



**NEWLIFE
CHURCH**

Constitution of NewLife Church

**6036 NE 12th Avenue
Pleasant Hill, IA 50327**

Table of Contents

Purpose Statement.....	3
Mission & Vision Statements.....	3
Core Values.....	3
Distinctives.....	5
Covenant.....	5
Constitution.....	6
Article I - Name.....	6
Article II - Purpose.....	6
Article III - Mission.....	6
Article IV - Vision.....	7
Article V - Association.....	7
Article VI - Fundamental Beliefs.....	8
Article VII - Partnership.....	10
Article VIII - Officers and Staff.....	13
Article IX - Meetings and Administration.....	19
Article X - Finances.....	23
Article XI - Teams.....	24
Article XII - Church Organizations.....	25
Article XIII - Licensing, Ordination and Commissioning.....	26
Article XIV - Indemnification.....	27
Article XV - Binding Arbitration.....	29
Article XVI - Property.....	30
Article XVII - Amendments.....	30
Article XVIII - Dissolution.....	30

Purpose Statement

NewLife Church declares the life changing message given in 2 Corinthians 5:17, *"If anyone is in Christ, he is a new creation. The old is gone, the new has come!"*.

Our church family believes that Christ has invited us into a NewLife relationship and to the mission of the gospel – to become disciples and make disciples of Jesus. We desire to offer an environment for each person to grow deeper in the knowledge of Him and His grace each day.

Mission Statement

Embracing each person with the life-changing grace and truth of Jesus. We continually seek to be more like Jesus, full of grace & truth and embrace the amazing power of the gospel of grace – offered freely to us who deserve it least because Christ paid our sin-debt in full on the cross.

Vision Statement

Bringing the Fingerprint of Jesus to our Community.

Core Values

Core Values are the constant, passionate, biblical beliefs that undergird and drive the ministry of NewLife Church. They explain why we do what we do and answer the question - *What is really important to us?*

We value God's Voice...We intentionally listen for God's voice.

We value Courageous Faith...We sacrificially act on God's calling.

We value Authentic Family...We unconditionally accept each person.

We value Trusting Relationships...We support each other's spiritual journey.

We value Healing Community...We purposefully protect our family of believers.

We value Next Generation...We enthusiastically invest in the next generation.

We value the Bible as God's authoritative Word . . .We study it personally, teach it correctly, and seek to apply it daily to our lives.

We value Excellence . . .We seek to honor God by investing adequate time, resources, and energy to do things right and to the best of our abilities.

We value authentic Worship and Praise . . .We create an encouraging and uplifting environment where people can experience God.

We value Prayer . . .We engage in personal, family, and corporate prayer remembering to pray for each other and for the salvation of lost souls.

We value culturally relevant Outreach (evangelism, soul winning) . . .We develop multiple outreach ministries while training our people to share their faith effectively.

We value Accountability and Fellowship . . .We demonstrate Christian love by being hospitable to others, spending time together, and making ourselves accountable to one another.

We value Discipleship . . .We provide resources and training for focused Bible studies for men, women, and children as well as for new believers and prospective partners.

We value Marriage and the Family . . .We honor these foundational elements of society by giving biblical instruction to our people, by providing counseling to hurting families, and by spending time with our spouses and children.

We value Lay Ministry and Servant Leadership . . .We seek to involve every partner in ministry by identifying entry-level ministries, helping people discover spiritual gifts, and providing them with appropriate training and encouragement.

We value Missions . . . We make Missions a priority throughout the year by praying for missions, providing material support, participating in mission trips, and maintaining a healthy balance between foreign and home missions.

We value Children . . .We seek to teach our children to be Christlike by conducting quality children's ministries, developing God-centered homes, setting biblical examples as godly parents, and helping our children work out their life direction.

We value Biblical Counsel We seek to uplift and help those who struggle with life's problems by sharing relevant principles from God's all-sufficient Word, and by providing the resources and training our church family needs so that they "are able also to admonish one another" (Romans 15:14).

Distinctives

NewLife is an independent church bringing the gospel message to each of us and our community. It is *independent* because authority to make all its decisions resides within its own congregation rather than in an outside hierarchy.

It is a church because it is composed of people "called out" of lives of sin unto salvation through faith in Jesus Christ alone, who have organized into a body of baptized believers characterized as partners, having two offices (Lead Pastor and Elder) and banded together for work, worship, observance of the ordinances and worldwide proclamation of the gospel. The church will endeavor to embrace each person with the life changing grace and truth of Jesus.

Covenant

Purpose of Covenant – To establish a relational and personal agreement between NewLife Church partners and God providing a means by which obligations are established and sanctioned.

Having been led by the Spirit of God to receive the Lord Jesus as our personal Savior, being committed in obedience to His Word, being saved by Grace through Faith, being sanctified despite constant failings, we solemnly and joyfully enter into covenant with partners of NewLife Church. We **promise** by the aid of the Holy Spirit that:

We will honor Jesus Christ seeking salvation of our family and friends, preparing devotions and training our children according to God's Word.

We will disciple our church while promoting its spirituality. We will encourage and submit to the rightful authority of its leadership. We will support its ministry financially and further its goals of reaching the lost while discipling believers. We seek to walk in Christian love by living out the fruit of the Spirit (Gal 5:22-23).

We will make every attempt to be honest through righteous conduct and to live out our testimony for Christ in all aspects of our life. We will put away patterns of thought, word and deed of the "old life," putting in its place the patterns of the "**New Life in Christ**". We will live this New Life in Christ by recognizing the Bible as the final authority in all relationships.

Constitution

Preamble

Resting our faith wholly in the Lord Jesus Christ for our salvation, and believing in the teachings of the Holy Bible as the inspired Word of the Living God, we have affiliated ourselves with one another as a body of committed believers, desiring to faithfully serve the Lord Jesus Christ, to foster a spirit of harmony, to promote good order in the church, we do adopt and submit ourselves to the following articles as a declaration of our convictions so that we may carry on the work of the Lord. All ministries of the church will be initiated, supported, and evaluated in light of these priorities.

Article I - Name

This congregation of believers is known as the NewLife Church, of Pleasant Hill, Iowa and has been incorporated as a non-profit corporation under the laws of the State of Iowa. Articles of Incorporation of NewLife Church, Inc were filed with Iowa Secretary of State dated 22 May 2001. Throughout this document it will be referred to as “this church” or “the church.”

Article II - Purpose

NewLife Church exists to glorify God through the implementation of the Great Commandment (Matthew 28:16-20) and the Great Commission (Mark 12:28-34) of our Lord and Savior, Jesus Christ. It was organized as a church exclusively for religious, educational, and charitable purposes within the meaning of Section 501 (c)(3) of the Internal Revenue Code of 1986 (or corresponding provision of any future United States Revenue Law).

Article III - Mission

Embracing each person with the life changing grace and truth of Jesus. We continually seek to be more like Jesus, full of grace & truth and embrace the amazing power of the gospel of grace – offered freely to us who deserve it least because Christ paid our sin-debt in full on the cross. We will endeavor to fulfill our mission by implementing the following biblical priorities:

A. WORSHIP - Honoring and celebrating Christ in our lives through godly living as individuals and through regular worship and study of God’s Word together as

a church family. (Psalm. 95:6-7; Matthew 22:37-38; John 4:24; Acts 2:46-47; Ephesians 5:19-20; Hebrews 10:25)

B. OUTREACH - Sharing the Good News of Jesus Christ with as many people as possible in our community and throughout the world, with a heart of compassion to meet their needs. (Matthew 28:18-20; Acts 1:8; 2nd Peter 3:9)

C. RELATIONSHIPS - Fellowshiping, encouraging, supporting, praying, caring for and in other ways, edifying one another in personal family life and in the family of God. (Matthew 22:39; John 13:34-35; Acts 2:42,46; Romans 15:5-7; Hebrews 10:24-25; First John 1:7)

D. GROWTH - Developing in maturity, love, discipline and integrity as individual believers, through a lifestyle of Bible study, prayer, giving and spiritual accountability, that leads to greater outreach, richer worship, deeper relationships, increased service and discipling of others. (Matthew 28:19-20; Acts 2:42; Ephesians 4:11-13; Second Timothy 2:2; Second Peter 3:18).

E. SERVICE - Ministering unselfishly to others both in the church family and outside of it, through discovering and using the gifts and abilities God has given us to meet their spiritual, physical and emotional needs. (Matthew 25:34-40; Galatians 5:13; I Thessalonians 5:11; First Peter 4:10-11)

Article IV – Vision Bringing the fingerprint of Jesus to the community.

Article V – Association

A. This church is autonomous and maintains the right to govern its own affairs, independent of any denominational control. Recognizing Jesus Christ as its Head and the Scriptures of the Holy Bible as its only rule for faith and practice, this church will not be subject to any other authority.

B. This church will not associate with nor cooperate with any group that is a part of or approves of anything counter to Scripture and our Fundamental Beliefs. (Romans 6:17; 16:17-18; Second Corinthians 6:14-17; First Timothy 6:3-5)

Article VI – Our Fundamental Beliefs

Our partners accept the Bible as the revealed Will and Word of God, the all-sufficient rule of faith; acknowledge Our Fundamental Beliefs do not contain all truth of the Bible - only that our present needs are covered; and for purpose of maintaining general unity, faith and practice, accept and adopt the statement of Fundamental Beliefs of the church fellowship. All literature used in this church and related ministries will be in agreement with these Fundamental Beliefs.

1. **God** - We believe in the Triune God who is Father, Son, and Holy Spirit – one eternal God known in three eternal persons. He is the creator of all things, he is all powerful, all knowing, unchanging, and above all–Holy. He is good and the prime example of a good Father.
2. **Jesus - Our Salvation** - Every person who believes (trusts) in Jesus as Savior immediately and forever receives forgiveness of all their sins, the free gift of eternal life and becomes a child of God. We are saved by God's grace which we accept through faith. Our salvation is based solely on trusting what Christ did for us rather than anything we have done or will do, making our salvation eternally secure.
3. **The Holy Spirit** - When we believe in Jesus, we receive the gift of the Holy Spirit who indwells us. He is deposit of what is to come, gives gifts for service, assures us we are God's children, bears fruit in us and through us and more. Our call is to follow the Spirit's leading.
4. **The Bible** - We believe the Bible, the Old and New Testaments, is the Word of God, that it is accurately passed to us, and that it is our final authority on all things. We exercise great humility in interpreting and understanding Scripture, but do so with confidence in them and the Holy Spirit's ability to guide us in understanding and applying his Word.
5. **Sin** - We all have inherited a sin nature from our first father, Adam, causing us to fall short of God's glory, and be estranged from him. We all experience the consequences of sin and are individually accountable before God for our sin.
6. **Creation** - We believe that God created the world and everything in it, including humans, in the six-day period described in the first two chapters of Genesis. Everything he created was good. However, as a result of the rebellion of angels and man against God, all creation was marred.

7. **Satan** - Satan and demons are personal beings in rebellion against God who seek to lead the whole world astray from Him. Satan seeks to prevent people from hearing and responding to the Gospel, tempts people to sin and brings accusation against God's people. He is a powerful, but defeated foe. Through Christ's death and resurrection all believers have authority over him and his lies. He will ultimately be cast into the eternal fire of hell.
8. **Discipleship** - Jesus calls us to a life of following Him and becoming more like Him in thought, word and deed through obedience to Him. Doing so often leads to hardships, but also invites God's blessing into our lives. Not following him does not result in losing our salvation, but does result in loss of joy, brings temporal consequences (discipline) and interruption of fellowship with Him and His people.
9. **Baptism & Communion** - Baptism and communion are visible statements of God's grace in our lives. We practice "Believer" baptism – the immersion in water of the believer based on their faith in Christ. We encourage, but do not require, baptism for partnership in NewLife Church. We offer Communion (The Lord's Supper) each month and special occasions for believers to corporately remember what Christ has done for us.
10. **Human Life** - We believe that all human life, from the unborn to the elderly, must be valued and cherished. Every person is made in the image and likeness of God and is in need of His love and grace given through His people.
11. **Sexuality, Marriage & Family** - God has given marriage and family to be a source of blessing and protection. We affirm that God's plan for marriage is a man and woman in a lifelong covenant. The sexual act is given exclusively in this covenant of marriage. The Scriptures make no allowance for "same-gender marriage" or sexual expression. Because of this and because we view a wedding as a sacred event, our Lead Pastor does not participate in and our facility is not available for "same sex weddings."
We encourage those in the covenant of marriage to do everything possible to preserve and grow their marriage relationship. However, we acknowledge that though it is not His desire for us, God does make

allowance for divorce because of the hardness of people's hearts. We are called to care for the orphan and widow, and by extension, to assist the single parent. Chaste singleness is blessed by God, especially for serving in God's kingdom.

12. **New Life in Christ** - God loves you so much that He gave His one and only son who came, died and rose from the dead so that we can have eternal life.
13. **The Church** - The church is made up of all who have trusted in Christ as Savior. Our two-fold mission is to a) teach, minister to, encourage and grow believers; and b) reach the world with the good news of Jesus through verbal proclamation of the gospel and humble service. We do so as individuals, a congregation and in partnership with others.
14. **Atonement** - Because we are unable to remove the guilt of our sin to return to fellowship with him, God the Father sent God the Son to save us. On the cross, Jesus the sinless one became sin for us, paying the full price for our sin and offering us the free gift of righteousness.
15. **End Time** - Jesus will return first "in the air." At that time, the dead in Christ will be raised and believers still in the present body will be changed and caught up with them to meet the Lord. Later, believers will return to earth with Christ who will establish his millennial kingdom on earth. At the end of the Millennium, the devil will lead a final rebellion which God will crush, leading to the final judgment. Finally, God will make the new heaven, the new earth and bring the New Jerusalem to earth.

Article VII - Partnership

Section 1 - Partnership

- A.** This church will have a racially nondiscriminatory policy and therefore will not discriminate against partners, applicants, students, and others on the basis of race, color, nationality or ethnic origin.
- B.** Partnership/membership in this church may be granted to any person who meets the qualifications for partnership and who is approved for partnership (item D below). Partnership will never be denied to any person on the basis of race, color, sex or social status. Candidates may be received into partnership by completing the following:

1. A profession of faith in the Lord Jesus Christ as his/her personal Savior;
2. An evident Christian testimony shown through a story of their faith;
3. A stated willingness to submit to the authority of the church and its leaders as set forth in the Word of God and this document (1st Cor 1:10);
4. Affirm their intent to fulfill 3 commitments;
 - a. Commitment to participate – be a regular part of our Sunday services (Heb 10:25 Eph 4:11-12).
 - b. Commitment to serve and grow – by being involved in a small group and/or ministry through the church (James 2:14-26).
 - c. Commitment to give – through regular giving to the ministry and mission of NewLife Church (Malachi 3:10 Proverbs 3:9).
5. Read, review and agree to the following documents: Core Values and Our Fundamental Beliefs (Article VI).

C. We invite all persons desiring to unite with this church will first complete a partnership class and then will meet with the Lead Pastor and/or Elders. They will give testimony of their conversion, baptism, and Christian experience. Candidates will be given a copy of the constitution, covenant and Fundamental Beliefs of this church to review in advance so that, in conference with the Lead Pastor and Elders, they may ask questions regarding the church's doctrines and practices. Only those who are in agreement with these documents may be received into partnership.

D. Upon the recommendation of the Lead Pastor and Elders, candidates will be presented to the church. Candidates may be asked to give the congregation a brief verbal or written testimony of their salvation experience.

Section 2 – Expectations and Responsibilities of Partnership

A. As Christians, partners of this church are expected to show love to each other in word and deed (John 13:35); to accept one another regardless of race, sex, education, social standing or level of spiritual maturity (Romans 15:7); to readily forgive one another when offenses occur (Colossians 3:13); to willingly serve others in the work of the ministry (Galatians 5:13); and to encourage the rest of the church family (First Thessalonians 5:11).

B. Partners will honor those in authority in the church, pray for them, acknowledge their leadership and assist them with wholehearted cooperation.

Section 3 – Privileges of Partnership

A. Partners in good standing who are eighteen years of age or older and who are present at meetings of the church will be entitled to speak at such meetings.

B. This congregation is to function under the headship of Jesus Christ and the direction of the Lead Pastor and Elders and in accordance with the guidelines set forth in this constitution. While congregational in nature, the church is not a pure democracy. Determinations of the internal affairs of this church are ecclesiastical matters and will be determined exclusively by the church's own rules and procedures. The Lead Pastor is the spiritual and administrative leader of the church and is responsible to exercise oversight of all aspects of the church while relying upon the counsel and assistance of the Elders (Acts 20:28; First Peter 5:2).

C. Partnership in this church does not afford the partners with any property, contractual or civil rights based on principles of democratic government. Although the general public is invited to all the church's worship services, the church property remains private property.

D. No partner under any circumstances will be allowed to inspect, record or copy any record relating to an individual's contributions to the church other than their own. A designated Elder will have access to these records.

Section 4 - Discipline of Partners

A. The Lead Pastor and Elders will serve as the discipline team. They will determine if and when discipline is warranted, and will be responsible for recommending to the church such disciplinary actions as they will deem appropriate. Any church partner or professing Christian in regular fellowship with this church who engages in conduct that in the opinion of the Lead Pastor and/or Elders is not in harmony with what the Bible teaches, deviates from the Fundamental Beliefs or violates the church covenant will be encouraged to repent and forsake such conduct. Sinful conduct necessitating church discipline may include but not be limited to:

1. Divisiveness detrimental to spiritual welfare of the church (Titus 3:10);
2. Immoral behavior, including adultery, fornication, homosexuality, incest, slander and gossip, dishonesty, public scandal, conspiracy or unbiblical behaviors (First Corinthians 5-6);

3. Questionable financial conduct (stealing, tax fraud, misuse of funds or assets, etc. - First Corinthians 5:11, 6:10);
4. Questionable doctrinal views that are heretical or that stand in direct opposition to teachings of this church and its Fundamental Beliefs (Second John 7-11);
5. Unrepentant attitude over offenses (Matthew 18:15-17).

B. The procedures provided in this section are based on Matthew 18:15-20; Romans 16:17-18; First Corinthians 5:1-13; Second Corinthians 2:1-11; Galatians 6:1; First Thessalonians 5:14; Second Thessalonians 3:6, 10-15; First Timothy 5:19-10; and Titus 3:10-11.

Section 5 – Termination of Partnership

Removal of partners from church roll will be accomplished by the following:

1. Death – Any partner who has died will be removed from partnership.
2. Letter of Withdrawal received from any partner of the church.
3. Termination of partnership - A partner may be removed from the partnership of this church as a disciplinary action. This will result in removal from further communications including email communications and text messaging.

Section 6 – Restoration of Partnership

Individuals who have lost their partnership privileges may be restored to full partnership upon recommendation of the discipline team, if there is satisfactory evidence of genuine repentance, forsaking of behavior in question, a confession of the wrong doing and reaffirmation of partnership responsibilities. Restoration to partnership will be by agreement of the Lead Pastor and the Elders.

Article VIII - Officers and Staff

Section 1—Congregational Authority

Elder Led Congregationalism. The Word of God is the supreme authority by which all decisions and actions are evaluated. The congregation delegates authority for governing to Elders who lead not by decree but by teaching and biblical consensus.

Congregational participation and engagement is accomplished through a poll of affirmation. The Elders will govern and make decisions with the congregation confirming decisions by Elders on certain topics defined in this document and Policies & Procedures.

Section 2 - Officers of the Church

A. Officers - The officers of the church will be the Lead Pastor and Elders. The Lead Pastor and Elders may appoint other partners in good standing to other offices and/or leadership positions at its discretion as the need arises.

B. Designation of Corporate Officers - As an accommodation to legal relationships outside the church, the Lead Pastor will serve as the president of the church corporation; a designated Elder will serve as the vice-president of the corporation; a designated Elder will serve as the treasurer of the corporation; and a designated Elder will serve as the secretary of the corporation.

C. Requirements for Officers - Everyone in a leadership position in this church will be a partner of this church in good standing for at least six months. An exception will be granted to a newly appointed Pastor.

D. Qualification of Officers - All officers of NewLife will be spiritually mature, of unquestionable Christian character, loyal to the Word of God, dedicated to the Lord Jesus Christ, and to the spiritual and material welfare of this church. They will also be faithful in attendance at the regular services, business sessions, and special meetings of the church. Their moral conduct will be beyond reproach and free of carnal indulgences or worldly practices.

E. Duties of Officers - The records of all officers are considered to be church property and are to be maintained in good order. All officers will turn in any records in their possession at the close of their term of office or give them to the succeeding officers as soon as practical for safekeeping.

F. Dismissal of Officers - Any officer of NewLife unable or unwilling to fulfill the duties of his/her office will graciously submit his/her resignation to the Lead Pastor and Elders. If any refuses to subscribe to the Fundamental Beliefs, church covenant, or constitution, their resignation will be requested. If it is not received within (3) business days, the office will be declared vacant and a replacement secured.

Section 3 – Lead Pastor

A. Pastoral Qualifications – The Lead Pastor of this church will be of the male gender who meets the qualifications of a pastor (elder) listed in First Timothy 3:1-7 and Titus 1:5-9. He will be a spiritually mature man who evidences a burden for lost souls and will be in agreement with the covenant, constitution, and Fundamental Beliefs of this church.

B. Pastoral Candidature – The Elders will constitute the Pulpit Team and will, without unnecessary delay, begin searching for pastoral candidates. Each candidate for the pastorate will be carefully examined by the pulpit team as to his salvation, doctrine, Christian conduct and call to the ministry. If he has served in other churches, his ministry there will be explored for evidence of the Lord's blessing.

1. He will submit in writing to the pulpit team any disagreements or differences he holds concerning the church's covenant, constitution or Fundamental Beliefs. He also will state differences relating to groups, and associations and fellowship as it relates to this church.
2. Candidates will have opportunity to question and be questioned by the church partnership.
3. The pulpit team will present only one candidate at a time for consideration.
4. Elders will seek input from a small cross section of partners.

C. Pastoral Call - A call to be the Lead Pastor of the church may be extended to a candidate by Elders or a designated Elder.

1. An offer letter will be extended to the candidate including all pertinent aspects of the offer.
2. Written acceptance or rejection by the candidate will be required.
3. The Lead Pastor will serve for an indeterminate time, and will continue in office as long as it is mutually agreeable to him and the Elders.
4. The Lead Pastor and his wife will become partners of this church upon the assumption of their duties and will remember that they are accountable to church congregation. They will be careful not to be "lords over God's heritage," but will be examples unto it (First Peter 5:3).

D. Pastoral Duties – The Lead Pastor will serve as the spiritual and administrative leader of the church and will exercise oversight of its various ministries; he will preach and teach the Word of God and have charge of the stated services of the church; he will administer the ordinances and perform the usual duties of a pastor.

1. The Lead Pastor will preside as the moderator of all regular and special business meetings of the church. No business meeting of the church may be held without the Lead Pastor's knowledge.
2. The Lead Pastor will be an ex-officio member of all boards and teams of the church with the right of choice to attend all meetings. He will have access to all the records of the church, boards, and teams, except the personal giving records of individuals.
3. The Lead Pastor will secure speakers and programs for the services of the church, which will be in accord with the Fundamental Beliefs of this church.
4. All church staff, whether paid or volunteer, will be under the supervision of the Lead Pastor who will have the authority to recruit, appoint or dismiss the same in consultation with the Elders. The hiring of paid staff will require the approval of the Elders upon the recommendation of the Lead Pastor.
5. The Lead Pastor works with Elders to develop a strategy to fulfill church's mission & vision. He keeps Elders informed on significant church matters, particularly those that affect the vision, governance, policies and health of the church.

E. Pastoral Compensation – The Lead Pastor's compensation will be reviewed annually by the Elders and a recommendation may be submitted as part of the church budget.

F. Pastoral Termination

1. The Lead Pastor may announce his resignation at any time, but will give the church written notice not less than thirty days and no more than ninety days of his intention to resign as Lead Pastor of this church. He will continue his duties for at least thirty days after his announcement or until a time mutually agreeable both to him and to the Elders.

2. The Lead Pastor may be dismissed upon unanimous decision of the Elders due to failure to perform pastoral duties.

3. In cases where the Lead Pastor admits to or has been proven guilty in a duly called church proceeding of engaging in some unbiblical, immoral, illegal or unethical practice that brings reproach upon the name of Christ, he may be removed from office immediately by unanimous vote of the Elders without notice being given.

Section 4 – Elders

A. The Role of Elders - The biblical role of Elders is one of loving service, ministry, and assistance to others. The Elders care for various tasks assigned to them and seek to lighten the load of their Lead Pastor so the Lead Pastor can focus on other vital aspects of the ministry. Elders are servant helpers working in an advisory capacity under the authority and supervision of its' spiritual leader. There will not be less than three (3) and no more than nine (9).

B. Qualifications of Elders – Potential candidates for the Elder position will have been partners of this church for a period of at least six months and will have completed such training as may be deemed appropriate. They will have servant hearts and teachable spirits, and be in agreement with the church's philosophy of ministry as outlined in its purpose and mission statement. The Elders of this church will be men who fulfill the qualifications of an elder as stated in Titus 1:6-9 and First Timothy 3:1-7.

C. Election of Elders – Periodically, the Lead Pastor and the Elders prayerfully discuss names of current NewLife Partners to fill an Elder opening.

1. An offer will be extended to an Elder candidate and time given for the person to prayerfully consider the offer.
2. Upon a unanimous vote among Lead Pastor & Elders, a recommendation will be given to NewLife Partners.
3. NewLife Partners will be given adequate notification and time to meet with nominee in a formal setting. Partners are encouraged to provide feedback on nominee recommendation to Lead Pastor and Elders.
4. After a short time has passed, the recommended new Elder will be at Sunday Services for introduction and prayer time.

D. Term of Service – Elders are chosen to serve for Life

1. An Elder will serve for 3 years then have 1 year of rest.
2. If the need arises, an Elder can be recalled during the rest period.
3. At the end of the rest period the active elders must vote unanimously for the elder who has rested to return as an active elder.
4. If an issue arises with an Elder's continued qualifications, the Pastor and Elders will gather to address the issue Biblically & appropriately.
5. Any Elder unable or unwilling to fulfill his duties will submit his resignation to the Lead Pastor and Elders. If any refuses to subscribe to the Fundamental Beliefs, church covenant or constitution, their resignation will be requested. If it is not received within 3 business days, the position will be declared vacant and a replacement secured.
6. All references to Elder(s) in this document implies "active Elder(s)".

E. Spiritual Welfare - Elders will promote the spiritual welfare of the church through their personal example by faithfully attending church services, being involved in servant ministries, teaching the Gospel, sharing their faith with others and giving of their time, energy and resources in support of the church.

F. Meetings - The pastor and Elders will meet regularly or at the call of the Lead Pastor. The Lead Pastor will lead all such meetings. If the church is without a Lead Pastor an Elder will lead. An Elder secretary will keep minutes of the meetings as a permanent record. Reports will be provided to the church at biannual meetings. Consensus decision-making will be used by active Elders to develop proposals for actions.

G. Partnership Oversight - The Elders may assist the Lead Pastor in exercising prudent watch over the partnership of the church; visiting sick and shut-ins; offering help and assistance to needy where possible; calling on prospective and delinquent partners; participating in the examination of candidates for partnership; and helping with the administration of the ordinances.

H. Legal Roles -The Lead Pastor and Elders will serve as trustees of the church for legal purposes and will be representing agents as defined in Article VIII Section 2.

1. Elders will have no authority to purchase, hold, lease, or otherwise acquire real and personal property on church's behalf subject to the dollar value restrictions cited in the Fixed Asset Policy and Long-Term Debt Policy.

Actions exceeding these dollar values are subject to a poll of affirmation by partners.

2. Elders will have no authority to sell, give away or dispose of church property in any manner subject to the dollar value restrictions cited in the Fixed Asset Policy and Long-Term Debt Policy. Actions exceeding these dollar values are subject to a poll of affirmation by partners.

3. Elders may accept real and personal property by will, gift or bequest on behalf of the church subject to restrictions in Contributions Policy.

4. They will exercise all actions necessary for dissolution of the church corporation if action is mandated by Article XVIII of this constitution.

I. Pulpit Team - The Elders will constitute the pulpit team, recommending candidates for the pastorate to the church.

J. Administration - They will interview, along with the Lead Pastor, all candidates for paid positions.

K. Discipline - The pastor and Elders will serve as discipline team of the church and will function in accord with guidelines outlined in Article VII, Section 5.

L. Literature - The Lead Pastor and Elders will be responsible for determining the literature to be used in the programs and ministries of the church.

Section 5 – Other Church Staff

A. All church staff will be active partners of this church and may be under the direct supervision of the Lead Pastor. The Lead Pastor will have the authority to recruit, appoint, or dismiss the same in consultation with the Elders.

Article IX – Meetings and Administration

Section 1 - Public Worship

A. It will be the purpose of this church to conduct a regular schedule of meetings. Public services will be held regularly for worship, prayer and praise, fellowship, the preaching of the Bible, observance of the ordinances of baptism and the Lord's Supper, and appropriately distinctive Christian music. The Lead Pastor will have the oversight of all the public services of the church.

B. It will be the intent of this church to maintain its integrity, testimony, and distinction with a ministry to the people of this community. To that intent, cooperative services with churches of other denominations will not be made.

C. Use of the church property or facilities for events other than church sponsored activities must be approved by the Lead Pastor and Elders. No secret societies or groups who cooperate with or are members of any religious organization not in agreement with Fundamental Beliefs of this church will be permitted to use the church property or facilities.

D. Special meetings may be held at the discretion of the Lead Pastor and Elders.

Section 2 - Business Meetings.

A. The official year of the church will run from the 1st day of January and close the 31st day of December.

B. Biannual business meetings will be conducted during the 1st quarter of the year and at mid-year at a time set by the Lead Pastor and Elders. Public notice of said meetings will be given prior to the meeting.

C. Special business meetings may be called at any time by Lead Pastor or Elders.

Section 3 – Procedures at Business Meetings

A. All items for church action will first be submitted to the Lead Pastor and Elders for their consideration and recommendation.

B. The Lead Pastor will moderate all business meetings. If the Lead Pastor or pastor-related areas are to be discussed, the Lead Pastor will temporarily relinquish his position as moderator to a designated Elder. This Lead Pastor and his family may remain in the meeting and may participate in the proceedings.

C. If the office of Lead Pastor is vacant, a designated Elder will serve as moderator.

D. The moderator will provide all eligible partners present with reasonable opportunity to be heard on a matter. He will have full authority to require non partners to leave the meeting room and to order the immediate removal of any partner or other person present who is deemed to be disruptive to the proceedings by act or presence.

Section 4 - Policies and Procedures Manual

A policies and procedures manual will be maintained. It will outline various policies, guidelines, and procedures to be followed in carrying out the ministries of the church and in implementing the provisions of this constitution. It will be accessible to all partners upon request through an online link.

Section 5 - Special Occasions

A. Baptism as found in our Fundamental Beliefs

1. Believing that baptism ("immersion"), properly called "believer's baptism," is the public identification of the individual believer with the Lord Jesus Christ in his death, burial, and resurrection, it will be observed in a public service as a testimony of one's faith and as an encouragement to fellow believers.
2. Those professing faith in Christ, will upon authorization of the church, be immersed by the Lead Pastor, Elder or other believer previously baptized. Parents of children must make a determination of their understanding. When we are too young (infant baptism), we do not understand the spiritual meaning of what we are doing. This church will not practice infant baptism.
3. Baptism declares to the world you've trusted Jesus, joined God's family, and made a commitment to follow Jesus, heart and soul. Baptism is the public declaration of what Jesus Christ has done in you through the blessed assurance of salvation. We are baptized to obey Christ. (Acts 2:38). We are also baptized to identify with Christ and to relate our testimony (Colossians 2:10-13). Lastly, we are baptized to follow Christ in a covenant relationship (Romans 6:3-5). Every believer should be baptized (Mark 16:16). We will be baptized when we understand what baptism means. We are baptized in water by full immersion, "baptisma" – to dip (Acts 10:47-48). Lastly, we are baptized in the name of the Father, Son and Holy Spirit (Matthew 28:19-20).

B. The Lord's Supper as found in our Fundamental Beliefs

1. It will be the practice of this church to observe the Lord's Supper, also known as Communion, on a regular basis for the purpose of "remembering the Lord's death till He comes." It will be open to all who

profess to be born again believers, following a time of personal examination. None will be barred, as it is the Lord's Supper. The Scriptural order, meaning, and purpose of the ordinance will be explained at its observance.

2. The Lead Pastor and Elders will determine the time for the observance.
3. It will be administered by the Lead Pastor and Elders or someone else authorized by the church.
4. The elements of bread and grape juice will be used for its observance.

C. Marriage Ceremonies as found in our Fundamental Beliefs

1. Marriage ceremonies using the church facilities or grounds will only be performed by the Lead Pastor of this church or by ministers in agreement with the doctrinal position of this local assembly, and who have been approved by the Lead Pastor and Elders.
2. Marriage will only be between one man and one woman. Our Lead Pastor does not participate in and our facility is not available for "same sex weddings".
3. The Lead Pastor will have the right to set whatever premarital prerequisites he deems appropriate and may refuse to marry any couple.
4. Permission for the use of the church building for weddings must be approved by the Lead Pastor and Elders.

D. Funerals

1. Funeral services may be officiated by this church as part of its ministry when called upon to render such services.
2. Only those in agreement with the doctrinal position of this church may officiate at funerals conducted within this church.
3. No practices will be permitted as part of funerals which are contrary to the Bible or the position of this church.

E. Child Dedications.

1. Child dedications may be conducted as a part of the regular worship service wherein the parents dedicate a child unto the Lord and commit themselves to bringing up that child in nurture and admonition of the Lord.

2. The church family will be challenged to their responsibility to pray for and be involved as good role models for the child.

Article X - Finances

Section 1. General

- A. The fiscal year of the church will begin on January 1st and end on December 31st of each year.
- B. This church and its ministries will be financed through tithes and offerings of God's people. All monies are placed in the General Fund under a unified budget.
- C. The salaries of the Lead Pastor and staff personnel will be paid from the General Fund and will be reviewed at least once a year with consideration being given to the rising cost of living.
- D. All expenses for special meetings and speakers will be paid from the General Fund with speakers being reimbursed for their travel expenses. They will receive honorariums determined by the Lead Pastor and Elders.
- E. The annual church budget will be prepared by a budget team and presented to the Elders for approval.
- F. No financial obligation will be placed upon the church either as a mortgage, note, or outstanding bill, or in any other form unless money is in hand to meet the same, except by a poll of affirmation of the church partners as defined in the Long-Term Debt Policy. However, the Lead Pastor and Elders will have the authority to make reasonable and proper expenditures without special permission from the church partners.

Section 2. Building Fund

A building fund may be maintained for the purpose of acquiring properties, constructing and maintaining the facilities of the church.

Article XI – Teams

Section 1 - General

- A. The church will have authority to establish any and all teams deemed important to the function of this church. Such teams may be appointed by the Lead Pastor and Elders.
- B. All teams will be in accordance to the standards set forth in this constitution as to their composition, accountability, and authority. No team or subsidiary organizations will engage in any practice or conduct contrary to the position and policies of this church. All teams will be ultimately responsible to the church body, through the Lead Pastor and church leadership.
- C. Each team chairman will submit a written report of discussions, decisions, and plans to the Lead Pastor, Elders and Group & Ministries Director.
- D. Teams will make available upon requests all records and materials to the Lead Pastor, Elders or church partners. The Lead Pastor and Elders will have the right to overrule any plans or decisions made by a team.

Section 2 - Budget and Finance Team

- A. Budget team will be composed of Lead Pastor, two Elders, & treasurer (an Elder).
- B. The budget team will be responsible to review needs of the church and to prepare a proposed annual budget for the church year to be presented for approval by the Elders.
- C. The Team may function throughout the year to recommend budget revisions to the Elders as may be deemed necessary.

Section 3 - Missions Team

- A. This church will support only missionaries and mission agencies who engage primarily in evangelism and establishment of churches of like faith and order in United States and in foreign countries. The church may also make contribution to non-profit Christian schools, camps, social agencies, literature services, rescue missions and youth organizations that are known to be in agreement with the Fundamental Beliefs of this church, both in doctrine and in practice.

B. This team will make recommendations as to missionary projects, missionaries seeking support, and other mission related areas. Suggestions from the church partnership will be taken under consideration.

C. The team will maintain contacts with missionaries supported by this church and encourage the church to pray for, communicate with, and be involved with the ministries of the missionaries. It will also encourage church wide interest in missions in general.

D. All missionary support will be reviewed annually in concurrence with the preparation of the annual church budget. Consideration will be given to the rising cost of living and other factors that impact support levels.

E. Support for a missionary may be discontinued upon recommendation from the Missions Team.

Section 4 - Hospitality Team

The Hospitality Team will be responsible for snacks, coffee and meals for visiting speakers; planning church banquets and meals; and such other hospitality duties as will be deemed appropriate.

Section 5 - Additional Teams

A. Other teams may be established or appointed by the Lead Pastor and Elders when deemed necessary. Team members will be partners of the church who are willing to faithfully fulfill their assigned duties.

B. Teams will have the power to carry out the established policies of the church, but will not establish new policies. They may, however, make recommendations to the Lead Pastor and Elders.

Article XII - Church Organizations

Section 1 - General

A. The church may recognize organizations whose primary purpose is to foster various phases of the life and activity of the church, as auxiliary organizations. Included in this group are missionary groups, men's and woman's groups, student groups, Bible training activities, etc.

B. These groups will affect their own organization, elect their own officers and make their own regulations insofar as they do not come in conflict with this constitution.

C. All officers of the recognized auxiliary organizations of high school age and over will be partners in good standing of the church.

D. All projects will be approved by the Lead Pastor and Elders.

E. These groups shall make reports to the Lead Pastor and Elders.

Section 2 – Kids & Student Ministry

A. Believing that Christian education, religious instruction, and the impartation of biblical truths to children is a vital part of the Great Commission mandate of the Lord Jesus Christ, this church will establish and maintain a vigorous Kids & Student Ministry and educational ministry for the purpose of winning every student to personal faith in Jesus Christ as his/her Savior, and to instruct him/her in Christian living as set forth in the Holy Bible.

B. All instructors, teachers, and administrators will be partners of this church. This provision will not apply to visiting missionaries, evangelists or ministers engaged for the purpose of delivering sermons, conducting revivals, or other special meetings on a temporary basis.

C. All instructors, teachers, administrators, educational programs, and courses of instruction will be in agreement with the church's Fundamental Beliefs and philosophy of ministry. The church will not hire, appoint or retain any employee or volunteer for its educational programs who fails to adhere to or expresses disagreement therewith.

Article XIII – Licensing, Ordination and Commissioning

Section 1 – Licensing

A. Any male partner of this church, who in the judgment of the Lead Pastor and Elders possesses the Scriptural qualifications of a pastor as outlined in First Timothy 3:1-7 and Titus 1:5-9, has demonstrated an ability to teach and preach the Word of God, and expresses a desire to pursue ordination, may be granted a license to preach the gospel by a unanimous vote of Elders.

B. The license will be valid for one year and is subject to review and renewal by unanimous vote of Elders.

Section 2 – Ordination

A. Any male partner of this church who in the judgment of the Lead Pastor and Elders possesses the Scriptural qualifications of a pastor as set forth in First Timothy 3:1-7 and Titus 1:5-9, has demonstrated an ability to teach and preach the Word of God, and gives evidence of a genuine call of God to the work of the ministry, may be considered as a candidate for ordination.

B. An ordination council of pastors, Elders and messengers of other churches of like faith and order will be called by this church to thoroughly examine the Scriptural qualifications, call to the ministry, academic preparation, and doctrinal convictions of the candidate.

C. Upon a positive recommendation by the ordination council, and a unanimous vote of the Elders, this church will proceed with an appropriate ordination service. Ordination will be withdrawn when a man ordained by this church disqualifies himself by violating the Scriptural qualifications of a pastor or by rejecting the fundamentals of the Christian faith as set forth in the Fundamental Beliefs of this church.

Section 3 – Commissioning

A. Church may conduct a commissioning service for missionaries from this church at request of missionary or his/her mission agency prior to departure for field of service.

Article XIV – Indemnification

Section 1 - Indemnity Clause

Partners of this church agree not to pursue civil litigation against this corporation, its partners, its officers, its paid staff, its Elders or its pastor(s). This provision will not prevent a partner from pursuing a claim for personal injury against an insurance company.

Section 2 - Insurance

The church may purchase and maintain insurance on behalf of any person who is or was a pastor, Elder, officer, employee or agent of the church against any

liability asserted against him and incurred by him in that capacity, or arising out of his status in that capacity, whether or not the church would have the power to indemnify him against liability under the provisions of this Article.

Section 3 – Actions Subject to Indemnification

A. NewLife may indemnify any person who was or is party or is threatened to be made a party to any threatened, pending or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, including all appeals (other than an action by or in the right of NewLife) by reason of the fact that the person is or was a pastor, Elder, officer, employee, or agent of NewLife, against expenses, including attorneys' fees, judgments, fines, and amounts paid in settlement actually and reasonably incurred by him in connection with the action, suit, or proceeding; and if that person acted in good faith and in a manner he reasonably believed to be in or not opposed to the best interests of NewLife and, with respect to any criminal action or proceeding, had no reasonable cause to believe his conduct was unlawful.

B. Determination will be made (a) by a majority vote of a quorum consisting of Pastor and Elders who were not and are not parties to or threatened with action, suit, or proceeding; or (b) if described quorum is not obtainable or if a majority vote of quorum of disinterested Elders so directs, by independent legal counsel in written opinion.

Section 4 – Timing of indemnification

A. Expenses of each person seeking indemnification under this Article, may be paid by the church as they are incurred, in advance of final disposition of the action, suit, or proceeding, as authorized by the Elders in the specific case, on receipt of an undertaking by or on behalf of Lead Pastor, Elder, officer, employee, or agent to repay the amount if it is ultimately determined that he or she is not qualified to be indemnified by the church.

Section 5 – Extent of indemnification

A. The indemnification provided by this Article will be deemed to be discretionary unless otherwise required as a matter of law or under any agreement or provided by insurance purchased by the church.

Article XV – Binding Arbitration

Section 1 – Submission to Arbitration

A. Believing that lawsuits between believers are prohibited by Scripture, all partners of this church agree to submit to binding arbitration any matters which cannot otherwise be resolved, and expressly waive any and all rights in law and equity to bringing any civil disagreement before a court of law, except that judgment upon award rendered by the arbitrator may be entered in any court having jurisdiction thereof.

Section 2 – Notice of Arbitration

A. In the event of any dispute, claim, question, or disagreement arising out of or relating to this constitution or any other church matter, the parties will use their best efforts to settle such disputes, claims, questions, or disagreement as befits Christians and in accord with Matthew 5:23,23 and Matthew 18:15-17.

B. To this effect, they will consult and negotiate with each other in good faith and, recognizing their mutual interests not to disgrace the name of Christ, seek to reach a just and equitable solution.

C. If they do not reach such solution within a period of sixty (60) days, then upon notice by either party, disputes, claims, questions, or differences will be finally settled by mediation and/or arbitration as described in Sections 1 and 2 above, and Procedures for Arbitration as adopted pursuant to Sections 3 and 4 below.

Section 3 – Limitation on Arbitration Decisions

A. If any dispute involves matters of church discipline, the arbitrators will be limited to determining whether the procedures for church discipline as outlined under Article VII Section 4 & 5 of this constitution were followed.

B. If any dispute involves removal from office of the Lead Pastor or any church officer, the arbitrators will be limited to determining whether the procedures set forth in Article VIII Sections 3 and 4 of this constitution were followed.

Section 4 – Arbitration Procedures

Procedures for arbitration will be as adopted by Lead Pastor and Elders of NewLife.

Article XVI - Property

- A. This church will have the right to own, buy and sell tangible properties, both real and personal, in its own name when authorized by Lead Pastor and Elders.
- B. No part of the assets, holdings, net earnings or other transactions of this church will be distributable to its partners, Elders, Pastor or other private persons, except that this church will be authorized and empowered to pay reasonable compensation for the services rendered.

Article XVII - Amendments

- A. This constitution or any part thereof may be amended, altered, revised or repealed at any biannual (or special) business meeting provided that notice has been posted in the church and announced from the pulpit for two consecutive Sundays prior to the said meeting. Minor grammatical corrections are exempt from this requirement.
- B. Copies of the proposed amendment(s) must be made available to all partners of the church two (2) weeks prior to the business meeting.
- C. All amendments and changes to this constitution will require unanimous approval of the Lead Pastor and the Elders.
- D. This constitution NewLife Church is a revised document. As such, any and all previous constitution, bylaws and amendments for the NewLife Church will be deemed null and void. This constitution supersedes Articles III - XI of the Articles of Incorporation of NewLife Church, Inc filed with Iowa Secretary of State dated 22 May 2001.
- E. NewLife Policies and Procedures contain more specific information on many topics referenced in this constitution.

Article XVIII - Dissolution

- A. In the event the church faces either voluntary or involuntary dissolution, the steps listed below will be followed.
 - 1. The Officers of NewLife (Lead Pastor and Elders) after a unanimous vote will adopt a resolution recommending that the church corporation be

dissolved and directing that the question of dissolution be submitted to the church partners.

2. All partners will be notified that the question of dissolution will be discussed at a special or biannual meeting of the partners.
3. Notice of the dissolution will be mailed to all creditors of the church.
4. All corporate church liabilities will be paid.
5. The articles of dissolution are prepared and executed. The articles set forth the name of the corporation, the date of the meeting of members at which the resolution to dissolve was adopted and an acknowledgment that a quorum was present. It will recognize the resolution was adopted and that all debts of the corporation have been paid and that all remaining assets of the corporation have been transferred according to Article XVIII items B and C of this constitution.
6. The articles of dissolution will be filed with the secretary of state. If the articles of dissolution conform to all legal requirements, the secretary of state issues to a representative of the dissolved corporation a certificate of dissolution, which is recorded with the office of the recorder of deeds of Polk County, Iowa.

B. Upon the dissolution of this church, the Elders will, after paying or making provision for payment of all the liabilities of this church, dispose of all of the assets of this church to independent organizations. These organizations must be in agreement with the Fundamental Beliefs of this church and operated exclusively for charitable, educational, or religious purposes as well at the time qualify as an exempt organization or organizations operating within the meaning of Section 501 (c)(3) of the Internal Revenue Code of 1986 (or corresponding provision of any future United States Internal Revenue law), and the laws of Iowa, as the Elders will determine. No monies will accrue to any partner of this church, their relatives, friends or associates except for services contracted.

C. Any of such assets not so disposed of will be disposed of by the District Court of Polk County, Iowa (Judicial District 5). This disposition will be used exclusively for such purposes or to such organization or organizations, as said Court will determine, which are organized and operated exclusively for such purposes.

Attestation and Adoption

Section 1. Attestation – I attest the foregoing Constitution contains statements that are true and correct.



 Andrew Miller – Pastor

 8/11/25
 Date

Section 2. Adoption - This constitution was adopted by unanimous vote of the Elders of the NewLife Church on the 19th day of May, 2025. This constitution supersedes any other constitution or bylaws of NewLife. This constitution specifically supersedes Articles III - XI of the Articles of Incorporation of NewLife Church, Inc filed with Iowa Secretary of State dated 22 May 2001. This constitution will be viewable on the church website. A hard copy may be viewed upon request at the NewLife office located at The Hub – 6010 NE 12th Avenue, Pleasant Hill, Iowa (50327).

Section 3. Subscribed and sworn to before me by the said Andrew Miller this

11th day of August, 2025.



Notary Public in and For the State of Iowa

