

**BY-LAWS OF
LIBERTY COMMUNITY CHURCH**



Adopted on July 21, 1998
and amended in 2003, and further amended on April 12, 2015, March 22, 2022, and January 28, 2024

ARTICLE I
NAME

The name of the corporation shall be called, "Liberty Community Church, Inc."

ARTICLE II
PLACE OF BUSINESS

The principal place of business of the said corporation shall be located in the City of North Haven, County of New Haven, and State of Connecticut.

ARTICLE III
OUR MISSION AND PURPOSE STATEMENTS

MISSION STATEMENT

To glorify God by developing committed followers of Jesus Christ

OUR PURPOSE STATEMENT

"Liberty Community Church desires to impact a lost and broken world by: Declaring the Good News of Jesus Christ, meeting in a reverent, relevant and welcoming way; and equipping the believer to be more like Christ. We believe that a commitment to and the study of God's Word can transform a person; that loving your neighbor as yourself means fellowship, sharing and service to others; and that every believer should be ready to give an answer for the hope that is in them."

ARTICLE IV
MEMBERSHIP

Qualifications

Membership in this church is for those who have committed their life to Jesus Christ, trust Him for Salvation, have been baptized by immersion, have completed "Introduction to Liberty 101", are in agreement with and will abide by our mission, purpose, statement of faith, lifestyle statement and members covenant and are approved by the Elders.

Responsibilities

Membership shall not vest in any member any proprietary rights in the Corporation but shall only entitle the member the right to approve or disapprove those items prescribed by these bylaws and those other matters that the Elders may choose to submit to the church membership for affirmation. Such cases are restricted to members who are in good standing.

- A) See Article V, Elders Section, Section H, Paragraph 3 concerning the approval of appointing Elders.
- B) See Article V, Teaching Elder Section, Section B concerning the approval of appointing a Teaching Elder/Pastor-Teacher or a Pastor-Teacher.
- C) See Article VII, Section 3 concerning the approval of an annual budget; the buying, selling, or leasing of property; and the borrowing of money or the taking of loans.
- D) See Article X concerning the approval of amending the By-laws.

Removal of Members

- A) Letters of dismissal, for the purpose of uniting with some other Evangelical Church, shall be granted only to members in good standing, as requested from it, the request having been considered by the Elders.
- B) If any member of the church be opposed to the Bible teachings as accepted by this church and uses his or her influence contrary to the best interests of the congregation, he or she may be excluded from Church membership. All such cases shall be investigated by the Elders, who shall give such members due hearing, ensuring that the steps in Matthew 18:15-18 shall always be strictly followed to secure reconciliation and forgiveness, if possible.
- C) If any member of the church be found habitually living in sin with an unrepentant heart, (1 Cor 5: 9 – 13) he or she may be excluded from Church membership. All such cases shall be investigated by the Elders, who shall give such members due hearing, ensuring that the steps in Matthew 18:15-18 shall always be strictly followed to secure reconciliation and forgiveness, if possible.
- D) The names of members whose whereabouts remain unknown for a period of one year, or who have willfully neglected their attendance and obligations for that length of time, shall be dropped from the church membership roll by the Elders. The Elders shall give special consideration to this list during the year and make every effort to restore them to fellowship with our Lord and our Church.

ARTICLE V CHURCH OFFICERS

There are two biblical offices in the church, that of Elder and Deacon, as given in the New Testament.

ELDERS

- A) Elders (also called Pastors) shall be men who:
 - 1) Are a member of Liberty Community Church for a minimum of one year.
 - 2) Meet the qualifications set forth in 1 Timothy 3:1-7; Titus 1:6-9; 1 Peter 5:1-3; Eph. 4:11-16
 - 3) Hold to the By-laws, be in agreement with, and able to accurately and biblically defend what we teach.
- B) Elders have the responsibility and authority to serve as managers and caretakers of the church (1 Tim. 3:5) by functioning as spiritual overseers of the flock through

determining church action; overseeing the church (Acts 20:28); ordaining others (1 Timothy 4:14); ruling, teaching, and preaching (1 Timothy 5:17, 1 Thessalonians 5:12, 1 Timothy 3:2); exhorting and refuting (Titus 1:9); acting as shepherds, setting an example for all (1 Peter 5:1-3); and any other responsibility or authority given by the Scriptures.

- 1) Elders, by virtue of their ministry, having been ordained, are authorized to solemnize marriages under Connecticut General Statutes section 46b-22.
- C) They shall also exercise oversight of corporate affairs by serving as members of the board of directors of this corporation.
 - D) The number of Elders shall be determined by the existing Elders.
 - E) Their appointments shall be indefinite and shall be reviewed annually by the Elders.
 - 1) Termination of an Elder:
 - a) Voluntary resignation
 - b) As discipline after following Matt 18:15-17; 1Tim 5:19-20; Gal 6:1, 2 Thess 3:6, 14-15.
 - F) Fees and Compensation
 - 1) Elders shall not receive any stated or fixed salary for their services as Elders; however, Elders serving the Corporation in any other capacity may receive compensation. (i.e. Teaching-Elder, Executive Elder)
 - G) Decisions of the Elders
 - 1) Decisions shall be reached after prayerful consideration by unanimous consensus and support, in a spirit of humility, with each Elder regarding one another before himself.
 - H) Appointment of Elders
 - 1) The Elder(s) currently serving shall appoint Elders.
 - 2) Before appointment, candidate's name(s) shall be made public to the congregation. The congregation shall have a minimum of 30 days to examine the candidate(s) and bring to the Elders any reasons the candidate(s) is (are) not qualified.
 - a) 1 Timothy 5:22
 - 3) Elders(s) appointments shall be approved by the members.
 - 4) Elders shall be publicly recognized and ordained.
 - a) 2 Timothy 1:6, 1 Timothy 4:14

DEACONS

- A) Deacons are men or women who meet the qualifications written out in 1 Tim. 3:8-13, Acts 6:1-6
- B) Deacons and Deaconesses will assist the elders or in specific ministries in the church.
- C) The number of Deacons and Deaconesses and length of their appointment shall be determined by the needs of the congregation and shall be left to the discretion of the Elders.

- D) Deacons and Deaconesses shall be identified to the congregation by the Elders.
- E) Deacons and Deaconesses may be removed by a unanimous decision of the Elders.

Teaching-Elder (Also called the Pastor-Teacher)

- A) The Teaching-Elder/Pastor-Teacher is an Elder (except in the case of a pastor-teacher hired from outside the congregation) with these added qualifications and duties:
 - 1) Qualifications:
 - a) See Article V, Section A, subsections 2 and 3.
 - b) Able to serve on a full-time basis, and be devoted, gifted and diligent in preaching and teaching! Tim 5:17
 - c) Must agree to become a member, if hired from outside the congregation.
 - 2) Duties:
 - a) Shall arrange for and conduct the majority of the Sunday morning preaching/teachings, baptisms, funerals, weddings and any other public ceremony.
- B) Appointment
 - 1) The Teaching-Elder/Pastor-Teacher shall be examined and selected by the Elders.
 - 2) A Pastor-Teacher when hired from outside the congregation is not eligible for appointment as an Elder for a minimum of one year after becoming a member.
 - a) See Article IV.
 - b) See Article V, Section A, subsection 1.
 - c) See Article V, Sections D and H.
 - d) When hired from outside the congregation, the position shall be titled 'Pastor-Teacher'. At the time when the pastor-teacher may be appointed as Elder in accordance with these By-laws, the position shall be titled 'Teaching Elder/Pastor-Teacher'.
 - 3) The Teaching-Elder/Pastor-Teacher appointment shall be approved by the members.
 - a) There shall be significant congregational input before a pastor-teacher is hired from outside the congregation.
 - b) The congregation shall have opportunity to examine a candidate and bring to the Elders any reason the candidate is not qualified. See Section A, Subsection 1.
 - 4) The Teaching Elder/Pastor-Teacher shall be publicly recognized by the Elders.
 - a) Ephesians 4:11-12
- C) Review
 - 1) The Teaching Elder/Pastor Teacher shall, in the first year, be reviewed quarterly by the Elders, and annually thereafter.

- D) Termination
 - 1) Shall be determined by the Elders, except that the Teaching Elder shall not participate in the decisions of the Elders when related to his own employment.
- E) Compensation
 - 1) Shall be determined by the Elders.
 - a) 1 Tim 5:17-18, 1Cor 9:5-14
 - 2) Shall not participate in the decisions of the Elders, when related to his own compensation.

Executive Elder

- A) The Executive Elder is an elder with these added duties.
 - 1) Overseeing church operations.
 - 2) Leading, overseeing, and having regular meetings with staff.
 - 3) Guiding and improving interactions between the Elders, Deacons, the Teaching Elder or Pastor-Teacher, and other staff members.
 - 4) Collaborating with the Elders regarding ministry administration and implementation of mission and vision of the church.
 - 5) Overseeing human resources operations and collaborating with the Elders to hire, reposition, transition, annually review, and dismiss staff.
 - 6) Creating an annual budget.
 - 7) Overseeing financial operations.
 - 8) Assisting staff to manage ministry funds.
 - 9) Managing social media accounts and other communications.
 - 10) Reviewing, creating, and implementing policies and procedures to ensure the effective operation of the church.
- B) Appointment
 - 1) The Executive Elder shall be selected by the Elders.
- C) Review
 - 1) The Executive Elder shall, in the first year, be reviewed quarterly by the Elders, and annually thereafter.
- D) Termination
 - 1) Shall be determined by the Elders, except that the Executive Elder shall not participate in the decisions of the Elders when related to his own employment.
- E) Compensation
 - 1) Shall be determined by the Elders.
 - a. 1 Tim 5:17-18, 1Cor 9:5-14
 - 2) Shall not participate in the decisions of the elders, when related to his own compensation.

ARTICLE VI
CORPORATE OFFICERS

1) President

The President of this corporation shall be an Elder, shall be appointed by the Board of Directors, and shall function under the direction of the Board of Directors. The President shall supervise the affairs of the corporation and the activities of the officers. He shall perform all duties incident to his office and other such duties as may be required by law, by the Article of Incorporation of this corporation, by these by-laws, or as may be prescribed by a unanimous decision of the Board of Directors. He shall preside at all corporate meetings. Except as otherwise expressly provided by law, by the Articles of Incorporation, or by these by-laws, he shall, in the name of the corporation, execute such deeds, mortgages, bonds, contracts, checks, or other instruments which may, from time to time, be authorized by the Board of Directors.

2) Secretary

The Secretary shall keep for each meeting written minutes and such other records for the corporation as directed by the Board of Directors.

A) There may be one or more Assistant Secretaries appointed by the board if necessary. They shall, in the order of their seniority and in the absence of the Secretary, perform any or all of the duties of the Secretary. Any Assistant Secretary need not be a member of the Board of Directors or serve as an Elder. Assistant Secretaries who are not Board Members are not entitled to vote at meetings of the Board of Directors of this corporation.

3) Treasurer

The Treasurer shall perform all duties which are implied by the name of the office, under the direction of the Board of Directors. He shall make all payments as may be necessary and proper to be made on behalf of the corporation, furnish financial data and such other related information as may be necessary to ensure accurate and timely assessment of the church's financial condition.

A) There may be one or more Assistant Treasurers appointed by the Board if necessary. Assistant Treasurers, in order of seniority, and in the absence of the Treasurer, shall perform and or all of the duties of the Treasurer. Any Assistant Treasurer need not be a member of the Board of Directors or serve as an Elder. Assistant Treasurers who are not Board Members are not entitled to vote at meetings of the Board of Directors of this corporation.

ARTICLE VII
Powers of the Board of Directors

- 1) The Board of Directors shall be responsible for the management of the business of the corporation, subject to the restrictions imposed by law, by the Articles of Incorporation, or by these by-laws, and may exercise all of the powers of the corporation.
- 2) The specific powers of the Board of Directors are as follows:
 - A) To take, accept and hold by bequest, devise, gift, purchase, loan, or lease any property, real, personal, or mixed, whether tangible or intangible, without limitation as to kind, amount, or value;
 - B) To sell, convey, lease, or make loans of or grants of any such property, and to invest

- or reinvest the principal thereof, if any;
- C) To borrow money and pledge or mortgage any such property for any purpose for which the corporation is organized, and to issue notes, bonds, or other forms of certificates or secure any of its obligations of indebtedness;
 - D) To engage or employ any necessary personnel to carry out corporate purpose or activities;
 - E) To pay the principal and interest of the corporation's debts and its administrative and operating expenses, and for such payments and expenses to issue general development notes, subordinated to all other debts and creditors of the corporation;
- 3) Specific powers A, B, C and the yearly budget must be approved by the members.
 - 4) The Board of Directors, for the purposes of this section, shall not exercise any spiritual authority but shall operate solely to execute temporal matters. For the purposes of these By-laws, it is the intention that the Elders should contemporaneously serve as the Board of Directors at all times. See Article V, Section C. In the case where the church has two or less Elders, the Elder(s) may choose men who meet the qualifications of deacon, to serve, as needed, on the Board of Directors to fulfill the purposes of Articles VI and VII.

ARTICLE VIII MEETINGS

- 1) The annual meeting of the board members of this corporation shall be held at the principal office of this corporation. (See Article II)
- 2) Each subsequent annual meeting shall be held on a date not more than 12 months following the preceding annual meeting.
- 3) No change of the time or place for an annual meeting of board members of this corporation shall be made within 7 days prior to the date set for the next annual meeting of said members.
- 4) Special meetings of the board members of this corporation may be called by the majority of the Board membership.
- 5) The annual members' meeting shall be held during the month of January.

ARTICLE IX FISCAL YEAR

- 1) The fiscal year of the corporation shall begin on January 1 and end on December 31 of each year.

ARTICLE X AMENDMENTS

- 1) Amendments shall require a unanimous vote of all Directors of this corporation.
- 2) Amendments will be in accordance with the Word of God and the laws governing religious non-profit organizations.

Amendments of these by-laws require the approval of the membership.

ARTICLE XII
AMENDMENTS AS REQUIRED BY THE INTERNAL REVENUE SERVICE

- 1) Notwithstanding any other provisions of these articles, the organization is organized exclusively for one or more of the purposes as specified in Section 501(c)(3) of the Internal Revenue Code of 1986, and shall not carry on any activities not permitted to be carried on by an organization exempt from the Federal income tax under IRS 501(c)(3) or corresponding provisions of any subsequent tax laws.
- 2) No part of the net earnings of the organization shall inure to the benefit of any member, trustee, director, officer of the organization, or any or any private individual (except that reasonable compensation may be paid for services rendered to or for the organization) and no member, trustee, officer of the organization or any private individual shall be entitled to share in the distribution of any of the organization's assets on dissolution of the organization.
- 3) No substantial part of the activities of the organization shall be carrying on propaganda, or otherwise attempting to influence legislation (except as otherwise provided by IRS 501(h) or participating in or intervening in (including the publication or distribution of statements), any political campaign on behalf of or in opposition to any candidates for public office.
- 4) In the event of dissolution, all of the remaining assets and property of the organization shall after payment of necessary expenses thereof be distributed to such organizations as shall qualify under section 501(c)(3) of the Internal Revenue Code of 1986, or corresponding provisions of any subsequent Federal tax laws, or to the Federal government or State or local government or for public purpose, subject to the approval of a Justice of the Supreme Court of the State of Connecticut.
- 5) In any taxable year in which the organization is a private foundation as described in IRS 509(a), the organization shall distribute its income for said period at such time and manner as not to subject it to tax under IRS 4942, and the organization shall not (a) engage in any act of self-dealing as defined in IC 4941(d), (b) retain any excess business holdings as defined in IRS 4943(c), (c) make any investments in such a manner as to subject the organization to tax under IRS 4944, or (d) make any taxable expenditures as defined in IRC4945(d) or corresponding, provisions of any subsequent Federal Tax Laws.

ARTICLE XII
AFFILIATION

Liberty Community Church is affiliated with the EFCA, The Evangelical Free Church of America. Liberty is also listed with the Evangelical Free Church New England District Association.

ARTICLE XIII
STATEMENT OF FAITH

God

1) We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

The Bible

2) We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

The Human Condition

3) We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

Jesus Christ

4) We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

The Work of Christ

5) We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

Sovereignty

6) We believe that God, from all eternity, in order to display the full extent of His glory for the eternal and ever-increasing enjoyment of all who love Him, did, by the most wise and holy counsel of His will, freely and unchangeably ordain and foreknow whatever comes to pass. We believe that God upholds and governs all things in accord with His eternal, all-wise purposes to glorify Himself, yet in such a way that He never sins, nor ever condemns a person unjustly; but that His ordaining and governing all things is compatible with the moral accountability of all persons created in His image. We believe that God's election is an unconditional act of free grace which was given through His Son Christ Jesus before the world began. By this act God chose, before the foundation of the world, those who would be delivered from bondage to sin and brought to repentance and saving faith in His Son Christ Jesus. We believe that God's sovereignty and the proclamation of the gospel of salvation through the finished work of Christ is in no way contradictory, and sharing of the gospel to all people is a duty of all believers.

The Holy Spirit

7) We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

Spiritual Gifts

8) We believe that the Holy Spirit is sovereign in the bestowing of all His gifts for the perfecting of believers today, and that sign miracles and speaking in tongues in the beginning days of the

church were for the purpose of pointing to and authenticating the apostles as revealers of divine truth and were never intended to be characteristic of the lives of believers. Although we do not control personal, individual interactions with the Lord, the expression of prophecy, tongues and other sign gifts, as seen in the current charismatic movement, are not to be overtly expressed at meetings that are under the organization and authority of Liberty Community Church. Furthermore, members of Liberty Community Church are not to propagate the teachings and emphases of these sign gifts.

The Church

9) We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

Christian Living

10) We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

Society and Politics

11) We believe that the primary role of the church is to worship God through the preaching and teaching of His Word, observing the ordinances, equipping the saints, and evangelizing the lost. We deny that political or social activism should be viewed as integral components of the gospel or primary to the mission of the church. Though believers can and should utilize all lawful means that God has providentially established to have some effect on the laws of a society, we deny that these activities constitute a central part of the church's mission given to her by Jesus Christ. We do not believe that political means can establish the kingdom of God, but we do believe that God has appointed governing authorities to do good and that, for citizens in Christ's kingdom, His reign transcends all other citizenships and partisan ideologies and transforms how we live in the world. We deny, however, that laws or regulations possess any inherent power to change sinful hearts. Christians should be good citizens who may freely advocate for God-honoring public policies.

Christ's Return

12) We believe in the personal and bodily return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

Response and Eternal Destiny

13) We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

Marriage

14) We believe that marriage is the exclusive, covenantal union of one man and one woman, which union was designed by God. Genesis 2:24 states, "For this reason a man shall leave his father and his mother and be joined to his wife; and they shall become one flesh." Jesus Christ affirmed this in Matthew 19:4-6: "And He answered and said, 'Have you not read that He who created them from the beginning made them male and female, and said, for this reason a man shall leave his father and mother and be joined to his wife, and the two shall become one flesh? So, they are no longer two, but one flesh. What therefore God has joined together, let no man separate.'" We will faithfully follow this scriptural definition of marriage in the teachings and practices of this church, and therefore, this church will not officiate, solemnize, perform or host a marriage or marriage-like ceremony involving anything other than the union of one man with one woman as instituted by God.

Identity

15) We believe God made all people from one man and that "race" is not a biblical category. We deny that Christians should segregate themselves into racial groups or regard racial identity above, or even equal to, their identity in Christ. We deny that any divisions between people groups (from an unstated attitude of superiority to an overt spirit of resentment) have any legitimate place in the church. We believe that racism is a sin rooted in pride and malice which must be condemned and renounced by all who would honor the image of God in all people. We deny that treating people with sinful partiality or prejudice is consistent with biblical Christianity. We deny that the Bible can be legitimately used to foster or justify partiality, prejudice, or contempt toward other ethnicities. We do not believe that a person's biological sex should be separated from their self-perception as a man or a woman nor that the body should be altered when it does not conform to that self-perception. We believe that God created mankind male and female and that this divinely determined distinction is good, proper, and to be celebrated. We deny that human sexuality is a socially constructed concept. We also deny that one's sex can be fluid, or that "gay Christian" is a legitimate biblical category. Such identities cannot honor the image-bearing character of human sexuality as created by God.

Affirmations

Liberty Community Church more fully affirms:

- 1) The Statement on Social Justice and the Gospel (published September 4, 2018)
- 2) The statement of the Elders of Liberty Community Church titled "Pulpit Ministry" (dated August 12, 2022)
- 3) The statement "Where We Stand in the EFCA: Denials and Affirmations" (published June 21, 2023).

ARTICLE XIV
DISSOLUTION

1) Upon dissolution or termination of the existence of the Church, all of its property and assets, after payment of the lawful debts of the Church and the expenses of its dissolution or termination, shall be delivered, conveyed and paid over (subject to any restrictions imposed by any applicable will, deed, grant, conveyance, agreement, memorandum, writing or other governing document) to the New England District of the Evangelical Free Church, to renew the work for which this Church is established.

Elders Signature

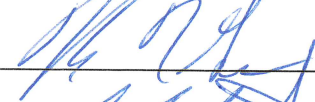
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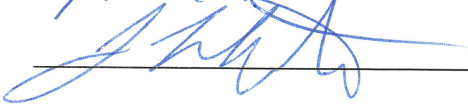
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1-17-24

Approved by the membership

Date 1-28-24

History of Amendments to the By-Laws:

2003:

Change of the principal place of business from Wallingford to North Haven.

April 12, 2015:

Revision of membership requirements and rights to include salvation, completion of membership class, agreement with church's statements, and the approval of Elders; addition of the Purpose Statement; addition of process for removal of members; addition to require membership approval of Elder and Teaching Elder appointments; require membership to approve by-law amendments; affiliation of LCC with the EFCA; adoption of the EFCA statement of faith while keeping the church's existing statements on Spiritual Gifts and Marriage.

March 27, 2022:

Addition of Executive Elder role & job description.

January 28, 2024:

Correction of internal section references; replace references to 'board of elders' with only 'the Elders'; addition of clauses governing Elders, including scripture references and the biblical authority of the Elders; replace reference to voting with 'by unanimous consensus and support'; return the procedure to the by-laws of a 30 day congregational review period of elder candidates that was deleted in 2015 by amendment; addition of the past practice of a public elder ordination, and authority of elders to solemnize marriages; addition of clarifications concerning the hiring of a pastor-teacher from outside the congregation, including requirement to become a member and status as elder only eligible after 1 year of membership in accordance with existing by-laws; addition of an annual review of the Teaching Elder and Executive Elder, and quarterly review in the first year; revision of job responsibilities of the Executive Elder, removing internal references to a senior pastor and to require the Executive Elder to review staff; addition that Elders compensated by the church cannot participate in decisions concerning their employment; addition of the public recognition of the Deacons by the Elders and that Deacons may generally assist the elders; clarification that the corporate board for secular purposes is to be the Elders at all times, and when there are less than 2 elders, that financial and business decisions of the church are to be made by members who meet the qualifications of a deacon, when needed for corporate purposes only, in the absence of other elders; additions to the Statement of Faith with statements on Sovereignty, Society & Politics and Identity; affirmation of the 2018 Statement of Social Justice and the Gospel, the 2022 Statement of the Elders of LCC 'Pulpit Ministry' document, and the 2023 Denials and Affirmations statement of the EFCA.