

CONSTITUTION AND BYLAWS  
SEOUL INTERNATIONAL BAPTIST CHURCH

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## **CONSTITUTION**

### **PREAMBLE**

Recognizing the authority of God's Word, as a body of believers as found in the New Testament Church, to preserve and to secure the principles of our faith, and to the end that this body may be governed in an orderly manner consistent with the Holy Scripture we do declare and establish this constitution. This constitution will preserve the liberties of each individual church member and the freedom of action of this body in its relation to other churches and other mission programs.

### **I. NAME**

This body shall be known as the SEOUL INTERNATIONAL BAPTIST CHURCH (SIBC), located in Seoul, Korea.

### **II. OBJECTIVES**

To be an English-speaking church focused on reaching the English-speaking community for Christ.

To be a church that proclaims the Gospel in order to bring lost persons to a personal relationship with Christ as Savior and Lord.

To be a church empowered by the Holy Spirit to experience a meaningful fellowship with God and fellow believers, recognizing His person and responding to His Lordship.

To be a church that seeks to help people grow in their knowledge of God through a Bible-teaching ministry.

To be a church that ministers unselfishly to all persons in the community and the world in Jesus' name.

To be a church whose purpose is to be Christ-like in our daily living by emphasizing total surrender of life, discipleship, personality, and possessions to the Lordship of Christ.

### III. STATEMENT OF FAITH

#### **Scripture**

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

#### **God**

There is one and only one living and true God. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

## **God the Father**

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. God is Father in truth to those who become children of God through faith in Jesus Christ.

## **God the Son**

Christ is the eternal Son of God. In His incarnation as Jesus Christ, He was conceived of the Holy Spirit and born of the virgin Mary. He honored the divine law by His personal obedience, and in His substitutionary death on the cross, He made provision for the redemption of men from sin.

## **God the Holy Spirit**

The Holy Spirit is the Spirit of God, fully divine. He exalts Christ. He convicts men of sin, of righteousness and of judgment. He enlightens and empowers the believer and the church in worship, evangelism, and service.

## **Man**

Man is the special creation of God, in His own image. He created them male and female as the crowning work of His creation. By his free choice man sinned against God and brought sin into the human race. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore every person of every race possesses dignity and is worthy of respect and Christian love.

## **Salvation**

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification.

## **God's Purpose of Grace**

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies,

and glorifies sinners. All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit will never fall away from the state of grace, but shall persevere to the end.

### **The Church**

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the Gospel, observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the Gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are Pastors, Elders, Deacons, and Deaconesses.

### **Baptism & the Lord's Supper**

We believe that baptism is the immersion of a believer in water. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus.

The Lord's Supper is a symbolic act of obedience whereby members remember the death of the Redeemer and anticipate His second coming.

### **Evangelism & Missions**

It is the duty and privilege of every follower of Christ and every church of the Lord Jesus Christ to endeavor to make disciples of all nations, and to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the Gospel of Christ.

### **Accountability**

We affirm the accountability of each person before God. Your family cannot save you. Neither can your church. It comes down to you and God. Authorities can't force belief or unbelief.

### **The Lord's Day**

We meet on the first day of the week, as it commemorates the resurrection of Christ from the

dead.

### **Last Things**

God, in His own time and in His own way, will bring the world to its appropriate end. Jesus Christ will return personally and visibly. The dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell. The righteous will receive their reward and will dwell forever in Heaven with the Lord.

### **Stewardship**

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. We are to use our gifts and possessions in such a way that brings glory to Jesus Christ.

### **Cooperation**

Christ's people should organize such associations and conventions as may best secure cooperation for the work of God's Kingdom. Such organizations have no authority over one another or over the churches. Cooperation is desirable between the various Christian denominations.

### **The Christian & the Social Order**

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death.

### **Family**

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood or adoption.

Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage.

## **Sanctity of Life**

Procreation is a gift from God, a precious trust reserved for marriage. At the moment of conception, a new being enters the universe, a human being, created in God's image. This human being deserves our protection, whatever the circumstances of conception.

## **Priesthood of All Believers**

We affirm the priesthood of all believers. All believers have the same right to communicate with God, interpret Scripture, and minister in Christ's name. All believers are an essential part of the ministry of SIBC. Nevertheless, we acknowledge that the Pastor has a unique leadership role. It is a perversion of this doctrine to say that all views are equally valid.

## **Women In Ministry**

Women participate equally with men in the priesthood of all believers. Their role is crucial, their wisdom, grace and commitment exemplary. Women are an integral part of each ministry of our church. We affirm and celebrate their Great Commission impact.

While Scripture teaches that a woman's role is not identical to that of men in every respect, it also teaches that women are equal in value to men.

As SIBC is a part of the Hawaiian Pacific Baptist Convention, we affirm the publication, "The Baptist Faith and Message" as adopted by the Southern Baptist Convention, in which SIBC is a member. (The Baptist Faith and Message 2000 version.pdf)

In addition to the above, we believe two other documents, the Apostle's Creed (The Apostles Creed.pdf) and The Lausanne Covenant (The Lausanne Covenant.pdf), identify essentials of the Christian faith and promote unity among believers around the world.

#### IV. RELATIONSHIPS

SIBC is an autonomous body, and, therefore, is not subject to the control of any other ecclesiastical body. However it recognizes and sustains mutual cooperation with other churches that are like-minded in faith and practice. Insofar as is practical, this church will cooperate with and support the Hawaii Pacific Baptist Convention, and other like-minded churches in Asia, with a focus on the Pacific Rim.

#### V. CHURCH COVENANT

Having been led by the Spirit of God to receive the Lord Jesus Christ as our Savior and Lord, and on the profession of faith, having been baptized in the name of the Father, and the Son, and the Holy Spirit, we do now, in the presence of God and this assembly, most solemnly and joyfully enter into covenant with one another as one body in Christ.

We covenant, therefore, by the aid of the Holy Spirit to walk together in Christian love; to strive for advancement of this church in the will of God; to sustain its worship, ordinances, discipline, and doctrines; to contribute cheerfully and regularly to support the ministries, and the spread of the Gospel to every tribe, tongue and peoples.

We further covenant to relate to one another in brotherly love; to remember one another in prayer; to aid one another in sickness and distress; to demonstrate Christian sympathy in feeling and Christian courtesy in speech; to be slow to take offense, but always ready for reconciliation.

#### VI. ORDINANCES

The term *ordinance* although not found in Scripture, has been widely used by the Church. An

ordinance is a pictorial representation of the Gospel message: Christ lived, died, and was raised from the dead in order to redeem us to himself. An ordinance must meet all of the following criteria:

- a. Instituted by Christ
- b. Taught by the Apostles
- c. Practiced by the early church

With these criteria in mind, this church believes that the only two practices that meet these three criteria are Baptism and the Lord's Supper.

### Baptism

Baptism is a symbolic act of obedience whereby any person who receives Jesus Christ as Savior by personal faith, professes Him publicly, and openly indicates a commitment to follow Christ as Lord, shall be totally immersed in water. The action of being baptized does not save a person, but merely serves as a public testimony of an inward decision (1 Peter 3:21).

### The Lord's Supper

The Lord's Supper is a symbolic act of obedience whereby any Christian, through partaking of the bread and fruit of the vine, commemorates the death of Jesus Christ and anticipates His second coming. The Lord's Supper should be observed at least once every quarter.

SIBC welcomes any born-again Christian to partake in the Lord's Supper regardless of their church membership. Before partaking in the Lord's Supper, each person should examine themselves as in accordance to 1 Corinthians 11.

## VII. CORPORATE CHURCH ASSEMBLIES

The church shall meet regularly for preaching, instruction, evangelism, fellowship, giving of tithes and offerings, testimonies, prayer and corporate worship of Almighty God. These meetings shall be conducted under the direction of the Pastor, someone designated by him or in the absence of a Pastor someone designated by Chairman of the Leadership Team.

Worship and praise: Hebrews 13:15; Romans 12:1; John 4:23; Hebrews 12:28–29

Preaching and teaching: 1 Corinthians 14:26; Acts 20:7; 2 Timothy 4:2

Prayer and thanksgiving: Ephesians 5:20; Matthew 6:9; 1 Timothy 2:1

Scripture reading: John 17:17; Colossians 4:16; 2 Timothy 3:16–17; 1 Timothy 4:13

Giving and contribution: Acts 20:35; 1 Corinthians 16:1–2; 2 Corinthians 9:7

Lord's Supper and Communion: 1 Corinthians 11:25–26

Music and singing: Ephesians 5:19

Evangelism and outreach: Acts 2:47; Matthew 28:19

Sharing and encouragement: Colossians 3:16; Hebrews 10:24–25

# **BYLAWS**

## **I. MEMBERSHIP**

### **Section 1. Becoming a Member**

Membership in SIBC involves commitment to the body and submission to the teachings of the church. Therefore, becoming a *full member* of SIBC will be done in one of the following three manners:

1. By trusting in Jesus Christ as Savior and Lord and receiving baptism by immersion
2. By transfer of membership letter from another church of like faith and practice as SIBC (Note: SIBC allows members to retain membership at their home church. If one's home church does not allow dual membership, one can become an Associate member – see point 2 below)
3. By statement of faith affirming faith in Jesus Christ and baptism by immersion

However, SIBC will recognize an *associate member* in the following circumstances:

1. Public profession of faith in Jesus Christ having received baptism by a mode other than immersion
2. Public profession of faith in Jesus Christ having received baptism by any mode, and the individual does not wish to remove his or her name off of the roles of his or her home church and whose home church does not accept dual membership

Associate members will be given every right and privilege of full members of SIBC except the right to serve as a Pastor, staff, Elder, Deacon, or Deaconess, or vote on any pastoral or doctrinal issues (including, but not limited to, the appointment of a new Pastor, or changes to the constitution and bylaws).

When the term *member of SIBC* is used in this document, it refers to both full and associate members.

## **Section 2. Termination of Membership**

Membership shall be terminated in the following ways: death, transfer request from another church, by personal request of the member or dismissal for cause by vote of 80 percent of those present and voting in a business meeting of this church.

## **Section 3. Church Discipline**

The Elders, Deacons, and Deaconesses will have the responsibility for administering the discipline process. If the need for church discipline arises, all attempts will be made to handle it in a redemptive way to restore the offender to fellowship with God and the church.

### **1. The Objective:**

- a. To remove the corruptive influence (i.e., false teaching, immorality, etc.) from the presence of the other members of the congregation in order to prevent sin from spreading to other members.
- b. To correct doctrinal error.

### **2. The process:**

- a. The brother/sister who is in sin must be questioned in private.
- b. If the brother/sister does not listen, two or more witnesses must confront him/her. It is advisable, but not mandated, that one of these witnesses should be a Pastor, Church Administrator, Elder, Deacon, or Deaconess.
- c. If the brother/sister refuses to listen and repent, his/her case should be communicated to the entire Pastoral Staff, Church Administrator, Elders, Deacons, and Deaconesses. At which point,

after much prayer, the matter should be taken before the members of the congregation.

- d. If the brother/sister refuses to accept Godly counsel, he/she is excluded from the church membership.
- e. If the repentant decides to remain in the church, they should be placed under the spiritual guidance and care of an Elder, Deacon, or Deaconess so that the learning process can take place. Redemptive restoration, not punishment, is the goal of all discipline.

## II. CHURCH LEADERSHIP TEAM

The church Leadership Team will be composed of the Pastoral Team, Church Administrator, Elders, Deacons, Deaconesses, Church Ministry Leaders and other members which the Leadership Team may agree to appoint. All decisions of the Leadership Team will be made by no less than 60% of its members and 80% affirmation. It will be modeled after Jesus' example of servant leadership (Matthew 20: 25-28). As such they will also encourage and support one another in character, leadership and ministry.

The primary purpose of the Leadership Team is to provide support for the ongoing ministries, mission and values of SIBC. Team members should be regularly involved in Sunday services, and be willing to step in to help with various activities, and ministry opportunities of SIBC

The Pastoral Team shall comprise of the Senior Pastor, the Executive Director and other full members of SIBC who are appointed to share preaching and other pastoral duties.

Requirements of being on the Leadership Team include, but are not limited to:

1. Being a member of SIBC
2. Being vetted, appointed and approved by the Leadership Team

Only the Pastor, Church Administrator, Elders, Deacons, and Deaconesses will vote on the following (also with a quorum of 60% and approval rate of 80%):

1. Selecting a pastoral search team
2. Making the proposed budget (to be voted on by the members of SIBC)
3. Approval of an Elder, Deacon, or Deaconess
4. Changes in staff
5. Pastor's contract
6. Making proposed changes to the constitution and bylaws (to be voted on by full members of SIBC)
7. New ministry divisions

### **Section 1. Senior Pastor**

1. The Senior Pastor is responsible for leading the church to function as a New Testament church.
2. The Senior Pastor is leader of pastoral ministries in the church. As a servant leader, he works with the Church Administrator, Elders, Deacons, and Deaconesses to:
  - a. Lead the church in seeking God's revealed ministries.

- b. Lead the church to actively participate in worship, witness, education and ministry.
- c. Proclaim the whole counsel of God in regular worship.
- d. Lead the church in providing pastoral care for church members and regular attendees.

3. A Senior Pastor shall be chosen and called by the church whenever a vacancy occurs.

4. The Elders, Deacons, and Deaconesses will appoint a pastoral search team of no fewer than six full members of SIBC and present them for affirmation by a vote of at least 80% of the full members present to the church body.

Some stipulations for those on the pastoral search team are:

- a. No two members of this committee shall be related
- b. No more than two Elders, Deacons, and/or Deaconesses shall be on the committee
- c. No more than one Korean passport holder shall be on the committee
- d. At least two females shall be on the committee
- e. All committee members must be full-members of SIBC

In the case where one of the above stipulations cannot be met, the Elders, Deacons and Deaconesses will make a recommendation as to how to proceed. This recommendation will be presented to the church, where it will be voted on by the full members.

The pastoral search team will establish its own procedures (that are to be approved by the Church Administrator, Elders, Deacons, and Deaconesses) and inform the congregation as to how candidates will be nominated and screened. Only one candidate shall be presented to the church for consideration at any given time. Election will be by ballot, with an affirmative vote of at least 80 percent of those voting members present.

5. In the event of termination/resignation the church or Senior Pastor should give a thirty day notice dependent upon the one initiating the action. Actions initiated by the church body will constitute that the church provide a 30 days severance package and airfare for the Senior Pastor.

During the 30-day period the church will honor its commitment to provide health insurance, housing, and other items that are included in its compensation package for the Senior Pastor. If the Pastor has already used his airfare allowance for the budget year, the Pastor shall be responsible for purchasing airfare for himself and his dependents to return to their home country. The church is not responsible for shipping items to the Pastor's home country, unless an amount has been agreed upon in the Pastor's contract.

6. The contract of the Senior Pastor of SIBC will be written by the Chairman and Vice Chairman of the Board of Directors and approved by the Church Administrator, Elders, Deacons, and Deaconesses.

The contract of the Senior Pastor must be reviewed by the Church Administrator, Elders, Deacons, and Deaconesses no less than six months from its date of expiration. Changes to the contract, a contract extension, or a decision not to renew the contract (either by the Pastor or the Church Administrator, Elders, Deacons, and Deaconesses), must be communicated to the Leadership Team no less than forty-five days before the expiration of the contract. The same shall be communicated to the church body no less than thirty days before the expiration of the contract. A decision not to renew (or to terminate) the contract must be approved by a vote of at least 80% of the voting members present to the church body.

## **Section 2. Executive Director**

The Executive Director shall fulfill an executive role in organization of the church including long term strategy, counsel and advice to the Leadership Team. Candidates for this position will be proposed by the Senior Pastor and endorsed by the Church Administrator, Elders, Deacons and Deaconesses. If no suitable candidate is available the Leadership Team may continue to function without this role being occupied.

## **Section 3. Chairman and Vice Chairman of the Leadership Team**

1. The Leadership Team meeting will be presided over by its Chairman or in his absence the

Vice Chairman shall preside. In the absence of both, the Executive Director will preside.

2. The Chairman will serve a one-year term, and then either be re-elected or replaced by vote (by the Pastor, Church Administrator, Elders, Deacons and Deaconesses). The Vice Chairman's position will not rotate yearly, but will be longer term for continuity

#### **Section 4. Elders, Deacons, and Deaconesses**

Elders, Deacons, and Deaconesses must be full members of SIBC. Elders, Deacons, and Deaconesses will have been elected in accordance with I Timothy 3:1-13. There shall be enough Elders, Deacons, and Deaconesses to minister to the body. In the event that there are not enough Elders, Deacons, or Deaconesses to serve according to the Leadership Team, candidates will be appointed and interviewed by the Pastor, Church Administrator, Elders, Deacons and Deaconesses and introduced to the body. The Leadership Team will elect their own Officers annually (or as needed if a position is vacated) including, but not limited to, the Chairman of the Leadership Team and Church Treasurer.

All Elders, Deacons, and Deaconesses shall support church body events, ministries and be co-laborers with the Pastor in serving the body.

The primary distinction between an Elder and a Deacon/Deaconess, is that an Elder is viewed as a person who, in addition to having a servant's heart, is also gifted with the ability to teach. Should the church be without a Pastor, or, should the Pastor be unable to physically fill the pulpit for a time, the Elders will be expected to oversee the teaching duties of the Pastor.

#### **Section 5. Ministries**

Due to the changing dynamics of the church body the Leadership Team will seek the Lord's guidance as to the ministry needs of the body and will make assignments within the Leadership Team to address those needs listed below such as but not limited to:

a. Education Ministry

b. Fellowship Ministry

c. Finance Ministry

d. Military Ministry

e. Missions Ministry

f. Outreach Ministry

g. Praise Ministry

h. Prayer Ministry

i. Women's Ministry

j. Men's Ministry

## **Section 6. Church Treasurer**

It shall be the duty of the Church Treasurer to receive, preserve and pay out, upon receipt of proper documentation, all monies or things of value paid or given to the church. The Church Treasurer will maintain accurate records of all receipts and disbursements. The Church Treasurer will take a leading role in the preparation of the draft Church budget each year. The Church Treasurer's books may be subject to audit at the direction of the Leadership Team. The Church Treasurer will maintain an accurate record of all financial matters for 7 years.

## **Section 7. Board of Directors (BOD)**

1. The BOD shall consist of the following individuals:-

Pastor  
Executive Director  
Administrator  
Chairman of Leadership Team  
Vice Chairman of Leadership Team

2. The BOD has two primary functions in the life of SIBC:-

First, to act as a Steering Committee able to provide long term strategic planning, advise on organizational issues, assess effectiveness of SIBC Ministries and so forth.

Second, to manage SIBC Real Estate, operating within any Articles of Incorporation / Bylaws in force.

### III. GENERAL

#### **Section 1. Church and Fiscal Year**

The SIBC “Church Year” runs from August to July. Efforts are made throughout the Church Year to fill ministry positions in the church as need arises.

The SIBC “Fiscal Year” runs from January to December. The Church Budget will be approved by the members of SIBC no later than the 15<sup>th</sup> of December.

#### **Section 2. Church Administrator**

The Church Administrator will keep a record of the minutes for all church business meetings and Leadership Team meetings.

The Church Administrator will also be responsible for keeping an updated Church Membership

Role with dates of admission, transfer, dismissal, or death along with a record of baptisms. If a person is known to have left Korea or has been absent for more than 6 months (without prior explanation), the Church Administrator shall remove that person from the membership role.

### **Section 3. Business Meetings**

All business meetings must be approved by the Leadership Team and announced by an Elder, Deacon, or Deaconess. All business meetings must be announced (and any relevant materials provided) at least 3 weeks prior to the meeting and every consecutive week until that meeting is held.

All church business meetings will take place on Sunday after the morning worship service. The church shall hold one regular business meeting each year for the purpose of voting on the church budget. The proposed budget will be distributed to the church membership at least three weeks prior to the vote.

At times it may be necessary to call an emergency church meeting to address an urgent matter that impacts the church body.

The Senior Pastor, Chairman of the Leadership Team, Executive Director, and Church Administrator, may call for an emergency church meeting so long as he has communicated with at least two of the aforementioned people, and they have agreed to the meeting. It must be announced to the congregation, and must take place at SIBC on a Sunday after the morning worship service. As much as is possible, no emergency meeting should be held to spend money on items that are not in the budget, or that greatly exceed the budget. Exceptions for this do exist for things like structural damage to the building.

Should any other full member of the church desire to call a church meeting the following steps must be taken:

- a. The member must submit in writing the reason(s) for holding the meeting. This letter must be given to the Senior Pastor, and the Chairman of the Leadership Team. The

three parties will discuss the issue privately. Should the Senior Pastor and Chairman agree that the church meeting should take place, they must first present the meeting proposal and agenda to the Elders, Deacons, and Deaconesses. The church meeting can happen so long as there is an affirmative vote (quorum of 60% with 80% approval). The Chairman of the Leadership Team shall be the moderator for the meeting. Should the Chairman be unavailable, or too emotionally attached to the situation, the Vice-Chairman shall take his role as moderator.

- b. Should a member of the church meet with the Senior Pastor and the Chairman of the Leadership Team, but have his/her request denied, the member may appeal, in writing, to the Vice-Chairman of the Leadership Team, and one other Elder, Deacon, or Deaconess. The five individuals must meet, and the Vice-Chairman and additional Elder/Deacon/Deaconess will decide whether or not to present the issue(s) to the entire Pastoral Staff, and the remaining Elders, Deacons, and Deaconesses for a vote. Should the church meeting eventually happen, the Vice-Chairman shall serve as the moderator
- c. In the case where a church meeting request is denied for a second time, it is the responsibility of the Senior Pastor to report the situation to the Pastoral Staff, Elders, Deacons and Deaconesses. It is imperative that these individuals provide ongoing care for the individual whose request was denied. The individual has the responsibility and duty to continue serving and utilizing his/her gifts in the church, and not to sow seeds of discord.

#### **Section 4. Quorum and Amendment**

The quorum for any business meeting will consist of those voting members who attend. However, if the Constitution and Bylaws are to be amended a minimum of 40% of the full members of the church must be present and an approval of at least 80% is required. In addition a written copy of the proposed amendment shall be provided to the church body at least three weeks prior to the vote.

## **Section 5. Properties**

It is understood that all buildings and property of SIBC will be managed by the SIBC Board of Directors.

## **Section 6. Sunday School Teachers and Bible Study Leaders**

In addition to being a member of SIBC, Sunday school teachers and Bible study leaders will be thoroughly screened and enlisted by the Pastor, Church Administrator, Elders, Deacons, and Deaconesses, or the person designated by that group.

## **Section 7. Mustard Seed International Pre-School**

The Mustard Seed International Pre-School shall be operated by SIBC under a separate budget and under the supervision of the Executive Director (or Vice Chairman, if there is no Executive Director). The budget will be prepared for the school year (August – May), and the school is intended to operate as a NON-PROFIT entity.