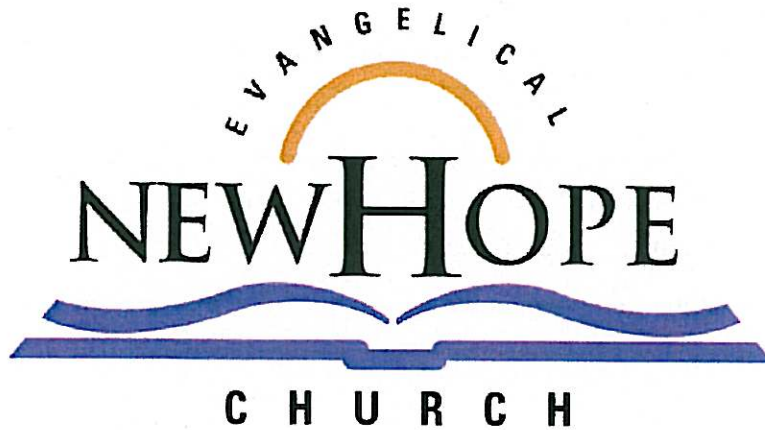


NEW HOPE EVANGELICAL CHURCH

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McPherson, Kansas



# Bylaws

Approved  
09-Mar-2014

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## 1. Membership:

### 1.1. Approval and Reception of Members

Any person meeting the qualification of membership as indicated in the NHEC Constitution will be approved for membership upon unanimous vote of the Elder Board. New members will be received into the membership at a Sunday service following approval.

### 1.2. Transfer of, or Inactive, Membership

Personal request or letter of transfer: members may be removed from membership at their own request, in writing if possible, to the Elder Board of their intention to withdraw and the reasons therefore. If a member requests to withdraw because of specific problems or disappointments with NHEC, the Elder Board shall attempt to resolve those matters so that the member may remain in NHEC and enjoy greater fruitfulness and personal spiritual growth. If the issue leading the member to depart cannot be resolved by the Elder Board, the conflict resolution process noted in these Bylaws will be implemented.

- Any member no longer in regular attendance will be notified, at his/her last known address, to determine the member's intentions. Should no answer be received in thirty days, s/he may be moved to an inactive status or removed from the membership roll of NHEC by a vote of the Elder Board. Persons who are moved from active to inactive status, or removed from the membership roll, shall be so notified in writing if address is known.
- Any person not meeting the qualifications of the NHEC Constitution may apply for inactive membership. Upon approval by a vote of the Elder Board, s/he will be listed as an inactive member of NHEC.
- Inactive members may not vote in any matters regarding NHEC nor hold any church office or teaching position.
- Any inactive member may be moved to active status by meeting the qualifications of the NHEC Constitution and approval by the Elder Board.

### 1.3. Discipline or Dismissal of Members

**Discipline:** Just as a good shepherd will go after a sheep that has wandered from the flock (Matthew 18:12-14; Ezekiel 34:4, 8, 16), so shall the Elders and members of NHEC seek to restore a wandering member to the Lord. Therefore, discipline may be implemented or continued either before or after a member seeks to withdraw from membership if the Elder Board determines that such discipline may serve to guard and preserve the honor of God, protect the purity of NHEC, or restore the wandering member to the Lord. While NHEC cannot force a withdrawing person to remain in this congregation, NHEC has the responsibility to encourage restoration, to bring the disciplinary process to an orderly conclusion, and to make a final determination as to the persons' membership status at the time withdrawal is sought or acknowledged. The Elder Board may, at its discretion, temporarily suspend further disciplinary proceedings, drop any or all charges pending against the accused, or inform the congregation and proceed with discipline. However, this process is no way hinders the right of a member to appeal the discipline by bringing

it to the membership by the processes noted in the NHEC Constitution for calling a Special Business Meeting.

**Dismissal:** After private and personal counseling by an Elder of NHEC, a member may be removed from membership by dismissal (Matthew 18:17). This act may be initiated by any member of the Elder Board (Titus 2:14; 3:10; Acts 20:28). The member so charged may be present and speak at that meeting of the Elder Board. A unanimous vote in favor of dismissal shall set the matter before the membership at a duly called meeting of the membership. If the member does not present himself or herself to the membership for examination, s/he shall be dismissed without vote. If the member is present, an Elder will present reasons for dismissal to the membership. The member so charged may also present reasons and witnesses in his/her favor. The membership shall vote by secret ballot; a two thirds ( $\frac{2}{3}$ ) majority of the members present and voting shall determine dismissal (2 Corinthians 2:6).

## 2. Ministerial Teams:

Ministerial Teams of NHEC may include, but are not limited to:

- Education Ministerial Team: Shall be responsible for the operation and management of all educational ministries and related education activities. It shall oversee the regular classes as well as special classes, such as Vacation Bible School. This includes overseeing the educators, materials, schedules, and operations.
- Finance Ministerial Team: Shall be responsible for the supervision and administration of all ways and means of receiving, conserving, and disbursing funds, including all insurance requirements.
- Fellowship Ministerial Team: Shall provide a structure for the prayer life of NHEC, furnish a framework for small groups and their care related ministries, and shall coordinate all aspects of the social life of NHEC as a whole.
- Missionary Ministerial Team: Shall be responsible for the administration of missionary funds and activities.
- Facilities Ministerial Team: Shall be responsible for the operation, use, security, maintenance, and repair of all property not specifically delegated to others, including all buildings, grounds, parking areas, mechanical equipment, furniture, and fixtures.
- Worship and Music Ministerial Team: Shall, under the direction of the Senior Pastor-Teacher, select doctrinally suitable music and other worship activities for worship services. It shall be responsible for all musical instruments, sound, and audio/visual equipment belonging to NHEC.

## 3. Confidentiality:

### 3.1. Protecting Confidences

The Bible teaches that Christians should carefully guard any personal and private information that others reveal to them. Protecting confidences is a sign of Christian love and respect (Matthew 7:12). It also discourages harmful gossip (Proverbs 16:28; 26:20), invites confession

(Proverbs 11:13; 28:13; James 5:16), and encourages people to seek needed counseling (Proverbs 20:19; Romans 15:14). Since these goals are essential to the ministry of the gospel and the work of NHEC, all members are expected to refrain from gossip and to respect the confidences of others. In particular, our Senior Pastor-Teacher, Ministerial Staff, and Elders shall carefully protect all information that they receive through counseling. Although confidentiality is to be respected as much as possible, there are times when it is appropriate to reveal certain information to others. In particular, when the Senior Pastor-Teacher, Ministerial Staff or Elders of NHEC believe it is biblically necessary, they may disclose confidential information to appropriate people in the following circumstances:

- When a Pastor, Ministerial Staff, or Elder is uncertain of how to counsel a person about a particular problem and needs to seek advice from other pastors or elders in NHEC or, if the person attends another church, from the pastors or elders of that church (Proverbs 11:14; 13:10; 15:22; 19:20; 20:18; Matthew 18:15-17)
- When the person who disclosed the information or any other person is in imminent danger of serious harm unless others intervene (Proverbs 24:11-12)
- When a person refuses to repent of sin and it becomes necessary to institute disciplinary proceedings (Matthew 18:15-20 and Bylaw 1.3) or seek the assistance of individuals or agencies outside NHEC (Romans 13:1-5)
- When required by law.

### **3.2. Assistance/Approval**

Scripture commands that confidential information is to be shared with others only when a problem cannot be resolved through the efforts of a small group of people within NHEC (Matthew 18:15-17). Therefore, except as provided above, a Pastor, Ministerial Staff, or Elder may not disclose confidential information to anyone outside NHEC without the approval of the Elder Board or the consent of the person who originally disclosed the information. The Elder Board may approve such disclosure only when it finds that all internal efforts to resolve a problem have been exhausted (1 Corinthians. 6:1-8) and the problem cannot be satisfactorily resolved without the assistance of individuals or agencies outside NHEC (Romans 13:1-5).

The Pastors and Elders may, but need not, provide counselees with written notice of these confidentiality provisions, but these provisions shall be in effect regardless of whether such notice is given.

## **4. Conflict Resolution:**

### **4.1. Purpose**

NHEC is committed to resolving in a biblical manner all disputes that may arise within our body. This commitment is based on God's command that Christians should strive earnestly to live at peace with one another (Matthew 5:9; John 17:20-23; Romans 12:18; Ephesians 4:1-3) and that when disputes arise, Christians should resolve them according to the principles set forth in Holy Scripture (Proverbs 19:11; Matthew 5:23-25; 18:15-20; 1 Corinthians 6:1-8; Galatians 6:1). We believe that these commands and principles are obligatory on all Christians and

absolutely essential for the well-being and work of NHEC. Therefore, any and all disputes in NHEC shall be resolved according to biblical principles, as provided in this bylaw.

#### **4.2. Resolution**

When a member of NHEC has a conflict with, or is concerned about the behavior of, another member, he shall attempt to resolve the matter as follows:

Step – 1 The offended or concerned person shall prayerfully examine himself and take responsibility for his contribution to a problem (Matthew 7:3-5), and he shall prayerfully seek to discern whether the offense is so serious that it cannot be overlooked (Proverbs 19:11; 12:16; 15:18; 17:14; 20:3; Ephesians 4:2; Colossians 3:13; 1 Peter 4:8).

Step – 2 If the offense is too serious to overlook, the offended or concerned person shall go, repeatedly if necessary, and talk to the offender in an effort to resolve the matter personally and privately, having first confessed his own wrongdoing (Matthew 18:15).

Step – 3 If the offender will not listen and if the problem is too serious to overlook, the offended or concerned person shall return with one or two other people who will attempt to help the parties resolve their differences (Matthew 18:16); the other people may be members or officers of NHEC, or other respected Christians in the community. At the request of either party to the dispute, the Elder Board shall make every effort to assist the parties in resolving their differences and being reconciled.

#### **5. Amendments:**

Unless otherwise noted by the NHEC Constitution or Bylaws, these Bylaws may be amended by a majority vote of those members present and voting at a duly called Membership meeting, provided that the proposed amendment has been approved by the Elder Board or has been submitted by a petition signed by not less than ten (10) percent of the Members listed on the active membership roster. The proposed amendment will be provided to the Membership for review at least fourteen (14) days prior to consideration and vote.

**(End of Bylaws)**

By our dated signatures below, we affirm this document to be the true, complete accurate and current Bylaws with Amendments as approved by the Membership of the New Hope Evangelical Church of McPherson, Kansas.

**Elder Board**

Chairman Xiah M. L. Date 4-23-14

Vice-Chairman [Signature] Date 4-30-14

Secretary Kent D. Winsky Date 5-8-14

Treasurer [Signature] Date 4-27-14