

THE CONSTITUTION
OF
THE
SOUTHLAND CHRISTIAN
CHURCH INC.
OF
LEXINGTON, KENTUCKY

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OF LEXINGTON, KENTUCKY

Article 1

As believers in Christ, associated to maintain public worship, provide religious instruction, and promote the Kingdom of God according to the Scriptures, this Church is organized as the Southland Christian Church, Inc., of Lexington, Kentucky, July 8, 1956. This Church is a local autonomy and is not connected with any state or national ecclesiastical, religious or quasi-religious organization or corporation.

Article 2

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

THE BY-LAWS OF THE
SOUTHLAND CHRISTIAN CHURCH, INC.

Article 1

Membership

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

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

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

Article 2

Elders

Section 2.1. There shall be no fewer than twelve Elders. Elders shall be elected at the regular Annual Congregational Meeting of the Church as prescribed in Article 6, Section 6.3. In case of a vacancy, the Board of Elders, with a recommendation from the Nominating Committee, may fill such a vacancy until the first Annual Congregational Meeting following the vacancy when an Elder shall be elected in regular form.

Section 2.2. Elders' duties involve protecting, feeding, leading, governing and shepherding the flock. (1 Timothy 3:1-7, 5:17; Titus 1:7; 1 Peter 5:1-3; and Acts 20:28.) Elders are responsible for the total doctrinal, financial, and functional welfare of the Church, including but not limited to oversight of material used for teaching, to certify scriptural qualifications of those teaching and to work for the general spiritual welfare of the Church. They shall approve and appoint those teaching youth or adult groups. They shall approve the annual Church budget and submit it to the congregation for approval at the Annual Congregational Meeting.

Section 2.3. An Elder must totally abstain from the use of alcoholic beverages and not encourage others to drink. This means social drinking, evening cocktails, drinking with business clients, personally hosting cocktail parties and the encouragement of same, are not acceptable. Taking God's name in vain and the use of curse words is strictly forbidden.

Section 2.4. Any active male member of the Church who has been a member for at least one year, having met the scriptural qualifications as stated in 1 Timothy 3:1-7 and Titus 1:5-9, may be considered eligible for election to the role of Elder.

Section 2.5. Any candidate to serve on the Board of Elders must make known to the Nominating Committee before his name is presented to the congregation, that he will uphold the Constitution and By-Laws of Southland Christian Church. He must also acknowledge his belief, agreement, and promise to uphold the requirements as set forth by the Nominating Committee which requirements shall include those referred to in this Article 2.

Section 2.6. For the purpose of church governance and leadership, a person is only considered an Elder for the period of time he is serving on the Board of Elders.

Article 3

Deacons

Section 3.1. Deacons shall be elected at the regular Annual Congregational Meeting of the Church as prescribed in Article 6, Section 6.3. In case of a vacancy, the Board of Elders, with a recommendation from the Nominating Committee, may fill such a vacancy until the first Annual Congregational Meeting following a vacancy when a Deacon shall be elected in regular form.

Section 3.2. It shall be the duty of Deacons to assist the Elders and to provide for the general welfare of the Church as approved by the Board of Elders.

Section 3.3. A Deacon must totally abstain from the use of alcoholic beverages

and not encourage others to drink. This means social drinking, evening cocktails, drinking with business clients, personally hosting cocktail parties and the encouragement of same, are not acceptable. Taking God's name in vain and the use of curse words is strictly forbidden.

Section 3.4. Any active male member of the Church who has been a member for at least one year, having met the scriptural qualifications as stated in 1 Timothy 3:8-13 and Acts 6:3, may be considered eligible for election to the role of Deacon.

Section 3.5. Any candidate for Deacon must make known to the Nomination Committee before his name is presented to the congregation, that he will uphold the Constitution and By-Laws of Southland Christian Church. He must acknowledge his belief, agreement, and promise to uphold the requirements as set forth by the Nominating Committee which requirements shall include those referred to in this Article 3.

Article 4

Ministers

Section 4.1. Each Minister shall be in agreement with the doctrinal position of and become a member of Southland Christian Church. Furthermore, each Minister must believe without reservation in the full and final inspiration of the Bible to the extent that it is to him the infallible Word of God and therefore the all-sufficient rule of faith and practice. He must believe unreservedly in the Deity and Supreme Authority of Christ, and he must believe and accept without mental reservation Article 1 of the Constitution, and Article 1, Section 1.1 of the By-Laws.

Section 4.2. It shall be the duty of each Minister to have at heart the welfare of the congregation in every respect. He shall be charged to guide and promote the work of the Church. He shall provide leadership and direction in the areas of ministry that are his responsibilities. He shall visit non-members, members, and minister especially to the sick and distressed. Each Minister may request the assistance and support of the congregation and especially the Elders and Deacons.

Section 4.3. The compensation of each Minister and other church employees shall be such as is agreed upon by the Personnel Committee with budget approval by the Finance Committee.

Section 4.4. The Senior Minister shall be responsible to the Board of Elders for the performance of the duties of his office and the character of his doctrinal teachings. All other ministers and church employees shall be responsible to designated staff leaders under the authority of the Senior Minister and the Board of Elders for the performance of the duties of their respective offices.

Article 5

Board of Elders

Section 5.1. All duly elected Elders shall comprise the Board of Elders and shall meet periodically as such for the transaction of business pertaining to the welfare of the congregation. The Board of Elders shall be the official Church Board of Southland Christian Church. The Senior Minister and the Executive Minister shall be ex-officio members of the Board of Elders provided they meet the qualifications of Article 2.

Section 5.2. The Board of Elders shall organize themselves and set regular meeting schedules near the beginning of each calendar year. Two-thirds or more of the voting members of the Board of Elders shall constitute a quorum.

Section 5.3. It is hereby provided that when an Elder shall have been absent from two successive regular meetings of the Board of Elders, without having given satisfactory reason therefore, he shall be notified by the Chairman of the Elders. If such Elder is absent at the regular meeting following such notice, or has not sent a satisfactory reply to the Chairman, the position held by him may be declared vacant, and the Elders may immediately fill such a vacancy as herein provided. The Board of Elders shall determine by vote if reasons given are satisfactory.

Section 5.4. No member of the Board of Elders may hold the same office within the Board of Elders (Chairman, Vice Chairman, Secretary, and Treasurer) for more than two consecutive years.

Section 5.5. At a Church service during the first month of the Church year, having been recommended by the Senior Minister and approved by the Board of Elders, a service for the ordination of all newly elected Elders and Deacons shall be held.

Section 5.6. All newly elected Elders shall assume their respective duties at the next regular Elders' meeting after being elected, however, without voting power until the first day of the next Church year.

Section 5.7. Each Elder is expected to assume the responsibilities, as agreed upon by the Board of Elders along with faithful attendance at the Board of Elders' meetings.

Section 5.8. An Emeritus position is an honorary one without voting privileges.

Article 6

Elections

Section 6.1. A Senior Minister may be called by a three-fourths vote of the active membership present in any duly called Congregational Meeting provided the following prescribed procedure has been carried out. In the event of a vacancy in the pulpit, the Chairman of the Elders shall appoint a Pulpit Committee consisting of a minimum of five men a majority of who must be Elders. The Pulpit Committee members shall fully acquaint themselves with the man to be considered, and after unanimous approval, recommend his name to the Elders. The man's name may not be presented to the Church for its approval until his name has been approved by at least a three- fourths majority of the Board of Elders. After said candidate has preached one or more sermons, the Board of Elders is to again reach a three-fourths favorable majority before his name is presented to the congregation

for approval. Only one candidate shall be presented to the congregation at a time. The Senior Minister's services may be terminated in the following manner: If resignation is initiated on his part, he shall in writing, present his resignation to the Board of Elders. Upon approval of three-fourths or more of the Eldership, it shall then be read to the congregation. If resignation of the minister is not initiated by him, at least a three-fourths majority of the Eldership must recommend his removal whereupon he shall be asked to resign or be terminated. A statement as to the actions of the Board of Elders shall then be read to the congregation by the Chairman of the Elders. The congregation shall not vote on the departure of a minister. The Senior Minister's services may be terminated on a thirty day notice by either the Board of Elders or the Minister. This thirty day period may be lengthened or shortened by mutual agreement. The thirty day notice begins on the date of the Board of Elders' final vote.

Section 6.2. The procedures to call, employ, terminate, or replace a Minister, other than the Senior Minister, or any employee of the Church shall be developed and maintained by the Personnel Committee and approved by the Board of Elders.

Section 6.3. Elders and Deacons shall be elected by a two-thirds or more secret ballot vote of the active members of the Church present at the regular Annual Congregation Meeting provided they have been examined and recommended by the Nominating Committee and have received a majority vote of the Board of Elders at a regular or special meeting thereof.

Section 6.4. Any person occupying the position of Elder Emeritus, shall be elected by a two-thirds or more vote of the active membership present at the Annual Congregational Meeting provided he has been examined and received a majority vote of the Board of Elders at a regular or special meeting thereof.

Section 6.5. If a man has been ordained as an Elder or Deacon of the Southland Christian Church, and is re-elected, it will not be necessary for him to be ordained again.

Section 6.6. Qualified Ministers of Southland Christian Church and qualified other employees of Southland Christian Church are eligible to hold the office of Elder or Deacon, but cannot serve as an officer of the Board of Elders. In addition, they cannot vote on any compensation recommendations affecting employees of the Church. There shall be no more than two employees of Southland Christian Church serving on the Board of Elders at any one time including the Ex-officio members.

Section 6.7. No member of the Board of Elders shall serve longer than three years in succession at which time he shall rotate off for no less than one year. Elders, when their term of office expires, shall be ineligible to serve as an Elder for a period of no less than one-year. Regardless, each current member of the Board of Elders shall be evaluated annually for fulfilling expectations to the Board of Elders. An Elder having become ineligible due to rotation or an unacceptable evaluation may not again be on the Board of Elders until recommended by the Nominating Committee as required for all nominees.

Section 6.8. No deacon shall serve longer than three years in succession at which time he shall rotate off for no less than one year. Deacons, when their term of

office expires, shall be ineligible to serve as a Deacon for a period of no less than one-year. Regardless, each current Deacon shall be evaluated for his service to the church. A Deacon having become ineligible due to rotation or an unacceptable evaluation may not again be considered until recommended by the Nominating Committee as required for all nominees.

Article 7

Annual Congregational Meeting of the Church

Section 7.1. There shall be held each year, a general meeting of the members of the Church, which shall be known as the regular Annual Congregational Meeting of the Southland Christian Church, Inc. of Lexington, Kentucky, for the election of Elders and Deacons, approval of the Church budget, and to transact such other business as may legally come before it. The exact date of the above is to be published or announced at every worship service during the four weeks, prior to the meeting.

Section 7.2. It is hereby provided that any number of active members of the Church present at the regular Annual Congregational Meeting shall be considered a quorum.

Section 7.3. Special meetings of the Church Congregation for the transaction of urgent or unusual business may be called by a majority vote of the Board of Elders. All business transacted at such meeting shall be binding and have the same force as if transacted at a regular Annual Congregational Meeting. The exact date and the purpose of the meeting shall be published in the Church Bulletin and announced from the pulpit at every worship service during the two weeks prior to the meeting. No other business may be considered aside from that stated in the call. For those eligible to vote in Annual or special meetings, see Article 1, Sections 1.2 and 1.3.

Section 7.4. All congregational meetings shall be presided over by the Chairman of the Elders, and in his absence or inability to act, the Vice Chairman shall act. In the absence of both, the Secretary of the Elders shall preside. In the absence of all three, a presiding officer shall be elected by a majority vote of the Elders present.

Article 8

Organization of Elders

Section 8.1. At the regular Elders' meeting following the Annual Congregational Meeting each year, the Elders shall organize, electing from their number a Chairman, a Vice Chairman, Secretary and Treasurer. These officers shall assume their duties on the first day of the next Church year. The Church year shall begin on January 1 of each year.

Section 8.2. The duties of the Chairman shall be to preside at all congregational

meetings of the Church. He shall preside at all meetings of the Board of Elders, appoint all committees as provided in the By-Laws, unless otherwise ordered by the Board of Elders, call all special meetings of the Board of Elders when in his judgment the urgency of the matter demands, or at the request of one third of the members of the Board of Elders. The Board of Elders must be notified by electronic mail, regular mail, phone, or personally. However, regarding non-urgent matters, at least seven days notice must be given before such time of the special meetings. He shall present for adoption a schedule of regular Board of Elders' meetings at the first Board of Elders' meeting during the first month of the new Church year. He shall be an ex-officio member of all committees having full voting power.

Section 8.3. It shall be the duty of the Vice-Chairman to preside at all duly called meetings in the absence of the Chairman and to assist in any way consistent with his abilities as requested by the Chairman. He shall be an ex-officio member of all committees having full voting power.

Section 8.4. It shall be the duty of the Secretary to note the Elders present at all regular and special meetings, to keep the minutes of the Board of Elders' meetings, and to perform such other duties as required of him by the Board of Elders, not inconsistent with the position of Secretary. The Secretary is to notify the Chairman of the Elders with the names of those in violation of Article 5, Section 5.3 of the By-Laws. The Secretary shall preside in the absence of the Chairman and Vice Chairman.

Section 8.5. It shall be the duty of the Treasurer to serve as Chairman of the Finance Committee of the Church as well as Treasurer of the Church. He shall be bonded.

Article 9

Board of Elders Committees

Section 9.1. The Board of Elders shall have four standing committees: Personnel, Missions, Finance, and Nominating. The Personnel, Missions and Finance Committees shall be chaired by Elders with additional members composed of Elders, staff and volunteers. The Nominating Committee shall be composed entirely of Elders.

Section 9.2. As soon as possible after the organization of the Board of Elders (see Article 8, Section 8.1) and not later than the first regular Elders' meeting of the new Church year, the Chairman of the Board of Elders, in collaboration with the Vice Chairman, Secretary, and Treasurer and Senior Minister and/or his designee(s), shall appoint the Personnel, Missions, Finance and Nominating Committees and other committees as needed.

Section 9.3. The Chairman of the Elders shall have the authority to change or replace the leadership and/or personnel of any committee which he appoints. He shall report such changes at the next regularly scheduled meeting of the Board of Elders.

Section 9.4. The Minister or Staff Member associated with the Personnel, Missions, Finance and Nominating Committees shall serve as an ex-officio member of that

committee with no voting privilege. The Minister or Staff Member shall be responsible for initiating plans and making recommendations for programs; the committee shall be responsible for approving programs and authorizing expenditures according to the Constitution & By-Laws with the appropriate Staff and Board of Elders' approval.

Section 9.5. The Board of Elders shall approve policy statements for conducting ministry programs of the church. Conducting church ministry shall be the responsibility of the staff and volunteers consistent with these policies. The Board of Elders shall not delegate its fiduciary responsibilities.

Article 10

Miscellaneous Items of Importance

Section 10.1. No smoking shall be permitted in any part of the Church Building at any time.

Section 10.2. All organizations of this Church shall be under the jurisdiction of the Elders. Each may have a constitution, which constitution and any amendment or revision of the same must be approved by the Elders. It shall furthermore be understood that every action taken by the organization shall be subject to the approval or revision of the Elders.

Section 10.3. All amusements, entertainment, socials, picnics, and similar activities shall be conducted in a manner devoid of offense and in accord with the highest Christian standards. All forms of gambling, lewd or suggestive dancing, and intoxicating substances are barred from all connection with any function of the Church.

Section 10.4. All members of this Church should be willing to share generously and grow toward tithing and beyond in the matter of personal finances. The leaders of the Church must lead the way with their example. Therefore, all Elders, Deacons, Ministers and volunteer leaders are asked to tithe and give beyond a tithe.

Section 10.5. Income necessary to operate the Church through its budget is to be generated from voluntary contributions of members and persons supporting the Church through regular and special offerings. Any other methods of raising monies in the name of the Church, or any of its related organizations, shall be approved by the Finance Committee.

Section 10.6. Guidelines, for the sale of merchandise and exchange of money on the Church property shall be established and approved by the Board of Elders.

Section 10.7. Freedom of Missionary preference is limited to those missions, individuals, organizations, etc. that teach and believe those things contained in Article 1 of the Constitution; Article 1, Section 1.1; and Article 4, Section 4.1 of the By-Laws.

Section 10.8. Those handling Church funds shall be bonded and covered by appropriate insurance by the Church.

Section 10.9. In all matters the Church shall be governed by the Bible as

interpreted by the Board of Elders.

Article 11

Amendments

Section 11.1. The Constitution and By-Laws may be amended at any Congregational Meeting of the Church by a two-thirds majority of those active members present, provided notice of such a change has been presented to the Board of Elders thirty days before such meeting and that said changes shall have been approved at a regular meeting of the Board of Elders by two-thirds majority vote and that due notice, meaning notification required for special meeting has been given. However, Article 1 of the Constitution, Article 10, Section 10.1 of the By-Laws shall be amended only with the unanimous approval of every active member of the Church.

Revised Fall, 1956 - 250 copies printed February, 1957

Revised Fall, 1967 - 750 copies printed February, 1968

Revised Fall, 1973 - 2000 copies printed March, 1974

Revised Fall, 1982 - 5000 copies printed June, 1983

Revised Winter, 1989 - 2500 copies printed January, 1990

Revised Winter, 1994 - 250 copies printed January, 1995

Reprinted 250 copies, June 1997

Revised Fall, 2000

Revised Fall, 2002

Revised December 9, 2009

Revised December 7, 2010