

Eagle Heights Baptist Church Constitution

Revised 2018

PREAMBLE

Eagle Heights Baptist Church (EHBC) endeavors to be a church of the Lord Jesus Christ as mandated by the New Testament. To serve our Lord Jesus Christ and to provide general guidance to EHBC on governance and operation in a manner consistent with the New Testament, we do declare and establish this constitution.

ARTICLE I

IDENTIFICATION

Section 1. Name. The name of the corporation is Eagle Heights Baptist Church (hereinafter "EHBC").

Section 2. Principal Office. EHBC's principal office shall be located at 2617 N. Jardot, Stillwater, Oklahoma.

Section 3. Affiliation. EHBC has chosen to affiliate itself with the Southern Baptist Convention. Fundamental to this affiliation is the understanding that the Southern Baptist Convention is a fellowship of autonomous, biblically sound churches that choose to work together to further God's Kingdom. This affiliation is maintained by voluntary contributions to local, state, national and foreign mission projects. Support may also be provided by sending messengers to the annual state and national conventions to vote upon doctrinal, ethical and procedural matters of concern to the body of EHBC. This association is to provide help and encouragement while working together as the Lord directs. This is a voluntary association that in no way involves the surrender of the individual church's freedom or dependence upon God, and we reserve the right to make independent decisions, separate and apart from any decisions made by the Southern Baptist Convention as a whole, upon doctrinal, ethical and procedural matters of concern to the body of EHBC.

EHBC may, from time to time, also associate with other Christian ministries for the purpose of preaching and teaching God's Word. All of our affiliations are to be with churches and organizations that are biblically sound in doctrine and practice.

ARTICLE 2

PURPOSE

The purpose of Eagle Heights Baptist Church is to glorify God by fulfilling the Great Commandment (Matthew 22:36-40) and the Great Commission (Matthew 28:18-20); to provide public worship services; to keep the ordinances of the church; to preach and teach a sound doctrine as set forth in the Bible; to assist and encourage church members and other people to strengthen their belief in Jesus Christ and improve their relationship with God; to love each other; and to witness to those separated from God.

ARTICLE 3

ELDERS

Section 1. General Scope

EHBC seeks to be a New Testament church committed to the teachings of the Bible. No other authority or tradition is to guide the means, faith or structure of the Lord Jesus Christ's Church. The administrative and pastoral structure for a New Testament church is to utilize a plurality of leadership. EHBC will follow this scriptural example. To achieve this New Testament model, EHBC requires qualified men to serve as an Elder Council. These men must meet specific moral and spiritual qualifications before they serve (1 Tim. 3:1-7). They must be publicly installed into office (1 Tim. 5:22; Acts 14:23). They must be motivated and empowered by the Holy Spirit to do their work (Acts 20:28). After review, examination and appointment, as noted in Section 4 hereof, men affirmed by EHBC to serve as elders, which shall include the senior pastor, shall constitute the "Elder Council." To effectively perform their duties, the Elder Council needs the prayers, support (1 Tim. 5:17-18) and assent of members of EHBC (Heb. 13:17). EHBC is called upon to honor their Elder Council and to protect them against false accusations (1 Tim. 5:19). Finally, if an elder falls into sin, and continues in sin, he must be publicly rebuked (1 Tim. 5:20).

Section 2. Responsibilities

The Elder Council shall:

- A. feed the flock (1 Tim. 3:2; 5:17; 1 Thess. 5:12; Titus 1:9),
- B. provide leadership to the flock (Acts 20:28; 1 Thess. 5:12; Heb. 13:17), in practical matters (Acts 6:1-6; 11:29-30), in matters of doctrine (Acts 15; 16:4), and in matters of discipline and character (Heb. 13:17);
- C. lovingly care for the flock (James 5:14-15; Acts 20:35; Heb. 13:17); and,
- D. protect the flock (1 Pet. 5:2-3; Acts 20:28).

Section 3. Qualifications

Each elder must have the desire (1 Tim. 3:1) and the biblical qualifications to serve in this office. The qualifications of an elder are described in 1 Tim. 3:1-7 and Titus 1:6-9. He must be:

- A. Blameless as a steward of God; above reproach (1 Tim. 3:2; Titus 1:6-7);
- B. Husband of one wife; a one-woman man (1 Tim. 3:2; Titus 1:6);
- 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. Given to hospitality (1 Tim. 3:2; Titus 1:8);
- G. Apt to teach; able to teach; he can exhort believers and refute false teaching (1 Tim. 3:2; Titus 1:9);
- H. Not given to much wine (1 Tim. 3:3; Titus 1:7);
- I. Not violent; not pugnacious (1 Tim. 3:3; Titus 1:7);
- J. Patient, moderate, forbearing, gentle (1 Tim. 3:3);
- K. Not a brawler; uncontentious; not soon angry or quick-tempered (1 Tim. 3:3; Titus 1:7);
- L. Not covetous; not a lover of money; not greedy of base gain (1 Tim. 3:3; Titus 1:7);
- M. Manages his own house well; His children are faithful, not accused of rebellion to God (1 Tim. 3:4; Titus 1:7);
- N. Not a novice; not a new convert (1 Tim. 3:6);
- O. Has a good report or reputation with people outside the church (1 Tim. 3:7);
- P. Not self-willed (Titus 1:7);
- Q. Lover of what is good (Titus 1:8);
- R. Just, fair (Titus 1:8);
- S. Holy, devout (Titus 1:8); and,
- T. Self-controlled (Titus 1:8).

Section 4. Reconstitution of Elder Council

In the event that it is necessary to reconstitute the Elder Council, an Elder Examination Team shall be recommended to EHBC by the Deacon leadership in a quarterly or special church meeting for EHBC's determination whether to affirm the recommended individuals. Five individuals who are EHBC members in good standing shall be recommended. They are to be qualified to research and review the scriptural teachings on church elders and prayerfully recommend elders to EHBC. Once EHBC has affirmed four elders to the reconstituted Elder Council, the Elder Examination Team shall be dissolved.

Section 5. Selection

A. The Elder Council shall seek the Lord's leadership regarding the number of additional elders needed to minister to EHBC. While the Bible does not give instruction as to the number of elders a church should have, it is recognized that there must be a plurality. A determination of the need for additional elders should be based upon the work of God in

the EHBC family and the availability of those with a God-given desire to serve as an elder.

B. When the elder council determines the need for one or more additional elder(s), they may recommend consideration of men seemingly qualified. Also men who aspire to be elders should express that desire to an elder or the Sr. Pastor of EHBC. (1 Tim. 3:1)

C. A potential elder will be examined by the Elder Council in order to ascertain his desire to serve and qualifications. If the Elder Council and the man, in search of God's will for his life in this matter, are of like mind, the Elder Council shall recommend him to the EHBC body to be affirmed as an elder. The appointment of a man to serve as an elder is a solemn and serious matter (1 Tim. 5:21-22). Therefore, the Elder Council shall earnestly, without any haste, bias or partiality, seek God's will with regard to the potential elder's appointment to the Elder Council.

D. In a quarterly or special Meeting of EHBC, the Elder Council shall recommend the potential elder to EHBC. A three-fourths (75%) vote of the Qualified Church Members in attendance is required for affirmation of the recommendation. (1 Tim. 5:21, 22)

Section 6. Term of Office

An elder called by God, shall serve until such time as God calls him to other service and away from the office of Elder. Additionally, by the improper actions of an elder, he can be removed from office (Article 3, Section 10).

Section 7. Authority and Responsibilities

The Elder Council shall have the authority and responsibility to oversee the spiritual and administrative activities of EHBC unless otherwise reserved to the EHBC body elsewhere in this Constitution. This authority is able to be delegated by the Elder Council. In summary, the Elder Council is to shepherd the "flock" of God (1 Pet. 5:1-5). Only members of the Elder Council shall carry the title of Pastor, Elder or Overseer. It is recognized by EHBC and the Elder Council that there is only one Lord and Master in God's Church: the Lord Jesus Christ. All others are His servants. (Philippians 2:5-11)

Section 8. Training and Education

There are no specific requirements for seminary training or education to be an elder. Becoming an elder is a matter of God's preparation of the man and His call to the place of service.

Section 9. Discipline and Removal

Any elder may be removed from office if he becomes incapacitated, spiritually unqualified or his inability to serve is established in the minds of the remainder of the Elder Council. EHBC has the right to rebuke an elder due to a continuing sin in his life, based upon the procedure established in 1 Tim. 5:19-20. EHBC also has the right to remove the Elder Council in a quarterly or special church meeting, with a majority vote of the Qualified Church Members voting. The Sr. Pastor is not automatically removed with the removal of the Elder Council.

Section 10. Meetings and Organization

The Elder Council shall establish written policies and procedures for the conducting of their activities. All meetings shall have written or otherwise recorded minutes of the matters considered. These minutes shall become a part of the permanent records of the Church.

ARTICLE 4

TRUSTEES

Section 1. Role and Responsibility

The Elder Council shall select three (3) trustees to serve for three (3) years. They can serve consecutive terms based upon the Church's affirmation. The Trustees shall serve as signature authority to conduct the business of the church in accordance with the will and needs of the church. They shall hold in trust the property of the church. They shall affix their signatures to legal documents involving the sale, mortgage, purchases, or rental of property or other legal documents where the signatures of trustees are required. They shall have no power to buy, sell, mortgage, lease, or transfer any property without a specific vote or affirmation of the church authorizing each action.

ARTICLE 5

DEACONS

Section 1. General Scope

Deacons are the servant-ministers of the church. Their purpose is to relieve the elders of the multitude of practical duties of caring for the flock. Deacons are to give their primary attention toward caring for the congregation's physical welfare. Deacons have the honor of modeling, for the local church and the lost world, God's compassion, kindness, mercy, and love. As the church compassionately cares for people's needs, the world sees a visible display of Christ's love, which will draw some people to the Savior. Deacons are to be an example of commitment, unity and harmony in their service.

Section 2. Duties and Responsibilities

The deacons are to effectively and carefully administer the church's charitable activities. They are the collectors of benevolent funds, the distributors of relief and agents of mercy. They help the poor, the jobless, the sick, the widowed, the elderly, the homeless, the shut-in, and the disabled. They comfort, protect and encourage people and help to meet their needs. Although they do in many ways meet spiritual needs of those whom they serve, their primary service is related to physical needs. Specific duties include, but are not limited to:

- A. Service to the physical needs of the membership exhibiting the love and compassion of Christ. Specific attention is to be given to widows and widowers, the needy and the aged. Collection and administration of the benevolent fund is included.

- B. Assisting the Elder Council in the preparation and serving of the Lord's Supper to the Body of Christ.
- C. Other such duties and responsibilities as determined by the deacons and affirmed by the Elder Council.

Section 3. Qualifications

Deacons must be members in good standing of EHBC and possess the qualifications stated in I Timothy 3:8-10, 12-13. These qualifications are listed below:

- A. A man of dignity (1 Tim 3:8);
- B. Not double-tongued (1 Tim 3:8);
- C. Not addicted to much wine (1 Tim 3:8);
- D. Not fond of sordid gain (1 Tim 3:8);
- E. Holding to the mystery of the faith with a clear conscience (1 Tim 3:9);
- F. Tested (1 Tim 3:10);
- G. Beyond reproach (1 Tim 3:10);
- H. Husband of only one wife (1 Tim 3:12); and
- I. Good manager of their children and their own household (1 Tim 3:12).

Section 4. Deacon Officers

The deacon officers are the Chairman and Vice Chair. The Vice Chair is nominated and voted upon by the deacons and serves a term of one year. The Vice Chair acts as the secretary for the deacons and will automatically move into the role of Chairman the following year. The Chairman schedules and oversees the meetings of the deacons.

Section 5. Selection

Written nominations will be made by the membership, as required, for candidates who are perceived to meet the qualification of deacon and have proved themselves to have a heart to serve others. These nominees will be reviewed by the Deacon Officers. If a candidate is married, his wife may play an important role in his ministry, and she should meet the qualifications in 1 Tim. 3:11. The Deacon Officers will recommend to the Elder Council those whom they have examined and find to be qualified and who desire to serve as a deacon. The Elder Council will review and approve these recommendations, unless they find a candidate to be biblically unqualified for the office. The approved candidates will be presented to EHBC during a quarterly or special church meeting for the purpose of affirming the deacon candidates. Individual deacon candidates will be affirmed to serve by a three-fourths majority (75%) vote of all Qualified Church Members voting.

Section 6. Term of Office

The term of office of deacon shall be a three-year rotational term. Consecutive terms are acceptable and encouraged for those who are serving well as deacons. At the completion of

their term of service, with the recommendation of the Deacon Officers and the deacon's affirmation that God's leading is for them to continue serving as an active deacon, the Deacon Officers will present the names of those deacons whom they recommend to continue to serve, to the Elder Council for concurrence. Deacons recommended and approved for continuance of active service will not require reaffirmation by a vote of the membership. Following any lapse of service by a deacon, the procedures stated in Section 4 will be followed for return to active service.

Section 7. Number of Deacons

The number of active deacons will be as determined by the Deacon Officers with the concurrence of the Elder Council.

Section 8. Training and Education

No special education or training is required to serve as a deacon. The deacon must have a heart to serve others and be committed to work together with the other deacons in fulfilling the deacon ministry.

Section 9. Discipline and Removal

A deacon may be removed from active service upon failure to meet the qualifications stated in Section 3 or for reasons as stated in Article 3, Section 10, Discipline and Removal. Removal of a deacon from active service other than by completion of a term of service or resignation shall be by action of the Elder Council at the recommendation of the Deacon Officers and affirmed by the church body.

Section 10. Meetings and Organization

Deacons shall meet regularly for the fulfillment of the duties and responsibilities of deacons. Frequency of meetings shall be as determined by the Deacon Officers. The Deacon Officers shall prepare written policies and procedures for submission to the Elder Council for concurrence.

ARTICLE 6

MEMBERSHIP

Section 1. General

This is a sovereign and democratic Baptist church under the Lordship of Jesus Christ. The membership retains unto itself the right of exclusive self-governance in all phases of the spiritual and temporal life of this church.

The membership of this body reserves the exclusive right to determine who shall be members of this church and the conditions of such membership.

Section 2. Candidacy for General Membership

Any person may offer himself/herself as a candidate for membership at any time by notifying the church staff or an elder that they desire to be publicly committed to Eagle Heights. He or she may present himself or herself:

- A. By profession of faith in Jesus Christ and baptism according to the policies of this church.
- B. By promise of a letter from another church that practices baptism by immersion and doctrinally is in accord with scripture.
- C. By statement of Christian experience indicating their previous profession of faith and baptism as a believer.

Section 3. Prerequisites for Membership

Membership Class – Each prospective member will complete the EHBC membership class which is offered on a recurring basis throughout the year.

Elder Interview - Each prospective member will meet with one of the current Elders to confirm that the prospective member is biblically qualified for local church membership. The interview should minimally consist of the following:

1. How did the candidate come to faith in Christ?
2. What is the gospel? What must a person believe and do to be saved?
3. Has the candidate been baptized as a believer in a biblically like-minded church?
4. Does the candidate's life, since becoming a Christian, testify to the Spirit producing a Godly change in the candidate? Is there biblical evidence that the person is a new creation?
5. The interviewing elder should make known the expectations of the church body for every member of Eagle Heights.

Should there be any question of the qualification of any candidate for membership, such question shall be referred to the Elder Council for investigation. A recommendation shall be brought forward to the church.

Section 4. Affirmation of Membership

Each person who has successfully completed the prerequisites described above will be presented by the elders to the church body for affirmation during a quarterly meeting or special church meeting or following a regular worship service. The members in attendance will be asked to affirm the candidates for membership by voice vote. Upon

receiving such affirmation with no member objecting, the candidate becomes a member of EHBC.

Section 5. Watch-care Membership

A. A person may ask for membership as a “watch-care” member. A watch care member may wish affiliation as a “non-voting” member because of membership in another church. This membership would be used in situations of University students, individuals on temporary job assignments in the Stillwater area, or individuals confined to nursing facilities or hospitals. Watch-care members will enjoy the rights and privileges of membership with the exception of voting.

B. Members of EHBC living in another area are encouraged to affiliate with another congregation in their area.

Section 6. Voting Rights

On all matters that come before the church for action, each member present is entitled to one vote. A member must be at least 13 years of age to vote.

Section 7. Marriage Policy

One of our fundamental biblical beliefs is that marriage is the spiritual and physical union of one man and one woman in an exclusive, life-long covenant relationship (Genesis 1:27; 2:24; Mark 10:1-12; Matthew 19:4-6). This belief is affirmed in the Baptist Faith and Message (2000) and in the Eagle Heights Marriage Policy (2011). We believe that marriage is God’s unique gift which is intended to represent the union between Christ and His Church (Ephesians 5:22-33). Therefore, weddings on church property must be officiated by one or more ministers of the gospel ordained by a local church body. That minister or ministers must be approved by the elders of EHBC. The church will not make its facilities or ministers available for any wedding if one or both of the parties in the wedding are not biblically or legally qualified to marry. No minister of the church may officiate at any marriage ceremony unless such marriage is consistent with this policy.

Section 8. Discipline

Since the church has the right to accept individuals for membership, it also has the responsibility to discipline, as specified in Matthew 18: 15-20. Therefore, in cases of a pattern of willful disobedience to the clear moral standard of God’s word, the church may proceed to admonish or declare the offender to be no longer in its membership. In all cases the proceedings shall be conducted in a spirit of Christian kindness and forbearance to help restore the disobedient person to a life of obedience to God. Church discipline should always be understood and seen as an attempt to love people to repentance and to treat sin seriously within the church as a witness to those outside Eagle Heights.

Section 9. (Moved to last position of Article 6) Termination of Membership

Membership shall be terminated in the following ways:

- A. Death
- B. Transfer of letter to another Baptist Church
- C. Removed upon becoming affiliated with another church.
- D. Membership rolls will be reviewed regularly by the elders, and apparent inactive members will be contacted to try to restore them to active fellowship. If that fails, the elders may recommend exclusion from membership as described below.
- E. Exclusion by action of this church*

*Should a member become an offense to the church and to its good name by reason of immoral or unchristian conduct, or by persistent breach of the covenant vows, or nonsupport of the church in act or deed which includes attendance and active participation in church ministries, the church may terminate membership, upon recommendation by the Elder Council, with an affirmation vote by the membership, but only after due notice and hearing, and after faithful efforts have been made to bring such a member to repentance and amendment (Matthew 18).

ARTICLE 7

ADMINISTRATIVE TEAMS

Section 1. Finance/Budget Team

- A. Shall be composed of six members selected by the Elder Council. Each shall serve three years with two team members being replaced each year.
- B. The Team Leader/Chairman shall be elected from within the team each year.
- C. Duties of the Finance/Budget Team:
 - 1. Shall meet as necessary to perform its duties.
 - 2. Shall meet annually to formulate a budget with the assistance of the church staff and program leadership. The finished document shall be presented to the Elder Council for approval and the church body for affirmation.
 - 3. Shall regularly present financial reports to the church.
 - 4. Shall collect, deposit and monitor distribution of all church funds.
 - 5. Shall arrange for an independent review of church finances every 3rd year.
 - 6. A formal audit shall be conducted upon recommendation of the review or upon request by the Elder Council.
 - 7. All checks must be signed by two members of the finance team.

Section 2. Personnel Team

- A. Shall be composed of six members selected by the Elder Council. Each shall serve three

years with two team members being replaced each year.

B. The Team Leader/Chairman shall be elected from within the team each year.

C. Duties of the Personnel Team:

1. Consider relevant matters affecting personnel of the church as directed by the elders.
2. Provide input to the elders concerning the addition of new staff positions or filling vacant positions.
3. Facilitate a process of annual performance review for church staff.
4. Shall make recommendations annually, or as needed, in time for budget consideration to the Finance/Budget Team concerning compensation, benefits, and other financial considerations.
5. Maintain current and accurate job descriptions for all staff positions.

Section 3. Facilities Team

A. Shall be composed of six members selected by the Elder Council. Each member shall serve three years with two team members being replaced each year.

B. The Team Leader/Chairman shall be elected from within the team.

C. Duties of the Facilities Team:

1. Shall supervise maintenance and management of all church properties.
2. Establish guidelines for property use, taking into consideration maintenance and custodial concerns.
3. Establish a long term plan for facility maintenance and expansion with periodic re-evaluation, which may include re-organizing use of current structures.
4. Submit appropriate recommendations for action to the Elder Council for approval and affirmation by the church body.
5. Appoint a maintenance supervisor to oversee the routine maintenance and upkeep of the facilities. The maintenance supervisor will report regularly to the Facilities Team.

Section 4. Safety and Security Team

A. Shall be composed of members selected by the Elder Council, with the number of team members determined by consultation between the team and the Elders. There is no term limit for members of the Safety and Security Team. Members may be removed from the team by the Elders at any time.

B. [The Team Leader/Chairman will recruit members for the team under the oversight of the Elder Council. There is no term limit for members of the Safety and Security Team. Members may be removed from the team by the Elders at any time.](#)

C. Duties of the Safety and Security Team:

1. Develop guidelines and implement measures for ensuring the safety of persons on church property of EHBC and during activities sponsored by EHBC.
2. Communicate appropriate information about [security issues](#) to EHBC staff, elders, deacons, and members if and when such communication is needed to

enhance safety.

3. Make recommendations annually, or as needed, in time for budget consideration to the Finance/Budget Team concerning funds for security improvements.

ARTICLE 8

STAFF

Section 1. Senior Pastor

By virtue of his calling and office, the Senior Pastor is a member of the Elder Council. The Elder Council shall constitute the spiritual leadership of the Church. He shall be elected for an indefinite period of time and may terminate his position with the Church by a notice of fourteen days. The Church may rebuke and/or dismiss the Senior Pastor from his duties upon recommendation from the Elder Council and subject to the affirmation of the church members in a special called meeting. The Sr. Pastor shall serve as the primary preacher and senior Bible teacher. The Sr. Pastor, or his designee, shall be considered an ex-officio member, without vote, of all ministry and administrative teams.

Section 2. Church Staff

The Church shall employ other staff members as the Elder Council deems necessary based upon input from the Personnel Team. Ministerial staff members will be presented to the church by the Elder Council for affirmation. Ministerial staff members will not automatically be members of the Elder Council but may be eligible for selection and affirmation by the Church body. Support staff will be hired by the Elder Council. All staff will serve under the general direction of the Sr. Pastor. Termination of staff, other than the senior pastor, will be at the discretion of the Elder Council and will follow standard accepted practices of due process for termination of an employee.

Section 3. Pastor Search Team

In the event of a vacancy in the position of Senior Pastor, a search team will be formed to seek a new pastor. The elder council will appoint two elders to serve on the pastor search team. The remainder of the team will be formed by taking written nominations from the church body, each member nominating a maximum of five persons. Persons nominated for the Pastor Search Team must be at least 18 years of age. After a nomination period of 10 days, the top ten nominees who are willing to serve are to be listed on a ballot. A vote will then be taken in which each church member, 13 years of age or older, will be allowed to vote for five nominees. All ballots are to be signed by the church member voting. The five nominees with the most votes shall make up the remainder of the Pastor Search Team. The next two closest votes will be alternates to be included in the team if someone becomes unable to fulfill their position. Only one person from a household will be eligible to serve on the team.

The Pastor Search Team will seek a candidate for Senior Pastor. When they are in

unanimous agreement as to a candidate, they will present the candidate to the church body for questioning and preaching (in view of a call). The church membership will then vote on the Senior Pastor candidate. It shall take an 85% vote of the members present to call a pastor.

ARTICLE 9

CHURCH MEETINGS

Section 1. Worship

A. The church shall meet regularly in open session on the Lord's Day and at other times for the worship of God, preaching, prayer, instruction and evangelism.

B. The Lord's Supper shall be duly observed (at a minimum) each quarter unless otherwise scheduled.

C. Other special meetings for worship, prayer, teaching, or evangelism may be scheduled by the pastor and staff.

Section 2. Quarterly Church Meeting

A quarterly church meeting will be held each fifth Sunday of the month during the calendar year, or rescheduled by the Elder Council and announced at least two weeks in advance.

This will be an informational meeting regarding the status of standing teams and any ministry team that has operated during the quarter, as well as an opportunity to conduct any necessary church business. The Elder Council shall select a moderator and a clerk for all church meetings.

Section 3. Special Business Meeting

Special meetings of the EHBC membership shall be held at its principal place of worship in Stillwater, Oklahoma. The Elder Council may call a special meeting. Also, the Senior Pastor, one third of the Elder Council membership, or fifteen (15) Church Members of EHBC can cause a special meeting to be called by the Elder Council within thirty (30) days of such request. A minimum 2 week notice must be given by announcement to the church body following a regular Sunday service, by electronic mail delivery, and by inclusion in the Church newsletter/bulletin. The Elder Council shall select a moderator and a clerk for all church meetings.

Section 4. Quorum

The quorum shall consist of the church members present at any regular quarterly meeting or one that has been properly called as specified in Section 3 of this article.

Section 5. Matters to be considered by EHBC membership.

The Elder Council will secure the affirmation of the EHBC body regarding:

- A. Selection, rebuke, or dismissal of deacons, elders, or ministerial staff, not including support staff;
- B. Building and Facilities – acquisitions and relinquishments relating to EHBC properties;
- C. Financial budgets of EHBC;
- D. Amending the church adopted constitution or bylaws (see Article 11 Section 1);
- E. Terminating a person’s church membership
- F. Other matters in which the Elder Council feel led to seek the church members’ advice and counsel.

Section 6. Affirmation Vote

Any recommendation presented to the membership for affirmation shall be done in the following manner:

- A. A ballot with the recommendation in print will be submitted to the membership.
- B. The ballot will provide two options for response by the voting member:
 - 1.Option 1 –I affirm the recommendation
 - 2.Option 2 –I cannot affirm the recommendation for the following reason:
- C. The member must be 13 years of age to vote
- D. The ballot must be signed by the member to be valid
- E. All ballots that cannot affirm the recommendation will be reviewed by the Elder Council and based upon the reasoning the recommendation will be reconsidered.

Section 7. Fiscal Year

The fiscal year of the church shall be January1-December 31.

ARTICLE 10

MINISTRY TEAMS

Section 1. General

In accordance with its Purpose, EHBC is committed to accomplishing its stated goals through ministry of its members. To accomplish these goals, EHBC is determined to organize into “Ministry Teams” to be more effective. Teams are focused upon accomplishing a stated or determined goal, or set of goals, and to fulfill ministry through the service of those who have been called by God.

Section 2. Empowerment

Teams organize and function under policies and procedures established by the Elder

Council.

Section 3. Function

Teams are the basic organizing units of EHBC for accomplishing its ministry goals. Teams are not policy-making entities; rather, they are the “hands and feet” of the body of Christ. These teams devise and carry out the actions to further determine EHBC ministries.

Section 4. Structure

Depending upon EHBC membership participation in a ministry, the team may be in a leadership role for the ministry, or the team may be those EHBC members that comprise all of the participants in that ministry. Team size and function shall meet the needs of its ministry.

Section 5. Dissolution

Teams may be dissolved upon a determination of the Elder Council.

ARTICLE 11

INSPECTION OF RECORDS AND INFORMATION

Every member shall have the absolute right, at any reasonable time, to inspect all books, records, documents (with the exception of personnel and contribution records) and the physical properties of EHBC. The Elder Council, if necessary to maintain good order, may restrict and limit the number of inspections or establish an orderly manner for such to be conducted, but in no event shall an inspection of the records be denied to a member.

ARTICLE 12

AMENDMENTS

Section 1. Amendment Process

A. At any time any member believes that this Constitution should be amended, or new or additional Bylaws should be made, they may suggest the amendment or Bylaw to the Elder Council, who will decide whether it should be brought before the church body. If the Elder Council believes that the proposed amendment or Bylaw has merit, they shall place it on the agenda for the next regular or special church meeting, at which time the amendment or Bylaw may be voted on by the church body.

B. In the alternative, if the Elder Council shall refuse to bring the proposed amendment or Bylaw before the church body, the amendment or Bylaw may be put before the church body for a vote in the event that ten percent (10%) of the Church Members sign a Petition

stating that they support the amendment or Bylaw and request that such amendment or Bylaw be put before the church body to be voted upon in a special called meeting.

C. Written copies of the language of the proposed amendment or Bylaw should be distributed to any person requesting a copy of the same at least seven (7) days before any vote by the church body on such amendment or Bylaw is scheduled to be held.

D. The church shall only adopt the amendment or Bylaw if a two-thirds (66.7%) majority vote of the Church Members voting shall approve.

Section 2. Record of Amendments

A. Whenever an amendment or new Bylaw is adopted, it shall be copied into the books and records of EHBC, with the original Constitution. If any Bylaw is repealed or amended, the fact of repeal or amendment, with the date of the meeting at which the repeal or amendment was confirmed, by EHBC, shall be stated in EHBC's books and records with the Constitution and the repealed or amended provision, clearly marked as repealed or amended, in the original Constitution.

B. The records pertaining to the by-laws and the constitution shall be maintained in the Church office.

ARTICLE 13

INDEMNIFICATION OF DIRECTORS, OFFICERS, EMPLOYEES AND OTHER AGENTS

Section 1: Definitions

For the purpose of this Article:

A. Agent. "Agent" means any person who is or was a director, officer, trustee, employee or other agent of the Church, or is or was serving at the request of the Church as a director, officer, trustee, employee or agent of another foreign or domestic corporation, partnership, joint venture, trust or other enterprise; and

B. Proceeding. "Proceeding" means any threatened, pending or completed action or legal proceeding, whether civil, criminal, administrative or investigative; and

C. Expenses. "Expenses" include, without limitation, all attorneys' fees and any other expenses incurred in the defense of any claims or proceedings against an agent by reason of his position or relationship as an Agent of EHBC, as defined above, and all attorneys' fees, costs, and other expenses incurred in establishing a right to indemnification under this Article.

Section 2: Indemnification for Expenses incurred by Agent in a Proceeding

Subject to the required findings to be made pursuant to Section 3, below, the Church shall

indemnify any person who was or is a party, or is threatened to be made a party, to any proceeding other than action brought by, or in the right of, the Church, to procure judgment on its favor, by reason of the fact that such person is or was an Agent of the Church, for all expenses, judgments, fines, settlements, and other amounts actually and reasonably incurred in connection with the proceeding.

Section 3: Determination of Agent's Good Faith Conduct

The indemnification granted to an agent in Section 2 of this Article is conditioned on the following:

1. **Required Standard of Conduct.** The agent seeking reimbursement must be found, in the manner provided below, that he acted in good faith within the scope of his authority or assigned duties of the Church, in a manner he believed to be in the best interest of the Church, and with such care, including reasonable inquiry, as an ordinarily prudent person in a like position would use in similar circumstances. The termination of any 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 or in a manner which he reasonably believed to be in the best interest of the Church or that he had reasonable cause to believe that his conduct was unlawful. In the case of a criminal proceeding, the person must have had no reasonable cause to believe that his conduct was unlawful.

2. **Manner of Determination of Good Faith Conduct.** The determination that the agent did act in a manner complying with this Section 3 shall be made by:
 - a. The Elder Council by a majority vote of a quorum consisting of Elders who are not parties to the proceeding; or
 - b. The church body by a majority vote, with the persons to be indemnified not being entitled to vote thereon; or
 - c. The court in which the proceeding is or was pending. Such determination may be made on application brought by the Church or the Agent or the attorney or other person rendering a defense to the Agent, whether or not the Church opposes the application by the Agent, attorney or other person.

Section 4: Limitations

No indemnification or advance shall be made under this Article, in any circumstances when it appears:

1. That the indemnification or advance would be inconsistent with a provision of the Articles of Incorporation, the Constitution, a resolution of the members, or an agreement in effect at the time of the accrual of the alleged cause of action asserted in the proceeding in which the expenses were incurred or other amounts were paid, which prohibits or otherwise limits indemnification; or
2. That the indemnification would be inconsistent with any condition expressly imposed by a court in approving a settlement.

Section 5: Advance of Expenses

Expenses incurred in defending any proceeding may be advanced by the Church before the final disposition of the proceeding on receipt of an undertaking by or on behalf of the Agent to repay the amount of the advance unless it is determined ultimately that the agent is not entitled to be indemnified as authorized in this Article.

Section 6: Insurance

The Elder Council may adopt a resolution authorizing the purchase and maintenance of insurance on behalf of any Agent of the Church against any liability asserted against or incurred by the Agent in such capacity or arising out of the Agent's status as such.