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**Indy Plant and Revitalize Partnership By-laws**

# Article 1 – Name and Purpose

## Section 1 – Name

1. The name of this Non-Profit organization shall be “Indy Plant & Revitalize Partnership”(the “IPR Partnership” or “Partnership”).

## Section 2 – Purpose

1. The Indy Plant & Revitalize Partnershipexists to partner with churches to plant and revitalize for more healthy congregations in the Central Indiana Region for the sake of God’s glory among the nations.

# Article 2 – Articles of Faith

1. The IPR Partnership affirms both the Indianapolis Theological Seminary Statement of Common Beliefs (2020) and the Ecclesiology Supplement:

## Section 1 – Indianapolis Theological Seminary Statement of Common Beliefs (2020)

1. GOD: We believe there is one true God who subsists eternally in three distinct persons: the Father, the Son and the Holy Spirit.
2. THE HOLY SCRIPTURES: We believe the sixty-six books of the Bible are verbally and plenarily inspired by God and are thus inerrant in the original autographs. The Bible is the final and sufficient authority for all matters of faith and practice, the only locus of God’s revealed will.
3. CREATION: We believe God sovereignly and effortlessly created the cosmos, for his own joy and glory, by the power of his word. As sovereign creator, he has every right and every beneficent purpose to impose his good design on creation. Accordingly, he created humanity in his image as either biological male or biological female, each with full ontological value and dignity, and distinct gender roles in the created order, as summarized in the Danvers Statement. Humanity’s original state was sinless, joyful, and free.
4. HUMANITY’S FALLEN STATE: We believe our first parents fell from that felicitous and innocent state by rebelling against their Creator, thus becoming sinners. Every human being fell with them and now, therefore, possesses a sinful nature from conception and performs acts of sin in likewise rebellion. It is utterly beyond the capacities of fallen humans to love God, to keep His laws, to understand his will, to repent of sin, or to trust in Christ for salvation.
5. JESUS CHRIST: We believe in the preexistence and the deity of Jesus Christ, the eternally begotten Son of God, who with the Father is equally worshipped and glorified. He became incarnate, conceived by the Holy Spirit and born of the Virgin Mary, and is thus and always will be fully divine and fully human. He came to the earth in order to redeem sinners through His perfect obedience to the Father, vicarious death, and true resurrection. He thus is, and always will remain, the sole mediator between God and sinners.
6. THE NATURE OF CHRIST’S ATONEMENT: We believe that Christ lived, died, and rose in order to secure, and did actually secure, the salvation of His elect as a penal substitutionary sacrifice for their sins.
7. THE NATURE OF CHRIST’S RESURRECTION & ASCENSION: We believe that on the third day after Christ’s death he was bodily raised back to life in a glorified state, never again to taste death. He then ascended to the right hand of the Father, from where he now makes intercession for his people, rules the nations, and together with the Father pours out the Holy Spirit on His church.
8. THE HOLY SPIRIT: We believe that the Holy Spirit proceeds from the Father and the Son, and is with the Father and the Son equally worshipped and glorified. He inspired the Scriptures and indwells the church. He convicts of sin and sovereignly regenerates rebellious hearts.
9. THE NATURE OF SAVING GRACE: We believe that God, before the foundation of the world, in love and for His own glory, did graciously elect a great multitude of men and women to eternal life as an act of free and sovereign grace. This election was in no way dependent upon His foresight of human faith, decision, works, or merit, but is wholly of grace alone.
10. EFFECTUAL CALLING: We believe that the Holy Spirit regenerates the hearts of the elect by sovereign grace through the proclamation of Christ’s person and work. They are thus made willing and able to come freely and gladly to Christ in faith.
11. REGENERATION: We believe that at the appointed time the Holy Spirit fundamentally changes the hearts’ of the elect to liberate them from the deceitfulness of sin, reveal to them the glory of God through Christ, bring understanding of their own fallen state and need for salvation, convict them of the truth and beauty of the work of Christ, and plant repentance and faith in their hearts.
12. JUSTIFICATION: We believe that sinners are declared righteous in the sight of God on account of the imputed righteousness of Jesus Christ, received by faith alone.
13. SANCTIFICATION & THE PERSEVERANCE OF THE SAINTS: We believe that all who are regenerated will grow in Christ-likeness, at varying rates, throughout their lives. They will persevere through the proclamation of Christ’s person and work, the power of the Holy Spirit, and the normal means of grace, and will never finally fall away from the faith.
14. EVANGELISM AND MISSIONS: We believe God’s people are to participate in fulfilling the Great Commission by making disciples of all nations. As to motivation and efficacy, we believe that the doctrines of grace impel evangelism, missions, and prayer.
15. THE CHURCH: We believe the church is the duly authorized institution for the accomplishment of God’s work on earth. As such, it is under the authority of Christ alone, whose will is expressed in the Scriptures alone.
16. MARRIAGE & FAMILY: We believe that God established marriage to be between one man and one woman for life; therefore unbiblical divorce and all forms of porneia (e.g., adultery, pornography, homosexual activity, so-called same-sex “marriage,” etc.) are sinful to God. Likewise, self-identifying as any gender that does not cohere with God’s assigned sex at birth (either male or female) is equally sinful to God. The family is the most basic cultural social unit where one man and one woman, united in marriage, raise children in the nurture and admonition of the Lord. Though these institutions are ruined by sin, God has promised to make all things new, including fallen humanity, through the redemption of his elect.
17. LAST THINGS: We believe that the Lord Jesus Christ shall come again to raise the dead bodily, both righteous and unrighteous, and that the righteous shall enjoy everlasting life and the wicked endure everlasting punishment.

## Section 2 – Ecclesiology Supplement

1. Below is an articulation of historic baptist ecclesiological beliefs and practices that the IPR Partnership seeks to advance. While not every Church Plant or Church Revitalization may be marked by the following ecclesiology due to various circumstances, it is the goal of the Partnership that each approved Church Plant and Church Revitalization would grow towards the beliefs and practices outlined below:

### Section 2.1 – The Nature and Mission and Unity of the True Church

1. We believe that the marks of a true church are the right preaching of the Word and the proper practice of the ordinances, as defined herein.
2. We believe that the church has only two ordinances: baptism and communion.
3. We believe that each local church consists of genuine Christians who have believed the gospel, been baptized as believers, covenanted together as members, and who regularly partake of communion together.
4. We believe that the mission of the church is to “go into the world and make disciples by declaring the gospel of Jesus Christ in the power of the Spirit and gathering these disciples into churches, that they might worship the Lord and obey his commands now and in eternity to the glory of God the Father.”[[1]](#footnote-1)

### Section 2.2 – Local Church Governance and Offices

1. We believe that each local church is autonomous from other churches and ecclesiastical institutions, including but not limited to the governance of its own affairs and the ownership of its assets.
2. We believe that under the authority of the Triune God’s word, churches ought to be elder-led, deacon-served, and member-governed.
3. We believe that churches ought to be led by a plurality of elders, unless this is not possible due to lack of qualified men.
4. We believe that only men qualified in accordance with 1 Timothy 3:1–7, Titus 1:6–9, and 1 Peter 5:1–4 may serve as elders of churches, and that they must be approved by the congregation.
5. We believe that only persons qualified in accordance with 1 Timothy 3:8–13 may serve as deacons of churches, and that they must be approved by the congregation.
6. We believe that only Christians who have a) been baptized by immersion after their necessary conversion and b) who covenant together under a unified statement of faith may join a church as members.
7. We believe that a local church is wise to implement practices that ascertain the genuineness of peoples’ conversion before they join the local church, which may include discerning prospective members’ understanding of the gospel, the circumstances surrounding their baptism, and the fruit of repentance in their lives.

### Section 2.3 – Baptism

1. We believe that only those who have repented of their sins and trusted exclusively on the gospel of Jesus Christ are the proper subjects of baptism.
2. We believe that churches ought practice water baptism by immersion after conversion in the name of the Father, Son, and Holy Spirit.

### Section 2.4 – Communion & Restorative Church Discipline

1. We believe that communion ought to be practiced regularly in remembrance of Jesus’s person and work.
2. We believe that each church ought to practice restorative church discipline in its various steps according primarily (though not exclusively) to Matthew 18:15–20 and 1 Corinthians 5.
3. We believe that members who persist in major, outward, and unrepentant sin ought to be excommunicated, and that excommunicated members ought not partake in communion unless they have repented of their sin.
4. We believe that a local church gathered in Jesus’s name has the responsibility to receive or remove persons from church membership.

### Section 2.5 – Preaching

1. We believe that the primary practice of preaching in the local church ought to be *expositional*, defined as making the main contours of the biblical text the main contours of the sermon, applying them, and continuing this through successive passages of scripture week by week.
2. We believe that only qualified men may preach from the Bible to an audience of adult men and women in the local church context.
3. We believe that expositional preaching ought to be live and in-person. We also recognize that this may be reached after a few years in certain church planting proposals.

### Section 2.6 – Inerrancy, Manhood and Womanhood, and Sexuality/Gender

1. We Affirm the Chicago Statement (1978).[[2]](#footnote-2)
2. We affirm the Danvers Statement (1988).[[3]](#footnote-3)
3. We affirm the Nashville Statement (2017).[[4]](#footnote-4)

# Article 3 - Members

## Section 1 – Membership

1. The IPR Partnership shall have Member Churches. Member Churches are churches located in the Central Indiana region who financially support the IPR Partnership, agree abide by the Articles of Faith in Section Two, and who agree to the Covenant of Partnership Agreement. For our purposes, the Central Indiana Region is generally defined by the Indiana/Ohio state border on the east, the Indiana/Illinois state border on the west, the US-24 and US-224 highway on the North, and the US-50 highway on the south. Within the Indiana state borders, Member Churches may be located in cities that these highways run through, even if the church is technically located just north of US-24 or US-224 or just south of US-50.

### Section 1.1 – Membership Process

1. The initial Member Churches that comprise the IPF Partnership shall be appointed by the inaugural Administrative Team (as defined in Article IV) in the three months after the Administrative Team is formed.
2. After this time, a Church seeking membership within the IPR Partnership will fulfill the membership requirements as follows.
	1. A pastor/elder representative from the prospective Church will interview (in person, face-to-face, video conference call, or phone call) with the President, Vice-President, or Executive Director of the IPR Partnership.
	2. The Prospective Church must pledge a financial contribution of at least $1,000 to the IPR Partnership. This contribution may be through budgeted funds or special offerings.
	3. A pastor/elder representative from the Prospective Church must believe and abide by the Articles of Faith listed in Section 2. Any exceptions to these Articles of Faith must be approved by at least a three-fourths majority of the Administrative Team.
	4. A pastor/elder representative from the Prospective Church must sign and date the Covenant of Partnership Agreement. This document defines expectations within The IPR Partnership, and it also includes an agreement for these by-laws to govern the relationship between the IPR Fellowship and the Member Church.
	5. Once all of the above steps have been completed, a majority vote of the Administrative Team will cause the Prospective Church to become a Member Church of the IPR Partnership.

### Section 1.2 – Membership Contributions

1. Member Churches within The IPR Partnership shall contribute a minimum of $1,000 to the IPR Partnership’s General fund.

### Section 1.3 – Membership Rights

1. Members of The IPR Partnership have the rights listed below:
	1. Vote on the four Administrative Team Officers.
	2. Develop relationships within other Member Churches.
	3. An individual congregant from a Member Church may apply to be a Church Planter or Church Revitalizer through the IPR Partnership, with the various resources included.

### Section 1.4 – Membership Duration

1. Membership with The IPR Partnership shall be permanent contingent upon continued fulfillment of the Covenant of Partnership Agreement and may be revoked at any time by the Administrative Team for not meeting those expectations. Membership shall only be revoked by at least a three-fourths of the IPR Partnership Administrative Team members present and voting. Member Churches whose membership is revoked will only be reinstated based upon at least a three-fourths vote by the IPR Partnership Administrative Team members present and voting, in addition to the normal requirements.
2. Revocation of membership shall be on the basis of concerns including but not limited to: lack of partnership, theological misalignment, non-payment of financial obligations, or immoral actions.

### Section 1.5 – Member Responsibilities

1. Members of the IPR Partnership shall have responsibilities to carry out in order to remain in good standing with The IPR Partnership, which are laid out in the Covenant of Partnership Agreement.

### Section 1.6 – Funding

1. Unrestricted Giving
	1. Annual Fund (General Fund) – The Annual Fund goes to support specific Church Plant(s) or Revitalizations that are sponsored by the IPR Partnership. Uses of these funds may include operating costs, administration, reserves, and approved programming (ex. conferences, fundraising events, and trainings). If a Church Plant or Revitalization sponsored by the IPR Partnership decides to leave the IPR Partnership, the Administrative Team may choose to revoke funding to this Church Plant. All undistributed monies given to the IPR Partnership for any Church Plant belong to the IPR Partnership and will be distributed according to the by-laws and policies of this organization.
2. Future restricted funds may be developed, directed, and governed by the Administrative Team.

# Article 4 – Administrative Team (Board of Directors)

## Section 1 – Administrative Team Composition, Selection, and Responsibilities

### Section 1.1 – Administrative Team Composition

1. The Administrative Team of The IPR Partnership shall consist of no fewer than five (5) voting board members and no more than eleven (11) voting board members.
2. No two voting Administrative Team members may be members of the same local church, with the exception that the Executive Director and another member of the Administrative Team may be members of the same church.
3. No Administrative Team member may receive funds from the IPR Partnership as a Church Planter being supported by the Partnership.

### Section 1.2 – Administrative Team Selection

1. The IPR Partnership Member Churches shall elect four (4) Officers: President, Vice-President, Secretary and Treasurer. This election shall occur on a yearly basis for open positions, and it may be conducted in-person or via video conference with at least a week’s notice to Member Churches. Nominations may be made from the floor at this yearly meeting.
2. An At-Large member is a non-officer voting member of the Administrative Team. The number of at-large members fluctuates based on the number of approved Church Planters and Church Revitalizers. When a Church Planter or Church Revitalizer is approved for support with the IPR Partnership, the at-large position is immediately filled by an elder or pastor sent from the church that the prospective Church Planter or Revitalizer is a member immediately before he launches the Church Plant or Revitalization (provided the sending church is part of the Partnership). If no elder or pastor is able or willing to serve from the sending church, if the sending church already has one representative on the Administrative Team, or if the sending church is not part of the IPR Partnership, then the President may or may not appoint an individual to temporarily serve in the open at-large position. This individual who temporarily serves in the at-large position will continue in this role until the Church Planter or Church Revitalizer receives no more funds from the IPR Partnership, even if this is longer than three years. In this way, each sending church has a say in each Church Plant and Revitalization sent out from them.
3. In the case that there is no Church Planter or Revitalizer currently approved, the chairman will appoint an at-large member to serve in the role until a Church Planter or Revitalizer is approved. After this, the previous policy will go into effect immediately.
4. If there are multiple Church Planters or Church Revitalizers who are approved by the Administrative Team in overlapping time periods, then the Administrative Team may have overlapping at-large members that correspond to the number of approved Church Planters and Revitalizers.
5. If prudent, the IPR Partnership Administrative Team may approve an Executive Director role, which may be compensated. If this occurs, this individual will serve as an *Ex Officio* voting member of the Administrative Team. The Executive Director may be a member of the same church as an Administrative Team Member.
6. Future staff may attend Administrative Team meetings at the pleasure of the Administrative Team without voting privileges, unless otherwise determined necessary by the Administrative Team.
7. There shall not be more than one or 20% (whichever is greater) directly or indirectly compensated person(s) serving as voting member(s) of the Administrative Team. Compensated members shall not serve as the Administrative Team’s chair or treasurer.

### Section 1.3 – Administrative Team Responsibilities

1. The Administrative Team exercises legal responsibility for The IPR Partnership, they determine the purpose of the organization and its main objectives. They also develop and lead the Partnership to fulfill its objectives and mission in absence of an Executive Director.
2. The Administration Team shall annually affirm their belief and adherence to the Articles of Faith outline in Article 2.
3. The Administration Team shall adhere to Administrative Team Expectations and Responsibilities as set forth below:
	1. Vetting and Approval – Vetting a prospective Church Planter or Church Revitalizer to partner with the IPR Partnership, in addition to vetting a Church Planter or Church Revitalization proposal.
	2. Monitoring – monitoring, determining, and receiving a semi-annual report from supported Church Plants and Revitalizations and assess best ways to support these churches.
	3. Policy Governance – establishing policy and providing oversight to the execution of such policies of The IPR Partnership.
	4. Fiscal Governance – ensuring the financial viability of The IPR Partnership by guiding and governing the Annual Budget as well as having authority over disbursing funds. Ensure that appropriate checks and balances are in place to guard against financial mismanagement.
	5. Fundraising Strategy – Working together to develop a fundraising strategy and execute the fulfillment of the strategy.
	6. Partnership Strategy – enlist more like-minded churches to partner with IPR Partnership and increase the strength of existing partnerships through regular communication.
4. Individual Administrative Team members shall be responsible for the following:
	1. Administrative Team Members must conduct themselves with character and integrity in a manner consistent with the Gospel of Jesus Christ.
	2. Administrative Team Members will fulfill all projects and tasks assigned by the Administrative Team.
	3. Administrative Team Members must strive to attend all Administrative Team meetings and notify the Administrative Team President as soon as possible if they cannot be present.
	4. Administrative Team Members shall be members of a church that makes a financial commitment to the organization by participating in the Annual (General) Fund.
	5. Administrative Team Members shall undergo an annual peer evaluation per Section 2.1.

### Section 1.4 – The Election of The IPR Partnership Executive Director

1. The IPR Partnership may operate with or without an Executive Director.
2. If prudent, the Administrative Team may elect an Executive Director who is equipped to advance the mission within current policy parameters. In that case, the Administrative Team governs in ways that support, compensate, evaluate, and if necessary terminate the Executive Director, always with the best interests of the organization in mind.
3. The Executive Director shall be hired or dismissed by at least a three-fourths vote of the Administrative Team members present and voting.

### Section 1.5 – The Relationship Between the Executive Director and the Administrative Team

1. The Executive Director shall serve on the Administrative Team as an Ex-Officio voting member.
2. The Administrative Team and the Executive Director will not have competing roles, but rather complementary roles—functioning as partners in a trusted relationship.
3. Without an Executive Director, the Administrative Team adopts The IPR Partnership’s mission, articulates the values and strategies to accomplish its mission, agrees on major strategic goals, and *accomplishes them* *themselves*.
4. With an Executive Director, the Administrative Team adopts The IPR Partnership’s mission, articulates the values and strategies to accomplish its mission, agrees on major strategic goals, and *supports the Executive Director* *to effectively accomplish them*.
5. Under the Triune God, the Executive Director is ultimately accountable to the Administrative Team.

### Section 1.6 – Church Planting and Church Revitalization Advisors

1. The Administrative Team may appoint church planting or church revitalization advisors. These advisors are not members of the Administrative team and do not have a vote, but they may attend Administrative team meetings to share wisdom and counsel.

## Section 2 – Duration of Service for Administrative Team Members

1. Officers of the Administrative Team shall initially commit to serving staggered terms of one, two, or three years. Once established, each Administrative Team officer will serve a three-year term with the option to serve a second three-year term by undergoing the normal selection process. After two successive terms, an officer must rotate off the Administrative Team for a minimum of one-year, excepting the Executive Director.
2. An At-Large Member will serve on the Administrative Team from the time that the Church Planter or Church Revitalizer (from the At-Large Member’s church) is approved by the Administrative Team until that specific Church Planter or Church Revitalizer receives his final regular contribution from the IPR Partnership, even if this duration is less than one year or surpasses three years.

### Section 2.1 – Administrative Team Annual Evaluation

1. Members of the Administrative Team shall undergo an annual personal/peer evaluation initiated by the President that will be conducted through a survey. Once results are tallied, the President of the Administrative Team will meet with each Member to discuss their peer evaluation.
2. Minimal involvement or lack of attendance or faithfulness, among other things, may be grounds for removal from the Administrative Team or non-renewal of a second term.

## Section 3 – Election of New Administrative Team Members

1. A representative from each of the IPR Partnership Member Churches shall vote on the initial Administrative Team Officers.
2. Subsequent Officers of the Administrative Team shall be voted in by the *following process*:
	1. Recommendation by an Administrative Team member
	2. Interview with the candidate Administrative Team Member, the President of the Administrative Team, and/or the Executive Director (if applicable)
	3. Vote by The IPR Partnership to elect a new Administrative Team officer at the annual meeting.
3. Any vacancy occurring among the Administrative Team elected officers shall be filled by majority vote of the remaining Administrative Team members until the Annual election, in which case the position would be voted upon as normal.
4. Any vacancy occurring among an at-large member of the Administrative team shall be filled by majority vote of the remaining Administrative Team members until the Church Plant or Church Revitalization associated with that at-large position is no longer receiving funding.

### Section 3.1 – Member Church Votes

1. Every Member Church may send a representative to the annual election who is invested with a certain number of weighted votes based on the church’s past yearly financial contribution to the IPR Partnership.
2. Member Churches that have given more than $1000 up to 2% of their overall budget to the Indy Plant and Revitalize Partnership in the past twelve months will receive one vote at the annual election.
3. Member Churches that have given between 2% to 5% of their overall budget to the Indy Plant and Revitalize Partnership in the past twelve months will receive two votes at the annual election.
4. Member Churches that have given between 5% to 8% of their overall budget to the Indy Plant and Revitalize Partnership in the past twelve months will receive three votes at the annual election.
5. Member Churches that have given more 8% of their overall budget to the Indy Plant and Revitalize Partnership in the past twelve months will receive up to four votes at the annual election.

## Section 4 – Quorum Requirements

1. The IPR Partnership requires a quorum of at least two-thirds of the Administrative Team to be present in person, by phone, video-conference, or through any combination thereof in order to conduct a business meeting.
2. When approving a prospective Church Planter or approving a prospective Church Plant proposal, a quorum of at least two-thirds of the Administrative Team must be at the meeting in one of the above modalities in order to grant approval.

## Section 5 – Administrative Team Meetings

1. The IPR Partnership Administrative Team shall meet at least on a quarterly basis or as determined by the Chair of the Administrative Team.
2. Special meetings other than the quarterly meeting may be called. In the event that a special meeting is required, the President of the Administrative Team or the Executive Director shall contact all Administrative Team Members.
3. All Administrative Team members must be given at least a week’s notice before all Administrative Team meetings. This requirement may be waived by at least two-thirds of the Administrative Team in special circumstances.
4. Non-Administrative Team members may observe the Administrative Team meetings at the invitation of the President or Executive Director (if applicable).

## Section 6 – Removal of Administrative Team Members

1. Administrative Team Members shall be removed upon at least three-fourths majority of the other Administrative Team members present and voting for failure to act in the best interest or stated purposes of the Corporation, inability to reaffirm the documents in in Article 2, or if a team member does not fulfill the expectations and responsibilities as noted in Article 4, Section 1.

## Section 7 – Voting

1. Voting shall be facilitated by the President of the Administrative Team in general accordance with the current edition of *Robert’s Rules of Order*.
2. While the Administrative Team will seek unanimity in all voting, ultimately decision-making shall be by simple majority of a quorum, unless noted elsewhere in these by-laws.
3. Proxies shall not be permitted in voting.
4. The following exceptions shall require at least a three-fourths vote of the quorum of the Administrative Team:
	1. Dismissing Administrative Team members
	2. Adding or amending The IPR Partnership By-laws
	3. Hiring or firing the Executive Director
	4. Approving and amending the annual budget

## Section 8 – Compensation

1. Administrative Team members shall not be compensated for their service except for reimbursement of reasonable expenses necessary for the fulfillment of their responsibilities as an Administrative Team Member as outlined in Article 4 Section 1. The Executive Director (if applicable) is excepted from this provision and may be compensated for his services to the organization.

## Section 9 – Relationship of the Administrative Team and Church Planters

1. The Administrative Team is responsible for approving a Church Planter or Church Revitalizer to be supported by the IPR Partnership. This approval happens only after vetting the prospective Church Planter/Revitalizer on his theology, ministry philosophy, character, perceived future ministry faithfulness, and his belief and adherence to the Articles of Faith contained in Article Two. This vetting process happens in conjunction with the Church Planter or Church Revitalizer’s sending church.
2. After a Church Plant or Revitalization is approved, the Administrative Team is furthermore responsible for approving the Church Plant or Church Revitalization proposal created by the Church Planter/Revitalizer. This Administrative Team approval is tied to the disbursement of funds for the Church Plant/Revitalization. The disbursement of funds will occur on a schedule set forth by the Administrative Team.
3. Church Plants or Church Revitalizations in economically depressed neighborhoods, and especially in economically depressed urban areas, may be eligible for greater years of financial support due to the greater difficulty of fiscal self-sustainability in these locales. Eligibility for this additional support will be determined by the Administrative Team.
4. The relationship between the Administrative Team and the Church Planter or Church Revitalizer will be governed by the “Church Planter or Church Revitalizer Agreement” in addition to these bylaws.
5. The Church Planter/Revitalizer has the authority to hire his own staff members in accordance with his budget. The Administrative Team does not have oversight over the staff of the Church Planter/Revitalizer.
6. The Church Planter or Church Revitalizer is responsible to complete progress reports of the Church Plant/Revitalization at a duration established by the Administrative Team. These progress reports may impact future funding.
7. Funding may be terminated if the Church Planter/Revitalizer diverges from a theology or ministry practice outlined in the Articles of Faith in Article Two. The Administrative Team has final authority in determining what constitutes divergence from the Articles of Faith.
8. Furthermore, funding may be terminated in the case of moral scandal, severe misconduct, or gross negligence enacted by the Church Planter/Revitalizer or his staff members.

## Section 10 – Indemnification

1. Indemnification of Administrative Team members, Officers, and Employees. Any current or former Administrative Team member, officer, or employee of the Corporation shall be indemnified and saved harmless to the fullest extent legally permissible under and pursuant to the Corporation’s Articles of Incorporation, and these By-laws against all reasonable expenses (including attorney’s fees), judgments, fines, and amounts paid in settlement, actually and necessarily incurred by, or imposed upon him (and to the extent not covered by such person’s own insurance) in connection with the defense of any threatened, pending or completed action, suit, or proceeding, whether civil, criminal, administrative or investigative to which such person is made a party, or is threatened to be made a party by reason of such person’s being or having been a Administrative Team member, officer, or employee, except in relation to matters as to which such person shall be adjudged in such action liable for fraud, or willful misconduct in the performance of duty. Such right of indemnification shall not be exclusive of any rights to which any such Administrative Team member, officer, or employee may be entitled as a matter of law, or which may be lawfully granted to such person; and the indemnification hereby granted by the Corporation shall be in addition to, and not in limitation of any other privilege, or power which the Corporation may lawfully exercise with respect to indemnification or reimbursement of Administrative Team members, officers or employees.

# Article 5 – Officers of the Administrative Team

1. The IPR Partnership shall have four (4) or five (5) Officers of the Administrative Team:
	1. President
	2. Vice President
	3. Treasurer
	4. Secretary
	5. An Executive Director may also be hired, in accordance with Article 4, Section 1.2–1.5.

## Section 1 – President Responsibilities

1. The individual responsible for the integrity of the Administrative Team process—this person manages the Administrative Team. This individual is responsible for ensuring that the Administrative Team members understand their role, responsibilities, and expectations and fulfill them. He ensures the process works as it is intended. The President is responsible for the integrity of all policies and procedures governing the IPR Partnership. If applicable, he works with the Executive Director (if applicable) to develop Administrative Team meeting agenda and Administrative Team training.

## Section 2 – Vice President Responsibilities

1. The Vice-President of the Administrative Team is responsible to preside over Administrative Team meetings in the absence of the President, assist the President as needed, and provide oversight to The IPR Partnership.

## Section 3 – Treasurer Responsibilities

1. The Treasurer of the Administrative Team is responsible for the charge and custody of all funds of this Corporation, and will deposit the funds as required by the Board of Directors, keep and maintain adequate and correct accounts of the Corporation’s properties and business transactions, and render reports and accountings to the Directors. The Treasurer will perform all duties incident to the office of Treasurer, and any other duties that may be required by these By-laws or prescribed in writing by the Board of Directors.

## Section 4 – Secretary Responsibilities

1. The Secretary of the Administrative Team is responsible to keep minutes of all meetings of the Board of Directors, be the custodian of the corporate records (including By-laws, Articles of Incorporation, 501c3 IRS Determination Letter), give all notices as are required by law or by these By-laws, and generally perform all duties incident to the office of Secretary and any other duties as may be required by law, by these By-laws, or which may be assigned in writing by the Board of Directors.

## Section 5 – Executive Director

1. If applicable, the Executive Director is the senior Leader of the IPR Partnership and is hired by the Administrative Team to carry out the mission of the Partnership. This individual will serve as the staff representative to the Administrative Team, and he also serves as a voting member on the Administrative Team. He shares responsibility with the President for the integrity of all policies and procedures governing the IPR Partnership. He will be responsible for hiring and managing all staff that are employees of the IPR Partnership. He will also be the main channel of communication to give updates on the progress of IPR Partnership Church Plants or Revitalizations.

# Article 6 – Board Committees

1. Administrative Team Committee assignments are recommended by the President of the Board, and approved by the Administrative Team for the purpose of:
	1. Recommending organizational policy to the Board
	2. Assisting the Treasurer in financial reporting and strategy
	3. If applicable, assisting the Executive Director with strategic initiatives as needed
2. Administrative Team Committees will not provide direct supervision of any staff.
3. The Administrative Team may appoint Church Planting specialists to assist the Administrative Team, a Church Planter, or a Church Revitalizer in their efforts.

# Article 7 - Staff

1. The IPR Partnership may or may not hire staff to fulfill its mission and purpose.
2. Paid employees are hired to carry out aspects of The IPR Partnership’s mission. The only difference between a staff member and a volunteer is that the staff member is paid.

# Article 8 – Church Planters and Church Revitalizers

## Section 1 – Definitions

1. A Church Plant is a newly constituted gathering of baptized believers united in theology who covenant together and gather regularly to fulfill the Great Commission through the right preaching of the word and the proper practice of the ordinances.
2. A Church Plant may include a replant, which is where a previous church passes away, and then after a period of time a new Church Plant with different culture and often different leaders begins in the same building infrastructure.
3. A Church Revitalization, for purposes of this document, is a church that meets at least three of the following criteria:
	1. Declining giving over a three-year period
	2. Declining attendance over a three-year period
	3. Inability to pay a senior pastor a full salary
	4. Average congregational age of 60 or above
	5. Pastoral turnover rate of less than two years per senior pastor for the past five years
	6. No senior pastor for over twelve months
	7. Existing financial debt or essential property repairs totalling over $100,000

## Section 2 – Expectations

1. Church Planters and Church Revitalizers supported by the IPR Partnership must believe and adhere to the Articles of Faith in Article 2. Any exceptions to these Articles of Faith must be approved by the Administrative Team by a three-fourths vote of those members present and voting.
2. A prospective Church Planter or Church Revitalizer must have the support of his sending church (as represented by the individual from the sending church’s leadership on the Administrative Team) in order to receive any initial funds from the IPR Partnership. That is to say, for any initial funds to be distributed to the church planter or church revitalizer, the representative from the sending church must not be initially opposed to the Plant or Revitalization proposal, regardless of whether there is a three-fourths majority vote.
3. Church Plants and Church Revitalizations supported by the IPR Partnership are welcome to join the Partnership when they are financially able.
4. Church Plants and

# Article 9 - Contracts, Checks, Deposits and Funds

1. Contracts. The Administrative Team may authorize, by general resolution, a Director or Directors, an agent or agents, in addition to persons authorized by these By-laws to enter into any contract on behalf of the Corporation.
2. Checks, Drafts and Orders of Payment. All checks, drafts, notes, or orders of payment or other evidence of indebtedness issued in the name of the Corporation shall be signed by the Officer or Administrative Team agent such as the Administrative Team may from time to time designate by general resolution of the Administrative Team.
3. Deposits. All funds of the Corporation shall be deposited from time to time to the credit of the Corporation in such banks, trust companies, or other depositories as the Administrative Team may designate.
4. Gifts. The Administrative Team members, collectively or individually, any officer or designated agent may accept gifts, contributions, bequests, or devise of any property on behalf of the Corporation.
5. Loans. No Administrative Team member, Officer or agent shall have the authority, on behalf of the Corporation, to enter into a loan or any other contract of indebtedness except by unanimous vote in a specific resolution of the Administrative Team. The authority designated by this provision shall be limited to a single and specific instance.

# Article 10 – Non Profit Status, Prohibition Against Sharing in Corporate Earnings, and Dissolution

## Section 1 - Non-profit Status

1. The Indy Plant and Revitalize Partnershipshall be organized and operated exclusively for religious purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code of 1986, or the corresponding provision of any future United States Internal Revenue law. The Partnership received this status from the Internal Revenue Service on [late 2021, Lord Willing]. Copies of the filings are maintained in the church offices. This Partnership is not organized, nor shall it operate, for pecuniary gain or profit, and it does not contemplate the distribution of gains, profits, or dividends to its members and is organized solely for non-profit purposes. The property, assets, profits and net income of this Partnership are irrevocably dedicated to charitable, educational, and religious purposes and no part of the profits or net income of this Partnership shall ever be to the benefit of any individual.

## Section 2 - Exempt Activities

1. Notwithstanding any other provision of these By-laws, no member, trustee, officer, employee, or representative of this Partnership shall take any action or carry on any activity by or on behalf of the Partnership not permitted to be taken or carried on by an organization exempt under Section 501 (c) (3) or the Internal Revenue Code and its Regulations as they now exist or as they may hereafter be amended, or by an organization, contributions to which are now deductible under Section 170 (c) (2) and 509 (a) (1) of such Codes and Regulations as they now exist or as they may hereafter be amended.

## Section 3 – Prohibition Against Sharing in Corporate Earnings and Dissolution

1. No member, trustee, officer, employee, committee member, or person connected with the Partnership, or any other private individual shall receive at any time any of the net earnings or pecuniary profit from the operations of the Partnership, provided that this shall not prevent the payment to any such person of such reasonable compensation for services rendered to or for the Partnership in electing any of its purposes as shall be fixed by the Partnership leadership, and no such person or persons shall be entitled to share in the distribution of any of the Partnership assets upon dissolution of the Partnership.

## Section 4 – Dissolution

1. All members of the Partnership shall be deemed to have expressly consented and agreed that upon such dissolution or winding up of the affairs of the Partnership, whether voluntary or involuntary, the assets of the Partnership, after all debts have been satisfied, then remaining in the hands of the leadership shall be distributed, transferred, conveyed, delivered and paid over, in such amounts as the leadership may determine or as may be determined by the court of competent jurisdiction upon application of the leadership, exclusively to a non-profit fund, foundation, or corporation that is organized and operated for charitable, religious, or sacerdotal purposes and that is in alignment with the Articles of Faith in Article 2.

# Article 11 - Amendment to the By-laws

1. These by-laws may be amended subject to three-fourths affirmative vote by the Administrative Team in accordance with Article 3, Section 7.
1. See Kevin DeYoung and Greg Gilbert, *What Is the Mission of the Church?: Making Sense of Social Justice, Shalom, and the Great Commission* (Crossway, 2011). [↑](#footnote-ref-1)
2. This Statement may be found at www.etsjets.org/files/documents/Chicago\_Statement.pdf [↑](#footnote-ref-2)
3. This Statement may be found at cbmw.org/about/danvers-statement/ [↑](#footnote-ref-3)
4. This Statement may be found at cbmw.org/wp-content/uploads/2017/08/The-Nashville-Statement.pdf [↑](#footnote-ref-4)