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# ARTICLES OF FAITH

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Berean Baptist Church



Articles of Faith, Revision 4  
January 13, 2019  
Berean Baptist Church  
2975 First Street  
Ammon, Idaho, 83402

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## **Preamble**

As born again believers, united in the love of God and the power of the Holy Spirit, we affirm our faith in Jesus Christ for our salvation which is given to us by grace through faith in Him. We affirm our belief in the Bible, God's Holy and inerrant Word in which He provides all we need to know to enjoy an eternal relationship with Him.

It is through the light of His Word that we come together as a local manifestation of the body of Christ, committed to worshipping the one true God, evangelizing those who do not know Him, learning more of His Word and loving one another as He has commanded. In order to better achieve these purposes we adopt and establish the following Constitution and Bylaws which contain our Statement of Faith, Covenant, and rules of order and government as God has given us light.

## **Article 1 – Statement of Faith**

### **Section 1.01 – Name**

This congregation of believers shall be known as the Berean Baptist Church. The term corporation shall be synonymous with Berean Baptist Church in this document.

### **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), including, but not limited to, for such purposes:

- the establishing and maintaining of religious worship
- the edifying of the body of believers
- the evangelizing of the unsaved by the proclaiming of the Gospel of the Lord Jesus Christ
- the educating of believers in a manner consistent with the requirements of Holy Scripture, both in Sunday and weekday schools of Christian education
- and the maintaining of missionary activities in the United States and any foreign country.

### **Section 1.03 – Statement of Faith (See Section 7.04)**

The following comprise the Scriptural beliefs of this church and its members.

### **Subsection 1.03.1 – The Holy Scriptures (Bibliology)**

(A) We believe the Holy Scriptures of the Old and New Testament to be the verbal plenary inspired Word of God. The Scriptures are inerrant, infallible and therefore are the final authority for faith and life. The sixty-six books of the Old and New Testament are the complete and divine revelation of God to Man. The Scriptures shall be interpreted according to their natural literal-historical-grammatical meaning. The Bible shall be the single source of guidance for believers in the matter of creation, salvation and how saved believers are to conduct their lives. (Ps. 19:7-11; Ps. 119; Prov. 30:5-6; Is. 8:20; Luke 24:25-27; John 10:35, 17:17; Acts 17:11; Acts 28:25; 2 Tim. 3:16-17; 2 Pet. 1:20-21; Rev. 22:19)

(B) Our interpretational framework for the Bible is dispensational. We believe that the Scriptures interpreted in their natural, literal sense reveal divinely determined dispensations or rules of life which define man's responsibilities in successive ages. These dispensations are not ways of salvation, but rather are divinely ordered stewardships by which God directs man according to His purpose. Three of these dispensations are clear—the law, the church, and the kingdom—and are the subjects of detailed revelation in Scripture. (Gen. 1:28; 1 Cor. 9:17; 2 Cor. 3:9-18; Gal. 3:13-25; Eph. 1:10; 3:2-10; Col. 1:24-25, 27; Rev. 20:2-6)

### **Subsection 1.03.2 – The Godhead (Theology)**

We believe that there is one, and only one, living and true God; who is an infinite, intelligent Spirit, the Maker and Supreme Ruler of heaven and earth; inexpressibly glorious in holiness and worthy of all possible honor, confidence and love. We believe that the one God, eternally exists in three distinct persons—Father, Son, and Holy Spirit—each person is co-eternal in being, co-identical in nature, co-equal in power and glory, having the same attributes and perfections, yet executing distinct but harmonious offices in the great work of redemption. (Gen. 17:1, Ex. 20:2,3; Deut. 4:35,39, 6:4; Ps. 83:18, 90:2, 103, 139, 147:5, Isaiah 40, 44:6, 45:5, 21-22, 61:1; Jer. 10:10, Matt. 28:19; John 4:24, 14:10, 26, 17:3; Rom. 11:33-36, 2 Cor. 13:14, I Tim. 1:17, Rev. 4:11)

### **Subsection 1.03.3 – The Person and Work of Christ (Christology)**

(A) We believe that the Lord Jesus Christ, the eternal God the Son, 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. (Psalm 2:12, Isa. 7:14; 9:6; Luke 1:35; John 1:1-2, 14, 20:28; Rom. 9:5, 2 Cor. 5:19-21; Gal. 4:4-5; Phil. 2:5-8, Titus 2:13, Heb. 1:8, I John 5:20)



(B) We believe that the Lord Jesus Christ accomplished our redemption through His death on the cross as a representative, penal-substitutionary sacrifice; our justification is made sure by His literal, physical resurrection from the dead. (Isaiah 52:13-to the end of Chapter 53, Acts 2:18-36; Rom. 3:24-25; Eph. 1:7; 1 Pet. 2:24; 1 Peter 1:3-5)

(C) 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)

### **Subsection 1.03.4 – The Person and Work of the Holy Spirit (Pneumatology)**

(A) We believe that God the Holy Spirit is a person who convicts the world of sin, of righteousness, and of judgment. 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)

(B) 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 led by the Spirit. (Eph. 1:17-18; 5:18; 1 John 2:20, 27)

(C) 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 assembly in order that they can do the work of the ministry. (Rom. 12:3-8; 1 Cor. 12:4-11, 28; Eph. 4:7-12)

(D) 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. We believe that God exhorts us to pray for healing today and frequently chooses to answer the prayers of believers for physical healing, though ultimate deliverance of the body from sickness or death awaits the consummation of our salvation in the resurrection. (Acts 2:6, Acts 10:44-46, 1 Cor. 1:22; 13:8; 14:21-22, II Cor. 12:12; James 5:13-15)

### **Subsection 1.03.5 – The Work of God in Creation**

We believe that God created matter, time, and space out of nothing. We believe that God created the universe in six literal, 24-hour periods. When He was finished,

it was all good. We reject those theories which would diminish God as the Creator and cast doubt on the veracity of the Scriptural account. (Gen. 1-2; Ex. 20:11; Neh. 9:6; Jer. 10:12; John 1:3; Acts 4:24; Acts 17:23-26; Rom. 1:20; Col. 1:16-17; Heb. 11:3, Rev. 4:11)

### **Subsection 1.03.6 – Satan (Angelology)**

We believe that Satan is a fallen angel, the author of sin and the cause of the Fall of Man. We believe that Satan 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)

### **Subsection 1.03.7 – Mankind’s Fall Because of Sin (Hamartiology)**

We believe that man was created in the image and likeness of God; 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, 6:5-6; Ps. 51:5, 58:3; Ecc. 7:20, 9:3; Is. 64:6; Jer. 17:9; Rom. 3:9, 22-23; 5:12; 6:23; Eph. 2:1-3; 4:17-19)

### **Subsection 1.03.8 – Salvation (Soteriology)**

(A) We believe that salvation is the gift of God brought to all mankind and received by personal faith in the Lord Jesus Christ, whose precious blood was shed on Calvary for the forgiveness of our sins. We believe that all sins, except blasphemy of the Holy Spirit which is defined as determined unbelief after seeing all the evidence, are forgivable. (Matt. 12:31-32; John 1:12, 29; 3:16; Eph. 1:7; 2:8-10; I Tim. 2:4, 4:10; 1 Pet.1:18-19; II Pet. 3:9, 1 John 1:9, 2:2, 4:14).

(B) We believe that all the redeemed, once saved, are kept by God’s power and are thus secure in Christ forever. (Ps. 121:3; Matt. 6:30, 24:24; John 6:37-40, 10:27-30, Rom. 8:1, 28, 38-39, 11:29; Phil. 1:6; Col. 1:21-23; 1 Cor. 1:4-9; Heb. 6:9, 10:39; 1 Pet. 1:4-5; I John 2:19)

(C) 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 clearly forbids the use of Christian liberty as an occasion to the flesh. (Rom. 6:1 & 2, 13:13-14; Gal. 5:13; Titus 2:11-15)

### **Subsection 1.03.9 – God Appointed Human Authority**

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. Where any authority would be in conflict with God, we assert that God ought to be obeyed rather than man. (Acts 4:19, 20, 5:29; Rom. 13:1-7; Eph. 5:22-24; Heb. 13:17; 1 Pet. 2:13-14)

### **Subsection 1.03.10 – God’s Institution of the Family**

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

(B) We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between one man and one woman. We believe that any form of polygamy, 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)

(C) We believe that men and women are spiritually equal in their 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 of the church serving as Pastors, Elders, and Deacons. 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)

(D) We believe that God 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 a heritage from the Lord. Parents are responsible for teaching their children spiritual and moral values and leading them through a 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)

(E) We believe that God disapproves of divorce and intends the marriage covenant to last until one of the spouses dies. However, divorce is allowed under the specific circumstances of sexual immorality or desertion by an unbelieving spouse. Divorce and remarriage, is regarded as adultery. Although divorced and remarried persons or divorced persons may hold positions of service in the church and be greatly used of God for Christian service, they may not be considered for the offices of Pastor, Elder or Deacon. (Mal. 2:14-17; Matt. 19:3-12; Rom. 7:1-3; I Corinthians 7:15; 1 Tim. 3:2, 12; Titus 1:6)

(F) We believe that human life begins at conception; therefore an unborn child is a living human being. Abortion constitutes the unjustified, unexcused taking of unborn human life. We reject any teaching that abortions of pregnancies due to rape, incest, birth defects, gender selection, birth or population control, or the physical or mental well-being of the mother are acceptable. (Job 3:16; Ps. 51:5; 139:14-16; Isa. 44:24; 49:1, 5; Jer. 1:5; 20:15-18; Luke 1:44)

(G) In regard to 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. Thus we believe that it is not God's will for one to end physical suffering and life ahead of God's plan. Yet when it is God's time for us to die, we also believe in the choice to discontinue any artificial medical procedures that would not in any way improve one's quality of life but only hinder one's going home to heaven. (Ex. 20:13, 23:7; Matt. 5:21; Acts 17:28)

### **Subsection 1.03.11 – God's Institution of the Church (Ecclesiology)**

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

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

(C) We believe in the autonomy of the local church free of any external authority or control. (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)

(D) 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; 1 Cor. 11:23-26)

(E) We believe that all the church members should live in such a manner as not to bring reproach upon their Savior and Lord. God commands His people to separate from all religious apostasy, all worldly and sinful pleasures, practices and associations, and to refrain from all immodest appearances. (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)

(F) We believe the church possesses all the resources necessary to resolve personal disputes between members. We believe that Christians are prohibited from bringing civil lawsuits against other Christians or the church to resolve personal disputes. 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 in a spirit of love without malice or slander. (1 Cor. 6:1-8; Eph. 4:31-32)

(G) We believe that we should demonstrate love for others, not only toward fellow believers, but also toward both 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 the 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)

(H) We believe that every Christian, as a steward of that portion of God's wealth entrusted to him, is obligated to financially support 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)

(I) 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. (Matt. 28:19-20; Mark 16:15; Luke 24:46-48; John 20:21; Acts 1:8; 2 Cor. 5:20, Revelation 5:9)

### **Subsection 1.03.12 – Future Events (Eschatology)**

(A) 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)

(B) We believe in the bodily resurrection of all people, 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)

(C) We believe that at death the souls of the redeemed are 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)

(D) We believe that at death the souls of unbelievers remain in conscious punishment and torment (hell) 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)

### **Subsection 1.03.13 – 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 believe that the foregoing Statement of Faith accurately represents the teaching of the Bible and, therefore, is binding upon all members.

## **Article 2 – Berean Baptist Church Covenant**

Having responded to the Lord’s divine grace through repentance and belief in the Lord Jesus Christ for salvation, and having been baptized in the name of the Father and of the Son and of the Holy Spirit as a public profession of personal faith, we hereby enter in to this covenant with one another:

- We will work and pray for the spiritual unity of Berean Baptist Church, striving to walk together in brotherly love, to exercise affectionate care and watchfulness over one another, and to faithfully and lovingly admonish and entreat one another as occasion may require.
- We commit ourselves to assembling for the purposes of Christian fellowship and mutual edification based upon God’s Word.
- We will undertake to recognize, honor, and utilize the spiritual gifts God has sovereignly distributed to every believer for the corporate profit of all believers, recognizing that those gifts operating within members which we might otherwise deem weak or unimportant are declared by God’s Word to be necessary.
- We seek, by Divine aid, to live circumspectly in the world, denying ungodliness and worldly lusts, striving to lead holy lives led by God’s Word and His Holy Spirit.
- We endeavor, as the Lord enables and gives opportunity, to individually and corporately seek the salvation of others.
- We will contribute freely and cheerfully as the Lord enables us to the support of the ministry, the upkeep of the church’s facilities, the relief of the poor, and the spread of the Gospel throughout all nations.
- We will diligently pray for those who serve as spiritual overseers among us. We recognize that their leadership derives from God’s Holy Word and as “Bereans,” we will receive the Word with readiness of mind, diligently looking to Scripture itself as the final authority on all spiritual matters.

By all these things, we commit ourselves to God and to one another as we continue to grow in the grace of the Lord Jesus Christ, the love of God, and the fellowship of the Holy Spirit.

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## **Berean Baptist Church Constitution and Bylaws**

### **Article 3 – Membership**

#### **Section 3.01 – Qualifications for Membership**

Upon a majority vote of the members present at any church service or meeting, membership shall be extended to all who have had and whose lives evidence a genuine experience of regeneration through faith in and acceptance of the Lord Jesus Christ as personal Savior; who renounce sin; who endeavor to live a consecrated life wholly unto the Lord; who fully subscribe to the Statement of Faith contained herein; who enter into the church covenant contained herein; who agree to submit to the authority of the church and its leaders as set forth herein; and upon compliance with the following conditions as applicable:

- By providing personal testimony of faith alone in Christ alone for one's salvation
- By baptism (immersion) as a true believer in Christ Jesus as personal Savior
- By letter of transfer from another Bible-believing church of like faith and practice, or other written statement of good standing from the prior church if the applicant has been baptized by immersion subsequent to a profession of faith
- 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 church Elders.
- By completing the church membership class.

#### **Section 3.02 – Privileges of Membership**

(A) Only members at least nineteen 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 has certain limited areas to exercise a vote. 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 Elders.

(B) This congregation functions not as a pure democracy, but as a body under the headship of the Lord Jesus Christ and the Church Elders who corporately constitute the under shepherd ministry of the assembly. The Elders are defined as the body of believing men who are members of Berean Baptist Church chosen by Elders and confirmed by the members to serve Jesus Christ and His followers who are

members or attendees of the Berean Baptist Church. The Elders are chosen to support and serve this congregation and shall be identified by the titles of Elders, Overseers, Shepherds, and/or Pastors. Determinations of the internal affairs of this church are ecclesiastical matters and shall be determined exclusively by the Word of God and the church's own rules and procedures. The church's Elders shall oversee and/or conduct all aspects of this church, including oversight of the Deacons and church officers. Therefore, the Elders are the final authority in all matters as defined in their biblical responsibilities.

(C) Membership in this church does not afford the members with any property, contractual, or civil rights based on principles of democratic government. Although the general public is invited to all of the church's worship services, the church property remains private property. The Elders collectively or individually have the authority to suspend or revoke the right of any person, including a member, to enter or remain on church property. If after being notified of such a suspension or revocation, the person enters or remains on church property, the person may, at the discretion of the Elders, either collectively or individually be treated as a trespasser.

(D) A member may share concerns or needs, ask questions, or suggest church actions at arranged times during Elder or Deacon meetings.

(E) A member may inspect or copy the prepared financial statements of the church and the minutes of the proceedings of church meetings and of Elder or Deacon meetings, provided he/she shall have made a written request to the Elders and the Elders have received the written request at least ten business days before the requested inspection date.

(F) A member may not, under any circumstances, inspect or copy any record relating to individual contributions to the church or the accounting books and financial records of the church.

(G) The church may impose a reasonable charge, covering the costs of labor and material, for copies of any documents provided to the member before releasing the copies to the member.

### **Section 3.03 – Discipline of a Member**

(A) All church discipline issues that shall come before the church will be addressed under the oversight and direction of the Elders. These men shall have sole authority in determining heretical deviations from the Statement of Faith and violations of the church covenant. If any Elder is the subject of a disciplinary matter, he shall not sit as a member of the disciplinary action committee. Discipline shall be carried out in

accordance with Matthew 18. The Chairman of the Elders shall chair discipline review meetings. If the Chairman of the Elders is not available or is a subject of the disciplinary action the designee of the Chairman shall chair the meetings.

(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 spiritual growth and testimony, he/she is to go alone to the offending party and seek restoration. Before he/she goes, he/she should first examine himself/herself. When he/she goes, he/she should go with a spirit of humility and with the goal of restoration.

(C) If reconciliation is not reached, a second member, preferably an Elder, 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 Elders, as the church officers biblically responsible for putting down murmuring, shall hear the matter. If the matter is not resolved during the hearing before the Elders, the Elders shall bring the issue before the church recommending to 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 shall be removed from the membership of the church by decree of the Elders. A meeting of the membership should be called for the purpose of reviewing and informing the membership of the disciplinary action.

(F) No matter may be heard by the Elders 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, all contact with him or her from that point forward (except by family members) must be for the sake of restoration.

(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 3.04 – Transfer of Membership**

Members not under the disciplinary process of Section 3.03 may request that letters of transfer be sent to another church.

### **Section 3.05 – Termination of Membership**

(A) The membership of any individual member shall automatically terminate without notice if the member in question has not attended a regular worship service of the church in the preceding six months. Excluded from this termination provision are such persons as college students, military personnel, shut-ins, missionaries, evangelists or others who are legitimately unable to regularly attend services. Upon good cause being shown to the Elders, this provision for termination may be waived in the case of any individual member.

(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 member states that he or she is actively involved in any alternate sexual lifestyles or files a lawsuit in violation of our statement of faith.

(D) No provision contained in this section shall be subject to or governed by the procedures regarding discipline of members set forth in Section 3.03.

(E) A member may resign at any time, but no letter of transfer or written statement of good standing will be issued upon such resignation, except at the discretion of the Elders and requested by the individual.

## **Article 4 – Meetings**

### **Section 4.01 – Meetings for Worship**

(A) The church shall meet each Sunday morning for public worship and at least once during the week for Bible study and prayer. At the discretion of the Elders, the church may meet together at other times as well.

(B) Except when circumstances dictate, or the Elders determine it should be postponed, the ordinance of the Lord's Supper shall be observed on the first Sunday of each month.

## **Section 4.02 – Meetings for Church Business**

(A) The annual church business meeting shall be held in January at a time and date chosen by the Elders and Deacons. This meeting will be held to review the previous year and introduce the church to newly elected officers. In the annual meeting as well as any specially called meetings a quorum shall consist of the members present. Notice to the congregation shall be made of the annual meeting two weeks in advance of the scheduled date of the meeting. Notices shall be made from the pulpit, on the church calendar, and in the weekly church bulletin.

(B) The moderator at the annual church business meeting 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. The following order is suggested at the annual church business meeting:

1. Opening Prayer
2. Reading of minutes
3. Reception of members
4. Dismissal of members
5. Reports of Deacons
6. Reports of offices
7. Unfinished matters
8. Election of officers
9. New business
10. Adjournment
11. Benediction

(C) All church business meetings shall be moderated by the Chairmen of the Deacons. Should the Deacon Chair be unable to moderate or attend for any reason the Chairmen of the Elders shall moderate. All business meetings shall be opened and closed with prayer for divine guidance and blessing offered by an Elder.

(D) Special meetings may be called and scheduled on an as needed basis. These meetings may be called to conduct church business where the vote or approval of church members may be required, e.g., for the election of new church officers or approval of the church budget, or in the case where important information must be communicated to the members. Notice to the congregation shall be made of the special meeting two weeks in advance of the scheduled date of the meeting. Notices shall be made from the pulpit, on the church calendar, and in the weekly church bulletin.

(E) All business meetings shall be conducted in accordance with *Roberts Rules of Order* or at the discretion of the moderator if the procedure, policy or process for conducting meetings is not specified within this constitution and bylaws.

(F) For any meeting under this article, the moderator shall have full and unilateral authority to require non-members to leave the meeting room and to order the immediate removal of any member or other person present who is deemed by the moderator to be disruptive to the proceedings by act or presence. The moderator shall have full authority to order the removal of all children (ages to be determined by the moderator) if the moderator determines that circumstances so warrant. If the moderator determines that compliance with his order of removal is unsatisfactory, the moderator may, in his sole discretion, revoke the disruptive person's right to remain on the premises in accordance with Section 4.02(F) and treat the person as a trespasser.

(G) When voting for confirmation of the office of Teaching Pastor, Elder, or Deacon, all votes shall be cast by secret ballot. The votes shall be counted and the results reported to the congregation before the meeting concludes. At least two but not to exceed three members shall count the votes.

(H) The congregation shall, prior to the vote, have the ability to ask any candidate questions pertaining to their qualifications to serve. Questions shall be limited to two per voting member. If the congregation should choose to engage in open discussion prior to the vote, the candidate and his spouse, who are the focus of discussion will be asked to leave the room during the discussion period.

### **Section 4.03 – Special Meetings and Teaching Pastor Absence**

(A) The Teaching Pastor, Chairman of the Elders, or Chairman of the Deacons may call a special meeting by giving notice of such a meeting and the purpose for which it is called to the church in accordance with 402(A) above. A meeting for the calling of a Teaching Pastor or the severance of the relationship between the church and the Teaching Pastor shall be called in accordance with the provision of Section 5.04(A). Notification to members must be two weeks (14 days) in advance of the scheduled date of the meeting.

(B) Bible conferences, missionary conferences, and revivals may be held and attended as the Elders deem beneficial. Vacations, missionary trips, and absence of the Teaching Pastor must be scheduled and approved by the Elders and Deacons. Absences from the pulpit should be posted in the bulletin no less than 14 days in advance. Emergency absence and sickness are excluded from advance notice. The Teaching Pastor shall notify the Chairman of the Elders of emergencies causing absence.

## **Section 4.04 – Fiscal Year**

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

## **Article 5 – Officers**

### **Section 5.01 – Church Officers and Authority**

(A) The Bible, being the Holy Word of God, verbally inspired and wholly without error in all that it declares, is the supreme and final authority for faith and practice of individual members, attendees, and the church assembly as a whole and is the blueprint for our church government.

(B) This assembly's government shall be entrusted to and executed by duly selected servants from the membership. These servants shall be Biblically qualified Elders (1 Tim 3:1-7; Tit 1:5-9; 1 Peter 5:1-3) who shall serve the assembly in matters of faith and practice and Deacons (I Tim 3:8-13; Acts 6:1-6) who shall serve as administrators for the church. The responsibilities of said Elders and Deacons, the method of their selection, term in office, and frequency of meeting shall be in accord with the Articles of Faith and the polices of this assembly.

(C) The oversight of this church assembly is delegated by the congregation to the Elders and Deacons, which in turn are responsible to the congregation for determining God's will and leading the church in carrying out His will in accord with the scriptures and these articles.

(D) As indicated above, church officers are Elders , and Deacons (see Section 3.02(B); 6.02 and 6.03). From the ranks of the Deacons special officers shall be chosen: that of Clerk of Records (see Section 6.04), and Church Treasurer (see Section 6.05). One person may hold two or more offices, except that of Teaching Pastor. The Elders may recommend additional church officers as the need arises subject to a confirmation vote of the church membership.

### **Section 5.02 – Designation of Corporate Officers**

As an accommodation to legal relationships outside the church, the Teaching Pastor shall serve as president of the corporation; the Clerk of Records shall serve as secretary of the corporation; the Church Treasurer shall serve as Treasurer of the corporation; and the Chairman of the Elder Board shall serve as vice president of the corporation.

### **Section 5.03 – Eligibility for Office**

(A) The church shall not install or retain an officer who fails to adhere to the Biblical qualifications as detailed in these articles, the Ministry Manual or expresses disagreement with the Statement of Faith. All church officers, upon request of the Elders , shall affirm their agreement with the Statement of Faith as set forth in Article 1.

(B) All church office positions except the Elders, Deacons, and those offices which are required by these articles to be filled by Deacons, must be approved by a consensus of the Elders and confirmed through vote by the congregation annually in order for them to commence or continue in their offices and positions.

(C) Only church members are eligible for election or appointment as a church officer in accordance with these articles.

### **Section 5.04 – Terms of Office**

(A) The relationship between the individual Elders 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 (see Romans 11:29). The calling of an Elder or severance of the relationship between an Elder and the church may be considered at any time by the Elders. Newly called Elders shall be subject to a confirmation vote at a church business meeting. Notice to that effect shall be given from the pulpit to the church two Sundays prior to the church business meeting. A three-fourths majority of the eligible members present and voting shall be required to confirm an Elder or to sever the relationship between an Elder and the church. Disciplinary removal of an Elder automatically terminates his membership. A restoration to membership after disciplinary removal will be subject to the requirements of Section 3.01.

(B) The following terms of service shall apply:

1. Church Officers – The term of service for all officers in the church, except the Elders, Deacons, and those offices which are required by these articles to be filled by Deacons, shall be one year at the expiration of which the officers may be re-elected by the church membership or under circumstances where the congregation fails to nominate a candidate, re-appointed by the Elders. Those re-appointed by the Elders will be subject to a confirmation vote by the members at a business meeting. An office holder may resign his/her position by providing a written notice to the Elders or by a verbal notice given to two Elders simultaneously.



2. Elder(s) – The calling of an Elder to the service of the body shall be considered a lifetime calling and appointment (see Romans 11:29) unless removed for discipline reasons or resignation. An Elder may resign his position with a written notice given to his fellow Elders.

3. Deacon(s) – The active terms of service for a Deacon shall be up to two full two-year terms. Each term shall be confirmed by a three-fourths majority of the eligible members present and voting during the election/selection process prior to the term. Deacons serving as Treasurer and/or Clerk of Records shall fulfill those duties concurrently with their Deacon terms.

- a. At the end of a second term, the Deacon must take a one year sabbatical leave and is not eligible for the position of Deacon for that one year.
- b. After the sabbatical year, the Deacon is eligible to be elected through the normal Deacon selection and election process.
- c. Should a Deacon choose to resign; his position may be filled through the normal Deacon selection process and confirmed by a vote by the congregation at a special meeting called by the Elders or Deacons.
- d. The terms of the Deacons will be staggered such that Deacon continuity within the Board is maintained.
- e. The Elders will be responsible to oversee and ensure regular election of Deacons as required to maintain Deacon terms and tenure.
- f. A Deacon may resign his position with a written notice given to the Elders.

(C) A vacancy occurring in any office may be filled at any time as the Elders deem necessary for the spiritual health of the body. Temporary appointment may be made by a consensus of the Elders.

(D) All elected and appointed officers shall serve in their respective offices until their successors are duly elected or appointed except those whose dismissal is for disciplinary reasons.

(E) Elders, Deacons, or any office holder may be suspended for 30 days from office for unbiblical conduct upon a consensus of the Elders. Evidence of the offense shall be presented at an Elder meeting following the biblical practice as outlined in Matthew 18:15-20 and I Timothy 5:19. (See Section 3.03) The results of a discipline hearing in which cause for removal of a member from membership or office is determined to be necessary will be presented to the congregation to avoid rumors

and hearsay. The acceptance of the resignation or vote for removal from office should be carried out within the 30 day suspension time period. The congregation shall be informed of the sin according to I Timothy 5:20 if the member in question refuses the scriptural restoration process.

## **Section 5.05 – Election of Officers**

(A) The annual election and confirmation of officers, except for Elders, by the church membership shall occur during the month of October at an annual church business meeting called by the Elders and shall become effective January 1 of the New Year. The election and confirmation of Elders shall occur as deemed necessary by the Elders and under their sole discretion.

(B) Elders shall be nominated or recommended by the Elders. Nominees shall be confirmed by a three-fourths majority of the voting members present at a business meeting called for that purpose. Confirmation voting shall be by secret ballot. Those elected will assume their office and become an Elder immediately following the meeting in which they are approved. Qualifications, nomination and approval process and responsibilities for Elders are found in Section 6.02 and the Ministry Manual.

1. Voting members of the congregation may at any time submit to the Elders names of men in the assembly whom they believe exhibit the Biblical qualifications of an Elder for consideration for Eldership. At the discretion of the Elders these names may be considered for Eldership subject to the nomination process as outlined in Section 5.05 (B).

(C) Approval to the office of Elder is a "lifetime appointment," but an Elder may at any time vacate that office with a letter of resignation to the Elder Board citing his reasons for leaving. An Elder may be removed from office by the Elders for disciplinary reasons or should His fellow Elders determine that he is not displaying the Biblical qualifications of an Elder or properly carrying out the responsibilities of his office.

(D) There shall be no set number of men who can hold the office of Elder. The number of Elders shall be as God provides and according to the needs of the assembly as determined by the Elders.

(E) The Elders shall annually review each other's ministry and qualifications. This should be accomplished before the annual business meeting in January. Should an Elder, including the Teaching Pastor, receive an unfavorable review by his fellow Elders, he will be asked to step down from the office of Elder until the matter of concern is corrected.

## **Section 5.06 – Elder Oversight of Officers and Staff**

The Elders may hire an Associate Teaching Pastor to assist the Teaching Pastor in carrying out his God-given responsibilities. Any Associate Teaching Pastor will be a fully vetted member of the Elders and subject to the qualifications, selection and appointment procedures of the same. No employee or volunteer shall be hired, appointed, or retained unless there is a consensus of the Elders that the potential employee or volunteer agrees with the Statement of Faith.

## **Article 6 – Duties and Authority of Officers**

### **Section 6.01 – The Teaching Pastor**

(A) A Teaching Pastor may be hired by the Elders with confirmation of the membership to assist in the education of the church in accordance with 1 Tim. 5:17. The Teaching Pastor shall become an Elder with all the responsibilities, duties, and authority of an Elder as outlined in these Articles of Faith and will be an “equal among equals” with no special authority. The Teaching 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 oversee the administration of the ordinances of the church, oversee the teaching ministries of the church, and with his fellow Elders oversee the spiritual interests of the membership.

(B) The Teaching Pastor may recommend to the Elders and Deacons for approval, members for appointment to the various offices and positions at the annual church business meeting. Along with his fellow Elders he shall extend the right hand of fellowship to all new members on behalf of the church and perform such other duties as generally pertain to such a position. The Teaching Pastor shall be free to choose the means and methods, in keeping with the spirit of the scriptures, by which he exercises the ministry that God has for him.

(C) The schedule for public worship and Bible study and the arrangements thereof, including times, shall be scheduled by the Teaching Pastor with a consensus of the Elders. Non ministry uses of the church will be applied for in accordance of the building and grounds use policy.

(D) The Teaching Pastor shall serve as the signatory trustee for the church.

### **Section 6.02 – The Elder Board**

We understand the terms *Pastor, Overseer, Elder and Bishop* all refer to the same office and have chosen the term Elder to refer to this office.

(A) The Elder Board shall promote the spiritual welfare of the church, by overseeing, teaching, counseling, conducting religious services, and administering and making provision for the ordinances of the church as they see fit. They shall consider applications for church membership. They shall disburse the benevolence fund. They shall be responsible for visitation and all evangelistic efforts of the church. The Elder Board shall oversee the needs of the church's various ministries as delegated through a consensus of the Board. The Elder Board may approve members or other qualified designees of like faith for pulpit supply when required. Such approval shall be made in advance and noted in the Elder Board meeting minutes. The Chairman of the Elder Board shall act as a backup moderator for church meetings should the Chair of the Deacons be unable to moderate or attend. Upon the death, resignation, or dismissal of the Teaching Pastor, the Elder Board shall serve as the search committee and may elect to create a committee to assist in the process of calling another Teaching Pastor.

(B) The Elder Board shall elect, each October from their own number, a Chairman and a secretary to serve as the Board sees fit.

(C) The Elder Board and the Treasurer Deacon shall constitute the board of trustees of the corporation. Only the board of trustees shall have the authority to exercise the following specific actions, upon authorization by a majority vote of the members present at a duly called church business meeting:

1. To purchase, hold, 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 the 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.
3. To exercise all authority necessary for the dissolution of the church corporation.
4. The requirements found in paragraphs 1, 2, and 3 above shall be done in coordination and complete cooperation with the Deacons.

(D) The Elder Board shall maintain a Ministry Manual with ministry position descriptions and qualifications including, but not limited to, the Elders, Deacons,

and all church officers. The manual shall include, but is not limited to, qualifications, vetting process if applicable, term limits, recommendation and approval process.

1. The Elder Board, in coordination and complete cooperation with the Deacons shall submit to the congregation for their confirmation, the pay scale, benefits provided, and the vacation time allowed for the Teaching Pastor and office holders as needed.

2. The church office shall maintain one copy of the Ministry Manual for members to review.

(E) The Elder Board shall insure the Deacons maintain a Deacon Board manual containing church policies of which the church office will maintain one copy for members to review.

(F) The Elder Board shall have the authority to create ministries, and in coordination and complete cooperation with the Deacons shall have the authority to adopt policies to be used in governing the church. Policies shall not be in conflict with the church constitution and bylaws. The policies shall be used in governance of the church.

(G) The Elder board shall meet as often as deemed necessary, but no less than once a quarter for prayer and coordination of service and oversight as the needs of the assembly requires. A church member or attendee may attend any meeting to address concerns, comments, or observe by notifying an Elder prior to said meeting. Minutes of the Elder Board meetings shall be taken and kept in a binder, a copy of which shall be maintained in the church office for member review.

- 1 In the event the Elders are discussing information considered personal or confidential by them or any member of this assembly minutes of that discussion shall not be recorded except to designate a confidential/personal matter was being discussed; however, all Elders will be expected to keep private personal notes of such discussion for documentation of said discussion should they be required at a later date.

### **Section 6.03 – The Deacon Board**

(A) The Deacon Board shall be responsible to the Elder Board and the assembly. Each Deacon may choose or appoint Biblically qualified men or women of the assembly to assist and or/advise him in his efforts to accomplish the ministry in which he serves.

(B) From among their number the Deacons shall appoint a Chairman who shall moderate all Deacon meetings or upon his absence shall appoint a designee to moderate said meetings. The Deacon Chair shall moderate all church business meetings with the Elder Chair as backup for said meetings.

(C) The Deacon Board shall meet as often as deemed necessary, but no less than once a quarter for prayer and coordination of service as the needs of the assembly and facilities require. They shall also meet with the Elder Board at regular and appropriate times for prayer, planning, coordination and direction for ministry to this assembly.

(D) The specific functions and job descriptions of any particular Deacon's ministry shall be worked out among the Deacons and published in the Ministry Manual. Counsel from the Elders is available upon request.

(E) There shall be no set number of men who can hold this office in the assembly; however, the number of Deacons shall be as God leads and provides and according to the needs of the assembly.

(F) The Deacon Board shall maintain a Deacon Board Manual containing church policies.

1. The Deacons shall have the authority to adopt policies dealing with church administration. These policies shall be in agreement with the Article of Faith and previous church policies. The policies shall be used in the administration of the church.
2. Minutes of the Deacon Board meetings shall be kept in the manual.
3. The Deacon Board manual shall include minutes of Deacon meetings, church administration policies, minutes of business meetings, member's roles, distribution of keys, responsibilities of the Clerk of Records, Treasurer and Bookkeeper and any pertinent administrative information as required.
4. The Deacon Board in coordination and complete cooperation with the Elder Board shall submit to the congregation for their confirmation the pay scale, benefits provided and the vacation time allowed for the Teaching Pastor and office holders as required.
5. One copy of the manual shall be available in the church office for members to review.

## **Section 6.04 – The Clerk of Records**

The Clerk of Records shall:

- (A) Be a member of the Deacon Board whose term of office will run concurrently with his Deacon office. He will certify and keep at the office of the church, the original bylaws or a copy, including all amendments or alterations to the bylaws.
- (B) Keep at the place where the bylaws or a copy are kept a record of the proceedings of meetings of the Elder and Deacon Boards, with the time and place of holding, the notice of meeting given, the names of those present at the meetings.
- (C) Sign, certify, or attest documents as may be required by law.
- (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 Clerk of Records or their refusal or neglect to act, notice may be given and served by any member of the Elder Board.
- (E) Be custodian of the records of the church, including the membership roll, baptisms, and certificates of ordination, licenses and commissions.
- (F) See that the reports, statements, certificates and all other documents and records required by law are properly kept and filed.
- (G) Exhibit at all reasonable times to proper persons on terms provided by law, the bylaws, and minutes of proceedings of the Elder Board, the Deacon Board, or the church business meetings.
- (H) 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 business meeting of the status of the church membership roll in the past year.
- (I) Keep all records at the office of the church and deliver them to any successor upon leaving office.
- (J) Serve as the secretary of the corporation.

## **Section 6.05 – The Church Treasurer**

The Church Treasurer shall:

- (A) Be a member of the Deacon Board whose term of office will run concurrently with his Deacon office. He will have charge and custody of, and be responsible for all funds of the corporation, and deposit all funds in the name of the church in banks, trust companies, or other depositories as shall be selected by the Board of Deacons.
- (B) Receive and give receipt for all contributions, gifts, and donations to the church.
- (C) Disburse, or cause to be disbursed, the funds of the church as may be directed by the Elders, the Board of Deacons, or the budget adopted by the Board of Deacons and confirmed by members of the church at a church business meeting, taking proper vouchers for the disbursements.
- (D) Keep and maintain adequate and correct accounts of the church's properties and business transactions including account of its assets, liabilities, receipts, disbursements, and capital.
- (E) Make all expenditures of the church by check, debit card, or electronic transfer of funds, except miscellaneous petty cash disbursements.
- (F) When, and as requested, render to the Elder Board and/or the Board of Deacons accounts of all his transactions as Church Treasurer and of the financial condition of the church.
- (G) Present a written report of itemized disbursements at the annual church business meeting and make a general report for the year at the annual January church business meeting.
- (H) Keep all church financial records at the office of the church and deliver them to any successor upon leaving office.
- (I) Work together with the Elder overseeing church administration and business and the Deacon Board conducting church administration and business to insure the integrity of all church finances including the collecting, counting and depositing of funds so as to protect the testimony of both parties.

## **Section 6.06 – Associate Teaching Pastor(s)**

Under the direction and guidance of the Elder Board, associate Teaching Pastor(s) may be hired and receive financial compensation to specialize in certain areas of teaching ministry, including, but not limited to, youth ministry, senior adult ministry, or music ministry. The associate Teaching Pastor will become a full member of the Elder Board.



## **Section 6.07 – Duties of All Officers**

(A) All officers shall prepare a written report of their work for the annual church business meeting and shall surrender all records in their possession to the Clerk of Records 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, at the discretion of the Elders and another may be appointed by the said officers to serve the un-expired term.

## **Section 6.08 – Installation of Officers**

A public installation service in which all new officers of the church are to be dedicated to their respective offices and the ordination of newly elected Elders or Deacons may be held at a public church service following their election. The Elders shall be responsible for their training and the direction of all church officers for ministry purposes.

## **Article 7 – Ministry of Education**

### **Section 7.01 – Ministry Purpose**

The church believes that it is primarily the parent's responsibility to provide their children with an education, which is based upon and consistent with Biblical teachings. In order to assist the church's families with their obligation to Biblically train their children, the church shall operate a Sunday School and other children's ministries as it sees fit. To this end, the church shall engage in ministries of education for all age levels in keeping with the following dictates.

### **Section 7.02 – Church Participation**

All educational programs or courses of instruction formulated and offered by the church shall be for the benefit of all attendees and in the best interest of the church in reaching the lost.

### **Section 7.03 – Education Staff Membership**

All instructors, teachers, and educational administrators shall be required to have been attending church for one year and shall be approved by the Elders, with the

exception that individuals transferring from another church of like faith may serve as an educational staff member when they:

- have been attending Berean Baptist Church for a minimum of 90-days;
- have a verified recommendation from their former church;
- and, are approved by the Elder Board.

### **Section 7.04 – Statement of Faith Accord**

All educational programs or courses of instruction shall be taught and presented in full accord with the Statement of Faith of the church. The church shall not hire, appoint, or retain any employee or volunteer for its educational programs that fails to adhere to or expresses disagreement with the Statement of Faith.

### **Section 7.05 – Unity**

All educational programs or courses of instruction shall be conducted as an integral and inseparable ministry of the church.

### **Section 7.06 – Teaching**

All educational programs or courses of instruction shall be conducted consistent with the teaching of the inerrant Word of God. Any assertion or belief that conflicts with or questions a Bible truth and/or doctrine as stated in this constitution and bylaws, shall not be allowed. It is the responsibility of every instructor or teacher to present the inerrant Word of God as the sole infallible source of knowledge and wisdom.

### **Section 7.07 – Staff Teachers**

Staff teachers must be members, possess the gift of teaching (Ephesians 4:11), have a thorough knowledge of the word (2 Timothy 3:15-17), attend church regularly (Hebrews 10:25), and not be easily discouraged in carrying out their duties. (Galatians 6:9, Philippians 3:13-14)

### **Section 7.08 – Christian Walk**

All administrators, instructors, teachers, and other staff, whether paid or volunteer, shall continue or adopt and maintain a lifestyle consistent with the precepts taught by the Word of God, whether in or out of the classroom. All staff shall be under the supervision of the Elder Board or their appointed representative.

## **Section 7.09 – Hierarchy of Authority**

The Elder Board shall be the final authority on all matters relating to the ministry of education. The Elder Board shall appoint an Elder to oversee the ministry of education. The Elder shall secure Elder Board approval for the appointment of the Sunday School Superintendent to assist him in the ministry of education.

## **Section 7.10 – Ministry Goals**

Berean Baptist Church will engage in various ministries as our reasonable service to faithfully serve Jesus Christ, this body of believers, and the surrounding community. The goal of these ministries is to fulfill the great commission (Matthew 28:19-20) of evangelism and discipleship. These ministries will include missions, church growth, worship, music, interchurch ministries, church grounds, and building care and additional ministries as needed. The Elder Board will seek to continually identify needs and add ministries to the Pastoral Care Manual as needed. The Elder Board will provide the details of each ministry, seeking to facilitate the church's responsibilities to provide members with the opportunity to serve in a ministry to which they believe they are called.

## **Article 8 – Committees**

### **Section 8.01 – Standing Committees**

The Elder Board shall appoint standing committees and designate a chairperson for each standing committee and, except when otherwise specifically provided in these bylaws, shall determine the membership of each standing committee. In addition to the discipline committee, the Elder Board may appoint other standing committees as it deems appropriate.

### **Section 8.02 – Special Committees**

The Elder Board, at its discretion, may create special committees to provide the Board with advice and information regarding matters submitted to the committee by the Board for consideration. The committee shall have no authority to act on behalf of the corporation. The members of the committee shall be chosen by the Elder Board and shall serve solely at the pleasure of the Board. The special committee shall be subject to the authority and direction of the Elder Board at all times.

## **Article 9 – 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. Contributors may suggest uses for their contributions, but all suggestions shall be deemed advisory rather than mandatory in nature. All contributions made to specific funds or otherwise designated shall remain subject to the exclusive control and discretion of the Elder Board. 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 10 – Ordination**

Any member of this church who gives evidence of a genuine call of God into the work of the ministry and possesses the qualifications stated in 1 Timothy 3:1-7 and Titus 1:6-9, may be ordained as a minister of the Gospel. The Elders are responsible for the ordination procedure which shall be outlined in the Ministry Manual.

## **Article 11 – Indemnification**

### **Section 11.01 – Actions Subject to Indemnification**

The church may indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, including all appeals (other than an action by or in the right of the church) by reason of the fact that the person is or was a Pastor, Elder, Deacon, officer, employee, or agent of the church, against expenses, including attorneys' fees, judgments, fines, and amounts paid in settlement actually and reasonably incurred by him/her in connection with the action, suit, or proceeding; and if that person acted in good faith and in a manner he/she reasonably believed to be in or not opposed to the best interests of the church and, with respect to any criminal action or proceeding, had no reasonable cause to believe his/her conduct was unlawful. The termination of any action, suit, or proceeding by judgment, order, settlement, conviction, or on a plea of *nolo contendere* or its equivalent, shall not, of itself, create a presumption that the person did not act in good faith and in a manner that he/she reasonably believed to be in or not opposed to the best interests of the church and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

## **Section 11.02 – Expenses Subject to Indemnification**

To the extent that a Pastor, Elder, Deacon, officer, employee, or agent has been successful on the merits or otherwise in defense of any action, suit, or proceeding referred to in this Article, or in defense of any claim, issue, or matter in that action, suit, or proceeding, he or she may be indemnified against expenses, including attorneys' fees, actually and reasonably incurred by him or her in connection with the action, suit, or proceeding.

## **Section 11.03 – Limitations of Indemnification**

Any indemnification made under this Article, may be made by the church only as authorized in the specific case on a determination that indemnification of the Pastor, Elder, Deacon, officer, employee, or agent is proper in the circumstances because he/she has met the applicable standard of conduct set forth in Section 11.01. The determination shall be made (a) by a majority vote of a quorum consisting of the Elder Board who were not and are not parties to or threatened with the action, suit, or proceeding; (b) if the described quorum is not obtainable or if a majority vote of a quorum of disinterested Elder Board members so directs, by independent legal counsel in a written opinion; or (c) by a majority vote of the members of the church.

## **Section 11.04 – Timing of Indemnification**

Expenses of each person seeking indemnification under this Article, may be paid by the church as they are incurred, in advance of the final disposition of the action, suit, or proceeding, as authorized by the Pastoral Board in the specific case, on receipt of an undertaking by or on behalf of the Teaching Pastor, Elder Board, officer, employee, or agent to repay the amount if it is ultimately determined that he or she is not qualified to be indemnified by the church.

## **Section 11.05 – Extent of Indemnification**

The indemnification provided by this Article shall be deemed to be discretionary unless otherwise required as a matter of law or under any agreement or provided by insurance purchased by the church, both as to action of each person seeking indemnification under this Article in his/her official capacity and as to action in another capacity while holding that office, and may continue as to a person who has ceased to be a Pastor, Deacon, officer, employee, or agent and may inure to the benefit of the heirs, executors, and administrators of that person.

## **Section 11.06 – Insurance**

The church may purchase and maintain insurance on behalf of any person who is

or was a Teaching Pastor, associate Teaching Pastor, Elder Board member, officer, employee, or agent of the church against any liability asserted against him/her and incurred by him/her in that capacity, or arising out of his/her status in that capacity, whether or not the church would have the authority to indemnify him/her against liability under the provisions of this Article.

## **Article 12 – Binding Arbitration**

### **Section 12.01 – Submission to Arbitration**

Believing that lawsuits between believers are prohibited by Scripture, all members of this church agree to submit to binding arbitration any matters which cannot otherwise be resolved, and expressly waive any and all rights in law and equity to bringing any civil disagreement before a court of law, except that judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof.

### **Section 12.02 – Notice of Arbitration**

In the event of any dispute, claim, question, or disagreement arising out of or relating to these bylaws or any other church matter, the parties shall use their best efforts to settle such disputes, claims, questions, or disagreement as befits Christians. To this effect, they shall consult and negotiate with each other in good faith and, recognizing their mutual interests not to disgrace the name of Christ, seek to reach a just and equitable solution. If they do not reach such solution within a period of 60 days, then upon notice by either party to the other, disputes, claims, questions, or differences shall be finally settled by arbitration as described in Section 12.01, above, and such Procedures for Arbitration as are adopted pursuant to Section 12.04, below.

### **Section 12.03 – Limitations on Arbitration Decisions**

(A) Should any dispute involve matters of church discipline, the arbitrators shall be limited to determining whether the procedures for church discipline as outlined under Section 3.03, were followed.

(B) Should any dispute involve the removal from office of any member of the Elder Board or any church officer, the arbitrators shall be limited to determining whether the procedures set forth in Sections 5.04 or 5.06 were followed.

### **Section 12.04 – Arbitration Procedures**

The Procedures for Arbitration shall be as adopted by the Elder Board.

## **Article 13 – Amendments**

These bylaws may be revised or amended by a majority vote of the members present and voting at any regular church business meeting, provided that said revision or amendment has been submitted in writing and announced from the pulpit 14 days before the vote is taken.

## **Article 14 – 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.

## **Article 15 – 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 as a whole shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any specific candidate for public office.

## **Article 16 – Dissolution**

Upon the dissolution of the church, the trustees (see 6.02(C)) shall, after paying or making provision for payment of all the liabilities of the church, dispose of all of the 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 which agree with the church's Statement of Faith.

## **Article 17 – 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.

## **Article 18 – 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 authority that is not in furtherance of the purposes stated in section 1.02.



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## **Glossary**

### **Associate Teaching Pastor**

An individual compensated by the assembly and hired under the guidance and direction of the Elder Board who meets qualification of Eldership and will become a member of the Elder board. The Associate Teaching pastor would specialize in certain areas of teaching ministry which might include youth, college, senior adult, or music ministry. (See Sec. 6.06)

### **Bookkeeper**

The individual who works in conjunction with the Church Treasurer as a volunteer to record and document the churches financial accounts.

### **Church Treasurer**

A member of the Deacon Board who has custodial authority, charge, and responsibility for all church funds including deposits in the name of the church in banks, trust companies, or other depositories as directed by the Board of Deacons. (See Sec. 6.05)

### **Clerk of Records**

A member of the Deacon Board who has custodial authority of all church records and proceedings including authority to sign, certify, or attest to documents as required by law. (See Sec. 6.04)

### **Deacon**

An individual who meets the qualifications of 1 Timothy 3:8 – 13 who is nominated and chosen by the assembly to serve as an officer of the church to administrate and conduct the temporal business of the Assembly. (See Sec. 6.03)

### **Deacon Board**

That group of individuals who collectively serve the assembly through administrating its temporal business. (See Sec. 6.03)

### **Deacon Board Manual**

This is a compilation of Berean church policies, a copy of which is kept in the church office. In it are found the administrative records of the temporal dealings of the church, Deacon Board meeting minutes, church business meeting minutes, distribution of keys, church membership role, responsibilities of church officers, except those of Elders, and pertinent administrative information as required. (See Sec. 6.03(F))

### **Elder**

An individual who meets the qualifications of 1 Timothy 3:1 – 7 and Titus 1:1 – 9 who is nominated and chosen by the Elder Board and confirmed by the assembly to serve as an officer of the church to oversee all aspects of the spiritual live of the assembly and its individuals. The terms Pastor, Overseer, Elder and Bishop all refer to the same office, but Berean has chosen the term Elder to refer to this office. (See Sec. 6.02)

### **Elder Board**

That group of individuals who collectively serve the assembly through oversight of all aspects of its spiritual life. (See Sec. 6.02)

### **Ministry Manual**

A compilation of information dealing with the various ministry positions within Berean and containing descriptions, qualifications, recommendation, selection, approval, vetting, terms and term limits of said ministry positions. (See Section 6.02(D))

### **Oversight**

Watchful and responsible shepherding of all church ministries and functions provided by the Elders to the assembly.

### **Search Committee**

Designation applied to the Elder Board when it becomes necessary for the assembly to seek out or search for a new Teaching Pastor or Associate teaching Pastor. (See Sec. 6.02(A))

### **Staff Teachers**

Individuals who regularly instruct classes at Berean as opposed to those who may be invited to come and teach from time to time. This includes the Teaching Pastor, any Associate Teaching Pastor, and all regular volunteer instructors. (See Sec. 7.07)

### **Teaching Pastor**

An individual compensated by the assembly and hired under the guidance and direction of the Elder Board who meets qualification of Eldership and will become a member of the Elder board as an “equal among equals” with no special authority. The Teaching pastor will assist in the education of the church in accordance with 1 Tim. 5:17. (See Sec. 6.01)