

**CONSTITUTION
of the
AMISSVILLE BAPTIST CHURCH**

Preamble

For the more certain preservation and security of the principles of our faith, and to the end that this body may be governed in an orderly manner consistent with the accepted doctrines of the Southern Baptist denomination, and for the purpose of preserving the liberties inherent in each individual member of this church and the freedom of action of this body with respect to its relation to other churches of the same faith, we do band ourselves together as a body of baptized believers in the Lord Jesus Christ and adopt for our government, plan of worship and service the following Constitution and Bylaws which shall become effective as of the date of adoption by this church, and shall supersede all other rules, regulations and procedures heretofore in existence.

ARTICLE I. NAME AND PURPOSE

Section 1. Name. This incorporated church body shall be known as the Amissville Baptist Church (hereinafter also referred to as the “Church”) and shall be located at 776 Viewtown Road, Amissville, VA 20106

Section 2. Purpose. The purpose of this church is to fulfill the *Vision (Exalting the Savior, Equipping the Saints, Evangelizing the Sinner)* and *Mission (Making Disciples to reach generations for Jesus’ glory.)* through preaching and teaching the gospel of grace of our Lord Jesus Christ (Acts 20:24), through leading people to know Christ as their personal Savior (Matthew 28:19), and through seeking the development of all its members in Christian living (Ephesians 4).

ARTICLE II. AFFILIATIONS OF THE CHURCH

This church shall affiliate with the *Southern Baptist Conservatives of Virginia* and the *Southern Baptist Convention*, giving diligent support to their missions/ministries, so long as such missions/ministries do not infringe upon our rights of church autonomy. This church shall further cooperate with all our denominational agencies, the Cooperative Program, and any other way by which we feel the kingdom of our Lord may be advanced.

ARTICLE III. CHARACTER

Section 1. Polity.

The government of this church is vested in the body of believers who compose it. It is subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligations of mutual counsel and cooperation, which are common among Southern Baptist Churches.

Section 2. Doctrine.

This church receives the Scriptures as its authority in matters of faith and practice. Its understanding of Christian truth as contained therein is in essential accord with the belief of the Southern Baptist churches as indicated in the Articles of Faith of Amissville Baptist Church. (Psalm 119:160, Colossians 3:16, Hebrews 4:12, II Timothy 3:16-17, I Peter 1:22-25)

Section 3. Ordinances. Amissville Baptist practices two ordinances as shown in Scripture:

A. Baptism:

Baptism shall be by immersion (Romans 6:3-4). Persons who receive Jesus Christ as Savior by personal faith and commit to follow Him as Lord shall be baptized at the earliest opportunity. The Senior Pastor or those whom he authorizes and may be administered during any worship service shall administer baptism as an act of worship. The Senior Pastor may make suitable arrangements for baptizing persons who have personal limitations that prevent them from being immersed in the Church baptismal facility.

B. The Lord's Supper:

The Church body shall observe the Lord's Supper regularly (I Corinthians 11:23-34). The Lord's Supper is an act of worship taking the form of a ceremonial meal in which Christ's servants share bread and the fruit of the vine in memory of the crucified Lord and in celebration for the new covenant relationship of grace with God through Christ's death, burial and resurrection (I Corinthians 11:20-22). The service is a time of reflection and examination of one's walk with the Lord (I Corinthians 11:28). Communion shall be observed at such times as the Church may determine and shall be administered by Pastors/ Elders, and /or Deacons. Deacons may also organize and lead communion with the homebound of our Church.

ARTICLE IV. ARTICLES OF FAITH (Baptist Faith and Message 2000)

I. The Scriptures: (Recommended Translations: NKJV, ESV, NASB, , Holman)

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11,89,105,140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.

II. God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:11ff.; 20:1ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3,15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians

8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7.

B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord.

Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; 53; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16,27; 17:5; 27; 28:1-6,19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18,29; 10:30,38; 11:25-27; 12:44-50; 14:7-11; 16:15-16,28; 17:1-5, 21-22; 20:1-20,28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5,20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3,34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15,24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.

C. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Savior, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10,12; Luke 1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17,26; 15:26; 16:7-14; Acts 1:8; 2:1-4,38; 4:31; 5:3; 6:3; 7:55; 8:17,39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Romans 8:9-11,14-16,26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11,13; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8,14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.

III. Man

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His

own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.

IV. Salvation

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

- A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace. Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Savior.
- B. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.
- C. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.
- D. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18,30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.

V. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility. All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7,19-22; Isaiah 5:1-7; Jeremiah 31:31ff.; Matthew 16:18-19; 21:28-45; 24:22,31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45,65; 10:27-29; 15:16; 17:6,12,17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15;

11:5-7,26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10,19; Hebrews 11:39-12:2; James 1:12; 1 Peter 1:2-5,13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.

VI. The Church

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are pastors and deacons. While both men and women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture.

The New Testament speaks also of the church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

Matthew 16:15-19; 18:15-20; Acts 2:41-42,47; 5:11-14; 6:3-6; 13:1-3; 14:23,27; 15:1-30; 16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11,21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.

VII. Baptism and the Lord's Supper

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper. The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16,21; 11:23-29; Colossians 2:12.

VIII. The Lord's Day

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

Exodus 20:8-11; Matthew 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3,33-36; John 4:21-24; 20:1,19-28; Acts 20:7; Romans 14:5-10; 1 Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.

IX. The Kingdom

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

Genesis 1:1; Isaiah 9:6-7; Jeremiah 23:5-6; Matthew 3:2; 4:8-10,23; 12:25-28; 13:1-52; 25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20-21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Romans 5:17; 8:19; 1 Corinthians 15:24-28; Colossians 1:13; Hebrews 11:10,16; 12:28; 1 Peter 2:4-10; 4:13; Revelation 1:6,9; 5:10; 11:15; 21-22.

X. Last Things

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

Isaiah 2:4; 11:9; Matthew 16:27; 18:8-9; 19:28; 24:27,30,36,44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40,48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Romans 14:10; 1 Corinthians 4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1,8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.

XI. Evangelism and Missions

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.

Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8,16; 13:17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.

XII. Education

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

Deuteronomy 4:1,5,9,14; 6:1-10; 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff.; 119:11; Proverbs 3:13ff.; 4:1-10; 8:1-7,11; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff.; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3,8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17.

XIII. Stewardship

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should

contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4,19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21,42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.

XIV. Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.

XV. The Christian and the Social Order

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16,43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; 1 Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.

XVI. Peace and War

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war.

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

Isaiah 2:4; Matthew 5:9, 38-48; 6:33; 26:52; Luke 22:36,38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.

XVII. Religious Liberty

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

Genesis 1:27; 2:7; Matthew 6:6-7,24; 16:26; 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2; 13:1-7; Galatians 5:1,13; Philippians 3:20; 1 Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.

XVIII. The Family

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption. Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race. The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant Elders of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation. Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.

Southern Baptist Faith and Message 2000

ARTICLE V. MARRIAGE & FAMILY

In accordance with our Statement of Faith, we believe that Marriage unites one man and one woman in a lifetime commitment to each other (Genesis 2:23-24; Matthew 19:4-6). Marriage provides for intimate

companionship, pure sexual expression (Genesis 2:25; Ephesians 5:31-33), procreation, and reflects the relationship of Christ and the church (Genesis 1:28; Proverbs 5:15-19; 1 Corinthians 7:1-5).

We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between one man and one woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex. We believe that God disapproves of and forbids any attempt to alter one's gender by surgery or appearance and that all conduct with the intent to adopt a gender other than one's birth gender is immoral and therefore sin (Genesis 2:24; Genesis 19:5, 13; Genesis 26:8-9; Lev. 18:1-30; Romans 1:26-29; 1 Cor. 5:1; 6:9; 1 Thess. 4:1-8; Hebrews 13:4). Such sinful pattern if not repented will be a barrier to membership and Elders in a body of believers

All parents who are members of the Church may, if they so desire, have their children dedicated at a time to be designated. This service will give the parents the opportunity to publically acknowledge their child as a gift from God and will likewise serve as a pledge on the part of the parents to bring the child up in the nurture and admonition of the Lord and biblical standards. The service may only consist of a few words from the Pastor and a prayer of dedication.

ARTICLE VI. COVENANT

AMISSVILLE MEMBERSHIP EXPECTATIONS

At Amissville Baptist we never ask our members to do more than the Bible clearly teaches. We only expect our members to do what the Bible expects every Christian to do. These responsibilities are spelled out in the *Membership Covenant* as stated below.

Having received Christ as my Lord and Savior and been baptized, and being in agreement with Amissville's *Vision, Mission, Discipleship Process*, and its leadership structure, We are now led to unite with the Amissville family. In doing so, we commit ourselves to God, to the other members, and the *Vision (Exalting the Savior, Equipping the Saints, Evangelizing the Sinner)* and the *Mission (Making disciples to reach generations for Jesus' glory)*.

1. WE WILL PROTECT THE UNITY OF OUR CHURCH:

- **By acting in love toward other members**
- **By refusing to gossip**
- **By praying for and respecting the ministerial staff**
 - *Therefore let us pursue the things which make for peace and the things by which one may edify another. Romans 14:19*
 - *Now may the God of patience and comfort grant you to be likeminded toward one another, according to Christ Jesus. Romans 15:5*
 - *Since you have in obedience to the truth purified your souls for a sincere love of the brethren, fervently love one another from the heart, 1 Peter 1:22*
 - *Let no unwholesome word proceed from your mouth, but only such a word as is good for edification according to the need of the moment, so that it will give grace to those who hear. Ephesians 4:29*
 - *Obey your leaders and submit to them, for they keep watch over your souls as those who will give an account. Let them do this with joy and not with grief, for this would be unprofitable for you. Hebrews 13:17*

2. WE WILL SHARE THE RESPONSIBILITY OF OUR CHURCH

- **By praying for its growth**
- **By inviting the unchurched to attend**

- **By warmly welcoming those who visit**
 - *We give thanks to God always for all of you, making mention of you in our prayers;* 1 Thessalonians 1:2
 - *And the master said to the slave, 'Go out into the highways and along the hedges, and compel them to come in, so that my house may be filled.* Luke 14:23
 - *Therefore, accept one another, just as Christ also accepted us to the glory of God.* Romans 15:7

3. WE WILL SERVE THE MINISTRY OF OUR CHURCH

- **By discovering my gifts and talents**
- **By being equipped to serve by my pastor(s)**
- **By developing a servant's heart**
 - *As each one has received a special gift, employ it in serving one another as good stewards of the manifold grace of God.* 1 Peter 4:10
 - *And He gave some as apostles, and some as prophets, and some as evangelists, and some as pastors and teachers,¹² for the equipping of the saints for the work of service, to the building up of the body of Christ;* Ephesians 4:11-12
 - *Do nothing from selfishness or empty conceit, but with humility of mind regard one another as more important than yourselves;* Philippians 2:3f

4. WE WILL SUPPORT THE TESTIMONY OF OUR CHURCH

- **By faithfully attending worship service regularly barring health, vacation, and other reasonable circumstances**
- **By living a godly life**
- **By giving regularly**
 - *Let us not give up the habit of meeting together...but let us encourage one another.* Hebrews 10:25
 - *Only conduct yourselves in a manner worthy of the gospel of Christ, so that whether I come and see you or remain absent, I will hear of you that you are standing firm in one spirit, with one mind striving together for the faith of the gospel;* Philippians 1:27
 - *On the first day of every week each one of you is to put aside and save, as he may prosper, so that no collections be made when I come.* 1 Corinthians 16:2

We, moreover, commit that when we remove from this place, we will as soon as possible unite with some other church, where we can carry out the spirit of this covenant and the principles of God's Word. We pledge to pattern our life after the example set for us by our Lord and Savior, Jesus Christ.

We have read the Articles, Constitution, and Bylaws, including but not limited to those policies and procedures dealing with church discipline, conflict resolution, and members' rights and responsibilities and holy covenant and agree to be bound by the Articles, Constitution, and Bylaws, and accompanying policies and procedures.

ARTICLE VII. CONSTITUTION AMENDMENT

Members may present amendments to the Constitution to the Board of Elders for consideration and comment. Amendments along with the Elders' comments shall be presented to the members at a duly called *Member Ministry Meeting*. This Constitution may be altered, added to, or amended by a three quarter (3/4) majority vote of the members at a duly called *Member Ministry Meeting* with at least four (4) weeks written notice with the proposed amendment.

BYLAWS
of the
AMISSVILLE BAPTIST CHURCH

ARTICLE I. LEADERSHIP STRUCTURE

Section 1. General

The government of this New Testament Church, Amissville Baptist of Amissville, Virginia, shall be vested in the Body of Believers that constitutes it. The Church shall be subject to the control of no other ecclesiastical body, but the Church recognizes and sustains mutual counsel and cooperation, a practice that is common among Southern Baptist Churches.

ARTICLE II. CHURCH LEADERSHIP

Section 1. General

The leadership groups and organizations of this Church shall include the Ministerial staff, Board of Elders, Deacon Body, and Church Officers (Treasurer and Secretary of the Board).

ARTICLE III. BOARD OF ELDERS (SERVING AS THE BOARD OF DIRECTORS)

Section 1. General Powers

The corporate powers of the Church shall be exercised by or under the authority of the Board of Directors (hereinafter referred to as the “Board of Elders,” the “Elders,” or the “Board”). The powers, business and property of the Church shall be exercised, conducted and controlled by the Board for the purposes of every effort to oversee the legal, business, financial and administrative affairs of the Church with consensus agreement. If, in the course of the decision-making processes, the Board cannot unanimously agree, then the decisions will be made by majority vote of the Elders present and voting at that meeting. The Senior Pastor, who shall be recognized as the final authority to oversee the spiritual affairs of the Church, will be the tie-breaking vote if that case ever arises.

Section 2. Elder Qualification and Nomination

- A. Those individuals eligible for Elder shall satisfy the qualifications for the office of Elder as set forth in I Timothy 3:1-7 and Titus 1:6-9, who demonstrate godly traits in family life, personal character, and are committed to sound doctrine.
- B. Candidates for Elder may be submitted to the Board of Elders, or their designee. If a Candidate is determined to meet the qualifications of Elder, he shall be presented to the membership at the annual or called *Member Ministry Meeting*. No candidate shall be nominated without his consent. Candidates for Elders shall be elected upon majority vote of the membership present and voting at the duly called *Member Ministry Meeting*.

Section 3. Board Members

The Board of Elders shall be composed of the Senior Pastor, any Assistant Pastor as appointed by the Senior Pastor, and the Elders. The authorized number of Board members shall be that number as authorized from time to time by the Board, provided that such number shall not be less than three (3). No less than fifty (50%) percent of the Board shall be comprised of laymen from the congregation and not related to each other by blood or marriage or to paid staff. Upon election, lay Elders shall serve for a three-year term. There shall be three annual classes of Elders so that approximately one-third (1/3) shall be up for election each year to maintain continuity and make for a smooth transition within the Board. Except for the Senior Pastor and other ministerial staff, no Board member shall serve for more than two consecutive terms (a total of 6 years) without taking at least one year off before being eligible for re-election. The Board shall annually appoint a lay Chairman from among its membership to facilitate its meetings. The Board shall also annually appoint a Board Secretary and Treasurer.

Section 4. Duties and Functions of the Board

Without prejudice to the general powers set forth above, and subject to the same limitations, the Elders shall have the following duties and powers:

- A. Establishing governing principles, policies and determining practices for the Church, including the creation and maintenance of policies and procedure manuals, which shall contain all controlling policies and procedures governing any and all aspects of the Church's affairs, including, but not limited to, committee task descriptions and policies regarding the handling of funds, use of facilities, and employment policies and practices;
- B. Exercising oversight of the Church financial, business, and property matters and providing counsel;
- C. Hearing and considering all reports and recommendations submitted by pastors, committees, teams, and staff;
- D. Recommending the borrowing of money and incurring indebtedness on behalf of the Church and the cause to be executed and delivered for the Church's purposes and in the Church's name, promissory notes, and other evidences of debt and securities;
- E. Recommend to the congregation suggested objectives and Church goals;
- F. Review and coordinate program plans recommended by officers, committees, teams, and staff;
- G. Providing for the discipline of erring members and their reconciliation upon repentance;
- H. Conducting such other duties and activities as the Board may determine from time to time that are consistent with the Constitution and these Bylaws for the orderly administration of the Church including, but not limited to:
 1. Lead the way in modeling evangelism to the congregation;
 2. The appointment and termination of all non-ministerial staff ;
 3. Guide the Church forward in priorities, vision, and philosophy of ministry. This shall include the policies for the Church;
 4. Provide annual performance feedback for ministerial and non-ministerial staff and determine compensation;
 5. Assist the Senior Pastor/Elder in his duties to give spiritual leadership to the Church;

Section 5. Vacancies on the Elders

A vacancy on the Board because of death, resignation, removal, disqualification or any other cause may be filled by nomination and election by a two-thirds (2/3) majority of the Board and ratification by the Church members for the remainder of the term.

Section 6. Resignation and Removal

Any Board member may at any time deliver a written notice of intent to resign to the Senior Pastor or Chairman, which shall be effective upon acceptance by the Board. Any Officer or Elder may be removed at any time with or without cause when, in the sole judgment and discretion of the Board, it is determined by a two-thirds (2/3) majority vote of the Elders at a duly called meeting that such Elder should no longer serve on the Board. In the event any Elder is so removed, a new Elder may be elected by a two-thirds majority (2/3) vote of the Board to fill the vacancy and ratification by the Church members.

Section 7. Transactions with Interested Parties

A contract or other transaction between the Church and one or more of its Elders, Deacons, staff, or family members thereof (hereinafter "Interested Party"), or between the Church and any other entity, of which one or more of the Church or its Elders, Deacons, staff, or family members are also Interested Parties, or in which entity is an Interested Party has a financial interest – shall be voidable at the sole election of the Church unless all of the following provisions are satisfied:

- A. The Church entered into the transaction for its own benefit;
- B. The transaction was fair and reasonable as to the Church, or was in furtherance of its exempt purposes at the time the Church entered into the transaction;
- C. Prior to consummating the transaction, or any part, the Board authorized or approved the transaction, in good faith, by a vote of a majority of the Elders then in office, without counting the vote of the interested Elder or Elders, and with knowledge of the material facts concerning the transaction and the Interested Parties' interest in the transaction; and
- D. Prior to authorizing or approving the transaction, the Board, in good faith, determined after reasonable investigation and consideration, that either the Church could not have obtained a more advantageous arrangement, with reasonable effort under the circumstances, or the transaction was in furtherance of the Church's tax-exempt purposes.

Common or interested Elders may not be counted in determining the presence of a quorum at a meeting of the Board (or a committee thereof) that authorizes, approves, or ratifies such contract or transaction. The Board may adopt additional Conflicts of Interest Policies that shall provide for full disclosure of material conflicting interests by Elders, Deacons, Officers, or staff. These Policies shall permit the Board to determine whether the contemplated transaction may be authorized as just, fair and reasonable to the Church. Notwithstanding the above, no loan shall be made by the Church to any of its Elders, Officers, Deacons, staff, or Church members.

Section 8. No Compensation

No salary or compensation shall be paid to any member of the Board in his capacity as a Board Member, but nothing herein shall be construed to preclude any Board Member from serving the Church in any other capacity and receiving reasonable compensation. Moreover, the Board Member may receive reasonable reimbursement for travel and other approved expenses upon request and written documentation.

ARTICLE IV. MEETINGS OF THE BOARD

Section 1. Place of Meetings

Regular or special meetings of the Board of Elders may be held at any place that has been designated from time to time by resolution of the Elders. In the absence of such designation, meetings shall be held at the principal office of the Church. Notwithstanding the above provisions of this section, a regular or special meeting of the Board may be held at any place consented to in writing by all of the Elders, either before or after the meeting. If such consents are given, they shall be filed with the minutes of the meeting. Any meeting, regular or special, may be held by conference telephone or similar communication equipment, as long as all Elders participating in the meeting can hear one another. All such Elders shall be deemed to be present in person at such meeting.

Section 2. Times and Notice of Meetings

Regular meetings shall be conducted on at least a monthly basis and without notice. The President and/or Chairman of the Board may call special meetings at other times with two (2) days' notice to the Elders by any usual means of communication. Such notice need not specify the purpose for which the meeting is called.

Section 3. Waiver of Notice

The transactions of any meeting of the Board, however called and noticed or wherever held, shall be as valid as though taken at a meeting duly held after regular call and notice, if a quorum is present, and either before or after the meeting, each of the Board Members not present signs a written waiver of notice, a consent to holding the meeting, or approves the minutes, by signing the original copy. The waiver of notice or consent shall specify the purpose of the meeting. All waivers, consents, and approvals shall be filed with the corporate records or made a part of the minutes of the meeting. Notice of a meeting need not be given to a Board Member who attends the meeting without protesting before or at its commencement about the lack of notice.

Section 4. Quorum

Two-thirds (2/3) of Elders present at the beginning of a meeting shall constitute a quorum for purposes of transacting business at a meeting.

Section 5. Action without Meeting

Any action required or permitted to be taken by the Board may be taken without a meeting if all of the Elders, individually or collectively, consent to the action in writing. Such action by written consent shall have the same force and effect as the unanimous vote of the Elders. Such written consent or consents shall be filed with the minutes of the proceedings of the Board.

Section 6. Manner of Acting

Except as otherwise provided in these Bylaws, the act of the majority of the Elders present and voting at a meeting at which a quorum is present shall be deemed an act of the Board.

Section 7. Participation by Conference Telephone or Similar Electronic Device

Members of the Board of Elders or of any committee thereof may participate in a meeting of such Board or committee by means of a conference telephone or similar communications equipment whereby all persons participating in the meeting can hear each other. Participation by such means shall constitute presence in person at such meeting. When such a meeting is conducted by means of a conference telephone or similar communications equipment, a written record shall be made of the action taken at such meeting, noting participation of those who were present by means of such communications equipment.

Section 8. Board Teams

The Board, by majority vote of all Elders in office, may appoint two or more persons from among its number or designees to serve as a special Board team, such as the Board may determine are necessary, which shall have such powers and duties as shall from time to time be prescribed by the Board. Except as otherwise provided by law, the Articles of Incorporation, these Bylaws, or by a Resolution of the Board, each Board team may not exercise the authority of the Board.

Section 9. Minutes

Minutes of the meetings of the Board shall be recorded and taken by the Board Secretary who shall have custody thereof and be responsible for circulating copies to the members in a timely manner.

ARTICLE V. MINISTRY COMMITTEES AND TEAMS

Section 1. Ministry Committees and Teams

The Board may establish such other teams or committees (Standing and Special) as needed to assist them in the performance of their responsibilities. These teams or committees shall function under the oversight of the Board but will continue to pursue their delegated responsibilities as defined by the Church and those tasks specifically delegated to them by the Board. A Special Committee shall not exist beyond the duration of one year without reauthorization by the Board.

Section 2. Organization and Responsibilities

The organization and responsibilities of each Standing and Special team or committee shall be described more fully in the Church Procedure and Policy Manual.

Section 3. Committee Members, Chairpersons and Team Leaders

Unless otherwise provided, committee members shall be recommended to the Board, or its designee, for an interview and to determine a desire to serve. No candidate shall be nominated without their consent. Qualified candidates shall be presented to the Church members and elected by majority vote at a duly called *Member Ministry Meeting*. Unless otherwise provided, the members of each committee or team shall appoint a Chairperson from among their membership for a one-year term but may be reelected without limitation so long as a member of that committee.

ARTICLE VI. OFFICERS OF THE CHURCH

Section 1. General

The officers of the Church shall be the Senior Pastor/President, Chairman of the Board, Secretary, Treasurer, and such other officers as the Board may appoint from time to time. A person may hold any office position as a second office except for the offices of President and Secretary.

Section 2. Election and Term

Except for the President, Officers shall be annually appointed by a simple majority of the Board members present and voting at a duly called Board meeting. Officers shall serve for a term of one year without limitation for re-election or until their successors are elected and qualified.

Section 3. Vacancies

Except for the President, a vacancy in any office because of death, resignation, removal, disqualification, or other cause shall be filled by majority vote of the Board for the remainder of the term.

Section 4. President

The Senior Pastor shall simultaneously serve as the President of the Corporation and be chief executive officer with all the rights and powers attributed thereto and which the Board sets unless he delegates some of the duties to other Elders, Deacons, or staff.

Section 5. Chairman of the Board

The Chairman of the Board shall annually be appointed from among the lay Elders. The Chairman shall facilitate all Board meetings and work with the President to set the agenda for Board meetings. The Chairman shall also serve as the Vice President and, in the absence of the President, shall serve as President with all powers and duties attributed to that office and those other duties and responsibilities as designated by the Board.

Section 6. Secretary

The Secretary shall be a member of the Board, but may or may not be an Elder. The Secretary shall record and preserve the minutes of all Board meetings and work in concert with church secretary. Unless delegated to a Church Clerk, the Secretary shall also serve as Clerk of the Members and shall record and preserve the minutes of all Members meetings, shall maintain an up-to-date Church roll of Members, and prepare and forward membership letters. The Secretary shall be charged with the duty of giving proper notice to the Church and Board Members of the respective Board and Member meetings.

Section 7. Treasurer

The Board Treasurer shall be a member of the Board, but may or may not be an Elder. The Board Treasurer shall work in concert with the Church Treasurer in overseeing the Church's revenue and expenses. The Treasurer shall be responsible for reporting all monies collected and distributed by the Church and shall make financial reports to the Board. The Treasurer shall ensure that a financial report is made available for Members at the annual Members meeting and such other Members meetings wherein a financial report is deemed necessary. A copy of the financial records shall likewise be available to the

Members on a monthly basis. Proper records and books concerning incoming and outgoing funds shall be kept and such records and books shall be made available for auditing or inspection.

ARTICLE VII. SENIOR PASTOR (ELDER) AND MINISTERIAL STAFF

Section 1. Relationship to Elder(s)

The Pastoral Staff and Board of Elders shall have a relationship of mutual respect and support. All pastors/elders serve the Church in a teaching, shepherding, leading role. The Elders shall recognize the high calling and responsibilities of each pastor. When deciding issues that impact the Church's direction and vision, the Elders shall seek the input of the ministerial staff. The Senior Pastor shall be considered the Lead Elder and be a voting member of the Board of Elders; his leadership among the Elders shall be balanced with accountability to the Elders.

Section 2. Qualifications

The Senior Pastor/Elder and all ministerial staff shall meet the qualifications of an Elder as established in I Timothy 3 and Titus 1.

Section 3. Duties and Responsibilities of the Senior Pastor and Ministerial Staff

- A. The Senior Pastor/Elder shall have in his charge the welfare of the Church. This includes, but are not limited to:
 - 1. Preaching and promoting the Gospel and God's Word;
 - 2. Providing overall spiritual and administrative guidance to all ministries of the Church;
 - 3. Conducting religious services on stated and special occasions and administering ordinances;
 - 4. Representing the Church in the community, state, and nation;
 - 5. Casting the vision and direction of the Church's ministry, in consultation with the Elders;
 - 6. Serving as an *ex-officio* member of the Board of Elders, the Deacons, and all committees and teams of the Church, unless he delegates this responsibility to other individuals;
 - 7. Having special charge of the pulpit ministry of the Church and provide for preachers and workers to assist in special services and for pulpit supply when he is absent; and
 - 8. Being the leader of the employed staff, both ministerial and non-ministerial, unless responsibility is delegated to other individuals.
- B. Ministerial Staff shall assist the Senior Pastor/Elder in any of the above duties as delegated by him and such other duties and responsibilities as determined by the Board.

Section 4. Selection of Ministerial Staff

- A. When the position of Senior Pastor/Elder becomes vacant, the Elders shall be responsible for selecting a transitional pastor and/or appointing an interim pastor for an appropriate period of time. Or if the Senior Pastor is voluntarily resigning in good standing, he may recommend and/or participate in the selection of his successor with the Elders in conjunction with the Pastoral Search Committee. The candidate shall be elected by three-quarter (3/4) majority vote of the members at a called Member Ministry Meeting. Membership voting shall be by secret ballot.
- B. When needed, a Pastoral Search Committee comprised of seven members (2 from the Board of Elders, 2 from the Deacon Body, and 3 At-Large) shall be created.

1. The Board of Elders shall nominate their candidates;
2. The Deacon Body shall nominate their candidates; and
3. Church members may recommend candidates for the committee to the Board of Elders.
The Board of Elders shall nominate qualified candidates.

All candidates for the Pastor Search Committee shall be elected by two-thirds (2/3) vote of the Church members at a duly called *Member Ministry Meeting*.

- C. The Pastoral Search Committee shall elect a Chairperson and Secretary from this number and shall begin with as little delay as possible to select a candidate whose Christian character and qualifications conform to the Bylaws of the Church. The Church may inform the committee of any additional specific qualifications it desires in a Senior Pastor.
- D. When the Pastor Search Committee finds a suitable candidate, it shall, in conjunction with the Board, arrange for at least one service as a “trial sermon” for the congregation to hear the candidate.
- E. The Pastoral Search Committee’s recommendation shall be presented as a nomination for election at a called *Member Ministry Meeting*. The Search Committee shall only nominate one candidate at a time.
- F. An affirmative vote of three-quarter (3/4) majority vote of the members present and voting at the called *Member Ministry Meeting* shall constitute approval of the candidate.
 1. Failure to achieve a three-quarter (3/4) majority vote will be considered a rejection of the candidate and the Pastoral Search Committee shall search for a new candidate; and
 2. The Pastoral Search Committee shall inform the candidate of the results at its earliest possible convenience.

Section 5. Term

The term of office for the Senior Pastor/Elder and all ministerial staff shall be for an indefinite period of time until the sooner of his death, termination, or resignation.

Section 6. Compensation

The Board, in consultation with the Deacons and other necessary committees, shall specify a minister’s initial compensation at the time of his calling. The Church will approve the initial compensation prior to seeking the Church’s new Senior Pastor/Elder. The Senior Pastor/Elder and any assistant pastor shall excuse himself from any discussions and vote regarding his compensation. The Church shall provide, to the extent possible, an adequate salary and such benefits as requested and approved by the Board in accordance with the Church’s annual budget. These benefits may include, but are not limited to, ministerial housing allowance, health insurance, pension, and vacation time. Reimbursement for costs and expenses away from the Church on Church-related matters shall be approved by the Board, in consultation with the Deacons, upon request and written documentation.

Section 7. Pastoral Discipline and Termination

If two (2) or more persons (with preference to unrelated individuals) have a grievance against a Minister(s), the offended parties must bring the matter before the Board. If the conduct of a Minister is immoral or egregiously improper, upon a two-thirds (2/3) majority vote of the Elders present and voting, the Board shall call a special *Member Ministry Meeting*. If a three-quarter (3/4) majority of the Church members present and voting at this called *Member Ministry Meeting* vote to terminate the relationship, the Minister’s call shall be terminated. The Board in conjunction with the Deacon Body shall make any arrangement for a separation.

ARTICLE VIII. DEACON BODY

Section 1. Biblical Foundation for the Deacon Body

The Deacons, the lay spiritual servant leaders of the Church, assist the Ministerial Staff in the care of and ministry to the Church Body. This enables the staff members to spend more time in the ministry of the Word and prayer (Acts 6:1-7). Plus, it enables the staff to fulfill their call in ministry to advance the *Vision* and *Mission* of the Church.

Section 2. Qualifications, Election, and Term of Deacons

- A. Those individuals eligible for Deacon shall satisfy the qualifications for the office of Deacon as set forth in I Timothy 3:8-13 and Acts 6:3
- B. Candidates for Deacon may be submitted to the Board of Elders, or its designee, for screening and evaluation. If a Candidate is determined to meet the qualifications of Deacon, he shall be presented to the membership at the annual *Member Ministry Meeting*. No candidate shall be nominated without his consent. Candidates for Deacon shall be elected upon majority vote of the membership present and voting at the duly called *Member Ministry Meeting*.
- C. Deacons shall serve for a three (3) year term. There shall be three annual classes of Deacons so approximately one-third (1/3) of the Deacon Body will be up for election each year for continuity and to make for a smooth transition within the Deacon Body.
- D. A Deacon shall take at least a one-year sabbatical before being eligible for reelection. However, the Board of Elders may, for good cause, nominate a Deacon to serve for one additional three year term, subject to approval by majority vote of the Church members at a duly called *Member Ministry Meeting*. No Deacon may serve more than two consecutive terms.

Section 3. Duties and Responsibilities

- A. Ministry to the bereaved, homebound, hospitalized, and other areas as needed;
- B. Prayer ministry;
- C. Assistance to the Senior Pastor/Elder and other ministers; and
- D. Other specific duties as delineated in the Procedure and Policy Manual and in the *Deacon Body Handbook*.

Section 4. Vacancies

A vacancy on the Deacon Body due to death, resignation, removal, disqualification, or other cause may be replaced upon majority vote of the members at a duly called *Member Ministry Meeting* for the remainder of the term.

Section 5. Deacon Meetings

The Deacon Body shall meet as often as deemed necessary by the Deacons to fulfill their duties and responsibilities. A Chairman of the Deacons shall be annually elected from among their membership to facilitate meetings without limitation or until his successor is elected and qualified.

ARTICLE IX. MEMBERSHIP

Section 1. General

This Church follows Jesus Christ as its Head and operates as a theocracy under His Lordship through the guidance of the Holy Spirit and through the authority of the Bible (Ephesians 1:22, Colossians 1:18, Acts 15:22-25, I Peter 2:9-10, John 16:13-14).

All present members of the unincorporated entity known as Amissville Baptist Church shall, upon agreeing to be bound by the Articles, Constitution and Bylaws of the new church corporation, become members of this incorporated Church. No members of this Church, nor any officer, nor any member of the Board shall by virtue of such membership, office or position, incur or be subject to personal liability to any extent for any indebtedness, obligation, acts or omissions of this Corporation. Any new members shall be required to sign the membership covenant as a qualification of membership.

Section 2. Qualifications of Membership

- A. Profession of Faith. A person must present a satisfactory testimony stating a genuine experience of salvation and professing faith in the Lord Jesus Christ as his or her personal Savior.
- B. Baptism by Immersion. In addition to the profession of faith, a person shall participate in a baptism by immersion as a testimony of salvation.
- C. Transfer of Membership. Members from other churches holding the same faith may be received by letters of recommendation or dismissal from their respective churches as an alternative to 2A and 2B.
- D. Completion of the *Discovering Amissville Baptist* orientation class and signing of the Member's Covenant.

Section 3. Method

All persons who wish to be received into the membership of this Church, whether by baptism or otherwise, shall be accepted into the Amissville fellowship upon meeting the above qualifications of membership and completion of the *Discovering Amissville Baptist* orientation class by signing the Member's Covenant. The class is designed by the pastor(s) who shall cover salvation, assurance, Church doctrine, spiritual gifts and Christian service, financial stewardship, Church government and organization, denominational affiliation, and other related matters.

Section 4. Classes of Membership

Amissville Baptist Church shall have three classes of Membership:

- A. Active Member. All persons having reached the age of eighteen (18) years, received into membership of the Church, regularly attended worship services for the previous six month period, financially contributed, and has not been declared inactive (as defined below) shall be considered an Active member. Active members in good standing shall have the privilege to vote on Church affairs and be eligible for leadership positions. Any Active member unable to attend due to work assignment (including military service), medical condition, or educational pursuits shall be considered an Associate member while the above-mentioned exceptions exist. Due to the member's circumstance, he will be considered an Associate Member until his circumstances change.
- B. Associate Members. All persons who desire a church fellowship home but have not met all the qualifications for Active membership such as baptism, reaching the age of 18, and/or attending the orientation class, or do not desire to give up their home church membership, or for any other reasons do not want to become a full active member. Associate members cannot vote or serve in leadership positions as Board, Officer, and others as designated by the Church, but may serve in

any other capacity in the Church. However, they must agree to the church's governing documents and Statement of Faith. Upon attending and completion of the orientation class and meeting all the qualifications including baptism, age requirement and giving up home church membership, non-voting associate members may become voting Active members.

Watch care-type Membership will fall under this category in that it consists of persons wishing to become part of the fellowship, without transferring their membership, may do so by presenting themselves to the Board and requesting to come under the watch care of the church. Such persons will have all the rights, privileges and responsibilities of Active members and to be involved in the church's pastoral, educational, and mission ministries but as stated above they will not have the right to hold any elected office or to vote in a *Member Ministry Meeting* of the church.

- C. Non-Member Status. Members who evidence no interest in the Church by attendance, communication, or contribution for six months or longer may be classified as "Non-Member." Non-members have neither voice nor vote in Church affairs, and may not hold office. At least one Elder, or their designee, shall contact each Non-member, counsel them, and seek to restore them to active fellowship. After an additional 90-day period, if no interest in restoration is shown, the Elder shall instruct the Clerk to remove them from the membership rolls upon approval by the members. People whose names are on the Non-member list are not to be counted as members on any official report of our membership, and accordingly they are not entitled to vote in any *Member Ministry Meetings* or be entitled to a regular letter of dismissal. A Non-member may be restored to Active membership by recommendation of the Elders to the Congregation for approval.

Section 5. Duties and Responsibilities

In accordance 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 (*Article IV – Covenant: Membership Expectations*). It is the privilege and responsibility of all members to attend scheduled *Member Ministry Meetings*, to regularly attend worship services, to financially contribute to the ministry of the Church, to actively participate in a Bible study through Sunday School and/or Community Groups, to participate in Committees and/or Teams according to the member's passion and giftedness.

Section 6. Voting Privileges

All Active members in good standing shall have equal opportunity to express opinions and to vote on Church ministry matters. Ballot votes are confidential and require Active members to be present to request a ballot (voting by proxy is prohibited). Every Active member present at a duly called *Member Ministry Meeting* shall have the privilege to vote on the following matters listed below (majority vote unless otherwise stated):

- A. Merger or dissolution of the Church – two-thirds (2/3) majority;
- B. Acquisition, transfer, or sale of real property and related indebtedness – two-thirds (2/3);
- C. Sale of all or substantially all of the Church's assets – two-thirds (2/3);
- D. Approval of the Annual Church Budget;
- E. Election of candidates to the Body of Deacons;
- F. Election of candidates to the Board of Elder;
- G. Election of committee members;
- H. Call or removal of the Senior Pastor and Ministry Staff – three-quarter (3/4) majority;

- I. Amendments to Constitution or Bylaws of the Church – as stated; and
- J. Any other major event or decision as designated by the Board of Elders – majority vote unless otherwise determined.

Section 7. Termination. The discontinuance of membership shall be subject to the principles as follows:

- A. Any member in good standing who desires a letter of dismissal and/or recommendation to any other Baptist Church or like-minded Church is entitled to receive it upon his request.
- B. Death of the member.
- C. Removal due to Non-member status and no evidence of a desire for restoration.
- D. Dismissal of the member by Church discipline action.

Section 8. Church Discipline.

It shall be the practice and mark of this Church to pursue every reasonable measure for peace and reconciliation. Should one member sin against another member or the Body of members (the Church), the aggrieved members shall follow in a tender spirit the rules given by our Lord and Savior in Matthew 18:15-17; 1 Corinthians 5:9-13; and 1 Thessalonians 5:12-14. If they sin against the body either in sinful moral failure or biblical heresy, the Pastors, Elders, Deacons and mature Members are available for counsel and guidance. The purpose of such discipline should be:

- A. 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 1:13-14; James 1:22);
- B. For the instruction in righteousness and good of other Christians, as an example to them (Proverbs 13:20; Romans 15:14; I Corinthians 5:11; 15:33; Colossians 3:16; I Thessalonians 5:14; I Timothy 5:20; Titus 1:11; Hebrews 10:24-25);
- C. For the purity of the church as a whole (I Corinthians 5:6-7; II Corinthians 13:10; Ephesians 5:27; II John 10; Jude 24; Revelation 21:2);
- D. For the good of our corporate witness to non-Christians (Proverbs 28:7; Matthew 5:13-16; John 13:35; Acts 5:10-14; Ephesians 5:11; I Timothy 3:7; II Peter 2:2; I John 3:10); and
- E. Supremely for the glory of God by reflecting His holy character (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).

The Church shall look to the Board of Elders for the effective functioning and discipline of its members. Members agree that the Elders may reject a member's request to terminate his/her membership once the Church has begun the discipline process. Only after good faith efforts by the Board to bring about repentance and reconciliation have proven futile, the Board, or its designee, shall give the member notice of the unrepentant sins, and the time and place to address the charges. The discipline can include but not be limited to dismissal, censure, suspension or any other measures that the Board decides that will bring about repentance. If the Board disciplines the Church member it shall be announced to the members to carry out the Biblical admonitions to bring about repentance and restoration of the disciplined member. A spirit of prayer, mingling Christian kindness, forbearance, and holy firmness under the guidance of the Holy Spirit, shall guide all such church disciplinary proceedings.

Section 9. Restoration.

A member dismissed by the Church shall be restored to Active membership privileges by the Board of Elders according to the spirit of II Corinthians 2:7-8 when their conduct is judged by the Board to be in accordance with the Statement of Faith, Member's Covenant, and Biblical repentance. The Senior Pastor/Elder shall communicate such restoration to the Church in a timely manner.

ARTICLE X. MEMBER MINISTRY MEETINGS AND RALLIES

Section 1: General

Member Ministry Meetings (formerly business meetings) are held at least twice a year. The Senior Pastor/Elder and/or the Board of Elders may call Special *Member Ministry Meetings* as deemed necessary. The following guidelines apply:

- A. Scheduled *Member Ministry Meetings* are held during the second and fourth quarters of each year. The Conference agenda contains reports from the Church leadership.
- B. At the second quarter meeting, the Church reviews its progress to date.
- C. At the fourth quarter meeting, the Church reviews its progress to date, approves the Annual Budget, elects all lay leadership (i.e. Elders, Deacons) for the Church for the following year, and votes on any item requiring membership vote.
- D. Whenever members are required or requested to take action, notice shall be given no less than two (2) weeks prior to a *Member Ministry Meeting*. Notice shall be given in one or more of the following manners which shall be deemed to be reasonable notice:
 1. Distribution of written material to the congregation in attendance at a weekend worship service;
 2. An announcement to the congregation at a weekend worship service;
 3. Delivery by U.S. mail to each member as identified on the membership roll; and
 4. By e-mail to the membership (only in conjunction with one of the above methods).
- E. Quorum of at least fifteen (15%) percent of the Active membership shall be present for a *Member Ministry Meeting* to be called to order. If a quorum is not met at that meeting, then another meeting shall be called, with proper notice given. At the second meeting on the same subject(s), quorum is satisfied by the number of Active members present at the start of the meeting.
- F. The Church shall elect a Moderator to oversee and facilitate the *Member Ministry Meetings*. If the Moderator is unable or unwilling to act, then the Board Chairman may serve or appoint a Moderator *pro tem*. The Moderator shall use as a guide the most current edition of *Robert's Rules of Order* for any procedure not specifically covered by these Bylaws.
- G. There are two Rallies between the Conferences to inform, encourage, and evaluate the progress of the Church in fulfilling the *Vision* and *Mission*.
- H. Minutes of the *Member Ministry Meeting* shall be taken and kept in the records under the custody of the Secretary or a designated Church Clerk.

Section 2. Specific

Member Ministry Meetings for the purpose of calling ministerial staff shall be properly noticed and take place on a Sunday morning after worship is concluded. This shall be the only matter on the agenda for membership vote and it shall be a ballot vote by the Active membership.

ARTICLE XI. NON-MINISTERIAL STAFF

Section 1. Non-ministerial Staff

Non-pastoral staff, including office staff, function as servants in coming alongside of the ministerial staff and Church body to support them in ministry. It is the Senior Elder/Pastor's responsibility to lead all staff in the direction that helps the Church accomplish its goals.

Section 2. Duties and Responsibilities

The duties and responsibilities for all non-ministerial staff positions shall be formulated and approved by the Elder Board.

Section 3. Selection

Selection and approval of non-ministerial staff shall be the responsibility of the Elder Board, or its designee, along with any recommendations by the ministerial staff.

Section 4. Resignation and Termination

Any staff member may at any time resign by submitting written notice to their supervising staff member, the Senior Pastor, or the Elder Board. A supervising staff member with approval by the Elder Board may terminate any non-pastoral staff member. Such terminations of staff may be reported to the Members, but does not need Membership approval.

ARTICLE XII. CHURCH PROCEDURE AND POLICY MANUAL

Section 1. Development of Church Procedure and Policy Manual

The Board or its designees with professional consultation and review shall oversee the development of a *Church Procedure and Policy Manual*. This manual shall include all Church policies, procedures, job descriptions, and organization charts depicting lines of responsibility in the administration of the Church. The manual shall be kept in the Church office and made available for use by any member of the church. The Church Secretary shall maintain the manual. The Board or their designees shall review the manual at least annually, with the authority to approve changes, subject to ratification by the Church members.

Section 2. Compilation and Maintenance of the Manual

The Board, or its designee, shall be responsible for compiling and maintaining the *Procedure and Policy Manual* for the day-to-day administrative functions of the Church not covered in the Constitution and Bylaws. Subjects covered may include, but are not limited to, the following:

- A. Personnel policies and procedures not covered in the Bylaws;
- B. Church property policies and procedures;
- C. Church discipline procedures and policies;
- D. Christian conciliation and dispute resolution policies and procedures;
- E. Child protection policies and procedures; and
- F. Other policies and procedures as needed.

These *Procedure and Policy Manuals* shall be available at the Church office for members to review.

ARTICLES XIII. CHURCH FINANCIAL POLICIES

The below establishes the overall policies and procedures regarding the Church's finances. Any additional details regarding the Church's financial procedures and policies may be found in the Church *Procedure and Policy Manual*.

Section 1. Budget and Audit

The Stewardship Committee shall prepare and submit an Annual Budget to the Elder Board for ratification and then to the Church at the fall *Member Ministry Meeting* for approval. At the meeting, the inclusive budget shall indicate the amount needed and sought for all local and other expenses with an annual strategic plan. The Stewardship Committee shall conduct or arrange for an annual review or audit of a type and nature they deem appropriate; except that every five (5) years the Church will conduct either a review or audit by an outside auditor.

Section 2. Accounting Procedures

All funds received for any and all purposes shall pass through the hands of the Church Treasurer and be properly recorded on the books of the church. A system of accounting for handling of all funds shall be the responsibility of the Stewardship Committee.

Section 3. Deposits

The Board shall select banks, trust companies, or other depositories in which all funds of the Church not otherwise employed will, from time to time, be deposited to the credit of the Church

Section 4. Checks

Such authorized officers (i.e., Treasurer or Stewardship Chairmen) shall sign all checks or demands for money and notes of the Church; however, the Board may from time to time designate other officers or persons with such authority. Notwithstanding the above, the Senior Pastor/Elder or any ministerial staff shall not have authority to sign checks. Any check over the amount of two thousand dollars (\$2,000) shall require two authorized signatories.

Section 5. Fiscal Year

The Board, in consultation with the necessary committees, shall have the power to fix, and from time to time to change, the fiscal year of the Church. Accurate records shall be kept by all organizations of the Church and report made on the fiscal year basis. All funds handled by any and all organizations shall be reported to the Board.

Section 6. Contracts

The President and/or Chairman may sign contracts to bind the Church once approved by the Board or according to its procedures. However, the Elder Board may authorize any officer or officers, agent or agents of the Church, in addition to these two officers so authorized by these Bylaws, to enter into any contract or execute and deliver any instrument in the name of or on behalf of the Church, including real estate transactions once proper approval has been sought and obtained. Such authority may be general or confined to specific instances. A competent attorney should review all contracts for major services or expenditures.

Section 7. Endowments

The Board may establish on behalf of the Church any endowments for the general purposes or for any special purposes of the Church.

Section 8. Designated Contributions

The Church may accept any designated contributions, grant, bequest, or devise consistent with its general tax exempted purposes. As so limited, donor designated contributions will be accepted for special funds, purposes, or uses as approved by the Elders, and such designations generally will be honored. However, the Church reserves all rights, title, and interest in and to and control of such contributions, as well as full discretion as to the ultimate expenditure or distribution thereof in connection with any funds (including designated contributions) to assure that such funds will be used to carry out the Church's tax exempt purposes.

Section 9. Benevolence Fund

The Board shall establish procedures to receive and disburse by check all funds allocated to them in the Benevolence Fund. It shall be the duty of the Board, or a designated Benevolence Team, to determine needs of the congregants or others in the community as they arise. The Board or the Benevolence Team shall examine the need of the recipients of these designated funds.

Section 10. Partnerships, Joint Ventures, LLC's, and Auxiliary Corporations

The Board may authorize in writing any officer(s) or agent(s) of the Church to enter into any partnerships or joint ventures or create auxiliary corporations or limited liability companies that the Board determines shall advance the religious purposes and goals of the Members as described herein and not violate the Church's tax exempt status.

Section 11. Purchases or Sale of Property and Borrowing

Neither officers nor agents of the Church may purchase or sell real or personal property on behalf of the Church unless authorized by the Board and in cases of real property, the Active Members according to these Bylaws. The borrowing of money must be approved by the Board and the Active Members according to these Bylaws.

ARTICLE XIV. SETTLEMENT OF DISPUTES WITHIN OR AGAINST THE CHURCH

In any dispute arising between or among Church members, the dispute may be resolved by the Board of Directors (or a duly appointed committee from the Board) following and under the Rules of Procedure for Christian Conciliation published at www.Peacemaker.net. All employees of the Church shall sign policies or contracts with the Christian Dispute Resolution clause in it. All contractors and vendors of the Church should be asked to sign policies or contracts with the Christian Dispute Resolution clause in it.

Any dispute between a member and the Church, or its agents in their representative capacity, shall be resolved through Christian Conciliation. Christian mediation should be attempted but if it does not resolve the Elders or individuals shall employ the dispute then legally binding Christian Arbitration selected by the Elders in accordance with the Rules of Procedure for Christian Conciliation found at www.Peacemaker.net. A decision shall be reached after prayerful consideration, in a spirit of humility, with each Arbitrator seeking that which most glorifies God and regarding one another before himself.

Judgment upon an arbitration decision may be entered in any court otherwise having jurisdiction. Jurisdiction and venue shall be the county and state where the church is located and Virginia law will apply to the dispute. Members, pastors, staff or third party vendors/contractors shall understand that these methods shall be the sole remedy for any controversy or claim arising against the Church and expressly waive their right to file a lawsuit in any civil court against one another or the Church for such disputes, except to enforce an arbitration decision. In that case, any court having competent jurisdiction, in conformity with the laws of the Commonwealth of Virginia, may enter judgment upon an arbitration award. Notwithstanding this above provision, to protect the church and its members and under its risk policy procedures, the church is required to maintain liability insurance. Therefore, this conflict provision is conditioned upon agreement by the church’s insurers that, in light of the particular facts and circumstances surrounding the disputed matter, this provision, and the process it establishes will not diminish any insurance coverage maintained by the Church.

ARTICLE XV. INDEMNIFICATION

Any person made or threatened to be made a party to any action or proceeding, whether civil or criminal by reason of the fact that he or his testator is or was an Elder, Deacon, officer, employee or agent of the Church, may be indemnified by the Church, and the Church may advance his related expenses, to the full extent permitted by law. The Church may purchase and maintain insurance to indemnify: (a) itself for any obligation which it incurs as a result of the indemnification specified above; and (b) its Elders, Deacons, and officers.

ARTICLE XVI. AMENDMENTS

Members may present amendments to these Bylaws to the Board of Elders for consideration and comment. Amendments along with the Board’s comments shall be presented to the members at a duly called *Member Ministry Meeting*. These Bylaws may be altered, added to, or amended by a two-thirds (2/3) majority vote of the members at a duly called *Member Ministry Meeting* with at least two (2) weeks written notice with the proposed amendment.

I, the undersigned Clerk of Amissville Baptist Church do hereby certify that the above Constitution and Bylaws were adopted on _____ by the members at a duly called meeting and that this Constitution and Bylaws are current and in operation as of that time.

Church Clerk

Date