



CONSTITUTION AND BYLAWS

2011

Organizational Definition of Terms

Pastors

The Senior Pastor and ordained Pastors, such team being determined and appointed by the Senior Pastor in his sole discretion from time to time. (Matt. 9:36, Eph. 4:11, John 21:15-19, Acts 2:14, Scriptural precedents Peter, Paul, Timothy, Silas, etc.)

Executive Leadership Team Members – (ELTM)

Senior Pastor, ordained Pastors, Chairman of the Financial Team and any active male member of the church recommended by the Senior Pastor (1 Tim. 1:11 Men serving in ministry)

Finance Team Members

The Senior Pastor, Chairman of the Financial Team, Treasurer and the Assistant Treasurer

Team Members

(Prov. 14:8, Prov. 15:22 Wisdom and Financial Counsel)

Deacons

An active male member who meets the qualifications of this office, (Acts 6:1-6, 1 Tim. 3:8-13) ordained and elected by the church. These serve in benevolence and local missions.

Officers

A member of the Executive Leadership Team, Chairman of the Financial Team, Treasurer, Assistant Treasurer, and Church Clerk (2 Tim 1:6)

STATED CONSTITUTION AND BYLAWS of Cornerstone Baptist Church

ARTICLE I

Name and Principal Office

The name of the Corporation is CORNERSTONE BAPTIST CHURCH. This Corporation will be further referred to in the Bylaws as the “Church”. The Church maintains its principal office at 804 SW Regional Airport BLVD, Bentonville, Arkansas 72712. The ELTM shall have full power and authority to change the principal office from one location to another. Any change of this location shall be recorded by the Secretary on these bylaws opposite this section, or this section may be amended to state the new location.

ARTICLE II

Purpose

The purpose of the Church is to glorify God by fulfilling the Great Commandment (Matthew 22:36-40) and the Great Commission (Matthew 28:18-20).

1. EVANGELISM/MISSIONS

To share the good news of Jesus Christ with as many people as possible in our community and throughout the world. (Matthew 28:18-20, Acts 1:8, 2 Peter 3:9).

2. EDUCATION

To help members develop toward full Christian maturity and train them for effective ministry; to promote personal, spiritual growth; and discipleship through Bible teaching. (Ephesians 4:11-13, Matthew 18:20, II Timothy 2:2)

3. WORSHIP

To participate in public worship services together and to maintain personal daily devotions. (John 4:24)

4. MINISTRY/SERVICE

To serve unselfishly in Jesus' name meeting the physical, emotional, and spiritual needs of those in our Church, community and the world. (1 Peter 4:10-11, Matthew 25:34-40, 1 Thessalonians 5:11, Galatians 5:13)

5. FELLOWSHIP

To encourage, support and pray for each other as members of the family of God and to share our lives together. (I John 1:7, Acts 2:44-47, Hebrews 10:23-25, Romans 15:5, 7, John 13:34-35)

This Church seeks to benefit the people of Northwest Arkansas and our world by providing opportunities for spiritual, physical, intellectual, social and cultural development (Luke 2:52). It is the stated goal of Cornerstone Baptist Church to develop mature Christians who make and disciple other mature Christians.

ARTICLE III

Statement of Faith

We affirm the Holy Bible as the inspired Word of God and as the only basis for our beliefs. This Church accepts the “Doctrinal Statement of the BMAA,” as a general statement of our faith as follows:

I. GOD

There is one living and true God, the creator of the universe. He is revealed in the unity of the Godhead as God the Father, God the Son, and God the Holy Spirit, who are equal in every divine perfection.

A. God the Father is the supreme ruler of the universe. He providentially directs the affairs of history according to the purposes of His grace.

B. God the Son is the Savior of the world. Born of the virgin Mary, He declared His deity among men, died on the cross as the only sacrifice for sin, arose bodily from the grave, and ascended back to the Father. He is at the right hand of the Father, interceding for believers until He returns to rapture them from the world.

C. God the Holy Spirit is the manifest presence of deity. He convicts of sin, teaches spiritual truths according to the written Word, permanently indwells believers, and confers on every believer at conversion the ability to render effective spiritual service.

II. THE SCRIPTURES

A. The Scriptures are God's inerrant revelation, complete in the Old and New Testaments, written by divinely inspired men as they were moved by the Holy Spirit. Those men wrote not in words of human wisdom but in words taught by the Holy Spirit.

B. The Scriptures provide the standard for the believer's faith and practice, reveal the principles by which God will judge all, and express the true basis of Christian fellowship.

III. CREATION

A. The World--God created all things in six literal days for His own pleasure and glory, as revealed in the biblical account of creation.

B. The Angels--God created an innumerable host of spirit beings called angels. Holy angels worship God and execute His will; while fallen angels serve Satan, seeking to hinder God's purposes.

C. Man--God created man in His own image. As the crowning work of creation, every person is of dignity and worth and merits the respect of all other persons.

IV. SATAN

Satan is a person rather than a personification of evil, and he with his demons opposes all that is true and godly by blinding the world to the gospel, tempting saints to do evil, and warring against the Son of God.

V. DEPRAVITY

Although man was created in the image of God, he fell through sin and that image was marred. In his unregenerate state, he is void of spiritual life, is under the influence of the devil, and lacks any power to save himself. The sin nature has been transmitted to every member of the human race, the man Jesus Christ alone being excepted. Because of the sin nature, man possesses no divine life and is essentially and unchangeably depraved apart from divine grace.

VI. SALVATION

A. The Meaning of Salvation--Salvation is the gracious work of God whereby He delivers undeserving sinners from sin and its results. In justification He declares righteous all who put faith in Christ as Savior, giving them freedom from condemnation, peace with God, and full assurance of future glorification.

B. The Way of Salvation--Salvation is based wholly on the grace of God apart from works. Anyone who will exercise repentance toward God and faith in the Lord Jesus Christ will be saved.

C. The Provision of Salvation--Christ died for the sins of the whole world. Through His blood, atonement is made without respect of persons. Any sinner can be saved by this gracious provision.

D. Divine Sovereignty and Human Freedom--God's sovereignty and man's freedom are two inseparable factors in the salvation experience. The two Bible truths are in no way contradictory in the great salvation so freely provided. God, in His sovereignty purposed, planned, and executed salvation in eternity while man's freedom enables him to make a personal choice in time, either to receive this salvation and be saved, or to reject it and be damned.

VII. SANCTIFICATION

All believers are set apart unto God at the time of their regeneration. They should grow in grace by allowing the Holy Spirit to apply God's Word to their lives, conforming them to the principles of divine righteousness and making them partakers of the holiness of God.

VIII. ETERNAL SECURITY

All believers are eternally secure in Jesus Christ. They are born again, made new creatures in Christ, and indwelt by the Holy Spirit, assuring their perseverance in good works. A special providence watches over them, and they are kept by the power of God.

IX. THE CHURCH

A. The Nature of the Church--A New Testament Church is a local congregation of baptized believers in Jesus Christ who are united by covenant in belief of what God has revealed and in obedience to what He has commanded. Never in scripture is there any indication that the church is universal or general in its make-up. We reject the theory of a universal church

B. The Autonomy of the local Church--She acknowledges Jesus as her only Head and the Holy Bible as her only rule of faith and practice, governing herself by democratic principles under the oversight of her pastors.

C. The Perpetuity of the local Church--Instituted by Jesus during His personal ministry on earth, true churches have continued to the present and will continue until Jesus returns.

D. The Ordinances of the local Church--Her two ordinances are baptism and the Lord's Supper.

Baptism is the immersion in water of a believer as a confession of his faith in Jesus Christ and is prerequisite to local church membership and participation in the Lord's Supper.

The Lord's Supper is the sacred sharing of the bread of communion (unleavened bread) and the cup of blessing (unfermented fruit of the vine) by the local assembled church as a memorial to the crucified body and shed blood of Jesus Christ. *As to who may participate in the Lords' Supper, we are closed communion, only those who have submitted themselves over to this local church by joining as a member may partake in this sacred church ordinance.*

Both ordinances must be administered by the authority of a New Testament church.

E. The Officers of the Church--Pastors and deacons are the permanent officers divinely ordained in a New Testament church. Each church may select men of her choice to fill those offices under the leading of the Holy Spirit according to the divinely given qualifications.

Pastors (elders, bishops) are authorized to oversee and teach the churches under the Lordship of Jesus Christ. Each church is responsible to follow them as they follow Christ and to provide a livelihood for them that they might fulfill their ministries. Pastors are equal in the service of God.

Deacons (ministers, servants) are servants of the churches and assistants to the pastors, particularly in benevolent ministries. Each church may select her own deacons according to her needs, and no church is bound by the act of another church in that selection.

F. The Ministry of the Church--Her mission is evangelizing sinners by preaching the gospel, baptizing those who believe, and maturing them by instruction and discipline.

G. The Fellowship of the Church--She is free to associate with true churches in furthering the faith but is responsible to keep herself from those who hold doctrines or practices contrary to Holy Scripture. In association with other churches, each church is equal and is the sole judge of the measure and method of her cooperation. In all matters of polity and practice, the will of each church is final.

X. Marriage and Family

Marriage and the Family were both instituted by God to preserve the holiness of God in His creation of Man and Woman. Marriage and Family are distinct in their design by God, and both marriage and family exercise complementary ministries for the benefit of society.

We believe that marriage was ordained by God at creation as the sacred union of one man and one woman. (Genesis 1:26-28; 2:24)

We believe therefore all sexual relations must be reserved for that union. Christian marriage is a representation of Christ's relationship to His church. (Ephesians 5:22-33)

We believe that any alteration or perversion of a one man and a one woman union or marriage is sinful, and against God and His plan for humanity. (Leviticus 20)(Romans 1:18-32) This includes adultery, incest, fornication, homosexuality, polyamory, polygamy and bestiality. These are considered perversions to the sacred institution of marriage as it was instituted and ordained by God. (I Corinthians 6:9-11)(Hebrew 13:4)

We believe that children are a blessing from the Lord. (Psalm 127 & 128)

Thus all human life is sacred and worthy of protection from the moment of conception. (Psalms 139:13-16)

We believe that it is the responsibility of the family to care for those in his family that cannot provide for themselves. (1 Timothy 5: 1-16) These include but are not limited to, the elderly, the orphaned and those who are sick. (James 1:27)

XI. CIVIL AUTHORITY

Human government was instituted by God to protect the innocent and punish the guilty. It is separate from the church, though both church and state exercise complementary ministries for the benefit of society.

A. Christians should submit to the authority of the government under which they live, obeying all laws which do not contradict the laws of God, respecting officers of government, paying taxes, rendering military service, and praying for the welfare of the nation and its leaders. They should vote, hold office, and exercise influence to direct the nation after the principles of Holy Scripture.

B. Civil authority is not to interfere in matters of conscience or disturb the institutions of religion, but it should preserve for every citizen the free exercise of his religious convictions.

C. Churches should receive no subsidy from the government, but they should be exempt from taxation on property and money used for the common good through worship, education, or benevolence.

XII. LAST THINGS

A. Return--Our risen Lord will return personally in bodily form to receive His redeemed unto Himself. His return is imminent.

B. Resurrections--After Jesus returns, all of the dead will be raised bodily, each in his own order: the righteous dead in "the resurrection of life" and the wicked dead in "the resurrection of damnation".

C. Judgments--Prior to the eternal state, God will judge everyone to confer rewards or to consign to punishment.

D. Eternal States--

Heaven is the eternal home of the redeemed, who, in their glorified bodies, will live in the presence of God forever in ultimate blessing.

Hell is the place of eternal punishment and suffering for the devil, his angels, and the unredeemed.

ARTICLE IV

Affiliation

This Church is autonomous and maintains the right to govern its own affairs, independent of any denominational control. Recognizing, however, the benefits of cooperation with other churches in world missions, this Church voluntarily affiliates with the Baptist Missionary Association in national, state, interstate, and local expressions.

ARTICLE V

Membership

SECTION I: General

Membership in this Church shall consist of all persons who have met the qualifications for membership and are listed on the membership roll. All persons who have met all the qualifications set forth in Section II, Article V will upon completion, be voted into the membership on the first Sunday morning of the month following.

SECTION II: Qualifications for Membership

1. A personal commitment of faith in Jesus Christ for salvation.
2. Baptism by immersion by this local New Testament church or by a local New Testament church of like faith and order as a testimony of salvation.
3. Completion of the Church's membership class.
4. A commitment to abide by the membership covenant and Constitution and Bylaws

SECTION III: Designation of Membership

In an effort to properly reflect the membership of the Church, two rolls shall be maintained. If an active member has been absent from regularly scheduled services for a period of 3 months that member will be moved to the inactive roll. If the absence is for a total of 6 consecutive months then that member will be removed from the membership roll. The only exception would be extenuating circumstances (i.e., military service, extreme illness, etc.). These rolls shall be updated periodically.

1. Active: All members who are currently active in the Church.
2. Inactive Members: Members who have become inactive as defined above.

SECTION IV: Responsibilities of Membership

Church Covenant

Having been led as we believe by the Spirit of God to receive the Lord Jesus Christ as our Lord and Saviour, and On the 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 and this assembly most solemnly and joyfully enter into covenant with one another as one body in Christ.

We engage, therefore, by the aid of the Holy Spirit to walk together in Christian love; To strive for the advancement of this church in knowledge, holiness, and comfort; To promote its prosperity and spirituality; to sustain its worship, ordinances, doctrines, and discipline; To give it sacred preeminence over all institutions of human origin; To contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the gospel through all nations.

We also engage to maintain family and secret devotions; to religiously educate our children; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to avoid all tattling, backbiting, and excessive anger; To use our influence to combat and to abstain from the sale of and use of drugs, alcohol, and pornography and other practices which lead to moral and spiritual decay; and to be zealous in our efforts to advance the kingdom of our Saviour.

We further engage to watch over one another in brotherly love; To remember one another in prayer; to aid one another in sickness and distress; to cultivate Christian sympathy in feeling and Christian courtesy in speech; To be slow to take offense, but always ready for reconciliation and mindful of the rules of our Saviour to secure it without delay.

We moreover engage 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.

1. The responsibilities of membership are described in the membership covenant.
2. All candidates shall receive and agree to submit to the authority of this constitution of the church in applying for membership.

SECTION V: Voting Rights of Membership

Every active member 16 years of age and older shall have the right to vote on the following matters: the annual budget of the Church, the selection of the ELTM, Financial Team, teachers, officers, and Deacons, the disposition of all or substantially all of the assets of the Church, the merger or dissolution of the Church, the acquisition of real property and related indebtedness, amendments to the Articles of Incorporation and constitution of the Church, removal and restoration of a member, and the calling or removing of a Senior Pastor and/or Associate Pastor. Each active member 16 years and older is entitled to one vote. Voting by proxy is prohibited.

SECTION VI: Termination of Membership

Members shall be removed from the Church roll for the following reasons:

1. Death

2. Transfer of membership to another church.
3. Personal request of the member.
4. Dismissal by recommendation of the ELTM according to the following conditions:
 - a. Continuous inactive member status.
 - b. The member's life and conduct is not in accordance with the membership covenant in such a way that the member hinders the ministry influence of the Church in the community.
 - c. Procedures for the dismissal of a member shall be according to Matthew 18:15-17 and I Corinthians 5.

SECTION VII: Restoration of Members

Members dismissed shall be restored by the recommendation of the ELTM according to the spirit of 2 Corinthians 2:7-8, when their life-styles are judged to be in accordance with the membership covenant and a formal apology has been given to the church.

ARTICLE VI

Membership Meetings

SECTION I: Place

Meetings of the members shall be held at a building on the Church property or at such other place as may be designated from time to time by the ELTM.

SECTION II: Annual Meetings

An annual meeting of the members shall be held in August of each year on the second Sunday at such time as determined by the ELTM. This general meeting shall be the annual membership meeting. The purpose of this meeting shall be to adopt an annual budget and to elect the ELTM, Deacons (active or inactive status), Financial Team, teachers and officers for the church year. A copy of the Financial Statement will be given each month, to allow the membership to see the financial state of the church.

SECTION III: Quarterly Regular Meetings

These meetings will be held the first month after the annual meeting and quarterly thereafter.

SECTION IV: Special Meetings

Special meetings may be called at any time by the ELTM or the Senior Pastor for any purpose by giving notice to the members in accordance with Section V of this Article.

SECTION V: Notice Requirements for all Meetings

1. General Requirements. Whenever members are requested or permitted to take any action at a meeting, notice shall be given to members no less than two (2) weeks prior to a meeting. Notification of membership meetings shall be given in two of the following manners which shall be deemed to be a reasonable method of calling a membership meeting:
 - a. Distribution of written material to the congregation in attendance at a regular weekend service.
 - b. Announcement of the meeting in the Church newsletter, either electronic or printed.
 - c. Oral announcement to the congregation at a weekend service.
 - d. Delivery by United States mail to each member identified on the membership roll.

2. Notice of Certain Agenda Items. Action by the members on any of the following proposals, other than by unanimous approval by those active members present and entitled to vote is valid only if the notice or waiver of notice specifies the general nature of the proposal:

- a. Calling or removing the Senior Pastor.
- b. Amending the Articles of Incorporation.
- c. Adopting, amending or repealing the constitution.
- d. Disposing of all or substantially all of the Church's assets.
- e. Adopting or amending a merger agreement.
- f. Approving the election to wind up and dissolve the Church.
- g. Approving the acquisition or sale of real property and related indebtedness.

SECTION VI: Quorum

Those active members 16 years of age and older present and voting at a meeting duly noticed and called shall constitute a quorum of the membership for the transaction of business.

ARTICLE VII

Executive Leadership Team Member (ELTM)

SECTION I: Number and Term

This church/corporation shall have directors who are hereinafter referred to as "Executive Leadership Team Members" (ELTM). The ELTM shall consist of the Senior Pastor, any ordained pastor having been affirmed by the members, the Chairman of the Financial Team, and any active male member of the church as may be affirmed by the members, and must be recommended by the Senior Pastor. No deacon may be selected or recommended to serve on the ELTM. Each ELTM may serve successive terms and shall hold office until a successor has been designated, qualified and elected or until resignation, removal or death.

SECTION II: Powers

1. General Corporate Powers. Subject to the provisions and limitations in the Articles of Incorporation and these constitution and bylaws, the activities, business and affairs of the Church shall be conducted and all corporate powers shall be exercised by or under the direction of the ELTM.

2. Specific Powers. Without prejudice to the general powers set forth above, and subject to the same limitations, the ELTM shall have the power to:

- a. Select and remove any and all agents and employees of the Church and prescribe any powers and duties for them that are consistent with law, with the Articles of Incorporation and with this constitution and bylaws.
- b. Change and designate any place within or outside the State of Arkansas for the holding of any meeting or meetings of the ELTM.
- c. Recommend the selection or removal of any ministerial staff, deacon, teacher, or officer of the church.
- d. Exercise all other powers conferred by the Articles of Incorporation or other applicable laws.
- e. Recommend to borrow money and incur indebtedness on behalf of the Church and 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.

ARTICLE VIII

Meetings of the Executive Leadership Team Members (ELTM)

SECTION I: Place of Meetings

Regular or special meetings of the ELTM may be held at any place within or outside the State of Arkansas that has been designated from time to time by resolution of the ELTM. In the absence of such designation, meetings shall be held at the principal office of the Church.

SECTION II: Regular Meetings

Regular meetings of the ELTM may be held without notice if the time and place of such meetings are fixed by resolution of the ELTM.

SECTION III: Special Meetings

1. Authority to Call. Special meetings of the ELTM may be called for any purpose and at any time by the Senior Pastor or any other ELT member.

2. Notice.

a. Notice of the time and place of special meetings shall be given to each ELTM by one of the following methods:

- (1) Personal delivery of written notice.
- (2) First class mail, postage prepaid, or electronic mail.
- (3) Telephone communication, either directly to the ELTM or to a person at the ELTM office or home who the person giving the notice has reason to believe will promptly communicate the notice to the ELTM.
- (4) Verbal communication.

SECTION IV: Quorum

A majority of current ELTM present at a meeting duly called and noticed shall constitute a quorum for the transaction of business. Every action taken or decision made by a majority of the ELTM present at a meeting duly held at which a quorum is present shall be the act of the ELTM, subject to the provisions of the articles of Incorporation and this constitution and bylaws. A meeting at which a quorum is initially present may continue to transact business, as long as there is a majority of the remaining quorum.

SECTION V: Waiver of Notice

The transactions of any meeting of the ELTM, 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 ELTM not present signs a written waiver of notice, a consent to holding the meeting, or approves the minutes. 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 any ELTM who attends the meeting without protesting before or at its commencement about the lack of notice.

SECTION VI: Action without Meeting

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

ARTICLE IX

Financial Team

SECTION I: Number and Term

The ELTM shall, from time to time, designate the number of the Financial Team of the Church. The number of the Financial Team shall be four (4), and they shall be recommended by ELTM and shall be elected by the members at their annual meeting. The term of office for each of the Financial Team members shall be for a period of one (1) year. Any member of the Financial Team may be removed by the recommendation of the ELTM and a majority vote of the members at an annual or special meeting called for that purpose.

SECTION II: Powers

The Financial Team shall have the following powers and duties:

- a. Provide financial counsel to the ELTM.
- b. Determine the compensation of the licensed and/or ordained pastors of the Church.
- c. Conduct such other duties and activities as the ELTM may designate from time to time.
- d. Abide by the Membership Covenant and this constitution and bylaws.

ARTICLE X

Deacons

SECTION I: Selection of Deacons

1. Qualifications

All candidates for the office of Deacon must meet the scriptural requirements found in I Timothy 3:8-13. All candidates must be active male members in good standing of this church.

2. Recommendation

All candidates for the office of Deacon, which have met the above qualifications (including prior ordained Deacons from another Baptist church of like faith and order), must have the recommendation of both the Senior Pastor and the ELTM. All candidates shall be voted on by the church at any regularly scheduled business meeting for the purpose of being "set aside".

3. Setting aside

All candidates for the office of Deacon must be "set aside" for a period of one year from the vote of the church. The purpose of setting these men aside is for the observation, and evaluation of the candidates, as set forth in I Timothy 3:8-13.

They are as follows:

- a. Personal Character – vs. 8
- b. Spiritual Life – vs. 9
- c. Christian Service – vs. 10a
- d. Moral Purity – vs. 10b, 12a
- e. Home Life – vs. 11, 12b

In addition to the above spiritual qualifications, the candidate must exhibit personal loyalty to the church and God's Word through attendance, evangelism, service, giving, teaching, and must be exemplary in attitude and deportment.

4. Ordination

The candidates that have never been ordained but have completed the one year "setting aside" period and have met the qualifications for the office of Deacon, must have the

recommendation of the Senior Pastor and ELTM to be voted on by the church to the office of Deacon by ordination.

SECTION II: Status

1. Active Status – An active Deacon is duly elected to the office and authorized to exercise the powers granted to this office. (SECTION 4, ARTICLE 10)

- a. Newly ordained Deacons will automatically be active for the remainder of the church fiscal year.
- b. Any Deacons reaffirmed as active in the last annual members meeting.

2. Inactive Status – An inactive Deacon is duly elected to the office, but is not authorized to exercise the powers of this office. (SECTION 4, ARTICLE 10). A Deacon may become inactive for any of the following reasons:

- a. Voluntary relinquishment (health, military service, sabbatical, etc.)
- b. They are not re-affirmed by recommendation of the Senior Pastor and the ELTM.
- c. Their membership goes to inactive status.

SECTION III: Number and Term

The Senior Pastor and ELTM shall, from time to time, designate the authorized number of Deacons of the Church. The Deacons shall be elected by the members at the annual membership meeting based upon the recommendation by the Senior Pastor and the ELTM, to serve until the next annual meeting.

SECTION IV: Powers

The Deacons shall have the following powers and duties:

- a. Responsibilities as found in Acts 6:1-7.
- b. Serve the Benevolence of Church Members and Local Missions of the Church.
- c. Serve and coordinate Church Communion services.
- d. Serve in any areas the Senior Pastor deems necessary.

SECTION V: Removal of Deacons

Deacons may only be removed by a vote of the members after a recommendation of the Senior Pastor and the ELTM.

A deacon shall be removed only by:

- a. His Death
- b. His resignation
- c. Not meeting Biblical mandates (I Timothy 3:8-13)
- d. Not abiding according to the Membership Covenant
- e. Not abiding to this constitution and bylaws

ARTICLE XI

Senior Pastor

SECTION I: Calling of a Senior Pastor

Upon the death, resignation or removal of the Senior Pastor the church shall elect a pulpit committee

consisting of five (5) active male members. This committee shall invite a minister of good report, of like faith and order of this church to preach at a regular church service until they find a preacher they feel meets the needs of Cornerstone Baptist Church. The pulpit committee should visit the prospective Pastor's church and listen to him preach after which they can opt to ask him to preach at Cornerstone. After Cornerstone hears him preach they will vote as to whether to consider him as Senior Pastor or not. At this point they may or may not ask him to preach one more time in view of a call. When the committee meets and questions the prospective Senior Pastor they should record the interview and make it available to all church members. The prospective Senior Pastor will be given the opportunity to be interviewed before the church body. Then the prospective Senior Pastor is allowed to interview the church and ask any question he may wish to ask. After having heard the prospective Senior Pastor, the church shall vote at her option as soon thereafter as is convenient, and a call shall be extended to the prospective Senior Pastor if he received 3/4 or more of the votes of the members present, active, and voting. The call shall be an indefinite one, which may be terminated by mutual agreement after 14 days notice. This time may be extended to meet the needs of the pastor or church by mutual agreement.

SECTION II: Powers

The Senior Pastor shall be the under-shepherd of the church, moderator of all church meetings and ex-officio member of all departments, committees and teams of the church. In cases where the Senior Pastor is absent, the Chairman of the Financial Team shall serve as the moderator pro-tem. In case the Senior Pastor wishes to speak to a motion, he shall recognize the moderator pro-tem or appoint one if the chairman of the Financial Team is absent. As the Senior Pastor he shall give special attention and oversight of the teaching and preaching ministry of the church and all the spiritual needs of its members, lead all church services, and administer the ordinances of the church. He shall also have supervision of the church office and ministry staff. The Senior Pastor may not serve concurrently as the Chief Financial Officer of the Church (Chairman of the Financial Team).

SECTION III: Removal of the Senior Pastor

The Senior Pastor may be removed from office upon 3/4 vote of those active members eligible to vote at any regular business meeting or special called business meeting designated for that purpose, provided this has been presented for discussion and consideration by recommendation of the ELTM at a previous regular church service or regular business meeting and provided that the Senior Pastor is aware of these proceedings. This is subject to notification as prescribed in **ARTICLE VI, SECTION 5**, paragraph 2 of this document. If a pastor is asked to leave or if he resigns he will be given at least one (1) months' severance pay or whatever the ELTM deems appropriate.

ARTICLE XII

Officers

SECTION I: Officers

The officers of the Church shall be the Senior Pastor, a member of the ELT, Chairman of the Financial Team, Secretary, Treasurer and Assistant Treasurer. The Chairman of the Financial Team shall act as the moderator of the Church in the absence of the Senior Pastor. The Church Clerk shall act as Secretary during any business meeting and will be in charge of any and all written documentation of those meetings. Any of the ELT shall act as moderator in the absence of both the Senior Pastor and the Chairman of the Financial Team.

SECTION II: Election of Officers

The Officers of the Church including the Treasurer, Assistant Treasurer, and the Church Clerk shall be recommended by the ELTM and elected by the members at a membership meeting. The ELTM of the Church shall be chosen by the Senior Pastor and duly voted on by the Church at the next annual meeting and each shall serve for the next fiscal year.

SECTION III: Removal of Officers

Any Officer may only be removed, with or without cause, by recommendation of the ELTM and a vote of the members of the Church at any regular or special membership meeting.

SECTION IV: Vacancies in Offices

A vacancy in any office because of death, resignation, removal, disqualification or any other cause shall be filled only in the manner prescribed in these Bylaws for regular appointments to that office. Such vacancies shall be filled as they occur by the ELTM until the next annual membership meeting.

ARTICLE XIII Records and Reports

The Church shall maintain the following records and reports:

1. Adequate and correct books and records of accounts (financial records)
2. Written minutes of the proceedings of its members and ELTM
3. A record of the members of the Church, setting forth the members' names and addresses
4. Contribution statements for contributors
5. A copy of the current Constitution and bylaws

All such records shall be kept in confidence at the Church's principal office or safe deposit box.

ARTICLE XIV Prohibited Activities

Notwithstanding any other provision of the constitution and bylaws, no member, ELTM, officer, employee, deacon, or agent of this church/corporation shall take any action or carry on any activity by or on behalf of this church/corporation not permitted to be taken or carried on by an organization except under section 501c of the Internal Revenue Code and its regulation, as they now exist or as they may hereafter be amended, or by contributions to an organization which are not deductible under section 170c (2) of such Code Regulations as they now exist or as they may hereafter be amended.

No substantial part of the activities of the organization shall be the carrying on of propaganda or otherwise attempting to influence legislation, and the organization shall not participate in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

If any church member, regardless of position, is being harassed in any way by a church member it is to be reported to the ELTM immediately so that it may be addressed by the church.

ARTICLE XV Prohibition against Sharing Incorporate Earnings

No member, ELTM, officer, or employee, or member of, or team of, or person connected with the church/corporation, or any other private individual shall receive at any time of the net earnings or pecuniary profit from the operations of the corporation; provided, that this shall not prevent the

payment to any such person of such reasonable compensation for services rendered to or for the church/corporation in effecting any of its purposes as shall be fixed by the ELTM; and no such person or persons shall be entitled in the distribution of any of the corporate assets upon the dissolution or winding up the affairs of the church/corporation. After all debts have been satisfied, the remaining assets in the hands of the ELTM, shall be distributed, transferred, conveyed, delivered and paid over, in such amounts as the ELTM may determine, or as may be determined by a court of competent jurisdiction upon application of the ELTM, exclusively to charitable, religious, scientific, literary or educational organizations which would then qualify under the provisions of Section 501c of the Internal Revenue Code and its regulations as they now exist or as they may hereafter be amended.

ARTICLE XVI

Amendments to the Bylaws

The constitution and bylaws of Cornerstone Baptist Church may be altered, amended, modified, or repealed by recommendation of ELTM at any meeting of the membership, whether annual, regular or special, by a $\frac{3}{4}$ majority vote of all active voting members present; provided, however, that notice of the purpose of such meeting, whether annual, regular or special, shall contain specific reference to the constitution and bylaws to be repealed, amended, modified, or adopted.

CERTIFICATE OF SECRETARY

I, the undersigned, certify that I am the presently elected and acting Clerk of the Cornerstone Baptist Church, and that the constitution and bylaws herein, consisting of 15 pages, are the constitution and bylaws of this Church in its entirety, as adopted by a vote of the members of the Church and executed at Cornerstone Baptist Church, 804 SW Regional Airport BLVD, Bentonville, Arkansas 72712

Date

Church Clerk