

**MARANATHA**  
**BAPTIST**  
**CHURCH**  
  
**CONSTITUTION**

**805 County Road 30-A, Ashland, Ohio 44805**

## CERTIFICATE

Robert J. Seaman, President and Chairman of the Board, and Robert Lamb, Secretary, respectively, of MARANATHA BAPTIST CHURCH, an Ohio corporation not for profit do hereby certify that the following amended Articles of Incorporation were adopted by the affirmative vote of a majority of the voting members of MARANATHA BAPTIST CHURCH, at a meeting of members duly called and they supersede in their entirety the Articles of Incorporation for MARANATHA BAPTIST CHURCH which were filed with the Secretary of State of the State of Ohio on May 12, 1965.

### AMENDED ARTICLES OF INCORPORATION

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### MARANATHA BAPTIST CHURCH

- FIRST. The name of the Corporation shall be MARANATHA BAPTIST CHURCH
- SECOND. The place in Ohio where the principal office of the Corporation is to be located is Ashland, Ashland County.
- THIRD. Said corporation is organized exclusively for charitable, religious and educational purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code of 1954, including, for such purposes, the establishment and maintaining of religious worship, the building and maintaining of churches, parsonages, schools, hospitals, chapels, and such other religious, educational, or other charitable institutions as may be appropriate in accordance with said charitable, educational and religious purposes, and further including the maintaining of missionary activities in the United States and in any foreign country.
- FOURTH. The names and addresses of the persons who are to be initial Trustees of the Corporation are as follows:
- Stanley Meng, R. #1 Jeromesville, Ohio  
Donald Murvine, R. #1 Perrysville, Ohio  
E. J. Robinson, RFD #4 Ashland, Ohio  
Robert E. Helbert, Rd #2 Ashland, Ohio  
Charles J. Robinson, Rd #1 Perrysville, Ohio
- FIFTH. No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to its member, trustees, officers, or other private persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article Three hereof. No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting, to influence legislation, and Corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of these articles, the Corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from Federal Income Tax under Section 501 (c) (3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law) or (b) by a corporation, contributions to which are deductible under Section 170 (c) (2) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law). Upon the dissolution of the Corporation, the Board of Trustees shall, after paying or making provision for the payment of all the liabilities of the corporation, dispose of all of the assets of the corporation exclusively for the purposes of the corporation in such manner, or to such organization or organizations organized and operated exclusively for

charitable, educational, religious, or scientific purposes as shall at the time qualify as an exempt organization or organizations under Section 501 (c) (3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law), as the Board of Trustees shall determine. Any of such assets not so disposed of shall be disposed of by the Court of Common Pleas of the County in which the principal office of the Corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

SIXTH. The Corporation shall have a racially nondiscriminatory policy as to students and, therefore, shall not discriminate against applicants and students on the basis of race, color, and national or ethnic origin.

IN WITNESS WHEREOF, we have hereunto subscribed our names,  
This \_\_\_\_\_ day of \_\_\_\_\_, 1986.

\_\_\_\_\_  
President & Chairman of the Board  
\_\_\_\_\_  
Secretary

**COVENANT  
OF  
MARANATHA BAPTIST CHURCH**

Having been led, by the Spirit of God, to receive the Lord Jesus Christ as our Saviour 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 His 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 this 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 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 secret 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 all Tattling, backbiting, and excessive anger; to abstain from the sale of, and use of, intoxicating Drinks as a beverage, illegal substances and all forms of tobacco; to be zealous in our efforts to advance the kingdom of our Saviour.

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 Saviour to secure it without delay.

We moreover 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.

**STATEMENT OF FAITH  
MARANATHA BAPTIST CHURCH  
Ashland, Ohio**

This church holds the following statement of faith as being a summary of Christian doctrine whose authority consists only in its agreement with the Word of God.

1. OF THE SCRIPTURES

We believe that the Holy Bible, consisting of the Old and New Testament Scriptures, was written by men divinely inspired and is a perfect treasure of heavenly instruction; that it has God for its Author,

salvation for its end, and truth without any mixture of error for its matter; that it reveals the principles by which God will judge us and therefore is, and shall remain to the end of the world, the true center of Christian union and the supreme standard by which all human conduct, creeds, and opinions should be tried. The official translation for preaching and teaching shall be the King James Version of the Bible.

II Timothy 3:16,17      Isaiah 8:20      I Thessalonians 5:21

## 2. OF THE TRUE GOD

We believe that there is one, and only one, living and true God, an infinite, intelligent Spirit whose name is JEHOVAH, the Maker and Supreme Ruler of Heaven and earth; that He is inexpressible glorious in holiness and worthy of all possible honor, confidence, and love; that in the unity of the Godhead there are three persons—the Father, the Son, and the Holy Ghost—equal in every divine perfection and executing distinct but harmonious offices in the great work of redemption.

John 4:24      Psalm 83:18      Exodus 15:11      Mark 12:30  
Matthew 28:19      John 10:30      Ephesians 2:18

## 3. OF THE FALL OF MAN

We believe that man was created in holiness under the law of his Maker but by voluntary transgression fell from that holy and happy state, in consequence of which all mankind are now sinners, not by constraint but choice, being by nature utterly void of that holiness required by the law of God, positively inclined to evil, and therefore under just condemnation to eternal ruin without defense or excuse.

Genesis 1:27      Genesis 1:31      Genesis 3:6-24  
Romans 5:19      Isaiah 53:6      Ezekiel 18:19,20      Romans 1:20

## 4. OF THE WAY OF SALVATION

We believe that the salvation of sinners is wholly of grace through the mediatorial offices of the Son of God who, by the appointment of the Father, freely took upon Him our nature; that being conceived by the Holy Spirit and born of the Virgin Mary, yet without sin, He honored the divine law by His personal obedience and by His death made a full atonement for our sins; that, having risen from the dead, He is now enthroned in Heaven and, uniting in His wonderful person the tenderest sympathies with divine perfections, He is in every way qualified to be a suitable, a compassionate and an all-sufficient Saviour.

Ephesians 2:8      John 3:16      Philippians 2:16-17      Hebrews 7:25  
Colossians 2:9      Hebrews 2:18      Isaiah 53: 4,5

## 5. OF JUSTIFICATION

We believe that the great gospel blessing, which Christ secures to such as believe in Him, is justification; that justification includes the pardon of sin and the promise of eternal life in principles of righteousness; that it is bestowed not in consideration of any works of righteousness which we have done, but solely through faith in the Redeemer's blood, by virtue of which faith His perfect

righteousness is freely imputed to us of God; that justification brings us into a state of most blessed peace and favor with God and secures every other blessing needful for time and eternity.

John 1:16          Romans 5: 1-2          Romans 4:4-5  
Acts 13:39          Romans 5:9

#### 6.      OF THE FREENESS OF SALVATION

We believe that the blessings of salvation are made free to all by the Gospel; that it is the immediate duty of all to accept them by a cordial, penitent, and obedient faith; and that nothing prevents that salvation of the greatest sinner on earth but his own inherent depravity and voluntary rejection of the Gospel, which rejection involves him in an aggravated condemnation.

Isaiah 55:1      Romans 16:25,26      John 5:40      John 3:19

#### 7.      OF GRACE IN REGENERATION

We believe that, in order to be saved, sinners must be regenerated or born again; that regeneration consists in giving a holy disposition to the mind; that it is effected in a manner above our comprehension by the power of the Holy Spirit, in connection with divine truth, so as to secure our voluntary obedience to the Gospel; that its proper evidence appears in the holy fruits of repentance, faith and newness of life.

#### 8.      OF REPENTANCE AND FAITH

We believe that repentance and faith are sacred duties, and also inseparable graces, wrought in our souls by the regenerating Spirit of God, whereby being deeply convinced of our guilt, danger, and helplessness and of the way of salvation by Christ we turn to God with unfeigned contrition, confession, and supplication for mercy; and at the same time we heartily receive the Lord Jesus Christ as our Prophet, Priest, and King, and rely on Him alone as the only and all-sufficient Saviour.

Mark 1:15      Ephesians 2:8      Acts 2:37-38      Acts 11:18      Romans 10:9-10

#### 9.      OF GOD'S PURPOSE OF GRACE

We believe that election is the eternal purpose of God, according to which He graciously regenerates, sanctifies, and saves sinners; that being perfectly consistent with the free agency of man, God's purpose comprehends all the means in connection with the end; that grace is a most glorious display of God's goodness, being infinitely free, wise, holy and unchangeable; that grace utterly excludes boasting and promotes humility, love, prayer, praise, trust in God, and active imitation of His free mercy; that it encourages the use of means in the highest degree; that it may be ascertained by its effects in all who truly believe the Gospel; that it is the foundation of Christian assurance; and that to ascertain it with regard to ourselves demands and deserves the utmost diligence.

#### 10.     OF SANCTIFICATION

We believe that sanctification is the process by which, according to the will of God, we are made partakers of His holiness; that it is a progressive work; that it is begun in regeneration; and that it is carried on in the hearts of believers by the presence and power of the Holy Spirit, the Sealer and

Comforter, in the continual use of the appointed means—especially the Word of God, self-examination, self-denial, watchfulness, and prayer.

I Thessalonians 4:3    I John 2:29    Romans 8:5    Philippians 2:12-13

#### 11.    ETERNAL SECURITY OF THE BELIEVER

We believe that the sinner is immediately saved and receives everlasting life when he believes in the Lord Jesus Christ; that he then shall not come into condemnation as a lost sinner any more, and shall never perish. We believe that all who are truly born again are kept by God the Father for Jesus Christ.

John 5:24    John 14:1-6    Romans 8:18

#### 12.    OF A GOSPEL CHURCH

We believe that a visible church of Christ is a congregation of baptized believers, associated by covenant in the faith and fellowship of the Gospel, observing the ordinances of Christ, governed by His laws, and exercising the gifts, rights and privileges invested in them by His Word; that its only scriptural officers are bishops or pastors and deacons, whose qualifications, claims and duties are defined in the epistles to Timothy and Titus.

Matthew 18:17    I Corinthians 1:1-13    I Corinthians 11:2  
Matthew 28:20    Acts 2:41-42    I Timothy 3

#### 13.    OF BAPTISM AND THE LORD’S SUPPER

Baptism. We believe that Biblical baptism is the burial of the believer in water, symbolizing the burial and resurrection of Christ, and the believer’s death to sin, and resurrection to a new life; and that all saved people should be baptized.

Matthew 28:19,20    Acts 8:33    Romans 6:1-5

The Lord’s Supper. We believe that the Lord’s Supper is the commemoration of His death until He comes, and should be preceded always by solemn self-examination by each partaking believer. Our practice can best be described as “open” communion.

Matthew 26:26-28    Luke 22:19,20    I Corinthians 11:23-31

#### 14.    OF THE LORD’S DAY

We believe that the first day of the week is the Lord’s Day and is to be kept sacred to religious purposes by abstaining from all secular labor, except works of mercy and necessity; by the devout observance of all means of grace, both private and public; and by preparation for that rest which remaineth for all the people of God.

Acts 20:7    Psalm 118:24    Isaiah 58:13-14  
Hebrews 10:24-25    Hebrews 4:3-11

## 15. OF CIVIL GOVERNMENT

We believe that civil government is of divine appointment for the interests and good order of human society; and that magistrates are to be prayed for, conscientiously honored, and obeyed, except only in things opposed to the will of our Lord Jesus Christ, who is the only Lord of the conscience and the Prince of the kings of the earth.

Romans 13:1-7      Matthew 22:21      Acts 5:29      Matthew 23:10

## 16. OF THE RIGHTEOUS AND THE WICKED

We believe that there is a radical and essential difference between the righteous and the wicked; that such only as through faith are justified in the name of the Lord Jesus and sanctified by the Spirit of our God are truly righteous in His esteem, while all such as continue in impenitence and unbelief are in His sight wicked and under the curse; and that this distinction holds among men both in and after death.

Malachi 3:18      Romans 1:17      I John 5:19      Luke 16:25

## 17. OF THE WORLD TO COME

We believe that the end of this age is approaching. I Peter 4:7

We believe in “That blessed hope”—the personal, imminent return of our Lord and Saviour Jesus Christ.  
Acts 1:11      II Thessalonians 4:13-18

We believe in the bodily resurrection of the just and of the unjust, the everlasting blessedness of the saved, and everlasting punishment of the lost.

Acts 24:15      Matthew 24:31-46      Revelation 22:11

## 18. HUMAN SEXUALITY

We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God’s gift of sex. We believe that God disapproves of and forbids any attempt to alter one’s gender by surgery or appearance.

Genesis 2:24; 19:5,13; 26:8-9      Leviticus 18:1-30      Romans 1: 26-29      I Corinthians. 5:1,6-9  
I Thessalonians 4:1-8      Hebrews 13:4

We believe that the only legitimate marriage is the joining of one man and one woman.

Genesis 2:24      Romans 7:2      I Corinthians 7:10      Ephesians 5:22-23

## 19. FAMILY RELATIONSHIPS

We believe that men and women are spiritually equal in position before God but that God has ordained distinct and separate spiritual functions for men and women in the home and the church. The husband is to be the leader of the home, and men are to be the leaders (pastors and deacons) of the church. Accordingly, only men are eligible for licensure and ordination by the church.

Galatians 3:28      Colossians 3:18      I Timothy. 2:8-15; 3:4-5, 12

We believe that God has ordained the family as the foundational institution of human society. The husband is to love his wife as Christ loves the church. The wife is to submit herself to the Scriptural leadership of her husband as the church submits to the headship of Christ. Children are a heritage from the Lord. Parents are responsible for teaching their children spiritual and moral values and leading them, through consistent lifestyle example and appropriate discipline, including Scriptural corporal correction.

Genesis 1:26-28                      Exodus 20:12                      Deuteronomy 6:4-9                      Psalm 127:3-5  
Proverbs 19:18; 22:15; 23:13-14      Mark 10:6-12                      I Corinthians. 7:1-16                      Ephesians.  
5:21-33; 6:1-4                      Colossians 3:18-21                      Hebrews 13:4                      I Peter 3:1-7

## **20.                      DIVORCE AND REMARRIAGE.**

We believe that God disapproves of and forbids divorce and intends marriage to last until one of the spouses dies. Divorce and remarriage is regarded as adultery except on the grounds of fornication. 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 or deacon.

Malachi. 2:14-17; Matthew. 19:3-12; Rom. 7:1-3; I Timothy. 3:2, 12; Titus 1:6

## **21.                      ABORTION.**

We believe that human life begins at conception and that the unborn child is a living human being. Abortion constitutes the unjustified, unexcused taking of unborn human life. Abortion is murder. 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                      Psalm. 51:5; 139:14-16                      Isaiah. 44:24; 49:1, 5                      Jeremiah 1:5;20:15-18  
Luke 1:44

## **22.                      LOVE.**

We believe that we should demonstrate love for others, not only toward fellow believers, but also toward both those who are not believers and those who oppose us. 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.

Leviticus 19:18                      Matthew 5:44-48                      Luke 6:31                      John 13:34-35                      Romans 12:9-10; 17-  
21; 13:8-10                      Philippians 2:2-4                      II Timothy 2:24-26                      Titus 3:2                      I John 3:17-18

### **23. LAWSUITS AND BELIEVERS.**

We believe that Christians are prohibited from bringing civil lawsuits against other Christians or the church to resolve personal disputes. We believe the church possesses all the resources necessary to resolve personal disputes between members. We do believe, however, that a Christian may seek compensation for injuries from another Christian's insurance company as long as the claim is pursued without malice or slander.

I Corinthians 6:1-8

Ephesians 4:31-32

### **AUTHORITY OF STATEMENT OF FAITH**

The Statement of Faith does not exhaust the extent of our faith. The Bible itself is the sole and final source of all that we believe. We do believe, however, that the foregoing Statement of Faith accurately represents the teaching of the Bible and, therefore, is binding upon all members. All literature used in the church shall be in complete agreement with the Statement of Faith.

**CONSTITUTION AND BY-LAWS**  
**Of the**  
**MARANATHA BAPTIST CHURCH, INC.**  
**Ashland County, Ohio**

**ARTICLE I. NAME**

The name of this church shall be MARANATHA BAPTIST CHURCH, INCORPORATED and shall be located in Ashland County, Ohio.

**ARTICLE II. PURPOSE OF THE CHURCH**

The purpose and mission of this church shall be to strive (Webster 1968), by the help of God and the power of the Holy Spirit to carry out the great commission of our Lord Jesus Christ as stated in Matthew 28: 18-20 and elsewhere by:

1. Not forsaking the assembling of ourselves together (Heb.10:25).
2. Observing His ordinances of Baptism and the Lord's Supper (Matt. 28:18-20, I Cor. 11:2, 23-26).
3. Edifying His people through the preaching and teaching of the Word of God (Eph.4:11-16).
4. Propagating the Gospel in this area and throughout the world as is possible for us to do by any means acceptable to God (Matt.28:18-20, Rom. 10:9-17).
5. Maintaining a separated position, particularly in opposing all forms of Apostasy such as Modernism, Liberalism, Neo-orthodoxy or unbelief by any other name (II Jn. 9-10, Jude 3-4, II Cor. 6:14-17, Gal.1:6-10).

**ARTICLE III. GOVERNMENT**

**Section 1.** The government of this church shall be vested in its assembled membership, through its duly elected officers, in accordance with the Word of God, under the leadership of the Holy Spirit, and it shall never be subjected to the control of any other ecclesiastical body, and no denominational or associational representatives shall ever sit in judgment over its affairs. This church shall always be an independent body of baptized believers.

**Section 2.** In View of the independent, autonomous nature of this church, it shall fellowship with other churches of like precious faith and from time to time work together with said churches for the cause of missions, evangelism, and the common good of said churches. This church shall not limit itself to a particular fellowship or be dominated by the influence of one particular fellowship of school.

## ARTICLE IV. MEMBERSHIP

Section 1. Membership shall be limited to those who have confessed Christ as Saviour and have been baptized by immersion. Candidates for church membership may be accepted in one of three ways:

- A. By Letter from a church of like faith, practicing believer's baptism by immersion;
- B. By baptism upon his testimony that he has been born again, a candidate may be received for baptism, with the understanding that he becomes a full-fledged member of the church at baptism;
- C. By experience: Where one has been born-again and scripturally baptized (after becoming a true born-again believer), but cannot provide a church letter, he may be accepted into the membership of the church by testifying of his experience.
- D. Procedure for A, B, & C above: Any person seeking membership shall first present himself as a candidate for membership at any regular service of the church during the invitation time. After meeting with the Board of Deacons, for the purpose of establishing his salvation experience and consideration of member responsibilities, doctrinal position of the church, Church Covenant, etc., the candidate will then be recommended to the church body to be received into the membership (by voice vote of congregation) provided he has given satisfactory evidence of a sound salvation experience, Scriptural baptism and a willingness to fulfill faithfully his duties and obligations as a member. (Persons not in agreement with Doctrinal Statement and Church Covenant shall not be recommended for membership).
- E. Restoration: Any person whose membership has been terminated, may upon public confession of his sins or errors, and six months attendance after said confession in stewardship, call for a special meeting with the Board of Deacons where it shall be frankly and fully discussed as to the individual's future intentions and relationship to the church. Should the results of said meeting be satisfactory, the Board of Deacons shall cause said party to be recommended to the church for membership. No restored member shall hold office for a period of one year following restoration.
- F. Membership in this church does not afford the members with any property, contractual, or civil rights based upon principles of democratic government.

### Section 2. Membership Duties

- A. It is the duty of members to read the covenant, purpose and doctrinal statement of this church once a year and to strive to live by those standards in conjunction with the Scriptures. Copies of stated documents will be made available at annual the Business Meeting
- B. It is the duty of members to contribute cheerfully and regularly to the financial support of the church.
- C. All members should bring themselves to the realization that we are a part of the body of our Lord Jesus that we are of the household of faith, and that in God's sight, we are brothers and sisters. It is therefore our duty to love each other as such, to love and pray for our church and to strive to honor our Lord Jesus in all we do, say, or act, bearing in mind that we are an epistle of Christ, known and read of all men.
- D. It is the duty of each member to be present in the regular services of the church unless providentially hindered, to seek to bring others, and to witness to the lost, seeking to bring them to Christ. Regular church services are defined as Sunday School, Sunday morning worship, Sunday evening worship and Wednesday evening prayer and Bible study.

### Section 3. Exclusion

- A. Members of this church may, upon request from a church of like faith and order, be granted a church letter of recommendation to be forwarded to the Church Clerk of the requesting church.
- B. Members of this church may be excluded from membership in this church by the congregation for any “abominable” practice (Prov. 6:16-19, Rev. 21:8) i.e. sexual immorality, homosexuality, idolatry, covetousness, sowing of discord, drunkenness, extortion (I Cor. 5:11), inability to reconcile differences (Matt. 18:15-17) or heresy (Rom. 16:17). Procedure for exclusion shall be as prescribed by the Scripture (I Cor. 6:1-8, I Tim. 5:20, Matt. 18:15-17). The Pastor shall be responsible to see that all discipline is carried out in a Biblical manner with the help of the Deacons. See Article VII, Section 3 for procedures.
- C. Members will be automatically terminated for non-attendance, defined as not attending six consecutive months of regular church services.

### Section 4. Voting Privileges

Voting privileges shall be extended to all members eighteen years old and older. Members who are under disciplinary action shall forfeit their right to vote. There shall be no proxy or absentee voting. Members may not vote to initiate any church action, rather the vote of a member is to confirm and ratify the direction of the church as determined by the pastor and the board of deacons.

## ARTICLE V. OFFICERS

The elective officers of this church shall be: Pastor, Board of six deacons [minimum of three] (three of whom will serve as trustees of the corporation for the transaction of business), Clerk, Sunday School Superintendent, Sunday School Secretary, and a Finance committee of two members besides the treasurer. (When the membership reaches 200; there shall be one additional deacon elected for each 50 members over 200). The treasurer and the assistant treasurer shall be appointed by the pastor in cooperation with the Board of Deacons. Their services may be terminated in the same manner. Only members of this church shall be eligible to hold office, except that the pastor upon election may have three months in which to become a member.

### Section 1. Pastor

#### A. Definition

1. The terms Pastor, Bishop, Overseer are used to denote the same office and refer to the one person so designated. He is a gift to the church (Eph. 4:11-13) for purposes in the aforementioned Scriptures and is responsible to God for the church as God has given him charge over the church. (Heb. 13: 7, 17).
2. Pastors are recognized as under shepherds of Christ's local church, and shall preach the Word of God, administer the ordinances of the New Testament, shepherd the church and lead it in the fulfillment of its sacred task, and shall have the supervisory authority over the teachings, activities and business meetings, and shall be empowered to submit to the church any recommendation that he considers to be necessary to its welfare. He shall be ex-officio member of all committees. He shall maintain at all times a Godly deportment, that no reproach may come through him upon the Body of Christ.

#### B. Qualifications:

1. The Pastor of this church will be qualified as is outlined in I Tim. 3:1-7 and Titus 1:6-9. Men who are divorced or who are married to a woman who has been divorced shall not be considered for the office of Pastor. Men who are considered for the office of Pastor must have their wife and children in control, must have a Godly reputation among those with whom they have walked and worked. Candidates shall not be novices, but men of experience and shall be able to point back to the experience of a successful pastorate or ministry that evidences their ability to pastor this church. They must have a definite and positive attitude and conviction toward the Christian school movement.
2. No person shall be considered for the office nor serve as Pastor of this church whose beliefs and teachings are not in accordance with the Articles of Faith, or who will not declare himself to be a Fundamental (Webster 1968-Fundamentalism), Pre-millennial, and Independent Baptist.
3. No person shall be considered for the office nor serve as Pastor who maintains any connection with the Federal or National Councils of Churches or any of its agencies, convention or other ecclesiastical bodies.
4. No person shall be considered for the office nor serve as Pastor who is involved in the modern day Charismatic Movement or advocates the speaking in tongues as do the Charismatics and Pentecostals.
5. No woman shall be considered for nor serve as Pastor of this church.

C. Election and Term of Office:

1. A Candidate for the office of Pastor, after having been presented to and heard by the church shall be called by a 2/3 majority vote of the membership present and voting.
  - (a) In the event the office of Pastor is vacant, the deacons shall serve as a pulpit committee and will as speedily as possible secure the names and make contacts with men who would be considered for the office of Pastor. It will be the responsibility of the deacons to interrogate the candidates as to doctrinal beliefs and practices, and to investigate their moral character and ethics.
  - (b) The pulpit committee shall arrange for candidates to preach so that the congregation will hear them speak and will know their form of teaching.
  - (c) The deacons will make their recommendation known to the church two regular services prior to the trial Sunday designated for the candidate to preach. The candidate will preach on the designated Sunday and a vote will be taken on the following Sunday.
  - (d) The pulpit committee will present only one candidate at a time for consideration.

D. Pastor-Church Relationships:

1. Because of the office, the Pastor shall be counted worthy of double honor (I Tim. 5:17-18). No accusation shall be accepted against him without two or three witnesses (I Tim. 5:19).
2. The Pastor shall serve as President of the Corporation and shall be considered Administrator of the church in all of its functions.
3. The Pastor will have charge of the spiritual welfare of the congregation. He will be an ex-officio member of all boards and all committees and may call any board or committee together at any time. No business transacted without the Pastor's presence or his knowledge of the same is legal and shall not be accepted as binding.
4. The Pastor's salary including not less than three weeks vacation shall be paid by the Church. The church shall see that his needs shall be met for lodging, utilities, etc. The men of the church shall meet with the Pastor at least once every six months concerning his material needs, in light of inflation, pastoral expenses of the ministry and need for medical insurance coverage, make adjustments commensurate with the needs of the Pastor and his family.
5. The church shall pay expenses for the Pastor and his wife to attend at least three Bible Conferences and/or fellowship meetings during any given year.
6. All pulpit supply shall be selected by the Pastor.

E. Termination of Pastor:

1. Resignation: If the Pastor feels his ministry is finished and believes he is led of the Lord to terminate his tenure of office he shall give his written resignation to the church. Termination shall be final in not less than thirty (30) days nor much more than sixty (60) days as agreed upon by the Pastor and the church. The Pastor shall then appoint the deacons as Pulpit Committee to conduct the business of seeking out a new pastor and to make recommendations to the church concerning candidates for the office of Pastor

(See Article V, Section 1, Paragraph C., Election and Term of Office). The Pastor, with the counsel of the men of the church, shall appoint a moderator to conduct the business meetings of the church when his termination is final and until the new Pastor has been received.

2. Removal: The church shall have the right and responsibility to terminate a Pastor for the following reasons:
  - (a) Immoral conduct or practices upon presentation of unquestionable evidence to the church (I Tim. 5:19,20).
  - (b) Change in doctrinal position not consistent with the Doctrinal Statement of the church. If the Pastor can no longer support it in its entirety (The doctrinal position he agreed to when he became Pastor), he shall be terminated.
  - (c) If the Pastor becomes involved with the Tongues or Charismatic Movement he shall be terminated upon presentation of evidence as directed by the Scriptures (I Tim. 5:19).
  - (d) A Pastor shall be terminated if it is found he espouses the following heretical positions:
    - (1) Hyper Calvinism
    - (2) Hyper Dispensationalism
    - (3) Baptist Bride
    - (4) Spirit Resurrection instead of Bodily Resurrection
  - (e) A Pastor shall be terminated if he attempts to align the church with any denominational Organization or Association that will in any way impair its independence and autonomy.
  - (f) Termination of the Church-Pastor relationship may occur at any time by mutual consent. Should the deacon board feel at anytime that the ministry of the church is declining due to the Pastor, a dismissal vote may be taken. This vote will be taken at a special meeting called for that purpose, and will be announced two Sundays in advance. This vote (by ballot) must carry by a two-thirds majority of the voting members present in order for the Pastor to be dismissed. The Pastor, his wife, and his immediate family will be ineligible to vote for or against dismissal. The relationship between the Church and Pastor will be terminated by the required majority vote; and the Pastor will receive thirty days notice and thirty days salary.

## Section 2. Deacons

### A. Definition:

1. The word “deacon” appears five times in the Bible and is a transliteration from the Greek word “dee-ak’-on-os” into the English and means “attendant” or “servant”. The same word used 22 times in other places in the New Testament is translated serve, servant, etc. The service rendered is based upon willingness rather than force as would be the case of a bond servant or slave.
2. In the specific instances the word “deacon” is used in the N.T., it refers to men who were given responsibilities of service in the church to help the Overseer or Pastor in the extension of the ministry of the Word of God by taking care of menial tasks. Acts 6:1-7 is the classic example of this needed servant and his service.

NOTE: This does not rule out the importance of service rendered by women in the church. They are mentioned as “servants” (same word) Rom. 16:1; John 12:2; Phil. 4:3.

B. Purpose:

1. The purpose of electing the servants (deacons) is to help the pastor by relieving him of the menial tasks around the church which are necessary for it to function-Acts. 6:1-3.
2. To assist the pastor in extending the Gospel ministry of the local church – Acts. 6:7, 8:5-8.
3. To stand alongside the pastor and to encourage his ministry and outreach. (The “helps” of I Cor. 12:28).

C. Responsibilities:

1. The responsibilities of deacons (servants) shall be to perform such duties as they shall be assigned to do for the furtherance of the Gospel and the function and operation of the church both physically and spiritually under the supervision of the overseer of pastor.
2. The deacons shall have the responsibility to prepare and assist in the serving of the Lord’s Supper and shall assist the pastor in preparing for baptismal services.
3. The deacons shall be authorized to expend amounts up to \$500 for projects in maintaining the church facility and equipment in any given month without approval of the church body.

D. Qualifications:

1. Men elected as servants (deacons) shall meet Biblical imperatives. “...honest report, full of the Holy Ghost and wisdom...” Acts 6:3, moderate, faithful, blameless, moral and in control of his family, I Tim. 3:8-13.
2. They shall be:
  - (a) Men of prayer
  - (b) Men of sound and reasonable judgment
  - (c) Thoughtful of others
  - (d) Sober minded, not headstrong or high minded
  - (e) Not double-tongued
  - (f) Men who are clean in habits, not using tobacco or alcoholic beverages in any form, and who hold the Lord’s work as their highest interest.
  - (g) Men of an agreeable spirit
  - (h) Men who believe in and practice supporting the church with tithes and offerings
  - (i) Men who are slow to speak, quick to hear, and willing to weigh all matters
  - (j) Men who possess such a spirit that when their suggestion is ruled out for a better method, they will be willing to cooperate
  - (k) Men who are faithful to their family obligations and demonstrate fidelity to their wife.

E. Election and Term of Office:

1. Deacons (servants) shall be elected from among the men of the church who evidence by their lives the qualifications herein set forth and give evidence of the ability to perform the needed service.

2. Deacons shall be elected for a period of three years with two deacons being elected each year (thus giving continuity to the deacon board). Deacon may serve indefinite, consecutive elective number of terms.

F. Termination of Deacon

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

### Section 3. Trustees

- A. Three members of the Board of Deacons shall serve as a Board of Trustees. They shall transact any business of the corporation as directed by the vote of the membership.

### Section 4. Church Clerk

- A. He/she shall keep a correct and current list of all church members, with dates of admission and dismissal, marriages, baptisms, dedications, deaths and ordinations.
- B. He/she shall issue letters of transfer, dismissal, etc. as authorized by the church.
- C. He/she shall insure that important papers are kept in a safe deposit box.
- D. He/she shall, at the annual business meeting of the church, present a written report of the record totals and any and all other such information which may be of value to the church.
- E. He/she shall, at the close of the annual business meeting, obtain and place on file the written reports of all boards, committees, and organizations of the church.

### Section 5. Treasurer

- A. Shall count and keep a record of all monies collected.
- B. Shall distribute monies to the various treasuries indicated. Shall pay by check all bills having to do with the general operating expenses of the church as ordered by the church.
- C. Shall, at the quarterly and annual business meetings, give a full report of all money received and disbursed by him both into the other treasuries and into and from the general treasury.

### Section 6. Finance Committee

- A. Shall be composed of two members who shall assist the treasurer in counting all monies received.
- B. Shall with the treasurer record all monies received and issue receipts to those who desire such at the end of the year.

### Section 7. Staff

- A. Staff members may be chosen if necessary and feasible.
- B. An assistant or associate pastor, youth pastor, minister of music, church secretary, custodian, etc. shall be directly responsible to the pastor.
- C. All staff members will be selected by the pastor and shall be under his control. The pastor shall have the right to set standards and goals for staff members.
- D. The pastor shall have authority to employ or dismiss staff members.

## Section 8. Other Workers

- A. Sunday School teachers shall be appointed the pastor. Teachers shall qualify as godly in deportment, faithful to the doctrines and covenant of the church and be of an agreeable spirit with the pastor and those with whom he or she may work. Teachers shall set an example by faithful attendance and shall practice tithing. Teachers shall be members of this church.
- B. Other workers such as nursery coordinator, pianist, organist, etc. shall be appointed by the pastor from the men and women of the church who are faithful and exemplify the same Christian character and standards set forth for officers and teachers.

## Section 9. Assistant Treasurer

Shall perform all duties as assigned by the Treasurer which may include the following.

- A. Count and keep a record of all monies collected.
- B. Distribute monies to various treasuries as indicated. Shall pay by check bills having to do with the general operating expenses of the church as ordered by the church.
- C. At the quarterly and annual business meetings, give a full report of all money received and disbursed by him both into the other treasuries and into and from the general treasury

## ARTICLE VI – ELECTION OF OFFICERS

### Section 1. Nominating Committee

It is the pastor's responsibility to secure nominations for all elected offices. The pastor, at his discretion, may assemble a Nominating Committee consisting of himself, chairman of the board of deacons and one other deacon. The pastor shall then submit one eligible nominee, whose consent has previously been secured, for each office to be filled. The Nominating Committee will disband after the election of officers.

### Section 2. Election Procedures

- A. All officers except the pastor shall be elected in the following manner:
  - (1) At the annual election of officers of the church, the pastor shall present a list of nominees to fill the offices being vacated. Next, any nominations from the floor may be made (such nominees shall have been cleared with the nominating committee and the person to be nominated). The election shall then be conducted by secret ballot. All elections shall be determined by a majority vote of the church present and voting.
  - (2) Should any vacancy occur in the office, the same may be filled by the regular procedure of nominating and voting, as in part 1 above, at meeting of the any business meeting of the church. In the event the unexpired term be six months or less, said vacancy shall be filled by the board at its discretion.
- B. All officer, board and committee members shall be required to agree annually to the constitution, including the Covenant and the Articles of Faith of this church. Upon refusal of any officer to agree to these, his office shall automatically be declared vacant.

### Section 3. Duration of Office

All officers except the pastor shall be elected annually, except the deacons who shall serve three years, and the finance committee which shall serve two years (the treasurer being an appointed office). The terms of the deacons are staggered so that two deacons are elected each year. Likewise the finance committee's terms are staggered with one member elected each year.

## ARTICLE VII COMMITTEES

### Section 1. Advisory Committee

- A. The men of the church shall comprise the advisory committee and shall, at the discretion of the pastor, be called together to act in an advisory capacity concerning matters of vital concern to the church.
- B. This committee may, at the pastor's request, make recommendations to the church.
- C. The pastor, at his discretion, may select any lady(ies) member(s) of the church to serve on the Advisory Committee.

### Section 2. Discipline Committee

- A. The discipline committee shall consist of the pastor and deacons.
- B. The purpose of the discipline committee will be to investigate charges against any member in areas of gross misconduct unbecoming a member of the church that may require disciplinary action or expulsion from the church.
- C. The responsibility of the discipline committee will be to insure that the exclusion of members or the discipline of members will be carried out as follows in accordance with the specific directions found in Matt. 18:15-17.

Step 1. The one offended must seek reconciliation with the offender in private (Matt. 18:15).

Step 2. If the reconciliation cannot be effected in private, then he (the offended) is to ask either the pastor or a deacon to help settle the matter (vs. 16).

Step 3. If the second step fails to accomplish reconciliation, he (the offended) is to tell it to the church

(V.17). The discipline committee will represent the church and attempt reconciliation. Their decision is final unless either or both parties involved insist on a hearing before the congregation, which hearing must be granted. The church, after such hearing, will resolve the matter by majority vote and the offending party or parties will be dismissed from the membership unless (until) restitution is made and proper display of repentance is manifest.

Step 4. If an unrepentant offending party is removed from the church membership, all contact with him from that point forward (except by family members) must be for the sake of restoration.

This procedure will apply both to personal and general offenses. A personal offense being the offense against individuals and a general offense being an offense against the church in its collective capacity, that is an offense against no member in particular but against all the members in general. These offenses, though not exhaustive, may be classified as follows:

1. A rejection of the fundamental doctrines held by this church (Gal. 1:8-9; II John 10:11;

- Titus 3:10-11).
2. Anything that seriously disturbs the union and peace of this church (Rom.16:17; Prov.6:16-19; Matt. 12:25).
  3. Disorderly and immoral conduct in any of its forms (II Tim.3:6,11; I Cor. 5:11).

In dealing with an offense, the following admonitions of Gal. 6:1 and II Thes. 3:14-15 must be adhered to.

### ARTICLE VIII MEETINGS

- A. Meetings shall be held for public worship each Sunday morning and evening and on Wednesday evening or as directed by the Holy Spirit.
- B. Special meetings for the purpose of promoting evangelism, Bible study, etc. may be held on agreement of the church as directed by the Holy Spirit under the leadership of the pastor.
- C. Normal business shall be conducted at any regular meeting as necessary without further notice. All business meetings shall be moderated by the chairman of the deacon board or his appointee. Business of an unusual nature may, at the Chairman or Pastor's discretion, be conducted at a special called meeting. Said meeting shall be announced one week in advance from the pulpit.
- D. Voters members present and in good standing shall constitute a quorum in the transaction of all business.
- E. No business or official action can be taken in a secret meeting or a meeting without the Pastor's authorization.
- F. Election of officers will be held during the annual business meeting. Officers will assume responsibilities immediately after being elected.
- G. An annual business meeting will be held on the third Sunday in January during the evening service.
- H. The fiscal year is defined as the time period between January 1 and December 31.

### ARTICLE IX FINANCIAL POLICY

#### Section 1. Tithes and Offerings

- A. The basis of financing the operation of this church shall be from the tithes and offerings of its membership. Scriptural giving is an expression of love to the Lord Jesus Christ; therefore, it shall be a voluntary and free-will offering uninfluenced by any consideration for material or worldly reward. It shall be the duty of the members to bring their tithes and offerings into the general treasury of the church (I Cor. 16:2).
- B. The Missions program of the church shall be financed primarily by Faith Promise giving and secondarily by designated offerings.
- C. The church shall have the right to receive gifts of real estate and other tangibles for the furtherance of its ministry.

## Section 2. Financing Projects

- A. The church shall have the right to finance buildings, equipment, etc. by borrowing such sums as necessary and expedient. All negotiations shall be conducted in a businesslike manner subject to approval of the body.
- B. The church shall have the right to sell or exchange its real estate and other assets to further its stated purposes, subject to approval of the body.

## Section 3. General Accounting

- A. It shall be the policy of this church to pay all debts as they come due, thus, keeping a good financial reputation in the community. Debts incurred by the church are the responsibility of the church as a corporation.
- B. A set of books shall be kept by the church of all business transactions, gifts, and offerings. These records shall be maintained at the church office or other designated location, and shall be kept in a safe place. The books shall be available to all members in good standing for inspection. The records of tithes and offerings shall be considered confidential materials. The treasurer, and finance committee are the only ones permitted to have access to these records for the purpose of providing to the church members an annual receipt reflecting his offerings for the year for income tax purposes. All books and records shall be supervised by the treasurer under the direction of the pastor. The treasurer and/or finance committee shall keep the pastor informed as to the offerings and designations received in each service.
- C. All missions monies (Faith Promise and designated gifts) shall be accounted for through the General Fund and then be transferred by check to the Missions Account. Disbursement of Missions monies to the missionaries shall be made on a regular monthly basis by the treasurer.
- D. The treasurer shall prepare a quarterly financial statement to be given to members in good standing. Said statements shall accurately in simple form reflect the financial activities for the time designated.
- E. The books shall be audited before the annual meeting. Two men shall be appointed from the congregation at large to audit the books.

## Section 4. Checking, Savings and Investments.

- A. The treasurer shall be responsible for the care of the checking and/or savings accounts for the general operation of the church and missions program and shall keep the pastor informed of the condition of these accounts on a regular basis.
- B. The pastor shall have the prerogative to require a dual signature checking system and may at his option require that his signature appear as one of the signatures on a dual system.
- C. Other departments of the church such as the youth department, evangelism department or

Christian school, may maintain separate accounts with the approval of the pastor and must make a general accounting to him of all transactions.

D. The treasurer, assistant treasurer and the Chairman of the Deacon Board have the right to issue checks and make deposits.

## ARTICLE X MISSIONS POLICY

### Section 1. Selection of Missionaries

All missionaries and mission projects supported through the church treasury will be recommended to the church by the pastor and deacons after they have determined that the missionary or project is Scripturally sound. The church will approve or disapprove the missionary or project by a majority vote of members present and voting.

### Section 2. Special Designations.

Any member of the church desiring to support a missionary or mission project with a special offering may designate the support through the church treasury as long as the mission or mission project is approved by the church and deemed Scriptural and sound. Any designated gifts will be sent directly to the missionary or mission project and will not affect the amount that the church supports the same missionary or mission project.

## ARTICLE XI ORDINANCES

### Section 1. Baptism

The ordinance of baptism (by immersion) may be carried out in any service of the church.

### Section 2. The Lord's Supper

The ordinance of the Lord's Supper may be carried out at the discretion of the pastor by the leading of the Holy Spirit.

## ARTICLE XII ORDINATION

### Section 1. Ordination Qualificatons

Any member of this church or its mission churches, 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.

### Section 2. Ordination Procedure

- A. Upon a conference with the pastor and after the pastor has approved the candidate for ordination, the pastor shall call a council to examine and pass on the qualification of the candidate. The ordination council shall consist of ordained ministers of like faith invited to participate in the examination of the candidate.
- B. If the candidate is found worthy of ordination by the council, the ordination council shall recommend that the church proceed with public ordination.
- C. The pastor and the chairman of the deacons shall arrange for the ordination service.

## ARTICLE XIII INDEMNIFICATION

### Section 1. 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, 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 in connection with the action, suit, or proceeding; and if that person acted in good faith and in a manner he 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 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 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 2. Expenses Subject To Indemnification

To the extent that a pastor, 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 3. 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, deacon, officer, employee, or agent is proper in the circumstances because he has met the applicable standard of conduct set forth in Section 1 of this Article. 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 members of the church.

#### Section 4. 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 board of deacons in the specific case, on receipt of an undertaking by or on behalf of the pastor, deacon, 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 5. 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 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 6. Insurance

The church may purchase and maintain insurance on behalf of any person who is or was a pastor, deacon, officer, employee, or agent of the church against any liability asserted against him and incurred by him in that capacity, or arising out of his status in that capacity, whether or not the church would have the power to indemnify him against liability under the provisions of this Article.

### ARTICLE XIV 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 pastor and the board of deacons. No fiduciary obligation shall be created by any designated contribution made to the church other than to use the contribution for the general furtherance of any of the purposes stated in article XIII

### ARTICLE XV BINDING ARBITRATION

#### Section 1. 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 2. 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 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 1, above, and such Procedures for Arbitration as are adopted pursuant to Section 4, below

## Section 3 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 3.04, were followed.

B. Should any dispute involve the removal from office of the pastor or any church officer, the arbitrators shall be limited to determining whether the procedures set forth in Section 3.04 were followed.

## Section 4 Arbitration Procedures

The Procedures for Arbitration shall be as adopted by the pastor and the board of deacons.

## ARTICLE XVI AMENDMENTS

These by-laws may be amended at any regular business meeting of the church or at any meeting called for the purpose, by at least 80% of members present and voting. The proposed amendment(s) shall be in writing and notice of the meeting shall be submitted to the church at least fourteen (14) days prior to the meeting. Proposed amendments shall be worked out as to detail and wording by the pastor and the men of the church. Conformity to the doctrinal position of the church and the spirit of the constitution as originally adopted SHALL BE MAINTAINED. The amendment then may be presented to the church body for ratification.

Revised March of 2008  
Revised March 2014