any other substance.
- **Not greedy for dishonest gain:** Is not a lover of money; views personal finances as a stewardship from God.
- **Sound in faith and life:** Has a clear understanding of the gospel and exhibits a lifestyle consistent with these beliefs.
- **Tested and blameless:** Exhibited maturity in Christian character.
- **Faithful in family:** if married, faithful to their spouse. Children (if any and, if still in the home and not yet adults) are parented in a trajectory of respect and obedience to their parent(s). This does not imply a perfect household *without* challenges. Rather, *when* challenges arise, the steps taken to parent children toward respectful obedience are done in a Christlike manner.

Appendix C

Mission, Vision, Values, Strategy

MISSION / WHAT WE DO

We make disciples who love God fully and love people completely.

VISION / WHERE WE ARE GOING

To see Lake County renewed by God through people transformed by the gospel.

We are so moved by who God is and what he's done, we cannot help but give him our whole lives. We look up to God in worship, we grow as followers of Christ, and we reach out with gospel-hope. The gospel is too important to wait and wish for people to come to us. So we commit ourselves to show and tell our neighbors how Christ changes everything. In doing this, we are partnering with the God of the universe who works through us to transform our world. Anything short of genuine life transformation and community renewal is too small a goal. Yet, this vision is too big to attempt without the Holy Spirit's presence, so we devote ourselves to prayer. This vision is too good for us to do alone, so partner with us on the journey.

Three pillars help focus our effort to accomplish what God alone can achieve through us.

WORSHIP

- All elements of gathered worship on Sunday mornings are gospel-centered, Scripture-saturated, and serve to facilitate our response to who God is and what he's done.
- We celebrate stories of the Spirit's work through our ministries and in the lives of transformed people.

DISCIPLESHIP

- We are biblically equipped to navigate a post-Christian world with the grace, truth, and hope that only the gospel provides.
- We walk with people from becoming a first-time guest to a connected member of our church family.
- The next generation of children and youth are equipped to make and be disciples of Jesus Christ.
- We experience genuine life transformation as we grow in Christ and go together in small groups.
- We foster a leadership culture of faith and grace where we strive to accomplish what God has yet to achieve in and through us.

OUTREACH

- We live as everyday missionaries sharing Christ in work, family, and friend circles.
- Small groups of people are sent to serve as the hands and feet of Christ in our community.
- We see the gospel come to unreached and under-reached people groups around the world.
- Strategic partnerships are cultivated to extend the gospel's impact of community renewal beyond the reach of anyone, individual ministry.
- A new, community ministry serves our neighbors as a tangible expression of gospel-renewal.

Lord, when we look back from 2030 at what your Spirit will accomplish through us over the years to come, may we have no other option but to give you all the glory. Amen.

VALUES / WHO WE ARE

THE GOSPEL

The gospel is all about Jesus, both who he is and what he's done. Jesus is the one true hope for humanity.

GOD'S WORD

God's Word is our timeless authority and perfect guide, so we'll teach and follow it in all things.

CHANGED LIVES

God can change anyone's life, so you're never beyond his reach. As we pursue Jesus together, we cannot help but grow to become more like him.

OUR NEIGHBORS

God himself came all the way from heaven for us. So there's no place too far and no sacrifice too great that should keep us from sharing Christ with others.

EVERY PERSON

God loves every person, so we must too. We long for every person to experience God's love for them through all we say and do.

STRATEGY / HOW WE ARE GETTING THERE

YOU are God's strategy to reach Lake County.

- **GATHER** as worshipers who encounter and respond to God with our lives.
- **PREPARE** through "Equip Village" initiatives to biblically navigate our world.
- **ENGAGE** in small groups that grow in life transformation and go on God's mission.
- **PARTNER** in community ministry that brings the whole gospel to the whole person.

Appendix D

Core Tasks of Elected Leadership

Core Tasks of the Board of Elders:

Spiritual Oversight

- Pray for church members
- Oversee the distribution of the Congregational Care fund
- Instruct and examine baptism and membership candidates
- Partner in the serving and celebration of the Lord's Supper
- Partner in the pastoral care for the sick, homebound, and grieving
- Cultivate a culture of worship, discipleship, and outreach within the church
- Administer church discipline/pastoral intervention in partnership with the pastoral staff
- Partner strategically with deaconesses and ministry leaders in caring for our people.

Doctrinal Oversight

- Uphold Village Church/Missionary Church beliefs
- Lead Pastor: Oversee the preaching ministry of Village Church
- Share in the teaching of various classes (membership, baptism, etc.)
- Guard from false doctrine, teachers, and divisiveness both inside and outside the church

Directional Oversight (80/20 Rule: 80% future and 20% past)

- Provide wisdom for and evaluation of the lead pastor
- Steward and support Village church's mission, vision, and values
- Update and make available bylaws, policies, and position papers consistently
- Oversee finances and facilities of the church via the Executive Committee and Trustees
- Oversee the discernment process of presenting volunteer leaders for elected church leadership positions
- Affirm the boundaries in partnership with the lead pastor within which the staff operates (sandbox: mission/vision/values, ministry budget, job descriptions, and goals)

Commitment of the Elders

- Spiritually encourage and pray for the staff.
- Care for the well-being of the lead pastor and his family.
- Maintain character qualifications for eldership (1 Tim 3:1-13; Titus 1:5-9; & 1 Pt 5:1-4).
- Abide by the doctrinal statement, by-laws, philosophy, style of ministry, and governance; and regularly attend, serve, and give to the ministry of Village Church.

Core Tasks of the Deaconesses:

- Provide prayer, counsel and care support to members and regular attenders at Village Church.
- Visit members and regular attenders of our congregation who are shut in in the hospital.
- Prepare the elements for the corporate observance of the Lord's Supper.
- Assist baptism candidates at the baptism service, pray with them and provide practical support.
- Model and promote spiritual growth and maturity among the members and regular attenders at Village Church, participating in discipleship and mentoring relationships.

Core Tasks of the Finance Committee:

- With the church treasurer and staff, formulate an annual church budget consistent with the approved ministry strategies, goals, and objectives.
- Ensure that a regular audit process takes place.
- Make recommendations to the Board of Elders regarding the purchase or sale of property, borrowing money and establishing special offerings or funds.
- Ensure that Village Church has adequate insurance coverage for church ministries and church property.
- Approves financing for larger facility maintenance and improvement work as recommended by the Trustee Team.
- Keep the Board of Elders and congregation informed regarding the financial status and/or needs of the church.

Core Tasks of the Church Treasurer:

- Serve on the Finance Committee, to whom he/she will be directly responsible.
- Represent the Finance Committee as a voting member of the Human Resources Subcommittee.
- With the help of the Finance Committee, formulate an annual budget, and keep the Board of Elders and congregation informed of giving, giving trends, and the financial status of the church.
- Provide financial oversight for Village Church, ensuring that good stewardship is exercised in management of the church's financial resources.

Core Tasks of the Human Resources Sub-Committee:

- Establish specific compensation packages for each employee of the church, in conjunction with general parameters determined by the Finance Committee.
- Provide input on various human resource documents, including hiring policy, job descriptions, review process, employee handbook, and other relevant documents.
- Counsel and supporting human resources regarding supervision of staff members and other various issues.
- Keep the Board of Elders and Finance Committee informed about any pertinent issues related to human resources.

Core Tasks of the Trustees:

- With the facilities coordinator, is responsible for the church's buildings and grounds for ministry purposes.
- Oversee maintenance and grounds issues at the facility prudently and within the building and maintenance budget.
- Be a presence at and participate in work evenings or seasonal workdays to perform maintenance around the church's building and grounds.
- Be a member and leader of one of the 4 snow and lawn teams that serve on a rotating basis.
- Be a Trustee on Duty for Sunday services on a rotational basis to make sure the church is ready for services. Duties include unlocking/locking doors, turning on/off lights, being available for any cleanup or maintenance issues that occur, escorting ushers with the offering to the safe and helping with any set-up or security issues that may arise.
- Assist in formulating policies or procedures for the use and care of the church facility.

Core Tasks of the Nominating Committee:

- Oversee the process for recommendations of candidates for the leadership positions and prayerfully consider those recommendations given by staff and membership of Village Church.
- Contact potential candidates for attending a Village Church Leadership Class.
- Review the leadership class content and prepare for the class, making sure that it adequately represents and communicates the mission, vision, and values of Village Church and that it accurately represents and communicates what it means to be called on to serve on a leadership team.
- Be a presence at and participate in executing the leadership class.
- Review candidates that have attended the leadership class and be willing to meet one-on-one with candidates to clarify responsibilities and roles of each area of ministry and answer any questions the candidate may have about the leadership position.
- Review the recommended candidates together and create a pool of trained candidates who are gifted and willing to serve.
- Work with the current members of the leadership teams to facilitate their getting to know the candidates for each leadership team and finalize the nominees.
- Affirm the election of each nominee and follow-up, as needed, to provide coaching opportunities and for ongoing leadership development.