

## ARTICLE 1 – NAME AND PURPOSE

### SECTION 1.01 – NAME

This congregation of believers shall be known as the Temple Baptist Church, 4465 S. Amherst Highway, Post Office Box 970, Madison Heights, Virginia 24572.

### SECTION 1.02 – PURPOSE

This congregation is organized as a church exclusively for charitable, religious, and educational purposes within the meaning of *Section 501 (c)(3)* of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law), including, but not limited to, for such purposes, the establishing and maintaining of religious worship, the building of churches, parsonages, schools, chapels, radio stations, television stations, rescue missions, print shops, daycare centers, and camps; the evangelizing of the unsaved by the proclaiming of the Gospel of the Lord Jesus Christ; the educating of believers in a manner consistent with the requirements of Holy Scripture, both in Sunday and weekday schools of Christian Education; and the maintaining of missionary activities in the United States and any foreign country.

## ARTICLE 2 – COVENANT AND STATEMENT OF FAITH

### SECTION 2.01 – CHURCH COVENANT

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Savior and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Ghost, we do now in the presence of God, angels, and this assembly, most 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, discipline and doctrines; to give it a sacred pre-eminence 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 abstain from the sale and use of intoxicating drinks as a beverage and to be zealous in our efforts to advance the kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and

courtesy in speech; to be slow to take offense, but always ready for reconciliation, and mindful of the rule of our Savior 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.

## SECTION 2.02 – ARTICLES OF FAITH

The Statement of Faith does not exhaust the extent of our faith. The Bible itself is the sole and final source of all we believe. We do believe, however, that the foregoing Statement of Faith accurately represents the teaching of the Bible and, therefore, is binding upon all members.

## OUR CHURCH

A genuine New Testament Baptist Church is one which believes in the verbal inspiration of the Bible without any error: The Deity and Virgin Birth of Jesus Christ, of His Blood Atonement, Salvation wholly by God's grace through faith, the Autonomy of the Local Church, soul winning as foremost in the ministry of the Church, and Premillennial return of Christ.

With Christ as the head of this congregation, we endeavor to uphold these truths and to remain faithful to the commands of our Savior to His Church.

### A. Of the Scriptures

We believe that the Holy Bible was written by men supernaturally inspired; that it has truth without any admixture of error for its matter; and therefore is, and shall remain to the end of the age, the only complete and final revelation of the will of God to man; the true center of Christian union and the supreme standard by which all human conduct, creeds, and opinions should be tried.

1. By "The Holy Bible" we mean that collection of sixty-six books, from Genesis to Revelation, which as originally written does not only contain and convey the Word of God, but **IS** the very Word of God.
2. By "inspiration" we mean that the books of the Bible were written by holy men of old, as they were moved by the Holy Spirit, in such a definite way that their writings were supernaturally and verbally inspired and free from error, as no other writings have ever been or ever will be inspired. (II Tim. 3:16-17; II Pet. 1:19-21; Acts 1:16; Acts 28:25; Ps. 119: 160; Ps. 119:105; Ps. 119:130; Luke 24:25-27; John 17:17, Luke 24:44-45; Ps. 119:89; Prov. 30:5-6; Rom. 3:4; I Pet. 1:23; Rev. 22:19; John 12:48; Isa. 8:20; Eph. 6:17; Rom. 15:4; Luke 16:31; Ps. 19:7-11; John 5:45-47; John 5:39).

## B. Of the True God

We believe that there is one, and only one, living and true God, and infinite, intelligent Spirit, the maker and supreme ruler of heaven and earth; inexpressibly glorious in holiness and worthy of all possible honor, confidence and love; that in the unity of the Godhead there are three persons, the Father, the Son and the Holy Ghost, equal in every divine perfection, executing distinct but harmonious offices in the great work of redemption. (Ex. 20:2-3; Gen. 17:1; I Cor. 8:6; Eph. 4:6; John 4:24; Ps. 147:5; Ps. 83:18; Ps. 90:2; Jer. 10:10; Ex. 15:11; Rev. 4:11; I Tim. 1:17; Rom. 11:33; Mark 12:30; Matt. 28:19; John 15:26; I Cor. 12:4-6; I John 5:7; John 10:30; John 17:5; Acts 5:3-4; I Cor. 2:10-11; Phil. 2:5-6; Eph. 2:18; II Cor. 13:14).

## C. Of the Holy Spirit

That the Holy Spirit is a divine person; equal with God the Father and God the Son and of the same nature; that He was active in the creation; that in His relation to the unbelieving world He restrains the Evil one until God's purpose is fulfilled; that He convicts of sin, of judgment and of righteousness; that He bears witness to the Truth of the Gospel in preaching and testimony; that He is the agent in the New Birth; that He seals, endues, guides, teaches, witnesses, sanctifies and helps the believer. (John 14:16-17; Matt. 28:19; Heb. 9:14; John 14:26; Luke 1:35; Gen. 1:1-3; II Thess. 2:7; John 16:8-11; John 15:26-27; Acts 5:30-32; John 3:5-6; Eph. 1:13-14; Matt. 3:11; Mark 1:8; Luke 3:16; John 1:33; Acts 11:16; Luke 24:49; John 16:13; John 14:26; Rom. 8:14; Rom. 8:16; II Thess. 2:13; I Pet. 1:2; Rom. 8:26-27).

## D. Of the Devil, or Satan

We believe that Satan was once holy, and enjoyed heavenly honors; but through pride and ambition to be as the Almighty, fell and drew after him a host of angels; that he is the malignant prince of the power of the air, and the unholy god of this world. We hold him to be man's great tempter, the enemy of God and His Christ, the accuser of the saints, the author of all false religions, the chief power back of the present apostasy; the lord of the antichrist, and the author of all the powers of darkness – destined however to final defeat at the hands of God's own Son, and to the judgment of an eternal justice in hell, a place prepared for him and his angels. (Isa. 14:12-15; Ezek. 28:14-17; Rev. 12:9; Jude 6; II Pet. 2:4; Eph. 2:2; John 14:30; I Thess. 3:5; Matt. 4:1-3; I Pet. 5:8; I John 3:8; Matt. 13:25; 37:39; Luke 22:3-4; Rev. 12:10; II Cor. 11:13-15; Mark 13:21-22; I John 4:3; II John 7; I John 2:22; Rev. 13:13-14; II Thess. 2:8-11; Rev. 19:11, 16, 20; Rev. 12:7-9; Rev. 20:1-3; Rev. 20:10; Matt. 25:41).

#### E. Of Creation

We believe in the Genesis account of creation, and that it is to be accepted literally, and not allegorically or figuratively; that man was created directly in God's own image and after His own likeness; that man's creation was not a matter of evolution or evolutionary change of species, or development through interminable periods of time from lower to higher forms; that all animal and vegetable life was made directly and God's established law was that they should bring forth only "after their kind." (Gen. 1:1; Ex. 20:11; Acts 4:24; Col. 1:16-17; Heb. 11:3; John 1:3; Rev. 10:6; Rom. 1:20; Acts 17:23-26; Jer. 10:12; Neh. 9:6; Gen. 1:26-27; Gen. 2:21-23; Gen. 1:11; Gen. 1:24).

#### F. Of the Fall of Man

We believe that man was created in innocence under the law of his Maker, but by voluntary transgression fell from his sinless and happy state, in consequence of which all mankind are now sinners, not by constraint, but of choice; and therefore under just condemnation without defense or excuse. (Gen. 3:1-6, 24; Rom. 5:12; Rom. 5:19; Rom. 3:10-19; Eph. 2:1,3; Rom. 1:18; Ezek. 18:19-20; Rom. 1:32; Rom. 1:20; Rom. 1:28; Gal. 3:22).

#### G. Of the Virgin Birth

We believe that Jesus Christ was begotten of the Holy Ghost in a miraculous manner; born of Mary, a virgin, as no other man was ever born or can ever be born of woman, and that He is both the Son of God, and God, the Son. ( Gen. 3:15; Isa. 7:14; Matt. 1:18-25; Luke 1:35; Mark 1:1; John 1:14; Ps. 2:7; Gal. 4:4; I John 5:20; I Cor.15:47).

#### H. Of the Atonement for Sin

We believe that the salvation of sinners is wholly of grace; though the mediatorial offices of the Son of God, who by appointment of the Father, freely took upon Himself our nature, yet without sin, honored the divine law by His personal obedience, and by His death and shed blood made a full and vicarious atonement for our sins; that His atonement consisted not in setting us an example by His death as a martyr, but was the voluntary, substitution of Himself in the sinner's place, the Just dying for the unjust, Christ, the Lord bearing our sins in His own body on the tree; that, having risen from the dead, He is now enthroned in heaven and uniting in His wonderful person the tenderest sympathies with divine perfection, He is every way qualified to be a suitable, a compassionate and an all-sufficient Savior. (Eph. 2:8; Acts 15:11; Rom. 3:24; John 3:16; Matt. 18:11; Phil. 2:7; Heb. 2:14; Isa. 53:4-7; Rom. 3:25; I John 4:10; I Cor. 15:3; II Cor. 5:21; John 10:18; Phil. 2:8; Gal. 1:4; I Pet. 2:24; I Pet. 3:18; Isa. 53:11; Heb. 12:2; I Cor. 15:20; Isa. 53:12; Heb. 9:12-15; Heb. 7:25; I John 2:2).

## I. Of Grace in the New Creation

We believe that in order to be saved, sinners must be born again; that the new birth is a new creation in Christ Jesus; that is instantaneous and not a process; that in the new birth the one dead in trespasses and in sins is made a partaker of the divine nature and receives eternal life, the free gift of God; that the new creation is brought about in a manner above our comprehension, not by culture, not by character, nor by the will of man, but wholly and solely by the power of the Holy Spirit in connection with divine truth, so as to secure our voluntary obedience to the gospel; that its proper evidence appears in the holy fruits of repentance and faith and newness of life. (John 3:3; II Cor. 5:17; Luke 5:27; I John 5:1; John 3: 6-7; Acts 2:41; II Pet. 1:4; Rom. 6:23; Eph. 2:1; II Cor. 5:19; Col. 2:13; John 1:12-13; Gal. 5:22; Eph. 5:9).

## J. Of the Freeness of Salvation

We believe in God's electing grace; that the blessings of salvation are made free to all by the gospel; that it is the immediate duty of all to accept them by a cordial, penitent and an obedient faith; and nothing prevents the salvation of the greatest sinner on earth but his own inherent depravity and voluntary rejection of the gospel; which rejection involves him in an aggravated condemnation. (I Thess. 1:4; Col. 3:12; I Pet. 1:2; Titus 1:1; Rom. 8:29-30; Matt. 11:28; Isa. 55:1; Rev. 22:17; Rom. 10:13; John 6:37; Isa. 55:6; Acts. 2:38; Isa.55:7; John 3:15-16; I Tim. 1:15; I Cor. 15:10; Eph. 2:4-5; John 5:40; John 3:18; John 3:36).

## K. Of Justification

We believe that the great gospel blessing which Christ secures to such as believe in Him is Justification; that Justification includes the pardon of sin, and the gift of eternal life on principles of righteousness; that it is bestowed not in consideration of any works of righteousness which we have done; but solely through faith in the Redeemer's blood, His righteousness is imputed unto us. (Acts. 13:39; Isa. 53:11; Zech. 13:1; Rom. 8:1; Rom. 5:9; Rom. 5:1; Titus 3:5-7; Rom. 1:17; Hab. 2:4; Gal. 3:11; Rom. 4:1-8; Heb. 10:38).

## L. Of Repentance and Faith

We believe that Repentance and Faith are solemn obligations, and also inseparable graces, wrought in our souls by the quickening Spirit of God; thereby, being deeply convicted of our guilt, danger and helplessness, and of the way of salvation by Christ, we turn to God with unfeigned contrition, confession and supplication for mercy; at the same time heartily receiving the Lord Jesus Christ and openly confessing Him as our only and all-sufficient Savior. (Acts 20:21; Mark 1:15; Acts 2:37-38; Luke 18:13; Rom. 10:13; Ps. 51:1-4; Ps. 51:7; Isa. 55:6-7; Luke 12:8; Rom. 10:9-11).

## M. Of the Church

We believe that a Baptist Church is a congregation of baptized believers associated by a covenant of faith and fellowship of the gospel, said church being understood to be the citadel and propagator of the Divine and Eternal Grace; observing the ordinances of Christ; governed by His laws; exercising the gifts, rights, and privileges invested in them by His Word; that its officers of ordination are pastors or elders whose *qualifications, claims and duties are clearly defined in the scriptures; we believe the true mission of the church is found in the Great Commission: First, to make individual disciples; Second, to build up the church; Third, to teach and instruct as He has commanded. We do not believe in the reversal of this order; we hold that the local church has the absolute right of self-government, free from the interference of any hierarchy of individuals or organizations; and that the one and only superintendent is Christ through the Holy Spirit; that it is scriptural for true churches to cooperate with each other in contending for the faith and for the furtherance of the Gospel; that every church is the sole and only judge of the measure and method of its cooperation; on all matters of membership, of policy, of government, of discipline, of benevolence, the will of the local church is final. (Acts 2:41-42; I Cor. 11:2; Eph. 1:22-23; Eph. 4:11; I Cor. 12:4, 8-11; Acts 14:23; Acts 6: 5-6; Acts 15:23; Acts 20:17-28; I Tim. 3:1-13; Matt. 28:19-20; Col. 1:18; Eph. 5:23-24; I Pet. 5:1-4; Acts 15:22; Jude 3, 4; II Cor. 8:22-24; I Cor. 16:1; Malachi 3:10; Lev. 27:32; I Cor. 16:2; I Cor. 6:1-3; I Cor. 5:11-13).*

## N. Of Baptism and the Lord's Supper

We believe that Christian baptism is the immersion in water of a believer; in the name of the Father, of the Son, and of the Holy Ghost, with the authority of the local church, to show forth in a solemn and beautiful emblem our faith in the crucified, buried and risen Savior, with its effect in our death to sin and resurrection to a new life; that it is pre-requisite to the privileges of a church relation and to the Lord's supper; in which the members of the church, by the sacred use of bread and the fruit of the vine are to commemorate together the dying love of Christ; preceded always by solemn self-examination. (Acts 8:36-39; Matt. 3:6; John 3:23; Rom. 6:4-5; Matt. 3:16; Matt. 28:19; Rom. 6:3-5; Col. 2:12; Acts 2:41-42; Matt. 28:1, 9-20; I Cor. 11:23-28).

## O. Of the Perseverance of the Saints

We believe that such only are real believers as endure unto the end; that their persevering attachment to Christ is the grand mark which distinguishes them from superficial professors; that a special Providence watches over their welfare; and that they are kept by the power of God through faith unto eternal salvation. (John 8:31-32; Col. 1:21-23; I John 2:19; Matt. 13:19-21; Rom. 8:28; Matt. 6:20; Ps. 121-3; Heb. 1:14; I Pet. 1:5; Phil. 1:6; John 10:28, 29; John 16:8; Rom. 8:35-39).

#### P. Of the Righteousness and the Wicked

We believe that there is no radical and essential difference between the righteous and the wicked; that such only as through faith are justified in the name of the Lord Jesus, and sanctified by the Spirit of our God, are truly righteous in His esteem; while all such as continue in impenitence and unbelief are in His sight wicked, and under the curse, and this distinction hold among men both in and after death, in the everlasting felicity of the saved and the everlasting conscious suffering of the lost. (Mal. 3:18; Gen. 18:23; Rom. 6:17-18; Prov. 11:31; I Pet. 1:18; Rom. 1:17; I Cor. 15:22; Acts 10:34-35; I John 2:29; I John 2:7; Rom. 6:16; I John 5:19; Gal. 3:10; Rom. 7:6; Rom. 6:23; Prov. 14:32; Luke 16:25; Matt. 25:34, 41; John 8:21; Luke 9:26; John 12:25; Matt. 7:13-14).

#### Q. Of Civil Government

We believe that civil government is of divine appointment, for the interests and good order of human society; that magistrates are to be prayed for, conscientiously honored and obeyed; except only in things opposed to the will of our Lord Jesus Christ; who is the only Lord of the conscience, and the coming Prince of the kings of the earth. (Rom. 13:7; II Sam. 23:3; Ex. 18:21-22; Acts 23:5; Matt. 22:21; Titus 3:1; I Pet. 2:13, 14, 17; Acts 4:19-20; Dan. 3:17-18; Matt. 10:28; Matt. 23:10; Phil. 2:10-11; Ps. 72:11).

#### R. Of the Resurrection and Return of Christ and Related Events

We believe in and accept the sacred Scriptures upon these subjects at their face and full value. Of the Resurrection, we believe that Christ rose bodily "The third day according to the Scriptures;" that He alone is our "merciful and faithful high priest in things pertaining to God;" "that this same Jesus which is taken up from you into heaven shall so come in like manner as ye had seen Him go into heaven" – bodily, personally and visible; that the "dead in Christ shall rise first," that the living saints "shall all be changed in a moment, in the twinkling of an eye, at the last trump;" "that the Lord God shall give unto Him the throne of His Father David;" and that "Christ shall reign a thousand years in righteousness until He hath put all enemies under His feet." (Matt. 28:6-7; Luke 24:39; John 20:27; I Cor. 15:4; Mark 16:6; Luke 24:2, 4-6; Acts 1:9, 11; Luke 24:51; Mark 16:19; Rev. 3:21; Heb. 8:1; Heb. 12:2; Heb. 8:6; I Tim. 2:5; I John 2:1; Heb. 2:17; Heb. 5:9-10; John 14:3; I Thess. 4:16; Matt. 24:27; Matt. 24:42; Heb. 9:28; I Cor. 15:42-44, 51-53; I Thess. 4:17; Phil. 4:20-21; Luke 1:32; I Cor. 15:25; Isa. 11:4-5; Ps. 72:8; Rev. 20:1-4; Rev. 20:6.

#### S. Of Missions

The command to give the gospel to the world is clear and unmistakable and this Commission was given to the churches. (Matt. 28:18-20, "And Jesus came and spake unto them saying, All power is given unto me in heaven and in earth. Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son and of the Holy Ghost:

Teaching them to observe all things whatsoever I have commanded you and, lo I am with you alway, even unto the end of the world. Amen.” Mark 16:15, “And he said unto them, Go ye into all the world, and preach the gospel to every creature.” John 20:21, “Then said Jesus to them again, Peace be unto you: as my Father hath sent me, even so send I you.” Rom. 10:13-15, “For whoever shall call upon the name of the Lord shall be saved. How then shall they call on him in whom they have not believed? And how shall they believe in him of whom they have not heard? And how shall they hear without a preacher? And how shall they preach except they be sent? As it is written, How beautiful are the feet of them that preach the gospel of peace, and bring glad tidings of good things!”)

#### T. Of the Grace of Giving

Scriptural giving is one of the fundamentals of the faith. (II Cor. 8:7, “Therefore as ye abound in everything, in faith, and utterance, and knowledge, and in all diligence, and in your love to us, see that ye abound in this grace also.”)

We are commanded to bring our gifts into the storehouse (common treasury of the church) upon the first day of the week. (I Cor. 16:2, “Upon the first day of the week, let every one of you lay by him in store, as God hath prospered Him, that there be no gatherings when I come.” Under Grace we give, and do not pay, the tithe – “Abraham GAVE the tenth of the spoils” – Hebrews 7:2, 4 – and this was four hundred years before the Law, and is confirmed in the New Testament; Jesus said concerning the tithe, “These ye ought to have done” – Matt. 23:23.)

We are commanded to bring the tithe into the common treasury of the church. (Lev. 27:30, “The tithe ... is the Lord’s” Mal. 3:10, “Bring ye all the tithes into the storehouse, that there may be meat in mine house, and prove me now here-with, said the Lord of hosts, if I will not open the windows of heaven, and pour you out a blessing, that there shall not be room enough to receive it.”)

In the New Testament, it was the common treasury of the church. (Acts 4:34, 35, 37, “And brought the prices of the things that were sold and laid them down at the apostles’ feet ... Having land, sold it, and brought the money, and laid it AT THE APOSTLES’ FEET.”)

#### U. Abortion

We believe that human life begins at conception and that the unborn child is a living human being. Abortion constitutes the unjustified, unexcused taking of unborn human life. We reject any teaching that abortions of pregnancies due to rape, incest, birth defects, gender selection, birth, or population control, or the physical or mental well-being of the mother are acceptable. (Job 3:16, Ps. 51:5; 139:14-16; Isa. 44:24, 49:1, 5; Jer. 1:5, 20:15-18; Luke 1:44)



## V. Euthanasia

We believe that the direct taking of an innocent human life is a moral evil, regardless of the intention. Life is a gift of God and must be respected from conception until natural death. Thus, we believe that an act or omission which, of itself or by intention, causes death in order to eliminate suffering constitutes a murder contrary to the will of God. Discontinuing medical procedures that are extraordinary or disproportionate to the expected outcome can be a legitimate refusal of over-zealous treatment. (Ex. 20:13, 23:7; Matt. 5:21; Acts 17:28)

## W. Human Sexuality

1. 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. (Gen. 2:24, 19:5, 13; Gen. 26:8-9; Lev. 18:1-30; Rom. 1:26-29; I Cor. 5:1, 6:9; I Thess. 4:1-8; Heb. 13:4)
2. We believe that the only Scriptural marriage is the joining of one man and one woman. (Gen. 2:24; Rom. 7:2; I Cor. 7:10; Eph. 5:22-23)
3. We believe the term "marriage" has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture.
4. We believe that in order to preserve the function and integrity of the church as the local Body of Christ, and to provide a biblical role model to the church members and community, it is imperative that all persons employed by the church in any capacity, or who serves as volunteers, should abide by and agree to this Statement of Marriage and Sexuality and conduct themselves accordingly.
5. We believe that God offers redemption and restoration to all who confess and forsake their sins, seeking His mercy and forgiveness through Jesus Christ.
6. We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of this church.

## ARTICLE 3 – MEMBERSHIP

### SECTION 3.01 – QUALIFICATIONS FOR MEMBERSHIP

Upon a majority vote of the members present at any church service or meeting, membership shall be extended to all who have had and whose lives evidence a genuine experience of regeneration through faith in and acceptance of the Lord Jesus Christ as personal Savior; who renounce sin; who endeavor to live a consecrated life wholly unto the Lord; who fully subscribe to the Statement of Faith contained herein; who enter into the church covenant contained herein; who agree to submit to the authority of the church and its leaders as set forth herein; and upon compliance with any one of the following conditions:

- A. By baptism (immersion) as a true believer in Christ Jesus as personal Savior;
- B. By letter or transfer from another Bible-believing church of like faith and practice, or other written statement of good standing from the prior church if the applicant has been baptized by immersion subsequent to a profession of faith;
- C. By testimony of faith, having been baptized by immersion; or
- D. By restoration, if having been removed from membership, upon majority vote of the congregation after confession is made publicly before the church membership of the sin or sins involved, and satisfactorily evidencing repentance to the pastor (or the board of deacons if the office of pastor is vacant).

### SECTION 3.02 – DUTIES OF A MEMBER

On becoming a member of this church, in addition to the covenant contained in *Section 2.03*, each member further covenants to love, honor, and esteem the pastor; to pray for him; to recognize his authority in spiritual affairs of the church; to cherish a brotherly love for all members of the church; to support the church in prayer, tithes, offerings and with other financial support as the Lord enables; and in accordance with Biblical commands, to support through a lifestyle walk affirming the beliefs and practices of the church.

### SECTION 3.03 – PRIVILEGES OF MEMBERSHIP

- A. Only members, at least eighteen years of age, who are physically present at a duly-called meeting of the church shall be entitled to vote. There shall be no proxy or absentee voting. The eligible membership of the church has certain limited areas to exercise a vote. Members may not vote to initiate any church action, rather the vote of a member is to confirm and ratify the direction of the church as determined by the pastor and the board of deacons.
- B. This congregation functions not as a pure democracy, but as a body under the headship of the Lord Jesus Christ and the direction of the pastor as the under-shepherd with the

counsel of the board of deacons. Determinations of the internal affairs of this church are ecclesiastical matters and shall be determined exclusively by the church's own rules and procedures. The pastor shall oversee and/or conduct all aspects of this church. The board of deacons shall give counsel and assistance to the pastor as requested by him.

- C. Membership in this church does not afford the members with any property, contractual, or civil rights based on principles of democratic government. Although the general public is invited to all of the church's worship services, the church property remains private property. The pastor (or in his absence, an individual designated by the board of deacons) has the authority to suspend or revoke the right of any person, including a member, to enter or remain on church property. If after being notified of such a suspension or revocation, the person enters or remains on church property, the person may, in the discretion of the pastor (or in his absence, an individual designated by the board of deacons), be treated as a trespasser.
- D. A member may inspect or copy the prepared financial statements of the church and the minutes of the proceedings of church meetings and of board meetings, provided he shall have made a written request upon the church and the church has received the written request at least five business days before the requested inspection date.
  - 1. A member may not, under any circumstances, inspect or copy any record relating to individual contributions to the church, the list of names and addresses of the church members, or the accounting books and financial records of the church.
  - 2. The church may impose a reasonable charge, covering the costs of labor and material, for copies of any documents provided to the member before releasing the copies to the member.

#### SECTION 3.04 – DISCIPLINE OF A MEMBER

- A. There shall be a discipline committee consisting of the pastor and the board of deacons. These men shall have sole authority in determining heretical deviations from the Statement of Faith and violations of the church covenant. If the pastor or a deacon is the subject of a disciplinary matter, he shall not sit as a member of the discipline committee. The pastor and deacons shall be entitled to the same steps as other church members and be subject to the same discipline.
- B. Members are expected to demonstrate special loyalty and concern for one another. When a member becomes aware of an offense of such magnitude that it hinders spiritual growth and testimony, he is to go alone to the offending party and seek to restore his brother. Before he goes, he should first examine himself. When he goes, he should go with a spirit of humility and have the goal of restoration.

- C. If reconciliation is not reached, a second member, either a deacon or the pastor, is to accompany the one seeking to resolve the matter. This second step should also be preceded by self-examination and exercised in a spirit of humility with the goal of restoration.
- D. If the matter is still unresolved after the steps outlined in *Subsection (B) and (C)* have been taken, the discipline committee, as the church representatives Biblically responsible for putting down murmuring, shall hear the matter. If the matter is not resolved during the hearing before the discipline committee, the committee shall recommend to the members of the church that they, after self-examination, make an effort personally to go to the offending member and seek that member's restoration.
- E. If the matter is still unresolved after the steps outlined in *Subsections (B), (C), and (D)* have been taken, such members who refuse to repent and be restored are to be removed from the membership of the church upon a majority vote of the membership present at a meeting called for the purpose of considering disciplinary action.
- F. No matter may be heard by the discipline committee or the church unless the steps outlined in *Subsection (B) and (C)* have been taken, except in the case of a public offense.
- G. If an unrepentant offending party is removed from the church membership, all contact with him from that point forward (except by family members) must be for the sake of restoration.
- H. The procedures provided in this section are based on Matt. 18:15-20; Rom. 16:17-18; 1 Cor. 5:1-13; 2 Cor. 2:1 -11; Gal. 6:1; 1 Thess. 5:14; 2 Thess. 3:6, 10-15; 1 Tim. 5:19-20; and Titus 3:10-11.

#### SECTION 3.05 – TRANSFER OF MEMBERSHIP

Members not under the disciplinary process of *Section 3.04* may request that letters of transfer be sent to another church.

#### SECTION 3.06 – TERMINATION OF MEMBERSHIP

- A. The membership of any individual member shall automatically terminate without notice if the member in question has not attended a regular worship service of the church in the preceding six months. Upon good cause being shown to the pastor, this provision for termination may be waived in the case of any individual member at the discretion of the pastor.

- B. No member of this church may hold membership in another church. The membership of any individual member shall automatically terminate without notice if the member unites in membership with another church.
- C. The membership of any individual member shall automatically terminate without notice if the member states that he or she is actively involved in any conduct described in *Section 2.01 (W)* or files a lawsuit in violation of I Cor. 6:1-8; Eph. 4:31-32, which prohibits Christians from bringing civil lawsuits against other Christians or the church to resolve personal disputes. We do believe, however, that a Christian may seek compensation for injuries from another Christian's insurance company as long as the claim is pursued without malice or slander.
- D. No provision contained in this section shall be subject to or governed by the procedures regarding discipline of members set forth in Section 3.04.
- E. A member may resign at any time, but no letter of transfer or written statement of good standing will be issued upon such resignation, except at the discretion of the pastor.

## ARTICLE 4 – OFFICERS

### SECTION 4.01 – CHURCH OFFICERS

The church officers are pastor (*See Section 5.01*), deacon (*See Section 5.02*), church clerk (*see Section 5.03*), and church treasurer (*see Section 5.04*). One person may hold two or more offices, except that of pastor. The pastor, from time to time, as he deems appropriate, may appoint other church officers, subject to a confirmation vote of the church membership.

### SECTION 4.02 – ELIGIBILITY FOR OFFICE

- A. The church shall not install or retain an officer who fails to adhere to or expresses disagreement with the Statement of Faith. All church officers, upon request of the pastor, shall affirm their agreement with the Statement of Faith (as set forth in Article 2).
- B. All church officers must be approved initially and thereafter annually by the pastor in order for them to commence or continue in their offices.
- C. Only church members are eligible for election or appointment to any church office or position.

### SECTION 4.03 – TERMS OF OFFICE

- A. The relationship between the pastor and the church shall be permanent unless dissolved at the option of either party by the giving of a month's notice, or less by mutual consent. The calling of a pastor or severance of the relationship between the pastor and the church may be considered at any regular church administration meeting, provided notice to that effect shall have been given from the pulpit to the church two Sundays prior to said regular church administration meeting. A majority of the eligible members present and voting shall be required to call a pastor or to sever the relationship between the pastor and the church. Disciplinary removal of the pastor from office automatically terminates his membership. A restoration to membership after disciplinary removal will be subject to the requirements of *Section 3.01(D)*.
- B. The term of service for all offices and positions in the church, except the pastor, shall be one year, at the expiration of which the officers may be re-elected or re-appointed.
- C. A vacancy occurring in any office or board, except in the case of the pastor may be filled at any regular church administration meeting.
- D. All elected and appointed officers shall serve in their respective offices until their successors are duly elected or appointed.
- E. Members of the board of deacons may be removed from office for unbiblical conduct, as determined by the other board members, upon a majority vote of the remaining members of the board of deacons.

#### SECTION 4.04 – ELECTION OF OFFICERS

The annual election of officers by the church membership shall occur during the month of December at the annual church administration meeting.

#### SECTION 4.05 – PASTORAL OVERSIGHT OF OFFICERS AND STAFF

- A. Subject to the approval of the church membership and on the condition that they shall become a member of the church upon assuming their duties, the pastor may hire associates and assistants to assist him in carrying out his God-given responsibilities.
- B. All church staff, whether paid or volunteer, shall be under the supervision of the pastor who has the sole authority to dismiss the same. No employee or volunteer shall be hired, appointed, or retained who fails to adhere to or expresses disagreement with the Statement of Faith.

#### ARTICLE 5 – DUTIES AND POWERS OF OFFICERS

## SECTION 5.01 – THE PASTOR

- A. The pastor shall preach the Gospel regularly and shall be at liberty to preach the whole counsel of the Word of God as the Lord leads him. He shall administer the ordinances of the church, act as moderator at all church meetings for the transaction of church matters, supervise the teaching ministries of the church, and tenderly watch over the spiritual interests of the membership.
- B. The pastor shall appoint the members of the various committees at the annual church administration meeting. He shall publicly inform all newly-elected officers of the particular function and the responsibilities of their respective offices. He shall extend the right hand of fellowship to all new members on behalf of the church, and perform such other duties as generally appertain to such a position. The pastor shall be free to choose the means and methods by which he exercises the ministry that God has given him.
- C. All appointments for public worship and Bible study and the arrangements thereof, including time and place and the use of the property belonging to the church for purposes other than the stated appointments, shall be under the control of the pastor.

## SECTION 5.02 – THE BOARD OF DEACONS

- A. The board of deacons shall assist the pastor, in such manner as he shall request, in promoting the spiritual welfare of the church, in conducting the religious services, and in performing all other work of the church. They shall make provision for the observance of the ordinances of the church. They shall, if requested by the pastor, consider applications for church membership. They shall, in cooperation with the pastor, disburse the benevolence fund. They shall assist the pastor in visitation and all other evangelistic efforts of the church. The board of deacons shall assist the pastor in caring for the administrative needs of the church's various ministries as requested by the pastor. They shall provide the pulpit supply and choose a moderator for church meetings if the pastor is unavailable or the office of pastor is vacant. Upon the death, resignation, or dismissal of the pastor, the board of deacons may appoint a pulpit committee.
- B. At least one member of the board of deacons must serve on the board of trustees.

## SECTION 5.03 – THE BOARD OF TRUSTEES

- A. The board of trustees, separate from the board of deacons, must be able to legally act on behalf of the church. The state of Virginia requires the church to have at least

three trustees. The trustees have the fiduciary duty to hold the church property in trust for the church.

- B. The board of trustees shall exercise only the following specific powers, upon authorization by a majority vote of the members present at a duly-called church administration meeting:
  - 1. To purchase, hold, lease, or otherwise acquire real and personal property on behalf of the church, and to take real and personal property by will, gift, or bequest on behalf of the church.
  - 2. To sell, convey, alienate, transfer, lease, assign, exchange, or otherwise dispose of, and to mortgage, pledge, or otherwise encumber the real and personal property of the church, to borrow money and incur indebtedness for the purpose and the use of the church; to cause to be executed, issued, and delivered for the indebtedness, in the name of the church, promissory notes, bonds, debentures, or other evidence of indebtedness; and to secure repayment by deeds of trust, mortgages, or pledges.

#### SECTION 5.04 – THE CHURCH CLERK

The church clerk shall:

- A. Certify and keep at the office of the church, the original bylaws, or a copy, including all amendments or alterations to the bylaws.
- B. Keep at the place where the bylaws or a copy are kept a record of the proceedings of meeting of the board of deacons, with the time and place of holding, the notice of meeting given, the names of these present at the meetings.
- C. Sign, certify, or attest documents as may be required by law.
- D. See that all notices are duly given in accordance with the provisions of these bylaws. (In case of the absence or disability of the church clerk, or his or her refusal or neglect to act, notice may be given and served by the pastor or by the board of deacons.)
- E. Be custodian of the records of the church, including the membership roll, baptisms, and certificates of ordination, licenses, and commissions.



- F. See that the reports, statements, certificates, and all other documents and records required by law are properly kept and filed.
- G. Exhibit at all reasonable times to proper persons on terms provided by law the bylaws and minutes of proceedings of the board of deacons or the minutes of the meetings of the church members.
- H. Keep all records at the office of the church and deliver them to any successor upon leaving office.

#### SECTION 5.05 – THE CHURCH TREASURER

The church treasurer shall:

- A. Have oversight of the custody, deposits, and expenses of the church.
- B. Oversee the receipt for all contributions, gifts, and donations to the church.
- C. Oversee the disbursement of the funds of the church as may be directed by the pastor, the deacons, or the budget adopted by the members of the church at the annual church administration meeting, and the taking proper vouchers for the disbursements.
- D. Oversee the keeping and maintenance of adequate and correct accounts of the church's properties and business transactions including account of its assets, liabilities, receipts, disbursements, and capital.
- E. Oversight of the payment of all expenditures of the church (except miscellaneous petty cash disbursements) by check.
- F. Make a general report for the year at the annual church administration meeting.
- G. Oversee the keeping of all church financial records at the office of the church.

#### SECTION 5.06 – ASSOCIATE PASTORS

Under the direction and guidance of the pastor, the associate pastor(s) of the church shall assist the pastor in carrying out the ministries of the church.

#### SECTION 5.07 – DUTIES OF ALL OFFICERS

- A. All officers shall prepare a written report of their work for the annual church administration meeting and shall surrender all records in their possession to the church clerk at the close of their term of office to be filed as a permanent record of the work of the church. All records are the property of the church and must be kept in the church office.
- B. Any officer who neglects his duties as outlined in the bylaws for a period of three months may be removed from his office, at the discretion of the pastor, and another may be appointed by the pastor to serve the un-expired term.

#### SECTION 5.08 – INSTALLATION OF OFFICERS

A public installation service in which all newly-elected officers of the church are to be dedicated to their respective offices and the ordination of newly-elected deacons shall be held at a public church service following their election at the annual church administration meeting.

### ARTICLE 6 – MEETINGS

#### SECTION 6.01 – MEETINGS FOR WORSHIP

Unless otherwise determined by the pastor, the church shall meet each Sunday for public worship, both morning and evening, and at least once during the week for Bible study and prayer.

#### SECTION 6.02 – MEETINGS FOR CHURCH ADMINISTRATION

- A. The annual church administration meetings shall be held on the last Wednesday night in December and the last Wednesday night in June, at which time the regular church administration shall be considered. A quorum shall consist of the members present.
- B. All church administration meetings shall be opened and closed with prayer for divine guidance and blessing.
- C. The moderator shall determine the rules of procedure according to his sense of fairness and common sense. The moderator is the final authority on questions of procedure, and his decision is final and controlling.
- D. For any meeting under this article, the moderator, in his sole discretion, shall have full and unilateral authority to require nonmembers to leave the meeting rooms and to order the immediate removal of any member or other person present who is deemed by the moderator to be disruptive to the proceedings by act or presence.

The moderator shall have full authority to order the removal of all children (ages to be determined by the moderator) if the moderator determines, in his sole discretion, that circumstances so warrant. If the moderator determines that compliance with his order of removal is unsatisfactory, the moderator may, in his sole discretion, revoke the disruptive person's right to remain on the premises in accordance with *Section 3.03(C)* and treat the person as a trespasser.

#### SECTION 6.03 – SPECIAL MEETINGS

- A. The pastor (or deacons if the office of pastor is vacant or the pastor is the subject of possible disciplinary action) may call a special meeting by giving notice of such a meeting and the purpose for which it is called to the church from the pulpit at least one Sunday and not less than one week prior to said meeting. A meeting for the calling of a pastor or the severance of the relationship between the church and pastor shall be called in accordance with the provision of *Section 4.04(A)*.
- B. Bible conferences, missionary conferences, and revivals may be held as the pastor deems beneficial.

#### SECTION 6.04 – FISCAL YEAR

The fiscal year of the church shall begin July 1<sup>st</sup> and end June 30<sup>th</sup>.

### ARTICLE 7 – MINISTRY OF EDUCATION

#### SECTION 7.1 – PURPOSE

The church believes that it is to provide the members' children with an education, which is based upon and consistent with Biblical teachings. The church believes that the home and church are responsible before God for providing a Christian education. In order to assist the church's families with their obligation to Biblically train their children, the church shall operate a Christian day school. To this end, the church shall engage in ministries in education in keeping with the following dictates.

#### SECTION 7.2 – CHURCH PARTICIPATION

All educational programs or courses of instruction formulated and offered by the church shall be primarily for the benefit of the members of the church; however, the pastor may permit non-church members to participate and enroll their children in the church's educational programs or courses of instruction if he deems it in the best interest of the church.

#### SECTION 7.3 – STATEMENT OF FAITH ACCORD

All educational programs or courses of instruction shall be taught and presented in full accord with the Statement of Faith of the church. The church shall not hire, appoint, or retain any employee or volunteer for its educational programs that fails to adhere to or expresses disagreement with the Statement of Faith.

#### SECTION 7.4 – UNITY

All educational programs or courses of instruction shall be conducted as an integral and inseparable ministry of the church.

#### SECTION 7.5 – TEACHING

All educational programs or courses of instruction shall be conducted consistent with the teaching of the inerrant Word of God. Any assertion or belief which conflicts with or questions a Bible truth is a pagan deception and distortion of the truth which will be disclaimed as false. It is the responsibility of every instructor or teacher to present the inerrant Word of God as the sole, infallible source of knowledge and wisdom.

#### SECTION 7.6 – CHRISTIAN WALK

All administrators, instructors, teachers, and other staff, whether paid or volunteer, shall continue or adopt and maintain a lifestyle consistent with the precepts taught by the church, whether in or out of the classroom. All staff shall be under the supervision of the pastor who has the sole authority to hire, appoint, or dismiss the same as stated herein.

#### SECTION 7.7 – HIERARCHY OF AUTHORITY

- A. The pastor shall be the final authority on all matters relating to the ministry of education. The pastor shall have the authority to approve or disapprove any decision or recommendation of the board of deacons on all matters relating to the ministry of education.
  1. Subject to the approval of the church membership and on the condition that they shall become a member of the church upon assuming duties, the pastor may hire administrators and principals to assist the pastor in carrying out the ministry of education.
  2. The pastor may hire teachers and support staff to assist the pastor in carrying out the ministry of education.
- B. The board of deacons shall assist and advise the pastor on all matters relating to the ministry of education. The board of deacons shall act as the school board and shall hear all matters and disputes which may arise out of the ministry of education and shall advise the pastor accordingly. All recommendations of the board of deacons

shall be submitted to the pastor for final approval prior to becoming effective. The board of deacons may create and recommend to the pastor school policies for governing the ministry of education consistent with the provisions herein.

## ARTICLE 8 – ORDINATION

### SECTION 8.01 – ORDINATION QUALIFICATIONS

Any member of this church or its mission churches, who gives evidence of a genuine call of God into the work of the ministry and possesses the qualifications stated in 1 Timothy 3:1-7 and Titus 1:6-9, may be ordained as a minister of the Gospel.

### SECTION 8.02 – ORDINATION PROCEDURE

- A. Upon a conference with the pastor, and after the pastor has approved the candidate for ordination, the pastor shall call a council to examine and pass on the qualification of the candidate. The ordination council shall consist of ordained ministers of like faith invited to participate in the examination of the candidate.
- B. If the candidate is found worthy of ordination by the council, the ordination council may ordain the candidate on behalf of the church.
- C. The pastor shall arrange for the ordination service.

## ARTICLE 9 – INDEMNIFICATION

### SECTION 9.01 – ACTIONS SUBJECT TO INDEMNIFICATION

The church may indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, including all appeals (other than an action by or in the right of the church) by reason of the fact that the person is or was a pastor, deacon, officer, employee, or agent of the church, against expenses, including attorneys' fees, judgments, fines, and amounts paid in settlement actually and reasonably incurred by him in connection with the action, suit, or proceeding; and if that person acted in good faith in a manner he reasonably believed to be in or not opposed to the best interests of the church and, with respect to any criminal action or proceeding, had no reasonable cause to believe his conduct was unlawful. The termination of any action, suit, or proceeding by judgment, order, settlement, conviction, or on a plea of nolo contendere or its equivalent, shall not, of itself, create a presumption that the person did not act in good faith and in a manner that he reasonably believed to be in or not opposed to the best interests of the church and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

## SECTION 9.02 – EXPENSES SUBJECT TO INDEMNIFICATION

To the extent that a pastor, deacon, officer, employee, or agent has been successful on the merits or otherwise in defense of any action, suit, or proceeding referred to in this Article, or in defense of any claim, issue or matter in that action, suit, or proceeding, he or she may be indemnified against expenses, including attorneys' fees, actually and reasonably incurred by him or her in connection with the action, suit, or proceeding.

## SECTION 9.03 – LIMITATIONS OF INDEMNIFICATION

Any indemnification made under this Article, may be made by the church only as authorized in the specific case on a determination that indemnification of the pastor, deacon, officer, employee, or agent is proper in the circumstances because he has met the applicable standard of conduct set forth in *Section 9.01*. The determination shall be made (a) by a majority vote of a quorum consisting of the pastor and deacons who were not and are not parties to or threatened with the action, suit, or proceeding; (b) if the described quorum is not obtainable or if a majority vote of a quorum of disinterested deacons so directs, by independent legal counsel in a written opinion; or (c) by a majority vote of the members of the church.

## SECTION 9.04 – TIMING OF INDEMNIFICATION

Expenses of each person seeking indemnification under this Article, may be paid by the church as they are incurred, in advance of the final disposition of the action, suit, or proceeding, as authorized by the board of deacons in the specific case, on receipt of an undertaking by or on behalf of the pastor, deacon, officer, employee, or agent to repay the amount if it is determined that he or she is not qualified to be indemnified by the church.

## SECTION 9.05 – EXTENT OF INDEMNIFICATION

The indemnification provided by this Article shall be deemed to be discretionary unless otherwise required as a matter of law or under any agreement or provided by insurance purchased by the church, both as to action of each person seeking indemnification under this Article in his official capacity and as to action in another capacity while holding that office, and may continue as to a person who has ceased to be a pastor, deacon, officer, employee, or agent and may inure to the benefit of the heirs, executors, and administrators of that person.

## SECTION 9.06 – INSURANCE

The church may purchase and maintain insurance on behalf of any person who is or was a pastor, deacon, officer, employee, or agent of the church against any liability asserted against him and incurred by him in that capacity, or arising out of his status in that capacity, whether or not the church would have the power to indemnify him against liability under the provisions of this Article.

## ARTICLE 10 – COMMITTEES

### SECTION 10.01 – STANDING COMMITTEES

The pastor (or the board of deacons if the office of pastor is vacant) shall appoint standing committees and designate a chairperson for each standing committee and, except when otherwise specifically provided in these bylaws, shall determine the membership of each standing committee. In addition to the discipline committee, the pastor may appoint other standing committees as he deems appropriate.

### SECTION 10.02 – SPECIAL COMMITTEES

The board of deacons, in its discretion, may create special committees to provide the board with advice and information regarding matters submitted to the committee by the board for consideration. The committee shall have authority to act on behalf of the church. The members of the committee shall be chosen by a majority vote of the board of deacons and shall serve solely at the pleasure of the board of deacons. The special committee shall be subject to the control and direction of the board of deacons at all times.

## ARTICLE 11 – DESIGNATED CONTRIBUTIONS

From time to time, the church, in the exercise of its religious, educational, and charitable purposes, may establish various funds to accomplish specific goals. Contributors may suggest uses for their contributions, but all suggestions shall be deemed advisory rather than mandatory in nature. All contributions made to specific funds or otherwise designated shall remain subject to the exclusive control and discretion of the pastor and the board of deacons. No fiduciary obligation shall be created by any designated contribution made to the church other than to use the contribution for the general furtherance of any of the purposes stated in *Section 1.02*.

## ARTICLE 12 – BINDING ARBITRATION

### SECTION 12.01 – SUBMISSION TO ARBITRATION

Believing that lawsuits between believers are prohibited by Scripture, all members of this church agree to submit to binding arbitration any matters which cannot otherwise be resolved, and expressly waive any and all rights in law and equity to bringing any civil disagreement

before a court of law, except that judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof.

#### SECTION 12.02 – NOTICE OF ARBITRATION

In the event of any dispute, claim, question, or disagreement arising out of or relating to these bylaws or any other church matter, the parties shall use their best efforts to settle such disputes, claims, questions, or disagreement as befits Christians. To this effect, they shall consult and negotiate with each other in good faith and, recognizing their mutual interests not to disgrace the name of Christ, seek to reach a just and equitable solution. If they do not reach such solution within a period of sixty (60) days, then upon notice by either party to the other, disputes, claims, questions, or differences shall be finally settled by arbitration as described in *Section 12.01*, above, and such Procedures for Arbitration as are adopted pursuant to *Section 12.04*, below.

#### SECTION 12.03 – LIMITATIONS ON ARBITRATION DECISIONS

- A. Should any dispute involve matters of church discipline, the arbitrators shall be limited to determining whether the procedures for church discipline as outlined under *Section 3.04*, were followed.
- B. Should any dispute involve the removal from office of the pastor or any church officer, the arbitrators shall be limited to determining whether the procedures set forth in *Section 4.03 or 5.07* were followed.

#### SECTION 12.04 – ARBITRATION PROCEDURES

The Procedure for Arbitration shall be as adopted by the pastor and the board of deacons.

### ARTICLE 13 – AMENDMENTS

These bylaws may be revised or amended by a majority vote of the members present and voting at any regular church administration meeting, provided that said revision or amendment has been submitted in writing and announced from the pulpit fourteen (14) days before the vote is taken.

#### ADOPTION

These bylaws were adopted by a two-thirds majority vote of the members present and voting at a duly called meeting of the church in which a quorum was present.

These bylaws supersede any other bylaws of Temple Baptist Church.



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Date

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Church Clerk

## Exhibits

### EXHIBIT 1

Essential Tax-Exempt Provisions For Unincorporated Churches

### EXHIBIT 2

Sample Procedures for Arbitration

## Exhibit 1

### Essential Tax-Exempt Provisions for Unincorporated Churches

## ARTICLE 13 – TAX-EXEMPT PROVISIONS

### SECTION 13.01 – PRIVATE INUREMENT

No part of the net earnings of the church shall inure to the benefit of or be distributable to its members, trustees, officers, or other private persons, except that the church shall be authorized and empowered to pay reasonable compensation for the services rendered and to make payments and distributions in furtherance of the purposes set forth in *Section 1.02* hereof.

### SECTION 13.02 – POLITICAL INVOLVEMENT

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

### SECTION 13.03 – DISSOLUTION

Upon the dissolution of the church, the trustees shall, after paying or making provision for payment of all the liabilities of the church, dispose of all of the assets of the church to such organization or organizations formed and operated exclusively for religious purposes as shall at the time qualify as an exempt organization or organizations under *Section 501(c)(3)* of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law), as the trustees shall determine. Assets may be distributed only to tax-exempt organizations which agree with the church's Statement of Faith.

### SECTION 13.04 – RACIAL NONDISCRIMINATION

The church shall have a racially nondiscriminatory policy and, therefore, shall not discriminate against members, applicants, students, and others on the basis of race, color, or national or ethnic origin.

### SECTION 13.05 – LIMITATION OF ACTIVITIES

Notwithstanding any other provisions of these bylaws, the church shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes stated in *Section 1.02*.

## Exhibit 2

### Sample Procedures For Arbitration

## PROCEDURES FOR ARBITRATION

### SECTION 1 – SCOPE OF ARBITRATION

The parties must, prior to the selection of arbitrators, agree to the scope of the matters to be considered by the arbitrators. In doing so the parties must conduct themselves with the utmost courtesy as befits believers in Jesus Christ. If the parties, cannot agree upon the scope of the dispute for arbitration, the scope shall be determined by the arbitrators.

### SECTION 2 - SUBMISSION TO ARBITRATION

A. The parties, as Christians, believing that lawsuits between Christians are prohibited by Scripture, and having agreed, according to *Article 12* of the church bylaws, to submit disputes to binding arbitration, and to waive any legal right to take the dispute to a court of law, will refer and submit any and all disputes, differences, and controversies whatsoever within the agreed scope of arbitration to a panel of three arbitrators, to be selected as follows:

1. All arbitrators must be born-again Christians of good reputation in the community and who affirm the church's Statement of Faith in its entirety.
2. Each party shall submit a list of three proposed arbitrators to the other party, and the other party will choose one of the three proposed arbitrators to serve on the panel.
3. The third arbitrator will be selected by mutual agreement of the other two arbitrators.
4. In selecting the arbitrators, each party shall act in good faith in choosing Christian arbitrators who have no prior knowledge of the facts leading up to the dispute, are not related to or close friends with the selecting party, and who will act impartially and with fundamental fairness.
5. No arbitrator may be an attorney.
6. No arbitrator may be employed or ever have been employed by, or under the authority of, either party or any other arbitrator.
7. The arbitrators will be selected as soon as possible but no later than 30 days after the parties have agreed to the scope of the arbitration.
8. The arbitration will be held at a neutral site agreed to by the arbitrators.

- B. The arbitrators shall, subject to the provisions of these procedures, arbitrate the dispute according to the terms of these procedures, the Bible as interpreted by the church's Statement of Faith, and any applicable church documents.
- C. Each party may be represented by counsel throughout the process at the party's own expense. Discovery will be allowed as needed, as determined in the discretion of the arbitrators. Formal rules of evidence shall not apply.

### SECTION 3 – TERMS AND CONDITIONS OF ARBITRATION

- A. The arbitrators shall have full power to make such regulations and to give such orders and directions, as they shall deem expedient in respect to a determination of the matters and differences referred to them.
- B. The arbitrators shall hold the arbitration hearing as soon as possible, but no later than thirty (30) days after the selection of the third arbitrator.
- C. There shall be no stenographic record of the proceedings, and all proceedings shall be closed to the media and any other individuals not directly involved in the proceedings.
- D. Normally, the hearing shall be completed within three (3) hours. The arbitrators in their discretion, however, may extend the length of the hearing, or an additional hearing may be scheduled by the arbitrators to be held promptly.
- E. There will be no post-hearing briefs.
- F. The arbitrators are to make and publish their award, in writing, signed by each of them concerning the matters referred, to be delivered to the parties no later than 48 hours from the conclusion of the hearing, unless otherwise agreed by the parties. The arbitrators may, in their discretion, furnish an opinion.

### SECTION 4 – CONDUCT AND RULES OF HEARING

- A. The arbitrators may, in their absolute discretion, receive and consider any evidence they deem relevant to the dispute, whether written or oral, without regards to any formal rules of evidence.
- B. The parties and their respective witnesses must, when required by the arbitrators, attend and submit to examination and cross-examination under oath as to all or any of the matters referred to in the proceedings and to produce and deposit with the

arbitrators all or any evidence within their possession or control concerning such matters.

- C. If a party defaults in any respect referred to in *Subsection 4(B)*, above, the arbitrators may proceed with the arbitration in their discretion as if no such evidence were in existence, insofar as it may be favorable to the party in default.
- D. All presentations shall be controlled by the arbitrators. Any disputes regarding procedure shall be decided solely by the arbitrators.

## SECTION 5 – DUTIES OF ARBITRATORS

- A. The arbitrators are to receive all evidence, prayerfully consider such evidence in an impartial manner, and render a decision which, based upon Scriptural principles, is fair to all parties.
- B. The arbitrators have full power to order mutual releases to be executed by the parties, and either of the parties failing; such orders shall have the effect of a release, and may be duly acknowledged as such.
- C. In the event that either party or a witness for either party shall fail to attend the arbitration hearing, after such a written notice to such party as the arbitrators shall deem reasonable, the arbitrators may proceed in the absence of such party or witnesses without further notice.

## SECTION 6 – DECISION OF ARBITRATORS

- A. It is preferred that the arbitrators reach a unanimous decision, but if a unanimous decision cannot be obtained, a majority decision will be accepted. The written decision of a majority of the arbitrators shall be final and binding on all parties, and judgment upon the award rendered by the arbitrators may be entered in any court having jurisdiction thereof. There is no appeal from the decision of the arbitrators,
- B. The decision of the arbitrators is to be kept confidential by all parties for a period of one year. For purposes of these procedures, the church membership may be informed of the decision if the church or any church pastors, officers, trustees, employees, or board members were a party to the proceeding.
- C. Should any party commence legal proceedings against another party with respect to the agreed scope of the dispute or the binding decision of the arbitrators, with the exception of an action to enforce the decision of the arbitrators, that party shall pay to the other party all expenses of said proceedings, including reasonable attorneys' fees. In the event it becomes necessary for one party to commence legal



proceedings to enforce the decision of the arbitrators, the non-prevailing party must bear all of the costs of said proceedings, including reasonable attorneys' fees.

## SECTION 7 – PARTIES TO COOPERATE

No party shall unreasonably delay or otherwise prevent or impede the arbitration proceedings. No party will involve the news media in the dispute in any way. No party shall publicize the dispute in any way to anyone not a party to the proceedings, except as permitted by the arbitrators and except that a party may disclose the proceedings of the arbitration to his or her spouse, legal counsel, accountants, insurance carrier, and as otherwise required by law.

## SECTION 8 – COSTS AND EXPENSES

Each party shall pay his or her own costs and expenses related to presenting the party's case to the arbitrators. The costs of the arbitration, including any fees for the arbitration is to be shared equally by both parties.

## SECTION 9 – AMENDMENTS

These Procedures for Arbitration may be revised or amended by a majority vote of the board of deacons present and voting at any regular board meeting.

## SECTION 10 – ADOPTION

- A. These Procedures for Arbitration were adopted by a majority vote of the board of deacons at which a quorum was present.
- B. These Procedures for Arbitration supersede any other Procedures for Arbitration previously adopted by the board of deacons, if any exist.

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Date Approved

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Board of Trustees