

Emmanuel Baptist Church

Statement of Faith | Constitution & By-laws



Emmanuel Hooksett

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Definition of Terms

Lead/ Senior Pastor: An Ordained Pastor to the Gospel Ministry and is recognized and confirmed by the church to preach and teach the Word of God, to lead the church, cast vision and to spiritually care for His people. Equal to yet leading the other pastors of the church.

Ordained Pastor: Has been ordained to the Gospel Ministry and is recognized and confirmed by the church to preach and teach the Word of God, participate in the leadership of the church and to spiritually care for His people. Equal to, yet subordinate to the Lead Pastor. Responsible for the Lead Pastor in both vision and direction as well as correction and confrontation.

Deacon: Men who are full of the Spirit and wisdom, appointed by the congregation and affirmed by the pastors to fulfill specific ministry needs. Some needs may be considered permanent (treasurer, financial secretary, etc.) and others are more specific and limited.

Director: A member of the Senior Leadership Team who may or may not be a deacon or pastor.

Senior Leadership Team: A team of leaders affirmed by the congregation to work together to lead the church both spiritually and otherwise. Each member has voting privileges concerning the business at hand.

Preamble

WHEREAS it is the express purpose of God our Heavenly Father to call out of the world a saved people who shall contribute to the Body of Christ, built, and established on the foundation of the apostles and prophets, Jesus Christ being the Chief Cornerstone.

WHEREAS the members of the Body of Christ are enjoined to assemble themselves together for worship, fellowship, counsel, and instruction in the Word of God and the work of the ministry and for the exercise of those spiritual gifts and office provided for in the New Testament, therefore,

BE IT RESOLVED that we recognize ourselves as a body of Christian Believers working together for the common purpose of spreading the Gospel of our Lord and Savior Jesus Christ, and that under the laws of the state of New Hampshire we may exercise all the rights and privileges granted to religious bodies.

Covenant

As sinners who have been made new and having become members of God's redeemed people by grace alone, through faith alone in Christ alone, and having publicly professed our salvation through baptism, we affirm this covenant together with Emmanuel Baptist Church by God's Grace and for God's glory.

We have become the family of God the Father; thus we will love one another and will increasingly reflect our Father's image to the world. We have become the temple of God the Spirit; thus, we will strive for holiness and will house the very presence of God for the world to see. We have become the body of God the Son; thus, we will act as the hands and feet of Jesus in the world and we will serve the Lord and his church with the unique abilities and gifts He has blessed us with.

Together, we will engage in personal and corporate devotion to the Word of God through reading the Word, studying the Word, hearing the Word and ultimately sharing the Word.

We will devote ourselves to the worship of God through our obedience, prayer, fasting, and singing. We will worship through cheerful giving for the support of the church, the relief of the poor and the spread of the Gospel. We will also worship by remembering our redemption through the regular participation in the Lord's Supper.

We will devote ourselves to the people of God by meeting together consistently, praying for one another regularly, and serving one another selflessly. In our devotion to God's people, we will bear each other's burdens and share in each other's joys. We will seek unity in all things and will outdo one another in showing honor. Motivated by our love, we will humbly and gently confront one another and will receive correction from one another according to the biblical understanding of church discipline and restoration.

In our devotion to the people of God, we will humbly submit to the leadership of pastors who meet the biblical qualifications and who have been entrusted by God to shepherd, lead, teach and oversee Emmanuel Baptist Church according to the authority of the Word of God and the Spirit of God. We will also affirm deacons who meet the qualifications as servant leaders in the church, as they firmly stand for truth, selflessly serve the church, relentlessly seek unity and consistently emulate Jesus.

In all that we do we seek to accomplish the mission of glorifying God by making disciples of all nations. We believe that every true disciple of Jesus is a disciple maker and we will actively seek ways that God might use us in this mission.

May the God of endurance and encouragement grant us to live in such harmony with one another, in accord with Christ Jesus, that together we may with one voice glorify the God and Father of our Lord Jesus Christ, welcoming one another as Christ has welcomed us, for the glory of God.

Amen.

Language

The masculine gender stated within this document shall refer to both men and women.

Article I Name

The name of this corporation shall be The Emmanuel Baptist Church.

Article II Purpose

The specific purpose for which the corporation is organized is to establish and oversee places of worship, teach and preach the gospel to all people, conduct evangelistic and humanitarian outreach, license and ordain ministers of the gospel, support missions, and to also engage in activities which are necessary, suitable or convenient for the accomplishment of that purpose, or which are incidental thereto or connected therewith which are consistent with Section 501(c)(3) of the Internal Revenue Code. This corporation is organized and operated exclusively for religious purposes within the meaning of Section 501(c)(3), Internal Revenue Code.

Article III Statement of Faith

A. The Holy Scriptures.

- a. We believe the Holy Scriptures in the original writings of the Old and New Testaments to be the verbally and plenary inspired Word of God. We believe that God miraculously preserved His Word in the multitude of ancient copies available today. The Scriptures are inerrant, infallible, and God-breathed and, therefore, are the final authority for faith and life. The sixty-six books of the Old and New Testaments are the complete and divine revelation of God to Mankind. The Scriptures shall be interpreted according to the normally accepted grammatical, historical, and cultural meanings of the words as they are used. All issues of interpretation, understanding and meaning of the scripture shall be determined by the Senior Pastor. The Senior/Lead Pastor and Pastoral Staff must approve of all translations used in any ministry.

B. Dispensationalism.

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

C. The Godhead.

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

D. The Person and Work of Christ.

- a. We believe that the Lord Jesus Christ, the eternal Son of God, became man without ceasing to be God, having been conceived by the Holy Spirit and born of the Virgin Mary, in order that He might reveal God and redeem sinful men. (Isa. 7:14, 9:6; Luke 1:35; John 1:1-2, 14; 2Cor. 5:19-21; Gal. 4:4-5; Phil. 2:5-8)
- b. We believe that the Lord Jesus Christ accomplished our redemption through His death on the cross as a representative, vicarious, substitutionary sacrifice, and, that our justification is made sure by His literal, physical resurrection from the dead. (Acts 2:18-36; Rom. 3:24-25, Eph. 1:7; 1Pet. 2:24; 1Pet 1:3-5)

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

E. The Person and Work of the Holy Spirit.

- a. We believe that the Holy Spirit is a divine person who convicts the world of sin, of righteousness, and of judgment; and, that He is the Supernatural Agent in regeneration, baptizing all believers into the body of Christ, indwelling, and sealing them unto the day of redemption. (John 16:8-11; Rom 8:9; 1Cor. 12:12-14; 2Cor. 3:6; Eph. 1:13-14)
- b. We believe that He is the divine Teacher who assists believers to understand and appropriate the Scriptures and that it is the privilege and duty of all the saved to be filled with the Spirit. (Eph. 1:17-18, 5:18; 1John 2:20, 27)
- d. We believe that God is sovereign in the bestowal of spiritual gifts to every believer. God uniquely uses evangelists, pastors, and teachers to equip believers in the assembly in order that they can do the work of the ministry. (Rom. 12:3-8; 1Cor. 12:4-11, 28; Eph. 4:7-12)
- e. We believe that the sign gifts of the Holy Spirit such as speaking in tongues and the gift of healing were temporary. Speaking in tongues was never the common or necessary sign of the baptism or filling of the Holy Spirit. Ultimate deliverance of the body from sickness or death awaits the consummation of our salvation in the resurrection, though God frequently chooses to answer the prayers of believers for physical healing. While we believe that these gifts were temporary as proofs prior to the completion

of the Bible, we do not intend to limit God's power or intentions. (1Cor. 1:22, 13:8, 14:21-22)

F. The Total Depravity of Man

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

G. Salvation

- a. We believe that the salvation of sinners is wholly of grace; through the mediatorial offices of the Son of God, who by appointment of the Father, freely took upon Him our nature, yet without sin, honored the divine law by His personal obedience, and by His death made a full and vicarious atonement for our sins; that His atonement consisted not in setting us an example by His death as a martyr, but was the voluntary substitution of Himself in the sinner's place, the just dying for the unjust, Christ the Lord bearing our sins in His own body on the tree; that, having risen from the dead He is now enthroned in Heaven and uniting in His wonderful person the most tender sympathies with divine perfection, He is every way qualified to be a suitable, a compassionate and an all-sufficient Savior. Eph. 2:8; Acts 15:11; Rom. 3:24; John 3:16; Matt. 18:11; Phil. 2:7; Heb. 2:14; Isa. 53:3; 2Cor. 5:21; John 10:18; Phi. 2:8; Gal. 4; 1Pet. 2:24, 3:18; Isa. 53:11; Heb. 12:2; 1cor. 15:20; Isa 15:12; Heb. 9:12-15; Heb. 7:25; 1John 2:2

- b. We believe that in order to be saved, sinners must be born again; that the new birth is a new creation in Christ Jesus: that it is instantaneous and not a process; that in the new birth, the one dead in trespasses and in sins is made a partaker of the divine nature and receives eternal life, the free gift of God; that the new creation is brought about in a manner above our comprehension, not by culture, not by character nor by the will of man, but wholly and solely 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 and faith and newness of life. John 3:3; Luke 5:27; 1John 5:1; John 3:6-7; Acts 2:41; 2Pet. 1:4; Rom. 6:23; Eph. 2:1; 2Cor. 5:19; Col. 2:13; John 1:12-13; Gal. 5:22; Eph. 5:9
- f. We believe in God's electing grace; 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 nothing prevents the 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. 1Thes. 1:4; Col. 2:12; 1Pet. 1:2; Titus 1:1; Rom. 8:29-30; Matt. 11:28; Isa. 55:1; Rev. 22:17; Rom. 10:13; John 6:37; Isa. 55:7; John 3:15-16; 1Tim. 1:15; 1Cor. 15:10; Eph. 2:4-5; John 5:40; John 3:36
- g. 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 gift of eternal life on principles of righteousness; that it is bestowed not in any consideration of any works of righteousness which we have done; that solely through faith in the Redeemer's blood, His

righteousness is imputed unto us Acts 13:39; Isa. 53:11; Zech. 13:1; Rom. 8:1, 5:9, 5:1, 1:17, 4:1-8; Titus 3:5-7; Hab. 2:4; Gal. 3:11; Heb. 10:18

- h. We believe that repentance and faith are solemn obligations, and also inseparable graces, wrought in our souls by the quickening Spirit of God; thereby, being deeply convicted 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; at the same time heartily receiving the Lord Jesus Christ and openly confessing Him as our only and all sufficient Savior. Acts 20:21, 2:37-38; mark 1:15; Luke 18:13, 12:8; Rom. 10:13, 10:9-11; Ps. 51:1-4, 17; Isa. 55:6-7.

H. The Eternal Security and Assurance of Believers

- a. We believe that all the redeemed, once saved, are kept by God's power and are thus secure in Christ forever. John 6:37-40, 10:27-30, rom. 8:1, 38-39; 1Cor. 1:4-8, 1Pet. 1:4-5
- b. We believe that it is the privilege of believers to rejoice in the assurance of their salvation through the testimony of God's Word, which, however, clearly forbids the use of Christian liberty as an occasion to the flesh. Rom. 13:13-14; Gal. 5:13; Titus 2:11-15

I. The Church.

- a. We believe that a Church is a congregation of baptized believers associated by a covenant of faith and fellowship of the Gospel, said church being understood to be the citadel and propagator of the divine and eternal grace; observing the ordinances of Christ; governed by His laws; exercising the gifts, rights and privileges invested in them by His Word; that is officers of ordination are Pastor and deacon whose qualifications,

claims and duties are clearly defined in the scriptures; we believe the mission of the church is found in the Great Commission; First, to make individual disciples; Second, to baptize believers; Third, to teach and instruct as He has commanded; we do not believe in the reversal of this order; we hold that the local church has the absolute right of self-government, free from the interference of any hierarchy of individuals or organizations; and that the one and only superintendent is Christ through the Holy Spirit; that it is scriptural for true churches to cooperate with each other in contending for the faith and for the furtherance of the Gospel; that every church is the sole and only judge of the measure and method of its cooperation; on all matters of membership, of policy, of government, of discipline, of benevolence, the will of the local church is final. Acts 2:41-42, 14:23, 6:5-6, 15:23, 20:17-28, 15:22; 1Cor. 11:2, 12:4, 8-12, 16:1, 16:2, 6:15:11-13; Eph. 1:22-23, 4:11, 5:22-23; 1Tim 3:1-13; Matt. 28:19-20; Col. 1:18; 1Pet. 5:1-4; Jude 3:4; 2Cor. 8:23-24; Mal. 3:10; Lev. 27:32

- b. We believe that Christian Baptism is the full immersion in water of a believer; in the name of the Father, Son and of the Holy Spirit, with the authority of the local church, to show forth in solemn and beautiful emblem our faith in the crucified, buried and risen savior, with its effect in our death to sin and resurrection to a new life; that it is prerequisite to the privileges of a church relation and to the Lord's Supper, in which the members of the church, by the sacred use of bread and grape juice are to commemorate together the dying love of Christ; preceded always by solemn self-examination. These are the only two ordinances conferred on the local church by God's Word. Acts 8:36-39, 2:41-42; Matt. 3:6, 28:19-20; John 3:23; Rom. 6:3-5; Col. 2:12; 1Cor. 11:23-28

J. Separation

- a. We believe that all the saved should live in such a manner as not to bring reproach upon their Savior and Lord. Rom. 12:1-2, 14:13, 1Cor. 6:19-20; 2Cor. 6:14-7:1; 2Tim. 3:1-5; 1John 2:15-17; 2John 9-11

K. The Second Advent of Christ

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

L. The Eternal State

- a. We believe in the bodily resurrection of all men, the saved to eternal life, and the unsaved to judgment and everlasting punishment. Matt. 25:46; John 5:28-29, 11:25-26; Rev. 20:5-6, 12-13
- b. We believe that the souls of the redeemed are, at death, absent from the body and present with the Lord, where in conscious bliss they await the first resurrection, when spirit, soul, and body are reunited to be glorified forever with the Lord (Luke 23:43; Revelation 20:4-6; II Corinthians 5:8; Philippians 1:23, 3:21; I Thessalonians 4:16-17).
- c. We believe that the souls of unbelievers remain, after death, in conscious misery until the second resurrection, when with soul and body reunited they shall appear at the Great White Throne Judgment, and shall be cast into the Lake of Fire, not to be annihilated, but to suffer everlasting,

conscious punishment. (Luke 16:19-26; Matthew 25:41-46; II Thessalonians 1:7-9; Jude 6-7; Mark 9:43-48; Revelation 20:11-15).

M. The Personality of Satan

- a. We believe that Satan is a person, the author of sin and the cause of the Fall of Man; that he is the open and declared enemy of God and man; and that he shall be eternally punished in the Lake of Fire. Job 1:6-7; Isa. 14:12-17; Matt. 4:2-11, 25-41; Rev 20:10

N. Creation

- a. We believe that God created the universe in six days. We reject evolution, The Gap Theory, and Theistic Evolution as unscriptural theories of origin. Gen 1-2; Ex. 20:11

O. Civil Government.

- a. We believe that God has ordained and created all authority consisting of three basic institutions: 1) the home, 2) the church, and 3) the state. Every person is subject to these authorities, but all (including the authorities themselves) are answerable to God and governed by His Word. God has given each institution specific Biblical responsibilities and balanced those responsibilities with the understanding that no institution has the right to infringe upon the other. The home, the church, and the state are equal and sovereign in their respective biblically assigned spheres of responsibility under God.
- b. We hold as did Peter in the book of Acts that God is ultimate authority and that no one, state or church may compel a person to go against The Bible or their own conscience. Rom 13:1-7; Eph. 5:22-24; Heb. 13:17; 1Pet. 2:13-14

P. Human Sexuality

- a. 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. The husband is to be the leader of the home. Gal 3:28; Col. 3:18; 1Tim 2:8-15, 3:4-5, 12
- b. We believe that God has commanded that no intimate sexual activity be engaged in outside of marriage between one man and one woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex. We believe that God disapproves of and forbids any attempt to alter one's gender by surgery or appearance. Gen 2:24, 19:5, 13, 26:8-9; Lev. 18:1-30; Rom. 1:26-29, 1Cor. 5:1, 6:9-11; 1Thes. 4:1-8; Heb. 13:4
- c. We believe that the only Scriptural marriage is the joining of one man and one woman. Gen 2:24; Rom. 7:2; 1Cor. 7:10; Eph. 5:22-23

Q. Divorce

- a. We believe that God disapproves of and forbids divorce and intends marriage to last until one of the spouses dies. Divorce and Remarriage are regarded as adultery except on the grounds of fornication or abandonment. We also interpret the Scripture to apply abuse or neglect for consideration. 1 Corinthians 7:10-16 Malachi 2:14-17; Matt. 19:3-12; Rom. 7:1-3; Tim. 3:2, 12; Titus 1:6

R. Abortion

- a. We believe that human life begins at conception and that the unborn child is a living human being. We are prolife. Job 3:16; Ps. 51:5, 139:14-16; Isa. 44:24, 49:1, 5 Jere. 1:5, 20:15-18; Luke 1:44

S. Euthanasia

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

T. Love

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

U. Lawsuits between Believers

- a. We believe that Christians are prohibited from bringing civil lawsuits against other Christians of the church to resolve personal disputes. We believe the church possesses all the resources necessary to resolve personal disputes between members. 1Cor. 6:1-8; Eph. 4:32-32

V. Missions

- a. We believe that God has given the church a great commission to proclaim the Gospel to all nations so that there might be a great multitude from every nation, tribe, ethnic group, and language group who believe on the Lord Jesus Christ. As ambassadors of Christ, we must use all available

means to go to the foreign nations and not wait for them to come to us.

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

W. Giving

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

Article IV Ordinances

A. Baptism in Water

- a. The ordinance of baptism by burial with Christ should be observed (as commanded in the Scriptures) by all that have repented of their sins and in their hearts have believed on Christ as their Savior and Lord. In doing so, they declare to the world that they have died with Christ and that they have also been released to walk with Him in newness of life (Matt. 28:19; Rom. 6:4)

B. The Lord's Supper (Communion)

- a. The Lord's Supper, consisting of the elements, bread and fruit of the vine, is the symbol expressing our sharing in a memorial to His suffering and death, and a prophecy of His second coming, and is enjoined to all

believers “until He comes” (John 6:48,51,53-57; Luke 22:19,20; 2 Pet. 1:4; 1 Cor. 11:25).

Article V Membership

This organization shall have a limited voting membership. The Senior Leadership Team may create a membership program that further details the requirements of membership.

Section 1 Membership Process

Prerequisites for being eligible for membership are: The individual must give evidence of his faith in the Lord Jesus Christ, voluntarily subscribe to The Emmanuel Baptist Church’s Statement of Faith, read and agree to be governed by the Bylaws of this church, have been water baptized, agree to attend a membership seminar, agree to strive to conduct himself in accordance with Biblical practices. This church is a fellowship of believers participating in the labors of the Holy Spirit in this community. An individual seeking to become a member of this church must submit in writing, that they wish to become a member. The applicant must include the following information with their request:

- A. The name of the applicant must be listed.
- B. There must be a statement attesting that the member meets all prerequisite requirements, including a testimony of receiving Christ and evidence of in water baptism.
- C. The corporate membership will then vote whether or not the applicant will be accepted at the next membership meeting at which new members are accepted.

Section 2 Change of Membership Status

- A. A member may be listed inactive if they miss six consecutive Sunday Worship Services.
- B. A communication will be sent indicating inactive status and process of renewing membership.
- C. Procedure for reactivation is a conversation with a Senior Leadership Team member expressing a desire to return.
- D. The Senior Leadership Team reserves the right to remove by a $\frac{2}{3}$ vote of a quorum, without warning, any member which is deemed to be harming the flock or to be in purpose and willful contention with the church.
- E. Reasons for removal include
 - a. Voluntary withdrawal from membership
 - b. Deceased
 - c. Propagation of doctrines and practices contrary to the Tenets of Faith (Romans 16:17,18; Galatians 1:8,9; Titus 3:9-11; II Thessalonians 3:6)
 - d. Living in unrepentant sin or in a manner which is inconsistent with Biblical standards of holiness (I Corinthians 5:11; Galatians 5:19-21; Hebrews 12: 14).
- F. The Senior Leadership Team shall be authorized to revise the membership roll of the corporation as needed.
 - a. Any person who may have been terminated as a church member shall be noticed of this action in writing by the church secretary and shall have the right to appeal to the Senior Leadership Team for reconsideration of said action.
 - b. The Senior Leadership Team may by a two-thirds vote of a quorum restore to membership any person previously excluded, upon request of

the excluded person, and upon evidence of the excluded person's repentance and reformation. This should be done in the Spirit of forgiveness and love (II Corinthians 2:6-8).

Section 3 Voting Rights

This is a limited voting membership church. Each corporate member shall be entitled to one vote as a member of this church on approved issues. Voting in this corporation is limited to those individuals that have been fully accepted into membership and whose status as a corporate member is active. Binding decisions made by this corporation shall be by a vote of the corporate membership present at any corporate meeting.

- A. The Corporate Membership shall vote only on the following:
 - a. Installation of members of the Senior Leadership Team; Prospective Senior Leadership Team members shall be presented to the membership at a membership meeting and may only be approved as Senior Leadership Team members by a two-thirds majority vote of the corporate membership present at any corporate meeting.
 - b. Removal of members of the Senior Leadership Team; All accusations against members of the Senior Leadership Team must be brought to the Senior Leadership Team in writing. In the case that the removal of a member of the Senior Leadership Team is being considered, the Senior Leadership Team member shall be presented to the membership at a membership meeting and may only be removed by a two-thirds majority vote of the corporate membership present at any corporate meeting.
 - c. Appointment of Senior Pastor/President; Prospective candidates for Senior Pastor/ President shall be presented by the Senior Leadership Team to the membership at a membership meeting and may only be approved

as Senior Pastor/President by a three-fourths majority vote of the corporate membership present at any corporate meeting.

- d. Removal of Senior Pastor/President; All accusations against the Senior Pastor must be brought to the Senior Leadership Team in writing with 2 or 3 witnesses testifying on said document. In the case that the removal of the Senior Pastor/ President is being considered, the Senior Pastor/President shall be presented to the membership at a membership meeting convened for that purpose. The Corporate members shall make an investigation of accusations against him and make a determination as to whether the Senior Pastor/President has committed any of the following accusations which are grounds for dismissal:
 - i. Adultery
 - ii. Embezzlement
 - iii. Compulsive Lying
 - iv. Sexual Impurity
 - v. Conviction of a felony that is a violation of Scripture
 - vi. The Senior Pastor/President not acting in the best interest of the church
- e. The Senior Pastor/ President may only be removed by a three-fourths majority vote of the corporate membership present at any corporate meeting.
- f. Appointment of Pastors; Prospective candidates for Pastors shall be presented to the membership at a membership meeting and may only be approved as Pastors by a two-thirds majority vote of the corporate membership present at any corporate meeting.

- g. Removal of Pastors; In the case that the removal of an Pastor is being considered, the Pastor shall be presented to the membership at a membership meeting and may only be removed by a two-thirds majority vote of the corporate membership present at any corporate meeting.
 - h. Appointment of Deacons; Prospective candidates for Deacons shall be presented to the membership at a membership meeting and may only be approved as Deacons by a two-thirds majority vote of the corporate membership present at any corporate meeting.
 - i. Removal of Deacons; In the case that the removal of a Deacon is being considered, the Deacon shall be presented to the membership at a membership meeting and may only be removed by a two-thirds majority vote of the corporate membership present at any corporate meeting.
 - j. Approval of the Annual Budget; The proposed annual budget shall be presented to the membership at the last corporate members meeting of the corporation year in order to establish the budget for the following corporation year meeting and may only be approved by a simple majority vote of the corporate membership present at any corporate meeting
- B. All other governing and financial decisions shall be made and carried out by the Senior Leadership Team.

Article VI Mutual Interest

The behavior of anyone in fellowship with this church is of common interest to the Senior Leadership Team and congregation. (Gal. 6:1) This church requires every member of the Senior Leadership Team and every congregant to adhere to a Lifestyle that is consistent with the doctrines of this church as taught in the Holy Scriptures. Therefore, this church reserves the right to refuse service to any individual that is

not submitting their Lifestyle to this Scriptural model of conduct. This refusal would include services, benefits, and any use of church assets.

Article VII Prohibited Activities

This church is prohibited from engaging in activities which violate its written doctrines. This church is also prohibited from condoning, promoting, or allowing any of its assets to be used for activities that violate its written doctrines.

Article VIII Government

Section 1 Senior Leadership Team

- A. There shall be a Senior Pastor/President.
- B. There may be a Vice President.
- C. There shall be a Secretary.
- D. There shall be a Treasurer.
- E. Other individuals may be added as needed
- F. Prospects for Senior Leadership may be presented to the Senior Leadership Team in writing by any corporate member of the church.
- G. Of the Vice President, Secretary, Treasurer a minimum of one of these positions must be an ordained minister.

Section 2 Official Senior Leadership Team and Voting Power

- A. The Senior Leadership Team is that group of persons vested with the management of the business and affairs of the corporation.
- B. The official Senior Leadership Team shall consist of individuals listed above and those added by official action of the Senior Leadership Team.

- C. The majority of the Senior Leadership Team shall serve without remuneration. The majority shall also not be comprised of one group whose members are related by blood, business, or marriage.
- D. The Senior Pastor/President shall be chairman of the Senior Leadership Team.
- E. Each member of the Senior Leadership Team shall have equal voting power among all the other members.
- F. A decision by the Senior Leadership Team is considered valid with a two-thirds majority vote, including the approval of the Senior Pastor/President, unless otherwise specified in the Bylaws.
- G. The Senior Leadership Team shall adopt a Conflict of Interest Policy to prevent voting by disqualified individuals, as defined in IRC Section 4958(f)(1). All members who are disqualified with respect to a decision shall recuse themselves from the vote.
- H. The Senior Leadership Team shall be authorized to create any additional committees as may be deemed necessary for the management corporation.
- I. The Senior Pastor/President shall be an ex officio member of every committee and can at his discretion be the chair of such committee at the time of its creation.

Section 3 Succession

- A. The Senior Pastor/President may appoint a successor at any time. Should the Senior Pastor/President be legally removed or fail to appoint a successor or if the successor does not pass two-thirds majority vote. The ordained minister holding the highest office shall be the next in succession and this order shall serve as an order of succession.
 - a. Vice President
 - b. Secretary
 - c. Treasurer

- B. The successor will automatically and immediately become acting Senior Pastor/President should the Senior Pastor/President:
 - a. Resign
 - b. Pass away
 - c. Become incapable of holding office
- C. Within 60 days the members of the congregation must hold a special meeting to confirm the acting Senior Pastor/President or another ordained minister as presented by the Senior Leadership as interim Senior Pastor/President office by a two-thirds majority vote. The candidate for Interim Senior Pastor/President may not attend this meeting, no other items may be voted on during this meeting, and no other meetings of the members of the congregation may take place prior to this meeting
- D. Following approval, the interim Senior Pastor may serve 120-day terms as long as needed being reviewed by the Senior Leadership team at the end of each term.

Section 4 Removal from the Senior Leadership Team

- A. Removal of Senior Leadership Team members is subject to Article V, Section 3
- B. The following reasons are considered just cause for Senior Leadership Team member removal by the Senior Leadership Team:
 - a. In absentia at three consecutive Senior Leadership Team meetings
 - b. Violation of the mutual interest clause of Article XI
 - c. Not acting in the best interests of the organization
 - d. Willful nondisclosure of a conflict of interest as interpreted by a majority of the Senior Leadership Team.

Section 5 Vacancies

In the event of a Director vacancy, whether due to resignation or removal, the Senior Leadership Team shall be given a reasonable amount of time to nominate an individual they deem qualified in accordance with these Bylaws. The nomination must be approved by a simple majority vote of the Senior Leadership Team.

Section 6 Resignation

Any Director may resign at any time by giving written notice to the Senior Leadership Team. Such resignation shall take effect on the date of the receipt of such notice and, acceptance of such resignation shall not be necessary to make it effective.

Article IX Official Functions

The officers listed below are ultimately responsible to oversee that all listed duties are properly executed. The actual carrying out of necessary actions may be accomplished by any individual whom the Senior Leadership Team sees fit.

Section 1 Senior Pastor/President

A. Qualifications

- a. The Senior Pastor/President must have a clear testimony of salvation through Jesus Christ alone and a clear testimony of the call to pastor.
- b. He shall have wisdom in handling the corporation's affairs.
- c. He shall be of sound doctrine and good judgment.
- d. He shall exemplify 1 Tim. 3:1-7, Titus 1:5-9, 1 Peter 5:1-4

A. Duties

- a. The Senior Pastor/President shall be the leader of the church as provided by the Holy Scriptures
- b. The Senior Pastor/President shall be chairman of the official Senior Leadership Team and preside over all corporation meetings.

- c. The Senior Pastor/President shall hold the Ecclesiastical Authority and be responsible for the day-to-day decisions.
- B. Manner of Appointment
 - a. The Senior Pastor/President shall be appointed by a three-fourths majority vote of the corporate membership.
- C. Term of Office
 - a. The Senior Pastor/President is an open-ended term, which may be rescinded by either a corporate church or resignation of Senior Pastor following the provisions in Article V.
- D. Removal
 - a. Removal of the Senior Pastor/President is subject to the provisions of Article V.

Section 2 Vice President

A. Qualifications

- e. The Vice President must have a clear testimony of salvation through Jesus Christ alone and a clear testimony of the call to pastor.
- f. He shall have wisdom in handling the corporation's affairs.
- g. He shall be of sound doctrine and good judgment.
- a. He shall exemplify 1 Tim. 3:1-7, Titus 1:5-9, 1 Peter 5:1-

B. Duties

- a. He will serve as chief advisor to the Senior Pastor/President.
- b. He shall carry out the responsibilities that the Senior Pastor/President delegates to him.
- c. May serve as acting Senior Pastor/President in the event of an emergency or vacancy in accordance with Section 3.

C. Manner of Appointment

- a. The Vice President shall be nominated by any member of the Senior Leadership Team and appointed by a two-thirds majority vote of the corporate membership.

D. Term of Office

- a. The term of office of the Vice President shall be reviewed every two years by the Senior Pastor or his representative/s. The number of consecutive terms that he may serve is unlimited. He is subject to removal at any time in accordance with Article V.

Section 3 Secretary

A. Qualifications

- a. The Secretary must have a clear testimony of salvation through Jesus Christ alone and shall be a spiritually minded person and of sound judgment.
- b. He must be administratively gifted and minded with the ability to multi-task.

B. Duties

- a. By virtue of his office, the Secretary shall keep a true and accurate record of all meetings, including business meetings of the corporation.
- b. He shall perform clerical duties and shall be the custodian of all legal documents.
- c. May serve as acting Senior Pastor/President in the event of an emergency or vacancy in accordance with Section 3

C. Manner of Appointment

- a. The Secretary shall be nominated by any member of the Senior Leadership Team and appointed by a two-thirds majority vote of the corporate membership.

D. Term of Office

- a. The term of office of the Secretary shall be reviewed every two years by the Senior Pastor or his representative/s. The number of consecutive terms that he may serve is unlimited. He is subject to removal at any time in accordance with Article V.

Section 4 Treasurer

A. Qualifications

- a. The Treasurer must have a clear testimony of salvation through Jesus Christ alone and shall be a spiritually minded person, and of sound business judgment.
- b. He shall be capable of doing the accounting required to maintain the corporation books.

B. Duties

- a. By virtue of his office, the Treasurer shall keep, in a business-like manner, an itemized account of all receipts and disbursements of moneys committed to his trust and shall make reports to be presented during the official Senior Leadership Team meetings.
- b. He shall deposit and make withdrawals in a manner prescribed in Article XVIII. May serve as acting Senior Pastor/President in the event of an emergency or vacancy in accordance with Section 3.

C. Manner of Appointment

- a. The Treasurer shall be nominated by any member of the Senior Leadership Team and appointed by a two-thirds majority vote of the corporate membership.

D. Term of Office

- a. The term of office of the Treasurer shall be reviewed every two years by the Senior Pastor or his representative/s. The number of consecutive terms that he may serve is unlimited. He is subject to removal at any time in accordance with Article V.

Section 5 Directors

A. Qualifications

- a. Directors must have a clear testimony of salvation through Jesus Christ alone and shall be spiritually minded persons, and of sound business judgment.

B. Duties

- a. By virtue of their office, Directors shall carry out the responsibilities that the Senior Pastor/ President or Senior Leadership Team delegate to them.

C. Manner of Appointment

- a. Directors shall be nominated by any member of the Senior Leadership Team and appointed by a two-thirds majority vote of the corporate membership.

D. Term of Office

- a. The term of office of the Directors shall be reviewed every two years by the Senior Pastor/ President or his representative. The number of consecutive terms that a Director may serve is unlimited. Directors are subject to removal at any time in accordance with Article V.

Article X Meetings

Section 1 Church Services

In any established place of worship, the appointed Pastor will be responsible for regular church services.

Section 2 Corporation Meetings

The corporation year shall coincide with the calendar year beginning on January 1st and running through December 31st.

- A. Proper notice of ten days shall be given to all Directors prior to any Corporation Meeting.

- B. The Senior Pastor/President will call the official Senior Leadership Team meeting to discuss the direction of the corporation. The Senior Pastor/President shall set dates and times for Senior Leadership Team meetings. The Senior Leadership Team may have invited guests present at any meeting so long as the Senior Pastor/President has approved it.
- C. The Secretary shall keep an accurate account of the minutes that were discussed at any Senior Leadership Team meeting. He then must submit them at the next Senior Leadership Team meeting for discussion approval by the official Senior Leadership Team.
- D. Senior Pastor/President. Upon approval by the majority of the Senior Leadership Team, the minutes shall be adopted, and all policy and procedure in them will continue to be enforced.

Section 3 Corporate Membership Meetings

Proper notice of fourteen (14) days shall be given to all members prior to any Corporate Membership Meeting.

- A. This is a limited voting membership church. Each corporate member shall be entitled to one vote as a member of this church on approved issues. Voting in this corporation is limited to those individuals that have been fully accepted into membership and whose status as a corporate member is active.
- B. Binding decisions made by this corporation shall be by a two-thirds majority vote of the corporate membership present at any corporate meeting.

Section 4 Waiver of Notice

Attendance of a Director at any meeting of the Senior Leadership Team will constitute a waiver of notice of such meeting except where such Director attends a meeting for the

express purpose of objecting, at the beginning of the meeting, to the transaction of any business because the meeting is not lawfully called or convened.

Section 5 Meetings by Remote Communications Technology

Subject to the notice provision aforementioned in this Article, the Directors may also hold meetings by means of a remote electronic communications system, including video or telephone conferencing technology or the Internet, or any combination, only if each person entitled to participate in the meeting consents to the meeting being held by means of that system, and the system provides access to the meeting in a manner or using a method by which each person participating in the meeting can communicate concurrently with each other participant. Participation in such a meeting shall constitute presence in person at such meeting, except participation for the express purpose of objecting to the transaction of any business on the ground that the meeting is not lawfully called or convened.

Section 6 Action by Unanimous Written Consent Without Meeting

Any action required or permitted to be taken by the Senior Leadership Team under any provision of law may be taken without a meeting if all members of the Senior Leadership Team shall individually or collectively consent in writing to such action. Such written consent or consents shall be filed with the minutes of the proceedings of the Senior Leadership Team. Such action by written consent shall have the same force and effect as the unanimous vote of the Directors. Any certificate or other document filed under any provision of law which relates to action so taken shall state that the action was taken by unanimous written consent of the Senior Leadership Team without a meeting and that the Bylaws of this corporation authorize the Directors to so act and such statement shall be prima facie evidence of such authority.

Article XI Quorum

- A. Two-thirds of the Senior Leadership Team members (including the Senior Pastor/President) at an official Senior Leadership Team meeting constitutes a quorum.
- B. Twenty-five percent of the corporate membership (including the Senior Pastor/President) at an official corporate membership meeting constitutes a quorum.

Article XII Ecclesiastical Authority

- A. This church is theocratic in government. In any growing congregation, there will be people at all stages of spiritual growth and maturity. For that reason, it is not proper to submit the affairs of the church to a democratic vote, for the purpose of the church is not to do the will of the majority, but the will of God.
- B. Any disputes that arise over the interpretation of these Bylaws, doctrine, or matters of faith, shall be deferred to the highest ecclesiastical authority of this church. In this case it would be the Senior Pastor/President, with the advice of the Senior Leadership Team.
- C. In *Watson v. Jones*, the court ruled that: “Whenever the questions of discipline, or of faith, of ecclesiastical rule, custom, or law have been decided by the highest church judicatory to which the matter has been carried, the legal tribunals must accept such decisions as final, and as binding on them . . .”

Article XIII Ministers of the Gospel

The Senior Pastor/President of this ministry shall by virtue of his office automatically be recognized as an ordained minister.

Section 1 Classes of Ministers

This ministry shall have a set number of classes of ministers, as set forth below. Each class of minister will have distinct rights and privileges; they are listed below:

A. Ordained Pastor/ Minister: A pastor is a man who has proven himself both called and mature in the Word of God fulfilling the Biblical qualifications as set forth below.

a. Qualifications:

- i. Above reproach (1 Tim. 3:2; Titus 1:6-7)
- ii. The husband of one wife (1 Tim. 3:2; Titus 1:6-7)
- iii. Temperate, sober, vigilant (1 Tim. 3:2)
- iv. Sober-minded, prudent (1 Tim. 3:2; Titus 1:8)
- v. Of good behavior; orderly, respectable (1 Tim. 3:2)
- vi. Hospitable (1 Tim. 3:2; Titus 1:8)
- vii. Able to teach (1 Tim. 3:2; Titus 1:9)
- viii. Not a drunkard (1 Tim. 3:3,8; Titus 1:7)
- ix. Not violent; not pugnacious (1 Tim. 3:3; Titus 1:7)
- x. Patient, moderate, forbearing, gentle (1 Tim. 3:3; Titus 1:7)
- xi. Not a brawler; not contentious, not quick tempered (1 Tim. 3:3; Titus 1:7)
- xii. Not covetous; not a lover of money; not greedy for money (1 Tim. 3:3; Titus 1:7)
- xiii. Rules his own house well; his children are faithful (1 Timothy 3:4; Titus 1:6)
- xiv. Not a new convert (1 Tim. 3:6)
- xv. Well thought of, has a good reputation with outsiders (1 Tim. 3:7)
- xvi. Not self-willed (Titus 1:7)

- xvii. A lover of good (Titus 1:8)
- xviii. Just, upright (Titus 1:8)
- xix. Holy, devout (Titus 1:8)
- xx. Self-controlled (Titus 1:8)
- b. This recognition is given by the corporate membership to those persons who have an "established" or "proven" ministry.
- c. Ordained Pastors are authorized to perform all functions of the Christian ministry and religious functions:
 - i. Conduct religious worship
 - ii. Religious instruction
 - iii. Administer communion
 - iv. Provide spiritual counseling
 - v. Lead the Senior Leadership Team of a church
 - vi. Ministry administration
 - vii. And other sacerdotal functions including
 - 1. Conduct baby dedication ceremonies
 - 2. Perform baptisms
 - 3. Perform weddings
 - 4. Conduct funerals
 - 5. Visit the sick and shut-in
 - 6. Minister in prisons
- d. He must be capable, as determined by the corporate membership, to take charge of a congregation.
- B. Chaplain: This recognition is for ministers of the gospel that are called by God, recognized, and licensed by the corporate membership to minister primarily in prisons, hospitals and government and private agencies.

- C. Minister's Apprentice: This recognition is given by the corporate membership of this ministry. This recognition is for those who are starting out in the ministry but need extensive training.
- a. They are to work closely with a licensed or ordained minister.
 - b. Such persons are not authorized to perform any sacerdotal services.
- D. Licensed Minister: This recognition is given by the corporate membership of this ministry. Such persons are authorized to perform the following religious functions:
- a. Conduct religious worship
 - b. Religious instruction
 - c. Provide spiritual counseling
 - d. Serve on the Senior Leadership Team of a church
 - e. And other sacerdotal functions including
 - f. Conduct funerals
 - g. Visit the sick and shut-in
 - h. Minister in prisons
 - i. However, this person is not in charge of a congregation. Limited authority is granted to run the affairs of the ministry
- E. Commissioned Minister: This recognition is automatically given to all believers in fellowship with this ministry. They are not authorized to perform any sacerdotal services, but primarily assist others in the Body of Christ. Individuals in this category may include, but are not limited to teachers, worship leaders, instructors, hospital and jail visitation, ministerial assistance, and lay persons.

Section 2 Senior/Lead Pastor/President's Authority

The Senior Pastor of this ministry shall have ecclesiastical authority to present who, how or if a person will be licensed by this ministry to hold any of the classes mentioned above to be confirmed by the congregation.

Section 3 Ordained Pastors

An ordained pastor in this congregation is examined by a board of ordination chosen by the Lead Pastor and the candidate for ordination. Ordained Pastors may hold various offices within the church and are ready and capable to step in should the Lead Pastor become incapacitated or unavailable.

A. Qualifications:

- a. Above reproach (1 Tim. 3:2; Titus 1:6-7)
- b. The husband of one wife (1 Tim. 3:2; Titus 1:6-7)
- c. Temperate, sober, vigilant (1 Tim. 3:2)
- d. Sober-minded, prudent (1 Tim. 3:2; Titus 1:8)
- e. Of good behavior; orderly, respectable (1 Tim. 3:2)
- f. Hospitable (1 Tim. 3:2; Titus 1:8)
- g. Able to teach (1 Tim. 3:2; Titus 1:9)
- h. Not a drunkard (1 Tim. 3:3,8; Titus 1:7)
- i. Not violent; not pugnacious (1 Tim. 3:3; Titus 1:7)
- j. Patient, moderate, forbearing, gentle (1 Tim. 3:3; Titus 1:7)
- k. Not a brawler; not contentious, not quick tempered (1 Tim. 3:3; Titus 1:7)
- l. 12. Not covetous; not a lover of money; not greedy for money (1 Tim. 3:3; Titus 1:7)
- m. 13. Rules his own house well; his children are faithful (1 Timothy 3:4; Titus 1:6)

- n. 14. Not a new convert (1 Tim. 3:6)
 - o. Well thought of, has a good reputation with outsiders (1 Tim. 3:7)
 - p. Not self-willed (Titus 1:7)
 - q. A lover of good (Titus 1:8)
 - r. Just, upright (Titus 1:8)
 - s. Holy, devout (Titus 1:8)
 - t. Self-controlled (Titus 1:8)
- B. Duties: They shall assist the Senior Pastor in the shepherding of the church of God.
- C. Manner of Appointment: The Senior Leadership Team shall along with a board of ordination examine the candidate, following a successful examination they shall present the candidate to the Corporate Membership for confirmation, requiring a two-thirds majority vote.
- D. Removal: Should an Ordained Pastor be found in violation of the Bylaws; the Corporate Membership may dismiss him by a two-thirds majority vote.

Section 4 Deacons

- A. A Deacon cares for the physical and material well-being of the church. Their authority is limited to that which has been granted them by the Senior Pastor/President. All Deacons must qualify by exemplifying the following in their lives:
- a. Qualifications
 - b. Above reproach (1 Tim. 3:2; Titus 1:6-7)
 - c. The husband of one wife (1 Tim. 3:2; Titus 1:6-7)
 - d. Temperate, sober, vigilant (1 Tim. 3:2)
 - e. Sober-minded, prudent (1 Tim. 3:2; Titus 1:8)
 - f. Of good behavior; orderly, respectable (1 Tim. 3:2)

- g. Hospitable (1 Tim. 3:2; Titus 1:8)
- h. Able to teach (1 Tim. 3:2; Titus 1:9)
- i. Not a drunkard (1 Tim. 3:3,8; Titus 1:7)
- j. Not violent; not pugnacious (1 Tim. 3:3; Titus 1:7)
- k. Patient, moderate, forbearing, gentle (1 Tim. 3:3; Titus 1:7)
- l. Not a brawler; not contentious, not quick tempered (1 Tim. 3:3; Titus 1:7)
- m. 12. Not covetous; not a lover of money; not greedy for money (1 Tim. 3:3; Titus 1:7)
- n. 13. Rules his own house well; his children are faithful (1 Timothy 3:4; Titus 1:6)
- o. 14. Not a new convert (1 Tim. 3:6)
- p. Well thought of, has a good reputation with outsiders (1 Tim. 3:7)
- q. Not self-willed (Titus 1:7)
- r. A lover of good (Titus 1:8)
- s. Just, upright (Titus 1:8)
- t. Holy, devout (Titus 1:8)
- u. Self-controlled (Titus 1:8)

B. Duties

- a. Deacons shall care for the temporal needs of members
- b. Attend to the accommodations for public worship
- c. Encourage and support those able to help others and those with gifts of administration
- d. They shall count the tithes and offerings
- e. They shall review the church financial report monthly

C. Manner of Appointment

- a. The Senior Leadership Team shall nominate, and the Corporate Membership shall confirm the Deacons with a two-thirds majority vote
- D. Removal: Should a Deacon be found in violation of the Bylaws; the Corporate Membership may dismiss him/her by a two-thirds majority vote.

Article XIV Senior Pastor's Vision

To establish an efficient leadership infrastructure, the Senior Pastor/President shall be responsible to articulate in clear, concise, and simple language the vision of the church. The purpose of this is to create a consistent and logical framework which empowers staff and volunteers to participate in the decision-making processes that reflect the Senior Pastor/ President's heart and vision for the church.

Article XV Ministry of Helps

To help ensure the protection, security and safety of congregants, guest and volunteers during church functions, this church recognizes the Ministry of Helps. The Senior Leadership Team may establish teams and committees who are trained in the policy and procedures of the church to carry out this ministry.

Article XVI Order

For the purpose of conducting business, the Senior Pastor/President shall, in an orderly manner, preside over all of the affairs of the corporation.

Article XVII Finances

Section 1 Audit

The Treasurer and or other Senior Leadership Team appointed person shall complete an internal audit. This audit of all financial records shall be made after the close of the calendar year, prior to the end of March.

Section 2 Checks, Payments, and Withdrawals

The Senior Leadership Team of The Emmanuel Baptist Church shall adopt a Corporate Expenditures Policy detailing the procedure for properly executing checks, payments, and withdrawals.

Section 3 Salaries

All salaries shall be determined in the following manner:

- A. The Senior Leadership Team shall consider each candidate, create a compensation package and vote on the package.
- B. Only uncompensated individuals of the Senior Leadership Team shall vote on any recommended compensation package.

All salaries shall be reviewed each year during the last meeting of the calendar year.

Article XVIII Review of Church Records

Section 1 Requests Made by Congregant

To ensure the trust of the congregants and to also ensure that a public interest is being served, church records and basic financial information may be available for congregational inspection and review. At no time may information be supplied that would violate Section 4 of this Article or Article XVII. Any questions by any congregant shall be addressed to the treasurer either in writing or by scheduled appointment.

Section 2 Required Provisions of the Request

The request must state the name of the individual, the reason for the request and that the information shall in no way be made public or shared with any other congregant in a way that will jeopardize the church.

Section 3 Required Fee

This corporation may require a reasonable per page fee for any copies that are required in order to accommodate approved records requests.

Section 4 Confidentiality

In order to keep the records of the church confidential, records shall not be released to any outside agency, person or entity unless due process has been served and a certified subpoena has been personally delivered. This includes the IRS, except under the provisions of Section 7611 which shall be limited only to information deemed to be relevant to the inquiry being made. At all times, the IRS will be expected to comply with all of the provisions of Section 7611.

Section 5 Denying a Request

- A. The Senior Leadership Team reserves the right to deny such a request for any of the following reasons:
 - a. The request is considered by the Senior Leadership Team and deemed to be frivolous.
 - b. The individual making the request has a history of being divisive.
 - c. The individual does not adequately provide the required information on the request as stated in this Article.
 - d. The person making a request is not a regular attendee or financial supporter of the church through giving.

Article XIX Privacy

This church shall diligently watch to keep private all records concerning policy, doctrine, counseling, and information on individuals in fellowship with this church. This church must not disclose any records that may compromise information about a congregant's attendance, status, giving and counseling records.

Article XX Property Rights

- A. All property, real or chattel, shall be taken, held, sold, transferred, or conveyed in the corporation's name.
- B. No real or chattel property of the corporation shall be sold, leased, mortgaged, or otherwise alienated without authorization of the Senior Pastor/President.
- C. The Senior Pastor/President of the corporation shall certify in such conveyances, leases, or mortgages.

Article XXI Dissolution

In the event that the corporation ceases to exist, all assets of this church shall, at the discretion of the Senior Leadership Team be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not disposed of shall be disposed of by a court of competent jurisdiction in the county in which the principal office of the church is then located, exclusively for such purposes or to such church or church, as said Court shall determine, which are organized and operated exclusively for such purposes.

Article XXII Indemnification

This church shall, to the extent legally permissible, indemnify each person who may serve or who has served at any time as an officer, director, or employee of the church against all expenses and liabilities, including, without limitation, counsel fees, judgments, fines, excise taxes, penalties and settlement payments, reasonably incurred by or imposed upon such person in connection with any threatened, pending or completed action, suit or proceeding in which he or she may become involved by reason of his or her service in such capacity; provided that no indemnification shall be provided for any such person with respect to any matter as to which he or she shall have been finally adjudicated in any proceeding not to have acted in good faith in the reasonable belief that such action was in the best interests of the corporation; and further provided that any compromise or settlement payment shall be approved by a majority vote of a quorum of directors who are not at that time parties to the proceeding.

Article XXIII Considerations

Anything that has not been discussed in these Bylaws shall be discussed and decided upon at an official Senior Leadership Team meeting.

Article XXIV Amendments

Amendments to the Bylaws may be made by a two-thirds majority vote of the Senior Leadership Team.

These Bylaws adopted on this the _____ day of _____, 2022 make null and void all prior addenda, and these Bylaws supersede and replace all previous Bylaws voted on prior to this day.

Signed and certified, to be effective immediately.

Senior Pastor/President of The Emmanuel Baptist Church

Secretary of The Emmanuel Baptist Church

Treasurer of The Emmanuel Baptist Church