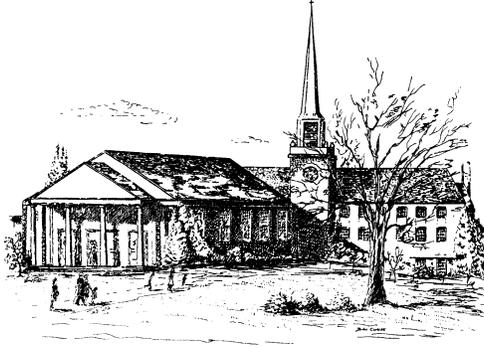


# **Constitution and By-Laws of the Barrington Baptist Church**

**2016**

Amended January 27, 2018



God



Congregation



<b>Church Council</b>	
Governing Overseers	Governing Overseers & Deacons/Deaconesses



Senior Pastor



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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 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.

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.

#### 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 Church Council 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 Church Council 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 that has been removed from the Church membership, may be granted readmission to Church membership by receiving approval from the Senior Pastor and the Governing Overseers.

### ARTICLE VII – Church Leaders, Staff and Teams

#### Section A – Senior Pastor

The Senior Pastor shall lead the church to accomplish its mission and vision. These are to be defined by him and the Governing Overseers on the Church Council at least annually.

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 favorable majority vote of both the Search Team and the Church Council, and approval by ballot vote of three-quarters of the Church members present and voting at a Business Meeting.

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 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 Church Council. The Senior Pastor shall be accountable to the Governing Overseers on the Church Council.

He may attend all Church Team meetings except both the Auditing Team meetings and Salary Team meetings while the Senior Pastor salary and benefits are discussed and decided.

Whenever a vacancy exists, the Church Council 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

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.

The call to any Pastoral Staff shall be extended on the recommendation of the Senior Pastor after the Senior Pastor has consulted the Salary Team and received a favorable majority vote of the Church Council and subsequently been approved 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 with consultation of the Church Council.

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.

The titles and duties of any Pastoral Staff shall be delineated in their job description(s). 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

The Pastoral Support Staff shall be those who are selected by the Senior Pastor, approved by the Church Council 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. The Pastoral Support Staff shall include the Secretary,

Treasurer, Supervisor of Buildings & Grounds, and other positions deemed necessary. The addition of paid Pastoral Support Staff shall be by the Senior Pastor after consultation with the Salary Team. The removal of Pastoral Support Staff shall be by the Senior Pastor after consultation with the Salary Team. Volunteers may serve as Pastoral Support Staff. The Pastoral Support Staff shall have job descriptions and reviews at least annually.

#### Section D – Ministry Teams

The Ministry Teams serve under the authority of the Senior Pastor to help fulfill the mission and vision of the Church. All elected Team Leaders will serve as Deacons or Deaconesses under the Senior Pastor. In addition to the teams below, the Senior Pastor may appoint other teams as needed. The term of a Ministry Team member may be vacated by resignation, by removal as a church member, or by majority vote of the Church Council.

1. 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 Church Council concerning physical plant improvements.
  - a. The Buildings and Grounds Team shall consist of a Leader and two members who shall each be elected as stated in Article VII, Section F. In addition, up to three non-voting members may be appointed by the Church Council as they deem necessary for the proper operation of this team.
  - b. The Senior Pastor or his delegate shall be an ex officio member of this team.
2. 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.
  - a. The Christian Education Team shall consist of a Leader of the Christian Education Team, a Children's Sunday School Superintendent, an Adult Education Coordinator, and, in the absence of a Youth Pastor, a Leader of the Youth Team, each of whom shall be elected as stated in Article VII, Section F.
  - b. The Senior Pastor or his delegate shall be an ex officio member of this team.
  - c. 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, Children, Youth and Adult ministries, Library-Media Center, Vacation Bible School, Day Camp, and any other educational ministries which may be deemed necessary.
3. The Missions Team shall be responsible for stimulating the fulfillment of Matthew 28:18-20; John 20:21; the Great Commission in our congregational life by:

- a. The Missions Team shall consist of a Leader and four members who shall each be elected as stated in Article VII, Section F. Up to five non-voting members may be appointed by the Church Council as they deem necessary for the proper operation of this team.
- b. The Senior Pastor or his delegate shall be an ex officio member of this team.
- c. 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 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.
4. 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.
  - a. The Stewardship Team shall consist of a Leader, two members who shall be elected as stated in Article VII, Section F and the Church Treasurer. In the event of a tie vote, the Stewardship Team Leader may decide the issue.
  - b. The Church Council shall appoint the Assistant Treasurer, the Financial Secretary, and other persons as needed to assist the Stewardship Team. They shall not be considered members of the Stewardship Team.
  - c. The Church shall operate under a unified budget with all organizations, teams, and related groups cooperating in regard to receipts and disbursements.
  - d. 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.
  - e. The Church Treasurer shall be considered to be a member of the Pastoral Support Staff. The duties of the Treasurer shall be to take care of all monies of the Church; to pay promptly all approved bills of the Church; to process payroll; to process all insurance related matters; and to keep an accurate and full record of all receipts and disbursements. The Treasurer shall be required and as requested by the Stewardship Team to prepare financial reports for Special Business Meetings. The Treasurer's books shall be opened to the Senior Pastor, the Chair of the Church Council, and the Stewardship Team at all times.

5. The Worship Team shall be responsible for the fulfillment of Ephesians 5:19 and for assisting the Senior Pastor in providing for the worship of the Lord in keeping with the Scripture, keeping uppermost the glory and pleasure of God the Father, centrality of our Lord Jesus Christ and the dynamically creative work of the Holy Spirit.
  - a. The Worship Team shall consist of a Leader appointed by the Senior Pastor, and four elected members who shall each be elected as stated in Article VII, Section F. Additional non-voting members may be appointed by the Senior Pastor as he deems necessary for the proper operation of this team.
  - b. The Senior Pastor or his delegate shall be an ex officio member of this team.
  - c. The team shall be responsible for
    - i. Fine arts,
    - ii. Ushering,
    - iii. Creating biblical banners, etc.,
    - iv. Flowers, and
    - v. Audio-visual equipment/operation for worship.
6. Hospitality Team shall consist of at least four members. The purpose of the team shall be to provide generous and cordial welcome to guests of the church and, on special occasions, to prepare food for the church body. Responsibility will include supervision of food services and overseeing the fellowship room kitchen and supplies.

#### Section E – Church Council

The Church Council 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.

1. The Church Council shall consist of a Chair, Vice Chair, the Senior Pastor, two At-Large Members and Leaders from each of the following Ministry Teams:  
Buildings and Grounds Team,  
Christian Education Team,  
Missions Team, and  
Stewardship Team.

These candidates shall be elected as stated in Article VII, Section F.

2. The Church Council shall be composed of Governing Overseers and Deacons/Deaconesses. The Church Council Chair, Vice-Chair and At-Large Members shall be considered Governing Overseers. The elected Team Ministry Leaders shall be considered Deacons/Deaconesses. All members of the Church Council may participate in discussion and vote on all issues except those

- concerning doctrine, liturgy, discipline or reproof. Those four issues shall be the exclusive responsibility of the Governing Overseers and Senior Pastor.
3. The Governing Overseers and Senior Pastor shall be responsible for setting the annual mission and vision for the church. The Governing Overseers shall hold the Senior Pastor accountable for achieving the mission and vision for the Church. Governing Overseers shall be selected based on their spiritual maturity, spiritual gifts, passion, skills, experience, and based on the character qualities found in I Timothy 3:1-7 and Titus 1:6-9.
  4. The Governing Overseers shall monitor the Senior Pastor's performance and conduct an evaluation of the Senior Pastor at least once a year.
  5. Deacons/Deaconesses shall be selected based on the character qualities found in I Timothy 3:8-10.
  6. The Church Council shall support the Senior Pastor and Pastoral Staff as they seek to achieve the mission and vision as defined by the Senior Pastor and the Governing Overseers. This shall include but not be limited to
    - a. overseeing and implementing major policy matters decided by the congregation,
    - b. suggesting major policy matters for decision by the congregation, and
    - c. establishing policies for governance and recording them in the Guiding Principles.
  7. The Church Council 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 Church Council, the Senior Pastor, Buildings and Grounds Team Leader, Treasurer and the Stewardship Team Leader. Relative to liability insurance, the Church Council, Pastor(s) and Treasurer shall be considered the Officers of the Church. The Council shall be considered the Board of Directors of the Church.
  8. The Church Council shall fill all vacancies referred in Article VII, Section F by appointment to offices as they occur. The Clerk will be notified of all such appointments.
  9. New Church Council members shall be approved by both a majority of the Church Council and by the Senior Pastor. The term of a Church Council member may be vacated by resignation, by removal as a church member, or by majority vote of the Church Council.
  10. Reporting directly to the Church Council and appointed by them will be the following volunteer positions:
    - Assistant Officers,
    - Auditing Team,
    - Clerk,

Constitution Team,  
Historian,  
Moderator,  
Nominating Team, and  
Others as deemed necessary by the Church Council.

#### Section F – Team Members and Leaders Elected by the Church Membership

The Chair and Vice-Chair of the Church Council, At-Large Council members and members of each Team as identified in the respective sections above, shall be elected from the Church membership by the Church membership.

The Church Council Chair, Council Vice-Chair and At-Large Council members shall be elected by a ballot vote of two-thirds of the Church members present and voting at the Annual Business Meeting. The Church Council Chair and Vice-Chair shall be elected for a term of three years and may not succeed themselves in office. The At-Large members of Council shall be elected for a term of three years and may succeed themselves in office.

The elected Team Leaders and elected members of the Teams shall be elected by a majority vote of the Church members present and voting at the Annual Business Meeting. The term of these persons shall be three years. Three-year first terms are preferred; however, in the event that someone is unable to accept a three-year term, the Nominating Team, in consultation with the member, may substitute a two-year or one-year term as appropriate. All of these may be elected for an additional term.

The additional term(s) for Team Leaders and elected members of the Teams may be for one, two, or three years; the length of the additional term for Team Leaders shall be adjusted by the Nominating Team in consultation with the member to prevent the succession of more than half of the Church Council by new members.

Members shall not succeed themselves in office after serving six consecutive years in any combination of terms whether it be on Council or Ministry Team(s). Positions that become vacant between Annual Business Meetings shall be filled by Church Council appointment to serve until the next Annual Business Meeting.

#### Section G – Teams and Positions Appointed Annually by the Church Council

1. Assistant Officers - Assistant(s) to the Treasurer, the Financial Secretary and the Clerk may be appointed by the Church Council. Upon completion of their term they may be reappointed to the same office.

2. Auditing Team – This team shall consist of two members, as stipulated in Article VI section A, 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.
3. Clerk – The Clerk shall take and record minutes of all Business Meetings of the Church; and distribute copies to the Senior Pastor, Associate Pastor(s), Chair of the Church Council and the Moderator.
4. Constitution Team – This team shall consist of three members, as stipulated in Article VI section A, that shall meet on an annual basis. The purpose of this team shall be:
  - a. To study and keep informed on the Church constitution.
  - b. To present to the Church Council any amendments or changes it deems necessary.
  - c. To consider suggestions from organizations, individual members and teams of the Church
5. Historian – The Church Historian shall be appointed by the Church Council. The duties of the Historian shall be to collect and preserve, in the proper order, materials and information relative to the on-going activities of the Church. Specifically, attention should be given to all written materials in newspapers and magazines, to a sampling of Church bulletins, e.g. one bulletin per year and bulletin of special events and programs. Other events of interest, not covered by printed matter, should be summarized and inserted in chronological sequence.
6. Moderator – 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.
7. Nominating Team – This team shall consist of at least three members. The function of this team shall be to present a list of candidates to the Church Council for approval by both the Church Council and Senior Pastor at the end of the calendar year to fill tenure vacancies within all elected offices. The approved list of candidates shall be posted in the fellowship room, listed in the Annual Report, for membership review, no later than the Sunday previous to the Annual Business Meeting.
9. Search Team – When a vacancy occurs in the Senior Pastorate or a vacancy is anticipated due to retirement or other reasons, the Church Council shall appoint seven to nine 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 a candidate, they shall recommend him to the Church Council. The Church Council shall review the recommendation and if a majority of the Church Council is in agreement with the Search Team,

the candidate 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 Church Council, the Senior Pastor, and the Stewardship Team Leader. 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 Church Council shall be a non-voting member 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, and Bible study. Other such meetings may be called by the Senior Pastor or Church Council 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 Church Council, or by a written request signed by 5% of our current voting members and submitted to the Church Council. If a Special Business Meeting is called by request of voting members, those signing the request shall be asked to meet with the Church Council prior to the Council scheduling 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 Church Council Chair at least four weeks prior to a Church Meeting.

Robert's Rules of Order shall govern all business and team proceedings.

#### ARTICLE IX – Amendments

The Constitution and By-Laws may be altered, amended, annulled, or new by-laws adopted at any annual or special 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 on the bulletin board, 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 member to the Church Council and the Constitution Committee for approval. Upon approval by the Church Council the motion would then go to a Church Meeting for ratification.

#### 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 Bylaws.

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 and/or the Church Council, 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,

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Eric D’Agostino, Chair of Council

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Scotty Neasbitt, Senior Pastor and Member of Council

Date January 27, 2018

## **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.