

FOUNDRY CHURCH  
of Bend, Oregon

*Constitution &  
Bylaws*

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**TABLE OF CONTENTS**

**PREAMBLE ..... 3**

**THE COVENANT OF THE MEMBERS OF FOUNDRY CHURCH ..... 3**

**CONSTITUTION & STATEMENT OF FAITH ..... 4**

    Article 1. Name ..... 4

    Article 2. Purpose ..... 4

    Article 3. Membership ..... 4

    Article 4. Officers ..... 4

    Article 5. Authority and Government ..... 5

    Article 6. Meetings ..... 5

    Article 7. Dissolution of this Church ..... 5

    Article 8. Amendments ..... 5

**STATEMENT OF FAITH ..... 6**

    Revelation ..... 6

    God ..... 6

    Salvation ..... 7

    The Church ..... 8

    The Future ..... 8

**BYLAWS ..... 10**

    Article 1. Membership ..... 10

        Section 1. Qualification of Members ..... 10

        Section 2. Reception of Members ..... 10

        Section 3. Responsibilities of Members ..... 10

        Section 4. Conflict Resolution ..... 11

        Section 5. Discipline of Members ..... 11

        Section 6. Classification of Members ..... 11

        Section 7. Removal of Members ..... 11

    Article 2. Leadership – Officers ..... 12

        Section 1. Listing of Officers ..... 12

        Section 2. Qualifications of Officers ..... 12

        Section 3. Election, Terms, and Succession of Office ..... 12

        Section 4. Removal of Officers ..... 12

    Article 3. Leadership – Elected Officers ..... 12

        Section 1. Staff Elder ..... 12

        Section 2. Elders ..... 13

    Article 4. Leadership – Appointed Officers ..... 14

        Section 1. Deacons/Deaconesses ..... 14

        Section 2. Church Clerk ..... 15

        Section 3. Ministry Staff and Ministers in Training (Interns) ..... 15

        Section 4. Church Treasurer ..... 15

Section 5. Financial Secretary ..... 15

Section 6. President and Secretary ..... 16

Article 5. Leadership – Committees ..... 16

    Section 1. General Controls ..... 16

    Section 2. Standing Committees..... 16

    Section 3. Special Committees and Task Forces ..... 16

Article 6. Meetings ..... 16

    Section 1. For Worship..... 16

    Section 2. For Business ..... 16

    Section 3. Quorum and Voting ..... 16

    Section 4. Rules of Order ..... 17

Article 7. Licensure and Ordination ..... 17

    Section 1. Licensure..... 17

    Section 2. Ordination..... 17

Article 8. Fiscal Policy..... 17

Article 9. Amendments ..... 18

**SUPPORTING DOCUMENTS ..... 19**

    1. Foundry Church’s Mission, Vision, and Values ..... 20

    2. Foundry Church’s Teaching Positions..... 21

    3. Standard for Character and Conduct ..... 22

    4. Discipline of Members ..... 23

    5. Qualifications of Officers..... 26

    6. Covenant of Commitment..... 28

**GLOSSARY ..... 29**

**END NOTES ..... 30**

## PREAMBLE

We, the members of Foundry Church of Bend, Oregon, purpose to be organized as closely as possible to the New Testament pattern of church life. As such, we recognize the Bible as our authority, guide, and true Constitution. This Constitution and Bylaws, as written here, is not intended in any way to replace or to add to the Word of God (Rev. 22:18, 19). They are conceived for the following purposes:

- To state those fundamental and essential doctrines of the Christian faith that we believe ought never to be compromised;
- To define the nature of Foundry Church as a covenant community;
- To state our purpose and vision, mission and values as a church;
- To state the qualifications, privileges, and responsibilities of membership and leadership in this body;
- To facilitate orderliness, understanding, communication, and unity in the exercise of church ministries.

For these reasons this Constitution and Bylaws are intended to be an implementation of scripturally based principles, embracing the true meaning of God's Word.

## THE COVENANT OF THE MEMBERS OF FOUNDRY CHURCH

Foundry Church, as a part of the body of Christ, acknowledges our God-ordained covenantal relationships as a local fellowship of believers. Holding in common our doctrine, polity (how our church is governed), and philosophy of ministry, we agree to a covenant relationship expressed in dependence upon, responsibility for, and accountability to each other by God's grace. Foundry Church also seeks covenant community with other Conservative Baptist Churches in our area association and throughout the Northwest. Therefore, we commit ourselves to one another:

- In *dependency*, acknowledging that through this body and its members the Lord will meet our needs as we walk by faith, and He will provide opportunity for service and worship;
- In *responsibility*, devoting our gifts and abilities to the building up of His body and its members as He will nurture it and cause it to grow;
- In *accountability*, submitting ourselves with this body and its members to the authority:
  - Of Christ as the head of this church,
  - Of the Scriptures as our sole guide for faith and practice,
  - Of the Elders of this body, and
  - Of this congregation as the temple of the Holy Spirit.

In acknowledgment of this covenant, by the aid of the Holy Spirit, we agree to the Foundry Church Statement of Faith and we submit ourselves to the Foundry Church Standard for Character and Conduct.

# Constitution & Statement of Faith

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## Article 1. Name

The name of this organization, a corporation, shall be Foundry Church of Bend, Oregon, hereinafter Foundry Church.

## Article 2. Purpose

The goal of Foundry Church shall be to make disciples of the Lord Jesus Christ and to encourage service to Him by:

- Offering regular worship to the Triune God;
- The preaching and teaching of the Word of God for the maturing of the saints;
- Seeking the spiritual growth and well-being of its members by providing true Christian fellowship, by developing the gifts of its members, by providing opportunity for meaningful service to Christ, and by encouraging compassion for one another;
- Seeking the salvation of the lost by equipping members to share the Gospel and participate in local and world-wide biblical missions; and
- Seeking to multiply leaders by identifying potential leaders, by assisting in the training of aspiring leaders, and by providing opportunities for emerging leaders to lead.

The goal is expressed through our mission, vision, and values as stated in Supporting Document 1.

Foundry Church is affiliated, through a covenant relationship, with the organization currently known as Northwest Conservative Baptist Association, or its successor. In addition, it will seek to cooperate with other churches of like faith and practice for the purposes of helping people come to Jesus Christ, follow Jesus Christ, and serve Jesus Christ.

## Article 3. Membership

Membership in Foundry Church is open to all who evidence a personal relationship with Jesus Christ, being subsequently baptized, and who also affirm belief in our Statement of Faith and a willingness to be bound by this Constitution and Bylaws.

## Article 4. Officers

The Scriptural officers of Foundry Church are the Elders. The Scriptures shall determine their qualifications and the Bylaws shall determine their election, term, and succession. Foundry Church may affirm other officers as deemed necessary and advisable as defined in the Bylaws.

Foundry Church as a corporation shall have a President and a Secretary who, under direction of the Elders, are responsible for all legal business of the corporation, including signing contracts and other legal documents. These officers shall be appointed by the Elders on an annual basis.

## **Article 5. Authority and Government**

In authority and government:

- Foundry Church is a self-governing body, autonomous from all other church bodies. Foundry Church, as a part of a covenant community of Northwest Conservative Baptist churches, and in cooperation with other churches of like faith, will cooperate for the purpose of facilitating its mission.
- The form of government for Foundry Church shall be elder led and elders congregationally affirmed. The congregationally affirmed elders have biblically granted authority, responsibility, and accountability. The congregation, as the temple of the Holy Spirit, affirms the leadership of the Elders. There are decisions in which the congregants contribute in helping the Elders discern the mind of Christ.

## **Article 6. Meetings**

Meetings for worship, prayer, fellowship, business, and special purposes shall be held as set forth in the Bylaws.

## **Article 7. Dissolution of this Church**

In the event of the dissolution of Foundry Church, the property of Foundry Church will be distributed to the organization currently known as the Northwest Conservative Baptist Association or its successor, a 501(c)(3) tax exempt, nonprofit Conservative Baptist agency. If at the time of dissolution this agency is no longer in existence, the Elders shall redirect the assets to one or more 501(c)(3) tax exempt, nonprofit organizations sharing common doctrinal beliefs and goals.

## **Article 8. Amendments**

A quorum of two-thirds of the active, voting membership is required and a three-fourths majority of members casting votes shall be necessary to amend this Covenant, Statement of Faith, and Constitution provided that:

- The proposed amendment has been submitted in writing and posted for two weeks preceding the meeting.
- In the event that a quorum is not present, a vote of recommendation from those at the business meeting will then be forwarded to the Elders. The Elders will then make the final decision on the matter.

# Statement of Faith

WE BELIEVE that the following truths accurately reflect God's revelation in Scripture. To *agree* with these biblical truths is to confess Christ as *Savior*. To *live* them is to possess Christ as *Lord*. As such, we find that those who become members of Foundry Church do both, serving Jesus as Savior *and* Lord by holding to these core doctrines of salvation in word and deed.

## Revelation

WE BELIEVE that God, in some way, reveals Himself to all human beings. The knowledge of God as the Creator and Moral Lawgiver of all is generally available to all persons through creation and conscience.<sup>1</sup> In addition, the redemptive Word of God was put into written form using the unique personalities of human authors under the guidance of the Holy Spirit,<sup>2</sup> both before and after the coming of Jesus Christ, who is the Word incarnate.<sup>3</sup> The resulting Scriptures reveal all of the knowledge about God that is necessary for salvation and right living.<sup>4</sup> The Scriptures are absolutely true and without error as originally written,<sup>5</sup> may not be added to or detracted from,<sup>6</sup> and are the supreme and final authority and standard by which all of life is to be judged.<sup>7</sup>

<sup>1</sup>Ps 19:1; Romans 1:19-20, 32; 2:14-15; Acts 14:17. <sup>2</sup>Isaiah 61:1-3; Micah 3:8; 1 Corinthians 2:12-13; 2 Timothy 3:16; 2 Peter 1:20-21.

<sup>3</sup>John 1:1,14. <sup>4</sup>John 17:17; Acts 17:11; 2 Timothy 3:15-17. <sup>5</sup>Matthew 5:17-18; John 10:35. <sup>6</sup>Deuteronomy 4:2; 12:32; Revelation 22:18-19.

<sup>7</sup>Matthew 5:17-20; 15:1-9; 22:29; Mark 7:1-13; 2 Peter 1:19-21; 3:1-2; Jude 17; Revelation 2-3.

## God

WE BELIEVE that there is only one true God<sup>1</sup> who revealed Himself in the Old Testament as Yahweh,<sup>2</sup> the Creator and Sustainer of all things.<sup>3</sup> He is unique and beyond our comprehension,<sup>4</sup> although we can know Him through His self-revelation.<sup>5</sup> He is an infinite,<sup>6</sup> personal,<sup>7</sup> and self-existent spirit.<sup>8</sup> While completely distinct from His creation, He is present everywhere and intimately involved with all things.<sup>9</sup> He is eternal and unchangeable,<sup>10</sup> all-powerful,<sup>11</sup> and all-knowing.<sup>12</sup> Being morally perfect in every way, God is absolutely good,<sup>13</sup> holy,<sup>14</sup> righteous,<sup>15</sup> just,<sup>16</sup> and truthful.<sup>17</sup> He is perfectly loving,<sup>18</sup> gracious,<sup>19</sup> and merciful.<sup>20</sup> This one God has revealed Himself to exist eternally in the form of three persons: Father, Son, and Holy Spirit.<sup>21</sup> In this we recognize diversity in unity and unity in diversity—three persons yet only one essence, equal in nature, attributes, power, and glory.<sup>21</sup>

<sup>1</sup> Deuteronomy 6:4; Isaiah 43:10; <sup>2</sup>Exodus 3:13-16; 34:6-7; Psalm 8:1. <sup>3</sup>Genesis 1:1-2:3; Acts 17:24-28; 1 Corinthians 8:4-6.

<sup>4</sup>Deuteronomy 4:39; Job 11:7-9; Ephesians 4:6; Romans 11:33-35. <sup>5</sup>Exodus 34:6-7a; Matthew 11:25-27; John 1:18; 14:7-9. <sup>6</sup>1 Kings 8:27; Jeremiah 23:24. <sup>7</sup>Exodus 20:2; 1 Kings 8:23,60. <sup>8</sup>Exodus 3:14; John 4:24; 5:26; 1 Timothy 1:17; 6:16. <sup>9</sup>Psalm 139:3,5,7-10; Isaiah 57:15; Jeremiah 23:23-24; Ephesians 1:22-23. <sup>10</sup>Isaiah 40:28; 43:10; Job 23:13; Psalm 119:89-91; Hebrews 6:17. <sup>11</sup>Genesis 18:14; Job 42:2; Matthew 19:26. <sup>12</sup>1 Samuel 16:7; Psalm 139:1-4; 147:5. <sup>13</sup>Genesis 1:31; Psalm 118:1; Mark 10:18. <sup>14</sup>Exodus 3:5; Leviticus 19:2; 1 Peter 1:14-19. <sup>15</sup>Jeremiah 9:24; Romans 1:17; 10:3-4. <sup>16</sup>Deuteronomy 32:4; Job 37:23; Romans 3:26; 1 John 1:9; Revelation 19:2. <sup>17</sup>Numbers 23:19; John 14:2; 17:17; Titus 1:2. <sup>18</sup>Deuteronomy 7:7-8; Jeremiah 31:3; John 3:16; 1 John 4:7-12. <sup>19</sup>Genesis 3:21; Romans 3:23-24; Ephesians 1:7-8. <sup>20</sup>Psalm 51:1; 69:13-16; Romans 9:15-16,18; 11:30-32; Titus 3:5. <sup>21</sup>Father: Psalm 89:26; Isaiah 63:16; Son: John 1:14-18; 20:28; Hebrews 1:8; 1 John 5:20; Holy Spirit: Genesis 1:2; Acts 5:3-4; All: Matthew 3:16-17; 28:19; 2 Corinthians 13:14; 1 Peter 1:2.

<sup>22</sup>Unity: Deuteronomy 6:4; Matthew 4:10; Diversity: Matthew 11:27; 28:19; John 3:16-17; 5:31-37; 14:16-17.

### God the Father

WE BELIEVE in God the Father, one in essence with the Son and the Holy Spirit.<sup>1</sup> God is the Creator, Sustainer, and Sovereign Ruler of all things<sup>2</sup> through His Son Jesus Christ.<sup>3</sup> He has freely and unchangeably ordained and foreknown everything that has or will come to pass.<sup>4</sup> And while nothing occurs outside of God's perfect will, His sovereignty does not eliminate or minimize human responsibility.<sup>5</sup> His fatherhood involves both His position within the Trinity and His relationship with the redeemed.<sup>6</sup> The Father adopts as His own, through Jesus Christ, all those He mercifully chose and effectually calls to Himself for all eternity.<sup>7</sup>

<sup>1</sup>Deuteronomy 6:4; Matthew 28:18-20; John 15:26; 2 Corinthians 13:14. <sup>2</sup>Genesis 1:1-2:3; Acts 17:24-28. <sup>3</sup>1 Corinthians 8:6; Colossians 1:15-20. <sup>4</sup>Deuteronomy 32:39; Proverbs 21:1; Isaiah 46:9-11; Acts 4:27-28; Romans 11:36; Ephesians 1:3-11. <sup>5</sup>Ezekiel 18:4,2-9; Romans 1:18-32. <sup>6</sup>Matthew 10:20; John 17:1; 20:17,21; Ephesians 1:2-3. <sup>7</sup>John 6:37,44,63-65; Romans 8:23,28-30; Ephesians 1:5.

### *God the Son*

WE BELIEVE in God the Son, one in essence with the Father and the Holy Spirit.<sup>1</sup> The entire Old Testament pointed forward to Him,<sup>2</sup> and the New Testament is God's climactic revelation of His reconciliation of man to Himself through His Son.<sup>3</sup> For our sakes and for the Father's glory, God the Son voluntarily humbled Himself by taking human form,<sup>4</sup> conceived by the Holy Spirit in the womb of the virgin Mary and born as Jesus, the Christ.<sup>5</sup> He is therefore both God and man, possessing two natures—divine and human.<sup>6</sup> Though subject to human temptations,<sup>7</sup> Jesus lived a sinless life.<sup>8</sup> He died a real death on the cross.<sup>9</sup> On the third day He rose bodily from the grave and appeared to the disciples and many others.<sup>10</sup> He then ascended into heaven, retaining His glorified human form.<sup>11</sup> Jesus is now seated in victory at the right hand of the Father<sup>12</sup> and will return to judge all humanity.<sup>13</sup> He sent the Holy Spirit to establish and empower the Church,<sup>14</sup> of which Jesus is the Head and Savior.<sup>15</sup> He is deserving of the same honor, love, faith, and worship as God the Father.<sup>16</sup>

<sup>1</sup>Deuteronomy 6:4; Isaiah 9:6; Matthew 28:18-20; 2 Corinthians 13:14. <sup>2</sup>Luke 24:25-27,44-47. <sup>3</sup>John 1:14-18; 3:16; Romans 5:1-11; 2 Corinthians 5:19; Hebrews 1-2. <sup>4</sup>Philippians 2:5-8. <sup>5</sup>Matthew 1:18-25; Luke 1:35. <sup>6</sup>Matthew 1:20; 9:1-7; John 1:1-4,14; 8:58; 10:30; 14:7; Romans 9:5; Colossians 1:15-20; 2:9; 1 John 1:1-3. <sup>7</sup>Luke 22:28; Hebrews 2:18; 4:15. <sup>8</sup>Isaiah 53:9; 2 Corinthians 5:21; 1 Peter 2:22; 1 John 3:5. <sup>9</sup>John 19:33; Romans 5:6-10; 1 Corinthians 15:3. <sup>10</sup>John 20-21; 1 Corinthians 15:4-8. <sup>11</sup>Acts 1:9-11. <sup>12</sup>Ephesians 1:20-23; Colossians 3:1; Hebrews 1:3; 8:1. <sup>13</sup>John 5:22,27; Acts 10:42; 17:31. <sup>14</sup>John 14-16; Acts 1:8. <sup>15</sup>1 Corinthians 12:27; Ephesians 1:22-23; 5:23; Colossians 1:18. <sup>16</sup>John 5:22-23; 17:1-5; Philippians 2:9-11.

### *God the Holy Spirit*

WE BELIEVE in God the Holy Spirit, one in essence with the Father and the Son.<sup>1</sup> The Holy Spirit was active in the creation of the universe<sup>2</sup> and the inspiration of the Bible.<sup>3</sup> He was sent by the Father and the Son to carry out the will of God on the earth.<sup>4</sup> He testifies of divine truth, which convicts the world of sin, righteousness, and judgment.<sup>5</sup> He glorifies Jesus Christ and applies Christ's work of redemption.<sup>6</sup> The Holy Spirit regenerates the ungodly, which allows us to overcome our spiritual blindness and resistance.<sup>7</sup> He baptizes all believers into the Body of Christ and indwells them, sealing and securing them in Christ forever.<sup>8</sup> He also guides, teaches, intercedes, and distributes spiritual gifts to every believer, empowering them for godly living and service.<sup>9</sup>

<sup>1</sup>Deuteronomy 6:4; Matthew 28:18-20; John 15:26; 1 Corinthians 3:16-17; 2 Corinthians 13:14. <sup>2</sup>Genesis 1:1-2; Psalm 33:6; 104. <sup>3</sup>2 Timothy 3:16; 2 Peter 1:20-21. <sup>4</sup>John 15:26. <sup>5</sup>John 16:7-11. <sup>6</sup>John 3:5-6; 16:14; Acts 1:5; Romans 8:1-17. <sup>7</sup>John 1:13; 3:3-8; 1 Corinthians 2:12-15; 12:3; Titus 3:5. <sup>8</sup>1 Corinthians 12:13; Ephesians 1:13; 4:30. <sup>9</sup>Exodus 31:2-6; John 14:16-17,26; 16:13-14; Acts 4:31; 6:5; 9:31; Romans 8:26-27; 1 Corinthians 2:6-15; 12:1-11; Galatians 5:16-18,22-23; Ephesians 5:18; 2 Timothy 3:16-17.

## Salvation

### *Humanity*

WE BELIEVE that God directly created humanity without sin.<sup>1</sup> Together, as male and female, we form the image of God.<sup>2</sup> Separately, as individuals, we have equal access to and standing before God by faith.<sup>3</sup> Because we are made in the image of God, human life is sacred in God's eyes.<sup>4</sup> He created us to fully display His glory by exercising responsible stewardship over the earth and enjoying a loving relationship with Him forever.<sup>5</sup>

<sup>1</sup>Genesis 2:25 (cf. 3:6-12). <sup>2</sup>Genesis 1:26-27; 5:1-2; James 3:9. <sup>3</sup>Galatians 3:27-28; Revelation 5:9-10. <sup>4</sup>Genesis 9:5-6; Exodus 20:13; 1 Kings 2:28-34; Psalm 9:12. <sup>5</sup>Genesis 1:26,28-30; Psalm 100; Isaiah 43:7.

### *Sin*

WE BELIEVE that the human race is in desperate need of salvation. We are slaves to sin,<sup>1</sup> which is any action,<sup>2</sup> inaction,<sup>3</sup> or attitude<sup>4</sup> that is contrary to the nature or Word of God. Through Adam's rebellious disobedience, sin broke into the world and made all persons sinful by nature and sinners by choice.<sup>5</sup> This brought corruption—guilt, tragedy, sickness, death, and condemnation—to each of us individually and to all human institutions.<sup>6</sup> We deserve nothing but God's righteous wrath.<sup>7</sup> It is not that we are willing to do right yet are being prevented. It is that we are not willing to do right. The darkness of our mind, will, and emotions is total and self-imposed.<sup>8</sup> We cannot be good on our own or earn salvation.<sup>9</sup>

<sup>1</sup>John 8:34; Romans 7:7-15,18. <sup>2</sup>1 John 3:4. <sup>3</sup>James 4:17. <sup>4</sup>Matthew 5:27-28. <sup>5</sup>Genesis 2:16-17; 3:1-24; 5:3; Psalm 51:5; Romans 5:12-21; 1 Corinthians 15:21-22. <sup>6</sup>Genesis 3:16-19; Psalm 38:3; Job 20:11; Ezekiel 18:4; 1 Corinthians 6:9-10; Galatians 5:19-21; Revelation 21:27. <sup>7</sup>Romans 1:18; 6:23; Ephesians 2:1-3; 5:3-6; Colossians 3:5-6. <sup>8</sup>Genesis 6:5; John 3:18-20; Romans 1:18-32; 3:9-20,23. <sup>9</sup>Proverbs 20:9; Isaiah 64:6-7; Jeremiah 2:22; Micah 6:7; Matthew 5:20; Romans 9:30-10:3.

### *The Gospel of Jesus Christ*

WE BELIEVE that into our hopeless situation God has acted freely and decisively to save us<sup>1</sup>. This good news is only revealed to us in Scripture.<sup>2</sup> Beginning with Abraham, God called to Himself a people with whom He established His covenant and to whom He offered salvation.<sup>3</sup> The sacrificial, ceremonial system of His covenant with Israel anticipated and foreshadowed the sacrificial, substitutionary death of Jesus on the cross for our sins. The old ceremonial system has therefore been set aside as having been fulfilled by Christ, the perfect Lamb of God.<sup>4</sup> In the new covenant, Christ's sinless life empowers Christians to obey God's moral standards from the heart by means of the indwelling Holy Spirit.<sup>5</sup>

By His death, Jesus has provided a just basis for God to appease His wrath,<sup>6</sup> forgive our sins,<sup>7</sup> justify us immediately by giving us credit for Christ's righteousness,<sup>8</sup> and welcome us into His presence forever.<sup>9</sup> It is entirely a free and gracious gift of God. In fact, because we were all dead in our sins and morally incapable of pleasing God or seeking Him,<sup>10</sup> no one could repent of their sins and delight in God without first being called by God and regenerated by the Holy Spirit.<sup>11</sup> Salvation is entirely of the Lord,<sup>12</sup> the author and perfecter of our faith.<sup>13</sup> It is by grace alone, through faith alone, in Christ alone.<sup>14</sup>

Just as we cannot earn or deserve God's salvation by works or ritual, neither do we maintain this right standing by good works.<sup>15</sup> Rather, good works and right living are the fruit and proof of salvation, performed—imperfectly until death—in a context of a loving relationship formed and sustained only by God's grace.<sup>16</sup>

<sup>1</sup>Acts 13:48; Romans 8:29-30; 9:15-16; Ephesians 1:3-14. <sup>2</sup>Romans 10:17; James 1:18; 1 Peter 1:23-25. <sup>3</sup>Genesis 12:1-3; 17:1-21; Exodus 19:5-6. <sup>4</sup>Romans 3:24-26; Hebrews 7:11-10:18. <sup>5</sup>Romans 5:19-21; 8:1-11; 13:8-10; Hebrews 5:8-9; 1 John 3:4-10. <sup>6</sup>Romans 3:25. <sup>7</sup>Luke 24:46-47; Ephesians 1:7. <sup>8</sup>Jeremiah 23:6; Romans 4; 8:1-4; 1 Corinthians 1:30; 2 Corinthians 5:21. <sup>9</sup>John 6:37-40; 10:28-29; Romans 8:30-39; 1 Corinthians 1:8. <sup>10</sup>Genesis 6:5; 8:21; Romans 8:7-8; Ephesians 2:1-3. <sup>11</sup>Ezekiel 36:26-27; John 3:3-8; 15:16; Romans 8:29-30; 1 Corinthians 12:3; 2 Thessalonians 2:13-14; Titus 3:5. <sup>12</sup>John 1:12-13; Acts 11:21; James 1:18; 1 Peter 1:3. <sup>13</sup>Philippians 1:6; Hebrews 12:2. <sup>14</sup>Romans 3:24-28; Ephesians 2:8-9. <sup>15</sup>Galatians 3:3. <sup>16</sup>Ephesians 2:10; 4-6; Colossians 1:9-14; James 2:14-26; Titus 2:11-14; 3:8.

### **The Church**

WE BELIEVE that the one universal Church consists only of people chosen by the true, living God and brought into a saving relationship with Him through His Son, Jesus Christ,<sup>1</sup> who is its all-authoritative Head.<sup>2</sup> The Church is visible throughout the world in the form of local gatherings,<sup>3</sup> though only God knows its true members.<sup>4</sup> Its charter and standard is God's revelation of Himself in Scripture.<sup>5</sup> Its purpose is to love, honor, worship, obey, and trust the triune God, and to glorify Him by reflecting His character and nature in the actions of its people.<sup>6</sup> Its basis for existence is the salvation accomplished by Christ and applied to its members by the Holy Spirit,<sup>7</sup> who baptizes all believers into one Body.<sup>8</sup> Its future is eternal glory in the presence of God.<sup>9</sup> Its mandate is to proclaim the true Gospel of Jesus Christ,<sup>10</sup> make disciples,<sup>11</sup> properly administer the ordinances of baptism<sup>12</sup> and the Lord's Supper,<sup>13</sup> and maintain purity of doctrine and practice in a loving manner through biblical church discipline until the return of Christ.<sup>14</sup>

<sup>1</sup>Acts 5:14; 26:18; Romans 1:6-7a; 1 Corinthians 1:2; 12:12-13,27; Ephesians 2:11-22; 4:4-6; Galatians 3:26-29; 1 Peter 2:4-10. <sup>2</sup>Ephesians 1:22-23; 5:23; Colossians 1:18. <sup>3</sup>Acts 11:22; 13:1; 14:23; Romans 16:3-5,16; Galatians 1:2; Hebrews 10:25. <sup>4</sup>Matthew 7:21-23; John 10:14; 1 Corinthians 8:3; 2 Timothy 2:19. <sup>5</sup>Jeremiah 31:31-40. <sup>6</sup>Romans 12:1-2; 2 Corinthians 3:18; Galatians 5:22-23; Ephesians 4:1-3; Colossians 3:5-17. <sup>7</sup>Romans 5:1-11; 8:12-17; Galatians 4:4-7; 5:16-18. <sup>8</sup>1 Corinthians 12:13. <sup>9</sup>Matthew 5:8; John 17:24; 1 Thessalonians 4:16-17; Revelation 22:1-5. <sup>10</sup>Matthew 24:14; Luke 24:44-48; Romans 10:5-17; 1 Corinthians 15:1-8; 2 Corinthians 11:4; Galatians 1:6-9; Colossians 1:3-8,23; 1 John 4:1-3. <sup>11</sup>Matthew 28:18-20; John 21:15-17; Colossians 1:28; Titus 2. <sup>12</sup>Matthew 28:19; Acts 22:16; Romans 6:3-7; Colossians 2:11-12. <sup>13</sup>Matthew 26:26-29; 1 Corinthians 10:16-21; 11:23-34. <sup>14</sup>Matthew 18:15-20; Romans 6:17-18; 1 Corinthians 5:1-13; 2 Corinthians 2:5-11; 2 Thessalonians 3:6,14-15; 1 Timothy 5:19-20; Titus 1:13; 2:15; 3:9-11; 1 John 4:1-6.

### **The Future**

WE BELIEVE that God is moving history toward a final consummation when all His purposes in creating and redeeming humanity will be fulfilled.<sup>1</sup> Until then, the elect who die are immediately made perfect in holiness and enter into heaven's worship.<sup>2</sup> The unsaved who die are destined for eternal damnation to which they sentenced themselves, having loved darkness rather than light.<sup>3</sup> At a time known only to God, Jesus Christ will return to earth personally, visibly, and suddenly.<sup>4</sup> The living and the dead will then be physically resurrected<sup>5</sup> to final judgment.<sup>6</sup> The lost will be condemned to eternal punishment along with Satan and his fallen angels, all subjected to God's wrath and displeasure.<sup>7</sup> The righteous, having already been judged on the basis of the saving works of Christ,<sup>8</sup> will have their own words and works that followed salvation judged and rewarded.<sup>9</sup> They will inherit the Kingdom of their Father in which all will know, love,

and obey God faultlessly and joyfully. Having been perfectly transformed into the incarnate image of Christ, they will live in eternal bliss in the presence of God.<sup>10</sup>

<sup>1</sup>Revelation 21–22. <sup>2</sup>Luke 23:39-43; 2 Corinthians 5:8; Philippians 1:21,23; Hebrews 12:22-24. <sup>3</sup>Luke 16:22-23; John 3:18-21; Romans 1:18-32; 2:8. <sup>4</sup>Matthew 24:30-31; Hebrews 9:28; Revelation 1:7-8; 22:6-20. <sup>5</sup>Job 19:26; 1 Corinthians 15:35-50. <sup>6</sup>Matthew 25:31-46; Luke 16:26; 2 Corinthians 5:10; Hebrews 9:27; Revelation 20:11-15. <sup>7</sup>Matthew 25:46; Romans 2:5-6,8-9; Revelation 20:10; 21:8. <sup>8</sup>Romans 6:22-23; 8:1. <sup>9</sup>Matthew 6:20; 12:36-37; 1 Corinthians 3:12-15; 4:5. <sup>10</sup>Zechariah 14:9; Romans 8:18-25,29-30; 1 Corinthians 13:12; 15:48-49; 2 Corinthians 5:1-5; Philippians 3:21; Colossians 3:1-4; 1 John 3:2; Revelation 21:1–22:5.

# Bylaws

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## Article 1. Membership

### Section 1. Qualification of Members

- a. Members of Foundry Church shall be those who:
  - have been saved through personal faith in the Lord Jesus Christ;
  - have been baptized as a believer;
  - agree with the Statement of Faith, Constitution, and Bylaws;
  - sign a Covenant of Commitment;
  - are welcomed into the fellowship of Foundry Church; and
  - are growing in a manner consistent with the Standard for Character and Conduct

### Section 2. Reception of Members

- a. Requests for membership shall be made to the Elders. Upon satisfaction that the individual meets the qualification for membership and understands the Covenant and Statement of Faith, the Elders shall approve his/her reception by one of the following:
  - confession of faith and baptism, or
  - restoration to fellowship as outlined by the procedures of Foundry Church Supporting Document 4.
- b. Members will be welcomed into the fellowship after completing an orientation class and being recommended by the Elders

### Section 3. Responsibilities of Members

Attached to these Bylaws for reference is a full statement of doctrine adopted and taught by this body. Also attached for reference is a Standard of Character and Conduct representing basic standards which members should be striving for as they seek to mature.

#### Specific Responsibilities:

- **To God:** Each member should grow in love and worship of God through prayer and a personal study of God's Word. He/She should desire to know Him better, trust Him more, and obey Him more fully.
- **To Family:** **Each member should lovingly encourage, support, and spiritually strengthen family members (spouse, children, parents) as his/her most precious earthly responsibility.**
- **To Foundry Church:** Each member should pursue his/her God-given role in the body of Christ by biblically investing his/her energy, gifting, and income in His Church, by caring for the physical and spiritual needs of one another in the body of Christ, and by respecting those in leadership. Active members are responsible to participate in affirming God's direction for Foundry Church and may hold an office. Members must be at least eighteen years of age to vote or hold an elective office
- **To the World:** Sharing in Christ's concern for extending the Gospel to the world, each member should live in such a way that by their character and conduct, those around them may be able to see Jesus in their life. Each member should be ready to give an answer and to share the Gospel of Christ to every person in every place.

#### **Section 4. Conflict Resolution**

- a. Interpersonal conflicts shall be resolved according to the guidelines of Matthew 18:15-17.
- b. Any member who is dissatisfied with the general operation of any element of Foundry Church or finds himself or herself in disagreement with the Statement of Faith shall make his or her case known to the Elders. Such dissatisfaction shall not be voiced among the membership, but every effort shall be made to strive for peace (Romans 14:19).

#### **Section 5. Discipline of Members**

- a. Members whose conduct or beliefs are contrary to biblical principles or disruptive to true fellowship shall be dealt with according to scriptural procedures for the sake of restoration. A more detailed explanation can be found in Foundry Church Supporting Document 4.
- b. A member may be restored to full fellowship by the Elders at any time by an expression of repentance and a request for forgiveness in the presence of the largest group concerned with his/her offense.
- c. A member may not remove oneself from membership in order to avoid discipline.

#### **Section 6. Classification of Members**

- a. Members shall be classified as:
  - Active Members: Those members that maintain a continuous and active attendance and participation in the affairs and ministries of Foundry Church. In the event a member who lives in the area chooses not to attend, the Elders may after 90 days, reclassify this individual as an Inactive Member;
  - Non-resident Members
    - i. Temporary: Those members who are unable to attend worship on a seasonal or temporary basis because their current residence is too distant from Foundry Church. Temporary, non-resident members shall retain their voting rights;
    - ii. Permanent: Those members who have moved elsewhere and are unable to attend worship because their current residence is too distant from Foundry Church. Permanent, non-resident members do not have voting rights.
  - Youth Members: Any person age twelve to seventeen, who has been baptized as a believer upon satisfactory confession of faith in Jesus Christ as Savior and Lord, with parental consent, may be recommended for membership. A youth member shall have all the rights and responsibilities of a member except that of voting.
  - Inactive Members: Those unable to attend worship because their current health condition prohibits them from attending or those who live in the area and willingly do not attend. Inactive members do not have voting rights.
  - Under Discipline.

#### **Section 7. Removal of Members**

- a. Members may only be removed from this body under these conditions:
  - By his/her own request to another church unless the member is under a process of discipline.
  - By death.
  - By excommunication, an unwillingness to repent of sin and submit to church discipline.
- b. The Elders shall annually review the membership roll and in the case of a member who has moved away or with whom Foundry Church has lost contact, the member may be dropped from the roll.

## **Article 2. Leadership – Officers**

### **Section 1. Listing of Officers**

- a. Elected officers of Foundry Church shall be Lead Teaching Elder, any Staff Elders (male staff members who meet the qualifications of an elder, are led to serve, and are approved as elders), and Elders.
- b. Appointed officers of Foundry Church shall be Deacons/Deaconesses, Clerk, Treasurer, and Financial Secretary. These offices shall be appointed by the Elders. In addition, the Elders shall appoint officers of the corporation, namely a President and a Secretary.
- c. The positions of elected and appointed officers, not including the Teaching or Staff Elder(s), shall be filled from the active membership of Foundry Church.

### **Section 2. Qualifications of Officers**

- a. The Elders and Deacons/Deaconesses shall display Great Commandment/Great Commission maturity and shall meet the biblical qualifications of 1 Timothy 3:2-13, Titus 1:6-9, 1 Peter 5:1-3, Acts 6:1-4, Titus 2:3-5, and 1 Peter 3:3-6 for their respective offices. A detailed listing can be found in Foundry Church Supporting Document 5.
- b. Specific qualifications for appointed officers shall be detailed, with their duties as determined by the Elders based on four criteria:
  - Level of impact on others spiritually, doctrinally, relationally;
  - Level of modeling for younger believers;
  - Level of visibility representing the body; and
  - Level of authority over ministry, funds, etc.

### **Section 3. Election, Terms, and Succession of Office**

- a. Elected officers, other than the Lead Teaching Elder and Staff Elders, will be affirmed annually for a term of one year. There is no limit on their succession. A quorum of one fourth of the active, voting membership is required and a three-fourths majority of members voting shall be necessary to make such action valid.
- b. Elected officers shall take office immediately.
- c. In the event an individual fills an office mid-term, they shall serve the unexpired term at which time they may be considered for re-election.
- d. Officers shall immediately deliver to their successor all pertinent books and records in their possession before vacating office.

### **Section 4. Removal of Appointed Officers**

- a. Removal of officers for good and sufficient cause shall be by action of the Elders, and reported to the congregation. No officer shall be removed from office until positive effort has been made to assist that officer in correcting the problem, except in the case of gross moral, civil or criminal misconduct, in which case removal will be immediate.
- b. Resignations of officers shall be in writing to the chairman of the Elders, effective on the date specified in the resignation or as determined by the Elders.

## **Article 3. Leadership – Elected Officers**

### **Section 1. Staff Elders**

- a. A staff elder is a male staff member who meets the biblical qualifications of an elder, is led to serve and is affirmed by the Elders for this position. Not all staff members will be elders.
- b. The Elders are responsible for determining his qualification as an Elder prior to his call. The terms of call shall be determined by the Elders.

- c. Staff elders shall be called for an indefinite period of time by the Elders. Election shall be by ballot at any duly called congregational meeting of Foundry Church, provided public notice is given at least two consecutive Sundays preceding the meeting. A quorum of one-half of the active, voting membership is required and an eighty-five percent (85%) majority of members present and voting shall be necessary to make such action valid. In the absence of a quorum, the vote shall be forwarded to the Elders as a recommendation. In the event this occurs, the Elders shall make the final determination.
- d. A staff elder shall hold to the Statement of Faith (pages 5-8) and the Teaching Positions of Foundry Church, and shall be an example of the Standard of Character and Conduct.
- e. Each Staff Elder shall supervise, develop, promote, and administer his designated ministry area in cooperation with other staff and the Elders. He shall be responsible to the Elder Council and shall be an ex officio member of the committees and auxiliary organizations involved in his area of ministry.
- f. They shall have training and practical experience sufficient to equip them for their ministry position.
- g. Staff Elders and their spouses will automatically become members of Foundry Church upon their acceptance of the position, arrival, and signing the Covenant.
- h. Accusations against a staff elder shall be handled in accordance with 1 Timothy 5:19-20.
- i. Any action to terminate the employment of a staff elder, other than the Lead Teaching Elder, shall be by the Elders. In the case of gross moral, civil, or criminal misconduct, termination of any staff elder will be immediate. The individual will be encouraged to remain in the body for restoration.
- j. Any action to terminate employment of the Lead Teaching Elder shall be presented to Foundry Church by the Elders at a special congregational meeting called by the elders for that purpose. A quorum of one-half of the active, voting membership is required and a simple majority of members present and voting shall be necessary to make such action valid. Notice of such meeting shall be given on at least two consecutive Sundays preceding the meeting.
- k. In the event a vacancy occurs, the Elders shall decide if the position is to be filled and if so, the Elders may act as the Search Committee or in the alternative, may appoint a Search Committee.
- l. The Elders may, from time to time as necessary, appoint one staff elder or another, to serve as the office lead staff member. The Elders shall provide specific guidelines for this position at the time of appointment.

## **Section 2. Elders**

- a. Election of the Elders
  - Elders shall be elected for a one-year term and may serve successive terms. A quorum of one-fourth of the active, voting membership is required and a three-fourths majority of members voting shall be necessary to make such action valid.
  - When a vacancy occurs, it may be filled at any duly noticed and called church business meeting by a three-fourths majority of members voting. The nominee shall be presented to the congregation by the Elders. The term of office is for the unfilled portion of the vacancy.
- b. Composition and Organization
  - The number of elders may vary between a minimum of two non-staff elders and a maximum of as many as are qualified, and willing, to serve.
- c. Meetings of the Elders
  - The Elders shall hold regular meetings.
  - Special meetings may be called by the chairman of the Elders, or by a majority of the Elders.
  - Any elder failing to attend two consecutive meetings without sufficient cause may be removed from office and his position declared vacant.
  - A quorum shall consist of a majority of the Elders.

d. Duties of the Elders

- The Elders shall appoint a church member as President and another as Secretary to serve as registered agents of the corporation.
- The Elders shall assume the responsibilities conferred upon them by Scripture. These duties include, but are not limited to, the following:
  - i. Praying for the overall ministry of Foundry Church and the spiritual growth of the people of Foundry Church.
  - ii. Serving as examples of godliness to the people of Foundry Church and the community at large.
  - iii. Overseeing the spiritual life of the congregation and providing for the spiritual care of Foundry Church.
  - iv. Supervising Foundry Church membership, which includes the admission of new members and the discipline or removal of existing members.
  - v. Reviewing, evaluating, and when deemed necessary, removing officers from their positions.
  - vi. Reviewing, evaluating and encouraging the ministry of the leadership.
  - vii. Developing strategies, training, and deploying ministry teams to assist Foundry Church to fulfill its purpose.
  - viii. Reviewing, evaluating, developing, and approving policies as needed.
  - ix. Periodically reviewing Foundry Church Constitution and Bylaws for any needed improvements and changes.
  - x. Overseeing the preaching and teaching ministries of Foundry Church, including the approval of all teachers and curriculum to insure sound doctrinal teaching and to protect Foundry Church from false teaching.
- The Elders shall oversee a benevolent fund.
- The Elders shall oversee the purchase of insurance providing the indemnification, or transferring risk, for ministry leadership. The Elders shall also oversee the purchase of insurance providing bonding for all officers, employees, and/or volunteers who handle church funds.

e. Accusations against an Elder shall be handled in accordance with 1 Timothy 5:19-20.

## **Article 4. Leadership – Appointed Officers**

### **Section 1. Deacons/Deaconesses**

a. Appointment of Deacons/Deaconesses

- Deacons/Deaconesses may be chosen as needed to assist the Elders in ministry.
- A potential Deacon/Deaconess shall be evaluated by the Elders.
- Deacons/Deaconesses shall be chosen by the Elders for a one-year term. Deacons/Deaconesses may serve successive terms without limit. If a Deacon/Deaconess is chosen midterm, they shall serve to the end of that term, after which they may be considered for re-appointment.

b. Duties of the Deacons/Deaconesses

- The Deacons/Deaconesses, under the leadership of the Elders, are to assist in serving the needs of Foundry Church. Areas of service may include, but are not limited to, the following:
  - i. Meeting the physical needs of the congregation.
  - ii. Encouraging, supporting, and praying regularly for those serving in assigned ministry areas.

**Section 2. Church Clerk**

- a. The Clerk shall keep accurate minutes of all business transacted by Foundry Church, including the reception and dismissal of members of Foundry Church.
- b. The Clerk shall issue letters of dismissal as authorized by Foundry Church.
- c. The Clerk shall conduct necessary official correspondence.
- d. The Clerk shall preserve and properly file all minutes, reports, letters, and other documents pertaining to his or her office and maintain current lists of active members, inactive members, and excommunicated members.
- e. When a vacancy occurs, a new Clerk shall be appointed by the Elders, and their appointment shall be reviewed annually.

**Section 3. Ministry Staff and Ministers in Training (Interns)**

- a. Each Ministry Staff or Intern shall supervise, develop, promote, and administer his/her designated ministry area in cooperation with the person over his/her ministry area and the Elders. He/she shall be administratively responsible to his/her designated mentor and shall be an ex officio member of the committees and/or auxiliary organizations involved in his/her area of ministry.
- b. The Ministry Staff or Intern shall hold doctrinal positions in keeping with the faith and practice of Foundry Church.
- c. Ministry Staff, Ministers in Training, and their spouses will automatically become members of Foundry Church upon their acceptance of the position, arrival, and signing the Covenant.
- d. The ministry relationship may be resigned upon 30 days written notice, or sooner by mutual consent.
- e. Any action to terminate shall be by the Elders. In the case of gross moral, civil, or criminal misconduct, termination from staff will be immediate. The individual will be encouraged to remain in the body for restoration.
- f. Accusations against a ministry staff member shall be handled in accordance with 1 Timothy 5:19-20.
- g. In the event the Elders determine the need to fill a vacancy, the Elders shall act as the Search Committee or in the alternative, appoint a Search Committee.
- h. Ministry Staff, Ministers in Training (Interns) and other staff positions are open to any qualified candidate, male or female, as appropriate. Terms of call and job descriptions for specific positions will be determined by the Elders.

**Section 4. Church Treasurer**

- a. The Treasurer shall pay authorized expenditures and valid bills for goods and services rendered. Authorization of expenditures shall be in accordance with policies determined and adopted by the Elders.
- b. If any fund goes into a deficit status, the Treasurer shall inform the Elders and the deficit shall be rectified by the direction of the Elders as soon as possible.
- c. The Treasurer or a designated Elder shall present monthly reports to the Elders and a report of receipts and disbursements to Foundry Church at least quarterly, showing the actual financial condition of all funds of Foundry Church.
- d. The Treasurer shall present the books when requested by the Elders, to be audited.
- e. The Treasurer shall be responsible to a designated Elder.

**Section 5. Financial Secretary**

- a. The Financial Secretary shall receive all offerings of Foundry Church, and deposit the money in a designated bank account in accordance with a counting procedure established by the Elders.
- b. The Financial Secretary shall keep an itemized record of amounts received for respective funds each week.

- c. The Financial Secretary shall keep a record for each contributor, showing contributions by fund for the number of years required by the IRS.
- d. The Financial Secretary shall be responsible to a designated Elder.

### **Section 6. President and Secretary**

- a. The President and Secretary shall act as the registered agents of the Corporation.
- b. The President and Secretary, acting under the direction of the Elders, shall fulfill the legal requirements as agents of the corporation, which may include execution of contracts, incurring indebtedness on behalf of the corporation, and otherwise obligating the corporation on behalf of its members.

## **Article 5. Leadership – Committees**

### **Section 1. General Controls**

- a. Each committee shall have Elder oversight.
- b. Each committee shall hold meetings as required for the discharge of its duties. Special meetings may be called by the Elders.

### **Section 2. Standing Committees**

- a. Standing committees shall include: Missions, Property, and Finance.
- b. Standing committees shall be under the oversight of one Elder and at least two members from the body at large approved by the Elders. Each standing committee shall be chaired by a member of Foundry Church.

### **Section 3. Special Committees and Task Forces**

- a. Special committees and task forces are formed for specific tasks and dissolved upon the completion of the task.
- b. Special committees, such as a search committee, will be organized by the Elders as needed.

## **Article 6. Meetings**

### **Section 1. For Worship**

- a. This congregation shall meet regularly for the purpose of worship.
- b. The ordinances of Baptism and Communion shall be observed on a regular basis.
- c. The receiving of tithes, offerings, and gifts of benevolence will be a regular part of worship.

### **Section 2. For Business**

- a. The annual meeting of Foundry Church shall be held during the last month of the fiscal year.
- b. Special business meetings may be called by the Elders or when requested in writing by 25% of the active, voting membership. Notice of all business meetings will be announced for two regularly scheduled consecutive Sunday services, or by written notice to the congregation and announcement in one regularly scheduled Sunday service.

### **Section 3. Quorum and Voting**

- a. A quorum of two-thirds of the active voting membership is required and a three-fourths majority of members voting shall be necessary to amend the Covenant, Statement of Faith, or Constitution.
- b. A quorum of one-half of the active voting membership is required and a two-thirds majority of members voting shall be necessary to amend these Bylaws and Attachments, and acquisition or disposition of real property.
- c. A quorum of one-fourth of the active voting membership is required and a three-fourths majority of members voting shall be necessary to enact all other business, including election of officers,

except, the Lead Teaching Elder and any Staff Elder who shall be elected in accordance with Article 3, Section 1c.

- d. As allowed by other provisions of these Bylaws, members may vote either at the business meeting and/or the designated Sunday. Absentee ballots, if requested and when allowed by the bylaws, may be submitted electronically or by mail prior to the voting deadline. Absentee voters do not count towards the quorum requirement.
- e. In all matters, in the absence of the required quorum, the members present shall vote and the vote forwarded to the Elders as a recommendation. The Elders shall then make the final decision.

#### **Section 4. Rules of Order**

- a. Under the guidelines of the Covenant, Statement of Faith, Constitution, and Bylaws the leadership shall do everything to lead Foundry Church in unity by being of the same mind, maintaining the same love, united in spirit, and intent on one purpose. With that in mind:
- b. The business items of Foundry Church which require a recognized congregational vote shall be conducted in a manner of decency and order. Robert's Rules of Order Newly Revised shall be followed until such time as it is evident that neither the Holy Spirit is directing nor Christian grace is manifest.
- c. In conformance with Article 5 of the Constitution, the agenda for business meetings shall be set by the Elders. Members who desire to introduce business to be considered at a meeting shall make a written request to the Elders at least one week before the business meeting.

### **Article 7. Licensure and Ordination**

#### **Section 1. Licensure**

- a. Any member, who in the judgment of the Elders, by fulfilling the biblical requirements of leadership and being called of God to the work of ministry, may be granted permission for licensing according to the terms of federal and state regulations.

#### **Section 2. Ordination**

- a. A male member of Foundry Church desiring ordination must submit his request to the Elders. If Foundry Church, after review, evaluation, and recommendation by the Elders, decides that the male member possesses the scriptural qualifications and training necessary for ordination to the Gospel ministry, Foundry Church shall vote to institute the process leading to ordination following the CB Northwest Ordination Guidelines. A quorum of one-fourth of the active, voting membership is required and a three-fourths majority of members present and voting shall be necessary to make such action valid.

### **Article 8. Fiscal Policy**

- a. The fiscal year shall begin July 1st and end June 30th.
- b. Checks shall require two signatures. Authorized signers shall be appointed by the Elders. Signing of blank checks is not permitted. Exceptions to the two signature requirement may be made by the Elders in exceptional circumstances. In the case of payments that are made electronically, approval of the expense shall be made in advance of payment by the Business Administrator and Financial Secretary, or other duly appointed representatives.
- c. Foundry Church financial records shall be kept in accordance with generally accepted accounting principles, except that it shall not be necessary to keep records of book value and depreciation for fixed assets.
- d. Foundry Church financial records, if requested by the Elders, shall be audited by an independent certified public accountant.
- e. Proper records shall be kept of any loans to Foundry Church, either in Foundry Church financial records or by using the services of a bank or title company.

- f. Foundry Church shall maintain a General Fund to which all contributions will be credited unless designated otherwise. This fund will be used to meet all regular church expenses. Other funds shall be established as required to meet needs decided by the Elders. Funds shall not be established without such approval. Money shall be credited to these funds when so designated by the contributor or the Elders. Such designations shall not obligate Foundry Church to use the funds in the manner specified, but shall be regarded as suggestions which Foundry Church will honor where possible. If it is necessary to reallocate funds, the congregation and individual donors, if possible, will be informed of the proposed action and reasons for it.
- g. The different church funds shall be properly segregated in the financial records, but these funds may be commingled in Foundry Church bank accounts. If any fund goes into a deficit status the Treasurer shall inform the Elders and the deficit shall be rectified by the direction of the Elders as soon as possible.
- h. Foundry Church shall establish an annual budget for the general fund and such other funds as the Elders shall recommend.
  - The Elders shall present the annual budget to the congregation for affirmation at the annual business meeting.
  - The Elders shall inform Foundry Church when significant departures from the budget occur or are foreseen, and shall propose corrective action.
- i. All church financial records shall be kept on church property, and not in anyone's personal possession.
- j. Any member, upon reasonable notice, may examine Foundry Church financial records, except for the contribution records of others.

## **Article 9. Amendments**

In accordance with the provisions of Article 6, Section 3b, these Bylaws may be repealed or amended at the annual meeting, or any other business meeting of Foundry Church, providing that the proposed amendment is in writing and notice has been submitted to Foundry Church at least two weeks previous to the meeting. No provision of the Bylaws shall be amended or adopted which shall conflict with, or void, any other provision of the Covenant, Statement of Faith, or Constitution.

# *Supporting Documents*

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The Constitution and Bylaws may refer to Foundry Church policies identified therein as Supporting Documents that have been established by the Elders. The policies are provided by the Elders to qualify our teaching and membership positions. While these policies are referred to in the document, the policies themselves are not a part of the document and therefore are not subject to any quorum or voting requirements. The policies referenced include:

1. Foundry Church Mission, Vision, and Values
2. Foundry Church Teaching Positions
3. Standard for Character and Conduct
4. Discipline of Members
5. Biblical Qualifications of Officers
6. Covenant of Commitment

## 1. FOUNDRY CHURCH's Mission, Vision, and Values

### **Our Mission: (Based on the Great Commission)**

***We exist to glorify God as we become, seek, and make passionate Christ-followers, who...***

**Connect** with Christ and His Church

**Grow** in Christ-likeness

**Serve** in Christ's name

### **Our Vision:**

***As part of the body of Christ...***

We will live out the Word of God to produce transformed lives in Bend and around the world.

### **Our Values: (Based on the Great Commandment)**

***Because we love and enjoy God, we value...***

Faithful Bible teaching

Spirit-led worship

Prevailing prayer

***Because we love others, we value...***

Authentic community

Missional presence

## **2. FOUNDRY CHURCH's Teaching Positions**

### 3. Standard for Character and Conduct

In the area of moral/ethical or spiritual development, we recognize the freedom of each individual to develop under the leadership of the Holy Spirit. However, it must also be noted that each member should be growing in a manner that is consistent with the biblical pattern for a disciple of Jesus Christ, and that he/she is viewed by the community as a representative of Foundry Church and of Christ Himself (2 Cor. 5:20). Thus, it is essential that each exemplify a spirit-controlled life in public and in private, conforming to the highest standards of conduct.

It should be noted that the standards of behavior for the believer are based on the Bible and are divided into at least four categories:

#### 1. Those things that are commanded for every believer.

It is commanded to love the brethren (John 13:35), to assemble for worship and fellowship (Heb. 10:25), to preserve the unity of the body (Eph. 4:1-3), to develop personal disciplines that will result in spiritual growth (2 Pet. 1:2-8), and to maintain the biblical pattern for marriage and family (Mal. 2:14-16; Eph. 5:22-6:4).

#### 2. Those things that are expressly forbidden by the Scriptures.

It is a sin to practice all forms of immorality, impurity, sensuality, idolatry, sorcery, enmities, strife, jealousy, outbursts of anger, disputes, dissensions, factions, envying, drunkenness, or carousing (Gal. 5:19-21). Christians must not marry a non-believer, must not be fornicators, nor idolaters, homosexuals, thieves, adulterers, covetous, drunkards, revilers, nor swindlers (1 Cor. 7:39; 2 Cor. 6:14,15; 1 Cor. 6:9-10). It is a sin to murder those living and those who are not yet born. (Ex. 20:13; 21:22, 23; Ps. 139).

#### 3. Those things that are seen to be inconsistent with a Christian lifestyle based on biblical principles.

A study of God's Word in the light of our culture leads to the conclusion that the distribution, sale, possession, and misuse of illicit drugs are not consistent with a spirit-controlled life. It is expected that Christian responsibility will be exercised in the choice of all forms of entertainment.

#### 4. In other areas, each believer needs to be sensitive to the manner in which the Holy Spirit would apply appropriate passages of Scripture to his life.

As we have entered into a covenant relationship with each other, then we ought to have a growing desire, by the aid of the Holy Spirit:

- To strive for advancement in God's knowledge (2 Pet. 3:18), holiness (1 Pet. 1:16), and spiritual growth (Eph. 5:14-21);
- To support Foundry Church in its worship, teaching, discipline, government, and observance of the ordinances, which are believer's baptism and the Lord's Supper (Heb. 10:25; 1 Cor. 11; Matt. 28:19);
- To submit to those who have oversight of the body (Heb. 13:17);
- To participate cheerfully and regularly in the financial support of the ministry and the obligations of Foundry Church (1 Cor. 9:13,14; 2 Chron. 31:1-6);
- To walk together and to watch over one another in Christian love (1 John 3:14);
- To uphold one another in prayer and to aid each other during sickness and distress (Eph. 6:18; James 2:15,16);
- To cultivate a fellowship of Christian sympathy, slowness in taking offense, and readiness in seeking reconciliation (Eph. 4:31, 32);
- To maintain family and private prayer and study in the Scriptures and to train our children to revere and seek His will for their lives through instructing and encouraging them in the Scriptures (Eph. 6:1-4; Prov. 22:6);
- To seek the salvation of family, relatives, and acquaintances; and to actively participate in Foundry Church's ministry of spreading the Gospel to all the nations (Matt. 28:18-20);
- To walk uprightly within our world as a Christian example (Eph. 4:17-32);
- To seek to understand and to exercise our spiritual gifts and to participate actively as an important member of this local church (1 Cor. 12);
- To study the Scriptures and seek to understand, support, and follow its teachings (Acts 17:11).

## 4. Discipline of Members

Members of this body shall be lovingly disciplined with restorative grace according to the following policies and procedures:

- 1) Foundation for discipline
  - a) It is vital to the testimony of Foundry Church and the glory of our Lord that true fellowship with Christ and with fellow members be maintained by all, that the wounded be restored to fellowship and usefulness, and that the purity of Foundry Church be preserved and its peace protected. With these ends in view, we accept the responsibility and authority for church discipline on the following basis:
    - i) Delegation: Christ has specifically charged the local church with the responsibility and authority for discipline in Matthew 18:18-20, which responsibility is mandated by the Apostle Paul in 1 Corinthians 5:12.
    - ii) Accountability: each member in the local church becomes accountable to the body in matters of discipline (1 Corinthians 5:3-5).
    - iii) Responsibility: members in the local church share in the responsibility for fellow members by bearing their burdens and watching over them in humility and love (Gal. 6:1, 2).
    - iv) Reputation: Christ has placed the reputation, not only of Foundry Church, but of Himself in the hands of the local church, and it must be preserved blameless before the world (1 Corinthians 5:6, 7; 12:12; 2 Corinthians 5:20).
- 2) Occasions for Discipline
  - a) Inactivity: A member who absents himself or herself from corporate worship and fellowship for six months from Foundry Church and fails to function as prescribed in Article A, Section 3 Responsibilities of Members, without indication of intent to remain active. Allowances are made for extenuating circumstances such as illness or change of residence.
  - b) Private Offenses: Matthew 18:15-17
  - c) Public Offenses:
    - i) Immorality: 1 Corinthians 5:1-5; 6:9; Galatians 5:19
    - ii) Disorderliness: 2 Thessalonians 3:6-15; 1 Corinthians 6:10; Galatians 5:20,21
    - iii) Sowing Discord in the Body: Romans 16:17,18; Galatians 5:20
    - iv) False Teaching: Titus 3:10.
- 3) Procedure in Discipline
  - a) Inactivity
    - i) Members without extenuating circumstances, such as illness or change of residence, shall be deemed inactive. Members who change residence such that it is no longer practical to attend worship shall be placed on the non-resident roll. The Elders may, in their judgment, restore any name to the active roll.
    - ii) Consistent efforts should be made to encourage a renewed commitment to the body. A member who is inactive shall be encouraged to repent according to Matthew 18.
    - iii) If repentance is not achieved, the person who has been placed under discipline for inactivity shall be removed from membership.
  - b) Private Offenses: Matthew 18:15-20
    - i) When offense is given to one member of Foundry Church by the language or conduct of another, if the offense relates only to himself or herself and is known to no one else, the offended shall, without consulting or informing anyone else, seek to make an appointment privately with the offender with an honest view to reconciling the difficulty.
    - ii) If the matter is not reconciled in private, the individual offended shall go with one or two witnesses (Staff Elder or Elders) for the purpose of reconciliation.

- iii) If the matter is not resolved by the above informal means, the process of church discipline shall be initiated. Then, charges shall be presented in writing to a duly called business meeting. If the Foundry Church body is unable to resolve the conflict, the services of a Christian reconciliation service shall be sought. If the offending member refuses to repent and make restitution as appropriate, he or she shall be removed from membership.
  - iv) Repentance, a request for forgiveness in the presence of the largest group concerned with the offense, reconciliation, and restitution at any point shall end disciplinary action in a private offense. However, a plan for restoration may be needed and would be under the direction of the Elders. Such a plan would include, but not be limited to, such things as resignation, if necessary, from offices held; professional counseling, if indicated; regular Bible study; and prayer with a mentor assigned by the Elders. The purpose of such a plan would be to restore the individual to fellowship, godliness, and usefulness as soon as possible. Progress would be monitored by the Elders every three months.
- c) Public Offenses: Matthew 18:15-20, 1 Corinthians 5:1-13
- i) If a member has a personal knowledge of another member who has fallen into serious "public offense" or hears of persistent rumors of a serious offense against a member, it shall be the duty of the member hearing it to visit the accused and inform him or her of the reports (Gal. 6:1). As an alternate procedure, the member can disclose what he or she knows to a staff elder or to an elder who would then visit the accused. If the accused member shall acknowledge the charges as true, and shall repent, no further action shall be taken except for a corrective plan under the direction of the Elders, to restore the individual to fellowship, holiness, and usefulness.
  - ii) If the charges, after the most judicious investigation, are deemed correct, the accused will be asked to meet with the Elders to address the charges against him or her and to speak in his or her own defense. If the accused fails to repent, the process of church discipline shall be initiated.
  - iii) If repentance is not obtained through these informal proceedings, formal charges shall be preferred, in writing, before the body at a duly called business meeting. The charges shall be read in the hearing of the accused, and he or she shall have opportunity to give his or her defense. If the accused member fails to give satisfaction to Foundry Church in relation to the charges, or refuses to appear before Foundry Church when cited, he or she shall be removed from membership.
  - iv) If the member shows true repentance at this point or any point in the proceedings, he or she shall be urged to remain in the body, to attend services, and shall be placed under a plan of restoration to be administered by the Elders. Such a plan would include, but not be limited to, such things as resignation, if necessary, from offices held; professional counseling, if indicated; regular Bible study; and prayer with a mentor assigned by the Elders. The purpose of such a plan would be to restore the individual to fellowship, godliness, and usefulness as soon as possible. Progress would be monitored by the Elders every three months.
- d) General Controls:
- i) A person under discipline shall be encouraged to remain in the membership in order to allow the body to minister to and restore him or her.
  - ii) A person shall not be allowed to remove himself/herself from membership in order to avoid disciplinary action.
  - iii) No non-member shall participate in any meeting called for the purpose of disciplinary action except as a witness when deemed necessary by the Elders.
  - iv) If a charge is brought against an absent member, no disciplinary action shall be taken at the same meeting during which charges are preferred against him or her.
  - v) As per Matthew 18:15-20, when the final step of taking a disciplinary matter before Foundry Church is reached, the will of Foundry Church for the accused to repent shall be communicated by a consensus affirmation. If the accused refuses to repent, he or she shall be excommunicated.
  - vi) It shall be the duty of the Elders to maintain and provide the Clerk with a roll of the members under discipline.

- vii) The Elders shall inform persons immediately after their being placed on the list of those under discipline.
- viii) Members waive the right to resign as a means to avoid church discipline.
- ix) No member under discipline shall be permitted to vote or hold office.
- x) A member who has been removed from membership shall be excluded from church membership and from all acts of fellowship, individual and corporate (1 Cor. 5:9-11; 2 Thess. 3:14-15). Such a person may be restored to fellowship when true repentance is evidenced, forgiveness is requested in the presence of the largest group concerned with the offense, and he or she is willing to accept a plan of restoration administered by the Elders.

## 5. Qualifications of Officers

### Elder/Overseer

<i>1 Timothy 3:2-7 (Overseer)</i>	<i>Titus 1:6-9 (Elder/Overseer)</i>	<i>1 Peter 5:1-3 (Elder/Overseer)</i>
above reproach	blameless (Elder), blameless (Overseer)	
the husband of but one wife	the husband of but one wife (Elder)	
temperate	not quick-tempered	
self-controlled	self-controlled	
respectable		
hospitable	hospitable	
able to teach		
not given to drunkenness	not given to drunkenness	
not violent	not violent	
gentle	not overbearing	
not quarrelsome		
not a lover of money	not pursuing dishonest gain	not greedy for money
manage his own family well and see that his children obey him with proper respect.	a man whose children believe and are not open to the charge of being wild and disobedient (Elder)	
not a recent convert		
a good reputation with outsiders		
	disciplined	
	upright	
	holy	
	one who loves what is good	
	hold firmly to the trustworthy message as it has been taught	
		willing to serve
		eager to serve

### Deacon

<b>Acts 6:3</b>
A man full of the Spirit
A man full of wisdom
<b>1 Timothy 3:8-12</b>
Men worthy of respect

Sincere
Not indulging in much wine
Not pursuing dishonest gain
Holding the deep truths of the faith with a clear conscience
Their wives are to be women worthy of respect
Their wives are not malicious talkers
Their wives are temperate
Their wives are trustworthy in everything
The husband of but one wife
Manage his children and his household well

## 6. Covenant of Commitment

Having placed my faith and trust in Jesus Christ as my personal Savior and Lord, and having demonstrated my obedience to Him through believer’s baptism, I desire to publicly commit myself to this Body of believers. I am in doctrinal agreement with this local fellowship, and desire to use my time, talents, and treasures to aid in the accomplishment of our mutual goals of worship, discipleship, and evangelism.

I expect to receive Christian fellowship, biblical instruction, loving support, and, if necessary, restorative discipline so that my testimony might be above reproach as I represent Christ and this Body in the world. I waive my right to resign from membership when charged with misconduct or facing church discipline.

By the power of the Holy Spirit, I pledge myself to:

- A growing commitment to Jesus Christ as Lord of my life,
- A growing commitment to this local Body of believers,
- A growing commitment to the work of Christ in the world.

\_\_\_\_\_  
Signed

\_\_\_\_\_  
Date

Entering into this Covenant of Commitment constitutes church membership.

### On Behalf of FOUNDRY CHURCH

Having understood the spirit of this Covenant, we of Foundry Church of Bend, Oregon, enter into this Covenant with you. We pledge ourselves, again, to a very solemn obligation to each other for our mutual spiritual goals.

Our signature is the surety of our commitment to you.

\_\_\_\_\_  
Signed

\_\_\_\_\_  
Date

## GLOSSARY

**QUORUM:** (1) In law, a quorum is the minimum number of members of a deliberative body, such as a legislature, necessary to conduct the business of that group. Ordinarily, this is a majority of the people expected to be there, although bodies may have a lower or higher quorum. (2) The number (as a majority) of officers or members of a body that when duly assembled is legally competent to transact business.

**EX OFFICIO:** By virtue of office or position; 'by right of office'. Often used when someone holds one position by virtue of holding another.

**POLITY:** Ecclesiastical polity is the operational and governance structure of a church or Christian denomination. It also denotes the ministerial structure of Foundry Church and the authority relationships between churches. Polity is closely related to Ecclesiology, the study of doctrine and theology relating to church organization.

**END NOTES**

By majority vote of its members, First Baptist Church of Bend officially changed its name in 2012 to Foundry Church. That change of name is reflected in these amended Constitution and Bylaws.

This Constitution and Bylaws were amended in June, 2013 to change the organizational structure of Foundry Church from a Senior Pastor led church to one led by the Elders. At that time, terminology was changed to reflect the change, most significantly adding the titles Lead Teaching Elder and Staff Elder to replace the former Senior Pastor title and recognize the additional position of Elder for staff that qualifies.