

CONSTITUTION & BY-LAWS
of the
POINT MALLARD PARKWAY BAPTIST CHURCH
DECATUR, AL
Adopted by the membership on October 11, 2015

Preamble

We declare and establish this constitution to preserve and secure the principles of our faith and to govern the body in an orderly manner. Point Mallard Parkway Baptist Church is affiliated with the Southern Baptist Convention, and this constitution is based on the biblical principles of a pastor-led, deacon-served, and congregation-governed church. The congregation recognizes the responsibility to support and implement this constitution through committed service to the church. This constitution will preserve the liberties of church members and the freedom of action of this body in its relation to other churches.

Article 1 – Name

The name of this church is Point Mallard Parkway Baptist Church.

Article 2 – Purpose, Covenant, Statement of Faith

Section 1- Purpose

This church exists by the grace of God, for the glory of God, which shall be the ultimate purpose in all its activities. This church glorifies God by loving Him and obeying His commands through: Worshipping Him; Equipping the saints through Bible instruction and study; Proclaiming the gospel of Jesus Christ through preaching and personal evangelism, and any other means consistent with the teachings of Holy Scripture; Encouraging, supporting, and participating in missions work, local, domestic, and international; Administering the ordinances of baptism and communion; Encouraging Biblical fellowship among believers; Serving other individuals, families, and churches by providing for physical, emotional, and spiritual needs, in the name of Jesus Christ; and calling fellow churches to biblical faithfulness and purity through instruction and encouragement about the nature of the local church.

Section 2- Church Covenant

As members of Point Mallard Parkway Baptist Church, we affirm this covenant with one another by God's grace, for our good, and ultimately for God's glory.

Having been brought by divine grace to repent and believe in the Lord Jesus Christ (Ac. 2:38; 16:31; 20:21; Rom. 10:9-10) and to surrender our lives to Him (Lk. 14:25-33), and having been baptized as Christians in the name of the Father and of the Son and of the Holy Spirit (Mt. 28:19; Ac. 2:41; Rom. 6:1-4), we covenant together to glorify God (Is. 43:7; 1 Cor. 10:31) by making disciples (Mt. 28:18-20; 2 Tim. 2:2) of all nations (Ps. 67:1-2; Rev. 7:9-10).

Together, we will draw near to God in worship (Heb. 10:22; Rom. 12:1-2). We will delight in the glory of God (Ps. 16:11; 37:4; 63:1-11), depend on the presence of God (Ex. 33:14-18; Mt. 28:20; Jn. 15:5; Jas. 4:8), grow in the knowledge of God (Php. 3:10; Col. 1:9-12; 2 Pet. 3:17-18), and submit to the Word of God as the all-sufficient authority in our lives and in His church (2 Tim. 3:14-4:5; Ps. 19:7-11; 119:105-112).

Together, we will hold fast to the hope we profess (Heb. 10:23). We will regularly participate in communion as we solemnly and joyfully remember the past work of Christ on the cross, celebrate the

present work of Christ at the Father's right hand, and anticipate the future work of Christ in His return for His bride (Lk. 22:7-23; Ac. 2:42; 1 Cor. 11:23-32).

Together, we will spur one another on to love and good deeds (Heb. 10:24). We will meet with one another consistently (Heb. 10:25), pray for one another regularly (Php. 1:3-6), and serve one another selflessly (Rom. 12:9-13). We will share each other's joys and bear each other's burdens (1 Cor. 12:26; 2 Cor. 2:3; Gal. 6:2). We will edify one another with our speech (Eph. 4:29-32) and encourage one another with our example (1 Cor. 10:31-11:1; Php. 4:9). We will humbly and gently confront one another and receive correction from one another in accordance with a New Testament understanding of church discipline and restoration (Mt. 18:15-20; 1 Cor. 5:1-13; Gal. 6:1). We will give cheerfully and generously to the support of the church, the relief of the poor, and the spread of the Gospel through all nations (2 Cor. 8-9).

We will submit to the leadership of pastors who have been entrusted by God to serve and care for this body by teaching the Word of Christ to us and modeling the character of Christ before us and we will affirm deacons as leading servants in the church (Heb. 13:17; Ac. 6:1-7; 20:28-31; 1 Tim. 3:1-13; 5:17-20; 1 Pet. 5:1-4). If we move from this local body, we will as soon as possible unite with another local church where we can carry out the spirit of this covenant and the principles of God's Word (Heb. 10:25).

May the grace of the Lord Jesus Christ, and the love of God, and the fellowship of the Holy Spirit be with us all (2 Cor. 13:14). Amen.

Section 3- Statement of Faith

We affirm this Statement of Faith along with the Baptist Faith and Message (2000).

I. The Scriptures

We believe that the Holy Bible was written by men divinely inspired, and is a perfect treasure of heavenly instruction; that it has God for its author, salvation for its end, and truth without any mixture of error for its matter; that it reveals the principles by which God will judge us; and therefore is, and shall remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and opinions should be tried.

II. Of The True God

We believe that there is one, and only one, living and true God, an infinite, intelligent Spirit, whose name is JEHOVAH, the Maker and Supreme Ruler of heaven and earth; 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.

III. Of The Fall Of Man

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

IV. Of The Way Of Salvation

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

V. Of Justification

We believe that the great Gospel blessing which Christ secures to such as believe in Him is Justification; that Justification includes the pardon of sin, and the promise of eternal life 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; by virtue of which faith His perfect righteousness is freely

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

VI. Of The Freeness Of Salvation

We believe that the blessings of salvation are made free to all by the gospel; that it is the immediate duty of all to accept them by a cordial, penitent, and obedient faith; and that nothing prevents 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.

VII. Of Grace In Regeneration

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

VIII. Of Repentance And Faith

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

IX. Of God's Purpose Of Grace

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

X. Of Sanctification

We believe that Sanctification is the process by which, according to the will of God, we are made partakers of his holiness; that it is a progressive work; that it is begun in regeneration; and that it is carried on in the hearts of believers by the presence and power of the Holy Spirit, the Sealer and Comforter, in the continual use of the appointed means, – especially, the word of God, self-examination, self-denial, watchfulness and prayer.

XI. Of The Perseverance Of Saints

We believe that such only are real believers 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 they are kept by the power of God through faith unto salvation.

XII. Of The Harmony Of The Law And The Gospel

We believe that the Law of God is the eternal and unchangeable rule of His moral government; that it is holy, just, and good; and that the inability which the Scriptures ascribe to fallen men to fulfill its precepts, arises entirely from their love of sin: to deliver them from which, and to restore them through a Mediator to unfeigned obedience to the holy Law, is one great end of the Gospel, and of the Means of Grace connected with the establishment of the visible church.

XIII. Of A Gospel Church

We believe that a visible church of Christ is a congregation of baptized believers, associated by covenant in the faith and fellowship of the Gospel; observing the ordinances of Christ; governed by His laws; and exercising the gifts, rights, and privileges invested in them by His word; that its only scriptural officers are Pastors (a.k.a. Elders or Overseers), and Deacons, whose qualifications, claims, and duties are defined in the Epistles to Timothy and Titus.

XIV. Of Baptism And The Lord's Supper

We believe that Christian Baptism is the immersion in water of a believer, into the name of the Father, and Son, and Holy Spirit; 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 pre-requisite 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 cup, are to commemorate together the dying love of Christ; preceded always by solemn self-examination.

XV. Of The Christian Sabbath

We believe that the first day of the week is the Lord's Day, or Christian Sabbath; and is to be kept sacred to religious purposes by the devout observance of all the means of grace, both private and public; and by preparation for that rest that remains for the people of God.

XVI. Of Civil Government

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

XVII. 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.

XVIII. Of Marriage and Life

We believe that marriage was ordained by God at creation as the sacred union of one man and one woman; all sexual relations must therefore be reserved for that union; Christian marriage is a representation of Christ's relationship to His church; we also believe that children are a blessing from the Lord; thus all human life is sacred and worthy of protection from the moment of conception.

XIX. Of The World To Come

We believe that the end of the world is approaching; that at the last day Christ will descend from heaven, and raise the dead from the grave to final retribution; that a solemn separation will then take place; that the wicked will be judged to endless punishment, and the righteous to endless joy; and that this judgment will fix forever the final state of men in heaven or hell, on principles of righteousness.

Article 3 – Membership

Section 1 – Qualifications

To qualify for membership in this church, a person must be a believer in Jesus Christ who gives evidence of regeneration, who has been baptized, in obedience to Christ, following his or her regeneration, and who wholeheartedly believes in the Christian faith as revealed in the Bible. Each member must agree to submit to the teaching of Scripture as expressed in the Statement of Faith and must promise to keep the commitments expressed in the Church Covenant. The pastors shall be responsible for determining each person's qualification for membership. In making this determination, they may rely on a person's profession of faith, or such other evidence, as the pastors deem appropriate.

Section 2 – Admission of Members

To be admitted into church membership, applicants shall be recommended by the pastors for admission and accepted by vote of the members at any regular or special meeting of the members, and shall at that point relinquish their membership in other churches.

Section 3 – Duties and Privileges of Membership

In accord with the duties enumerated in the Church Covenant, each member shall be privileged and expected to participate in and contribute to the ministry and life of the church, consistent with God's leading and with the gifts, time, and material resources each has received from God. Only those shall be entitled to serve in the ministries of the church who are members of this congregation; non-members may serve on an ad-hoc basis with the approval of the pastors. Notwithstanding, non-members may serve the church for purposes of administration and professional consultation.

Under Christ this congregation is governed by its members. Therefore, it is the privilege and responsibility of members to attend all members' meetings. The vote of the membership of this church at a member's meeting shall be required to effect the following actions:

Accept members into the church, give letters of transfer or recommendation to members, or drop members from the church roll;

Elect officers of the church;

Discipline members by dismissing them and discipline officers by removing them from office;

Approve annual budgets of the church, authorize any expenditure of the funds of the church when such expenditure is not covered by an approved budget, and approve any transactions regarding real property;

Accept, reject, or otherwise dispose of any matter submitted to the membership of the church by the pastors, or raised by motion at a member's meeting;

Adopt, amend, or repeal the Constitution of this church;

Approve the call, job description and initial salary of vocational pastors and staff.

Section 4 – On Church Discipline

Any member consistently neglectful of his or her duties or guilty of conduct by which the name of our Lord Jesus Christ may be dishonored, and so opposing the welfare of the church, shall be subject to the admonition of the pastors and the discipline of the church, according to the instructions of our Lord in Matthew 18: 15–17 and the example of Scripture. Church discipline, then, should ordinarily be contemplated after individual private admonition has failed.

Church discipline can include admonition by the pastors or congregation, suspension from communion for a definite period, deposition from office, and excommunication (see Matthew 18: 15–17; 2 Thessalonians 3: 14–15; I Timothy 5: 19–20; I Corinthians 5: 4–5).

The purpose of such discipline should be for the repentance, reconciliation, and spiritual growth of the individual disciplined (see Proverbs 15: 5; 29: 15; I Corinthians 4: 14; Ephesians 6: 4; I Timothy 3: 4–5; Hebrews 12: 1–11; Psalm 119: 115; 141: 5; Proverbs 17: 10; 25: 12; 27: 5; Ecclesiastes 7: 5; Matthew 7: 26–27; 18: 15–17; Luke 17: 3; Acts 2: 40; I Corinthians 5: 5; Galatians 6: 1–5; II Thessalonians 3: 6, 14–15; I Timothy 1: 20; Titus 1: 27 13–14; James 1: 22);

For the instruction in righteousness and good of other Christians, as an example to them (see Proverbs 13: 20; Romans 15: 14; I Corinthians 5: 11; 15: 33; Colossians 3: 16; I Thessalonians 5: 14 [note this is written to the whole church, not just to leaders]; I Timothy 5: 20; Titus 1: 11; Hebrews 10: 24–32 25);

For the purity of the church as a whole (see I Corinthians 5: 6–7; II Corinthians 13: 10; Ephesians 5: 27; II John 10; Jude 24; Revelation 21: 2);

For the good of our corporate witness to non-Christians (see Proverbs 28: 7; Matthew 5: 13–16; John 13: 35; Acts 5: 1–14; Ephesians 5: 11; I Timothy 3: 7; II Peter 2: 2; I John 3: 10); and

Supremely for the glory of God by reflecting His holy character (see Deuteronomy 5: 11; I Kings 11: 2; II Chronicles 19: 2; Ezra 6: 21; Nehemiah 9: 2; Isaiah 52: 11; Ezekiel 36: 20; Matthew 5: 16; John 15: 8; 18: 17, 25; Romans 2:24; 15: 5–6; II Corinthians 6: 14–7: 1; Ephesians 1: 4; 5: 27; I Peter 2: 12).

Section 5 – Termination of Membership

The church shall recognize the termination of a person's membership following his or her death, and may do so after he or she has voluntarily resigned or joined with another church. Membership may also be terminated as an act of church discipline (ordinarily, but not necessarily, at the recommendation of the pastors) upon the vote of at least two-thirds of the members present at any regular or special meeting of the members.

Article 4 - Meetings

Section 1 – Worship Meetings

Worship services shall be held each Lord's Day, and may be held throughout the week as the church determines. The facilities of Point Mallard Parkway Baptist Church will not be used, nor shall the staff members participate in any activity which comes into conflict with our beliefs as stated in this constitution. In the event of a question regarding an activity, the decision of leadership of the church shall prevail.

Section 2 – Members' Meetings

In every meeting together, members shall act in that spirit of mutual trust, openness, and loving consideration which is appropriate within the body of our Lord Jesus Christ.

There shall be a regular members' meeting at least once a year, at some time apart from a public worship service agreed upon by the membership.

A pastor designated by the pastors shall preside as moderator at all members' meetings of the church. The pastors shall see that the stated meetings of the church are regularly held and that required reports are submitted to the church by the responsible members.

Provided all constitutional provisions for notification have been met, a quorum shall be understood to be met by those members present. All votes shall be tallied based on the number of votes cast by members present.

A budget shall be approved by the membership at a members' meeting not more than three months after the start of the fiscal year. Prior to this approval and subject to the pastors' discretion, expenditures may continue at the prior year's level.

At any regular or special members' meeting, officers may be elected and positions filled as needed, so long as all relevant constitutional requirements have been met.

Special members' meetings may be called as required by the pastors, or at the written request, submitted to the pastors, of five percent of the voting membership. In the event of a written request from the members, the pastors shall call a special meeting to be held within one month of their receipt of the request. The date, time, and purpose of any special meeting shall be announced at all public services of the church for at least two weeks preceding the meeting.

Article 5 – Officers

Section 1 – Summary

The Biblical offices in the church are pastors (a.k.a. elders, overseers, and bishops) and deacons. In addition, our church recognizes the administrative positions under this constitution of clerk, trustees, and treasurer. All officers must be members of this church prior to assuming their responsibilities.

Section 2 – Pastors

The pastors shall be comprised of not less than three men who satisfy the qualifications for the office of pastor set forth in I Timothy 3: 1–7 and Titus 1: 6–9. Pastors may be composed of church members both in and out of the regular pay of the church, and no pastor shall hold the office of deacon during his tenure. If the church is found to be without three pastors, the deacon body shall temporarily fulfill the duties of the

pastorate if no pastors exist, or assist the existing pastor(s), until such time as a pastor can be called and equipped.

I. Responsibilities of Pastors

Subject to the will of the congregation, the pastors shall oversee the ministry and resources of the church. In keeping with the principles set forth in Acts 6: 1–6 and I Peter 5: 1–4, the pastors shall devote their time to prayer, the ministry of the Word (by teaching and encouraging sound doctrine), and shepherding God's flock.

II. Calling of Pastors

The church shall recognize men gifted and willing to serve in this calling, in accordance with the constitutional provisions on elections. These men shall be received as gifts of Christ to His church and set apart as pastors. This recognition shall be reaffirmed by the church triennially. After a pastor, other than the senior or a paid pastor(s), has served two consecutive three-year terms, he may only be elected to the office of pastor after at least one year.

III. Removal of Pastors

A pastor's term of office may be terminated by resignation or by dismissal. Any two members with reason to believe that a pastor should be dismissed should express such concern to the pastors and, if need be, to the deacons or the congregation. Any such action shall be done in accordance with the instructions of our Lord in Matthew 18: 15–17 and I Timothy 5: 17–21. Any of the pastors may be dismissed by a two-thirds secret ballot vote of members in good-standing who are 18 years old or over at any members' meeting of the church with a two week's prior notice.

IV. Duties of Pastors

The pastors shall take particular responsibility to examine and instruct prospective members, examine and recommend all prospective candidates for offices and positions, oversee the work of the deacons and appointed church agents and committees, conduct worship services, administer the ordinances of baptism and communion, equip the membership for the work of the ministry, encourage sound doctrine and practice, admonish and correct error, oversee the process of church discipline, coordinate and promote the ministries of the church, and mobilize the church for world missions. The pastors are further to ensure that all who minister the Word to the congregation, including outside speakers, share our fundamental convictions.

The pastors may establish ministry positions or committees to assist them in fulfilling their responsibilities. The pastors may also propose funding for new paid staff positions. The membership shall approve all candidates to fill the positions of pastor. The scope and approval of job descriptions for any staff position shall reside in the hands of those with hiring authority for that position.

The pastors shall have primary responsibility for the employment, supervision, and evaluation of staff members. This responsibility may, on a case-by-case basis, be delegated to another staff member.

Each year the pastors, after consultation with the deacons and the membership, shall present to the church an itemized budget. This budget shall be presented for discussion and called up for a vote at any members' meeting. No money shall be solicited by or on behalf of the church or any of its ministries without the approval of the pastors.

The pastors shall elect a chairman of pastors' meetings and shall also elect one of their number to serve as moderator of members' meetings.

Section 3 – The Senior Pastor

The senior pastor shall perform the duties of a pastor described in Section 2, above, and shall be recognized by the church as particularly gifted and called to the full-time ministry of preaching and teaching.

His call shall not be subject to the triennial reaffirmation or to the term limitation set out in Article 5, Section 2, for pastors. His call shall be defined as per Article 6, Section 3.

He shall preach on the Lord's Day, administer the ordinances of baptism and communion, and perform such other duties as usually pertain to that office, or as set forth in the constitution.

In the absence or incapacity of the senior pastor the pastors shall assume responsibility for his duties, any of which can be delegated.

Section 4 – Deacons

The office of deacon is described in I Timothy 3: 8–13 and Acts 6: 1–7. The church shall recognize, in accordance with the constitutional provisions on elections, deacons who are giving of themselves in service to the church, and who possess particular gifts of service. These members shall be received as gifts of Christ to His church and set apart as deacons.

Deacons shall be elected to one term lasting for a maximum of three years and may only be elected to another term after one year.

Duties of Deacons may include: care for the temporal needs of members; attending to the accommodations for public worship; the greeting and welcoming ministries of the church; assisting in administering the ordinances of the Gospel; assisting at fellowship gatherings of the church; caring for and maintaining the Church properties;

Deacons may receive, hold, and disburse a fund for benevolence, reporting on its use to the pastors at their request, and reporting to the church its total receipts and total disbursements only.

Deacons, with the agreement of the pastors, may establish unpaid administrative positions or committees of members to assist them in fulfilling their responsibilities in the church.

Section 5 – Clerk

It shall be the duty of the clerk to record the minutes of all regular and special members' meetings of the church, to preserve an accurate roll of the membership, and to render reports as requested by the pastors, the deacons, or the church.

The clerk shall be nominated by the pastors and elected by the congregation to serve a term of one year.

In the absence or incapacity of the clerk the pastors shall appoint a member to perform the duties of the church clerk.

The church clerk shall ensure that dated copies of the most recent revision of this constitution shall be available for all church members.

Section 6 – Treasurer

The treasurer, who shall not be an active pastor, or paid church staff member, shall ensure that all funds and securities of the church are properly secured in such banks, financial institutions, or depositories as appropriate. The treasurer shall also be responsible for presenting regular reports of the account balances, revenues and expenses of the church at each members' meeting. The responsibility may be delegated with the approval of the pastors. The treasurer shall also ensure that full and accurate accounts of receipts and disbursements are kept in books belonging to the church, and that adequate controls are implemented to guarantee that all funds belonging to the church are appropriately handled by any officer, employee, or agent of the church. The treasurer shall render to the pastors annually, or whenever they may require it, an account of all transactions as treasurer and of the financial condition of the church. The treasurer shall be nominated by the pastors and elected by the congregation to serve a term of one year.

Section 7- Trustees

The Trustees shall consist of three elected members of the church body. The church shall elect the Trustees to serve as legal officers for the church. The Trustees shall make and execute all contracts, deeds, bonds, notes, negotiable instruments, mortgages, trusts and other instruments of indebtedness or conveyance. All such documents shall be signed for and on behalf of the Trustees by any two of the three Trustees. The Chairman of the Trustees shall be the President of the church corporation. The chairman will be the trustee who is serving their last year on their three year rotation.

Article 6 – Elections

Section 1 – Principles

The process for church elections shall be interpreted and carried out to fulfill the following principles:
Substantial prayer, both individually and corporately, should be an integral part of the election process;

Nominations should proceed with the support of the pastors;

All candidates for church office should be treated with the grace, kindness, and honesty appropriate in evaluating fellow members;

The election process shall express that spirit of mutual trust, openness, and loving consideration that is appropriate within the body of our Lord Jesus Christ.

Section 2 – Selection of Officers

The election of officers shall be held at a members' meeting of the church. Names of nominees to serve as pastors, deacons, clerk, treasurer, or trustee shall be presented by the pastors (or an appointed nominating team) and the election shall proceed as directed by the moderator.

The pastors should seek recommendations and involvement from the general membership in the nomination process. Any member with reason to believe that a nominated candidate is unqualified for an office should express such concern to the pastors. Members intending to speak in opposition to a candidate should express their objection to the pastors as far in advance as possible before the relevant church members' meeting.

The moderator shall declare elected all men receiving a 75% majority of all votes cast for the office of pastor. For all other offices, the moderator shall declare elected all persons receiving a simple majority of all votes cast; abstentions will not be considered as votes cast.

The persons elected shall assume their respective offices upon election, unless another date has been specifically designated.

Section 3 – Calling of the Senior Pastor

In the calling of any man to this position, the same basic process of calling a pastor must be followed. In addition, however, the church must be given adequate opportunity to assess the preaching gifts of any potential senior pastor and, before being asked to express its judgment, must receive assurance from the pastors that, having interviewed the man concerned, they are in no doubt as to his wholehearted assent to the Statement of Faith and Church Covenant. Notice of the nomination of a man to be elected to membership and called as senior pastor (which shall include, if necessary, election to membership of his wife if he is married) must be given at a Sunday morning service following the nomination, prior to the vote at a members' meeting.

Article 7 – Indemnification

Section 1 – Mandatory Indemnification

If a legal claim or criminal allegation is made against a person because he or she is or was an officer, employee, or agent of the church, the church shall provide indemnification against liability and costs incurred in defending against the claim if the pastors determine that the person acted (a) in good faith, (b) with the care an ordinarily prudent person in a similar position would exercise under similar circumstances, and (c) in a manner the person reasonably believed to be in the best interest of the church, and the person had no reasonable cause to believe his or her conduct was unlawful.

Section 2 – Permissive Indemnification

At the discretion of the pastors, the church also may indemnify any person who acted in good faith and reasonably believed that his or her conduct was in the church's best interest and not unlawful.

Section 3 – Procedure

If a quorum of the pastors is not available for an indemnification determination because of the number of pastors seeking indemnification, the requisite determination may be made by the membership or by special legal counsel appointed by the membership.

Article 8 – Dispute Resolution

Believing that the Bible commands Christians to make every effort to live at peace and to resolve disputes with each other in private or within the Christian Church (see, e.g., Matthew 18: 15–20, I Corinthians 6: 1–8), the church shall require its members to resolve conflict among themselves according to biblically based principles, without reliance on the secular courts. Consistent with its call to peacemaking, the church shall encourage the use of biblically based principles to resolve disputes between itself and those outside the church, whether Christian or non-Christian and whether individuals or corporate entities.

Article 9 – Amendments

The Statement of Faith and Church Covenant may be amended by a three-quarters vote of the members present and voting at a members' meeting, provided the amendment shall have been offered in writing at the previous members' meeting, and shall have been announced from the pulpit at church services two successive Sundays prior to such vote.

This constitution may be amended by a two-thirds vote of the members present and voting at a members' meeting, provided the amendment shall have been offered in writing at the previous members' meeting, and shall have been announced from the pulpit at church services two successive Sundays prior to such vote.

The revised version of this constitution shall be made available to all church members by the church clerk.