

**CONSTITUTION AND BYLAWS
OF FIRST BAPTIST CHURCH
OF CLEVELAND, TEXAS**

October 20, 2019

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CONSTITUTION

PREAMBLE

This Constitution and these Bylaws are established to preserve and secure the principles of our faith and to govern the body of believers in an orderly manner. They will also preserve the liberties of each individual church member and the freedom of action of this body in its relation to other church and denominational organizations.

This Constitution and these Bylaws are not Scripture, however they are man's best effort of interpretation of Scripture as to who we are, what we are about, our basic beliefs, and how the affairs of the Church should be conducted decently and in order.

ARTICLE I. NAME AND LOCATION

This body shall be known as First Baptist Church of Cleveland, Texas located at 400 West Hanson Street, Cleveland, Texas 77327, hereafter referred to as "Church".

ARTICLE II. STATEMENT OF FAITH AND BIBLICAL AUTHORITY

The Holy Bible is the inspired word of God and is the basis for any statement of faith. The Church subscribes to the doctrinal statement of "The Baptist Faith and Message" as adopted by the Southern Baptist Convention in 1963 and as amended in 1998 and 2000. We band ourselves together as a body of baptized believers in Jesus Christ personally committed to sharing the good news of salvation to lost mankind. The ordinances of the church are Baptism and the Lord's Supper.

The statement of faith does not exhaust the extent of our faith. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind is the sole and final source of all that we believe. The Senior Pastor is the church's final interpretive authority on the Bible's meaning and application for purposes of church doctrine, practice, policy and discipline.

ARTICLE III. CHURCH AUTHORITY

The government of this Church is vested in the body of believers who comprise it. It is subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligations of mutual counsel and cooperation which are common among Baptist churches. Insofar as practical, this Church will cooperate with and support the association and state convention affiliated with the Southern Baptist Convention.

The congregation, through its Voting Members, is the final authority for all matters of self-government of the Church. Each Voting Member will seek through earnest prayer and reasoned discussion to ensure the Church governs itself according to the principles found in Holy Scripture.

ARTICLE IV. CHURCH COVENANT

Having been led, as we believe, by the Spirit of God to receive the Lord Jesus Christ as our Savior and Lord and, on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now, in the presence of God, and this assembly, most solemnly and joyfully enter into covenant with one another as one body in Christ.

We engage, therefore, by the aid of the Holy Spirit to walk together in Christian love, to strive for the advancement of the church in knowledge, holiness, and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline, and doctrines; to contribute cheerfully and regularly through tithes and offerings to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the gospel through all nations.

We also engage to maintain family and individual devotions, to religiously educate our children, to seek the salvation of our kindred and acquaintances, to walk circumspectly in the world, to be just in our dealings, faithful in our engagements, and exemplary in our deportment, to avoid those things which fulfill the lust of the flesh and are contrary to our walk in the Spirit with Christ as written in Holy Scripture, and to be zealous in our efforts to advance the kingdom of the Savior.

We further engage to watch over one another in brotherly love, to remember one another in prayer; to aid one another in sickness and distress, to cultivate Christian sympathy in feeling and Christian courtesy in speech, to be slow to take offense but always ready for reconciliation and mindful of the rules of our Savior to secure it without delay.

Moreover, we engage that when we remove from this place we will, as soon as possible, unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word.

ARTICLE V. STATEMENT ON MARRIAGE AND SEXUALITY

We believe the term "marriage" has only one meaning and that is marriage sanctioned by God which joins one man (born a male) and one woman (born a female) in a single, exclusive union as delineated in Scripture. We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity should occur outside of a marriage between a man and a woman.

We believe that, in order to preserve the function and integrity of the church as the local Body of Christ and to provide a biblical role model to the church members and the community, it is imperative that all persons employed by the church in any capacity, or who serve as volunteers, should abide by and agree to this Statement on Marriage and Sexuality and conduct themselves accordingly.

Because we believe in the biblical teaching that marriage is between one man and one woman, ceremonies or events outside these parameters will not be performed by church ministers or on church property.

We believe that God offers redemption and restoration to all who confess and repent of their sin, seeking His mercy and forgiveness through Jesus Christ.

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of the church.

BYLAWS

ARTICLE 1. THE CORPORATION

Section 1.01 – Name and Location

This Corporation shall be known as First Baptist Church of Cleveland, Texas located at 400 West Hanson Street, Cleveland, Texas 77327, hereafter may be referred to as “Church”.

Section 1.02 – Non-Profit Status

This Corporation is organized as a church and shall be operated exclusively for religious, charitable, and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986 as amended, unless any law shall be repressive in scope and/or nature. It is our duty to democratically oppose such a law on the basis of the right of free exercise of religious beliefs and peaceful assembly.

This Corporation is formed with the lawful purpose or purposes of nonprofit entities under the laws of the State of Texas, including any purpose described by Section 2.002 of the Texas Business Organizations Code.

Section 1.03 - Officers

The Officers of the Corporation are the President (which shall be the Senior Pastor), the Vice President (which shall be the Deacon Chairman), the Secretary (which shall be the Church Clerk), and the Treasurer. All who serve as Officers of the Corporation shall be members of this Church. One person may hold two or more offices.

Section 1.04 - Clerk

- A. The Clerk shall be responsible for maintaining a record of all the actions of the Church, except as otherwise herein provided. The Clerk is responsible for keeping a register of the names of members. This register shall contain dates of admissions, transfers, drops, deaths, as well as a record of baptisms.
- B. The Clerk shall issue letters of transfer voted by the Church, preserve on file all communications and written official reports, and cause legal notice to be given of all meetings where such notice is necessary as indicated by this document.
- C. The Clerk may delegate some of these responsibilities to the Church office staff as necessary.
- D. The Clerk shall be the Secretary of the Corporation.
- E. All Church records are Church property and are to be filed in the Church office in a secure area.

Section 1.05 - Treasurer

- A. The Church shall elect a Treasurer on an annual basis.
- B. It shall be the duty of the Treasurer to receive, preserve, and pay out - upon receipt of vouchers approved and signed by authorized personnel - all money or items of value purchased or donated to the Church, keeping at all times an itemized account of all receipts and disbursements. All disbursements shall require signatures from two signatories approved and authorized by the Church.
- C. It shall be the duty of the Treasurer to render to the Church a financial report of receipts and disbursements from the prior period at each regular business meeting.

Section 1.06 - Trustees

Three (3) Trustees elected by the Church will hold in trust the Church property. They shall have no power to buy, sell, mortgage, lease or transfer any property unless approved by the Church. The Trustees shall serve as Directors of the Corporation.

Section 1.07 - Removal of Officers

- A. Should some serious condition exist which would cause a Church Officer to become a liability to the general welfare of the Church, every reasonable measure will be taken by the Senior Pastor and, if necessary, the Deacon Body, to resolve the problem.
- B. All such proceedings shall be pervaded by a spirit of Christian kindness and forbearance in seeking resolution to the condition or resignation of the officer.
- C. Upon finding that the welfare of the Church will best be served by the removal of the officer and the measures mentioned above have not resolved the issue, the Deacon Body upon the recommendation of the Senior Pastor and the Nominating Committee may take this action by a majority affirmative vote with a quorum being present. For the removal of the Senior Pastor, then Section 3.01 Part F will apply.

ARTICLE 2. CHURCH MEMBERSHIP

Section 2.01 - General

This is a sovereign and democratic Southern Baptist Church under the Lordship of Jesus Christ. The membership retains unto itself the exclusive right of self-government in all phases of the spiritual and temporal life of this Church. The membership reserves the right to determine who shall be members of this Church and conditions of such membership.

The membership of this church shall be comprised of individuals who are believers in the Lord Jesus Christ and affirm the tenets of the Constitution and Bylaws of First Baptist Church

of Cleveland, Texas. The membership of this Church shall have final authority in all matters of Church governance, as set forth and described in the Bylaws.

Section 2.02 - Candidacy for Membership

- A. Any person may offer one's self as a candidate for membership in this Church. All such candidates shall be presented to the Church at any regular church service for membership in any of the following ways:
 - 1. Profession of faith in the Lord Jesus Christ, accepting the promises and commands of Holy Scripture, being baptized by immersion and accepting the principles of faith and practices of this Church.
 - 2. Promise of a letter of recommendation from another Southern Baptist Church and accepting the principles of faith and practice of this Church.
 - 3. A statement of prior conversion and scriptural baptism by immersion and accepting the principles of faith and practice of this Church.
 - 4. Reinstatement as provided for in Section 2.05.
- B. Membership in this Church shall be by a majority affirmative vote of the members present.

Should there be any dissent as to any candidate, such dissent shall be referred to the Senior Pastor and the Deacon Body for investigation and the making of a recommendation to the Church within thirty (30) days. An eighty (80) percent affirmative vote of those church members present and voting shall be required to elect such candidates to membership.

Section 2.03 - Rights of Members

- A. Every member of the Church who is at least eighteen (18) years of age ("Voting Member"), is entitled to vote at all elections and on all questions submitted to the Church in conference. Proxy and absentee voting are not permitted.
- B. Every member of the Church may participate in the ordinances of the Church as administered by the Church.

Section 2.04 - Duties of Members

- A. New members are expected to participate in the Church's new member orientation.
- B. All members of the Church are encouraged through the love of Christ to:
 - 1. Attend weekly worship services

2. Attend weekly Bible Study
3. Serve in one or more of the Church ministries
4. Tithe
5. Share their faith

Section 2.05 - Discipline and Restoration

- A. The Church will strive to ensure that every reasonable measure is taken to assist any troubled member. The Senior Pastor, Ministry Staff and Deacons are available for counsel and guidance. Redemption, rather than punishment should be the guideline that governs the attitude of one member toward another.
- B. Should some serious condition exist which would cause a member to become a liability to the general welfare of the Church, every reasonable measure will be taken by the Senior Pastor, Ministry Staff, and Deacons to resolve the problem. All such proceedings shall be pervaded by a spirit of Christian kindness and forbearance.
- C. Upon finding that the welfare of the Church will best be served by termination of membership, the Church may take action by an eighty (80) percent affirmative vote of the members present and voting. Any person whose membership has been terminated for any condition may, on his or her request, be restored to membership upon evidence of repentance and reformation and by an eighty (80) percent affirmative vote of the members present and voting.
- D. Any Church action that involves termination or restoration of Church membership shall take place at a Special Called Meeting as described in Section 8.06.

Section 2.06 - Termination of Membership

- A. Membership shall be terminated in the following ways:
 1. Death of a member.
 2. Transfer to another church.
 3. An individual's written request to be removed from the Church roll.
 4. Action of this Church.
- B. Termination of an individual's membership will result in a forfeiture of all offices, rights and privileges within the Church.

ARTICLE 3. STAFF

Section 3.01 - Senior Pastor

- A. The Church affirms that Jesus Christ is the head of the Church. With the guidance of the Holy Spirit, the Church will call a gifted man to serve as Senior Pastor as provided for in this document.
- B. He shall be a duly ordained Southern Baptist minister who meets the Scriptural qualifications found in the New Testament. He is responsible for leading the Church to function as a New Testament Church.
- C. He will be the overseer and leader of the ministries and programs of the Church and will supervise directly or by delegation all Staff members and Support Personnel.
- D. As overseer and leader of pastoral ministries in the Church, he will work with the Ministry Staff and Deacons to lead the Church:
 - 1. In the achievement of its mission and objectives.
 - 2. In proclaiming the gospel to believers and unbelievers.
 - 3. In caring for the Church's members and other persons in the community.
- E. The Senior Pastor shall hold his office for an indefinite period of time with the understanding that he may offer his resignation at any meeting or service if he feels led by the Holy Spirit to do so. If he resigns, he shall give at least two weeks notice at the time of resignation before terminating his responsibilities.
- F. The Senior Pastor's service may be terminated by an eighty (80) percent affirmative vote of the Church members present and voting at a Special Called Meeting in accordance with Section 8.06. Such a meeting may be called upon the recommendation of a majority of the Personnel Committee and the Deacon Body.

Section 3.02 - Senior Pastor Search Team

- A. When appropriate, a Special Called Meeting shall be held in accordance with Section 8.06 for the purpose of selecting a Search Team. Each Church member present and voting shall write the names of five (5) Church members they desire to have on the Team. Voting will take place via secret ballot. The five Church members who receive the most votes and accept the position will comprise the Search Team and the member receiving the most votes will serve as Chairperson. If the person receiving the most votes wishes to serve on the Search Team but not as Chairperson, the role of Chairperson will pass to the Search Team member who received the next highest number of votes until the role of Chairperson is accepted.

- B. The Search Team will then have the duty to prayerfully, through the leadership of the Holy Spirit, seek out a Senior Pastor. The Search Team will be responsible for collecting and reviewing resumes, interviewing candidates, performing due diligence via background checks and employment references, and preparing a recommendation for a final candidate.
- C. The Search Team is encouraged to review the terms of a proposed offer to a final candidate with the Personnel Committee and the Finance Committee. Terms to be reviewed should include, but not limited to: salary, benefits, relocation and timing. While consensus on proposed terms is not required among the Search Team, Personnel Committee and Finance Committee, it is strongly encouraged.
- D. Following the Search Team's review with the Personnel Committee and the Finance Committee, the Search Team shall recommend the final candidate to the Church for consideration. The final candidate will be asked by the Search Team to come in view of a call, during which the final candidate will:
 - 1. preach to the Church congregation during a Sunday morning service;
 - 2. meet with the Deacon body, Church staff, the Personnel Committee and the Finance Committee;
 - 3. attend an open house of the Church membership.
- E. Following the final candidate completing the view of a call, the Search Team shall nominate the final candidate for the role of Senior Pastor and the terms of a proposed offer at a Special Called Meeting in accordance with Section 8.06 for that purpose. The Special Called Meeting may take place immediately following the view of a call, so long as the meeting is held in accordance with Section 8.06.
- F. The vote will be cast by secret ballot during the Special Called Meeting by voting members present. Eighty (80) percent of the Church members present and voting must approve extending a call to the final candidate.
- G. After the call is extended and accepted, the Search Team's duties and function shall cease.

Section 3.03 - Pulpit Supply

During an immediate vacancy in the position of Senior Pastor, the Personnel Committee shall see that the pulpit is supplied until the Senior Pastor Search Team is elected in accordance with Section 3.02.

Section 3.04 - Interim Pastor

Once elected, the Senior Pastor Search Team shall make a recommendation to the Church for an Interim Pastor to serve during the vacancy. The Search Team will be responsible for

performing due diligence via background checks and employment references and preparing a recommendation for a candidate to the Church.

Section 3.05 - Ministerial Staff

- A. The Ministerial Staff shall consist of paid positions of ministry within the Church other than the Senior Pastor. The Ministerial Staff may include, but not limited to: Worship Pastor, Student Pastor, and Children's Coordinator. The Ministerial Staff may be employed on a full time or part time basis.
- B. The Ministerial Staff members shall be voted on by the Church as needed. The Senior Pastor in conjunction with the Personnel Committee may recruit and recommend Ministerial Staff candidates to the Church for consideration. The Senior Pastor and the Personnel Committee may appoint members of the Church to assist in the search process.
- C. The Senior Pastor and Personnel Committee are encouraged to review the terms of a proposed offer to a final candidate with the Finance Committee. Terms to be reviewed should include, but are not limited to: salary, benefits, relocation and timing. While consensus on proposed terms is not required among the Search Team, Personnel Committee and Finance Committee, it is strongly encouraged.
- D. After prayerful consideration and through the leadership of the Holy Spirit, the Personnel Committee shall nominate the candidate of their choice for the position at a Special Called Meeting in accordance with Section 8.06 for that purpose. At least eighty (80) percent of the members present and voting by written ballot must approve the call.
- E. The Ministerial Staff member thus called shall serve until the relationship is terminated by voluntary resignation or by request of the Senior Pastor or the Personnel Committee. If by voluntary resignation, it is expected that at least two week notice shall be given before terminating their responsibilities. If by the request of the Senior Pastor or Personnel Committee, the guidelines outlined in Section 3.08 will apply.

Section 3.06 - Support Personnel

Support Personnel shall be employed as needed and as funds are available. Support Personnel may include, but is not limited to: office administration, custodial and construction staff. Employment and termination of services shall be conducted under the guidelines of the Church involving the Personnel Committee and administered by the appropriate staff member in conjunction with the Senior Pastor.

Section 3.07 - Church Moderator

- A. The Church Moderator shall be the Senior Pastor or his designate. In the absence of the above, the Deacon Chairman shall call the Church to order.
- B. The Church Moderator will ensure Church business is conducted in a fair, orderly and

Christian manner and will clarify all motions before allowing a vote.

- C. The Church Moderator is to be well acquainted with Robert's Rules of Order, the Church's Articles of Incorporation, and the Constitution and Bylaws.

Section 3.08 - Removal of Ministerial Staff

- A. Should some serious condition exist which would cause a Ministerial Staff member to become a liability to the general welfare of the Church, every reasonable measure will be taken by the Senior Pastor, the Personnel Committee and if necessary, the Deacon Body, to resolve the problem.
- B. All such proceedings shall be pervaded by a spirit of Christian kindness and forbearance in seeking resolution to the condition or resignation of the officer.
- C. Upon finding that the welfare of the Church will best be served by the removal of the officer and the measures mentioned above have not resolved the issue, the Deacon Body upon the recommendation of the Senior Pastor and the Personnel Team may take this action by a majority affirmative vote with a quorum being present.

ARTICLE 4. DEACONS

- A. In accordance with the meaning of the work, practice and qualifications found in the New Testament, Deacons and the Deacon Body are to be servants of the Church. Their duties shall include, but not limited to, the following:
 - 1. Serve with the Senior Pastor and Ministerial Staff in performing pastoral and ministry duties.
 - 2. Proclaim the Gospel to believers and unbelievers.
 - 3. Care for the Church members and other persons in the community.
 - 4. See that the ministry of the Word and prayer is unhindered.
 - 5. Assist in leading the Church to achieve its mission and objectives.
- B. It is incumbent upon the existing Deacon Body to seek out and nominate prospective Deacons from the Church membership as set forth in the Deacon Guidelines. Those members who are nominated as prospects shall be interviewed, along with their families, by the Senior Pastor, the Deacon Chairman and the Deacon Vice Chairman to determine the prospect's qualifications according to Scripture.
- C. If the prospect is deemed qualified, then the prospective Deacon will be nominated to the Church to be set aside for a six (6) month training period under the leadership of the

Senior Pastor and the Deacon officers. An eighty (80) percent affirmative vote of the Church members present and voting at a Special Called Meeting in accordance with Section 8.06 will be required for approval. Upon successful completion of the six (6) month training period, the Senior Pastor and Deacon officers will recommend the prospect for ordination.

- D. A Deacon previously ordained by a Southern Baptist church shall be eligible for nomination to the Deacon Body after he has been an active member of the Church for at least one year. His nomination shall follow the same interview and recommendation procedure employed for new Deacons nominees. An eighty (80) percent affirmative vote of the Church members present and voting at a Special Called Meeting in accordance with Section 8.06 will be required for approval. Upon approval by the Church, the nominee becomes a member of the Deacon body. He is not required to complete the training period nor is he required to be ordained again.

ARTICLE 5. COMMITTEES and TEAMS

Section 5.01 – Standing Committees and Ministry Teams

Standing Committees and Ministry Teams are groups of qualified individuals approved by the Church to perform certain tasks that the Church, acting as a whole, could not accomplish with the same efficiency, dispatch and expertise.

- A. The Standing Committees of the Church include: (a) the Finance Committee, (b) the Personnel Committee, (c) the Nominating Committee, (d) the Audit Committee, (e) the Insurance Committee and (f) the Building & Maintenance Committee. Unless otherwise specified, Standing Committee members shall serve a three (3) year term on a rotation basis concurrent with the Church calendar year. Members shall be eligible for re-election only after the lapse of one year after rotating off the team.
- B. The Ministry Teams of the Church are all other teams and committees not listed as a Standing Committee and approved by the church. Unless otherwise specified, Ministry Team members shall serve a one (1) year term concurrent with the Church calendar year. Ministry Team members are not required to rotate off the team and may continue to serve in multiple consecutive years with recommendation from the Nominating Committee and approval by the Church.
- C. Standing Committees and Ministry Teams shall be established by the Church membership based on the recommendations from the Nominating Committee. Policies and procedures of Standing Committees and Ministry Teams will be published in the Church Operations Manual.
- D. All Standing Committee and Ministry Team vacancies shall be filled by Church members nominated by the Nominating Committee and elected by a majority vote of the Church members present and voting at the meeting. Standing Committee and Ministry Team

members thus elected may observe meetings of their ministry teams without voting privileges until the church year starts January 1.

- E. Standing Committee and Ministry Team members may be removed before completion of their term under the same guidelines as those for removal of Ministerial Staff (Section 3.08) with the exception that the Nominating Committee takes the place of the Personnel Committee. Standing Committee and Ministry Team members may resign by notifying the Nominating Committee and the appropriate committee or team chairperson.
- F. The Senior Pastor will serve as an ex-officio member of all Standing Committees and Ministry Teams.

Section 5.02 – Special Project Teams

Special Project Teams may be appointed by the Senior Pastor to carry out specific assignments for a limited duration. Appointments to Special Project Teams do not require approval by the Church.

ARTICLE 6. CHURCH FINANCES

Section 6.01 - Budget

The Budget Ministry Team of the Church working with the Finance Committee shall prepare and submit to the Church for approval an inclusive budget, indicating by line item the amount needed and sought for all local and worldwide expenses. It is understood that membership in the church involves financial obligation to support the Church and its causes with regular tithes and offerings.

Section 6.02 - Accounting Procedures

- A. A system of accounting that will adequately provide for the proper handling of all funds and follow the generally accepted practices for fund accounting shall be the responsibility of the Finance Committee working with the Financial Secretary.
- B. An internal audit shall be performed as needed.
- C. The Finance Committee shall render to the Church at each regular business meeting an updated financial report from the time of the last regular business meeting. A monthly financial summary is to be available to the Church.
- D. The Financial Secretary and Finance Committee will ensure that receipts and disbursements are in compliance with the Church budget.
- E. Upon rendering the annual account at the end of the fiscal year and its approval by the Church, the records shall be delivered by the Chairperson of the Finance Committee to the

Church Clerk as part of the permanent records of the Church. The records are to be kept in the Church office.

- F. Further policies and procedures of the Finance Committee are to be developed and published in the Church Operations Manual.

Section 6.03 - Fiscal Year

The fiscal year of the Church shall be from January 1 to December 31.

ARTICLE 7. ORDINANCES

Section 7.01 - Baptism

A person who receives Jesus Christ as Savior by personal faith, who professes Him publicly at any worship service, and who indicates a commitment to following Christ as Lord shall be received for baptism.

- A. Baptism shall be by immersion in water.
- B. Baptism shall be administered by the Senior Pastor or whoever he shall authorize.
- C. Baptism shall be administered as an act of worship during any worship service.
- D. A person professing Christ and failing to be baptized after a reasonable length of time shall be counseled by the Senior Pastor and/or Ordained Staff and Deacons. If negative interest is ascertained, he/she shall be deleted from those awaiting baptism.

Section 7.02 - The Lord's Supper

The Lord's Supper is a symbolic act of obedience whereby members of the Church, through partaking of the bread and fruit of the vine, commemorate the death of Jesus Christ and anticipate His second coming.

- A. The Lord's Supper shall be observed at the discretion of the Senior Pastor.
- B. The Senior Pastor and the Deacons shall be responsible for the administration of The Lord's Supper.
- C. The Deacons shall be responsible for the physical preparations of the Lord's Supper.

ARTICLE 8. CHURCH MEETINGS

Section 8.01 - Worship Services

The Church shall meet regularly each Sunday and Wednesday for preaching, prayer, instruction, evangelism, and the worship of Almighty God. Special events or circumstances may cause regular services to be altered or canceled when agreed upon by the Senior Pastor and the Deacon Chairman. Regular Services will be open to the entire membership of the Church as well as non-members and shall be conducted under the direction or coordination of the Senior Pastor.

Section 8.02 - Sunday School

There shall be a Sunday School, divided into departments and classes for all ages. Sunday School shall meet for the purpose of studying God's Word. Classes shall meet on Sunday mornings, barring any special events or circumstances which may cause Sunday School to be altered or canceled when approved by the Senior Pastor.

Section 8.03 - Special Services

Revival services and any other Church meetings which will be essential to the promotion of the objectives and mission of the Church shall be placed on the Church Calendar.

Section 8.04 - Regular Business Meetings

Regular business meetings shall be held on a regular basis, (but at least quarterly) as determined by the Church. Financial Summaries, attendance, and other reports concerning the general welfare of the Church will be updated monthly and available through the Church office.

Section 8.05 - Annual Business Meeting and Church Calendar Year

An Annual Meeting shall be held in November or December each year. The membership shall vote on the Corporation Officers, Standing Committees and Ministry Teams for the upcoming January through December church year.

Section 8.06 - Special Called Meetings

A Special Called Business Meeting may be held one week after public notification at a worship service, special service, or regular business meeting, unless extreme urgency renders such notice impractical. The notice shall include the meeting topic, date, time and place of the meeting. In addition to the aforementioned public notification, the notice may also be published in the Church bulletin and other social media outlets. The Senior Pastor, his designate, or the Deacon Chairman may issue the call for a Special Business Meeting.

Section 8.07 - Quorum

The quorum consists of those who attend the business meeting, provided it is a regular meeting or one that has been properly called.

Section 8.08 - Vote Administration

Any Church action requiring a vote by ballot shall be administered by the Deacon Body, which is meant to include the distribution and collection of ballots, counting of the votes and providing the voting results to the Meeting Moderator.

ARTICLE 9. INDEMNIFICATION

Section 9.01 - 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, staff member, 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 believed to be in or not opposed to the best interest 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 interest of the Church and, with respect to any criminal action or proceeding, had no reasonable cause to believe his / her conduct was unlawful.

Section 9.02 - Expenses Subject to Indemnification

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

Section 9.03 - 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 a pastor, staff member, deacon, officer, employee or agent of the Church is proper in the circumstances

because he / she has met the applicable standard of conduct set forth in the Constitution and By-Laws. The determination shall be made (a) by a majority vote of a quorum consisting of the pastor and deacons 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 deacons so directs, by independent legal counsel in a written opinion; or (c) by a majority vote of the Church members.

Section 9.04 – 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 body of deacons in the specific case, on receipt of an undertaking by or on behalf of a pastor, staff member, deacon, officer, employee or agent of the Church to repay the amount if it is ultimately determined that he / she is not qualified to be indemnified by the Church.

Section 9.05 – 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 capacity while holding that office, and may continue as to a person who has ceased to be a pastor, staff member, deacon, officer, employee or agent of the Church and may inure to the benefit of the heirs, executors, and administrators of that person.

Section 9.06 – Insurance

The Church may purchase and maintain insurance on behalf of any person who is or was a pastor, staff member, deacon, 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 power to indemnify him / her against liability under the provisions of this Article.

ARTICLE 10. BINDING ARBITRATION

Section 10.01 – Submission to Arbitration

Believing that lawsuits between believers are prohibited by Scripture, all members of this Church are encouraged 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 10.02 – Notice of Arbitration

In the event of any dispute, claim, question, or disagreement arising out of or relating to these By-Laws 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 interest not to disagree the name of Christ, seek to reach a just and equitable solution. If they do not reach such a solution within a period of sixty (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 10.01 and such procedures for arbitration as are adopted pursuant to Section 10.04.

Section 10.03 – Limitations on Arbitration Decisions

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 2.05 were followed.

Should any dispute involve the removal from office of the Senior Pastor, Staff Member or any Church Officer, the arbitrators shall be limited to determining whether the procedures set forth in Section 1.07, Section 3.01.F, and Section 3.08 were followed.

Section 10.04 – Arbitration Procedures

The Procedures for Arbitration shall be adopted by the Senior Pastor and the Deacon body.

ARTICLE 11. AMENDMENTS

Changes in this Constitution and Bylaws may be made at any Regular Business Meeting of the Church, provided each amendment shall have been presented in writing at a previous meeting. Amendments to the Constitution and Bylaws shall be by at least an 80% approval vote of all Church members present and entitled to vote.