



Constitution and By-Laws of the Barrington Baptist Church

2020

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OF CONSTITUTION AND BY-LAWS
OF THE BARRINGTON BAPTIST CHURCH

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CONSTITUTION AND BY-LAWS
OF THE BARRINGTON BAPTIST CHURCH

ARTICLE I – Preamble

We, Bible-believing Baptists, realizing the need for fellowship with those of like faith and recognizing that there is no existent Baptist Church in Barrington, Rhode Island, do hereby covenant together to establish and maintain such a Church. The Barrington Baptist Church is a non-profit organization as specified in Section 501 (c) (3) of the Internal Revenue Code of 1986, as amended.

ARTICLE II – Name

This Church shall be called the Barrington Baptist Church of Barrington, Rhode Island.

ARTICLE III – Purpose

The purposes of this Church shall be threefold:

1. To preach and propagate the gospel of Jesus Christ.
2. To maintain and support such stated services, agencies, and missionaries as shall adequately carry out the above purposes.
3. To perform and fulfill the above purposes in harmony with Baptist principles and our congregational polity.

ARTICLE IV – Affiliation

This Church shall be affiliated with the Conservative Baptist Association of America on the local, state and national level.

ARTICLE V – Statement of Faith

We believe that the Bible is the Word of God and that it is plenary, verbally inspired and our sole authority in all matters of faith and practice. II Timothy 3:16-17; II Peter 1:21; I Corinthians 3:13; Mark 13:11; Acts 1:16.

We believe in one God, the divine Trinity: Father, Son and Holy Spirit, eternally coexisting and equal in essence and attributes, yet distinct in office and activity. Mark 12:29; John 1:1-4; Matthew 28:19-20; II Corinthians 13:14.

We believe in Jesus Christ, the only begotten Son of God, His virgin birth, incarnation, sinless life, miracles, substitutionary atoning death on the cross, His bodily resurrection from the grave, His high priestly work in Heaven, and His personal, visible, glorious, imminent,

premillennial return to earth to set up His Kingdom. John 3:16; Matthew 1:21-23; John 1:14; John 8:46; John 2:11; Romans 5:8-10; Hebrew 7:25; Acts 1:9-11; I Thessalonians 4:16-18.

We believe in the Holy Spirit, the third person of the Triune Godhead, who convicts the world of sin, righteousness and judgment; who regenerates, leads, comforts, enlightens, sanctifies and seals the believer. John 16:8-11; John 3:5; I Corinthians 1:2-30; Ephesians 1:14-18.

We believe that man was made in the image of God, that originally he was sinless and pure but that he sinned in Adam as the natural head of the race, and is now sinful by nature and by choice and is in need of salvation. Genesis 1:27; 2:17; Romans 5:12-19; Ephesians 2:1-3.

We believe that our redemption has been accomplished solely by the shedding of Christ's blood and that salvation is appropriated by faith in Christ and that by this faith we are justified from all things. This salvation is apart from human works or ceremonies. Leviticus 17:11; Matthew 25:23; Romans 5:6-9; Romans 5:1; Ephesians 2:8-9.

We believe that the Church has a twofold aspect:

That the Church of Jesus Christ is a living spiritual body of which He is the head and of which all regenerated persons are members. This is the universal aspect of the Church;

That the local Church is a group of believers in Christ Jesus, immersed in water on a credible confession of faith, and association together voluntarily for worship, fellowship and service. We believe that to these local Churches two ordinances -- those of the believer's baptism by immersion and of the Lord's supper -- were committed for perpetual observance. Romans 5:12; Hebrews 12:23; Acts 2:41-47; I Corinthians 11:23-26.

We believe that the ordinance of baptism is the immersion of the believer in water in the name of the Father and of the Son and of the Holy Spirit, thus symbolizing the believer's previous experience of regeneration through faith and his union in the death, burial and resurrection of Christ as set forth in Romans 6:3-11, the Lord's supper instituted by Christ being, therefore, a memorial of His atoning death. Matthew 28:19-20; Matthew 26:26-30.

We believe that God's Word declares that the believer should lead a separate life and so live after the Spirit that he will not fulfill the desires of the flesh, but since the flesh will be with the believer to the end of his earthly life, it needs, therefore, to be kept in subjection to Christ. Romans 8:12-13; 13:14; Galatians 5:16-25; Ephesians 4:22-24; Colossians 3:1-20; I John 3:5-9.

We believe that God has ordained that marriage is between one biological man and one biological woman and that any sexual activity engaged in outside of marriage is contrary to His will. We believe that God's grace is offered to any and all who have sinned or are currently sinning in this area of their lives if they repent and put their trust in Jesus. Gen. 2:24; Rom. 1:26-7, I Cor. 6:9-11, 18-20; I Thes. 4:3-8; Heb. 13:4.

We believe in the resurrection of the body; the eternal existence of all men either in heaven or in hell; in Divine judgment; in rewards and punishments; and in the certain fulfillment of all the Biblical prophecies. I Corinthians 15:35-58; Revelation 20:12-15; II Corinthians 5:10-11.

We believe that the local Church is independent and autonomous and must, therefore, be free from interference from any ecclesiastical or political authority and that therefore the State and Church must be kept separate, as having different functions. Barrington Baptist Church has the right and authority to restrict the use of its facilities and property to uses that are consistent with the Bible and with Barrington Baptist Church's Statement of Faith, as solely determined by Barrington Baptist Church.

ARTICLE VI – Membership

The membership of this Church shall be composed of those persons who have confessed saving faith in the Lord Jesus Christ and who have been baptized by immersion. The members of the Church may also be called partners.

Section A – Admission to the Church Membership

1. Regular membership may be granted by the following:
 - a. By Baptism – People who have confessed Jesus Christ as their personal Savior, and evidenced such confession by a consistent Christian life, being baptized by immersion, and received the recommendation of the Senior Pastor and a majority vote of the Church.
 - b. By letter – Members from other evangelical churches of like faith and practice, who received a letter from their respective churches, were baptized by immersion, who received the recommendation of the Senior Pastor and a majority vote of the Church.
 - c. By Previous Christian Experience – Members of other Christian churches, who have previous Christian experience, testimony of baptism by immersion, and received the recommendation of the Senior Pastor and by a majority vote of the Church.
2. Student membership is available to any student in the area who is a member of a church elsewhere, who has made a credible confession of Jesus Christ as their personal Lord and Savior, and who has received the recommendation of the Senior Pastor and a majority vote of the Church. This membership should not affect regular membership in the home church and automatically terminates when the student leaves the area. Voting privileges are not extended with this membership, and the student members will not be included in the calculation of a quorum.

Section B – Duties of Members

1. To Themselves – It is each member's responsibility to grow in grace and the knowledge of God's Word and to live a consistent Christian life.
2. To the Church – It is incumbent upon each member to support the Church as far as possible in all fields of Christian endeavor by their attendance and by their assistance, both spiritually and materially.

3. To the Pastor(s) – Members are to honor, esteem and love their Pastor(s); pray regularly for him/them and manifest a tender regard for his/their reputation and contribute toward his/their support in proportion to their ability.
4. To the Community – Members are to serve as ambassadors of Christ, teaching and proclaiming the gospel to unbelievers.

Section C – Dismissal from the Membership of the Church

1. By death.
2. By letter.
 - a. A letter of recommendation to unite with another Baptist Church of like faith and practice may be granted by the clerk to any member in good standing upon request.
 - b. A letter of recommendation to unite with Churches other than those of the Baptist faith and practice may be granted by the clerk to any member in good standing upon request.
3. A person may be dismissed at a Business Meeting by a majority vote of the Church in cases of persistent, unrepented sin in spite of efforts by the Church to bring about repentance and reconciliation. Any such action will be reviewed by the Senior Pastor and the Elder Team prior to being brought forward for a ballot vote of the Church (see Article VIII, Section B).
4. Any member who, without just cause, is absent from the services of the Church for a period of three months, shall at the discretion of the Elder Team be placed on the inactive list and will be ineligible to vote. If after further counsel the member fails to regularly attend services of the Church for the following two month period, the name of the person shall be removed from the Church membership.

Section D – Readmission to Church Membership

A person who has been removed from the Church membership may be granted readmission to Church membership by receiving approval from the Elder Team.

ARTICLE VII – Church Leaders, Staff and Teams

Section A – Senior Pastor

1. The Senior Pastor shall lead the Church to accomplish its mission and vision. These are to be defined by him and the Elder Team at least annually.
2. The call as a Senior Pastor shall be extended to one who is in agreement with our Statement of Faith and Baptist principles and congregational polity, subsequent to a majority vote of the Elder Team, and approval by ballot vote of three-quarters of the Church members present and voting at a Business Meeting.

3. The Senior Pastor shall faithfully preach the Gospel of Jesus Christ, administer its ordinances, preside at all prayer meetings and meetings of worship unless otherwise provided for, whether such meetings are held on the Lord's Day or during the week. He shall lead and oversee the Pastoral Staff, the Pastoral Support Staff and the deacons and ministry teams. He shall perform such other duties pertaining to his position as leader of the flock in keeping with I Timothy 3:1-7; II Timothy 4:2; I Peter 5:2-3; Acts 20:28; Titus 1:6-9; and as delineated in his job description agreed upon with the Elder Team. The Senior Pastor shall be accountable to the Elder Team.
4. The Senior Pastor may attend all Church team meetings except Auditing Team meetings, and Salary Team meetings while Senior Pastor salary and benefits are discussed and decided.
5. Whenever a vacancy exists, the Elder Team shall appoint a Search Team charged with the responsibility of finding a suitable Senior Pastor replacement. Dismissing a Senior Pastor shall be by a majority vote of the Church members at a Business Meeting.

Section B – Pastoral Staff

1. The Pastoral Staff shall consist of those Pastor(s) called to assist the Senior Pastor as he seeks to fulfill the mission and vision of the Church. The Pastoral Staff shall serve under the authority of the Senior Pastor and be responsible for the fulfillment of Ephesians 4:7-16 in the life of the Church.
2. The call to any Pastoral Staff shall be extended on the recommendation of the Senior Pastor with the advice and consent of the Elder Team and the Salary Team, and subsequent approval by ballot vote of two-thirds of the Church members present and voting at a Business Meeting. Any Pastoral Staff may be removed by the Senior Pastor upon consultation with the Elder Team. No member of the Pastoral Staff may hold a voting office under Section D or Section E, except as required by this Constitution.
3. Only individuals who are in agreement with the Statement of Faith, in agreement with the mission and vision of the Church, and who are deemed both wise and advisable for the proper spiritual care of the Church, shall be considered for a Pastoral Staff position. Upon acceptance of the call, the Pastoral Staff shall become a member of the Church as prescribed in Article VI, Section A.
4. The titles and duties of any Pastoral Staff shall be delineated in their job descriptions. A compensation package shall be recommended by the Senior Pastor and approved by the Salary Team. The Senior Pastor shall review the performance and conduct an evaluation of all Pastoral Staff at least annually.

Section C – Pastoral Support Staff

1. The Pastoral Support Staff, paid or volunteer, shall be those who are selected by the Senior Pastor with the advice and consent of the Elder Team, and, if paid, the Salary Team, and delegated authority and responsibility from the Senior Pastor. Only individuals who are in

agreement with the Statement of Faith, and in agreement with both the mission and vision of the Church shall be selected by the Senior Pastor.

2. The Pastoral Support Staff shall fulfill the roles of Secretary, Treasurer, Supervisor of Buildings & Grounds, and other positions deemed necessary. The Senior Pastor with the advice and consent of the Elder Team shall designate the persons, paid or volunteer, responsible for each role. One person may serve in more than one role, and one role may be fulfilled by more than one person. The removal of Pastoral Support Staff shall be by the Senior Pastor upon consultation with the Elder Team. No member of the Pastoral Support Staff may hold a voting office under Section D or Section E, except as required by this Constitution.
3. The titles and duties of any Pastoral Support Staff shall be delineated in their job descriptions. A compensation package for paid Pastoral Support Staff shall be recommended by the Senior Pastor and approved by the Salary Team. At least annually, the Senior Pastor or his delegate shall review and evaluate the performance, conduct, and job descriptions of paid Pastoral Support Staff.
4. The job description of the Treasurer shall include taking care of all monies of the Church; promptly paying all approved bills of the Church; processing payroll; processing all insurance-related matters; and keeping an accurate and full record of all receipts and disbursements. The Treasurer shall prepare financial reports for Special Business Meetings and upon request of the Stewardship Team. The Treasurer's books shall at all times be open to the Stewardship Team and the Elder Team, except that individual compensation within the purview of the Salary Team shall be open only to the Salary Team.

Section D – Deacons and Ministry Teams

1. Ministry teams serve under the authority of the Senior Pastor to help fulfill the mission and vision of the Church. Team leaders, whether male or female, serve as deacons under the Senior Pastor. They shall be selected based on the qualities of character found in I Timothy 3:8-10.
2. Team leaders and team members are elected or appointed, as specified below. An elected team leader or team member is elected presumptively to a three-year term, but may be submitted for election to a shorter term upon the recommendation of the Nominating Team and approval of the Elder Team. A team leader or team member may be reelected for a second or third consecutive term of service on the same team, but may not be reelected for a fourth consecutive term of service. Terms of service for appointed team leaders and team members are determined by the appointing authority. The term of a team leader or team member, elected or appointed, may be ended by resignation, by removal as a Church member, or by majority vote of the Elder Team.
3. No person may hold simultaneously more than one voting position as a team leader or team member. No person holding a voting position as a team leader or team member may serve simultaneously as an Elder under Section E.

4. Standing ministry teams.

- a. The Buildings and Grounds Team shall be responsible for the maintenance and protection of all Church properties with proper concern for the Lord's great name in terms of beauty, simplicity, and integrity and shall make recommendations to the Elder Team concerning physical plant improvements. The Buildings and Grounds Team shall consist of a team leader and two team members who shall each be elected as stated in Article VII, Section F. In addition, up to three non-voting team members may be appointed by the Senior Pastor as he deems necessary for the proper operation of this team. The Senior Pastor or his delegate shall be a non-voting ex officio member of this team.
- b. The Christian Education Team shall be responsible for the fulfillment of Deuteronomy 6:4-7 and II Timothy 2:2 in the administration and supervision of the program of Christian education in the Church in conjunction with the Senior Pastor and Pastoral Staff. The primary duty of the Christian Education Team shall be to administer and supervise the various educational ministries of the Church, such as Sunday School for children and adults. The Christian Education Team shall consist of a team leader and two or three team members who shall each be elected as stated in Article VII, Section F. Two team members shall be tasked with supervision of children and youth programming and of adult programming, respectively. The Senior Pastor or his delegate shall be a non-voting ex officio member of this team.
- c. The Missions Team shall be responsible for stimulating the fulfillment of the Great Commission, Matthew 28:18-20, John 20:21, in our congregational life. Accordingly, the Missions Team shall be responsible for:
 - i. Teaching and enlisting workers from our own congregation for local, domestic, and worldwide witness.
 - ii. Keeping the congregation abreast of work carried on by our missionaries throughout the world, and enlisting people for prayer support.
 - iii. Recommending an annual budget for missions to the Stewardship Team and reviewing stewardship of missionary moneys.
 - iv. Freely initiating missionary conferences, mission projects, and ministries that will stimulate a genuine partnership in proclamation.

The Missions Team shall consist of a team leader and two, three, or four team members who shall each be elected as stated in Article VII, Section F. In addition, up to four non-voting team members may be appointed by the Senior Pastor as he deems necessary for the proper operation of this team. The Senior Pastor or his delegate shall be a non-voting ex officio member of this team.
- d. The Stewardship Team shall be responsible to fulfill Biblical teaching concerning giving and ministry with specific reference to Malachi 3:10 and II Corinthians 8-9.

- i. The Stewardship Team shall consist of a team leader and two team members who shall be elected as stated in Article VII, Section F, and the Church Treasurer. In the event of a tie vote, the team leader may cast an additional vote to decide the issue.
 - ii. The Elder Team may appoint an Assistant Treasurer or other financial officer, pursuant to Section G, as needed to assist the Stewardship Team. The person will not be a member of the team and will not vote.
 - iii. The Church shall operate under a unified budget with all organizations, teams, and related groups cooperating in regard to receipts and disbursements.
 - iv. The Stewardship Team shall prepare a budget for distribution to the membership at least two full weeks prior to the Annual Business Meeting. The operation and implementation of the approved budget shall be the responsibility of the Stewardship Team.
5. Other ministry teams. In addition to the teams specified above, the Senior Pastor, with the advice and consent of the Elder Team, may constitute and appoint, or dissolve, other ministry teams as he deems necessary.

Section E – Elder Team

1. The Elder Team shall be accountable to God first and to the members of the Church by governing through effective policies and being good stewards of finances and talents. The Elder Team shall bear ultimate responsibility for matters of doctrine, liturgy, discipline and reproof.
2. The Elder Team, or “the Elders,” shall consist of a Chair, Vice Chair, the Senior Pastor, and two, three, or four team members. The Chair, Vice Chair, and team members must be selected and approved according to this Section E and subsequently elected as stated in Article VII, Section F.
3. Elders shall be selected based on their spiritual maturity, spiritual gifts, passion, skills, experience, and based on the character qualities especially as found in I Timothy 3:1-7 and Titus 1:6-9. Based soundly in Scripture, qualifications include the following.
 - a. Desire to serve according to God’s will, I Timothy 3:1, I Peter 5:2.
 - b. Striving to reflect Jesus’s character by conducting oneself above reproach, I Timothy 3:2, Titus 1:8; by exercising self control, Galatians 5:23; by being gentle, not quarrelsome, I Timothy 3:3, Titus 1:7; and by eschewing greed, I Peter 5:2, I Timothy 6:10.
 - c. Ability to teach the Bible well, I Timothy 3:2, Titus 1:9.
 - d. Leadership in family life, as a husband honors the sacred covenant of marriage, I Timothy 3:2, Titus 1:6, or an unmarried brother conducts himself above reproach in relationships, I Corinthians 7:7, 25-38; and as a head-of-household manages the home,

nurtures children to maturity, and models hospitality, I Timothy 2:12, 3:2-5, Titus 1:8, Ephesians 5:22 to 6:4.

- e. Wisdom and experience of an established believer, I Timothy 3:6.
4. The Elder Team bears primary responsibility for the development and preparation of Elders in the Church, and an Elder may serve only upon the consent of the congregation.
- a. The Elder Team initiates the process of selecting new Elders by calling candidates to study and prayer on the qualifications of eldership.
 - b. When a candidate upon prayerful consideration wishes to proceed, the Elder Team meets with the candidate to examine together the candidate's readiness relative to Scriptural qualifications.
 - c. Upon the consent of the candidate and the unanimous approval of the Elder Team, a candidate's name is submitted to the Church membership to consider the candidate's qualifications for at least two weeks prior to a vote. To join the Elder Team, the candidate must be elected as stated in Article VII, Section F.
5. Duration of service on the Elder Team.
- a. The term of an Elder, including Chair and Vice Chair, may be prescribed by the Elder Team for three, four, or five years, depending on the needs of the candidate and the judgment of the Elder Team in ensuring continuity of leadership. The term is set upon election and may not thereafter be lengthened.
 - b. An Elder, including Chair and Vice Chair, may serve a second consecutive term upon consent of the Elder Team and reelection, again for a prescribed three, four, or five years, depending on the needs of the candidate and the judgment of the Elder Team in ensuring continuity of leadership. The term is set upon election and may not thereafter be lengthened. A change in role as between Chair, Vice Chair, and team member requires commencement of a new term.
 - c. An Elder may serve a third consecutive term upon consent of the Elder Team and reelection, again for a prescribed three, four, or five years, depending on the needs of the candidate and the judgment of the Elder Team in ensuring continuity of leadership, only if the third term involves a change in role as between Chair, Vice Chair, and team member. The term is set upon election and may not thereafter be lengthened. An Elder may not serve a fourth consecutive term.
 - d. Regardless of length of term, Elders annually must prayerfully reflect upon their desire and calling to serve, and their ongoing qualifications to serve, in consultation with the Elder Team, and may decide to conclude a term of service with any year. Whenever possible, sufficient notice should be given to the Elder Team of an impending vacancy so that a new Elder candidate can be prepared.

- e. The term of any Elder shall be vacated by resignation, by removal as a Church member, or by majority vote of the Elder Team.
- 6. The Elder Team shall promulgate, and periodically review and revise as needed, the Governing Policies of the Elder Team, of the Elder Team-Senior Pastor relationship, and of the Senior Pastor. All members of the Elder Team, including the Chair, may participate in discussion and vote, subject to the Governing Policies.
- 7. The Elder Team shall promulgate, and annually review and revise as needed, the Governing Policies related to the mission and vision for the Church. The Elder Team shall hold the Senior Pastor accountable for achieving the mission and vision for the Church. The Elder Team shall monitor the Senior Pastor's performance and conduct an evaluation of the Senior Pastor at least once per year.
- 8. The Elder Team shall support the Senior Pastor and Pastoral Staff as they seek to achieve the mission and vision for the Church. This support shall include overseeing and implementing major policy matters decided by the congregation and the suggestion of major policy questions for decision by the congregation.
- 9. The Elder Team shall receive and hold in trust all of the property belonging to the Church Corporation and take all necessary measures for its protection and management. The execution of legal documents and negotiating of any contracts on behalf of the Church is limited to the Chair of the Elder Team, the Senior Pastor, the Treasurer, the leader of the Buildings and Grounds Team, and the leader of the Stewardship Team. Relative to liability insurance, the Elder Team, Pastoral Staff, and the Treasurer shall be considered the Officers of the Church. The Elder Team shall be considered the Board of Directors of the Church.
- 10. The Elder Team shall fill all vacancies in positions elected according to Article VII, Section F, except vacancies on the Elder Team, by appointment as they occur, until the next Annual Business Meeting.
- 11. Reporting directly to the Elder Team and appointed by the Elder Team are the volunteer positions as enumerated in Section G.

Section F – Elected Positions

- 1. Candidates for the Elder Team submitted for election according to Section E must be elected by a ballot vote of two-thirds of the Church members present and voting at the Annual Business Meeting, or at a Special Business Meeting when necessary to fill a vacancy. Candidates must be submitted for an individual vote, not in a slate, and must be submitted for vote by secret ballot.
- 2. Candidates for voting roles as ministry team leaders or team members according to Section D must be elected by a majority vote of the Church members present and voting at the Annual Business Meeting.

Section G – Positions Appointed Annually by the Elder Team

1. Auditing Team – The Elder Team shall appoint an Auditing Team of two members of the Church whose duties shall be to audit all financial records within the first two weeks of January, and present a report of their audit at the Annual Business Meeting of the Church.
2. Clerk – A member of the Church, the Clerk shall take and record minutes of all business meetings of the Church; and distribute copies to the Senior Pastor, the Chair of the Elder Team, and the Moderator.
3. Moderator – A member of the Church, the Moderator shall convene and preside over all business meetings of the Church and be familiar with Robert's Rules of Order. The Moderator shall inform the Clerk and the Church by proper notice of all business meetings.
4. Constitution Team – The Elder Team shall appoint a Constitution Team of three members of the Church, whose duties shall be to study and keep informed on the Church Constitution, to present to the Church Council any amendments or changes the team deems necessary, and to consider suggestions for changes from Church members and leadership bodies of the Church.
5. Nominating Team – The Elder Team shall appoint a Nominating Team of at least three Church members whose duties shall be to present a list of candidates to the Elder Team for approval by the Elder Team by the end of the calendar year to fill vacancies within all elected offices. The approved list of candidates shall be posted in the Sanctuary, listed in the Annual Report, for membership review, no later than the Sunday prior to the Annual Business Meeting.
6. Search Team – When a vacancy occurs in the Senior Pastorate or a vacancy is anticipated due to retirement or other reasons, the Elder Team shall appoint seven to nine Church members to the Search Team. It shall be the duty of this team to make careful and diligent inquiries concerning possible candidates for the position. When a majority of the Search Team has agreed on one or more suitable candidates, they shall be recommended to the Elder Team. The Elder Team shall review the recommendation, and if a majority of the Elder Team is in agreement with the Search Team as to a candidate, then he shall be asked to preach at any of the regular worship services of the Church. No more than one candidate at a time shall be placed before the Church for voting.

Section H – Salary Team

The Salary Team shall consist of the Chair and Vice Chair of the Elder Team, the Senior Pastor, and the leader of the Stewardship Team. The Salary Team shall review and set compensation ranges for all paid staff positions on an annual basis. With the exception of the Pastoral Staff, the Senior Pastor shall have discretion in setting compensation for paid staff members within the guidelines set forth by the Salary Team. Annual merit budgets are determined by the Stewardship Team and approved by the Salary Team. The Salary Team shall determine merit allocations for the Pastoral Staff. The Senior Pastor shall allocate all other merit within the budget set forth by the Stewardship Team and within the compensation guidelines set by the Salary Team. The Senior Pastor is excluded from discussion and voting on all matters

regarding his own compensation. The Vice Chair of the Elder Team may participate in discussion, but shall not vote, except in matters regarding the Senior Pastor's compensation.

ARTICLE VIII – Meetings

Section A – Worship

Regular public worship is to be observed on every Lord's Day. The Lord's Supper shall be observed at least once a month at one of the regularly stated services of the Church.

At least one night each week, a meeting shall be held for prayer, praise, or Bible study. Other such meetings may be called by the Senior Pastor or the Elder Team at any time as the interests of the Lord's work may demand.

Section B – Business

There shall be an Annual Business Meeting held on the fourth Saturday of January. All reports shall be prepared and made available to the teams and membership of the Church no later than one week prior to the Annual Business Meeting. A Special Business Meeting may be called by the Senior Pastor, by the Elder Team, or by a written request signed by 5% of the current voting members and submitted to the Elder Team. If a Special Business Meeting is called by request of voting members, those signing the request shall be asked to meet with the Elder Team prior to the scheduling of the Special Business Meeting. Any written request shall clearly specify the purpose for the requested Special Business Meeting.

Advance notice of Special Business Meetings shall be given from the pulpit and the Church email distribution list for at least two Sundays in advance of the meeting date. Any item of business requiring Church financing shall be submitted to the Stewardship Team for appropriate action at least two weeks prior to the meeting date.

When voting upon membership action in accordance with Article VI, no advance notice is necessary if the Business Meeting is held at one of the regular Church services.

The Church business year shall be January 1 through December 31.

Ten percent of the active resident membership shall constitute a quorum for the transaction of business. Active resident members are those considered by the Clerk to be within normal commuting distance of the Church and thus can be expected to be in attendance. Only members sixteen years of age and over may vote.

New business motions must be submitted to the Chair of the Elder Team at least four weeks prior to a Business Meeting.

Robert's Rules of Order shall govern all business proceedings, subject to the reasonable discretion of the Moderator.

ARTICLE IX – Amendments

The Constitution and By-Laws may be altered, amended, annulled, or new by-laws adopted at any Annual or Special Business Meeting of the Church by two-thirds vote of the Church members present and voting, provided a notice of the proposed change(s) shall have been read from the pulpit, and posted in the Sanctuary, two weeks preceding the meeting of the Church, when the proposed amendment shall be read and acted upon by the Church membership present. Any proposed change(s) to the Constitution or the By-Laws may be submitted by any Church member to the Elder Team and the Constitution Team for consideration. Upon approval by the Elder Team, the proposed amendment may be submitted to a Church Meeting for ratification.

Special provision on transition to elder governance. This special provision pertains to constitutional amendments that transition the Church from governance by a Council and Governing Overseers to governance by an Elder Team, as submitted for congregational approval on November 2, 2019. These amendments shall take effect with the January 2020 Annual Business Meeting. Prior consecutive terms of service as Council Chair, Vice Chair, or Member At-Large, or as an elected team leader or elected team member, shall count as terms of service in comparable roles as Elder Team Chair, Vice Chair, or member, or as elected team leader or elected team member, respectively, insofar as equivalent roles persist in the Constitution as revised. Ongoing terms of service as elected team leader or elected team member may be continued to conclusion, insofar as equivalent roles persist in the Constitution as revised, upon approval of the outgoing Council.

ARTICLE X – Statements of Conflict Resolution and Mutual Cooperation

Section A – Statement of Conflict Resolution

This Church is committed to resolving in a biblical manner all disputes that may arise within our body. This commitment is based on God's command that Christians should strive earnestly to live at peace with one another (see Matthew 5:9; John 17:20-23; Romans 12:18; Ephesians 4:1-3) and that when disputes arise, Christians should resolve them according to the principles set forth in the Bible (see Proverbs 19:11; Matthew 5:23-25; 18:15-20; 1 Corinthians 6:1-8; Galatians 6:1). We believe that these commands and principles are obligatory on all Christians, and absolutely essential for the wellbeing and work of the church. Therefore, any and all disputes in this Church shall be resolved according to biblical principles, as provided in the Church Constitution and these By-Laws.

When a member of this Church has a conflict with, or is concerned about the behavior of another member, he shall attempt to resolve the matter as follows:

1. The offended or concerned person shall prayerfully examine himself and take responsibility for his contribution to the problem (Matthew 7:3-5), and he shall prayerfully seek to discern whether the offense is so serious that it cannot be overlooked (Proverbs 19:11; see also Proverbs 12:16; 15:18; 17:14; 20:3; Ephesians 4:2; Colossians 3:13; 1 Peter 4:8).

2. If the offense is too serious to overlook, the offended person shall go, repeatedly if necessary, and talk to the offender in an effort to resolve the matter personally and privately, having first confessed his own wrongdoing (Matthew 18:15).
3. If the offender will not listen and if the problem is too serious to overlook, the offended or concerned person shall return with one or two other people who will attempt to help the parties resolve their differences (Matthew 18:16); these other people may be members or officers of the Church, other respected Christians in the community, or trained mediators or arbitrators (conciliators). At the request of either party to the dispute, the Senior Pastor shall make every effort to assist the parties in resolving their differences.

Conflicts involving Church discipline shall be handled in accordance set out above. If the conflict cannot be resolved, it shall be forwarded to the Senior Pastor or the Elder Team, as appropriate to the situation, for further review and action.

Section B – Statement of Mutual Cooperation

As people called by Jesus Christ, we gather to praise God and respond to Him in faith. We agree to nurture each other in faith and in obedience to Jesus Christ. In the application of the Church Constitution and these By-Laws, we seek to serve the Church in accordance with God's wisdom and agree to love and care for one another as God's people.

ARTICLE XI – Dissolution of the Church

[Text pending.]

Approved,

Eric D'Agostino
Chair of Council, 2017–2020

Scotty Neasbitt
Senior Pastor and Member of Council

Date: November 3, 2019

Our Church Covenant

Having been led, as we believe, by the Spirit of God to receive Jesus Christ as our personal Savior and Lord, and on profession of our faith, having been baptized in the name of the Father and of the Son and of the Holy Spirit, we do now in the presence of God solemnly and joyfully enter into covenant with one another to walk together in Christian love to the honor and glory of God.

Therefore, we covenant, with the aid of the Holy Spirit, to strive together for the advancement of the Church, to attend its services, to maintain its discipline, and to uphold its doctrines; to contribute cheerfully, regularly, and liberally to the support of the ministry, the expenses of the Church, the relief of the poor, and the spread of the Gospel both at home and abroad.

We further covenant to watch over one another in brotherly love, to bear one another's burdens, to admonish and to encourage one another as occasion may require, and to remember one another constantly in prayer.

We moreover covenant to maintain personal family devotions, to seek diligently the spiritual welfare of our kindred and acquaintances, to bring up our children in the nurture and admonition of the Lord, and so to order our lives as to commend to them the Gospel of our Lord Jesus Christ.

We finally covenant to walk circumspectly before the world, to abstain from all appearance of evil, to be upright in our dealings, to be faithful in our responsibilities, both social and civic, and to let our light so shine before men that they may see our good works and glorify our Father who is in heaven.