

**FIRST BAPTIST CHURCH OF EAU GALLIE, INC
MELBOURNE, FLORIDA**

**PROPOSED
UNADOPTED**

BY-LAWS

AMENDED, REVISED AND RESTATED

**FINAL LEADERSHIP
APPROVED
VERSION**

Recommended Adoption January 2020

Words Deleted

Words Added

AMENDED, REVISED AND RESTATED
THE BY-LAWS of the
First Baptist Church of Eau Gallie, Inc
Melbourne, Florida 32935

ARTICLE I. NAME AND PURPOSE

Section 1. Name.

This congregation of believers shall be known as the First Baptist Church of Eau Gallie, Inc.

Section 2. 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 II. MEMBERSHIP

Section 1. Candidacy

Any person(s) desiring membership in the First Baptist Church of Eau Gallie, Inc. hereafter identified as the “Church,” may indicate their decision in one of the following ways:

- A. Come forward in any worship service during the time of invitation and share their decision with a Pastor, Deacon or Commitment Counselor.
- B. Indicate a desire to become a member by attending a “Church Membership **Class Seminar**” and completing the membership application.
- C. Participate in Believer’s Baptism witnessed by the Church Body following a personal conversion experience.

Section 2. Qualifications for Membership:

- A. A personal commitment of faith in Jesus Christ for salvation.
- B. Baptism by immersion as a testimony of salvation.
- C. Completion of the Church’s membership **class seminar** and signing the membership covenant. Limited exceptions to completing the membership class shall be at the discretion of the Senior Pastor.
- D. **Children who receive Christ and are baptized before the age of 16 shall hold the status as candidates for membership. After the age of 16 they shall need only to complete the membership seminar before becoming voting members.**

Section 3. Membership Restrictions.

The First Baptist Church of Eau Gallie, Inc., shall not knowingly admit into membership any person or persons, who by their own admission or reputable testimony of others, practice any lifestyle that advocates or advances beliefs or practices that conflict with the churches statement of faith and moral teachings stated in these bylaws and other approved policy statements recorded as official documents. This Church holds any lifestyles or beliefs inconsistent with the Word of God, the tenets of our faith and the teaching of this body of believers to be offensive to God and grounds for the denial of membership. Members of this Church who fall victim to a lifestyle or belief changes inconsistent with the teachings and beliefs of this Church, the knowledge of such changes becoming known to the Church by their own admission and/or the reputable testimony of others, shall be dismissed and/or restored in accordance with *Section 10* of this Article.

Section 4. Acceptance of a Letter:

Persons who wish to unite with The First Baptist Church of Eau Gallie, Inc. may do so by the transfer of a letter from a church that holds the same doctrinal beliefs. All qualifications for membership in Section 2 must be met before the person(s) is considered a member.

Section 5. Statement of Faith.

Whenever a letter of membership cannot be secured, a person may present themselves as candidates for membership by stating that they held membership in a church that holds the same doctrinal beliefs as this Church. All qualifications for membership in Section 2 must be met before the candidate is considered a member.

Section 6. Church Affirmation

Candidates, who have met all the qualifications for membership as outlined in Section 2, automatically become church members entitled to serve in the church. Persons who have not met the qualifications for membership shall remain as candidates until all of the qualifications for membership as outlined in Section 2 are met.

Section 7. Member Covenant

Having received Christ as my Savior and Lord and been baptized, and being in agreement with Church doctrines, strategy and structure, I now feel led by the Holy Spirit to unite with this church family. In doing so, I commit myself to God and to my fellow members to do the following:

- A. I will protect the unity of my church
 - ...by acting in love toward other members
 - ...by refusing to gossip
 - ...by following the leadership

- B. I will share the responsibility of my church
 - ...by praying for its growth

...by inviting the unchurched to attend
...by warmly welcoming those who visit

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C. I will serve the ministry of my church

...by discovering and using my gifts and talents
...by being equipped to serve beside my pastors and leaders
...by developing a servant's heart

D. I will support the testimony of my church

...by attending faithfully
...by living a Godly life
...by **scriptural** giving **regularly**

Section 8. Privileges of Membership.

A. 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 Senior Pastor as the under shepherd with the counsel of the Body of Deacons and the Leadership Team. Determinations of the internal affairs of this church are ecclesiastical matters and shall be determined exclusively by the church's own rules and procedures.

B. 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 Senior Pastor (or in his absence, an individual designated by the body 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 Senior Pastor (or in his absence, an individual designated by the body of deacons), be treated as a trespasser.

C. A member, upon five business days prior written request made upon the church, may inspect or **receive** a copy of the prepared financial statements of the church, the minutes of the proceedings of church meetings, and the minutes of the proceedings of board meetings.

A member may not, under any circumstances, inspect or **copy request** any record relating to individual contributions to the church. Other accounting and financial records obtained shall be for the "personal use" of the member and not be provided to agencies or persons outside the church family. Violation of this requirement shall be cause for automatic dismissal of the member. 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 9. Termination

A. **The membership of** Any individual member shall be **put on an inactive roll** **automatically terminated without notice** if the member in question has not attended a regular worship service of the church in the preceding 12 months as evidenced by a record of giving or church record indicating attendance of Sunday School, **Small Groups or Ministry Teams**. After an additional year of inactivity, the member will be removed from the inactive roll. **Discipleship Training classes**. Upon good cause being shown to the Senior Pastor, the Senior Pastor may waive this provision for termination. **Members who have been terminated because of inactivity shall be contacted by the church for the purpose of restoring them to active membership.** **placed on an inactive status may be reactivated as an active member after they have**

returned to regular attendance. Members who have united with other Churches who do not request letters of affiliation will be removed when such creditable knowledge is known. Previous members who have attended or joined other churches may return to full membership by signing a new membership covenant without the requirement of attending the membership seminar.

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Members who have physical limitations that will not allow church attendance will be placed on a Homebound Roll for continued ministry by the church.

B. No member of this church may hold membership in another church. If any member unites in membership with another church, that person is automatically terminated without notice from membership in this church, with the exception of regular winter residents who wish to unite and serve in the church while living in the area. This exception applies to those who reside in the area for a period of four (4) months or longer.

Section 10. Discipline of a Member:

A. There shall be a discipline committee consisting of the Senior Pastor and the body of deacons. These men shall have sole authority in determining heretical deviations from the Statement of Faith (Article XII) and violations of the membership covenant and requirements. If the Senior Pastor or a deacon is the subject of a disciplinary matter, he shall not sit as a member of the discipline committee. The Senior 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 shall hear the matter. If the matter is not resolved during the hearing before the discipline committee, the committee shall resolve the matter in accordance with subsection (E) below, 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 shall be removed from the membership of the church upon recommendation of the Senior Pastor and Approval by the Body of Deacons, 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 subsections (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 or her from that point forward (except by family members) must be for the sake of restoration.

H. Members who have been removed from the membership of the church in subsection (E) may be restored to full fellowship according to the spirit of 2 Corinthians 2: 7-8 upon their request, and after sufficient affirmation of repentance and/or lifestyle changes have been determined by the Senior Pastor and Body of Deacons.

I. 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, and 2 Cor 2: 7-8. (KJV)

Section 11. Associate Membership:

Associate membership shall be extended to any believer who wishes to identify with this church during temporary local residency, such as college students, seasonal guests, or military personnel on temporary duty. Such membership in no way affects permanent membership in another church, and letters of transfer are neither requested nor granted. Associate members cannot vote or hold a leadership position.

Section 12. Voting Privileges of Members and Quorum Requirements:

A. Voting by Membership: Every active/resident member shall have the right and privilege to vote on all business brought before the church. Voting by proxy is prohibited. Parents of minor members are encouraged to restrict their children from voting on any issue on which their immaturity would hinder a reasonable judgment. At a minimum, the church shall vote on the church budget and amendments thereto; call of the Senior Pastor, Associates and Staff Pastors, Deacons, Trustees, Leadership Team, new and deleted permanent paid positions, sale and purchase of property, dissolution of the corporation or affiliation, and amendments to the Articles of Incorporation and these by-laws.

B. Quorum Requirements at Church Meetings. Unless stated elsewhere in these by-laws, a quorum of ten (10) percent of the active resident membership is required for the transaction of business at regular or special called meetings. Active resident membership is defined as those members who currently live in the local area and who are known to have attended worship services within the past year as evidenced by a record of giving or by church records indicating attendance of Sunday School, Small Groups or Ministry Teams, or Discipleship Training classes.

C. Quorum Requirements at Committee, Board, and Team Meetings. A quorum of not less than the majority of the membership of the team or board shall be required for the transaction of business.

D. In all meetings of the church a majority vote shall be binding, unless otherwise stated in these by-laws.

E. Candidates for membership who have not completed all required actions for membership in Section 2 of this Article shall not be entitled to vote or exercise any privileges or rights extended to the active membership.

ARTICLE III LEADERSHIP

Section 1. Pastors

A. All Pastors are to be called and elected by the Church. The call of a Pastor shall be for an unlimited period and shall be based on a written covenant agreement outlining the terms and conditions of the call. This agreement shall be presented to the Church at the time of voting on a pastoral candidate. This agreement shall not include restrictions preventing a pastor to conduct, perform or participate in ceremonies inside or outside the Church involving weddings between a biological man and a biological woman; however, it shall include restrictions to prevent a pastor from participating or performing wedding ceremonies involving a non-biological man and/or a non-biological woman and the ordination of any person or persons who embrace or advocate beliefs, lifestyles or practices that conflict with the church's statement of faith or moral teachings stated in these bylaws or other policy statements recorded as official documents of this church. Violation of this doctrinal tenet shall result in a recommendation for dismissal in accordance with *Section 1E* of this Article.

B. Senior Pastor: Candidates for election by the church are to be selected by a Pastoral Selection Team as authorized in Article IV, Section 1B of these by-laws. The Pastoral Selection Team shall bring to the church for consideration only one man at a time. His election shall take place at a meeting called for that purpose, of which at least one week's public notice will be given. This election shall be by secret ballot with an affirmative vote of three-fourths (3/4) of those present being necessary to extend a call.

Duties: The Senior Pastor's primary duties are fourfold:

1. To preach the Gospel
2. To be shepherd of the congregation, ministering to all the people
3. To provide leadership and oversight to the work of the church
4. To supervise the work of the other church staff, both ministerial and non-ministerial.

C. Staff Pastors. Staff pastors, such as Associate, Music, Youth, Education, Discipleship, etc. may be called by the church as needed. When a vacancy occurs, or a new position is needed, the Senior Pastor in cooperation with the Personnel Team will seek out a person to fill the position. Two additional church members shall be selected by the Senior Pastor to serve as Ad Hoc members on the Personnel Team to provide representation from the ministry area of the prospective pastoral candidate. If not currently in existence, a position description shall be completed prior to search for candidates. Selected candidates shall not be brought before the church prior to coordination and discussion with the Leadership Team and Stewardship Team. An appropriate introduction of the candidate to the church shall take place prior to a call being extended. Election shall take place at a regular or called meeting with one week's public notice. An affirmative vote by three-fourths of those members present shall be required to extend a call to the candidate.

D. Benefits and Privileges. The pastoral call for all pastors will include provisions for; salary, allowances, housing, absences, and other items of mutual agreement. Absences may include vacation time, time for revivals, attendance at conferences and conventions, and for other church-related reasons. Extended absences by the Senior Pastor from the church field shall be arranged with the deacon body or in case of urgent matters with the chairman or vice-chairman of deacons. A one month Sabbatical shall be granted to the church pastors after a consistent service of 7 years and every 7 years thereafter. The Sabbatical may be extended by a period up to two weeks using accrued vacation time. All sabbaticals shall be scheduled in such a timely manner to not disrupt the effective operation of the church.

E. Resignation/Dismissal. All Pastors, thus selected, shall serve until the relationship is terminated either by his request (with thirty days' notice), or by the church (with thirty days' notice) at a duly called meeting for that purpose. If the Church initiates dismissal, the membership shall be given fifteen days' notice of such meeting. The incumbent Pastor and the Church, by mutual consent, may reduce or dispense with the requirement of notice of resignation or termination. The church shall require that any resignation be presented in writing.

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In the event of dismissal by the church, such action shall be by ballot with the majority of those present affirming the dismissal.

F. Senior Pastoral Selection Team. The Leadership Team, in consultation with the pastoral staff, shall submit nominees to the Church for election to serve on the Senior Pastor Selection Team. The elected members shall select from their membership a chairperson and recorder. The Leadership Team shall provide initial guidance to this selection team regarding desired search criteria such as, minimum qualifications, education level, age range and years of experience.

Section 2. Deacons

The Church shall elect qualified men from among its members to serve as deacons, to be nominated each year in October and elected the following January.

A. Qualifications. To be eligible for service as a Deacon, a man must meet the following requirements:

1. Meet the scriptural qualifications as Set forth in I Timothy 3:8-13 and Acts 6:3-5.
2. The candidate must be a resident member at least 21 years of age.
3. Must have been a member of the church a minimum of one year. prior to the beginning of the church year.
4. Have completed all required membership training series of classes or agree to complete within six (6) months of election.
5. Agree with and sign the Deacon Covenant.

B. Duties: The work of the deacons shall be a servant ministry to the congregation. Their primary ministry shall be focused on:

1. The spiritual and physical well-being of the church membership.
2. The building and enhancing of harmony within the church.
3. The evangelistic outreach to the lost. Caring and assisting widows
4. Assisting the pastors in any areas where needed.

C. Number: The number of deacons required to adequately minister to the congregation shall be determined by the Senior Pastor and the Deacon Body.

D. Plans of Rotation and Term: The Deacon Body may establish a plan of rotation for active deacons at their discretion, provided that a sufficient number of qualified men are available and willing to serve. Active deacons may serve an indefinite term of service except during periods when a rotation plan has been activated.

E. Election and Term of Office: Deacons shall be elected by the Church as follows:

1. On an annual or as needed basis, nomination forms shall be made available to the membership two weeks before nominations are required through the church bulletin and by maintaining a supply of such forms in the church foyer and church office for the same two week period. The nomination form must be signed by the church member making the nomination and must state the reason they believe the candidate is qualified to serve.
2. The Senior Pastor and Chairman of Deacons shall prepare a list of all nominations for distribution to the active deacons at special meeting called for that purpose.

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3. The deacon body will review and prioritize the list of nominees that meet the qualifications for deacon ministry.
4. Members of the deacon body will be appointed to contact the nominees to:

A. Determine if the nominee is willing to consider service.

B. Explain the service expected of a deacon under the current deacon assignment structure.

C. Discuss the Deacon Covenant with the nominee.

D. Ask that the nominee prayerfully consider serving, giving a response within 10 days.

5. Names of qualified and willing candidates will be presented to the congregation at a regular or called business meeting for election using a secret ballot. The congregation may vote to approve or disapprove any nominee.

F. Ordination: All newly elected deacons, not previously ordained, shall be scheduled for ordination as soon as practical following election.

G. Organization: The Deacons shall elect a Chairman, Vice-Chairman, and Secretary from among the body on an annual basis. The chairman and vice-chairman shall have prior service as a deacon. The chairman will normally preside at all meetings. In his absence, the vice-chairman shall preside. The Secretary shall maintain the records of the body, including the minutes of all meetings.

H. Meetings and Reports: The deacons will normally meet on a monthly basis. Special meetings may be called by the Senior Pastor or the Chairman.

I. Deacon Emeritus: With the concurrence of the Senior Pastor, the individual deacon, and the deacon body, a deacon may be presented to the church for election as “Deacon Emeritus.” Deacons in this status shall have no prescribed duties, but will have an open invitation to attend and participate in deacon functions. This shall be a lifetime appointment.

J. Yokefellow Ministry: Yokefellows, scriptural servants (Phil 4:3), are men who are not currently ordained to serve as deacons; however, possess the attributes, character and ministry gifts to serve the Church alongside ordained active deacons. The Deacon Body shall enlist, elect and utilize yokefellows using the following criteria:

1. Yokefellow Service Opportunities: Assist and partner with an active deacon to carry out the deacon family ministry to the church body. Assist the deacon partner with Church responsibilities such as benevolence, hospital, family, and outreach visitation, and other duties assigned.
2. Qualifications: Must have been a member of the Church a minimum of six months and have completed all membership training series of classes, or agree to complete within six months of election. In addition, yokefellows must meet the following minimum qualifications:

- A. Able to give a credible testimony of his salvation experience
- B. Be faithful in church attendance.
- C. Demonstrate a lifestyle of unquestionable Christian character.
- D. Have an understanding of the Deacon Family Ministry Plan.
- E. Be willing to serve with and accept direction of an assigned deacon.

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- F. Agree to a bond of confidentiality in all matters discussed.
- G. Willing to attend monthly deacon meetings.
- H. Understand and agree with the Deacon Covenant.

3. Election and Term of Service: On an annual or as needed basis, the deacon body shall seek out candidates for yokefellows service. They shall determine the number of yokefellows required, qualify and elect them for service. Yokefellows may serve for an unspecified period of time.

Section 3. Church Clerk

The Church shall elect a church clerk annually, whose term of office shall begin the first day of the new church year or as directed by the church. The clerk shall keep records of all church actions in business session, except as otherwise provided.

It will be the responsibility of the clerk or a designee to keep a register of the church members with date of admission, dismissal, or death, baptisms and other pertinent data designated by the church. The clerk or designee shall issue letters as directed by the Senior Pastor. These records shall be kept at the church office.

Section 4. Church Treasurer

The church shall elect a church treasurer annually, whose term of office shall begin the first day of the new church year, or as directed by the church. The treasurer shall have the responsibility of disbursing church funds through a church approved system of finance and accounting. The Treasurer shall be conversant with and oversee the accounting system and procedures used by the church, and shall present the church's financial reports in quarterly or other church conferences. The treasurer may be authorized to sign church checks, and shall perform other duties as prescribed in Article V of these by-laws.

Section 5. Assistant Treasurers

Two signatures shall be required on all checks issued by the church. In view of this requirement at least two assistant treasurers will be elected whose duties shall be to co-sign checks with the Church Treasurer or with each other. They shall assist the Treasurer as he or she or the church directs. In the absence of the treasurer, an assistant treasurer **or the Senior Pastor** may present the financial report in church conference.

Section 6. Financial Secretary

It shall be the duty of the Financial Secretary to:

1. Record all money and other contributions to the church, properly crediting the individual contributors.
2. Make an annual report to individuals of their contributions to the Church.
3. Record all disbursements and issue checks as directed.

The position of Financial Secretary may be filled by a non-ministerial employee of the church or by an elected member of the Church.

Section 7. Church Moderator

The Church shall have an elected Moderator. The Leadership Nominating Team shall bring a nominee to the church at the church conference immediately preceding the new church year. Election shall be for a two-year term, beginning the first day of the new church year. Vacancies in the office of moderator may be filled at any regular or called church conference

The primary responsibility of the Church Moderator is to make preparation for and preside at the Church Conference. The Moderator shall:

1. Develop the Church Conference agenda in cooperation with the Senior Pastor and staff.
2. Preside at Church Conferences and adhere to these by-laws and Robert's Rules of Order, latest revision. The moderator is the final arbiter of question of procedures. He shall have full and unilateral authority to require nonmembers to leave the meeting room 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 minor children (ages to be determined by the moderator) if the moderator determines that the subject material or discussion would be inappropriate for children.
3. Insure that all issues are equitably and thoroughly considered and that church actions are clear, decisive and properly recorded by the clerk. In the absence of the clerk at any meeting the Moderator shall appoint someone to act temporarily in that capacity.
4. Insure that responsibility for implementing actions approved by the church is clearly assigned and accepted by the appropriate person, committee or organization.
5. Serve as resource to the church clerk in preparation of the Church Conference minutes.
6. Call special Conferences as permitted by these by-laws.

In the Moderator's absence, the Chairman or Vice Chairman of the Deacons, in that order shall preside. In the absence of all three, the clerk shall call the church to order and a moderator pro-tem shall be elected.

Section 8. Trustees

The church shall have a Board of Trustees to administer the corporation's legal affairs, including property purchases, ownership and sales. It is desirable that trustees have vocational background and experience consistent with their duties and shall be at least 21 years of age.

The Trustees shall:

1. Serve as the corporate officers of the church, managing its' legal affairs as directed by the church. Any litigation involving the church (corporation) shall be in the name of the trustees.
2. Execute all deeds, debentures, mortgages, and liens, transfers and leases on behalf of the church. Such instruments shall be signed and or attested to by any two-(2) trustees.

3. The trustees will make periodic inventories of Church properties and legal documents and report those findings to the Church as needed.

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4. Maintain a safety deposit box and store critical legal documents in the same. Assist church office staff in maintaining a file of critical legal documents.

5. The trustees shall establish and maintain comprehensive insurance protection for the church property, including vehicles, and liability insurance to protect the church operation and such other legally required insurance. Group or single party personnel insurance shall be the responsibility of the personnel committee.

6. The trustees shall perform any other duties prescribed to them by the Church.

The Trustees shall have no power to buy, sell, mortgage, lease, transfer or encumber any church property without a vote of the church authorizing the specific action. Such a vote shall be publicized by an announcement in the Church Bulletin one- week preceding the Church Conference.

The Board of Trustees shall consist of five to seven members elected by the Church. They shall be elected at the church conference preceding the beginning of the new church year. Each Trustee is eligible to serve a three-year term. One-third of the trustees shall be elected each church year thereafter. No trustee shall serve more than two consecutive terms, after which a one-year lapse must occur before being eligible for reelection.

The Senior Pastor and the Church Leadership Team Nominating Team shall present trustee nominations for election each year. Vacancies occurring among the trustees may be filled at any regular or called conference of the church.

The Board of Trustees shall elect a Chairman, Vice Chairman and Secretary at their first meeting of the new church year, and meet as necessary.

Section 9. Non-Ministerial Church Personnel.

The employment and/or dismissal of all non-ministerial personnel shall be the responsibility of the Personnel Team in consultation with the Senior Pastor or his designee. All financial agreements (salary, benefits, insurance, vacation, etc.) must be compatible with the adopted church budget.

Supervision of non-ministerial church personnel will be the responsibility of the Senior Pastor or his designee. The processes used for employment, evaluation, and dismissal of non-ministerial personnel will be described in the Policy and Procedures of the Personnel Team and will be adhered to by all parties concerned

Section 10. Adding/Deleting Positions.

In the event new permanent paid church positions are to be created or any current positions are to be abolished such action must be approved by the church. The Leadership Team may approve the addition or deletion of non-paid positions.

Section 11. Church Leadership Team.

The Church Leadership Team shall be composed of up to 15 10 members in addition to the Pastoral Staff. Standing members of the team shall be the Chairman of: Deacons, Trustees, Personnel, Stewardship and Properties Teams.

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Additional team members shall be selected by the Senior Pastor approved by the Church and shall represent all the functional areas of the Church such as; Worship, Evangelism, Discipleship, Fellowship, Ministry, and others defined and approved by the Church. Additional team members shall serve for no more than three consecutive years, after which a one-year lapse must occur before they are eligible for reelection. The purpose of this team is to provide focus and insight to the church in carrying out its overall mission and vision by providing godly counsel, encouragement and principled leadership under the direction of the Holy Spirit and pastoral staff. The Leadership Team shall develop church goals, approve new and existing church policy issues, evaluate the need for new ministries and develop new ministry objectives, and recommend budgetary requirements for new and established ministries.

The team shall lead the Church in all areas of strategic and long-range planning in keeping with the adopted core values, mission and purpose of the Church as recorded in the Articles of Incorporation, these by-laws and the Church Policy and Procedures Book. They shall perform an annual review of the Senior Pastor's salary and benefits, and shall forward their recommendation to the Stewardship Team. Specific responsibilities and authority of the team shall be included in the church records in the form of a policy statement or position description.

Section 12. Performance Evaluations.

Written performance evaluations shall be performed on each ministerial and non-ministerial employee on an annual basis. The Church Leadership Team shall assure appropriate evaluation criteria for each paid position is developed and implemented.

Section 13. Officers of the Church.

A. In addition to the Corporate Officers of the Church in Section 8, the Church Clerk, Treasurer, Senior Pastor, and Chairman of the Deacon Body are designated officers of the Church.

B. All officers shall annually prepare a written report of their work by the close of each church year. In the case where an officer resigns, or completes tenure, he or she They shall surrender any 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.

C. Any officer or person holding an appointed or elected position, except pastors as provided separately in these bylaws, who neglects his or her duties as outlined in these bylaws for a period of three months may be removed from his or her office by a majority vote of the Leadership Team, and another person may be appointed to serve the unexpired term.

ARTICLE IV. CHURCH ORGANIZATIONS

Section 1. General

The Church Teams shall assist the appropriate pastoral staff members in providing oversight and direction for all worship, discipleship, fellowship, evangelism, ministry, legal, financial, and administrative matters of the Church. The chairpersons of all standing teams shall serve as part of the Church Leadership Team.

This article affirms guidance of such nature as team formulation, selection, nomination, terms of service and responsibilities of team members. Provision is granted pursuant to these By-laws and Amendments, for the Church, to establish new teams and abolish existing teams, as required.

A. Standing Teams. The Church shall as it deems proper maintain certain standing teams whose members shall be elected to serve regular terms. All Standing Team regular terms of office shall be concurrent with the Church year as defined in Article VII, Section 1 of this document. The teams will be given names, as nearly as practical, which associate the team to the area in which it serves. Standing Teams shall select from their membership a chairperson and recorder.

Standing Teams shall consist of a sufficient number of Church members to accomplish the tasks specified herein, unless otherwise specified by these by-laws or by a vote of the Church in Church Conference. Each team member shall serve a three-year term, unless otherwise specified by these by-laws or by a vote of the Church in Church Conference. One third ($\frac{1}{3}$) of the membership of each Standing Team shall be elected/appointed each Church year. No person may serve more than two (2) consecutive three-year terms of office on any one Standing Team after which a person is ineligible for election/appointment to the same Standing Team for at least one (1) year.

In order to be a member of a Standing Team, a Church member must have the following qualifications:

1. Have been members of the Church for at least one (1) year at the time of election/appointment.
2. Have completed all required membership series training classes, or do so within a twelve-month period of election.

B. Ad Hoc Teams. The Church shall, at its desire, initiate Ad Hoc teams to render special services of a one-time or short duration functional nature. Examples of Ad Hoc Teams are; Building, Pastor Selection, Strategic Planning, etc. These teams may be appointed by the Nominating Team, the Church Moderator, pastoral staff, or the Church Leadership Team and shall be approved by the Church. Ad Hoc Teams shall select from their membership a chairperson and recorder.

C. Sub-Teams. Sub-teams may be formed by any of the Church Standing Teams as the need may arise and will be responsible to the parent teams. Sub-teams shall select from their membership a chairperson and recorder.

Section 2. Nomination of Standing Teams

The Nominating Team Pastoral Staff shall place before the Church nominations for all Standing Teams, except the Leadership and Nominating Teams. The chairperson of each standing team shall be appointed in accordance with Article III, Section 11. No member shall serve as chairperson on more than two standing teams.

Section 3. Team Status

All Teams shall have equal status before the Church. Service by two or more teams working together shall be considered as a joint action of the team involved.

Section 4. Church Standing Teams, Their Functions, and Organizations

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A. **Nominating Team.** The Nominating Team shall consist of the Pastoral staff. The Pastors shall seek out qualified persons to serve on the standing teams with the concurrence of the Senior Pastor. Recommendations for positions that need to be filled shall be made to the Pastors by the membership when they become aware of a members spiritual gifts and their willingness to serve. Church Officers and Leadership Team membership must be approved by the Church Leadership Team before bringing their nominations to the Congregation for approval. The Nominating Team shall consist of at least seven (7), but not more than ten (10) Church members who are appointed by the Church Leadership Team and approved by the Church no later than the January Church Conference each calendar year. The Nominating Team members shall serve a one-year term of office starting in January of each calendar year and shall serve no more than two (2) consecutive terms after which a member is ineligible for appointment to this team for one-year.

The primary focus of the Nominating Team shall be to discover each member's ministry potential, and to guide every church member to a place of ministry service. They shall use as criteria for selection, the known talents, gifts, experience, and spiritual insight of individual Church members and the completion of all required membership series of classes. They shall maintain a current listing of ministry opportunities within the Church, together with a listing of qualified potential candidates.

The team shall encourage all church members to complete the membership series of classes and to volunteer for service within the Church. The team shall work in close association with the pastoral staff, leadership team, and organizational department leaders in the placement of potential candidates. The Senior Pastor and Leadership Team shall approve all candidates for teachers in accordance with Article IV, Section 4C below. The Nominating Team shall present nominations for Standing Team members to the Church for approval at a regularly scheduled church conference preceding the beginning of each new church year. Nominations for positions that become vacant during the course of any year may be presented at any regular or called church conference.

B. **Worship Team.** The Worship Team is charged with assisting the pastoral staff in fulfilling the Church's purpose of exalting God and Jesus Christ through corporate worship. The Worship Team shall promote, enrich, and uplift the worship experience of the church membership using meaningful and effective methods that exalt and exemplify the Lord.

The Worship Team and the pastoral staff shall jointly oversee and administer all aspects of the corporate worship experiences including, but not limited to, music; audio-visual services; welcoming and greeting both guests and members; ushering and collection of offerings; baptisms; the Lord's Supper observances; worship center preparations; altar counselors; and prayer.

C. **Discipleship Team.** The Discipleship Team shall assist the appropriate pastoral staff members with fulfilling the Church's purpose of equipping and training the Church to accomplish the New Testament

mandate for the Church. They shall jointly oversee instruction; evaluate effectiveness of programs, resources, and methods of presentation for all church educational training including, but not limited to, Sunday School, Discipleship Training, Missions Training, Vacation Bible School, special subjects, and the Church Library. They shall assist in the preparation of an annual plan of instruction and may jointly, with the approval of the Leadership Team, appoint Directors, Coordinators, or similar positions, to superintend the educational organization.

The Discipleship Team, in consultation with the appropriate pastoral staff member, shall establish policies regarding annual promotion class-age and/or gender distinction, and department structure within the Sunday School organization.

As a matter of policy, the church shall require that all teachers of children and youth submit to a background check in addition to the eligibility criteria listed below. Additional policies and rules may be developed and implemented, as required, to protect the wellbeing of children and youth of the Church. The Church shall strive to provide a core of qualified teachers that are spirit-led, committed, and dedicated to the Lord. Church doctrine and the principles and precepts of the Baptist Faith and Message shall be strictly adhered to in all instruction being taught. To be eligible to teach a member must:

1. Be a member of the Church for at least six (6) months.
2. Have completed all required membership training classes or agree to complete the series within twelve (12) months of appointment, and
3. Be approved by the Senior Pastor, the Church Leadership Team, and reported to the Church body.

D. Fellowship Team. The Fellowship Team is charged with assisting the pastoral staff in fulfilling the Church's purpose of providing encouragement to the Church. The Fellowship Team shall assist in providing and promoting the fellowship of the Church to both members and guests, through the organization and promotion of functions, gatherings, and activities that attract, encourage and meet the needs of the church membership at large.

The Fellowship Team shall oversee and administer all aspects of church-wide fellowship including but not limited to, New Members Welcoming; Church Hospitality; Sunday Night Fellowship; Game Nights; and Wednesday Night Dinners.

E. Evangelism Team. The Evangelism Team is charged with assisting the pastoral staff in fulfilling the Church's purpose of evangelizing the world around us. The Evangelism Team shall organize and focus the direction of Church evangelism efforts in the local area, state, national, and international locations. The team shall research, investigate, and promote new ideas, methods, and means to maintain and extend the evangelistic influence of the Gospel of Christ.

B. By-laws and Policy Team. The By-laws and Policy Team shall, at least annually review the Articles of Incorporation and By-laws of the Church. If changes or updates are required, the team shall recommend needed changes to the Church.

The By-laws and Policy Team shall continually review and update the Church Policies and Procedures Manual. The Church Policies and Procedures Manual shall be available to all Church members. Changes to the Church Policies and Procedures Manual shall be publicized to the Church.

C. General Ministry Teams: General Ministry Teams serves the needs of the Church and Community and may be created or cancelled as necessary. The Leadership Team shall approve these teams and their members shall be nominated in accordance with Section 2 above. General ministry teams include, but are not limited to, **respite care**, homebound, **transportation**, benevolence, bereavement or other similar ministries. These teams shall work in close association with the appropriate pastoral staff advisor who shall have oversight responsibility for these ministries. **The Chairperson of these ministry teams shall not be represented on the Leadership Team; however their activities shall be under the superintendence of the Leadership Team and reported to the Church as deemed appropriate by the Senior Pastor.**

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D. Personnel Team. The Personnel Team is charged with locating and qualifying all church staff members, except the Senior Pastor, in accordance with Article III, Section 1C, and Section 9 of these by-laws. The team shall develop and maintain position descriptions, establish hiring, dismissal and evaluation practices for those positions. They shall work with the Senior Pastor and the Leadership Team in the general administration of the Church staff whenever the need arises.

The Personnel Team in conjunction with the Stewardship Team shall annually review all staff members' salaries and benefits, except the Senior Pastor, and recommend salary and benefits to the Church in the annual budget.

E. Properties Team. The Properties Team shall be charged with the administration of preventative maintenance, care and security of all Church properties, i.e., grounds, facilities, equipment, and vehicles.

The Properties Team shall develop and implement all policies and procedures dealing with the use of Church facilities by both Church members and non-Church members, security of facilities, use and care of church vehicles, and coordination of custodial care.

F. Stewardship Team. The Stewardship Team, consisting of at least **six (6) four (4)** Church members and the Church Treasurer, shall be responsible for the administration of the financial policies of the Church. The Church treasurer shall not serve as chairperson of this team.

Some of the Stewardship Team's major functions are to: (1) develop the annual Church budget; (2) supervise the maintenance of the Church financial records; (3) prepare monthly Church financial reports; (4) oversee requisitions and payment of bills; (5) foster stewardship emphasis and education; (6) render assistance to the Senior Pastor, pastoral staff, Church Leadership Team, deacons, organizational heads, and Church members alike in the total Church financial program; and (7) provide tellers and associates from the membership at large who shall be responsible for seeing that all Church financial receipts are counted, prepared properly for depositing, and deposited in a Church designated bank to the credit of First Baptist Church of Eau Gallie, Inc.; (8) present the proposed budget to the Leadership Team.

The Stewardship Team in conjunction with the Personnel Team shall annually review the salary and benefits of all pastoral staff members, except the Senior Pastor, and shall include any proposed adjustments in the annual church budget proposal to the Church. The Leadership team shall perform an annual review of the Senior Pastor's salary and benefits and their recommendation shall be forwarded to the Stewardship Team. **The Chairman of Deacons, the Chairman of the Stewardship Team and the Church Treasurer shall jointly conduct an annual review of the Senior Pastor's salary and benefits and their recommendation shall be forwarded to the Stewardship Team for inclusion in the annual church budget.**

G. Bible Fellowship Teacher Policy. As a matter of policy, the church shall require that all teachers of children and youth submit to a background check in addition to the eligibility criteria listed below. Additional policies and rules may be developed and implemented, as required, to protect the wellbeing of children and youth of the Church. The Church shall strive to provide a core of qualified teachers that are spirit-led, committed, and dedicated to the Lord. Church doctrine and the principles and precepts of the Baptist Faith and Message shall be strictly adhered to in all instruction being taught. To be eligible to teach a member must:

1. Be a member of the Church for at least six (6) months.

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2. Be approved by the Senior Pastor, the Church Leadership Team, and reported to the Church body.

Section 5 – Church Operated Christian Preschool

The Church may establish a Christian Preschool, operating and functioning under the general oversight of the Leadership Team and the Senior Pastor, with the direct day-to-day administration performed by the school's Director. The preschool shall be structured to help each student relate to God, Jesus and the Bible; to learn to solve problems, sharing and expressing themselves; to value the home as a place of love and security; and to promote basic learning skills and achievement. The operation and religious instruction, in whatever form, shall embrace, promote and conform to the tenets of faith stated in Article XII, Section 2 of these bylaws.

- A. The Preschool Director, in consultation with the Senior Pastor and Leadership Team, shall establish written policies that:
 1. Establish hiring and dismissal practices to include, but not limited to, salaries, provisions for background checks of employees, amenities, benefits, absences, and holidays. Hiring practices of all school employees shall not violate the Church's general hiring policy contained in Article VIII of these bylaws.
 2. Control, safety and protection of students, to include rules and practices of discipline.
 3. Policy of acceptance and discharge of students, with or without, cause.
 4. Guidelines relating to Illness, injuries and treatment.
 5. Required training and certification of teachers and/or workers.

ARTICLE V. CHURCH FINANCE

Section 1. Church Budget

The Stewardship Team, together with the Senior Pastor shall prepare the annual budget for the forthcoming fiscal year. Leaders of organizational elements requiring funding shall annually submit their request to the Stewardship Team. The budget shall show a breakdown of the projected expenditures by general categories and more detailed subdivisions. With concurrence of the Leadership Team, the Stewardship Team shall submit the budget to be approved by the church. . Expenditures of funds not included in the budget shall come before the church for approval.

Section 2. Receipts

The church membership shall follow a system of proportionate giving as set forth in the New Testament, “Upon the first day of the week let everyone of you lay by him in store as God has prospered him.” (I Corinthians 16:2).

All receipts shall be kept in a regular bank account from which all financial obligations approved by the church shall be paid. Payments may also be made from this account to various missionaries, benevolent, and educational causes fostered by the church or denomination.

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Section 3. Expenditures

The church shall endeavor to operate at all times on a sound financial basis. The Stewardship Team and the Church Treasurer shall monitor income and expenditures to insure the proper operation of the budget. The team shall see that all obligations of the church are promptly paid.

Section 4 Financial Policies

The Stewardship Team shall establish and maintain sound financial policies that provide for adequate control and accountability of funds. They shall ensure bookkeeping practices are followed that meet accounting and governmental standards. The Church body shall have the privilege to require an audit of the church financial records.

Special offerings may be received by the church for International, State and North American Missions, Florida Baptist Children’s Home, Revivals, Bible Conferences, and other causes deemed appropriate by the Senior Pastor. Request for funds not included in the budget shall be processed through the Stewardship Team prior to a recommendation to the church.

ARTICLE VI. MEETINGS AND ORDINANCES

Section 1. Worship Services

Congregational worship services shall be held each Sunday at times approved by the church. Other worship services may be held at the discretion of the Senior Pastor.

Section 2. Prayer Service

A. Prayer shall be emphasized and incorporated into all elements of the Church organization and operation. Leaders at all levels of the church organization may schedule and hold special prayer meetings that underscore a particular ministry effort. These services may be included with other functions of the church or cancelled during holidays or suspended during special times of emphasis at the discretion of the Senior Pastor.

A Prayer Service shall be held each week at a day and time approved by the Church. Prayer services may be cancelled during holidays or suspended during special times of emphasis with the approval of the Leadership Team.

Section 3. Ordinances

Baptism. The ordinance of baptism shall be administered to candidates at the discretion of the Senior Pastor.

Lord's Supper. This ordinance is to be observed at least quarterly and on additional occasions as determined by the Deacons and Senior Pastor.

Section 4. Church Conferences

The regular Church Conference shall normally be held during the months of April, July, October and January.

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Church organization reports are to be made and routine and special business to be conducted at these meetings.

The Church Conference agenda shall be made available to church members at least one week prior to the scheduled or special meeting. Members requesting to add a special item to the Church Conference Agenda shall submit the item to the Church Office no later than one week prior to the scheduled or special meeting. Items not on the agenda, requiring church approval, may be discussed; however, not voted on, unless sufficient explanation of the urgency is provided, and the membership votes to add the item to the agenda.

The Annual Church Conference shall normally be held on the first Sunday evening in September. The Annual Association Letter shall be read and approved at this time.

The Senior Pastor or Church Moderator may call a *special conference* to consider matters that require expedient action. Adequate means shall be used by the Pastor and staff to publicize the agenda of such a conference. A one-week prior notice is required. Purpose and actions shall be reported at the next regular conference.

At any of the regular worship services, the church may, without special notice, appoint messengers to meetings. No other regular business may be conducted without proper notice to the membership.

Robert's Rules of Order, latest revision, tempered by Christian principles and the Spirit of Christ shall be the authority for parliamentary procedure governing all Church Conferences.

Section 5. Representation at Association and Convention Meetings

The Church participation in meetings of the Brevard Baptist Association, the Florida Baptist Convention and the Southern Baptist Convention shall be through elected messengers.

Section 6. Other Meetings

Any other meetings of the entire Church or of special groups shall be included in the Church calendar and placed in the weekly bulletin.

ARTICLE VII. CHURCH YEAR AND FISCAL YEAR

Section 1. Church Year

The Church Year is defined as the period that begins on the first day of September and ends on the thirty-first day of August of the following calendar year. Unless otherwise specified herein, terms of

office, individual duties and responsibilities, Church activities and Church programs will correspond to the Church Year.

Section 2. Fiscal Year

The Fiscal Year of the Church shall coincide with the Calendar Year to permit the newly elected Stewardship Team, which takes office in September, to develop and coordinate a suitable Budget, prior to the beginning of the Fiscal Year.

ARTICLE VIII. ENACTMENT OF POLICIES

It shall be a standing policy of this Church to not employ any person or persons, in any capacity, who by their own admission and/or the reputable testimony of others practice a lifestyle or embrace or advocate beliefs or practices that conflict with the church's statement of faith or moral teachings stated in these bylaws or other policy statements recorded as official documents of this church. All employees shall read and affirm in writing they agree with the statement of faith contained in these bylaws (*Article XII, Section 2*). Violations of the statement of faith will constitute good cause for termination. The Church Leadership Team shall establish additional policies detailing operations and management practices and procedures consistent with these by-laws. Policies may be published in the form of an operations manual, policy handbook, or other appropriate methods. The By-laws and Policy Team shall review all new policies prior to approval and adoption by the Leadership Team.

ARTICLE IX. AMENDMENTS

Articles of these by-laws may be changed, altered, rescinded or amended at any regular or called business conference by a majority vote of those members present, provided that an announcement of the proposed changes have been made on two Sundays preceding the scheduled meeting. When changing, altering, rescinding or amending Article X, a vote of three-fourth of the active/resident membership shall be required, provided that an announcement of the proposed change has been made twice monthly over a six month period prior to the scheduled vote. Announcements to the membership may be made by church bulletin, newsletter or separate communication. Printed copies of the proposed change shall be made available to the membership at least one week prior to voting.

ARTICLE X. DISSOLUTION OF AFFILIATION

In the event a recommendation of termination of affiliation with any of the conventions listed in Article V, Articles of Incorporation is proposed, the following procedures shall apply:

A. Recommendation to dissolve affiliation shall be brought before the church leadership team and senior pastor prior to presentation or voting by the membership. A majority vote of not less than three-fourths of the team membership shall be required to bring the recommendation before the church.

B. Two weeks public notice shall be required to bring an affirmed recommendation of dissolution to the membership. A vote of three-fourths of the active resident membership shall be required to affirm the dissolution. The church clerk shall certify the active resident membership prior to the vote.

ARTICLE XI. TEMPORARY SUSPENSION OF REQUIREMENTS.

Requirements contained in these by-laws may be temporarily suspended, except Articles IX and X, for a specified period of time by a majority vote of the church at any regular or special called church conference for the reasons that follow; provided that an announcement of the proposed suspension has been made on two Sundays preceding the scheduled meeting:

A. As a result of significant loss or damage to church property due to fire, vandalism or natural disasters.

B. When fulfillment of any requirement of these by-laws is considered by the membership not to be in the best interest of the Church or the Kingdom of God.

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C. When the timing of an event, situation, circumstance or condition would hinder, imperil or otherwise jeopardize the operational or ministerial effectiveness of the church, pending a formal change to these by-laws.

ARTICLE XII. ARTICLE OF FAITH

Section 1 - Baptist Faith and Message.

This Church upholds, supports and teaches the scriptural principles and precepts of the Baptist Faith and Message of 1963.

Section 2 - Statement of Faith.

In this body of believers, we believe the Bible to be the Word of God, inerrant, and divinely inspired, and our true guide for faith and practice. We believe that every Christian has supreme worth and dignity and that he or she is inherently capable of responding to God on an individual basis. We also believe that faith and repentance are essential to personal salvation. We believe in the virgin birth of Christ, the death, burial, and resurrection of Christ our Lord and Savior, the miracles of the Bible, the healing power of God, and the eternal security of the believer.

We believe and practice baptism by immersion, and believe that baptized believers should periodically express their love for, and faith in Jesus Christ through the ordinance of the Lord's Supper. We further believe and practice that every member has equal rights and privileges with every other member.

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore scripturally called to defend, protect, and value all human life.

We believe God has ordained marriage and defined it as the covenant relationship between a man, a woman and Himself. The First Baptist Church of Eau Gallie will only recognize marriages between a biological man and a biological woman. Further, we believe and prescribe that all ordained pastors and staff shall only participate in weddings and solemnize marriages between one biological man and one biological woman.

We believe that any form of sexual immorality, including, but not limited to, adultery, cohabitation, fornication, homosexual, bisexual, lesbianism, gay, transgender, bestiality, incest lifestyles or practices,

and the use of pornography, is in direct conflict with the Word of God, the tenets of our faith, are sinful and offensive to God.

The above statement of faith does not exhaust the extent of the church's beliefs. The bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of the First Baptist Church of Eau Gallie, Inc's faith, doctrine, practice, policy and discipline, the ordained Pastoral Staff and Deacon Body is the Church's final interpretive authority on the Bible's meaning and application.

ARTICLE XIII. TAX EXEMPT PROVISIONS

Section 1. Private Inurement

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No part of the net income or assets 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 Article I, Section 2.

Section 2. 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 3. 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 in accordance with Article X of these by-laws.

Section 4. 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 5. Limitation of Activities

Notwithstanding any other provision 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 2 of Article I.

ARTICLE XIV. INDEMNIFICATION

Section 1. Definitions

Agent – Agent means any person who is or was a director, officer, trustee, deacon, employee or other agent of the Church, or is or was serving at the request and/or approval of the Church in a partnership, joint venture, trust or other enterprise in which the Church has or had a viable interest.

Proceeding - Proceeding means any threatened, pending, or completed action or proceeding, whether civil, criminal, administrative or investigative.

Expenses – Expenses include, without limitation, all attorneys’ fees and any other expenses incurred in the defense of any claims or proceedings against an agent by reason of his or her position or relationship as agent and all attorneys’ fees, costs, and other expenses incurred in establishing a right to indemnification under these bylaws.

Section 2. Successful Defense by Agent

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To the extent that an agent of the Church has been successful on the merits in the defense of any proceeding referred to in this policy, or in the defense on any claim, issue, or matter therein, the agent shall be indemnified against expenses actually and reasonably incurred by the agent in connection with the claim. If an agent either settles any such claim or sustains a judgement rendered against him or her, then the provisions of Sections 3 through 5 of these bylaws shall determine whether the agent is entitled to indemnification.

Section 3. Actions Brought By Persons Other Than the Church.

Subject to the required findings to be made pursuant to Section 5 below, the Church shall indemnify any person who was or is a party, or is threatened to be made a party, to any proceeding other than action brought by, or in the right of, the Church, to procure judgement on it’s favor, an action brought under State or Federal law, by reason of the fact that such person is or was an agent of the Church for all expenses, judgements, fines, settlements, and other amounts actually and reasonably incurred in connection with the proceeding.

Section 4. Actions Brought on Behalf of the Church

A. Claims Settled Out of Court. If any agent settles or otherwise disposes of a threatened or pending action brought by or on behalf of the Church, without court approval, the agent shall receive no indemnification for either amounts paid pursuant to the terms of the settlement or other disposition or for any expenses incurred in defending against the proceeding.

B. Threatened Pending or Completed Actions Against Agent. The Church shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action brought by or in the right of the Church, or brought under State or Federal law, to procure a judgement in it’s favor, by reason of the fact that the person is or was an agent of the Church, for all expenses actually and reasonably incurred in connection with the defense or settlement of that action, provided that both the following are met:

1. The determination of good faith conduct required by Section 5 below, must be made in the manner provided for in that paragraph; and

2. Where the agent has actually been adjudged liable to the Church in the performance of such person's duty to the Church, unless, and only to the extent that the court in which such proceeding is or was pending, shall, upon application, determine that, in view of all of the circumstances of the case, the agent is fairly and reasonably entitled to indemnity for the expenses incurred. If the agent is found to be so entitled, the court shall determine the appropriate amount of expenses to be reimbursed.

Section 5. Determination of Agent's Good Faith Conduct.

The indemnification granted to an agent in Sections 3 and 4 of this article is conditioned on the following:

A. Required Standard of Conduct . The agent seeking reimbursement must be found, in the manner provided below, that he or she acted in good faith, in a manner he or she believed to be in the best interest of the Church, and with such care, including reasonable inquiry as an ordinarily prudent person in a like position would use in similar circumstances.

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The termination of any 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 or in a manner which he or she reasonably believed to be in the best interest of the Church or that he or she had reasonable cause to believe that his or her conduct was unlawful.

B. Manner of Determination of Good Faith Conduct. The determination that the agent did act in a manner complying with Section 5a above shall be made by:

1. The Senior Pastor and Leadership Team by a majority vote of a quorum consisting of the team members and Senior Pastor who are not parties to the proceeding; or
2. Approval of the Church members, with the persons to be indemnified not being entitled to vote thereon; or
3. The court in which the proceeding is or was pending. Such determination may be made on application brought by the Church or the agent or the attorney or other person rendering a defense to the agent whether or not the application by the agent, attorney or other person is opposed by the Church.

Section 6. Limitations

No indemnification or advance shall be made under this article, except as provided in Sections 2 or 5, in any circumstances when it appears:

A. That the indemnification or advance would be inconsistent with a provision of the Articles of Incorporation, the By-laws, a resolution of the Board of Trustees, Leadership Team, or Church members, or an agreement in effect at the time of the accrual of the alleged cause of action asserted in the proceeding in which the expenses were incurred or other amounts were paid, which prohibits or otherwise limits indemnification; or

B. That the indemnification would be inconsistent with any condition expressly imposed by a court in approving a settlement.

Section 7. Advance of Expenses

Expenses incurred in defending a proceeding may be advanced by the Church before the final disposition of the proceeding on receipt of an undertaking by or on behalf of the agent to repay the amount of the advance unless it is ultimately determined that the agent is entitled to be indemnified as authorized in this policy.

Section 8. Insurance

The Board of Trustees, with the approval of the Senior Pastor and Leadership Team, shall provide for the purchase and maintenance of insurance on behalf of any agent of the Church against any liability asserted against or incurred by the agent in such capacity or arising out of the agent's status as such, whether or not the Church would have the power to indemnify the agent; provided, however, that the Church shall have no power to purchase and maintain such insurance to indemnify any agent of the Church for violation of State or Federal laws.

ARTICLE XV. LICENSING/ORDINATION OF MINISTERS AND COMMISSIONING MISSIONARIES

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Section 1. Licensing Qualifications

The issuance of a license to preach the Gospel may be made to any current or former members of this church, or its mission churches who profess and give evidence of a genuine call of God into the work of the ministry, and who by his actions, good report, and after examination, is found to be scripturally, morally, and personally qualified, and having been confirmed by a majority vote of the church. The Church reserves the right to revoke such licensing for good and just cause as may be determined by the Church.

Section 2. Ordination Procedures

Any current or former members of the church or its mission churches desiring ordination to the Christian ministry shall submit to an interview with the Senior Pastor and obtain his recommendation before the formation of an Ordination Council. The Senior Pastor shall initially qualify the candidate through a review of the candidate's testimony, Christian experience, zeal and aptness to preach and teach the Gospel. Upon his favorable findings, the Senior Pastor shall convene an Ordination Council composed of ordained ministers and deacons to question the candidate, the testimony of his call, and to verify he meets the high scriptural, moral, and personal standards required for ordination. A favorable recommendation of the Ordination Council shall be required prior to a vote of the Church. A majority vote of those present in a special or regular church conference shall be required to approve any candidate for ordination. The Senior Pastor shall schedule a special service to conduct the ceremony. The Church reserves the right to invalidate any ordination performed for good and just cause as may be determined by the Church.

Section 3. Requests for Ordination from other Churches

When a Church of like faith and order shall have called a current or former member of this church to its staff and shall have requested in writing that he be ordained, this church shall consider such request. The Senior Pastor and deacons shall make a recommendation to the Church regarding the request. A majority vote of those present in a duly called special or regular church conference shall be required to affirm the recommendation. The Senior Pastor, upon confirmation by the Church, shall convene an Ordination Council to proceed with the ordination ceremony.

Section 4. Commissioning Missionary Candidates

Any current or former member of this church or its mission churches now serving or shall begin serving in ministry at another location, who by his or her leading and convictions feel called of God to the work of missions may, by a majority vote of those present in a special or regular church conference, and after examination by the Senior Pastor and Deacons as to his or her Christian experience, be commissioned by the Church to missionary related service. The Senior Pastor shall schedule an appropriate service to perform the commissioning ceremony.

ARTICLE XVI - CHURCH FACILITIES

Section 1. Use Policy. The church's facilities were provided through God's benevolence and by the sacrificial generosity of church members. They are to be used for the fellowship of the Body of Christ and to bring God glory. Although our facilities are not generally open to the public, they may be used, when available, to approved non-members as a witness to our faith, in a spirit of Christian charity, and a demonstration of the love of Christ in practice.

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Section 2. Use Restrictions: Church facilities will not be used by persons or groups holding, advancing or advocating beliefs, lifestyles or practices that conflict with the church's statement of faith or moral teachings, which are stated in these bylaws and/or other approved policy statements recorded as official documents of this church body. Any activities that contradict or are inconsistent with the church's faith or moral teaching are prohibited. The Senior or Associate Pastor will review and determine the validity of each request. The Church Leadership Team shall have final approval of each request.

No alcoholic beverages or illegal narcotics are permitted on church property or within any facilities. All church owned facilities are also "smoke free" zones.

Organizations or groups approved for short term or extended use of church facilities, who by their own admission or confirmed by competent knowledge change their principle beliefs or alter their stance on faith or moral standards in violation of these bylaws will be terminated from further use of church facilities.

All property and equipment, whether donated or purchased, stored within the premises of Church owned facilities is the legal property of this Church and shall not be removed, loaned or disposed of for any reason without proper authority.

ARTICLE XVII. ADOPTION

Having been thoroughly reviewed and discussed in meetings and in Church Conference, These By-laws were approved by a majority of members present on this __ day of January 2020.

WITNESS:

WITNESS:

Clerk: Nancy Hunt

Moderator: Carl Niswander

Date: __January 2020

Date: __January 2020

Adopted: September 24, 1986

Revised: October 13, 1999

Revised: November 10, 2002

Revised, Amended, Restated 12 October 2003

Amended: April 13, 2016