

Faith Baptist Church

Governing Documents



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FBC

FAITH BAPTIST CHURCH
EST. 1993

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LOVING GOD. LOVING PEOPLE.

Faith Baptist Church

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The Motto of Faith Baptist Church:

Love God.... love people (Matthew 22:37-39)

The Mission Statement of Faith Baptist Church:

The mission of a church must be the mission of its founder, Jesus Christ. When Jesus was asked what the most important thing to God was, He responded that it was to love God and to love people (Matthew 22:35-40). Everything we do, all that we strive to be, should be to fulfill these two commands. There is a reason Jesus said these are the most important.

The first command is for us to love God. We love God because of who He is and what He has done, what He is now doing and will do for all eternity. We love God because He is the Creator of all things, the redeemer of those who believe, the giver of every good and perfect gift, and the preserver of His people. We love God because He is good, because He is faithful and because He is full of grace and mercy. He is altogether holy and just.

We would express that love first in our families and then in mutual love and care for our church family and those in our community. Because that was the mission statement of the eternal God, Faith Baptist Church exists to create a thriving, exciting, loving, and safe environment for people to learn about and practice loving God and following Jesus Christ regardless of who they are or where they have come from. Our mission of loving people must be an outgrowth of loving God and following the example of Jesus Christ. When we genuinely love unconditionally as He loved—selflessly—without judgment or expectations, only then can we be the hands and feet of Jesus to our present community and to the ends of the world. Our love for God is never greater than the love we demonstrate to others. Our mission is to engage our entire membership in this most important mission, to love God and to love people.

The Vision Statement of Faith Baptist Church:

Because we believe all people matter to God and that Christ's message and ministry through the local church is the hope of the world, we will become an equipping and mobilizing church that transforms our world for Jesus Christ.

The Objectives of Faith Baptist Church: (How this vision can be realized)

1. ***By preaching and teaching the full council of God*** on age-appropriate levels to every member of our church. This objective can be accomplished through Sunday School, curriculum, mentoring, discipleship, camps, men's and women's discipleship programs and activities, etc.
2. ***By acknowledging the worth and value of every person*** regardless of social status, race, or failures, we accept people where they are and endeavor to bring them, by faith journey, to where God would have them to be.
3. ***By developing a culture of servant leadership*** that puts the needs and wellbeing of others before ourselves.
4. ***By a commitment to the Great Commission.*** Matthew 28:18-20 tells us to be Jesus in our own neighborhoods and to the ends of the earth, realizing that missions is the heartbeat of God and the mission of the church. Every member of the church needs to know how to lead a person to Christ and disciple others to be Christ followers.

5. ***By recognizing that the Holy Spirit has given to every believer certain supernatural capacity to succeed in his/her Christian life and service.*** We call these spiritual gifts. We believe that it is the responsibility of the leadership (Ephesians 4:11,12) to help every member of the body to discover his/her spiritual gift, understand how to use that gift in a church setting, and help place him/her in areas of service that utilize his/her unique giftings.
6. ***By acknowledging the sanctity of every life, born and pre-born and to do all that we can to promote a culture of life.***
7. ***By helping families to become the strong units that God intended, to be the cornerstone of the church and society.*** To constantly be preparing the youth of our church to become the leaders of tomorrow and to carry on the faith.
8. ***By becoming a “culturally relevant” ministry that continually and intentionally seeks to know the state of the flock and the community in which we live and to develop a mindset that seeks to answer the questions that people are asking and to help give Biblical counsel to their circumstances.***

ARTICLES OF FAITH

I. Of The Scriptures

We believe that the Holy Bible was written by men supernaturally inspired; that it has truth without any admixture of error for its matter; and therefore is, and shall remain to the end of the age, the only complete and final revelation of the will of God to man; the true center of Christian union, and the Supreme Standard by which all human conduct, creeds, and opinions should be tried.

By "The Holy Bible" we mean that collection of sixty-six books, from Genesis to Revelation, which, as originally written does not only contain and convey the Word of God, but IS the very Word of God.

By "inspiration" we mean that the books of the Bible were written by holy men of old, as they were moved by the Holy Spirit, in such a definite way that their writings were supernaturally and verbally inspired and free from error, as no other writings have ever been or ever will be inspired.

II Tim. 3:16-17; II Pet. 1:19-21; Acts 1:16; Act 28:25; Psalms 119:160; Psalms 119: 105; Psalms 119:130; Luke 24:25-27; John 17:17; Luke 24:44-45; Psalms 119:89; Prov. 30:5-6; Rom. 3:4; 1 Pet. 1:23; Rev. 22:19; John 12:48; Isa. 8:20; Eph. 6:17; Rom. 15:4; Luke 16:31; Psalms 19:7-11; John 5:45-47; John 5:39.

II. Of The True God

We believe that there is one, and only one, living and true God, an infinite, intelligent Spirit, the maker and supreme ruler of heaven and earth; inexpressibly glorious in holiness and worthy of all possible honor, confidence and love; 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

Ex. 20:2-3; Gen. 17:1; 1 Cor. 8:6; Eph. 4:6; John 4:24; Psalm 147:5; Psalms 83:18; Psalms 90:2; Jer. 10:10; Ex. 15:11; Rev. 4:11; I Tim. 1:17; Rom. 11:33; Mark 12:30; Matt. 28:19; John 15:26; I Cor. 12: 4-6; I John 5:7; John 10:30; John 17:5; Acts 5:3-4; 1 Cor. 2:10-11; Phil 2:5-6; Eph 2:18; II Cor. 13:14.

III. Of The Holy Spirit

We believe that the Holy Spirit is a divine person; equal with God the Father and God the Son and of the same nature; that He was active in the creation: that in His relation to the unbelieving world He restrains the evil one until God's purpose is fulfilled; that He convicts of sin, of judgment and of righteousness; that He bears witness to the truth of the Gospel in preaching and testimony; that He is the agent in the New Birth; that He seals, endues, guides, teaches, witnesses, sanctifies and helps the believer.

John 14:16-17; Matt. 26:19; Heb. 2:14; John 14:26; Luke 1:35; Gen. 1- 1-3; II Thes. 2:7; John 16:8-11; John 15:26-27; Acts 5:30-32; John 3:5-6; Eph. 1: 13- 14; Matt. 3:11; Mark 1:8; Luke 3:16; John 1:33; John 16:13; Acts 11:16; Luke 24:49; John 14:26; Rom. 8:14; Rom. 8:16; II Thes. 2:13; 1 Pet. 1:2; Rom. 8:26-27.

IV. Of The Devil, Or Satan

We believe that Satan was once holy, and enjoyed heavenly honors; but through pride and ambition to be as the Almighty, fell and drew after him a host of angels; that he is now the malignant prince of the power of the air, and the unholy god of this world. We hold him to be man's great tempter, the enemy of God and His Christ, the accuser of the saints, the author of all false religions, the chief power back of the present apostasy; the lord of the anti-Christ, and the

author of all the powers of darkness--destined however to final defeat at the hands of God's own Son, and to the judgment of an eternal justice in hell, a place prepared for him and his angels.

Isa. 14:12-15; Ezek 28:14-17; Rev. 12:9; Jude 6; II Pet. 2-4; Eph. 2:2; John 14:30; 1 Thes. 3:5; Matt. 4:1-3; I Pet. 5:8; 1 John 3:8; Matt. 13:25; Matt. 37:39; Luke 22:3-4; Rev. 12:10; II Cor. 11:13-15; Mark 13:21-22; 1 John 4:3; II John 7:1 John 2:22; Rev. 13:13-14; II Thes. 2:8-11; Rev. 19:11, 16, 20; Rev. 12:7-9; Rev. 20:1-3; Rev. 20:10; Matt. 25:41.

V. Of The Creation

We believe in the Genesis account of creation, and that it is to be accepted literally, and not allegorically or figuratively; that man was created directly in God's own image and after His own likeness; that man's creation was not a matter of evolution or evolutionary change of species, development through interminable periods of time from lower to higher forms; that all animal and vegetable life was made directly and God's established law was that they should bring forth only "after their kind." Since God created mankind into genders distinctly male and female, we believe that the only legitimate marriage is that between a man and a woman.

Gen. 1:1, 11, 24, 26-27; Ex. 20:11; Acts 4:24; Col. 1:16-17; Heb. 11:3; John 1:3; Rev. 10:6; Rom. 1:20; Acts 17:23-26; Jer. 10:12; Neh. 9:6;

V.(a) Of Human Sexuality

1. We believe that God has commanded that no intimate sexual activity be engaged in outside of 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.

Gen.2:21-24; Gen. 19:5, 13; Gen. 26:8-9; Lev. 18:1-30; Col. 1:16-17; Heb. 11:3; Rom. 1:26-29; Acts 4:24; 1 Cor. 5:1, 6:9; 1 Thess. 4:1-8; Heb. 13:4

2. We believe that the only legitimate marriage is the joining of one man and one woman. Therefore, only legitimate marriages may be performed by ministers of Faith Baptist Church, and at the facilities of Faith Baptist Church. In addition, same sex civil unions are also prohibited from being performed on church property or by ministers of Faith Baptist Church.

Gen.2:24; Rom. 7:2; 1 Cor. 7:10; Eph. 5:22-23

3. We believe that the unrepentant practice of the immorality in the area of human sexuality is incompatible with members of Faith Baptist Church. Yet, we also believe that while these sins of a sexual nature are offensive to God, they are not unforgivable, and the blood of Jesus is capable of cleansing all who will turn to Jesus in faith.

VI. Of The Fall Of Man

We believe that man was created in innocence under the law of his Maker, but by voluntary transgression fell from his sinless and happy state, in consequence of which, all mankind are now sinners, not by constraint, but of choice, and therefore under just condemnation without defense or excuse.

Gen. 3:1-6; Gen. 3:24; Rom- 5:12; Rom. 5-19; Rom. 3:10-19; Rom. 1:32; Rom. 1:18; Rom. 1:20,28,32; Eph. 2:1,3; Ezek. 18:19-20; Gal. 3:22.

VII. Of The Virgin Birth

We believe that Jesus Christ was begotten of the Holy Ghost in a miraculous manner; born of Mary, a virgin, as no other man was ever born or can ever be born of woman, and that He is both the Son of God, and God, the Son.

Gen. 3:15; Isa. 7:14; Matt. 1:18-25; Luke 1:35; Mark 1:1; John 1:14; Psa. 2:7; Gal. 4:4; I John 5:20; I Cor. 15:47.

VIII. Of The Atonement For Sin

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 tenderest sympathies with divine perfection, He is every way qualified to be a suitable, a compassionate and an all-sufficient Savior.

Eph 2:8; Act 15:11; Rom. 3:24; John 3:16; Matt. 18:11; Phil. 2:7; Heb. 2:14; Isa. 53:4-7; Rom 3:25; I John 4:10; I Cor. 15:3; 1 Cor 5:21; John 10:18; Phil 2:8; Gal 1:4; 1 Pet 2:24; 1 Pet 3:18; Isa. 53:11; Heb 12:2; 1 Cor 15:20; Isa 53:12; Heb. 9:12-15; Heb. 7:25; 1 John 2:2.

IX. Of Grace In The New Creation

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; II Cor. 5:17; Luke 5:27; 1 John 5:1; John 3:6-7; Acts 2:41; II Pet. 1:4; Rom. 6:23; Eph. 2:1; II Cor. 5:19; Col 2:13; John 1:12-13; Gal 5:22; Eph. 5:9.

X. Of The Freeness Of Salvation

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.

I Thes. 1:4; Col. 3:12; 1 Pet. 1:2; Titus 1:1; Rom. 8:29-30; Matt. 11:28; Is. 55:1; Rev. 22:17; Rom 10:13; John 6:37; Isa. 55:6; Acts 2:38; Isa. 55:7; John 3:15 16; 1 Tim. 1:15; I Cor. 15:10; Eph. 2:4-5; John 5:40; John 3:18; John 3:36.

XI. 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 gift of eternal life on 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, His righteousness is imputed unto us.

Acts 13:39; Isa. 53:11; Zech. 13:1; Rom. 8:1; Rom. 5:9; Rom. 5:1; Tit. 3:5-7; Rom. 1:17; Hab. 2:4; Gal. 3:11; Rom. 4:1; Heb. 10:38.

XII. Of Repentance And Faith

We believe that Repentance and Faith are solemn obligations, and also inseparable grace, wrought in our souls by the quickening of the 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; Mark 1:15; Acts 2:37-38; Luke 18: 13; Rom 10:13; Psalms 51: 1-4; Psalm 51:7; Isaiah 55:6-7; Luke 12:8; Rom. 10:9-11.

XIII. Of The Church

We believe that a Baptist Church is a congregation of baptized believers associated by a covenant of faith and fellowship of the gospel, said church being understood to be 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 it's officers of ordination are pastors or elders whose qualifications, claims, and duties are clearly defined in the scriptures.

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

We believe the true mission of the church is found in the Great Commission: First, to make individual disciples; Second, to build up the church; 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 the furtherance of the Gospel; that every church is the sole and only judge of the measure and the 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; Acts 2:42; 1 Cor. 11:2; Eph. 1:22-23; Eph. 4:11; 1 Cor. 12:4; I Cor. 12: 8-11; Acts 14:23; Acts 6:5-6; Acts 15:23; Act 20:17-28; 1 Tim 3:1-7; I Tim 3:8-13; Matt. 28: 19-20; Col. 1:18; Eph. 5:23-24; 1 Pet. 5:1-4; Act 15:22; Jude 3, 4; II Cor. 8:23-24; I Cor. 16:1; Mal. 3:10; Lev. 27:32; 1 Cor. 16:2; I Cor. 6: 1-3; 1 Cor 5:11-13.

XIV. Of Baptism And The Lord's Supper

We believe that Christian baptism is the immersion in water of a believer; in the name of the Father, of the Son, and of the Holy Ghost, with the authority of the local church, to show forth in a 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 the fruit of the vine are to commemorate together the dying love of Christ; preceded always by solemn self-examination.

Acts 8:36-39; Matt. 3:6; John 3:23; Rom. 6:4-5; Matt. 3:16; Matt. 28:19; Rom. 6:3-5; Col. 2:12; Acts 2:41-42; Matt. 28: 19-20; 1 Cor. 11:23-28.

XV. Of The Perseverance Of The Saints

We believe that such only are real believer's as endure unto the end; that their persevering attachment to Christ is the grand mark which distinguishes them from superficial professors; that a special Providence watches over their welfare; and that they are kept by the power of God through faith unto eternal salvation.

John 8: 31-32; Col. 1:21-23; 1 John 2:19; Matt. 13:19-21; Rom. 8:28; Matt 6:20 Psa. 121:3; Heb. 1:14; I Pet. 1:5; Phil. 1:6; John 10:28; John 10: 29; John 16:8; Rom. 8:35-39.

XVI. 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 this distinction holds among men both in and after death, in the everlasting felicity of the saved and the everlasting conscious suffering of the lost.

Mal. 3:18; Gen. 18:23; Rom. 6:17-18; Prov. 11:31; 1 Pet 4:18; Rom. 1:17; I Cor. 15:22; Acts 10:34-35; I John 2:29; 1 John 2:7; Rom. 6:16; 1 John 5: 19; Gal. 3:10; Rom. 7:6; Rom. 6:23; Prov. 14:32; Luke 16:25; Matt. 25:34; 41; John 8:21; Luke 9:26; John 12:25; Matt. 7:13-14.

XVII. Of Civil Government

We believe that civil government is of divine appointment, for the interests and good order of human society; 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 coming Prince of the kings of the earth.

Rom. 13:7; II Sam. 23:3; Ex. 18:21-22; Acts 23:5; Matt. 22:21; Tit. 3:1; 1 Pet. 2:1-14; 1 Pet. 2:17; Acts 4:19, 20; Dan. 3:17, 18; Matt. 10:28; Matt. 23:10; Phil. 2:10, 11; Psa. 72:11

XVIII. Of The Resurrection And Return Of Christ And Related Events

We believe in and accept the sacred Scriptures upon these subjects at their face and full value. Of the Resurrection, we believe that Christ rose bodily "The third day according to Scriptures"; that He ascended "to the right hand of the throne of God."; that He alone is our "merciful and faithful high priest in things pertaining to God"; "that this same Jesus which is taken up from you into heaven shall so come in like manner as ye have seen Him go into heaven," bodily, personally, and visibly; that the "dead in Christ shall rise first"; that the living saints "shall all be changed in a moment, in the twinkling of an eye, at the last trump"; "that the Lord God shall give unto Him the throne of His Father David"; and that "Christ shall reign a thousand years in righteousness until He hath put all enemies under His feet.

Matt. 28: 6, 7, Luke 24:39; John 20:27; I Cor. 15:4; Mark 16:6; Luke 24:2, 4-6; Acts 1:9, 11; Luke 24:51; Mark 16:19; Rev. 3:21; Heb. 8:1 Heb. 12:2; Heb 8:6; I Tim. 2:5; 1 John 2:1; Heb. 2:17; Heb. 5:9, 10; John 14:3; 1 Thes 4:16; Matt. 24:27; Matt. 24:42; Heb. 9:28; I Cor. 15:42-44; I Cor. 15:52; 1 Cor. 15: 51-53; 1 Thes. 4:16-17; Phil. 4:20-21; Luke 1:32; I Cor. 15:25; Isa. 11:4-5; Psa. 72:8; Rev. 20:1-4; Rev. 20:6.

XIX. Of Missions

The command to give the gospel to the world is clear and unmistakable and this Commission was given to the churches

Matt. 28: 18-20, "And Jesus came and spake to them, saying, All power is given unto me in heaven and in earth. Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: Teaching them to observe all things whatsoever I have commanded you and, lo I am with you always, even unto the end of the world. Amen." Mark 16:15, "And he said unto them, Go ye into the world and preach the gospel

to every creature." John 20:21, "As my Father hath sent me, even so I send you." Acts 1:8, "But ye shall receive power, after that the Holy Ghost is come upon you; and ye shall be witnesses unto me both in Jerusalem, and in all of Judaea, and in Samaria, and unto the uttermost part of the earth." Rom. 10:13, 14, 15, "For whosoever shall call upon the name of the Lord shall be saved. How then shall they call on him in whom they have not believed? And how shall they hear without a preacher? And how shall they preach, except they be sent? As it is written, "How beautiful are the feet of them that preach the gospel of peace, and glad tidings of good things!"

XX. Of The Grace Of Giving

Scriptural giving is one of the fundamentals of the Faith.

II Cor. 8:7, "Therefore as ye abound in everything, in faith, and utterance, and knowledge, and in all diligence, and in your love to us, see that ye abound in this grace also."

We are commanded to bring our gifts into the storehouse (common treasury of the church) upon the first day of the week.

I Cor. 16:2, "Upon the first day of the week let every one of you lay by him in store, as God hath prospered him, that there be no gatherings when I come." Under Grace we give, and do not pay, the tithe-"Abraham GAVE a tenth of the spoils"-Heb. 7:2, 4-and this was four hundred years before the law, and this is confirmed in the New Testament; Jesus said concerning the tithe, "These ye ought to have done"-Matt. 23:23.

We are commanded to bring the tithe into the common treasury of the church.

Lev. 27:30, 'The tithe is the Lord's."

Mal. 3:10, "Bring ye all the tithes into the storehouse, that there may be meat in mine house, and prove me now herewith, saith the Lord of hosts, If I will not open you the windows of heaven, and pour you out a blessing, that there shall not be room enough to receive it."

Acts. 4:34, 35, 37, "And brought the prices of the things that were sold and laid them down the apostles feet...Having land, sold it, and brought the money, and laid it AT THE APOSTLES' FEET."

Constitution and Bylaws of Faith Baptist Church

Effective: July 25, 2021

PREAMBLE

Resting our faith wholly in the Lord Jesus Christ for our salvation, believing in the teaching and practices of the New Testament church, and accepting as a general summary of doctrine and duties a covenant and articles of faith contained herein:

We, therefore, bind ourselves together as a body of baptized believers in Jesus Christ and adopt for our government and plan of worship and service the following Bylaws.

ARTICLE I - NAME

The name of this organization shall be Faith Baptist Church.

ARTICLE II - AFFILIATION

We, the Faith Baptist Church of Madison Heights, VA, shall be known as an independent Baptist church, associated in fellowship with the Baptist Bible Fellowship International, and shall never in any manner become officially connected with any convention, fellowship or association, but shall remain as an independent, fundamental Baptist church.

ARTICLE III – MEMBERSHIP

SECTION 1, Reception and Termination of Membership:

- A. The membership of this church shall consist of persons who have accepted Jesus Christ as their personal Savior, have been baptized by immersion into this church or a church of like faith and practice, agree with the Articles of Faith and agree to abide by the Bylaws of this church.
- B. The membership reserves the exclusive right to determine who shall be a member. New members may be accepted by approval of the membership in any of the following ways:
 - 1. By profession of faith and baptism by immersion
 - 2. By letter from a church of like faith and order
 - 3. By statement of faith, having been scripturally baptized by another church of like faith and order
 - 4. By restoration
- C. Membership can be terminated by the following:
 - 1. Death
 - 2. Transfer of letter to a church of like faith and order
 - 3. Request of said member
 - 4. Church Discipline

ARTICLE III (cont.)

SECTION 2, The General Duties of Church Members:

It is the duty and responsibility of each member to:

- A. Cultivate and cherish Christ-like love for all other members, and to show this love by using all proper measures to promote their spiritual benefit.
- B. Contribute to the support of the Gospel and maintenance of the church on a regular basis, as they are “increased,” in proportion as the Lord has prospered them. They should endeavor to practice scriptural giving as to the amount, time, and place.
- C. Honor, esteem, and love their Pastor(s), pray for him/them fervently and regularly, and submit to him/them in the scriptural exercise of his/their Holy Spirit-given authority.
- D. Represent the good name of our Lord Jesus Christ and the name of Faith Baptist Church in the home, local community and beyond, be exact in fulfilling obligations and performing promises to all people, and share the Gospel of Christ with others.
- E. Be diligent in the study of scripture, constant in spiritual growth, consistent in external conduct and expedient in spiritual maturity in obedience to the Holy Scriptures.
- F. Understand the qualifications of the church’s membership rolls, their necessity, and importance.

SECTION 3, Privileges of Membership:

- A. All active members (defined in ARTICLE III, Section 1), at least eighteen years of age, shall be entitled to vote in all general elections of the church and other matters set forth herein.
- B. 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 Senior Pastor.
- C. The congregation functions not as a pure democracy, but as a body under the headship of the Lord Jesus Christ and direction of the Senior Pastor as the under-shepherd. Determinations of the internal affairs of this church are ecclesiastical matters and shall be determined exclusively by these Bylaws and the church’s own rules and procedures. The Senior Pastor shall oversee and/or conduct all aspects of this church, except where powers have been delegated to the Elders as provided herein.
- D. Membership in this church does not afford the members with any property, contractual, or civil rights based on principles of democratic government. Although the general public is invited to all of the church’s worship services, the church property remains private property. The Senior Pastor (or in his absence, an individual designated by the Elders or Deacons) has the authority to prohibit any person, including a member, from entering or remaining on church property. If, after being notified of such prohibition, the person enters or remains on church property, the person may, in the discretion of the Senior Pastor (or in his absence, an individual designated by the Senior Pastor or Elders), be treated as a trespasser.
- E. Active members shall be entitled to inspect the Active Church Roll and Inactive Church Roll at reasonable times, upon request to the Clerk. The Senior Pastor reserves the power to limit a member’s access to such Church Rolls if the Senior Pastor determines the request is made for an improper purpose.

ARTICLE IV- DISCIPLINE OF A CHURCH MEMBER

Discipline of a church member is rare but sometimes necessary. It is to be conducted in love, in a most humble and unselfish manner, according to the teaching of Jesus Christ and the Apostles. Only church members are subject to discipline. Sections 1-3 of Article IV apply ONLY to church discipline and NOT to Conflict Resolution between members. (Conflict Resolution among members is addressed in ARTICLE IV, SECTION 4.) Restoration of the individual to full fellowship of the Body of Christ, purification of the church, and glorification of Jesus Christ are the goals of all church discipline (Gal. 6:1).

SECTION 1: Scriptural Basis

The discipline of the membership of our church shall be based upon the following Scriptures: 1 Cor. 5: 11-13, Rom. 16: 17-18, 2 Cor. 2:5-8, Gal. 6:1, 1 Tim. 5:20, 1 Thess. 5:14, 2 Thess. 3:6, 14-15, Titus 3:10-11

SECTION 2: Practical Application

Once reasonable attempts of conflict resolution have been exhausted, the accused member shall be subject to formal church discipline. Examples of offenses requiring discipline include, but are not limited to, the following: sexual immorality (1 Cor. 5: 11-13, 2 Cor. 2:5-7), doctrinal heresy (Rom. 16: 17-18, 1 Thess. 5:14, 2 Thess. 3:6, 14-15, Titus 3:10-11), and actively sowing discord among other church members (Prov. 6:14, 19; James 4:11; Titus 3:10-11)

A. The Process

- a. In the first step, the Senior Pastor shall contact the accused member alone, offering a private opportunity to answer the charges. In the case of the accused being a female, the Senior Pastor shall not meet with her alone, as to avoid any appearance of impropriety. If confession is made, repentance is shown, and restoration of damages done (if incurred), the accused person shall remain in good standing as an active member, the discipline shall be considered complete, and the matter shall be closed to further discussion.
- b. If the matter is unresolved under Paragraph A., a. above, the Senior Pastor shall have two directions to proceed, depending on the practicality of the matter:
 - i. If the offense is between two members only, he shall contact the complaining member and arrange a conference with the complaining member and accused member to seek repentance, restoration, and reconciliation between only the direct parties involved so as not to include members who are not affected. If the issue is settled in this way, the matter shall be closed. If the accused member is defiant and unrepentant, the Senior Pastor shall schedule a conference with the complaining member and the accused member and another Pastor or church leader. If the accused member shows repentance and an attitude of reconciliation, the matter shall be closed. If the above is not achieved, the Senior Pastor shall take the matter before the full discipline committee (See Para. B, below) for a hearing, and, if the accused member shows no remorse or repentance, the

Senior Pastor shall call a Discipline Meeting by all voting members to hear the matter. If the accused member is found to be guilty and refuses to repent, restore, and forsake his/her sin, the members shall then vote to remove the unrepentant member according to Scripture (see Section 1, above). The accused member shall only be removed from church membership by a majority vote of eligible voting members present at said meeting. The members shall then pray for the removed member and make no contact with the removed member except for the sake of restoration, according to the scriptural method (Gal. 6:1).

- ii. If the offense is already public knowledge, the Senior Pastor shall compose a committee (Para. B, below) to determine the culpability of the accused member. The committee shall allow the accusing member and accused member to each present and cross-examine evidence related to the charge so that “in the mouths of two or three witnesses every word shall be established” (2 Cor. 13:1, Matt. 18:16). The committee shall then render a decision on the culpability of the accused member with a finding of responsible or not responsible, based on a “clear and convincing” evidence standard. The committee will render a decision to the accused member within a reasonable time. If the accused member is found responsible for the charge, the committee will follow the same process as described above (Para. A, b, i.) until the accused member is either restored to fellowship or removed from membership.
- iii. No member, if absent, shall be removed from membership at the same meeting at which charges are levied against such member.

B. Discipline Committee – When a member is subject to church discipline, such discipline shall be conducted by a group of five people, consisting of the Senior Pastor, Elder(s), and other ministry leaders selected by the Senior Pastor. The Matthew 18 model (vv. 15-17) shall be strictly followed.

ARTICLE IV, SECTION 3: Surrender of Voting Rights and Lapsing of Active Membership

- A. Should a member fail to attend worship services for a period of six months, the name of said member will be moved from the Active Church Roll and placed on the Inactive Church Roll. This absenteeism will necessitate a forfeiture of voting rights. Exemptions include the following:
 - a. Members who are in active ministry serving in locations making it impossible for them to attend
 - b. Members who are incapable of attending due to health concerns, incarceration, or other reasons beyond their control
 - c. Students, members of the Armed Forces, and members who are on extended assignment in locations preventing their attendance
- B. Any member who has been disciplined by the church (in accordance with Article IV) shall automatically lose all voting rights until a time when he/she is restored to active membership.

- C. Any member whose name has been placed on the Inactive Church Roll may regain his/her Active Church Roll status any time by attending services consistently for a period of three consecutive months.
- D. A member who has so surrendered his/her voting rights shall remain on the Inactive Church Roll for up to (but not exceeding) six months, and if he/she has not regained his/her active status, his/her membership will terminate and he/she will be dropped from the Inactive Church Roll.

ARTICLE IV, SECTION 4: Dispute Resolution among Members

The scriptural admonition of our Lord Jesus Christ as spoken in Matthew 18:15-17 shall be the process by which all non-disciplinary matters shall be handled among members. As stated, *"Moreover if your brother sins against you, (STEP 1) go and tell him his fault between you and him alone. If he hears you, you have gained your brother. ¹⁶ But if he will not hear, (STEP 2) take with you one or two more, that 'by the mouth of two or three witnesses every word may be established.' ¹⁷ And if he refuses to hear them, (STEP 3) tell it to the church. But if he refuses even to hear the church, let him be to you like a heathen and a tax collector."* (NKJV)

If the matter is resolved by the first two steps above (in the biblical quote of Matthew 18: 15-17), it shall be considered closed. If it is considered unresolved after STEPS 1 and 2 above, it shall move to STEP 3 and shall be considered a disciplinary matter according to Section 2, paragraph B (Discipline Committee) above.

ARTICLE V- DISCIPLINE OF THE SENIOR PASTOR AND ELDERS

SECTION 1: Criteria for Discipline of Senior Pastor

Should the Senior Pastor demonstrate behavior that may require either personal correction or his termination, the Elders and Deacons shall contact the Senior Pastor, offering a hearing in his defense. If the issue is not resolved by a majority vote within this group, not including the Senior Pastor, and further action is considered necessary, the church shall be informed of the charges and shall hold a special business meeting called by a majority of the Elders to determine the next steps to take. A vote of 75% of eligible church members is required to remove a Senior Pastor. If charges are of a criminal nature, proper authorities will be notified.

SECTION 2: Criteria for Discipline of an Elder

Should an Elder demonstrate behavior that may require either personal correction or his termination, the Senior Pastor and the other Elders and Deacons shall contact the Elder in question, offering a hearing in his defense. If the issue is not resolved by a majority vote within this group, not including the Elder in question, and further action is considered necessary, the church shall be informed of the charges and shall hold a special business meeting called by a majority of this group, not including the Elder in question, to determine the next steps to take. A vote of 75% of eligible church members is required to remove an Elder. If charges are of a criminal nature, proper authorities will be notified.

ARTICLE VI - CHURCH OFFICERS

The church officers are Senior Pastor, Associate Pastor, Elder, Deacon, Treasurer, Trustee, and Church Clerk.

ARTICLE VI, SECTION 1, Senior Pastor:

- A. The Senior Pastor is the overseer of the entire church. He shall have been ordained as a Baptist minister. He is primarily responsible to Christ but will be accountable to the church as well. He is the chief executive and administrative officer of the church in spiritual, financial, and physical matters.
- B. The call of the Senior Pastor of this church shall be a permanent call, and he is to serve an indefinite term.
- C. The Senior Pastor's duties include appointing, supervising and removing teachers and workers of the Sunday School and all other teaching positions. He will also select those who superintend any aspect of church work. He may select a church secretary and prescribe her/his duties.
- D. The Senior Pastor is to oversee all church worship services and ministries. He will have complete charge over the pulpit at all times, and when he does not fill it, he will designate the one who does. He will select the minister(s) that come for any special meetings. He will administer the ordinances (Baptism and the Lord's Supper) or will designate those who do in his absence.
- E. The Senior Pastor will call and preside at every official meeting unless he arranges for another to do so. He is automatically a member of every committee or group appointed or elected by the church.
- F. The Senior Pastor is allowed to schedule revival meetings, mission conferences, or other spiritual meetings when he feels led by the Lord to do so. He may be gone several Sundays in meetings during which the church will pay him and the pulpit supply, thus giving the church an opportunity to lend its Pastor in a missionary work to other churches and other fields.
- G. The Senior Pastor shall be eligible for two weeks paid vacation in his first two years, three weeks after two years, and four weeks after five years of service. Vacation time must be used in the current calendar year. For Senior Pastors with five years or more of experience, the amount of initial vacation time may be negotiated with the Pulpit Committee at the time of call.
- H. The Senior Pastor shall be paid traveling expenses for him and his wife to travel to state and national "Pastor's/Fellowship" meetings.
- I. All raises and bonuses, including the Senior Pastor's, must be approved as a part of the annual budget.
- J. The Senior Pastor has the authority to set all other Pastor's salaries with the advice of the Budget and Finance Committee. In the case of his own compensation, he shall not be an active participant in this decision. The Senior Pastor's compensation shall be proposed by the Budget and Finance Committee and approved by a majority of members at the annual budget meeting.
- K. If the Senior Pastor is unable to fulfill his duties, the Elders shall be in charge until he is able to resume his duties or until a new Senior Pastor is called.

ARTICLE VI, SECTION 2, Associate Pastor(s)

Under direction and guidance of the Senior Pastor, the Associate Pastor(s) of the church shall assist the Senior Pastor in carrying out the ministries of the church. The Senior Pastor has authority to hire, supervise and fire any associate or other Pastor with the advice of the Elders and the Budget and Finance Committee. The Senior Pastor will set the job descriptions and responsibilities of all Associate Pastors.

ARTICLE VI, SECTION 3, Elders

The Senior Pastor is considered a member of the Elders in all areas of this Constitution and Bylaws (except in relation to any oversight or decisions of his own compensation, as defined by these bylaws). The KJV New Testament uses the word *elder* interchangeably with *bishop*. They both describe the service to the local assembly, in shepherding, caring for, leading, and overseeing the spiritual well-being of the local body of believers. The scope of Elders' duties primarily cover the church's internal needs. They serve as a sounding board for the Senior Pastor and as an "inner circle" of spiritual leadership for the entire body of believers. Every reference to church Elders in the New Testament describes a plurality of Elders. Faith Baptist Church's Elders assist the Senior Pastor in these functions as well as provide the first line of accountability for the Senior Pastor. In the church organizational chart, they are directly underneath the Senior Pastor in the leadership of the church. Their duties include oversight for the care of the church body as well as leading in various ministries and responsibilities the Senior Pastor has delegated to them. Because the responsibilities of an Elder are more internal in their function within the church, Elders may not serve as Deacons and vice versa. The qualifications of a Pastor or Elder are the following:

- Must be blameless (uncensurable) (1 Tim. 3:2)
- Must be the husband of one wife (1 Tim. 3:2)
- Must abstain from use of alcoholic beverages (be sober-minded, not "given to wine") (1 Tim. 3:2, 3)
- Must model orderliness and good behavior (1 Tim. 3:5)
- Must be hospitable to others (1 Tim. 3:2)
- Must be apt and skillful in teaching (1 Tim. 3:2)
- Must not be quarrelsome (not a 'striker' or 'brawler') (1 Tim. 3:3)
- Must not be greedy of gain (1 Tim. 3:3)
- Must be gentle, fair, equitable (1 Tim. 3:3)
- Must not be covetous (1 Tim. 3:3)
- Must exercise godly authority at home with respect, dignity and honor (1 Tim. 3:4,5)
- Must not be a "new convert" (1 Tim. 3:6)
- Must be a man (1 Tim. 3:2)
- Must be humble (1 Peter 5:3)
- Must have a good reputation with non-believers (1 Tim. 3:7)

Selection of Elders: The Senior Pastor shall nominate a group of at least three men who meet the above qualifications and who are willing to serve in the capacity of Elder. They shall be elected by a 75% majority vote of eligible members at a business meeting called by the Senior Pastor. They shall serve for a period of ten years and shall be eligible for renewal by vote of the church and upon nomination by the Senior Pastor.

If an Elder resigns or is otherwise unable to fulfill his term, the Senior Pastor may nominate another qualified person to replace him and then hold a special business meeting to elect another Elder.

ARTICLE VI, SECTION 4, Deacons:

Scriptural Basis: Deacons are one of two biblical officers in the local church. The other is the pastor (bishop). The word *deacon* comes from the Greek *diakonos* meaning “one who executes the commands of another, esp. of a master, a servant, attendant, minister.” The scope of the deacons’ duties primarily covers the church’s external needs. The requirements and qualifications of a deacon are very similar to that of the pastor since they are seen as the “face of the church” to the members as well as to the outside community. Many times, the public draws its conclusions about a church from the deacons, because if deacons are doing their duties scripturally, they are seen as the “hands and feet” of the church. Because the responsibilities of a Deacon are more external in their function within the church, Deacons may not serve as Elders and vice versa. The qualifications of a deacon are found in 1 Timothy 3:8-12. In Acts 6:1-7 we also see the duties of those who, most scholars agree, refer to the first role of New Testament deacons.

Qualifications: From 1 Tim. 3, Deacons must:

1. Be dignified (vs. 8)
2. Not be devious in speech (“double-tongued”) (vs. 8)
3. Abstain from alcoholic beverages (vs. 8)
4. Not be greedy for dishonest gain (vs. 8)
5. Be sound in faith and life (vs. 9)
6. Be blameless (uncensurable) (vs. 10)
7. Have a godly wife (vs. 11)
8. Be the husband of one wife (vs. 12)
9. Be a godly leader of his household (vs. 12)

Duties: The Deacons shall assist the Pastor(s) in such manner as he/they shall request. Deacons shall make provision for the observance of the ordinances of the church. The Deacons shall assist the Pastor(s) in all aspects of the evangelistic efforts of the church. They should be available to the Senior Pastor to provide valuable advice on important matters. They should be involved with the membership to the extent that they will be able to bring important matters requiring the Senior Pastor’s attention to him. They shall, in cooperation with the Senior Pastor, administer acts of benevolence and, if requested by the Senior Pastor, assist him in considering applications for church membership.

Exclusion: The Deacons are not a governing board and have no authority other than what the Senior Pastor, in accordance with the biblical scope of oversight, has delegated to them, except as otherwise described and limited in these Bylaws. One Deacon may be elected by the others to be the chair of this team.

Nomination and Election: The Deacons shall be nominated by the Senior Pastor and shall be elected by majority vote of the members at the annual business meeting. They shall serve terms of three years, and shall be eligible to serve multiple terms if reelected. If a Deacon resigns or is otherwise unable to fulfill his term, the Senior Pastor may nominate someone to replace him and then hold a special business meeting of the members to elect another Deacon to complete his term.

ARTICLE VI, SECTION 5, Trustees:

The state of Virginia requires that a church have at least three Trustees. They have the fiduciary duty to hold the church property in trust for the church.

- A. They are not to be considered a board of directors and have no authority to buy, sell, lease, mortgage, or transfer any property without the specific instruction of the church authorizing such action.
- B. The Trustees will have the responsibility of overseeing the upkeep and maintenance of all buildings and property and, along with the Senior Pastor, determining the use thereof.
- C. The Trustees shall exercise only the following specific powers upon authorization by a majority vote of the members present at a duly-called church business meeting:
 - a. To purchase, hold, lease, or otherwise acquire real and personal property on behalf of the church, and to take real and personal property by will, gift, or bequest on behalf of the church.
 - b. To sell, convey, alienate, transfer, lease, assign, exchange, or otherwise dispose of, and to mortgage, pledge, or otherwise encumber the real and personal property of the church, to borrow money and incur indebtedness for the purpose of the use of the church; to cause to be executed, issued, and delivered for the indebtedness, in the name of the church, promissory notes, bonds, debentures, or other evidence of indebtedness and to secure repayment by deeds of trust, mortgages, or pledges.
- D. They shall be elected to a ten-year term by majority vote of the members of the church, at which time they may be eligible for reelection.
- E. If a Trustee resigns or is otherwise unable to fulfill his term, the Senior Pastor may nominate someone to replace him and then hold a special business meeting to elect another trustee to complete his term.
- F. One member may be elected by the others to be the chair of this team.

ARTICLE VI, SECTION 6, Treasurers:

- A. The church shall elect two or more Treasurers for a term of two years, each. Treasurers will be eligible to serve multiple terms if reelected. It shall be the duty of the Treasurers to receive all monies, verify all deposits, and assure all bills are paid in a timely manner.
- B. All checks shall be signed by two parties, of which one must be a Treasurer and another may be a Trustee.
- C. The Treasurers shall give a weekly report to the Senior Pastor of the total receipts and attendance figures.
- D. The Treasurers and the Financial Secretary shall assure that monthly financial reports and annual financial reports shall be prepared and made available to the general membership.
- E. A yearly budget will be prepared by the Treasurers and Financial Secretary with input from the team leaders and presented at the annual budget business meeting for approval by the church.
- F. If a Treasurer resigns or is otherwise unable to fulfill his term, the Senior Pastor may nominate someone to replace him and then hold a special business meeting to elect another Treasurer to complete his term.

ARTICLE VI, SECTION 7, Church Clerk:

- A. The Church Clerk shall serve a term of one year, and will be eligible to serve multiple terms if reelected.
- B. The Church Clerk shall (i) keep a correct record of the proceedings of the church at all meetings, (ii) keep and maintain the Active Church Roll and Inactive Church Roll, which shall contain an alphabetical list of the names of active and inactive members, respectively, (iii) issue letters of dismissal, and (iv) send for letters of membership.
- C. The Clerk shall preserve and keep at the office of the church, these original Bylaws, or a copy, including all amendments or alterations to these Bylaws. A digital copy of same shall be preserved offsite.
- D. The Clerk shall preserve all papers and letters coming into his/her hands during the term of office, delivering the same and all records kept by the clerk to his/her successor.
- E. The Clerk shall sign, certify, or attest documents as may be required by law.
- F. The Clerk shall be custodian of the records of the church, including baptisms, certificates of ordination, licenses, and commissions.

ARTICLE VI, SECTION 8, Election and Qualifications of Officers

All officers eligible for reelection shall be elected by a majority vote annually. Qualifications of all officers of the church shall be as follows:

- A. Be able to give scriptural knowledge of their salvation.
- B. Pledge their faithful support of the church with their time, talent, and tithe.
- C. Live a life at all times above reproach and without question both in the church and community.
- D. Be loyal and supportive of their senior pastor and his leadership.
- E. Agree with the entire Church Covenant, Articles of Faith, Constitution and Bylaws and organizational structure of Faith Baptist Church.

Failure to meet the above qualifications will automatically result in the immediate resignation of the office being held.

ARTICLE VII - OTHER (Non-Officer) POSITIONS**ARTICLE VII, SECTION 1**

From time to time, when deemed necessary by the Senior Pastor, he may, as he feels the need, establish and develop other positions to assist and oversee various areas of the church's ministries. These positions are considered viable to the Senior Pastor and he will select persons at his discretion, whom he feels are best qualified to serve in their capacities. These non-remunerated (voluntary) positions *may* include, but are not limited to:

Worship Leader, Youth Leader, Discipleship Leader, Small Group Pastor, Missions Director, Children's Ministry Leader, Christian Education Director, Church Administrator, Head of Security, Hospitality Leader, etc. The

Senior Pastor has authority to put anyone in these positions he chooses and may create or eliminate positions like these at his sole discretion. A paid staff member *may* hold one or more of these positions, and as such is subordinate to the Senior Pastor.

ARTICLE VII, SECTION 2, Budget and Finance Committee

The Budget and Finance committee consists of at least five separate persons, consisting of the Treasurer(s), Financial Secretary, and at least one Elder (other than the Senior Pastor), and one Trustee. The Senior Pastor is a de facto member of this committee as stated in these bylaws.

The duties of the Budget and Finance committee are as follows:

1. Secure budget requests in order to prepare an annual budget.
2. Prepare and recommend the annual budget to the church for a vote.
3. Prepare and make the monthly church financial statement available to all.
4. Assure expenditures are in compliance with the budget.
5. Review budget revisions for approval before submission for a church vote.
6. Establish and review financial control policies and procedures.
7. Ensure the accounting system is accurate.
8. Supervise proper and timely counting and depositing of all church funds.
9. Regularly schedule financial reviews and audits.
10. Assure each person handling funds knows proper policies and procedures and abides by them.

ARTICLE VIII, EDUCATION PROGRAM

The Senior Pastor, or his designee, shall appoint teachers, initiate special events and oversee curriculum for education programs of the church, including Sunday School, Vacation Bible School, Youth Program, Children's Education and Events, Local Outreach, New Members Class, Discipleship, etc., as he prayerfully considers the scope and responsibility of each department. He may place persons in charge of various ministries within the Education Program. He may initiate or eliminate programs, positions and staff as he deems appropriate. He will establish what curriculum and teaching material may be used in all aspects of ministry, or may delegate the responsibility to others he considers adequate for the job.

ARTICLE IX, NOMINATING COMMITTEE

- A. The Senior Pastor shall appoint a nominating committee in advance of the annual election of officers other than the Senior Pastor. This committee with the Senior Pastor shall select persons from the membership of the church as candidates for office, who are in accord with the church covenant, agree with the Articles of Faith, faithfully attend services and support the ministries of the church and the Senior Pastor.

- B. Officers shall be elected by a majority vote of members at the annual business meeting. Replacement of vacancies during the year shall be made at the next business meeting following that vacancy.

ARTICLE X, BUSINESS MEETINGS

- A. Annual Meeting. The members shall hold an annual business meeting in January or at such time, date and place as may be fixed by the Senior Pastor and included in a notice of meeting as required for a special meeting.
- B. Special Meetings. A special business meeting for any purpose(s) may be called at any time by the Senior Pastor or by a majority of the Elders. At a special business meeting no business shall be transacted and no action shall be taken other than that stated in the notice of the meeting.
- C. Quorum and Voting. A majority of members on the Active Church Roll (including any absentee ballots received as provided below) shall constitute a quorum for the transaction of any business at the annual business meeting; and, except as may otherwise be required by law or these Bylaws, the act of a majority of the members present at a business meeting at which a quorum is present shall be the act of the members.
- D. Business meetings involving 1) election of officers and/or 2) the annual budget, must be announced from the pulpit at least two successive weeks prior to the date of the business meeting. All eligible members shall be mailed an absentee ballot the day after public notice is made for these types of business meetings. Absentee ballots must include the printed name and signature of the voting member and be presented to the Moderator prior to the start of the business meeting to be considered valid.
- E. All other business meetings must be announced from the pulpit at least one Sunday prior to the meeting. Absentee ballots shall not be admitted in these elections.
- F. Moderator. The Moderator of all business meetings shall be the Senior Pastor or his designee. When the church is without a Senior Pastor, a majority of Elders shall appoint an Elder or a designee to serve as Moderator of all business meetings until a Senior Pastor is called.
- G. Procedure of Meeting. The Moderator shall determine the rules of procedure in all business meetings and has final and controlling authority on questions of procedure.
- H. The Moderator, in his sole discretion, shall have full and unilateral authority to require non-members to leave the meeting room(s) and to order the immediate removal of any member or other person present who is deemed by the moderator to be disruptive to the proceedings by act or presence, and to treat said person as a trespasser.
- I. The Moderator shall have full authority to order the removal of all minors from any business meeting, in his sole discretion, if circumstances so warrant.
- J. A 75% majority vote of all qualified members is required for the purchase or sale of property; and for the call or dismissal of a Senior Pastor or Elder.

ARTICLE XI, FINANCIAL PROGRAM

Procedure:

- A. Faith Baptist Church shall be financed by the tithes, offerings, and contributions made on a free will basis. Concerning loans by the church, upon an affirmative vote of the church members at any regular or special meeting, the church may borrow money from any individual, corporation, or banking institution, and may execute such notes, bonds, or other documents as may be necessary or proper to evidence any such loans, and to secure the payment thereof, and to renew any such evidence of indebtedness and security therefore from time to time, and to pledge and assign to such individual, corporation, banking institution, trustees, or other fiduciary, any property of the church to secure such indebtedness, and to do such other acts or acts as may be necessary to properly secure the person, firm, or institution from whom money is borrowed.
- B. The church will establish policies as pertain to expenditures by an annual budget. Such budget will be presented annually and voted on by members present at the annual budget meeting. The budget must be approved by a simple majority of eligible voting members present at the meeting.
- C. All expenses incurred by credit card shall be kept on itemized reports with all receipts kept in the church office. The church's credit card statement shall be itemized on the monthly financial report.
- D. All ministry departments shall keep expenditures within the budgeted amounts and shall provide itemized, original receipts to the church office within a reasonable time frame after purchases are made. Any non-budgeted expenditures must be approved by the Budget and Finance Committee prior to purchase.
- E. An emergency or contingency fund may be established to provide for non-budgeted expenditures. Revenues over and above the budget may be considered a contingency fund with the Budget and Finance Committee bearing oversight as to its use.
- F. Non-budgeted expenditures of a large amount shall be brought to the church membership for a majority vote at a business meeting. This amount will begin at 5% of the previous year's annual budget.

ARTICLE XII – SELECTING A NEW SENIOR PASTOR

Whenever it is necessary, by death, removal or resignation of the Senior Pastor, the church shall, without unnecessary delay proceed to search for and appoint a new Senior Pastor. If the Senior Pastor position becomes vacant before a successor is appointed as provided herein, the Elders shall nominate an interim Senior Pastor to discharge the duties of Senior Pastor until a new Senior Pastor is found and appointed. This nominee must be elected by a 75% majority vote at an appropriately-called business meeting.

The search for and appointment of a permanent Senior Pastor will be conducted in the following manner:

- 1. At the time of death, removal or resignation of the Senior Pastor, a Pulpit Committee shall be organized of men to be elected by the church after said death, removal or resignation of the Senior Pastor.
- 2. The church shall choose from among its male members a Pulpit Committee, which shall comprise of at least five individuals. This committee shall invite to this church's pulpit, after

counsel with the Lord an Independent Baptist preacher of good report who is not in any way connected with commonly understood denominational religions, and whose prior record to such a call reveals without doubt that he is sound in the faith once for all delivered unto the Saints.

3. This committee shall call such a minister who is known in his preaching and living to be fundamental in the Word of God and who can and will subscribe in full to the Articles of Faith held by this church and agree with the Bylaws.
4. This committee will bring no more than three (3) qualified candidates to the Church to be considered at one time. The committee will announce at the beginning of the business meeting all individuals to be considered. The Church will vote on only one candidate at a time, as to whether or not he will be the new Senior Pastor. If the first candidate is not called, then another candidate will be voted on. If no candidate from the first list of candidates is selected then the Pulpit Committee will produce another list of candidates for consideration. This process will continue until a new Senior Pastor is called.
5. The Pulpit Committee shall cease to exist after the church, by at least three quarters of the church members present at the meeting, has voted to call any preacher so brought before them as Senior Pastor and who in turn has accepted the call of the church.

ARTICLE XIII, MISSIONS

This church believes that the command to give the Gospel to the world is clear and unmistakable, and this "Great Commission" was given to the Lord's churches (Matt. 28:19,20; Mark 16:15). In pursuit of this command, we seek to have an active Missions-minded congregation. Achieving this goal involves teaching the importance of the "Great Commission" to all members, supporting local, regional, and world-wide missions works through "faith promise" missions giving, special missions projects, and sending missionaries out from our membership to serve in mission fields "white unto harvest" (John 4:35). The Senior Pastor's vision for world-wide missions is critical to this ministry.

ARTICLE XIV-ORDINATION

SECTION 1, Ordination Qualifications

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 qualifications stated in 1 Timothy 3:1-7 and Titus 1:6-9, may be ordained as a minister of the Gospel.

SECTION 2, Procedure

The Ordination shall proceed as follows:

1. Upon a conference with the Senior Pastor, and after the Senior Pastor has approved the candidate for ordination, the Senior 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.

2. If the candidate is found worthy of ordination by the council, the ordination council may ordain the candidate on behalf of the church.
3. The Senior Pastor shall arrange for the ordination service.

ARTICLE XV-COMMITTEES

SECTION 1, Standing Committees

The Senior Pastor (or the Elders, if the office of Senior Pastor is vacant) may appoint standing committees and designate a chairperson for each standing committee and, except when otherwise specifically provided in these Bylaws, shall determine the membership of each standing committee. The Senior Pastor may appoint standing committees as he deems appropriate. The Senior Pastor, as already stated in these Bylaws, is a member of every committee of this church, and may remove any person from a committee in his sole discretion.

SECTION 2, Special Committees

The Senior Pastor (or the Elders, if the office of Senior Pastor is vacant) may appoint special committees and designate a chairperson for each committee and, except when otherwise specifically provided in these Bylaws, shall determine the membership of each committee. The Senior Pastor may appoint special committees as he deems appropriate and may dissolve any special committee at his discretion. The Senior Pastor, as already stated in these Bylaws, is a member of every committee of this church, and may remove any person from a committee in his sole discretion.

ARTICLE XVI- 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 any action by or in the right of the church) by reason of the fact that the person is or was a Pastor, officer, Trustee, employee, or agent of the church, against expenses, including reasonable attorney's fees, judgments, fines, and amounts paid in settlement actually and reasonably incurred by him or her in connection with the action or proceeding, provided that person acted in good faith in a manner he or she reasonably believed to be in or not opposed to the best interests of the church and, with respect to any criminal action or proceeding, had no reasonable cause to believe his 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 or she reasonably believed to be in or not opposed to the best interests of the church and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

SECTION 2 – Expenses Subject to Indemnification

To the extent that a Pastor, officer, Trustee, employee, or agent is found to be entitled to indemnity under this Article XVI, he/she shall be indemnified against expenses, including attorney's fees, actually and reasonably incurred by him or her in connection with the action, suit, or proceeding.

SECTION 3 – Determination and Authorization of Indemnification; Timing of Indemnification

The determination of whether indemnification and authorization for the same shall be made by (i) a majority vote of the Senior Pastor, provided he is disinterested, and the disinterested Elders, or (ii) if there are fewer than two disinterested individuals as provided in (i), then by a majority of disinterested members present at a business meeting.

Expenses of each person seeking indemnification under this Article may be paid by the church as they are incurred or, in advance of the final disposition of the action, suit, or proceeding, in the discretion of the persons authorizing indemnity in the preceding paragraph.

Section 4 – 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 or her official capacity and as to action in another capacity while holding that office, and may continue as to a person who has ceased to be a Pastor, officer, employee, or agent and may inure to the benefit of the heirs, executors, and administrators of that person.

SECTION 5 – Insurance

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

ARTICLE XVII – BINDING ARBITRATION

Section 1 – Submission to Arbitration

Believing that lawsuits between church members are prohibited by Scripture, all members of this church agree to submit to binding arbitration any matters solely among themselves 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 Article IV, of these Bylaws, were followed.
- B. Should any dispute involve the removal from office of a Pastor or any church officer, the arbitrators shall be limited to determining whether the procedures set forth in ARTICLES IV or V were followed.

Section 4 – Arbitration Procedures

The Procedure for Arbitration shall be adopted by the Senior Pastor, Elders and Trustees.

ARTICLE XVIII – TAX-EXEMPT PROVISIONS

Section 1 – Private Inurement

No part of the net earnings of the church shall inure to the benefit of or be distributable to its members, trustees, officers, or other persons, except that the church shall be authorized and empowered to pay reasonable compensation for the services rendered and to make payments and distributions in furtherance of church-related purposes for which they were incurred. The church may reimburse its members for personal expenses that were incurred for items and/or services that are reasonable and to the extent that 100% of the reimbursement is used for church-related activities or ministries, and original receipts are turned in to the church office prior to reimbursement.

Section 2 – Political Involvement

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

Section 3 – Racial Non-Discrimination

The church shall have a policy that it shall not discriminate against anyone on the basis of race, color, or national, or ethnic origin.

Section 4 – Limitation of Activities

Notwithstanding any other provisions of these bylaws, the church shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the propagation of the gospel of Jesus Christ, following the “Great Commission” given in Matthew 28:19-20: *“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you...”*

ARTICLE XIX – AMENDMENTS

Section 1, Conditions:

- A. The constitution and Bylaws of this church may be amended by a two-thirds majority vote of the members at an annual or special business meeting.
- B. Any change or amendment would require a business meeting held in said church and not prior to a fourteen day notification by both public announcement and mail to all the membership.

FAITH BAPTIST CHURCH MEMBERSHIP COVENANT

Having received Jesus Christ as my Lord and Savior, having been scripturally baptized, and being in full agreement with Faith Baptist Church's Articles of Faith and Constitution & By-Laws, I now feel led by the Holy Spirit to unite in membership with the Faith Baptist Church family. In doing so, I choose to join in fellowship with the other members, doing the following:

1. PROTECT THE UNITY OF MY CHURCH by acting in Christ-like love toward other members, by refusing to gossip and by praying for and following the leadership as they are led by God.

Romans 15:5 Now may the God of patience and comfort grant you to be like-minded toward one another according to Christ Jesus.

1 Peter 1:22 Since you have purified your souls in obeying the truth through the Spirit in sincere love of the brethren, love one another fervently with a pure heart,

Ephesians 4:29 Let no corrupt word proceed out of your mouth, but what is good for necessary edification, that it may impart grace to the hearers.

Hebrews 13:17 Obey those who rule over you, and be submissive, for they watch out for your souls, as those who must give account. Let them do so with joy and not with grief, for that would be unprofitable for you.

2. SERVE AND SHARE THE MINISTRY OF MY CHURCH by discovering and utilizing my gifts and talents, by praying for its growth and by developing a servant's heart.

1 Peter 4:10 As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God.

Ephesians 4:11-12 And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ

Philippians 2:3-4 Let nothing be done through selfish ambition or conceit, but in lowliness of mind let each esteem others better than himself. Let each of you look out not only for his own interests, but also for the interests of others.

3. SUPPORT THE TESTIMONY OF MY CHURCH by attending regularly, by living a Godly life and praying for its accomplishment of the Great Commission.

Hebrews 10:25 not forsaking the assembling of ourselves together, as is the manner of some, but exhorting one another, and so much the more as you see the Day approaching.

Philippians 1:27 Only let your conduct be worthy of the gospel of Christ, so that whether I come and see you or am absent, I may hear of your affairs, that you stand fast in one spirit, with one mind striving together for the faith of the gospel.

Name: _____

Date: _____

Faith Baptist Church Leadership Team Commitment

You're never more like Jesus than when you're serving others.

At Faith Baptist, we take serving Christ very seriously and we are so excited that you feel led by the Lord to join in our efforts here. While we are all imperfect and continuously in need of God's grace as we grow in grace and our relationship with Christ, scripture places a high calling on those serving in a leadership role. At Faith Baptist Church these roles include: Pastor(s), Elders, Deacons, Trustees, Treasurers, Church Clerk, Missions Director, Christian Education Director, Youth Minister, Worship Leader, Children's Ministry Leader, Hospitality Leader, Head of Security, and Church Administrator, as well as other positions deemed appropriate by the Senior Pastor or Elders. Please read the following and place your initials at each item and sign on the bottom of the page if you are in agreement with these principles.

_____ I have been saved by repentance and faith, placing my trust in the Lord Jesus Christ.

_____ I have been baptized scripturally by immersion.

_____ I am in agreement with Faith Baptist Church's Covenant, Articles of Faith, and Constitution and Bylaws and will resign from my ministry position if found to be unfaithful in belief or practice to said documents and beliefs.

_____ I understand that my personal life will be observed by other people, and I need to be an example worth following.

_____ I agree to pursue a life of purity and to live above reproach in my social life and relationships by abstaining from the use of alcohol, recreational drug use, cohabitation and the temptations of sexual immorality.

_____ I commit to serving faithfully for the positions I am applying for and to do my best to honor Christ with my time, efforts and talents.

_____ I commit to attend rehearsals, meetings and training sessions as needed to perform my duties to this ministry.

_____ I agree to maintain proper boundaries and relationships with FBC attendees. I will notify the Elders and/or the Senior Pastor if there is a thought of pursuing a relationship with an FBC member.

_____ I understand that I will be subject to a background check to be allowed to serve in any role that carries a measure of leadership of minor teens or children.

_____ I understand that if at any time I fail to comply with any of the above qualifications I may be asked to submit a letter of resignation from my leadership role, and will comply with any request by the Senior Pastor or Elders, to resign my role in leadership.

Printed Name: _____

Signature: _____

Date: _____

