

Lighthouse Community Christian Church
Governing Guidelines
January 28, 2026

I. Statement of Faith:

We are a Bible believing people, dedicated to ministering to the needs of the community through worship, training, fellowship, and service. We strive to enrich lives by the power of God who offers us salvation through Jesus Christ. We are empowered by the Holy Spirit, our Comforter and Guide.

What We Believe:

The Bible: We believe that the Bible (the 66 books of the Old and New Testaments) is the Word of God, fully inspired and without error, written under the inspiration of the Holy Spirit, and it has supreme authority in all matters. Mark 13:31; John 8:31-32; John 10:35, John 20:31; Acts 20:32; II Timothy 3:16; II Peter 1:20-21.

The One True God: We believe God exists eternally as three persons, but is one in divine essence: the Father, Son and Holy Spirit. Luke 3:22; Matthew 28:19; John 1:1-3; II Corinthians 13:14.

The Father: We believe in God the Father, an infinite, personal spirit, perfect in holiness, wisdom, power and love. We believe He is all-knowing, infallibly foreknows all that shall come to pass, He is all-powerful, He is omnipresent, He concerns Himself mercifully in the affairs of men, He hears and answers prayer, and He adopts as sons and daughters all who come to Him through Jesus Christ. Genesis 1:1, Luke 10:21-22; Matthew 23:9; John 3:16; John 6:27; Romans 1:7; Romans 8:15, Ephesians 1:5, I Timothy 1:1-2; I Timothy 2:5-6; I Peter 1:3; Revelation 1:6.

The Lord Jesus Christ: We believe in the Son of God, born of the virgin Mary, lived a sinless life, died on the cross, buried and rose again on the third day to save us from our sins, sitting at the right hand of God the Father and coming again to take the Church home. John 1:1-3, 1:14; Matthew 1:8-23; Hebrews 4:13, 14-16; I Corinthians 15:3-8; II Corinthians 5:21; Luke 24:36-43; Acts 1:11.

The Holy Spirit: We believe in the Holy Spirit, His personality, deity, that He convicts men of sin, He effects the baptism and indwelling of the Spirit at the moment of regeneration, His work in each believer in sanctification and His filling to empower us for the Christian life and service. John 14:16-17; John 16:7-15; I Corinthians 12:13; Romans 8:9; Ephesians 3:16, 5:18; Acts 1:8; Galatians 5:22-25.

Spiritual Gifts: We believe that the Holy Spirit gives spiritual gifts to the church for its edification, to serve others, and to glorify Jesus Christ. We believe, in this respect, that the Holy Spirit is sovereign in the bestowing of all His gifts for the building up of the

saints today, and that speaking in tongues, the working of signs and miracles, and the offices of apostles and prophets in the beginning days of the church have now ceased with the closing of the canon of Scripture, having fulfilled their purpose of pointing to and authenticating the apostles as revealers of divine truth. We do not believe that any new revelation of God is being given today, and that the Scriptures are the final authority for the church. We believe in divine healing based on the sovereign will of God alone and that prayers for the suffering and sick should be offered to God, but we deny there are “divine healers” today. John 16:13-14; Romans 12:3-13; I Corinthians 12:4-31, 13:8-10, 14:26-33; II Corinthians 12:12; Ephesians 2:19-22, 4:7-12; I Timothy 5:23; Hebrews 1:1-4, 2:1-4; James 5:13-15; I Peter 4:8-11.

Man: We believe man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God’s creation. We believe that man was created in innocence, but by voluntary transgression (from the temptation of Satan) fell from his sinless state, in consequence of which all mankind are now sinners, not by constraint, but of free choice; inherit a sin nature and are therefore under just condemnation without excuse. Therefore, as soon as a person is capable of moral action, he or she becomes a transgressor of God’s law and is under the judgment of God. Genesis 1:26-31, 3:1-6, 24; Romans 1:18-32, 3:10-19, 5:12, 18-21; Ephesians. 2:1-3; Ezekiel 18:19-20.

Salvation / The Gospel: We believe salvation is offered freely to all who repent and believe on Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense, salvation includes atonement, regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord and Savior. Our good works do nothing to merit or add to our salvation but are merely the fruit (or result) of true saving faith in Christ. Thus, we are saved by grace through faith alone, but that faith will result in good works and the fruit of the Holy Spirit. Romans 3:1-8:39; Galatians 2:16-21, 3:1-29; Ephesians 1:3-14, 2:1-10; Philippians 3:9, Titus 3:1-11.

A. Atonement of Sin: We believe that the salvation of sinners is wholly of grace through the mediatorial offices of the Son of God, Who by appointment of the Father, freely took upon Him our human nature, yet without sin, remained wholly divine, honored perfectly the divine law by His personal obedience, and by His death made a full and substitutionary atonement for our sins; the voluntary substitution of Himself in the sinner's place, the Just dying for the unjust, Christ bearing our sins in His own body on the cross, and having risen from the dead proved Himself the perfect sacrifice for our sins. Only through the blood of Jesus are we able to receive forgiveness from God by grace through faith. Isaiah 53:4-10; Romans 3:23-26; II Corinthians 5:21; Galatians 5:13; Ephesians 1:7; Colossians 1:15-23; Hebrews 9:11-15; I Peter 2:24, 3:18; I John 2:2.

B. Regeneration, or the new birth, is a work of God’s grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace.

Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ as Lord and Savior. John 3:3-8; Ephesians 2:4-10; Colossians 2:13-14; Titus 3:3-7.

C. Justification is God's gracious and full acquittal of sin upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer into a relationship of peace and favor with God. When we place our faith in Christ, God no longer sees our sin in judgment (since it was placed on Christ on the cross), but He sees the perfect life of Christ applied on our behalf. Romans 3:21-31, 4:1-25, 5:15-21; II Corinthians 5:17-21; Philipians 3:9.

D. Sanctification is the experience, beginning at regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life, but we do not believe that a person can obtain a state of sinless perfection here on earth, and thus repentance should be a regular part of the believer's life. Believers are to walk in the Spirit by obeying the two greatest commandments of Christ: to love God with all your heart, soul, strength and mind, and to love your neighbor as yourself. Believers should also exhibit the fruit of the Spirit. Matthew 22:35-40, 28:18-20; Romans 8:1-39, 12:1-21; Galatians 5:14-26; Colossians 3:1-17; I John 1:5-10.

E. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed in heaven with the Lord. I Corinthians 15:12-58; II Corinthians 5:1-10; Revelation 21:1-27, 22:1-5.

The Church: We believe in one true Church, the body and bride of Christ (those who have received Jesus Christ as their personal Savior), the universal church; a living, spiritual body of which Christ is the head of which all regenerated people are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, service, and fellowship. We believe that God has laid upon the members of the local church the primary work of sharing the gospel of Jesus Christ to a lost world and discipling those who believe in Him. While both men and women are gifted for service in the church, we believe the offices of Senior Pastor, Elder and Deacon are limited to men as qualified by Scripture. Ephesians 1:22-23, 2:19-22, 5:19-21, 5:25-32; Matthew 16:18, 28:18-20, Acts 1:8, 2:42; I Timothy 3:1-13; Hebrews 10:23-25.

Ordinances: We believe the Christian is commanded to observe water baptism (administered after a credible profession of faith) and the Lord's Supper, and that such ordinances are to be administered by the local church. Matthew 3:6, 11, 26:26-29, 28:18-20; I Corinthians 11:17-34; Romans 6:1-4.

Second Coming and Last Things: We believe in the personal, visible and imminent return of Christ to remove His Church from the earth before the tribulation and afterward to descend with the Church to establish His millennial kingdom upon the earth. We believe unbelievers will be consigned to hell, a place of everlasting punishment.

Believers in Christ, in their resurrected and glorified bodies, will receive their reward and will dwell forever in heaven with the Lord. Matthew 24:1-51; I Corinthians 15:12-58; I Thessalonians 1:10, 4:16-17; Revelation 3:10, 20:1-15, 21:1-27, 22:1-5.

Marriage and Family: We believe 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.

We believe marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to Biblical standards, and the means for procreation of the human race.

We believe the husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family, especially in spiritual matters. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

We believe 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. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; I Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; I Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; I Timothy 5:8,14; II Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; I Peter 3:1-7.

Religious Liberty: We believe God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom, no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God in Scripture. The church should not resort to civil power to carry on its work. The Gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no

right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by civil power. Genesis 1:27; 2:7; Matthew 6:6-7,24; 16:26; 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2; 13:1-7; Galatians 5:1,13; Philippians 3:20; I Timothy 2:1-2; James 4:12; I Peter 2:12-17; 3:11-17; 4:12-19.

II. Committed Workers of Lighthouse Community Christian Church:

- A. In order to be a Committed Worker of Lighthouse Community Christian Church a person must agree with and practice the Statement of Faith of Lighthouse Community Christian Church, which is derived from the Holy Bible, God's Holy Word. These beliefs include but are not limited to: acceptance of the Bible as the complete and inspired Word of God; confession of sins that are forgiven through the blood of Jesus Christ, who is the Son of God; One True God who exists eternally as three-in-one; the Holy Spirit; and the ordinances of Baptism and Holy Communion. A person must be 18 years old and have attended Lighthouse Community Christian Church for at least three months before becoming a Committed Worker. (See the Statement of Faith in Section I above for the complete listing of our beliefs.)
- B. Any person desiring to become a Committed Worker should first counsel or talk with a Pastor and an Elder. This will allow the person to ask any questions regarding doctrine and to reflect and examine the beliefs held by the person requesting to become a Committed Worker.
- C. After counseling with a Pastor and an Elder and the candidate is accepted by them, they will bring before the General Board to approve, and then the church will vote on the Committed Worker (majority vote rules). This can take place in any regularly scheduled church gathering.
- D. Any Committed Worker not in attendance for two months consecutively may be removed as a Committed Worker unless that Committed Worker explains the reason to someone on General Board and General Board approves the absence.
- E. As a Committed Worker of Lighthouse Community Christian Church, we encourage the abstinence of alcohol and condemn the abuse of alcohol.

III. Leadership Roles/Offices in the Church:

- A. We have defined the following leadership roles/offices to be established with the church:
 - Music Coordinator
 - Treasurer
 - Secretary/Co-Treasurer
 - Educational Director
 - Youth Director
 - Trustee(s)
 - Elder(s)
 - Deacon(s)
 - General Board Chairperson
 - Member-at-Large

- Senior Pastor
 - Pastor(s)
- B. No one person will hold more than one General Board office (as defined below in Section V.A) at any one time, unless there is a vacancy in a position and the General Board approves of the multiple roles per Section III.D below. Regardless, no one person shall have more than one vote on the General Board.
- C. A person must express interest to the General Board by January 1st about holding one of the General Board offices in order to be eligible to hold such office. A person must be a Committed Worker of Lighthouse Community Christian Church in order to hold an office in the church.
- D. The Committed Workers will vote on the ballot of Committed Workers who are requesting to serve in one of the General Board offices. Majority rules on such a vote. The annual vote will take place the last Wednesday in January.

NOTE: The only exception to this and to Section III.B above is if a General Board position becomes vacant through the year or is not filled at the annual business meeting, then the General Board has the right to approve and vote someone in for the remainder of that year.

- E. All General Board positions will be for one year starting February 1st following the church annual business meeting. If after one year of service, the person feels they are being called to continue to serve in that position, they may put their name back on the voting ballot to be considered during the next church annual business meeting.
- F. All persons in a leadership role/office (as listed above in Section III.A) must agree with and practice the Governing Guidelines and the Statement of Faith of Lighthouse Community Christian Church, which are derived from the Holy Bible, God's Holy Word. If a person does not wish to fulfill the remaining time of their leadership role/office they may voluntarily resign from that position, but the General Board would ask that the person be considerate and give time to find a replacement before leaving their position. In the case of immorality, insubordination or teaching/practicing contrary to the Governing Guidelines, termination shall be immediate upon determination of the General Board. The General Board may ask a leader to resign if they are not performing their duties to the best of their abilities, all General Board members must be notified and vote (in person or if not present, via electronic means) and vote must pass by two-thirds vote to stand. The only exception is a Board Member who is medically incapable / incapacitated to vote. The General Board Member, who is in question, will be put on temporary leave immediately until issue has been decided by General Board.

- G. If a complaint regarding the Senior Pastor, Pastor, Elder or Deacon is to be recognized, it must be presented to a General Board member. If the complaint progresses, the complaint may be requested in written form. The Elder(s) and the General Board will follow up with the Senior Pastor to address the complaint. Matthew 18:15-18 and other relevant Scriptures shall be our guide in this process.

IV. Duties of the Church Leaders/Officers:

- A. Music Coordinator: The music coordinator will plan and prepare songs for church services; coordinate with other church Committed Workers as necessary so that a music facilitator is at every church service; coordinate musical programs as appropriate. A spendable budget will be decided upon at the beginning of each year to apply toward miscellaneous items without prior approval by the General Board. Receipts must be given to the treasurer monthly to keep records current.
- B. Treasurer: The treasurer will be responsible for collecting and counting offering after service; pay all bills as authorized by the General Board; maintain an accurate financial record; prepare financial reports on at least a quarterly basis for review by the General Board.

NOTE: Two or more Committed Workers will be designated by the General Board to review the financial records on an annual basis. The General Board may also delegate this responsibility to an outside professional or firm.

- C. Secretary/Co-Treasurer: The secretary/co-treasurer will maintain the records for the church including but not limited to: the Committed Worker, baptism, dedication and marriage records. In addition, they will keep records of the minutes of the General Board meetings and the minutes from the other church committees. They will be responsible for church correspondence. They will assist the treasurer with the collection and counting of offering and by paying bills as authorized by the General Board, if the treasurer is unable to do so. Receipts must be given to the treasurer monthly to keep records current.
- D. Educational Director: The educational director will oversee the Sunday School program and any other educational church programs such as junior church, Bible study, etc. The educational director will cooperate with the General Board to provide learning opportunities, which are directed by competent teachers. The educational director is responsible for having competent teachers in place to teach the learning material. The educational director will ensure that the materials needed are available and have been approved by the General Board. The educational director will have a monthly spendable budget, set by the General Board, which can be utilized without the prior approval of the General Board. A spendable budget will be decided upon at the beginning of each year to apply toward miscellaneous items without prior approval by the General Board. Receipts must be given to the treasurer monthly to keep records current.

- E. Youth Director: The youth director works in conjunction with the youth leaders to coordinate the youth activities; works with the Pastor to ensure that the youth programs are developed and implemented. The youth director will work in the community to increase the awareness of youth events and youth programs. A spendable budget will be decided upon at the beginning of each year to apply toward miscellaneous items without prior approval by the General Board. Receipts must be given to the treasurer monthly to keep records current.
- F. Trustees: The trustees will maintain and coordinate any physical maintenance of the church property, ensure that the appropriate insurance on the property is maintained, and will manage the legal matters pertaining to the properties of the church. The trustees will determine if weather and/or other conditions warrant cancellation of church service or other church functions. The trustees would then contact the Pastor and Committed Workers of such cancellation(s). A spendable budget will be decided upon at the beginning of each year to apply toward miscellaneous items without prior approval by the General Board. Receipts must be given to the treasurer monthly to keep records current.

NOTE: There will be an odd number of trustees and no less than three trustees serving at any one time. The trustees will meet at least quarterly prior to the General Board meeting and may meet more as deemed necessary. A representative of the trustees will be declared to serve of the General Board for a period of one year. The trustees will determine this representative. A trustee shall not serve more than one consecutive year on the General Board, unless at least two-thirds of the other trustees agree that the trustee may serve another year.

- G. Elder(s): A candidate must be a male Committed Worker of the church, then nominated by the church, express a desire to hold such an office to the Senior Pastor and be vetted by the Pastors, Elders and Deacons using the Biblical qualifications as outlined in I Timothy 3:1-7, Titus 1:6-9 and I Peter 5:1-3. An Elder candidate approved by the Pastors, Elders and Deacons will be presented to the General Board, and then brought before the Committed Workers for a vote and must receive at least two-thirds of such vote. An Elder must be tested (set aside) for approximately one year before being ordained into this leadership role. The Pastors and Elders will determine the specific process for nomination and vetting of Elders and how many Elders are needed according to the congregational size and needs.

A representative of the Elder(s) will serve on the General Board for a period of one year, except such representative cannot be the Senior Pastor or a Pastor. The Elder(s) will nominate this representative and submit the nominee to the General Board by January 1st to be included on the General Board ballot for the upcoming January annual business meeting. An Elder shall not serve more than one consecutive year on the General Board, unless at least two-thirds of the other Elder(s) agree to nominate that Elder again for the upcoming year.

Elder(s) are to be ordained by prayer and the laying on of hands by the church, and hold office at the pleasure of the church during the maintenance of Christian character, faithful service, and sound doctrine. An Elder should support the Pastors, be a spiritual leader for the church and help the Pastors oversee the spiritual health of the church. He should assist with Baptism, the Lord's Supper and conduct religious meetings in the absence of the Senior Pastor and Pastor(s).

- H. Deacon(s): A candidate must be a male Committed Worker of the church, then nominated by the church, express a desire to hold such an office to the Senior Pastor and be vetted by the Pastors, Elders and Deacons using the Biblical qualifications as outlined in Acts 6:1-7 and I Timothy 3:8-13. A Deacon candidate approved by the Pastors, Elders and Deacons will be presented to the General Board, and then brought before the Committed Workers for a vote and must receive at least two-thirds of such vote. A Deacon must be tested (set aside) for approximately one year before being ordained into this leadership role. The Pastors and Elders will determine the specific process for nomination and vetting of Deacons and how many Deacon(s) are needed according to the congregational size and needs.

A representative of the Deacon(s) will serve on the General Board for a period of one year. The Deacon(s) will nominate this representative and submit the nominee to the General Board by January 1st to be included on the General Board ballot for the upcoming January annual business meeting. A Deacon shall not serve more than one consecutive year on the General Board, unless at least two-thirds of the other Deacon(s) agree to nominate that Deacon again for the upcoming year.

Deacon(s) are to be ordained by prayer and the laying on of hands by the church, and hold office at the pleasure of the church during the maintenance of Christian character, faithful service, and sound doctrine. A Deacon should support the Pastors and be a spiritual leader for the church. The Deacon(s) shall oversee the care ministries of the church. The Deacon(s) shall serve by helping to meet the tangible needs of the church and its Committed Workers. As needed, he should assist with Baptism and the Lord's Supper and have care of the poor and widows.

- I. General Board Chairperson: The General Board Chairperson will keep order of the meeting, possess good knowledge of the church guidelines; be responsible for scheduling quarterly meetings or more often if deemed necessary; contact each member of the General Board before the meeting; and preside over all business meetings of the congregation.
- J. Member-at-Large: The member-at-large will fulfill the role of chairperson when the chairperson is absent and will encourage and help all other leaders in the church. The member-at large must be able and willing to step in temporarily to a vacant leadership role that needs to be filled.

V. **General Board:**

- A. The General Board consists of the chairperson of the General Board, the music coordinator, educational director, youth director, treasurer, secretary/co-treasurer, one member-at-large, and a representative each from the trustee board, Elder Board and Deacon Board.
- B. The officers of the General Board will be determined by a vote from the Committed Workers at the annual meeting of the Committed Workers the last Wednesday in January. (See Committed Workers of Lighthouse Community Christian Church.) Voting for Elders or Deacons may occur other times of the year.
- C. The General Board will recommend persons for any paid position the church needs to the Committed Workers for a vote. These positions may vary according to the needs of the church (i.e., pay secretary, janitor, maintenance person, assistant pastor, mowing, etc.). The General Board will hold a special meeting in January without paid employees to discuss raises, pay, benefits, etc.
- D. General Board Meetings:
 - i. Are open to the entire church, but only members of the General Board have voting privileges at these meetings;
 - ii. Will occur at least quarterly but may occur more often if deemed necessary. Regular meeting dates and times will be posted so Committed Workers may attend, if desired. If a special meeting is called, there must be notice given by phone or in person to each General Board member;
 - iii. Reports will be given quarterly at the General Board meetings from all the church leaders represented on the General Board; and
 - iv. There must be at least two-thirds of the General Board members in attendance for any vote to be taken and recognized and majority vote rules.
- E. The General Board has the authority to nominate committees, as it deems necessary.
- F. The General Board will present the nominees to the church for the leadership/officers at the time of election during the annual church business meeting held on the last Wednesday of January. Voting for Elders or Deacons may occur other times of the year.

VI. Duties of the Senior Pastor and Pastor(s):

A. Senior Pastor:

- i. The Senior Pastor must be the spiritual leader of the church and share God's visions and purpose of the church. The Senior Pastor must attend General Board meetings to give his input plus to help encourage the leaders of the church and to provide spiritual guidance.
- ii. The General Board of the church will determine the specific responsibilities and expectations of the Senior Pastor according to the needs of the church. The General Board will review the Senior Pastor annually.
- iii. The Senior Pastor needs to present a receipt statement of spending at least quarterly to the General Board for a check-and-balance on expenses incurred.
- iv. Following the retirement of Senior Pastor P.J. Rings, he and the Elder(s) will bring before the General Board a candidate they recommend for Senior Pastor. The General Board will then determine whether to recommend this person to the Committed Workers for a vote of confirmation as Senior Pastor. A Senior Pastor candidate must receive at least two-thirds of the vote by the Committed Workers of the church.
- v. The Senior Pastor shall be a spiritual leader of the Pastors, Elders, Deacons and the church.

B. Pastor(s):

- i. The Pastor(s) must be a spiritual leader of the church and share God's visions and purpose of the church. The Pastor(s) must attend General Board meetings to give his input plus to help encourage the leaders of the church and to provide spiritual guidance.
- ii. The Pastor(s) will support the Senior Pastor and fulfill the Senior Pastor role if the Senior Pastor is unable to do so.
- iii. The General Board of the church will determine the specific responsibilities and expectations of the Pastor(s) according to the needs of the church. The General Board will review the Pastor(s) annually.
- iv. The Elder(s) and Senior Pastor will bring before the General Board a candidate they recommend for Pastor. The General Board will then determine whether to recommend this person to the Committed Workers for a vote of

confirmation as Pastor. A Pastor candidate must receive at least two-thirds of the vote by the Committed Workers of the church.

- v. Unless otherwise specified herein, the term “Pastors” shall refer to both the Senior Pastor and all other Pastors.

VII. Ordinances of the Church:

A. Communion:

Lighthouse Community Christian Church practices the service of communion. It will be performed not less than two times per year (usually around Thanksgiving and Easter) with at least one month’s notice.

B. Baptism:

Lighthouse Community Christian Church practices water baptism. Baptism can be performed when a person is at the age of understanding the significance of baptism and has made a commitment to Jesus Christ as their Savior. Our primary practice of baptism is immersion. If circumstances dictate that immersion is not possible, the Pastors may choose to baptize in another manner.

VIII. Special Practices/Services:

A. Foot-washing:

Lighthouse Community Christian Church practices the service of foot-washing in a special service as outlined in John 13:1-7.

B. Dedication of Infants and Children:

Lighthouse Community Christian Church practices the dedication of children as a promise to God to raise the children in a Christian home and within the family of a Christian church.

C. Marriage:

Lighthouse Community Christian Church requires that the man and woman asking to be married in this church are Christians. In addition, they must counsel with a Pastor. The trustees must approve the use of the facility by the couple.

D. Usage of Church Facilities:

Lighthouse Community Christian Church facilities may be used for parties and special functions with the approval of the trustees. This may be done by a phone

vote and does not require a meeting unless there is a disagreement on the renting of the facilities.

E. Annual Church Meeting:

The annual church business meeting will be held the last Wednesday in January to vote on leaders and to discuss other church business. The Senior Pastor will share his vision for the upcoming year at this meeting.

IX. Paid Employees of the Church:

A. The General Board will set and review salaries and other benefits in January of every year for each paid employee. If a paid employee is hired after January 31st the General Board will address new employees hired at the next scheduled General Board meeting.

B. The Pastor(s) will have a housing allowance determined by the General Board in January of each year.

X. These Governing Guidelines may be amended only by two-thirds vote of the Committed Workers of Lighthouse Community Christian Church.