

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, and 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 conduct 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. **The following Articles of Faith cannot be changed without supporting scriptures and a 90% vote of the active members of Temple Baptist Church at a duly called church meeting.**

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 the Holy Spirit moved them, 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 prerequisite 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 Righteous 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 holds 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 spoke 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 always, 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 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 the term “marriage” has only one legitimate meaning, and that is marriage sanctioned by God, which joins one man and one woman in a single, covenantal union as delineated by Scripture. Marriage ceremonies performed in any facility or space owned, leased, or rented by this church will be only those ceremonies sanctioned by God, joining one man with one woman as their genders were determined by anatomy at birth (and not subject to change). Whenever there is a conflict between the church’s position and any new legal standard for marriage, the church’s statement of faith, doctrines, and biblical positions will govern. (Gen. 2:24; Eph. 5:22-23; Mark 10:6-9; I Cor. 7:1-9)
2. We believe that God has commanded that no intimate sexual activity be engaged in outside of marriage as defined in (a) above. We believe that any other type of sexual activity, identity, or expression that lies outside of this definition of marriage, including those that are becoming more accepted in the culture and the courts, are contradictory to God’s natural design and purpose for sexual activity. (Gen. 2:24; Gen. 19:5; Lev. 18:1-30; Rom. 1: 26-29; 1 Cor. 5:1; 6:9-10; 1 Thess. 4:1-8; Heb. 13:4)
3. We believe that God creates each person as male or female. These two distinct, unchangeable genders together reflect the image and nature of God, and the rejection of one’s biological gender is a rejection of the image of God within that person. (Genesis 1:26-27)
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. The church shall not discriminate against members, applicants for membership, students, or others on the basis of race, color, *nationality*, or *ethnic origin*; however, as

a religious institution it reserves the right to deny or terminate employment or to deny or terminate any other status of persons whose lifestyle, words, actions or otherwise do not align with the church's statement of faith, standard of conduct or other policies of the church. This policy statement is not intended to waive the ministerial exception or any other exception or exemption to federal, state, or local antidiscrimination laws or regulations.

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 after 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 Board of Elders.
- E. By returning to the church after membership was revoked for not attending for a period of six months.

SECTION 3.02 – DUTIES OF A MEMBER

On becoming a member of this church, in addition to the covenant contained in *Section 2.02*, each member further covenants to love, honor, and esteem the Elder Board ; to pray for the Elder Board; to recognize the Elder board's 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.
- B. Members will be voting as an authoritative body and any request brought before the membership shall be considered as passed if three-quarters of a quorum of the membership vote in favor of the matter. A quorum is defined in 5.02 B.
- 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 public is invited to all the church's worship services, the church property remains private property. The Elder Board has the authority to suspend or revoke the right of any person, including a member, to enter or remain on church property. The Elder Board must notify the member(s) within 7 days of such suspension. Method of notification is left to the discretion of the Elder Board. If after being notified of such a suspension or revocation, the person enters the church property, the person may, at the discretion of the Elders, be treated as a trespasser and applicable laws applied.
- 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/she 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.
 - 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.
- E. A member of the church may use the church facilities depending upon the availability of the facilities. The member must complete a master calendar request form for approval. The area of the facilities used must be cleaned as stated on the form. If an area is left unclean, the member(s) could lose privileges of the use of the facility as determined by the Deacon Board.

SECTION 3.04 – DISCIPLINE OF A MEMBER

- A. There shall be a discipline committee consisting of the Elder Board and Deacons. These men shall have sole authority in determining heretical deviations from the Statement of Faith and violations of the church covenant. If a member of the Elders or a Deacon is the

subject of a disciplinary matter, he shall not sit as a member of the discipline committee.

- 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 goes alone to the offending party and seeks to restore his brother as outline in Matthew 18. 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. Social media is not the proper manner or venue to discuss an issue with or about a member of Temple Baptist Church. Social media includes any form of public communication including but not limited to Facebook, phone text, email, X (formally Twitter), Snap Chat, Whats app, etc.
- C. If reconciliation is not reached, a second church member, a Deacon or an Elder, is to accompany the one seeking to resolve the matter as described in Matthew 18. 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, try 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, the member at this time may at this point choose to remove themselves from the membership of the church.
- F. If the unrepenting party continues to attend, the Elder Board is to bring the removal of the member to the church vote for removal from the membership. The vote of three-fourths of members present at a designated church meeting for such purpose shall remove the party from the church membership. Subsequently, the only contact with the party afterwards must be for the sake of restoration except for contact by family members.
- G. 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 Elders, this provision for termination may be waived in the case of any individual member at the discretion of the Elder Board.

- 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 if the claim is pursued without malice or slander.
- D. 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 Board of Elders.

ARTICLE 4 – CHURCH OFFICIALS

Church officials are Elders, Deacons, Trustees, Church Clerk, and the Church Treasurer. One person may hold two or more offices. The Elders, from time to time, as they deem appropriate, may appoint other church elders/officers, subject to a confirmation vote of the church membership.

SECTION 4.01 – Board of Elders

The New Testament uses the term elder (or “overseer”) interchangeably with that of pastor (“shepherd”). Therefore, Temple Baptist Church will be led by an Elder Board which will include the Senior Pastor and other pastoral staff. The Elder Board should also include members of Temple Baptist Church who have met the requirements of an Elder.

TBC Senior pastor (or “shepherd,” “also called “Senior Pastor,” “Lead Pastor,” or “Teaching Pastor”) or other pastoral positions (Associate Pastor, Children’s Pastor, or Youth Pastor) is biblically the same role as an Elder (or overseer) and has equal level of authority with Elders. They should meet the qualifications for Elders in 1 Timothy 3:1-7, Titus 1:3-9, and 1 Peter 5:1-3 along with the calling of being a pastor.

In addition, the Elders are called to model spiritual maturity and a walk with Jesus Christ. The Elders should seek to mentor new leadership for the church, nurture the life of Christ in church members, be responsive to spiritual needs as in James 5:14 or Galatians 6:1, and be able to communicate biblical truths and perspectives in individual or group situations, as in 1 Timothy 3:2, “apt to teach”. The church has no limit on the age of an Elder other than to

require that he has the spiritual maturity, physical and mental ability to perform his role (I Peter 5:1-3).

The Board of Elders will be held accountable by the membership of the church.

Pastoral Staff position(s) fulfillment:

- A. Whenever a vacancy occurs on the pastoral staff or an additional staff member is required, a new staff member shall be called by the church utilizing the following method: A Pastoral Candidate Selection Committee shall be formed which consists of nine persons: two shall be appointed by the Elder Board (one shall be the Senior Pastor unless the Senior Pastor position is vacant); two shall be appointed by the Deacons, two shall be appointed by the school administration (those appointed must be members of TBC), and three elected by the congregation. The method of selecting the representatives from the congregation shall be as follows: nominations by any member of the congregation shall be permitted for a period of two weeks with the nominee agreeing to serve. With one week's notice, a vote shall occur in which all nominees' names appear on one ballot. Each church member will select three names on the ballot. The three candidates who receive the most votes will be on the selection committee.
- B. The selection committee shall review as many candidates as they deem necessary. No nomination shall be brought to the church from any source other than the committee. The committee shall bring one candidate at a time to the congregation for a vote. The congregation shall be informed that should the church fail to vote for a candidate, others will be presented to the church for consideration. This process will be followed repeatedly until a candidate is selected. The committee shall have the prerogative to present the same candidate for a second time, provided two other candidates were presented for vote and failed to pass. The election shall be by written ballot, for members only. A successful candidate must receive a minimum total of three-fourths of members present. The vote will not be accompanied by public debate or comment.
- C. A senior pastoral candidate must be a biological male and shall not have been, or subsequently be, divorced. He shall, initially in the opinion of the Pastoral Candidate Selection Committee, and subsequently in the opinion of the Elders, fulfill the biblical injunction to provide strong leadership for his own family. This will be evidenced by stable, spiritually sound relationships and behaviors within his family.

Non-Staff Elders

- A. Non-Staff Elders shall be elected at a duly called church called church meeting with a vote of three fourths of the members present at the meeting. Those elected as Elders shall serve a four-year term (if they are personally able). At the completion of their service, they shall rotate away from service as an Elder for at least one year

before being eligible for re-election. Once elected, they shall be respected as Elders for life, whether active or inactive.

- B. Elders shall be accountable to the membership. Any Elder not continuing to meet the standards and qualifications due to some immoral or improper behavior shall be excused from his role and no longer regarded as an Elder. Such removal shall require a defensible confirmation of his misbehavior (1 Timothy 5:19-20) and at least a three-quarters vote of those members present on written ballots. He may resign to avoid confrontation before the congregation if that is his preference.

Senior Pastor Duties:

The Pastor will have specific duties to fulfill but those duties can be shared with Elders as required to assist the pastor.

- A. The Senior 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 supervise the teaching ministries of the church, and tenderly watch over the spiritual interests of the membership (Ephesians 4:11-12). He shall administer the ordinances of the church and function as moderator at all church meetings, except any meeting called for the purpose of disciplining or dismissing the Pastor himself.
- B. The Senior Pastor shall inform all newly elected pastoral staff/non-staff Elders, officers of the Church, as well as the School Board or other administrative persons, of the function and responsibilities of their respective offices, after which he shall inform the congregation publicly about each person's duties.
- C. The Senior Pastor will be responsible for services such as marriages (as described in the Statement of Faith), funerals, counseling on demand, visitation of church members and oversight of the discipline of church members.
- D. The Senior Pastor shall provide a spiritual covering for the school ministry, shepherding the staff and students, as necessary. A presence in the school, i.e., walking halls, visiting classrooms, occasional attendance at school functions and leadership support is expected. He shall be a voting member of the school board.
- E. His authority is grounded in the influence of his role as a leader, a teacher, and as an initiator of ministry.
- F. The Senior Pastor shall serve as chairman of the Board of Elders.

- G. The Elders may appoint their own board secretary or request that the church clerk attend any meetings.

Board of Elders Responsibilities:

- A. The Elders shall welcome all visitors and new members to the church and strive to integrate them into the congregation. The Elder Board has the responsibility to ensure all visitors are welcome and personally visited by an Elder in a timely manner.
- B. Elders are responsible for the administration of the biblical ordinances of the church as required.
- C. The Elders shall accept responsibility for issues of church discipline when these matters are brought up.
- D. Oversee the financial results of the church and School with the Board of Deacons included. The board of Deacons can select individuals to attend the meeting with full authority to review, approve and vote on financial matters on behalf of the Deacons. Large expenditures over \$5,000 outside of the approved budget must be brought to the church for approval. Exceptions to the previous statement: emergency repairs to buildings and HVAC. Hold Quarterly church business meetings to review actual results with the members of the church.

SECTION 4.02 – DEACONS

Deacons shall always consider themselves to be servants of the church. Their role is described in Acts 6:1-6 as setting the Elders free to provide spiritual leadership. Deacon's qualifications are set forth in 1 Timothy 3:8-13. Deacons shall be elected at a duly called church meeting with a vote of three-fourths of the members present at the meeting. Deacons shall serve for 4 years with one-quarter of the Deacons rolling off each year for a sabbatical year before being eligible for service on the board again.

- A. Deacons shall assist the Elders:
 - 1. In the observance of the ordinances as directed by the Holy Scriptures.
 - 2. Visitation and evangelistic ministries.
 - 3. Accept general oversight of the upkeep, repair, and use of the church property.

Assist in the oversight of the financial management of church and school or appoint individual(s) to join financial meetings with full authority to act on behalf of the Deacons.

4. All other necessary duties that allow the Pastor and Elders of the church to fulfill their role in spiritual leadership and oversight of the members of the church.
5. Deacons will elect their own chairman annually.
6. Deacons can appoint their own secretary or request that the church clerk attend the meetings of the board of Deacons.
7. A meeting of the Board of Deacons can be called by the Elders or Chairman of the Deacons. An agenda of the meeting shall be provided to the Deacons to describe the purpose of the meeting.
8. Ensuring that widows needs are met and assist in the benevolent fund.
9. Deacons are to report to the Elder Board and the congregation once a quarter on the activities of the Deacon Board.

SECTION 4.03 – TRUSTEE

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. The trustees shall be made up of one Elder (non-pastoral staff, if available), one Deacon and one member of the church membership. The trustees shall be elected at a duly called church meeting with a vote of three-fourths of the members present at the meeting.

The board of trustees shall exercise only the following specific powers as required upon authorization by a vote of three-fourths of the members present at a duly called church administration meeting for items below:

1. To purchase, hold, lease, or otherwise acquire real and private 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 4.04 – CHURCH CLERK

The church clerk shall exercise only the following specific duties, upon election by a vote of

three-fourths of the members present at a duly called church administration meeting serving for 4 years. After the fourth year, the church clerk will recertify that they are willing and able to continue to serve and recommit to another 4-year term. If they cannot recommit then a new election will be held for a new church clerk.

- A. Certify and keep at the office of the church the original bylaws which are our bylaws, or a copy, including all amendments or alterations to the bylaws.
- B. Keep at the place where the bylaws or a copy is kept, a record of the proceedings of the meeting of the board of Elders, and the board of Deacons with the time and place of holding, the notice of meeting given, the names of those 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 an Elder or by a representative of 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 meticulously 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 Elder Board, the Deacon Board, 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 the office.

SECTION 4.05 – CHURCH TREASURER

The church treasurer shall exercise only the following specific duties, upon election by a vote of three-fourths of the members present at a duly called church administration meeting serving for 4 years. After the fourth year, the church treasurer will recertify that he/she is willing, able to continue to serve and willing to recommit to another 4-year term. If he/she cannot recommit then a new election will be held for a new church treasurer.

- 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 Elders, the Deacons, or the budget adopted by the members of the church at the annual

church administration meeting, and the taking of 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 4.06 – 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.

SECTION 4.08 – DISCIPLINE OF OFFICERS

- A. Church Officials shall be accountable to the membership. Any official not continuing to meet the standards and qualifications due to some immoral or improper behavior shall be excused from his role. Such rejection shall require a defensible confirmation of his misbehavior (I Timothy 5:19-20).
- B. Should the question arise regarding removal of a church official against his will, the following procedure may be initiated by an Elder, Deacon or Church member. However, before the process of removal begins, Matthew 18 shall be followed to the fullest. If all prayerful and earnest attempts to correct the situation fail, the following steps may be taken:
 - a. A petition may be circulated by any church member calling for a vote to dismiss an Official.
 - b. When the petition has one-quarter of the total member signatures, one of which must be an Elder, Deacon, or Trustee, the matter will be presented to the Elders for review. Upon receipt of the petition, the Elders shall schedule the vote within two weeks of receipt to determine if the matter should be brought before the church.
 - c. Once the issue is presented to the church, a meeting to remove the church official shall be scheduled for two weeks from that time, in accordance with Section 5.03.

- d. A vote by secret ballot of three-quarters of the members present shall be sufficient to remove a church official. He may resign to avoid confrontation before the congregation if that is his preference.
- C. This process is not to be entered into either frivolously or lightly. Should a member of the church initiate this process repeatedly against one or more persons without success, then the Elders are hereby charged to discipline, and if necessary, expel the rebellious member.
- D. Restoration of a Church Official
 - a. Love and forbearance should be exercised.
 - b. The official should be given the chance to reconcile and be restored.
 - c. He will be required to complete a restoration process as outlined by the Elders if the Elders deem it necessary.

ARTICLE 5 – MEETINGS

SECTION 5.01 – MEETINGS FOR WORSHIP

Unless otherwise determined by the Elders, 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 5.02 – 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 quarterly business meeting to review the actual finances of the church shall be held on the third Wednesday after the quarter end.
- B. A quorum for any meeting, except as defined in the Statement of Faith, shall consist of one-quarter of the membership of the church.
- C. All church administration business meetings shall be opened and closed with prayer for divine guidance and blessing.
- D. 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.
- E. 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.

- F. 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©* and treat the person as a trespasser.

SECTION 5.03 – SPECIAL MEETINGS

- A. The Elders or Deacons 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 4.01 and 4.08, respectively*.
- B. Bible conferences, missionary conferences, and revivals may be held as the Elders deems beneficial.

SECTION 5.04 – FISCAL YEAR

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

ARTICLE 6 – MINISTRY OF EDUCATION

SECTION 6.01 – 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. To assist the church's families with their obligation to Biblically train their children, the church shall operate a Christian day school that is Christ centered, curriculum driven, teacher led. To this end, the church shall engage in ministries in education in keeping with the following dictates.

SECTION 6.02 – SCHOOL BOARD

- A. Temple Christian School is a ministry of Temple Baptist Church so the school board will include leadership of Temple Baptist Church and members of Temple Baptist Church along with school leadership.
- B. The school board shall consist of the following voting members: The Senior Pastor, Elders (Elder Board decides the number, no more than maximum of three), principal, one Deacon and two church members whose child(ren) attend or have attended the school. The school board will also have two school staff members as chosen by the principal. The School Board

Chairman will be elected annually by the board.

- C. Elders, Deacon, and church members shall be voted in by a three-fourths vote of the members present at the annual church meeting and shall serve for 4 years. The Deacon and church members must have a year's sabbatical before being eligible to serve consecutively on the school board.
- D. The school board shall be the authority on all matters, *except the hiring and firing of individuals*, relating to the ministry of education. The school board shall have the authority to approve or disapprove any suggested change to the ministry of education.
- E. 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 Elders may hire administrators and principal(s) to assist in conducting the ministry of education. This includes the authority to dismiss the administrators or principal(s).
- F. The principal(s) may hire or dismiss teachers and support staff to assist in conducting the ministry of education and may seek the counsel and guidance of the School Board or Elder Board if required. The principal(s) shall be responsible for the day-to-day administration of the school.

SECTION 6.03 – 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. The church also recognizes that the Ministry of Education is an outreach to our community with the Gospel and is beneficial to non-church members as well.

SECTION 6.04 – STATEMENT OF FAITH ACCORD AND UNITY

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

SECTION 6.06 – 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 6.07 – 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.

ARTICLE 7 – ORDINATION

SECTION 7.01 – 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 7.02 – ORDINATION PROCEDURE

- A. Upon a conference with the Elders, and after the Elders have approved the candidate for ordination, the Elders 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 Elders shall arrange for the ordination service.
- D. Following ordination, the newly ordained minister shall meet with the reviewing council at least every three (3) years for evaluation and encouragement.

SECTION 7.03 – REVOCATION OF ORDINATION

- A. Should a minister ordained by the church be found living a life unbecoming a servant of the Lord or preaching and teaching contrary to the Word of God, the Elders may call a council to hear the charges and the minister's defense.
- B. The reviewing council shall consist of the board of deacons and ordained ministers of like faith invited to participate in the hearing of the charges and the minister's defense.
- C. Upon a recommendation by a majority vote of the council, the church will then revoke the minister's ordination certificate.

ARTICLE 8 – INDEMNIFICATION

SECTION 8.01 – 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, Elder, 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 8.02 – EXPENSES SUBJECT TO INDEMNIFICATION

To the extent that a pastor, Elder, Deacon, official, 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 8.03 – 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, Elder, Deacon, officer, employee, or agent is proper in the circumstances because he has met the applicable standard of conduct set forth in *Section 8.01*. The determination shall be made (a) by a majority vote of a quorum consisting of the pastor, Elders 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 Elders or Deacons so directs, by independent legal counsel in a written opinion; or (c) by a three-fourths vote of the members of the church present at such vote.

SECTION 8.04 – 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 Elders in the specific case, on receipt of an undertaking by or on behalf of the pastor, Elder, Deacon, official, 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 8.05 – 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, Elder, Deacon, official, employee, or agent and may inure to the benefit of the heirs, executors, and administrators of that person.

SECTION 8.06 – INSURANCE

The church may purchase and maintain insurance on behalf of any person who is or was a pastor, Elder, Deacon, official, 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 9 – COMMITTEES

The Elders and the Board of Deacons 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 Elders may appoint other standing committees as they deem appropriate.

ARTICLE 10 – 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 designate uses for their contributions, but the Elders, if the need arises, with the approval of the church, may move money from one area to another if the current need has been met in the original area. 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 11 – BINDING ARBITRATION

SECTION 11.01 – 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 11.02 – 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 11.01*, above, and such Procedures for Arbitration as are adopted pursuant to *Section 11.04*, below.

SECTION 11.03 – 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, Elder, or any church official, the arbitrators shall be limited to determining whether the procedures set forth in *Section 4* were followed.

SECTION 11.04 – ARBITRATION PROCEDURES

The Procedure for Arbitration shall be as adopted by the Board of Elders, and the Board of Deacons. A sample of Procedures of Arbitration may be found in Exhibit 2.

ARTICLE 12 – TAX-EXEMPT PROVISIONS

SECTION 12.01 – 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 12.02 – 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 12.03 – DISSOLUTION

If the church is required to dissolve, the trustees will ensure that Temple Christian School is an exempt organization under section 501(c)(3) of the Internal Revenue Code of 1986 (or corresponding provision of any future United States Internal Revenue Law) before filing dissolution paper with any governmental department. Upon the above requirement being met, the trustees shall, after paying or making provision for payment of all the liabilities of the church, sign all assets over to the school and properly dissolve the church. If the school is no longer in existence, then dispose of all of the assets of the church to such organization which agree with the church's Statement of Faith and 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.

SECTION 12.04 – RACIAL NONDISCRIMINATION

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

SECTION 12.05 – 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*.

ARTICLE 13 – AMENDMENTS

These bylaws may be revised or amended by a three-fourths vote of the members present except for Statement of Faith in Article 2.02 which requires 90%-member vote. The voting shall take place 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 three-fourths 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.

May 21st, 2024
Date

John A. Betts Sr.
Church Clerk