

Constitution and By-Laws of Mount Calvary Baptist Church

ARTICLE 1

NAME AND PURPOSE

SECTION 1.01—NAME

This congregation of believers shall be known as Mt. Calvary Baptist Church. Founded in 1904 in Charleston, West Virginia.

SECTION 1.02—PURPOSE

This congregation is organized as a church exclusively for charitable, religious, and educational 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 Revenue Law), for such purposes including, but not limited to, the proclaiming of the Gospel of the Lord Jesus Christ; the establishing and maintaining of religious worship; the educating of believers in a manner consistent with the requirements of Holy Scripture; and the maintaining of missionary activities in the United States and any foreign country.

SECTION 1.03—MISSION

The mission of Mount Calvary Baptist Church is found in Matthew 28:19-20 which is known as the “Great Commission.” We seek to lead people to an encounter with Jesus Christ and teach them how to live their lives for Him.

ARTICLE 2

STATEMENT OF FAITH AND COVENANT

SECTION 2.01—STATEMENT OF FAITH

(A) The Holy Scriptures. We believe the Old and New Testament Scriptures are the verbally and fully inspired Word of God. The Scriptures are inerrant, infallible and God-breathed and are, therefore, the final authority for faith and life. The sixty-six books of the Old and New Testaments are the complete and divine revelation of God to Man. The Scriptures shall be interpreted according to their normal grammatical-historical meaning. (2 Tim. 3:16-17; 2 Pet. 1:20-21)

(B) The Godhead. We believe in one triune God, eternally existing in three persons—Father, Son, and Holy Spirit—each co-eternal in being, co-identical in nature, coequal in power and glory, and having the same attributes and perfections. (Deut. 6:4; Matt. 28:19; John 14:10, 26; 2 Cor. 13:14)

(C) The Person and Work of Christ.

(1) We believe that the Lord Jesus Christ, the eternal Son of God, became man, without ceasing to be God, having been conceived by the Holy Spirit and born of the virgin Mary, in order that He might reveal God and redeem sinful men. (Isa. 7:14; 9:6; Luke 1:35; John 1:1-2, 14; 2 Cor. 5:19-21; Gal. 4:4-5; Phil. 2:5-8)

(2) We believe that the Lord Jesus Christ accomplished our redemption through His death on the cross as a representative, vicarious, substitutionary sacrifice, and that our justification is made sure by His literal, physical resurrection from the dead. (Acts 2:18-36; Rom. 3:24-25; Eph. 1:7; 1 Pet. 2:24; 1 Peter 1:3-5)

(3) We believe that the Lord Jesus Christ ascended to Heaven and is now exalted at the right hand of God where, as our High Priest, He fulfills the ministry of Representative, Intercessor, and Advocate. (Acts 1:9-10; Rom. 8:34; Heb. 9:24; 7:25; 1 John 2:1-2)

(D) The Person and Work of the Holy Spirit.

(1) We believe that the Holy Spirit is a person who convicts the world of sin, of righteousness, and of judgment; and, that He is the Supernatural Agent in regeneration, baptizing all believers into the body of Christ, indwelling and sealing them unto the day of redemption. (John 16:8-11; Rom. 8:9; 1 Cor. 12:12-14; 2 Cor. 3:6; Eph. 1:13-14)

(2) We believe that He is the divine Teacher who assists believers to understand and appropriate the Scriptures and that it is the privilege and duty of all the saved to be filled with the Spirit. (Eph. 1:17-18; 5:18; 1 John 2:20, 27)

(3) We believe that God is sovereign in the bestowal of spiritual gifts to every believer. God uniquely uses evangelists, pastors, and teachers to equip believers in the church to do the work of the ministry. (Rom. 12:3-8; 1 Cor. 12:4-11, 28; Eph. 4:7-12)

(4) We believe that the sign gifts of the Holy Spirit, such as speaking in tongues and the gift of healing, were temporary. Speaking in tongues was never the common or necessary sign of the baptism or filling of the Holy Spirit. Ultimate deliverance of the body from sickness or death awaits the consummation of our salvation in the resurrection, although God frequently chooses to answer the prayers of believers for physical healing. (1 Cor. 1:22; 13:8; 14:21-22)

(E) The Total Depravity of Man. We believe that man was created in the image and likeness of God; but that in Adam's sin the human race fell, inherited a sinful nature, and became alienated from God. Man is totally depraved and, of himself, utterly unable to remedy his lost condition. (Gen. 1:26-27; Rom. 3:22-23; 5:12; 6:23; Eph. 2:1-3; 4:17-19)

(F) Salvation. We believe that salvation is the gift of God brought to man by grace and received by personal faith in the Lord Jesus Christ, who shed His blood on Calvary for the forgiveness of our sins. (Matt. 12:31-32; John 1:12; Eph. 1:7; 2:8-10; 1 Pet. 1:18-19; 1 John 1:9)

(G) God's purpose of grace

We believe the Scriptures teach that election is the eternal purpose of God, according to which He graciously regenerates, sanctifies, and saves sinners; that being perfectly consistent with the free agency of man, it comprehends all the means in connection with the end: that it is a most glorious display of God's sovereign goodness; that it utterly excludes boasting, and promotes humility; that it encourages the use of means; that it may be ascertained by its effects in all who truly accept of Christ; that it is the foundation of Christian assurance; and that to ascertain it with regard to ourselves demands and deserves the utmost diligence. (2 Tim. 1:8-9; 2 Thess. 2:13-14; 1 Cor. 4:7; 2 Tim. 2:10; 1 Thess. 4:10; 2 Peter 1:10-11)

(H) Sanctification

We believe the Scriptures teach that sanctification is the process by which, according to the will of God, we are made partakers of his holiness; that it is a progressive work; that it is begun in regeneration; that it is carried on in the hearts of believers by the presence and power of the Holy Spirit, the Sealer and Comforter, in the continual use of the appointed means- especially the word of God- self-examination , self-denial, watchfulness, and prayer; and in the practice of all godly exercise and duties. (1 Thess. 4:3; 2 Cor. 7:1, 13:9; Eph. 1:4; Prov. 4:18; Phil 1:12-13; 1 Tim. 4:7)

(I) The Eternal Security and Assurance of Believers.

(1) We believe that once a person is saved, he is kept by God's power and remains secure in Christ forever. (John 6:37-40; 10:27-30; Rom. 8:1; 38-39; 1 Cor. 1:4-8; 1 Pet. 1:4-5)

(2) We believe that it is the privilege of believers to rejoice in the assurance of their salvation through the testimony of God's Word; which, however, clearly forbids the use of Christian liberty as an occasion to the flesh. (Rom. 13:13-14; Gal. 5:13; Titus 2:11-15)

(J) The Church

(1) We believe that the local church, which is the body and the espoused bride of Christ, is solely made up of born-again believers. (1 Cor. 12:12-14; 2 Cor. 11:2; Eph. 1:22-23; 5:25-27)

(2) We believe that the establishment and continuance of local churches is clearly taught and defined in the New Testament. (Acts 14:27; 20:17, 28-32; 1 Tim. 3:1-13; Titus 1:5-11)

(3) We believe in the autonomy of the local church free of any external authority or controls, and any affiliations, societies, organizations, associations, or agencies this church affiliates with to further the objectives stated in the Purpose Statement are not authoritative in matters of church practice or belief. (Acts 13:1-4; 15:19-31; 20:28; Rom. 16:1, 4; 1 Cor. 3:9, 16; 5:4-7, 13; 1 Pet. 5:1-4)

(4) We recognize water baptism by immersion and the Lord's Supper as the Scriptural ordinances of obedience for the church in this age. (Matt. 28:19-20; Acts 2:41-42; 8:36-38; 1 Cor. 11:23-26)

(K) Separation. We believe that believers should maintain a godly testimony and live in such a way that that their lives do not bring reproach upon their Savior. God commands His people to separate from all religious apostasy, all worldly and sinful pleasures, practices, and associations. We stand against any and all worldly philosophies that seek to destroy or undermine the truth of Biblical Christianity. (Lev. 19:28; Rom. 12:1-2; 14:13; 1 Cor. 6:19-20; 2 Cor. 6:14-7:1; 2 Tim. 3:1-5; 1 John 2:15-17; 2 John 9-11)

(L) The Second Coming of Christ. We believe in that *blessed hope*, the personal, imminent return of Christ, Who will rapture His church prior to the seven-year tribulation period. At the end of the Tribulation, Christ will personally and visibly return with His saints, to establish His earthly Messianic Kingdom, which was promised to the nation of Israel. (Ps. 89:3-4; Dan. 2:31-45; Zech. 14:4-11; 1 Thess. 1:10, 4:13-18; Titus 2:13; Rev. 3:10; 19:11-16; 20:1-6)

(M) The Eternal State.

(1) We believe in the bodily resurrection of all men, the saved to eternal life, and the unsaved to judgment and everlasting punishment. (Matt. 25:46; John 5:28, 29; 11:25-26; Rev. 20:5-6, 12-13)

(2) We believe that the souls of the redeemed are, at death, absent from the body and present with the Lord, where in conscious bliss they await the first resurrection, when spirit, soul, and body are reunited to be glorified forever with the Lord. (Luke 23:43; 2 Cor. 5:8; Phil. 1:23; 3:21; 1 Thess. 4:16-17; Rev. 20:4-6)

(3) We believe that the souls of unbelievers remain, after death, in conscious punishment and torment until the second resurrection, when with soul and body reunited, they shall appear at the Great White Throne Judgment, and shall be cast into the Lake of Fire, not to be annihilated, but to suffer everlasting conscious punishment and torment. (Matt. 25:41-46; Mark 9:43-48; Luke 16:19-26; 2 Thess. 1:7-9; Jude 6-7; Rev. 20:11-15)

(N) The Personality of Satan. We believe that Satan is a created being, a fallen angel, and is the author of sin and the tempter of man; that he is the open and declared enemy of God and man; and that he shall be eternally punished in the Lake of Fire. (Job 1:6-7; Isa. 14:12-17; Matt. 4:2-11; 25:41; Rev. 20:10)

(O) Creation. We believe that the Genesis account of creation is neither allegory nor myth, but a literal, historical account of God's creation of the universe in six literal, 24-hour periods. (Gen. 1-2; Ex. 20:11)

(P) Civil Government. We believe that God has ordained and created all authority consisting of three basic institutions: 1) the home, 2) the church, and 3) the state. Every person is subject to these authorities, but all (including the authorities themselves) are answerable to God and governed by His Word. God has given each institution specific Biblical responsibilities and balanced those responsibilities with the understanding that no institution has the right to infringe upon the other. The home, the church, and the state are equal and sovereign in their respective Biblically assigned spheres of responsibility under God. (Rom. 13:1-7; Eph. 5:22-24; Heb. 13:17; 1 Pet. 2:13-14)

(Q) Human Sexuality.

(1) We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between one natural-born man and one natural-born woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex. We believe that God disapproves of and forbids any attempt to alter one's gender by surgery or appearance. (Gen. 2:24; Gen. 19:5, 13; Gen. 26:8-9; Lev. 18:1-30; Rom. 1: 26-29; 1 Cor. 5:1; 6:9; 1 Thess. 4:1-8; Heb. 13:4)

(2) We believe that the only Scriptural marriage is the joining of one natural-born man and one natural-born woman. (Gen. 2:24; Rom. 7:2; 1 Cor. 7:10; Eph. 5:22-23)

(R) Family Relationships

(1) We believe that men and women are spiritually equal in position before God but that God has ordained distinct and separate spiritual functions for men and women in the home and the church. The husband is to be the leader of the home, and men are to be the leaders (pastors, deacons and trustees) of the church. Accordingly, only men are eligible for licensure and ordination by the church. (Gal. 3:28; Col. 3:18; 1 Tim. 2:8-15; 3:4-5, 12)

(2) We believe that God has ordained the family as the foundational institution of human

society. The husband is to love his wife as Christ loves the church. The wife is to submit herself to the Scriptural leadership of her husband as the church submits to the headship of Christ. Children are an heritage from the Lord. Parents are responsible for teaching their children spiritual and moral values through consistent lifestyle example and appropriate discipline, including Scriptural corporal correction. (Gen. 1:26-28; Ex. 20:12; Deut. 6:4-9; Ps. 127:3-5; Prov. 19:18; 22:15; 23:13-14; Mk. 10:6-12; 1 Cor. 7:1-16; Eph. 5:21-33; 6:1-4, Col. 3:18-21; Heb. 13:4; 1 Pet. 3:1-7)

(S) Abortion. We believe that human life begins at conception and that the unborn child is a living human being. Abortion constitutes the unjustified, unexcused taking of unborn human life. (Job 3:16; Ps. 51:5; 139:14-16; Isa. 44:24; 49:1, 5; Jer. 1:5; 20:15-18; Luke 1:44)

(T) Euthanasia. We believe that the direct taking of an innocent human life is a moral evil, regardless of the intention. Life is a gift of God and must be respected from conception until natural death. (Ex. 20:13, 23:7; Matt. 5:21; Acts 17:28)

(U) Love. We believe that we should demonstrate love for others, not only toward fellow believers, but also toward those who are not believers, those who oppose us, and those who engage in sinful actions. We are to deal with those who oppose us graciously, gently, patiently, and humbly. God forbids the stirring up of strife, the taking of revenge, or the threat or use of violence as a means of resolving personal conflict or obtaining personal justice. Although God commands us to abhor sinful actions, we are to love and pray for any person who engages in such sinful actions. (Lev. 19:18; Matt. 5:44-48; Luke 6:31; John 13:34-35; Rom. 12:9-10; 17-21; 13:8-10; Phil. 2:2-4; 2 Tim. 2:24-26; Titus 3:2; 1 John 3:17-18)

(V) Lawsuits Between Believers. We believe that Christians are prohibited from bringing civil lawsuits against other Christians or the church to resolve personal disputes. We believe the church possesses all the resources necessary to resolve personal disputes between members. We do believe, however, that a Christian may seek compensation for injuries from another Christian's insurance company as long as the claim is pursued without malice or slander. (1 Cor. 6:1-8; Eph. 4:31-32).

(W) Missions. We believe that God has given the church a great commission to proclaim the Gospel to all nations so that there might be a great multitude from every nation, tribe, ethnic group, and language group who believe on the Lord Jesus Christ. As ambassadors of Christ we must use all available means to go to the foreign nations and not wait for them to come to us. (Matt. 28:19-20; Mark 16:15; Luke 24:46-48; John 20:21; Acts 1:8; 2 Cor. 5:20)

(X) Giving. We believe that every Christian, as a steward of that portion of God's wealth entrusted to him, is obligated to support financially his local church. We believe that God has established the tithe as a basis for giving, but that every Christian should also give other offerings sacrificially and cheerfully to the support of the church, the relief of those in need, and the spread of the Gospel. We believe that a Christian relinquishes all rights to direct the use of his tithe or offering once the gift has been made. (Gen. 14:20; Prov. 3:9-10; Acts 4:34-37; 1 Cor. 16:2; 2 Cor. 9:6-7; Gal. 6:6; Eph. 4:28; 1 Tim. 5:17-18; 1 John 3:17)

SECTION 2.02—AUTHORITY OF STATEMENT OF FAITH

The Statement of Faith does not exhaust the extent of our faith. The Bible itself is the sole and final source of all that we believe. We do believe, however, that the foregoing Statement of Faith accurately represents the teachings of the Bible and, therefore, is binding upon all

members. All literature, whether print or electronic, used in the church shall be in complete agreement with the Statement of Faith.

ARTICLE 3 MEMBERSHIP

SECTION 3.01—QUALIFICATIONS FOR MEMBERSHIP

Those seeking membership must, through their actions, words, lifestyle and affiliations, evidence a genuine experience of regeneration through faith in and acceptance of the Lord Jesus Christ as personal Savior. They must renounce sin and endeavor to live a consecrated life wholly unto the Lord. Candidates for membership will be required to attend an appropriate membership class led by a member of the pastoral staff, in which they will study the Statement of Faith, the bylaws of this church, general church practices, and expectations of members. At the conclusion of the class, the pastor may direct that candidates be interviewed by the pastoral staff and/or deacon board prior to being recommended for membership to ensure they fully subscribe to the Statement of Faith contained herein and agree to submit to the authority of the church and its leaders. After such recommendation, membership will be granted upon a majority vote of the members present at any church service or meeting, and upon compliance with any one of the following conditions:

- (A)** By baptism (immersion) at this local church following a profession of faith as a believer in Christ Jesus as personal Savior;
- (B)** By letter of transfer from another Bible-believing church of like faith and practice.
- (C)** By testimony of faith, having been baptized by immersion in another Bible-believing church of like faith and practice; or
- (D)** By restoration, if having been removed from membership, upon majority vote of the congregation after confession is made publicly before the church membership of the sin or sins involved, and satisfactorily evidencing repentance to the pastor (or the deacons if the office of pastor is vacant).

SECTION 3.02—DUTIES OF A MEMBER

On becoming a member of this church, each member further covenants to love, honor, and esteem the pastor; to pray for him; to recognize his authority in the spiritual and day-to-day affairs of the church; to cherish a brotherly love for all members of the church; to support the church in prayer, tithes, offerings and with other financial support as the Lord enables; and in accordance with Biblical commands, to support through a lifestyle walk affirming the beliefs and practices of the church.

SECTION 3.03—PRIVILEGES OF MEMBERSHIP

(A) Only members at least eighteen years of age who are physically present at a duly called meeting of the church shall be entitled to vote. There shall be no proxy or absentee voting. The eligible membership of the church may only exercise voting privileges in those areas that are defined and limited by these bylaws. Members may not vote to initiate any church action,

rather the vote of a member is to confirm and ratify the direction of the church as determined by the pastor and the board of deacons.

(B) This congregation functions as a body under the headship of the Lord Jesus Christ and the direction of the pastor as the under-shepherd with the counsel of the deacons. Determinations of the internal affairs of this church are ecclesiastical matters and shall be determined exclusively by the church's own rules and procedures.

SECTION 3.04—DISCIPLINE OF A MEMBER

(A) There shall be a discipline committee consisting of the pastor and the board of deacons. These men shall have sole authority in determining heretical deviations from the Statement of Faith and violations of the church covenant. If the pastor or a deacon is the subject of a disciplinary matter, he shall not sit as a member of the discipline committee. The pastor and deacons shall be entitled to the same steps as other church members and be subject to the same discipline.

(B) Members are expected to demonstrate special loyalty and concern for one another. When a member becomes aware of an offense of such magnitude that it hinders the spiritual growth and testimony of an individual in the local church or the body as a whole, he is to go alone to the offending party and seek to restore his brother. Before he goes, he should first examine himself. When he goes, he should go with a spirit of humility and have the goal of restoration.

(C) If reconciliation is not reached, a second member, either a deacon or the pastor, is to accompany the one seeking to resolve the matter. This second step should also be preceded by self-examination and exercised in a spirit of humility with the goal of restoration.

(D) If the matter is still unresolved after the steps outlined in subsections (B) and (C) have been taken, the discipline committee, as the church representatives Biblically responsible for putting down murmuring, shall hear the matter. If the matter is not resolved during the hearing before the discipline committee, the committee shall recommend to the members of the church that they, after self-examination, make an effort personally to go to the offending member and seek that member's restoration.

(E) If the matter is still unresolved after the steps outlined in subsections (B), (C), and (D) have been taken, such members who refuse to repent and be restored are to be removed from the membership of the church upon a majority vote of the membership present at a meeting called for the purpose of considering disciplinary action. The member subject to disciplinary action is not entitled to vote on his/her own discipline.

(F) No matter may be heard by the discipline committee or the church unless the steps outlined in subsections (B) and (C) have been taken, except in the case of a public offense.

(G) If an unrepentant offending party is removed from the church membership, members of the church are to engage in efforts that encourage repentance and restoration. Persons placed under church discipline must immediately return any property belonging to the church.

(H) The procedures provided in this section are based on Matt. 18:15-20; Rom. 16:17-18; 1 Cor. 5:1-13; 2 Cor. 2:1-11; Gal. 6:1; 1 Thess. 5:14; 2 Thess. 3:6, 10-15; 1 Tim. 5:19-20; and Titus 3:10-11.

SECTION 3.05—TRANSFER OF MEMBERSHIP

Members not under the disciplinary process of Section 3.04 may request that letters of transfer be sent to another church.

SECTION 3.06—AUTOMATIC TERMINATION OF MEMBERSHIP

- (A)** The membership of any individual member shall automatically terminated without notice if the member in question has not attended a regular worship service of the church in the preceding six months. Upon good cause being shown, this provision for termination may be waived in the case of any individual member at the discretion of the pastor and the deacons.
- (B)** No member of this church may hold membership in another church. The membership of any individual member shall automatically terminate without notice if the member unites in membership with another church.
- (C)** The membership of any individual member shall automatically terminate without notice if the deacons or pastor become aware of a member's open and unrepentant involvement in any immorality.
- (D)** The membership of any individual member shall automatically terminate without notice if the member openly and unashamedly disagrees with any provision found in the Statement of Faith.
- (E)** No provision contained in this section shall be subject to or governed by the procedures regarding discipline of members set forth in Section 3.04.
- (F)** A member may resign at any time, but no letter of transfer or written statement of good standing will be issued upon such resignation.

ARTICLE 4 OFFICERS

SECTION 4.01—CHURCH OFFICERS

The church officers are pastor, deacon, church clerk, trustees and church treasurer. One person may hold two or more offices, except that the church treasurer and financial secretary may not be the same person, and the pastor may not hold any other offices. Officers of the church must be elected by a majority of the present, voting membership at a regular church administration meeting. The pastor and the deacons, as deemed appropriate, may appoint other church officers subject to a majority confirmation vote by present, voting church members at any regular or special church administrative meeting. This includes vacancies that occur between regular administrative meetings.

SECTION 4.02—ELIGIBILITY FOR OFFICE

- (A)** The church shall not install or retain an officer who fails to adhere to or expresses disagreement with the Statement of Faith set forth in Article 2. All church officers, upon request of the pastor, shall affirm their agreement with the Statement of Faith.
- (B)** Only church members are eligible for election or appointment to any church office or position. Affiliated co-laborers with this ministry are not eligible for such election or appointment.

SECTION 4.03—TERMS OF OFFICE

(A) The relationship between the pastor and the church shall be permanent unless dissolved at the option of either party by the giving of a month's notice, or less by mutual consent. The severance of the relationship between the pastor and the church may be considered at any regular or special church administration meeting by following the procedures outlined in 6.02, provided notice of the meeting shall have been given from the pulpit to the church two Sundays prior to the meeting. A two-thirds majority of the eligible members present and voting shall be required to sever the relationship between the pastor and the church. Disciplinary removal of the pastor from office automatically terminates his membership. A restoration to membership after disciplinary removal will be subject to the requirements of Section 3.01(D). A pastor so removed shall surrender his office and vacate the pulpit immediately unless such notice shall provide otherwise.

(B) The term of service for all offices and positions in the church, except a pastor, shall be for specified terms as follows. Deacons are elected to terms of five years. A Deacon can serve two consecutive terms. Upon the completion of two consecutive terms a Deacon cannot be re-elected without being off of the board for a period of one year. Trustees are elected to terms of four years. A **Trustee** can serve two consecutive terms. Upon the completion of two consecutive terms a **Trustee** cannot be re-elected without being off of the board for a period of one year. All other elected church officers serve for a period of one year.

(C) A vacancy occurring in any office or board, except in the case of the pastor, may be filled at any regular church administration meeting by a majority vote of present members.

(D) All elected and appointed officers shall serve in their respective offices until their successors are duly elected or appointed.

(E) Members of the board of deacons may be removed from office for unbiblical conduct, as determined by the other board members, upon a majority vote of the remaining members of the board of deacons.

SECTION 4.04—CALLING A PASTOR

Upon the resignation, death or dismissal of the pastor, the church shall seek a candidate who subscribes to the Statement of Faith, the Covenant and bylaw provisions of this church, and whose life aligns with the qualifications of a pastor as described in I Timothy 3:1-7 and Titus 1:6-9. The church shall abide by the following guidelines for calling a pastor:

(A) The Deacons shall select a pulpit committee to consist of all deacons and up to five other members elected by a simple majority of the deacons. The pulpit committee shall interview potential candidates and will only consider men who completely subscribe to the Statement of Faith and Covenant contained herein;

(B) Prior to being announced to the congregation as a formal candidate, any man being considered for pastoral candidate must preach at least one Sunday service. Thereafter, upon a majority vote of the deacons, the pulpit committee may formally announce the candidate to the church, after which the candidate must preach at least two regularly scheduled services and be available for a church-wide question/answer time prior to being voted upon by the congregation;

(C) Notice from the pulpit must be given 2 consecutive Sundays prior to a formal candidate's

preaching services, and 2 consecutive Sundays prior to the church congregational vote;
(D) The candidate must be elected as Pastor by a majority vote of qualified, present voting members. The pulpit committee will only present for consideration to the church one candidate at a time, and an up or down vote must be cast prior to consideration of other potential candidates.

SECTION 4.05—ELECTION OF OFFICERS

The deacons will be responsible to nominate to the church qualified candidates for offices to be elected by the church membership. The annual election of officers by the church membership shall occur during the month of December at the annual church administration meeting.

SECTION 4.06—PASTORAL OVERSIGHT OF OFFICERS AND STAFF

(A) Subject to appropriate budgetary allowance, and on the condition that they shall become a member of the church upon assuming their duties, the pastor and board may nominate associates and assistants to assist in carrying out of pastoral and ministry duties. Subject to the majority confirmation by vote of the church.

(B) All church staff, whether paid or volunteer, shall be under the supervision of the pastor who has authority in consultation with the deacons to dismiss the same. No employee or volunteer shall be hired, appointed, or retained who fails to adhere to or expresses disagreement with the Statement of Faith.

ARTICLE 5

DUTIES AND POWERS OF OFFICERS

SECTION 5.01—THE PASTOR

(A) The pastor shall preach the Gospel regularly and shall be at liberty to preach the whole counsel of the Word of God as the Lord leads him. He shall administer the ordinances of the church, act as moderator at all church meetings for the transaction of church matters, supervise the teaching ministries of the church, and tenderly watch over the spiritual interests of the membership.

(B) All appointments for public worship and Bible study and the arrangements thereof, including time and place and the use of the property belonging to the church for purposes other than the stated appointments, shall be under the control of the pastor, who shall be able to determine the appropriateness of practices as well as persons permitted to use the church property.

(C) The pastor shall be responsible to fill the pulpit for each regularly scheduled church service as well as any special services. Communion is to be celebrated a minimum of once per quarter on a Lord's day service. In the event of his absence, he shall be responsible to invite speakers from the staff or within the membership or outside the church to preach in a manner consistent with the beliefs articulated in the Statement of Faith.

(D) The pastor shall be responsible, in coordination with the deacons, to establish mandatory safety and security procedures for all ministries and programs involving minors.

SECTION 5.02—DEACONS

(A) Deacons must meet the scriptural qualifications set forth in 1 Timothy 3:8-13.

(B) The board of deacons shall assist the pastor, in such manner as he shall request, in promoting the spiritual welfare of the church, in conducting the church services, and in performing all other work of the church. The deacons are responsible for making preparations to observe church ordinances and shall, if requested by the pastor, consider applications for church membership and affiliated co-laborers. They shall disburse the benevolence fund in cooperation with the pastor, and shall assist him in visitation and all other evangelistic efforts of the church. The board of deacons shall assist the pastor in caring for the administrative needs of the church's various ministries. They shall provide the pulpit supply and choose a moderator for church meetings if the pastor is unavailable or the office of pastor is vacant. Upon the death, resignation, or dismissal of the pastor, the board of deacons may appoint a pulpit committee.

(C) Immediately following the annual church administration meeting, the board of deacons shall assemble and elect, from their own number, a secretary. The Pastor shall serve as chairman of the board of deacons.

SECTION 5.03—TRUSTEES

(A) Trustee shall be responsible for the general oversight and the maintaining of all property and equipment of the church. They shall be responsible to oversee, review and sign leases and contracts and financial obligations of the church.

(1) The trustees will be responsible to purchase, lease, or otherwise acquire real and personal property on behalf of the church, and to take real and personal property by will, gift, or bequest on behalf of the church;

(2) To sell, convey, alienate, transfer, lease, assign, exchange, or otherwise dispose of, and to mortgage, pledge, or otherwise encumber the real and personal property of the church, to borrow money and incur indebtedness for the purpose and use of the church; to cause to be executed, issued, and delivered for the indebtedness, in the name of the church, promissory notes, bonds, debentures, or other evidence of indebtedness; and to secure repayment by deeds of trust, mortgages, or pledges; and

(B) At the discretion of the Pastor and Deacons the Trustees may be called upon to meet along with the deacons when church business would be best served by their presence and input.

(C) Trustees must be members in good standing, active in the ministry of the church and be persons of godly character and testimony.

SECTION 5.04—CHURCH CLERK

The church clerk shall:

(A) Certify and keep at the office of the church, the original bylaws or a copy, including all amendments or alterations to the bylaws, minutes of meetings, the membership roll, baptisms, and certificates of ordination and license; and deliver such documents to successor upon

leaving office;

(B) Keep minutes of all church administration and deacon meetings (unless a separate secretary of deacons has been elected or appointed), including the time and place of holding, the notice given, and the names of those present (unless a church-wide meeting), and an accurate record of all church business approved at each meeting. A copy of these minutes shall be kept as a permanent record of the church and shall be made available at all reasonable times to proper person on terms provided by law and pursuant to these bylaws;

(C) Sign, certify, or attest documents as may be required by law; see that reports, statements, certificates, and all other documents and records required by law are properly kept and filed;

(D) See that all notices are duly given in accordance with the provisions of these bylaws. (In case of the absence or disability of the secretary, or his or her refusal or neglect to act, notice may be given and served by the pastor or by the chairman of the board of deacons.);

(E) Keep an account of any special events in the life of the church which are of historical interest and give a report at the annual church administration meeting of the status of the church membership roll in the past year;

(F) Serve as the secretary of the corporation and be a member in good standing.

SECTION 5.05—FINANCIAL SECRETARY

The financial secretary shall:

(A) Shall be appointed by the deacons on an annual basis. The financial secretary shall not be also serving as treasurer.

(B) Count, along with two other persons so appointed, and record in a permanent record all the monies received in offerings for the church. This shall be done following each service or day of services of the church.

(C) Convey in a timely manner all funds received to the treasurer for verification and deposit in the bank, including moneys received from outside sources, and shall provide the treasurer with a record of all monies received, specifying the distribution into various funds as designated. A copy shall be provided to the pastor each week or upon request.

(D) Maintain a permanent weekly record of individual giving for all donations, offerings, contributions and gifts, and shall guard said records confidentially as a sacred trust. The financial secretary shall issue an official receipt to each contributor at the end of the fiscal year.

SECTION 5.06—TREASURER

The Treasurer shall:

(A) Keep in the church office an accurate and permanent record of all financial transactions of church funds. Make reports of itemized disbursements and the financial condition of the church as requested by pastor and deacons, and for annual, quarterly or otherwise special or regular administration meetings; deliver such records to successor upon leaving office;

(B) Verify all funds received from the church financial secretary, and deposit these and all other funds received in appropriate amounts at an approved banking facility or trust company as shall be selected by the pastor or board of deacons.

(C) Write, sign, record, and mail checks in payment of church bills and routine expenses as well as disburse funds and salaries as directed by the church.

(D) At least two trustees of this church shall be authorized to sign church checks in the treasurer's absence. No persons shall be permitted to sign checks written to themselves, and no expenditures of the church (except miscellaneous petty cash disbursements) shall be made by cash.

(E) In order to serve as treasurer of the church and the treasurer must be a member in good standing.

SECTION 5.06—ASSOCIATE PASTORS/ ASSISTANT PASTORS

Under the direction and guidance of the pastor, the associate pastor(s) or the assistant pastor(s) of the church shall assist the pastor in carrying out the ministries of the church.

SECTION 5.07—DUTIES OF ALL OFFICERS

(A) All officers shall prepare a written report of their work for the annual church administration meeting and shall surrender all records in their possession to the church clerk at the close of their term of office to be filed as a permanent record of the work of the church. All records are the property of the church and must be kept in the church office.

(B) Any officer who neglects his duties as outlined in the bylaws for a period of three months may be removed from his office.

SECTION 5.08—INSTALLATION OF OFFICERS

A public installation service in which all newly elected officers of the church are to be dedicated to their respective offices and the ordination of newly elected deacons shall be held at a public church service following their election at the annual church administration meeting.

ARTICLE 6 MEETINGS

SECTION 6.01—MEETINGS FOR PUBLIC WORSHIP

Unless otherwise determined by the pastor, the church shall meet each Sunday for public worship

SECTION 6.02—MEETINGS FOR CHURCH ADMINISTRATION

(A) The annual church administration meeting, for the approval of an annual budget, for the election of officers and the transaction of other business, shall be held in December of each year. A quorum shall consist of at least 25 members in good standing. In the event of a quorum not being present the meeting shall take place the following Sunday, at such time those members shall be considered a quorum. Public notice of the meeting shall be given from the pulpit for two successive Sundays immediately preceding the meeting.

(B) The moderator shall determine the rules of procedure according to his sense of fairness and

common sense, giving all members a reasonable opportunity to be heard on a matter. The moderator is the final authority on questions of procedure, and his decision is final and controlling.

SECTION 6.03—MOTIONS

Members who desire that a certain motion be made or subject matter be discussed during an annual, regular, or special business meeting must file a written recommendation with the pastor and deacons two weeks prior to the set meeting. The church leadership will then consider the proposal and proceed according to their conscience and what they understand to be in the best interests of the church. All other motions will be presented by the pastor and/or chairman of the board of deacons (or other moderator if the office of pastor is vacant) unless the pastor and/or deacons has delegated authority to another member and/or officer to raise certain motions.

SECTION— 6.04 FISCAL YEAR

The fiscal year of the church shall begin January 1st and end December 31st.

ARTICLE 7

DESIGNATED CONTRIBUTIONS

From time to time the church, in the exercise of its religious, educational, and charitable purposes, may establish various funds to accomplish specific goals. All contributions to these funds shall be deemed advisory rather than mandatory in nature and shall remain subject to the exclusive control and discretion of the pastor and the board of deacons. No fiduciary obligation shall be created by any designated contribution made to the church other than to use the contribution for the general furtherance of any of the purposes stated in Section 1.02.

ARTICLE 8

CONFLICT OF INTEREST

SECTION 8.01—PURPOSE

The purpose of this conflict of interest policy is to protect the church's interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the church or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state or federal laws governing conflicts of interest applicable to nonprofit and charitable organizations.

SECTION 8.02—DEFINITIONS

(A) Interested Person: Any director or officer who has a direct or indirect financial interest.

(B) Financial interest: A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

(1) An ownership or investment interest in any entity with which the church has a transaction or arrangement,

- (2) A compensation arrangement with the church or with any individual or entity with which the church has a transaction or arrangement, or
- (3) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the church is negotiating a transaction or arrangement.
- (4) A financial interest is not necessarily a conflict of interest. A person who has a financial interest may have a conflict of interest only if the board of directors decides that a conflict of interest exists.
- (C) Compensation: Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.
- (D) Board: The term “board” refers to the board of directors of the church.

SECTION 8.03—PROCEDURES

- (A) In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors considering the proposed transaction or arrangement.
- (B) After disclosure of the financial interest and all material facts, including any presentations by and discussion with the interested person, he shall leave the board meeting while the determination of a conflict of interest involving the transaction or arrangement is discussed and voted upon. The remaining board members shall decide if a conflict of interest exists by a majority vote.
- (1) The chairman of the board shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
- (2) After exercising due diligence, the board or committee shall determine whether the church can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
- (3) If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the board shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the best interests of the church, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.
- (C) If the board has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
- (D) If, after hearing the member’s response and after making further investigation as warranted by the circumstances, the board determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

SECTION 8.04—RECORDS OF PROCEEDINGS

- (A) The minutes of the board shall contain the names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the board’s decision as to whether a conflict of interest in fact existed.

(B) The minutes of the board also shall contain the names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

ARTICLE 9 AMENDMENTS

These bylaws may be revised or amended by a 2/3 majority vote of the members present and voting at any regular church administration meeting, provided that said revision or amendment has been submitted in writing and announced from the pulpit for at least three consecutive Sundays, and at least twenty one (21) days before the vote is taken. Proposed amendments or changes must be made available to voting members for review at least two weeks prior to the meeting at which the vote to amend the bylaws will be taken.

ADOPTION

These bylaws were adopted by a majority vote of the members present and voting at a duly called meeting of the church in which a quorum was present. These bylaws supersede any other bylaws of church.

Date
September 20, 2015

Church Clerk
Scott Weaver

ARTICLE 10

TAX-EXEMPT PROVISIONS

SECTION 10.01—PRIVATE INUREMENT

No part of the net earnings of the church shall inure to the benefit of or be distributable to its members, trustees, officers, or other private persons, except that the church shall be authorized and empowered to pay reasonable compensation for the services rendered and to make payments and distributions in furtherance of the purposes set forth in Section 1.02 hereof.

SECTION 10.02—POLITICAL INVOLVEMENT

No substantial part of the activities of the church shall be the carrying on of propaganda or otherwise attempting to influence legislation. The church shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of (or in opposition to) any candidate for public office.

SECTION 10.03—DISSOLUTION

Upon the dissolution of the church, the trustees shall, after paying or making provision for payment of all the liabilities of the church, dispose of all assets of the church to such organization or organizations formed and operated exclusively for religious purposes as shall at the time qualify as an exempt organization or organizations under Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law), as the trustees shall determine. Assets may be distributed only to tax-exempt organizations that agree with the church's Statement of Faith.

SECTION 10.04—RACIAL NONDISCRIMINATION

The church shall have a racially nondiscriminatory policy and, therefore, shall not discriminate against members, applicants, students, and others on the basis of race, color, or national or ethnic origin.

SECTION 10.05—LIMITATION OF ACTIVITIES

Notwithstanding any other provision of these bylaws, the church shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes stated in Section 1.02.