

LPBC Bylaws

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INTRODUCTION

Bylaws are the set of rules an organization adopts for how it must operate. Bylaws guide the stewardship and governance of the organization and provide clarity of roles and responsibilities so the organization can function with integrity and accountability, avoiding mission drift.

This document is a restating of the bylaws of Lakewood Park Baptist Church. These bylaws supersede and replace all other bylaws of the organization.

HISTORY

Lakewood Park Baptist Church traces its beginnings to a house at 18th and Jackson Streets in Auburn, Indiana. There, Reverend Vernon Shaw and a group of congregants, concerned with the apostate positions regarding the authority of the Word of God being espoused by the World Council of Churches and mainline denominations, began meeting for prayer and Bible study.

This group legally organized on September 14, 1950, as Bible Baptist Church Incorporated, stating in the Articles of Incorporation, "The purpose of this church will be the advancement of the Kingdom of Jesus Christ. It will seek to attain this end through the public worship of God, the preaching of the Gospel, urge [sic] consistent Christian living by its members, personal evangelism, missionary endeavor, and Christian education."

As attendance grew, the congregation moved to the Smart Theater in downtown Auburn. Then, a basement auditorium was constructed on the 18th and Jackson site. By 1953, total annual giving was reported as \$8,137.56 with expenses of \$6,009.60, including the Pastor's salary of \$2,600.00.

Pastor Chester Doden arrived in 1956. Under his ministry, a sanctuary, built primarily by volunteer labor, was constructed over the basement to accommodate the growing congregation. Later, two rooms and a baptistry were added, followed by a parsonage, again primarily built with volunteers.

In 1962, Bruce Snyder became pastor, followed by Wayne Smith in 1965. Pastor Smith established a daily radio broadcast, an AWANA children's program, and an outreach bus ministry. The church continued to grow, and a new auditorium was built in 1974 at the site of the first meeting place.

Pastor Smith began dreaming of a Christian school. He recalled a conversation with a local pastor, who told him the people of Auburn did not see the need for a Christian school. Smith saw things differently, and Faith Christian Academy opened in 1976 with 33 students. Over the next three years, as enrollment grew to 195 students, the church and school began running out of space.

Two miles south of town, the picturesque St. Anthony Novitiate, owned by the Franciscan Order of the Catholic Church, had closed its doors as a training ground for new priests. Smith remembers visiting the grounds in 1975 to pray about its potential as the site for the growing ministry.

It was not until 1980 that Smith met with local real estate agent Larry Wible about buying the property. The Franciscans reportedly received 50 some applicants to buy its scenic property but wanted the property used in a manner consistent with its original intent. So, while asking \$1.3 million, they accepted an offer of \$500,000. And in July 1981, over 150 volunteers joined to convert the facilities

into a church and school. “It’s amazing what the Lord has done and the variety of people he used to get the work done,” Smith said in an interview.

Jim Jeffery, later President of Baptist Bible College & Seminary in Clark Summit, Pennsylvania, led the church in the mid-80s. Pastor Tom Younger, the founder of several churches in Fort Wayne, including Blackhawk and Crossroads, followed him. Under Younger’s leadership, the church and school adopted a new name to match the scenic setting: Lakewood Park Baptist Church and Lakewood Park Christian School.

Pastor Younger passed the torch of leadership to Clare Jewell, now the National Representative for the Baptist association with whom Lakewood is affiliated. During his 21-year tenure, classrooms were added, a second gym was built, and the sanctuary renovated to accommodate the growth of the church and school. He was followed by the current senior pastor, James Pettit.

Article 1. Organization: Lakewood Park Baptist Church is a community of believers “called out” to be a part of a local church and a visible expression of the body of Christ. It is a living organism guided by its statement of beliefs and a legal entity governed by its bylaws and incorporated under the laws of the State of Indiana.

1.01 Name: The name of this organization is Lakewood Park Baptist Church, doing business as:

- (a) Lakewood Park Baptist Church (“LPBC”).
- (b) Lakewood Park Christian School (“LPCS”).
- (c) Lakewood Park Ministries (“LPM”).

1.02 Purpose: Lakewood Park Baptist Church exists to advance the kingdom of Jesus Christ through public worship of God, preaching the Gospel, consistent Christian living by its members, personal evangelism, missionary endeavors, and Christian education.

1.03 Beliefs: Lakewood Park Baptist Church is a credo organization with a statement of beliefs attached to and made a part of these bylaws. If any conflict arises between its statement of beliefs and its bylaws, the statement of beliefs must prevail.

1.04 Charter Documents: Lakewood Park Baptist Church is subject to its charter documents:

- (a) Statement of Beliefs
- (b) Articles of Incorporation
- (c) Bylaws

Article 2. Ownership: The head of the church is Jesus Christ. It is his church. He is the ultimate “owner,” having died for her and redeemed her, and he will someday come for her as his bride. He has entrusted his “called out ones” with the stewardship of his church on earth.

2.01 Self-governed: Lakewood Park Baptist Church is a self-governed church, autonomous and independent from any denomination or organization, with the right and authority to conduct its

own affairs and to cooperate voluntarily with groups of like faith and practice.

2.02 Legal Ownership: Legal ownership is vested in its membership.

2.03 Membership: Anyone can become a member of Lakewood Park Baptist Church who:

- (a) Has made a public profession of faith in Jesus Christ as Savior.
- (b) Has been baptized by immersion after having come to faith in Christ.
- (c) Is consistently living the Christian life.
- (d) Makes application for membership.
- (e) Agrees to uphold, support, and live according to the statement of beliefs.
- (f) Commits to support and serve the church.
- (g) Completes the church membership class.
- (h) It is presented to the church and approved by 75% of the voting members present.

2.04 Voting Member: To be eligible to vote on church matters, a member must:

- (a) Be at least 18 years of age.
- (b) Have signed a voting affirmation for the current year.

2.05 Inactive Member: A member may be moved to inactive status by a majority vote of the elders after six months of non-participation, which removes the member's right to vote on church matters.

- (a) Elders can make exceptions for members with extenuating circumstances.
- (b) Elders should encourage an inactive member to become active.

2.06 Removal: An individual may be removed from membership by:

- (a) Their request.
- (b) Joining another church.
- (c) Becoming an inactive member for longer than a year.
- (d) An act of church discipline as described in these bylaws.

2.07 Member Meetings: Meetings of members may be called by the elder board, the senior pastor, or at the written request of 10% of the voting members and must:

- (a) Be scheduled within 21 days of the request.
- (b) Be announced from the platform at least two Sundays before the meeting.
- (c) Be announced in writing to voting members by electronic means or USPS if requested.
- (d) Have 10% of the voting members in attendance to conduct any business.
- (e) Be moderated by the elder board chair or a person designated by the elder board.

2.08 Annual Meeting: An annual meeting of members must be held no later than 45 days after the end of the fiscal year and must:

- (a) Be announced from the platform at least two Sundays before the meeting.
- (b) Be announced in writing to voting members by electronic means or USPS if requested.
- (c) Include a ministry and a financial report.
- (d) Have 10% of the voting members in attendance to conduct any business.

Article 3. Governance: Lakewood Park Baptist Church is governed by a board of elders selected by voting members to oversee the ministry and affairs of the church.

3.01 Elders: Elders must meet the criteria outlined in 1 Timothy 3:1-7 and Titus 1:6-16 and must:

- (a) Be called and committed to the responsibilities of an elder.
- (b) Be lay voting members of the church.
- (c) Be active in the church ministry.
- (d) Be willing to serve for a term of three years.
- (e) Be approved at a member meeting by 75% of the voting members present.
- (f) Serve as directors of the corporation and members of the governing body.
- (g) Be willing to serve until they:
 - (i) Resign.
 - (ii) Are no longer voting members of the church.
 - (iii) Are requested to resign by a majority vote of the elder board.
 - (iv) Are no longer capable of serving.
 - (v) Are removed from office by majority vote at a member meeting.

3.02 Elder Board: The elders, with the senior pastor, are collectively the elder board and must:

- (a) Govern the affairs of the church according to the charter documents.
- (b) Consist of not more than 12 or less than 7 unless qualified men cannot be found.
- (c) Appoint one of its lay members as chair to lead it.
- (d) Meet as required to conduct the affairs of the organization.
- (e) Only assume authority and act as a collective whole.
- (f) Have a majority but not less than 5 elders to conduct official business.

3.03 Elder Board Chair: The elder board chair serves as the lead governing elder and must:

- (a) Assure the elder board conducts itself according to the charter documents.
- (b) Lead the elder board in fulfilling its responsibilities.
- (c) Serve as a partner in ministry with the church ministry leader.
- (d) Serve as a partner in ministry with sub-board chairs.
- (e) NOT assume any authority other than what is stated in these bylaws.
- (f) NOT assume any authority over the church ministry leader.

3.04 Delegation: The elder board may delegate authority as it deems best for the organization.

3.05 Deacons: The elder board must appoint deacons to assist in the ministry, and deacons must:

- (a) Be voting members in good standing.
- (b) Meet the requirements for a deacon as outlined in 1 Timothy 3:8-13.
- (c) Be willing to serve a term of three years.
- (d) Be approved at a member meeting by majority vote.

3.06 Sub-boards: The elder board may appoint a sub-board to govern a ministry of the church, and sub-boards must:

- (a) Serve at the will of the elder board and may be disbanded at any time for any reason.
- (b) Have members who have professed faith in Jesus Christ as their Savior and who:
 - (i) Have professed faith in Jesus Christ as Savior.
 - (ii) Are active participants in a local church.
 - (iii) Are consistently living the Christian life.

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- (iv) Agree to uphold, support, and live according to the statement of beliefs.
 - (v) Commit to support and serve the ministry.
 - (c) Have a board chair appointed by the elder board.
 - (d) Have their decisions reviewed by the elder board, who may override any action.

3.07 Committees: The elder board may appoint committees, task forces, and other groups to help achieve the purpose of the church, and such groups must:

- (a) Serve at the will of the elder board and may be disbanded at any time for any reason.
- (b) Have a chair appointed by the elder board.
- (c) Have their actions reviewed by the elder board, who may override any action.

Article 4. Christian School: Lakewood Park Christian School is a Lakewood Park Baptist Church ministry and must conduct itself according to the charter documents.

4.01 Governance: A school board appointed by the elder board must:

- (a) Uphold, support, and govern the school according to the charter documents.
- (b) Be at least 7 members.
- (c) Have a chair appointed by the elder board.
- (d) Have at least one elder as a member.

4.02 School Board: The school board oversees the affairs of the school and must:

- (a) Govern according to the charter documents and the LPBC Policy Manual.
- (b) Meet as required to conduct the affairs of the school.
- (c) Have a majority of, but not less than 5, members present to conduct official business.
- (d) Set policy consistent with the charter documents and LPBC Policy Manual.
- (e) Assure compliance with accrediting organizations and government agencies.
- (f) Perform all other duties generally accepted as the responsibility of a school board.
- (g) Only assume authority and act as a collective whole.

4.03 School Board Members: Board members are appointed by the elder board and must:

- (a) Have professed faith in Jesus Christ as Savior.
- (b) Be an active participant in a local church.
- (c) Be consistently living the Christian life.
- (d) Agree to uphold, support, and live according to the statement of beliefs.
- (e) Commit to support and serve the ministry.

4.04 School Board Chair: The board must have a board chair appointed by the elder board, and the board chair must:

- (a) Uphold and support the charter documents.
- (b) Ensure the school board conducts itself according to the charter documents.
- (c) Lead the school board in fulfilling its responsibilities.
- (d) Ensure board members uphold, support, and live according to the statement of beliefs.
- (e) Partner in ministry with the elder board chair, school administrator, and senior pastor.
- (f) NOT assume any authority other than what is stated in these bylaws.
- (g) NOT assume any authority over the school administrator.

4.05 School Administrator: The school administrator is the school ministry leader and must:

- (a) Be accountable to the school board.
- (b) Serve at the will of the elder board.
- (c) Meet the requirements outlined in **5.03** of these bylaws.

4.06 Review: School board decisions are reviewable by the elder board, who may reverse any action.

Article 5. Ministry Leaders, Teachers, and Staff: All ministry leaders, teachers, and staff are a part of Lakewood Park Ministries and must conduct themselves according to the charter documents and must set an example in speech, in conduct, in love, in faith, and in purity.

5.01 Ministry Leaders: The elder board is responsible for hiring ministry leaders to advance the purpose of the church and its ministries.

5.02 Senior Pastor: The senior pastor reports to the elder board and serves as the church ministry leader and must:

- (a) Be a voting member of the church and
- (b) Meet the requirements of an elder.
- (c) Serve as a voting member of the elder board.
- (c) Preach the Word.
- (d) Shepherd the congregation.
- (e) Oversee the administration of the church ordinances of baptism and communion.
- (f) Be selected through a process approved by the elder board.
- (g) Be approved at a member meeting by 75% of the voting members.
- (h) Continue in office until one of the following occurs:
 - (i) He resigns.
 - (ii) Elder board lay members unanimously request his resignation.
 - (iii) A majority of the voting members at a member meeting request his resignation.

5.03 School Administrator: The school administrator serves as the school ministry leader and reports to the school board and must:

- (a) Meet the requirements of a church member.
- (b) Be a voting member of the church unless otherwise approved by the elder board.
- (c) Be selected by the school board and recommended to the elder board for approval.
- (d) Uphold, support, and live according to the statement of beliefs.
- (e) Work with the school board to fulfill the purpose of the school.
- (f) Ensure the school is operated according to the charter documents.
- (g) Ensure administrators, teachers, and staff uphold, support, and live according to the statement of beliefs.
- (h) Be accountable for the performance of the administration, teachers, and staff.
- (i) Remain in leadership until one of the following occurs:
 - (i) They resign.
 - (ii) Their contract expires with no agreement for renewal.
 - (iii) The elder board requests their resignation.

5.04 Teachers: Teaching is a noble profession of high influence and carries great responsibility, and teachers must:

- (a) Have professed faith in Jesus Christ as Savior.
- (b) Be consistently living the Christian life.
- (c) Be an active participant in a local church.
- (d) Agree to uphold, support, and live by the statement of beliefs.
- (e) Be recommended by the school administrator, appointed by the school board, and approved by the elder board before a contract or renewal thereof is extended.
- (f) NOT teach anything contradictory to the statement of beliefs.
- (g) NOT do anything that causes a student to stumble.

5.05 Staff: Church ministry and school ministry employees report to their respective leader or a person designated by their respective leader and must:

- (a) Have professed faith in Jesus Christ as Savior.
- (b) Be consistently living the Christian life.
- (c) Be an active participant in a local church.
- (d) Agree to uphold, support, and live in a manner consistent with the statement of beliefs.
- (e) Be recommended by their respective ministry leader, appointed by their respective governing board, and approved by the elder board.
- (f) Meet any other requirement outlined in the bylaws or the LPBC Policy Manual.

Article 6. Resources and Finance: Resources are the tangible and intangible assets an organization has to accomplish its purpose, and finance is the accounting of their source and use.

6.01 Revenue: The primary source of revenue for supporting the ministries of Lakewood Park Baptist Church must come from the tithes and offerings of the congregation.

6.02 Tuition: Lakewood Park Christian School may charge tuition.

6.03 Fees: Reasonable fees may be charged for services provided and use of church resources, and church resources must:

- (a) Always be used in a manner that is consistent with the purpose of the church.
- (b) Always be used in a manner consistent with the statement of beliefs.
- (c) Always be used in a respectful, responsible manner.
- (d) NOT be used by people or organizations promoting activities inconsistent with the purpose of the church or its statement of beliefs.

6.04 Liabilities: LPM organizations must

- (a) NOT incur a liability or pay a bill unless approved in a budget or by special appropriation.
- (b) NOT incur long-term debt without a majority vote in a membership meeting.
- (c) NOT pay any bill unless there are adequate resources to do so.

6.05 Budgets: LPM Organizations must have an annual budget approved no less than 15 days before the beginning of a fiscal year, and budget must:

- (a) Provide sufficient detail, including employee salaries and benefits.
- (b) Be approved by the respective governing board and the elder board.

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- (c) Be approved by a majority of the voting members in a member meeting.
 - (d) NOT be a deficit budget.

6.06 Records: LPM Organizations must have financial records consistent with generally accepted accounting practices for religious organizations, and records must:

- (a) Accurately record and timely report all financial transactions.
- (b) Be regularly audited or reviewed by a qualified outside party.

6.07 Real Property: All property owned by the church must be deeded to it and held in its name.

- (a) Real property of the church must NOT be sold, leased, mortgaged, or disposed of unless authorized by a vote of at least two-thirds of the voting members in a member meeting.
- (b) The elder chair and one other lay member of the elder board must certify that the vote of the membership has duly authorized such conveyance, lease, or mortgage, and such certificates shall be held as evidence.

Article 7. Culture: Jesus taught that the relational environment of his disciples—the culture of his church—should be characterized by obedience to God, love for one another, and sacrificial service.

He told his disciples, *“If you love me, you will keep my commandments. Whoever has my commandments and keeps them, he it is who loves me.”*¹ and *“By this all people will know that you are my disciples, if you have love for one another.”*² He further instructed that *“The greatest among you shall be your servant.”*³ *As I have washed your feet, you also ought to wash one another’s feet.”*⁴

¹John 14:15, 21; ²John 13:35; ³Matt 23:11; ⁴John 14:13

7.01 High-Trust, High-Care, High-Performance: LPM must have a high-trust, high-care, high-performance culture characterized by:

- (a) Christ-like **CHARACTER**
 - (i) Positive attitude
 - (ii) High integrity
 - (iii) Obedient heart
- (b) Healthy **COMMUNITY**
 - (i) Loving relationships
 - (ii) Aligned values
 - (iii) Collaborative teamwork
- (c) High **COMPETENCY**
 - (i) Willing service
 - (ii) Growth mindset
 - (iii) Excellence in all things

7.02 Cultural Values: LPM’s core values are Live Obediently – Love Humbly – Serve Sacrificially.¹

7.03 Community Expectations: LPM community expectations are for members to:

- (a) Act justly, love mercy, and walk humbly before God.¹
- (b) Speak truthfully to each other in love.²
- (c) Esteem and serve each other.³
- (d) Demonstrate a propensity to trust and a willingness to disclose.⁴

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- (e) Seek first to understand and then to be understood.⁵
 - (f) Communicate with respect, accuracy, and timeliness, keeping short accounts.⁶
 - (g) NOT willfully do anything that offends another.⁷

¹ Micah 6:8; ²Eph 4:25; ³Phil 2:3; ⁴1 John 1:7; ⁵James 1:19; ⁶Lev 19:17; ⁷Rom 14:21

7.04 Communication: All communication must be done in a manner that is honoring to God, respectful of others, and that reflects well on the organization and must:

- (a) Be truthful, beneficial, and necessary.
- (b) Be accurate, timely, and uplifting.
- (c) Be responsible, respectful, and effective.
- (d) Be aligned with the best interests of the organization.

Solomon tells us that *“death and life are in the power of the tongue”*¹ and *“Whoever keeps his mouth and his tongue keeps himself out of trouble.”*² Further, *“When words are many, transgression is not lacking, but whoever restrains his lips is prudent”*³ and *“A word fitly spoken is like apples of gold in a setting of silver.”*⁴

Christians are admonished to *“Let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it may give grace to those who hear.”*⁵ and to *“Let your speech always be gracious, seasoned with salt, so that you may know how you ought to answer each person.”*⁶

¹Pr 18:2; ²Pr 21:23; ³Pr 10:19; ⁴Pr 25:11; ⁵Eph 4:29; ⁶Col 4:6

Article 8. Church Discipline: The New Testament teaches the necessity of church discipline for a member who sins deliberately and continues sinning without repentance.

8.01 Cause: A person must be disciplined for:

- (a) Illegal, immoral, or unethical behavior. (1 Cor 5:9-13; 2 Thess 3:6, 10-15)
- (b) Divisive behavior. (Titus 3: 10)
- (c) Teaching heresy. (Gal 1:6-9; 2 John 1:7-11)

8.02 Purpose: Church discipline must be done in love to restore the person who has sinned and that observers may fear. (1 Cor 5:5; Gal 6:1; 1 Tim 1:19-20; 2 Thess 3:11-15)

8.03 Preparation: Before embarking on any discipline, those responsible must be in prayerful reflection and careful self-examination. (Gal 6:1; Matt 7:1-5)

8.04 Process: A biblical pattern is outlined in Matt 18:15-18.

- (a) First, go to the member personally. (Gal 6:1-2; Rom 15:1)
- (b) Second, take others and counsel together with the member. (Matt 18:16)
- (c) Third, take the person before the church. (1 Tim 5:20; 2 Thess 3:6)
- (d) Fourth, publicly admonish the member in a loving and Christian spirit. (2 Thess 3:14-16)
- (e) Fifth, if no repentance occurs, the member must be excluded from the congregation. (Matt 18:15-18; Titus 3:10-11)

8.05 Restoration: The church body should love, forgive, help, and instruct an excluded member. (Matt 18:21-35; 2 Cor 2:5-11) and excluded members may be restored to membership upon:

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- (a) Request by the excluded member.
 - (b) Evidence of contrition and repentance.
 - (c) Evidence of restoration and reconciliation.
 - (d) Recommendation of the elder board
 - (e) Approval by 75% of the voting members in a membership meeting.

Article 9. Mediation: Lakewood Park Baptist Church believes disputes between members should be resolved in a biblical manner.

9.01 Method: Members must, if possible, resolve all disputes through constructive dialogue and mediation as described in 1 Cor 6:1-8 with the elders or their designee as the mediator.

9.02 Binding: If the members involved in the dispute agree to mediation, the decision of the elders or their designated mediator must be binding on all parties.

9.03 Qualifications: The church recognizes that in this complex legal society, it is not qualified to settle all matters, particularly those of law.

Article 10. Indemnification: The corporation must indemnify any corporate director, officer, trustee, pastor, elder, deacon, employee, or agent to the fullest extent permitted by the law.

10.01 Expenses: The corporation must indemnify against expenses, including attorney's fees, judgments, fines, settlements, and reasonable expenses, actually incurred by such persons relating to their conduct in the discharge of their duties as director, officer, trustee, pastor, elder, deacon, employee, or agent of the corporation.

10.02 Limits: This mandatory indemnification must NOT apply to:

- (a) Breaches of such a person's duty of loyalty to the corporation.
- (b) Acts of omission not in good faith.
- (c) Acts of intentional misconduct or knowing violation of the law.
- (d) Transactions from which a person derives an improper personal benefit.

Article 11. Miscellaneous

11.01 There is no provision in the Bible for women to hold the office of pastor, elder, or deacon.

11.02 A divorced man may serve as a pastor, elder, or deacon if he meets the criteria for the office and an examination of the circumstances surrounding his divorce confirms he handled the divorce in a biblical manner.

11.03 No one involved with Lakewood Park Baptist Church or any ministry or organization associated with Lakewood Park Baptist Church shall teach or promote any belief, practice, or policy contrary to the charter documents or the LPBC Policy Manual.

11.04 No one involved with Lakewood Park Ministries shall conduct themselves in a way that harms the testimony of the church or school.

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- 11.05** All meetings must be conducted decently and in order with adequate record-keeping.
- 11.06** Any use of the facilities or property of Lakewood Park Baptist Church (rented or otherwise permitted) must be in accordance with the charter documents and the beliefs stated within.
- 11.07** No part of the net earnings of this corporation will ever benefit any donor, member, director, officer of the corporation or any private individual, and no donor, member, director, officer, trustee, pastor, elder, deacon, employee, or agent of the corporation or any private individual will be entitled to share in the distribution of any of the corporate assets.
- 11.08** The property of this corporation is irrevocably dedicated to religious, charitable purposes, and upon liquidation, dissolution or abandonment of this corporation, all assets remaining after payment of all debts and obligations must be transferred to a non-profit, tax-exempt organization(s) whose assets are irrevocably dedicated to religious and charitable purposes which qualify for exemption under the provisions of Section 501 (C)(3) of the Internal Revenue Service Code 1954, and superseding section or sections thereof, and who has the same or similar doctrinal practices outlined in the charter documents.

Article 12. Amendments: These bylaws, or any part of them, may be repealed or amended by a majority vote of the voting members present at a duly called member meeting.

Definitions

(Note: Definitions include the singular and plural.)

Appoint means selecting someone to fill a position or role.

Approve means to give formal or official sanction of an action.

Articles of Incorporation means the legal document that establishes a corporation's existence.

Board means an organization's governing body responsible for overseeing its affairs.

Board Chair means the leader overseeing a board's activities.

Board Member means a person serving on a Board.

Bylaws means the set of rules an organization adopts for how it must operate.

Charter Document means a document that defines an organization's purpose, identity, and direction and provides guidelines and expectations for conducting its affairs, in this case, the Articles of Incorporation, the LPBC Bylaws, and the LPBC Statement of Beliefs.

Community means a social unit with shared, socially-significant characteristics, such as place, set of norms, culture, religion, values, customs, or identity.

Community Expectations means the norms and behaviors a community expects of its members.

Cultural Values mean a set of principles or beliefs that guide the actions of an organization.

Culture means the social environment of an identifiable group of individuals created through their shared beliefs, attitudes, behaviors, and relational interactions.

Elder means a person who holds a position of authority and responsibility in a church.

Elder Board means the governing body responsible for the welfare of a church and its members.

Governance means the legal oversight and strategic stewardship of an organization and its assets.

Legal Ownership means one who holds legal title to assets and property.

Member means a person who has membership in an organization.

Membership means officially being a part of an organization.

Ministry Leader means a person with overall leadership responsibility for a ministry unit.

Ministry Unit means a ministry of the church governed by its own board.

Organism means a group of interdependent parts functioning together as a whole; each individual believer is a part of a whole body with Christ as the head.

Organization means a group structured to achieve established objectives for a defined purpose.

Owner means a person who has ownership.

Ownership means the right to acquire, possess, control, and dispose of assets and property.

Policy means the manner, stated as prescriptive ("must-do") or prohibitive ("must NOT do"), in which Governance expects an organization to function.

Policy Manual means the record of the policies of an organization.

Staff means the people employed by an organization.

Sub-board means a governing body serving under the authority of another board.

Sub-board Member means a person serving on a sub-board.

Statement of Beliefs means the declaration of an organization's creed, its system of beliefs, sometimes called a doctrinal statement or a statement of faith.

Voting Member means a person who has the right to vote on the affairs of an organization.

Appendix A. Statement of Beliefs

LPBC

Statement of Beliefs

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INTRODUCTION

Common to our human experience is a perspective on the world, commonly called a “worldview.” Our worldview is a spiritual, metaphysical, all-encompassing perspective on everyone and everything that matters to us. It is our context for evaluating information and drawing inferences—the deductive hypotheses we make based on the facts as we perceive them.

Our worldview begins with our assumptions, those things—whether justified or unjustified, correct or incorrect, proven or unproven—we believe to be true. These beliefs serve as the context for interpreting ourselves, others, and the world around us, determining our core values, and influencing our behavior.

Our beliefs are the guiding principles of our lives, helping us differentiate between right and wrong, good and bad, the wanted and unwanted, what we like and do not like. They define who we are, how we act, and how we interact with others.

Congruency of worldviews is critical in developing mutually beneficial relationships. The Jewish prophet Amos asked, “Can two people walk together without agreeing on the direction?” (Amos 3:3 NLT). The answer is obviously, “No.” Compatibility of beliefs, values, and behavioral expectations is essential for working together effectively.

The Bible illustrates the importance of this accord through the metaphor of a yoke—a wood crosspiece fastened over the necks of animals jointly pulling a load. The yoke keeps the animals in step and on task. Commonality of beliefs, compatibility of values, and consistency of behavior based on those beliefs and values keep people in sync with each other and focused on the purpose for which they have joined together.

All worldviews start at the same place. Why are we here? What is life all about? What is the nature of reality? Where did we come from? Where are we going? How do we determine right and wrong? What is true? Is there hope for the future? These questions inevitably lead to the question of God. And what we believe and think about God is the most defining thing about us.

“Christians believe,” writes Tim Keller, “that the triune God created the world, that humanity has fallen into sin and evil, that God has returned to rescue us in Jesus Christ, that in his death and resurrection Jesus accomplished our salvation for us so we can be received by grace, that he established the church, his people, as the vehicle through which he continues his mission of rescue, reconciliation, and salvation, and that at the end of time Jesus will return to renew the heavens and the earth, removing all evil, injustice, sin, and death from the world. All Christians believe this, but no Christians believe just this.” (Tim Keller, *The Reason for God*, pg. 117)

Central to the LPM Statement of Beliefs is a Christian worldview based upon the Bible as God’s revealed truth. We do not claim our view of the world gives us omniscience or absolute knowledge of reality. But we do believe the biblical account of creation, fall, redemption, and restoration makes the most sense of the world in which we live. This document states the beliefs we hold as fundamental to a biblical Christian worldview.

STATEMENT OF BELIEFS

Belief 1. The Bible

We believe in the authority and sufficiency of the Holy Bible, consisting of the sixty-six books of the Old and New Testaments, as originally written: that it was verbally and plenary inspired and is the product of Spirit-controlled men and, therefore, is infallible and inerrant in all matters of which it speaks. We believe the Bible to be the true center of Christian unity and the supreme standard by which all human conduct, creed, and opinions shall be tried. (2 Tim 3:16,17; 2 Pet 1:19-21)

Belief 2. The Triune God

We believe there is one and only one living and true God, an infinite Spirit, the Maker and supreme Ruler of Heaven and earth: inexpressibly glorious in holiness and worthy of all possible honor, confidence, and love: that in the Holy Spirit, equal in every divine perfection and executing distinct but harmonious offices in the great work of redemption. (Exodus 20:2,3; 1Cor 8:6; Rev 4:11)

Belief 3. The Holy Spirit

We believe that the Holy Spirit is a divine person, equal with God the Father and God the Son and of the same nature: that He was active in the creation; that in His relation to the unbelieving world He restrains the evil one until God's purpose is fulfilled; that He convicts of sin, of righteousness, and of judgment; that He bears witness to the truth of the gospel in preaching and testimony; that He is the Agent in the new birth; that He seals, endues, guides; teaches, witnesses, sanctifies and helps the believer. (John 14:16,17; Matt 28:19; Heb 9:14; John 14:26; Luke 1:35; Gen 1:1-3; John 16:8-11; Acts 5:30-32; John 3:5,6; Eph 1:13,14; Mark 1:8; John 1:33; Acts 11:16; Luke 24:49; Rom 8:14,16, 26, 27)

Belief 4. The Devil or Satan

We believe in the reality and personality of Satan, the Devil, and that he was created by God as an angel but, through pride and rebellion, became the enemy of his Creator, that he became the unholy god of this age and the ruler of all the powers of darkness and is destined to the judgment of an eternal justice in the lake of fire. (Mark 4:1-11; 2 Cor 4:4; Rev 20:10)

Belief 5. Creation

We believe the Biblical account of the creation of the physical universe, angels, and man, that this account is neither allegory nor myth but a literal, historical account of the direct, immediate creative acts of God without any evolutionary process; that man was created by a direct work of God and not from previously existing forms of life, and that all men are descended from the historical Adam and Eve, first parents of the entire human race. (Gen 1; 2; Col 1:16, 17; John 1:3)

Belief 6. The Fall of Man

We believe that man was created in innocence (in the image and likeness of God) under the law of his Maker, but by voluntary transgression, Adam fell from his sinless and happy state, and all men sinned in him, in consequences of which all men are totally depraved, are partakers of Adam's fallen nature, and are sinners by nature and by conduct, and therefore are under just condemnation without defense of excuse. (Gen 3:1-6; Rom 3:10-19; 5:12, 19; 1:18, 32)

Belief 7. The Virgin Birth

We believe that Jesus was begotten of the Holy Spirit in a miraculous manner, born of Mary, a virgin, as no other man was ever born or can be born of woman, and that He is both the Son of God and God, the Son. (Gen 3:15; Isa 7:14; Matt 1:18-25; Luke 1:35; John 1:14)

Belief 8. Salvation

We believe that the salvation of sinners is divinely initiated and wholly of grace through the mediatorial offices of Jesus Christ, the Son of God, Who, by the appointment of the Father, voluntarily took upon Himself our nature, yet without sin, and honored the divine law by His personal obedience, thus qualifying Himself to be our Savior, that by the shedding of His blood in His death He fully satisfied the just demands of a holy and righteous God regarding sin; that His sacrifice consisted not in setting us an example by His death as a martyr, but was a voluntary substitution of Himself in the sinners place, the Just dying for the unjust, Christ the Lord bearing our sins in His own body on the tree; that having risen from the dead He is now enthroned in Heaven, and uniting in His wonderful person the tenderest sympathies with divine perfection, He is in every way qualified to be a suitable, a compassionate and an all-sufficient Savior. We believe that faith in the Lord Jesus Christ is the only condition of salvation. Repentance is a change of mind and purpose toward God prompted by the Holy Spirit and is an integral part of saving faith. (Jonah 2:9; Eph 2:8; Acts 15:11 Rom 2:24,25; John 3:16; Matt 18:11; Phil 2:7-8; Heb 2:14-17; Isa 53:4-7; 1 John 4:10; 1 Cor 15:3; 2 Cor 5:21; 1 Pet 2:24)

Belief 9. Resurrection and Priesthood of Christ

We believe in the bodily resurrection of Christ and in His ascension into Heaven, where He now sits at the right hand of the Father as our High Priest interceding for us. (Matt 28:6,7; Luke 24:39; John 20:27; 1 Cor 15:4; Mark 16:6; Luke 24:2-6, 51; Acts 1:9-11; Rev 3:21; Heb 8:6 12:2, 7:25; 1 Tim 2:5; 1 John 2:1; Heb 2:17, 5:9,10)

Belief 10. Grace and the New Birth

We believe that to be saved, sinners must be born again; that the new birth is a new creation in Christ Jesus; that it is instantaneous and not a process; that in the new birth, the one dead in trespasses and sins is made a partaker of the divine nature and receives eternal life, the free gift of God; that the new creation is brought about by our sovereign God in a manner above our comprehension; solely by the power of the Holy Spirit in connection with divine truth, so as to secure our voluntary obedience to the

gospel; that its proper evidence appears in the holy fruits of repentance, faith, and newness of life. (John 3; 2 Cor 5:17; 1 John 5:1; Acts 16:20-33; 2 Pet 1:4; Rom 6:23; Eph 2:1,5; Col 2:13; John 3:8)

Belief 11. Justification by Faith

We believe that justification is that judicial act of God whereby He declares the believer righteous upon the basis of the imputed righteousness of Christ that it is bestowed, not in consideration of any work of righteousness which we have done, but solely through faith in the Redeemer's shed blood. (Rom 3:24, 4:5, 5:1,9; Gal 2:16; Phil 3:9)

Belief 12. Sanctification

We believe that sanctification is the divine setting apart of the believer unto God accomplished in a threefold manner: first, an eternal act of God, based upon redemption in Christ, establishing the believer in a position of holiness at the moment he trusts the Savior; second, a continuing process in the saint as the Holy Spirit applies the Word of God to the life; third, the final accomplishment of this process at the Lord's return. (Heb 10:10-14, 3:1; John 17:17; 2 Cor 3:18; 1 Cor 1:30; Eph 5:25-27; 1 Thess 4:3,4, 5:23,24; 1 John 3:2; Jude 24,25; Rev 22:11)

Belief 13. The Security of the Saints

We believe that all who are truly born again are kept by God the Father for Jesus Christ. (Phil. 1:6; John 10:28, 29; Rom. 8:35-39; Jude 1)

Belief 14. The Church

We believe in the unity of all New Testament believers in the Church which is the Body of Christ. (1 Cor 12:12,13; Eph 1:22,23, 3:1-6, 4:11, 5:23; Col 1:18; Acts 15:13-18)

We believe that a local church is an organized congregation of immersed believers, associated by covenant of faith and fellowship of the gospel, observing the ordinances of Christ, governed by His laws, and exercising the gifts, rights, and privileges invested in them by His Word; that its officers are pastors and deacons, whose qualifications, claims and duties are clearly defined in the Scriptures.

We believe the true mission of the church is the faithful witnessing of Christ to all men as we have opportunity. We hold that the local church has the absolute right of self-government free from the interference of any hierarchy of individuals or organizations and that the one and only Superintendent is Christ through the Holy Spirit; that it is Scriptural for true churches to cooperate with each other in contending for the faith and for the furtherance of the gospel; that each local church is the sole judge of the measure and method of its cooperation; that on all matters of membership, of polity, of government, of discipline, of benevolence, the will of the local church is final. (1 Cor 11:2; Acts 20:17-28; 1 Tim 3:1-13; Acts 2:41, 42)

Belief 15. Baptism and the Lord's Supper

We believe that Christian baptism is the single immersion of a believer in water to show forth in a solemn and beautiful emblem our identification with the crucified, buried, and risen Savior, through

Whom we died to sin and rose to a new life; that baptism is to be performed under the authority of the local church, and that it is prerequisite to the privileges of church membership.

We believe that the Lord's Supper is the commemoration of His death until He comes and should be preceded always by solemn self-examination. We believe that the Biblical order of the ordinances is baptism first and then the Lord's Supper, and that participants in the Lord's Supper should be immersed believers. (Acts 8:36, 38, 39; John 3:23; Rom 6:3-5; Matt 3:16; Col 2:12; I Cor 11:23-28; Matt 28:18-20, Acts 2:41, 42)

Belief 16. Separation

We believe in obedience to the commands to separate ourselves unto God from worldliness and ecclesiastical apostasy. (2 Cor 6:14-7:1; 1 Thes 1:9,10; 1 Tim 6:3-5, Rom 16:17; 2 John 9-11)

Belief 17. Civil Government

We believe that civil government is of divine appointment for the interests and good order of human society; that magistrates are to be prayed for, conscientiously honored, and obeyed, except in those things opposed to the will of our Lord Jesus Christ Who is the only Lord of the conscience, and the coming King of kings. (Rom 13:1-7; 2 Sam 23:3; Exodus 18:21,22; Acts 23:5; Matt. 22:21; Acts 5:29, 4:19,20; Dan 3:17,18)

Belief 18. Israel

We believe in the sovereign selection of Israel as God's eternal covenant people, that she is now dispersed because of her disobedience and rejection of Christ, and that she will be regathered in the Holy Land and, after the completion of the Church, will be saved as a nation at the second advent of Christ. (Gen 13:14-17; Rom 11:1-32, Ezekiel 37)

Belief 19. The Rapture and Subsequent Events

We believe in the premillennial return of Christ, an event which can occur at any moment, and that at that moment, the dead in Christ shall be raised in glorified bodies, and the living in Christ shall be given glorified bodies without tasting death, and all shall be caught up to meet the Lord in the air before the seven years of the Tribulation. (1 Thes 4:13-18; 1 Cor 15:42-44, 51-54, Phil 3:20,21; Rev 3:10)

Belief 20. The Righteous and the Wicked

We believe that there is a radical and essential difference between the righteous and the wicked; that only those who are justified by faith in our Lord Jesus Christ and sanctified by the Spirit of our God are truly righteous in His esteem; while all such as continue in impenitence and unbelief are in His sight wicked and under the curse; and this distinction holds among men both in and after death, in the everlasting felicity of the saved and the everlasting conscious suffering of the lost in the lake of fire. (Mal 3:18; Gen 18:23; Rom 6:17,18; 1 John 5:19; Rom 7:6, 6:23; Prov 14:32; Luke 16:25; Matt 25:34-41; John 8:2; Rev 20:14,15)

Belief 21. Marriage, Gender, and Sexuality

We believe God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. Rejection of one's biological sex is a rejection of the image of God within that person.

We believe that the term "marriage" has only one meaning: the uniting of one natural-born man and one natural-born woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of marriage as defined above.

We believe that any form of sexual immorality (including, but not limited to, adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God.

We also believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.

We further believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture or the doctrines of Lakewood Park Baptist Church. (Gen 1:26-27; Gen 2:18-25; Lev 18:22; 20:10,13; Prov 6:32; Mal 2:16; Matt 5:27-32, 15:18-20, 19:7-11; Mark 10:6-9; Luke 16:18; Rom 1:26-32; 1 Cor 6:9-20, 7:2-5; Gal 5:19; 1 Tim 1:8-11; Heb 13:1-5; Jude 5-8; Rev 21:8)

Belief 22. Sanctity of Human Life

We believe all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through death. We are therefore called to defend, protect, and value all human life. (Gen 1:26-27, 2:7, 9:5-6; Ps 139, Jer 1:5)

Appendix B. Articles of Incorporation

STATE OF INDIANA
DEPARTMENT OF STATE
CERTIFICATE OF INCORPORATION

CHARLES F. FLEMING, Secretary of State

TO ALL TO WHOM THESE PRESENTS SHALL COME, GREETING:

WHEREAS, Articles of Incorporation, duly signed and acknowledged, showing no Capital Stock, having been filed in the office of the Secretary of State on the 14th day of September, 1950, for the organization of the

BIBLE BAPTIST CHURCH INCORPORATED

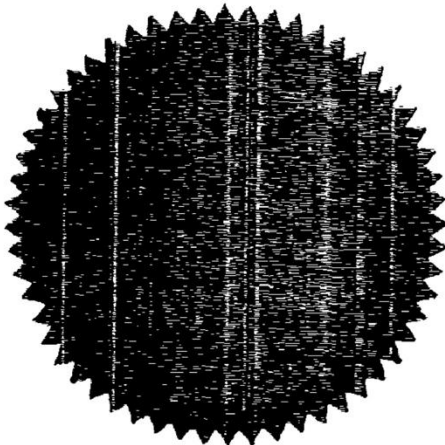
under and in accordance with the provisions of "AN ACT" concerning domestic and foreign corporations not for profit, providing for fees, providing penalties for the violation thereof, and repealing certain laws." Approved March 7, 1935, as published at Page 557, Acts of 1935.

NOW THEREFORE, I, CHARLES F. FLEMING, Secretary of State of the State of Indiana, by virtue of the powers and duties vested in me by law, do hereby certify that the said organization is a body politic and corporate, authorized and empowered by the laws of the State of Indiana to proceed to carry out the objects of its organization.

*In Witness Whereof, I have hereunto set my hand
and affixed the seal of the state of Indiana, at the
City of Indianapolis, this 14th day
of September, 1950*

Charles F. Fleming Secretary of State.

By _____ Deputy.





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ARTICLES OF INCORPORATION
of

APPROVED
AND
FILED

SEP 14 1950

Charles F. Fleming
SECRETARY OF STATE OF INDIANA

Bible Baptist Church INCORPORATED

The undersigned, being three or more natural persons of lawful age, at least a majority of whom are citizens of the United States, do hereby adopt the following Articles of Incorporation, representing before-hand to the Secretary of State of the State of Indiana and all persons whom it may concern, that a membership list or lists of the above named corporation for which certificate of incorporation is hereby applied for, have heretofore been opened in accordance with law and that at least three (3) persons have signed such membership list.

Be it further remembered that the following Articles of Incorporation and all matters heretofore done or hereafter to be done are in accordance with "An Act concerning domestic and foreign corporations not for profit, providing for fees, providing penalties for the violation thereof, and repealing certain laws," approved March 7, 1935, and all acts amendatory thereof and supplemental thereto.

1. The name of this corporation shall be Bible Baptist Church Incorporated.

(Name must include the word "Corporation" or "Incorporated" or one of the abbreviations thereof.)

2. The purpose or purposes for which it is formed are as follows:

The purpose of this church will be the advancement of the Kingdom of Jesus Christ. It will seek to attain this end through the public worship of God, the preaching of the Gospel, urge consistent Christian living by its members, personal evangelism, missionary endeavor, and Christian education.

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3. The period during which it is to continue as a corporation is Perpetual years.
4. The post office address of its principal office is 1109 South Jackson Street,
Auburn (City) DeKalb (County) Indiana (State)
5. The name of its resident agent is Rev. Vernon E. Shaw
6. The post office address of its resident agent is 204 West 16th Street,
Auburn (City) DeKalb (County) Indiana (State)
7. If the memberships are to be divided into classes the designations of the different classes, and a statement of the relative rights, preferences, limitations and restrictions of each class, together with a statement as to the voting rights of any such class:

The church membership will vote on all business that has to do with the church. No bills shall be made or paid, or no change shall be made in the church structure unless authorized by the church.

The church membership will vote on all business that has to do with the church. No bills shall be made or paid, or no change shall be made in the church structure unless authorized by the church.

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- c -

8. The number of directors of this corporation shall be Ten..... (This must be an exact number and cannot be stated in the alternative.)

9. The names and addresses of the first board of directors are as follows:

Luther Nicholson	300 South Cowen	Garrett	DeKalb	Indiana
Name	Street	City	County	State
Sidney Peek	Route 1	Garrett	DeKalb	Indiana
Name	Street	City	County	State
Archie Lung	311 Enaley Ave	Auburn	DeKalb	Indiana
Name	Street	City	County	State
Harry Miller	Route 1	Garrett	DeKalb	Indiana
Name	Street	City	County	State
Charles Shaw	109 East 15th St.	Auburn	DeKalb	Indiana
Name	Street	City	County	State
Stewart Souder	Route 2	Auburn	DeKalb	Indiana
Name	Street	City	County	State
Gale Gaffen	Route 1	Auburn	DeKalb	Indiana
Name	Street	City	County	State
Dale Gaffen	Route 4	Auburn	DeKalb	Indiana
Name	Street	City	County	State
Carl Barnhart	114 South Johnson	Garrett	DeKalb	Indiana
Name	Street	City	County	State
Miss Thelma Read	1415 South VanBuren	Auburn	DeKalb	Indiana

10. The names and post office addresses of the incorporators are as follows:

Luther Nicholson	300 South Cowen	Garrett	DeKalb	Indiana
Name	Street	City	County	State
Sidney Peek	Route 1	Garrett	DeKalb	Indiana
Name	Street	City	County	State
Archie Lung	311 Enaley Ave	Auburn	DeKalb	Indiana
Name	Street	City	County	State
Harry Miller	Route 1	Garrett	DeKalb	Indiana
Name	Street	City	County	State
Charles Shaw	109 East 15th St.	Auburn	DeKalb	Indiana
Name	Street	City	County	State
Stewart Souder	Route 2	Auburn	DeKalb	Indiana
Name	Street	City	County	State
Dale Gaffen	Route 4	Auburn	DeKalb	Indiana
Gale Gaffen	Route 1	Auburn	DeKalb	Indiana
Carl Barnhart	114 South Johnson	Garrett	DeKalb	Indiana

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—d—

11. A statement of the property and an estimate of the value thereof, to be taken over by this corporation at or upon its incorporation:

Property, a corner lot about 166ft by 64 ft. and house, ten rooms,-
valued at \$6300.

12. Any other provisions, consistent with the laws of this state, for the regulation and conduct of the affairs of this corporation, and creating, defining, limiting or regulating the powers of this corporation, of the directors or of the members or any class or classes of members:

The Church Board will perform all duties imposed upon it by the church
an the State

No individuals or group of individuals shall organize or carry forth programs
or functions in the name of Bible Baptist Inc. without proper authorization of
pastor and church board.

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-c-

Carl Barnhart
Sidney Peck
Luther Nicholson

A minimum of three of the incorporators designated in Article 10 on page — c — should sign above.

STATE OF INDIANA
COUNTY OF DeKalb ss:

Before me, J. O. Brinkerhoff Jr., a Notary Public in and for said County and State, personally appeared

Carl Barnhart
Sidney Peck
Luther Nicholson
and severally acknowledged the execution of the foregoing articles of incorporation.

(SEAL)

WITNESS my hand and notarial seal this

25th day of August, 1950
J. O. Brinkerhoff Jr.
Notary Public

My commission expires July 17, 1953

(Articles of incorporation must be prepared in triplicate on the form prescribed by the Secretary of State, by the incorporators and signed and acknowledged by at least three of them before a Notary Public, and shall be presented in triplicate to the Secretary of State at his office accompanied by the fees prescribed by law.)

APPROVED
AND
FILED

SEP 14 1950

Charles T. Fleming
SECRETARY OF STATE OF INDIANA

Appendix C. Voting Member Annual Affirmation

Voting Member Annual Affirmation

I affirm:

- 1) I am a voting member.
- 2) I am living the Christian life to the best of my knowledge and ability.
- 3) I am committed to supporting and serving the church.
- 4) I support and live in a manner consistent with the bylaws and the statement of beliefs.
- 5) I accept the responsibility of voting and will prayerfully vote my conscience before God.
- 6) My vote is my own and absent any coercion or compulsion of any other person or entity.

Signed: _____ Date: _____

Appendix D. Employee Annual Affirmation

Employee Annual Affirmation

I affirm:

- 1) I am an employee of Lakewood Park Baptist Church.
- 2) I have professed faith in Jesus Christ as my Savior
- 3) I am living the Christian life to the best of my knowledge and ability.
- 4) I am an active participant in a local church.
- 5) I uphold, support, and live according to the statement of beliefs.
- 6) I serve according to the bylaws and the LPBC Policy Manual.

Signed: _____

Date:

Appendix E. LPBC Policy Manual