



EMMANUEL BAPTIST CHURCH

ARTICLES OF FAITH & BYLAWS

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ARTICLE 1: NAME AND PURPOSE

SECTION 1.01 | NAME

The corporate name of this organization shall be the Emmanuel Baptist Church of Newington, CT, Inc.

SECTION 1.02 | PURPOSE

- A. 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, including, but not limited to, for such purposes as the establishing and maintaining of religious worship, and any other ministries that the church may be led of God to establish.
- B. The purpose of the ministry of this church is to proclaim the gospel of Jesus Christ—the good news of salvation by grace through faith in Jesus Christ for all men, to edify believers through the ministry of God’s word, and to biblically minister to the spiritual or physical needs of people. It shall seek to attain these ends through the public worship of God, the preaching of the gospel, the discipleship of new believers, the development of biblical community and fellowship, the teaching of the word of God, consistent Christian living by its members, personal evangelism, missions endeavors, and Christian education.
- C. The purpose of the organization of this church is to operate as a non-profit religious organization incorporated under the Statutes of the State of Connecticut, so that duly authorized persons can, in the name of Emmanuel Baptist Church, Inc., buy, sell, own, lease, mortgage or otherwise handle real estate or carry on any business transaction pertinent to the maintaining of this church and its related ministries.
- D. This church shall also ordain and license men to the gospel ministry; evangelize the unsaved by the proclaiming of the gospel of the Lord Jesus Christ; educate believers in a manner consistent with the requirements of the word of God, both in Sunday and weekday schools of Christian education; maintain missionary activities in the United States and any foreign country; and engage in any other ministry that the church may decide, from time to time, to pursue in obedience to the will of God.

ARTICLE 2: STATEMENT OF FAITH AND COVENANT

SECTION 2.01 | STATEMENT OF FAITH

- A. *The Holy Scriptures.* We believe that the Scriptures of the Old and New Testament are verbally inspired of God and inerrant in the original writings, and that they are the supreme and final authority in faith and life. The Scriptures have been recorded and preserved by the Holy Spirit. (2 Timothy 3:16; 1 Peter 1:21; Psalm 12:6-7) We believe that the Hebrew and Greek manuscripts which underlie the King James Version (the Masoretic text of the Old Testament and the Textus Receptus of the New Testament) are the preserved words of God. Furthermore, we believe that the King James Version of the Bible is God's preserved word in English and therefore, it shall be the official and only translation of the Holy Scriptures used by this church and all of its ministries. (Psalm 119:89-90; Ecclesiastes 3:14; Matthew 5:17-18; John 10:35; Hebrews 1:1-2; 1 Peter 1:23-25)
- B. *Dispensational Interpretation of Scripture.* We believe that the scriptures are to be interpreted in their natural, historical, contextual, grammatical, and literal sense, and that such interpretation reveals God's work in successive ages of human history. These dispensations are not ways of salvation, but rather divinely ordained periods in which God distinctly revealed limited aspects of Himself and His eternal plan to humanity. At least three dispensations are clear in Scripture—the law, the church, and the kingdom. (1 Corinthians 9:17; 2 Corinthians 3:9-18; Galatians 3:13-25; Ephesians 1:10, 3:2-10; Colossians 1:24-25, 1:27; and Revelation 20:2-6)
- C. *The Trinity of the Godhead.* We believe in one God eternally existing in three persons: Father, Son, and Holy Spirit. (Matthew 28:19) These divine Persons are coequal, coeternal, and consubstantial; each Person is as much God as either of the other Two. (Genesis 1:26; Isaiah 61:1; John 15:26; 1 John 5:7)
- D. *The Pre-existence, Deity, and Incarnation of Jesus Christ.* We believe that Jesus Christ ever existed with the Father and the Holy Spirit and that in His incarnation was begotten by the Holy Spirit, born of the virgin Mary, and is true God and true man. (Luke 1:28-35; John 1:1-5, 1:14; 1 Timothy 3:16)

- E. *The Creation and Fall of Man.* We believe that God created the heavens, the earth, and everything within them in six literal, 24-hour days; and that man was created in the image of God and that he did not evolve. We believe that man sinned and thereby incurred not only physical death, but also spiritual death, which is separation from God. We believe that all human beings are born with a sinful nature, are totally depraved, and for those who reach an age of moral responsibility, they must be born again to be accepted of God. (Genesis 1:1; Genesis 1:26-27; 3:1-7; Romans 3:10, 3:23, 5:12; John 3:5-17)
- F. *The Death, Resurrection, and Ascension of Jesus Christ.* We believe that Christ died for our sins according to the Scriptures as a substitutionary sacrifice, and that all who believe in Him are justified on the grounds of His shed blood. We believe that He literally arose from the dead on the third day in the same body in which He suffered and died. We also believe that our Lord ascended into Heaven; that He is now seated at the right hand of the Father and is our High Priest and Divine Advocate with the Father. We believe that, by His finished work on the cross and His unceasing ministry of intercession in Glory, Jesus Christ has procured for every believer eternal redemption, eternal salvation, and everlasting life. (1 Corinthians 15:3-4; Romans 5:9; John 3:16, 20:27; Mark 16:19; Hebrews 5:9, 7:25, 8:1, 9:12; 1 John 2:1)
- G. *The Salvation of Man.* We believe that those who have been born again have everlasting life and shall not come into judgment, but have passed from death unto life. (John 3:1-18, 5:24) We believe that salvation is the free gift of God. (Romans 6:23) The conditions to salvation are repentance from one's own sin and faith toward God through the grace and mercy of our Savior the Lord Jesus Christ.
- H. *The Eternal Security of Man.* We believe that all the redeemed, once saved, are kept by God's power and are thus secure in Christ forever. (John 6:37-40; 10:27-30; Romans 8:1, 8:38-39; 1 Corinthians 1:4-8; 1 Peter 1:4-5) We believe that it is the privilege of believers to rejoice in the assurance of their salvation through the testimony of God's word, which, however, clearly forbids the use of Christian liberty as an occasion to the flesh. (Romans 13:13-14; Galatians 5:13; Titus 2:11-15)
- I. *The Personality and Ministry of the Holy Spirit.* We believe that the Holy Spirit is a person of the Godhead who convicts the world of sin, of righteousness, and of judgment. He is the Supernatural Agent in regeneration, baptizing all believers into the body of Christ, indwelling and sealing them unto the day of redemption. (John 16:8-11; Romans 8:9; 1 Corinthians 12:12-14; 2 Corinthians 3:6; Ephesians 1:13-14) We believe that He is the divine Teacher who assists believers to understand and appropriate the Scriptures and that it is the privilege and duty of all the saved to be filled with the Spirit. (Ephesians 1:17-18; 5:18; 1 John 2:20, 2:27) We believe that God is sovereign in the bestowal of spiritual gifts to every believer. God uniquely uses evangelists, pastors, and teachers to equip believers

in the assembly in order that they can do the work of the ministry. (Romans 12:3-8; 1 Corinthians 12:4-11, 12:28; Ephesians 4:7-12)

We believe that the sign gifts of the Holy Spirit, such as speaking in tongues and the gift of healing, were temporary. Speaking in tongues was never the common or necessary sign of the baptism or filling of the Holy Spirit. Ultimate deliverance of the body from sickness or death awaits the consummation of our salvation in the resurrection, though God frequently chooses to answer the prayers of believers for physical healing. (1 Corinthians 1:22, 13:8; 14:21-22)

- J. The Church.* We believe that the church is a local, visible body of saved, baptized believers called out from the world for the purpose of obeying the Great Commission; and that they are separated unto Christ and are His distinct ambassadors of the gospel to the whole world. We believe that the supreme mission of the church in this age is to preach the gospel to every creature and, in the context of the local church, to disciple and edify those who believe on His name. (1 Corinthians 12:12-27; Mark 16:15; Matthew 28:18-20; Acts 1:8; Luke 24:47) We believe that the establishment and continuance of local churches is clearly taught and defined in the New Testament Scriptures. (Acts 14:27, 20:17, 28-32; 1 Timothy 3:1-13; Titus 1:5-11) We believe in the autonomy of the local church free of any external authority or control. (Acts 13:1-4, 15:19-31, 20:28; Romans 16:1, 16:4; 1 Corinthians 3:9, 3:16, 5:4-7, 5:13; 1 Peter 5:1-4)

We do not believe in the present existence of a mystical, invisible body of Christ, but instead, that each assembly is the body of Christ in that locale. (1 Corinthians 12:27; Ephesians 1:22-23) We do believe that the Scripture infrequently refers collectively to all true churches as “the church.” Furthermore, we believe in the perpetuity of the Lord’s churches, i.e., that there have been local churches from the days of Christ until the present who essentially believe what Emmanuel Baptist Church believes, and that such churches will continue until the Lord returns.

- K. Ordinances.* We believe that the local church has two ordinances and that these ordinances picture the saving works of Jesus Christ. These are, namely, water baptism by immersion and the Lord’s Supper. While recognizing that water baptism has no saving merit, it is our conviction that after one is saved, baptism is the next step of public identification of the believer’s union with Christ and His church. We believe that Jesus Christ instituted the Lord’s Supper to commemorate His death until He comes and that the elements (unleavened bread and the fruit of the vine) symbolically picture the body and blood of Christ for the purpose of remembrance, personal examination, corporate reconciliation, and consideration of our future hope in Christ. As such, we deny the doctrine of transubstantiation, and deny that either of these ordinances are required for salvation. (Acts 2:41-47; Romans 6:4; 1 Corinthians 11:23-29, 12:12-27)

- L. *Our Lord's Second Advent.* We believe in the "blessed hope," which is the personal, premillennial, pretribulational, and imminent return of our Lord and Savior Jesus Christ, which is known as the Rapture of the New Testament saints. We also believe in the personal, visible, premillennial, and glorious return of Christ to the earth with His saints at the end of the Great Tribulation. This phase of His coming is known as the revelation of Jesus Christ. When He returns to earth with His saints, we believe that the Lord Jesus will establish His millennial kingdom and will reign for 1,000 years. This is a literal reign upon the earth in fulfillment of the Old Testament Messianic promises. (1 Corinthians 15:51-57; Titus 2:13; 1 Thessalonians 4:13-17; John 14:3; Revelation 19:11-21, 20:1-6)
- M. *The Eternal State of the Saved and the Lost.* We believe in a literal Heaven and a literal Hell: Heaven is the place of eternal conscious joy for all who receive Jesus Christ as their personal Savior from sin, and Hell is the place of eternal conscious punishment in the Lake of Fire for all who reject Jesus Christ. (John 8:24, 14:1-6; Psalm 9:17, 16:11; Philippians 1:21, 1:23; II Thessalonians 1:7-9; Revelation 20:10-15) After the Great White Throne Judgment, all the unsaved will be turned into the Lake of Fire; the saints of all ages will enjoy the New Jerusalem, the new Heaven, and the new earth for eternity. (Revelation 21-22)
- N. *The Resurrection of the Dead.* We believe in the bodily resurrection of all New Testament saints at the Rapture (1 Thessalonians 4:16; 1 Corinthians 15:51-57) and of the resurrection of the unjust at the end of time. (Revelation 20:11-15; John 5:28-29) The resurrection of the New Testament saints is unto a glorious body, like unto His (Philippians 3:20-21); while the resurrection of the unsaved is unto a body fitted for the lake of fire (Revelation 20:11-15).
- O. *The Personality of Satan.* We believe that Satan is a created, personal being, a fallen angel, prince of demons, the god of this age, the great enticer and deceiver, the adversary of Christ and His people, the accuser of the brethren, whose end is the lake of fire. (Isaiah 14:12-15; Ezekiel 28:12-19; 2 Corinthians 4:4; Ephesians 2:2; Revelation 12:10; Revelation 20:1-10)
- P. *Civil Government.* We believe that God has ordained and created all authority consisting of three basic institutions: (1) the home, (2) the church, and (3) the state. Every person is subject to these authorities, but all (including the authorities themselves) are answerable to God and governed by His word. God has given each institution specific biblical responsibilities and balanced those responsibilities with the understanding that no institution has the right to infringe upon the other. The home, the church, and the state are equal and sovereign in their respective biblically assigned spheres of responsibility under God. (Romans 13:1-7; Ephesians 5:22-24; Hebrews 13:17; 1 Peter 2:13-14)
- Q. *Human Sexuality.* We believe that God has ordained two distinct genders and sexes, male and female (genetically determined by the x and y chromosome), and that He has commanded that no intimate sexual activity be engaged in outside of a marriage between one male man and one female woman. We believe that any forms of gender redefinition or

mutilation, homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's created design and gift of human sexuality, as well as perversions of God's creation of marriage and family. We believe that God disapproves of and forbids any attempt to alter one's gender or sex by surgery, appearance, or self-identification. (Genesis 2:24, 19:5, 19:13, 26:8-9; Leviticus 18:1-30; Romans 1: 26-29; 1 Corinthians 5:1; 6:9; 1 Thessalonians 4:1-8; Hebrews 13:4)

We believe that the only scriptural marriage is the joining of one man and one woman. (Genesis 2:24; Romans 7:2; 1 Corinthians 7:10; Ephesians 5:22-23)

- R. *Family Relationships.* We believe that men and women are spiritually equal in position before God, but that God has ordained distinct and separate spiritual functions for men and women in the home and the church. The husband is to be the leader of the home, and men are to be the leaders (pastors and deacons) of the church. Accordingly, only men are eligible for licensure and ordination by the church. (Galatians 3:28; Colossians 3:18; 1 Timothy 2:8-15, 3:4-5, 3:12)

We believe that God has ordained the family as the foundational institution of human society. The husband is to love his wife as Christ loves the church. The wife is to submit herself to the scriptural leadership of her husband as the church submits to the headship of Christ. Children are an heritage from the Lord. Parents are responsible for teaching their children spiritual and moral values and leading them through consistent lifestyle example and appropriate discipline, including scriptural corporal correction. (Genesis 1:26-28; Exodus 20:12; Deuteronomy 6:4-9; Psalms 127:3-5; Proverbs 19:18, 22:15, 23:13-14; Mark 10:6-12; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; Hebrews 13:4; 1 Peter 3:1-7)

- S. *Divorce and Remarriage.* We believe that God disapproves of and forbids divorce and intends marriage to last until one of the spouses dies. The biblical exceptions are in relation to fornication, criminal abuse, or abandonment. Although divorced and remarried persons or divorced persons may hold positions of service in the church and be greatly used of God for Christian service, they may not be considered for the offices of pastor or deacon. (Malachi 2:14-17; Matthew 19:3-12; Romans 7:1-3; 1 Timothy 3:2, 12; Titus 1:6)
- T. *Abortion and Euthanasia.* 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. Abortion is murder. We reject any teaching that abortions are acceptable due to rape, incest, birth defects, gender selection, birth or population control. (Job 3:16; Psalms 51:5, 139:14-16; Isaiah 44:24, 49:1, 49:5; Jeremiah 1:5, 20:15-18; Luke 1:44)

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. (Exodus 20:13, 23:7; Matthew 5:21; Acts 17:28)

- U. *Love.* We believe that we should demonstrate love for others, not only toward fellow believers, but also toward those who are not believers, those who oppose us, and those who engage in sinful actions. We are to deal with those who oppose us graciously, gently, patiently, and humbly. God forbids the stirring up of strife, the taking of revenge, or the threat or the use of violence as a means of resolving personal conflict or obtaining personal justice. Although God commands us to abhor sinful actions, we are to love and pray for any person who engages in such sinful actions. (Leviticus 19:18; Matthew 5:44-48; Luke 6:31; John 13:34-35; Romans 12:9-10, 17-21, 13:8-10; Philippians 2:2-4; 2 Timothy 2:24-26; Titus 3:2; 1 John 3:17-18)
- V. *Lawsuits between Church Members.* We believe that, with the exception of rare, legally unavoidable situations, church members should avoid attempts to resolve personal disputes with each other or the church through civil lawsuits. We believe the church possesses all the resources necessary to resolve personal disputes between members. We do believe, however, that a Christian may seek compensation for injuries from another Christian's insurance company as long as the claim is pursued without malice or slander. (1 Corinthians 6:1-8; Ephesians 4:31-32)
- W. *Giving.* We believe that every Christian, as a steward of that portion of God's wealth entrusted to him, is biblically instructed to be generous toward the local church and the mission of the gospel. We believe that God has established grace, gratitude, and love as the motives and bases for all New Testament giving, and that the Old Testament example, which was a tithe as a starting point, was also free will and motivated by sincere worship and love rather than by obligation. We encourage every Christian to participate willingly, sacrificially, and cheerfully in accordance with his own conscience—to the support of the church, the relief of those in need, and the advancement of the gospel. We believe that a Christian entrusts the church to wisely and biblically steward its resources once a gift has been made. (Genesis 14:20; Proverbs 3:9-10; Acts 4:34-37; 1 Corinthians 16:2; 2 Corinthians 9:6-7; Galatians 6:6; Ephesians 4:28; 1 Timothy 5:17-18; 1 John 3:17)
- X. *Separation.* We believe that God leads and grows Christians to be distinct, Christ like people, but not isolated people. (2 Corinthians 6:17-18, 7:1) Emmanuel Baptist Church will separate itself from all forms of biblical and doctrinal apostasy and evangelical inclusivism which cooperates with doctrinal compromise. We reject the ecumenical movement which seeks to minimize doctrine and to join all churches into one body regardless of doctrine or practice. We also reject the charismatic movement's unscriptural emphasis on emotionalism and

miraculous sign gifts (such as tongues and healing). This church will enjoy fellowship with churches of like faith and order, but will have no part in any council of churches that is ecumenical in nature or thrust.

We believe that individual Christians should seek to personally separate and abstain from all worldly practices that hinder the testimony of the gospel, personal spiritual growth, and spiritual stability in himself and others, as the Holy Spirit of God leads and so convicts his personal conscience. We believe that God's people should not love the world or the things that are in the world (1 John 2:15-16), but that believers should be engaged with the world as salt and light—refusing to accommodate the world, but seeking rather to influence the world with the love of Christ and the message of the gospel. In addition, we believe that a Christian should seek, by God's grace and through the life of Jesus, to live a holy life consistent with the New Testament and the honor of Jesus Christ. This affects such areas as dress, appearance, associations, amusements, language, lifestyle, and all other such aspects of culture as would be considered sinful or carnal. (John 17:15-19; James 4:1-10)

SECTION 2.02 | AUTHORITY OF THE STATEMENT OF FAITH

The Statement of Faith does not exhaust the extent of our faith. The Bible, as interpreted by the senior pastor and deacons of Emmanuel Baptist Church, itself is the sole and final source of all that we believe. We do believe, however, that the foregoing Statement of Faith accurately represents the teachings of the Bible and, therefore, is binding upon all members. All literature used in the church shall be in complete agreement with the Statement of Faith.

SECTION 2.03 | COVENANT OF MEMBERSHIP

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Savior, and on profession of our faith, having been baptized in the name of our Father, and of the Son, and of the Holy Ghost, we do now, in the presence of God, angels, and this assembly, most solemnly and joyfully enter into covenant with one another as one body in Christ.

We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of the gospel through 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 preeminence over all institutions of human origin; and 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 throughout all nations.

We also engage to maintain a lifestyle becoming of the gospel of Jesus Christ and faithful to the doctrines of His word; to walk privately with the Lord Jesus; to biblically train our children; to seek the salvation of our kindred, acquaintances, and all others; to walk circumspectly in the world; to be just in our dealings, faithful to our engagements, and exemplary in our deportment; to avoid all tattling, backbiting, and excessive anger; to abstain from worldly and carnal lifestyles

ARTICLE 3: MEMBERSHIP

SECTION 3.01 | RECEPTION OF MEMBERS

Those seeking membership must, through their actions, words, lifestyle, and affiliations, evidence a genuine experience of regeneration through faith in and acceptance of the Lord Jesus Christ as personal Savior.

- A. *By Baptism.* Upon profession of faith in Jesus Christ as Savior and upon baptism by immersion, new converts shall be received into membership by their act of baptism.
- B. *By Letter.* After consultation with the pastor, pastoral staff, or one of the deacons and upon their recommendation, Christians who are in good standing with a church of like faith and order shall be presented to the church for its acceptance into membership by a majority affirmation.
- C. *By Statement of Faith.* After consultation with the pastor, pastoral staff, or one of the deacons and upon their recommendation, Christians who are unable to obtain a letter of transfer shall be presented to the church for its acceptance into membership by a majority affirmation.
- D. *By Renewal.* If having been placed on inactive membership status due to inactivity, after consultation with the pastor, pastoral staff, or one of the deacons and upon their recommendation, membership will be renewed.

SECTION 3.02 | RESPONSIBILITIES AND PRIVILEGES OF MEMBERSHIP

- A. On becoming a member of this church, in addition to agreement with the Statement of Faith, each member covenants to love, honor, and esteem the pastor(s), staff, church leaders, and church family; and to pray for them. Each member is expected to honor the biblical model of church leadership; to cherish a brotherly love for all members of the church; to faithfully attend and participate in the purpose and mission of the church; to invest financially into the work of the church as the Lord enables; and in accordance with Biblical commands, to strive together with the church body for the faith of the gospel through a lifestyle that is

becoming of the gospel and affirming of the biblical beliefs and practices of the church. (Philippians 1:27)

- B. Only members, at least 18 years of age, who are physically present at a duly called meeting of the church shall be entitled to vote. There shall be no proxy or absentee voting. The eligible membership of the church has certain limited areas to exercise a vote (calling a pastor, appointing deacons, affirming the annual budget as presented by pastors and deacons, affirming the addition of members, and amending or updating the Bylaws/by-laws/statement of faith.) Members may not vote to initiate any church action; rather, the vote of a member is to confirm and ratify the direction of the church as determined by the senior pastor and the church-appointed deacons.
- C. This congregation functions not as a pure democracy, but as a body under the headship of the Lord Jesus Christ and the direction of the pastor as the undershepherd with the counsel of the pastoral staff and the Board of Deacons. Determinations of the internal affairs of this church are ecclesiastical matters and shall be determined exclusively by the church's own rules and procedures. The senior pastor shall oversee and/or conduct all aspects of this church. The Board of Deacons shall give counsel and assistance to the pastor as requested by him.
- D. Membership in this church does not afford the members with any property, contractual, or civil rights based on principles of democratic government. Although the general public is invited to all of the church's worship services, the church property remains private property. The pastor (or in his absence, an individual designated by the Board of Deacons) has the authority to suspend or revoke the right of any person, including a member, to enter or remain on church property. If after being notified of such a suspension or revocation, the person enters or remains on church property, the person may, in the discretion of the pastor (or in his absence, an individual designated by the Board of Deacons), be treated as a trespasser.
- E. A member may inspect a copy of the prepared financial statements of the church and the minutes of the proceedings of general church meetings, provided he shall have made a written request upon the church and the church has received the written request at least five business days before the requested inspection date. It is the policy of Emmanuel Baptist Church that individual ministry salaries and benefits are commensurate with national norms of similar churches, overseen by the church Finance Team, and are not disclosed or published to the church family.
- F. A member may not, under any circumstances, inspect or copy any record relating to individual contributions to the church, the list of names and addresses of the church members, or the confidential records of the church.

SECTION 3.03 | TERMINATION OF MEMBERSHIP

- A. Members who have been out of touch or fellowship with the church for six months will be placed on “inactive membership status”—without voting privileges. Inactive members may be restored to active membership by communication with the church office. Upon good cause, this provision for “inactive status” may be waived in the case of any individual member at the discretion of the pastor.
- B. No member of this church may hold membership in another church. The membership of any individual member shall automatically terminate without notice if the member unites in membership with another church.
- C. The membership of any individual member shall automatically terminate without notice if the deacons or pastor become aware of a member’s open and unrepentant involvement in any sexual misconduct described in Section 2.01 (Q) or if a member files a lawsuit in violation of Section 2.01 (V).
- D. The membership of any individual member shall automatically terminate without notice if the member openly and unashamedly disagrees with any provision found in the Statement of Faith.
- E. The membership of any individual member shall automatically terminate without notice if the member is deemed by church leaders to be unrepentantly engaged in behavior that is destructive to or generating dissension within the church body.
- F. The membership of any individual member shall automatically terminate without notice if the member is actively, unrepentantly involved in any conduct contradictory to the Statement of Faith or files a lawsuit in violation of biblical directives.
- G. No provision contained in this section shall be subject to or governed by the procedures regarding discipline of members set forth in these Bylaws.
- H. A member may resign at any time, and a letter of transfer or written statement of good standing may be issued at the discretion of the pastor.

SECTION 3.04 | BIBLICAL DISCIPLINE OF A MEMBER

- A. If any member shall willfully, publicly, and divisively live indifferently to the church doctrine, covenant, and church obligations as expressed in the Scriptures, the pastor and deacons shall entreat and respond to such member in the spirit of humility for the purpose of reconciliation in accordance with Galatians 6:1 and 2 Timothy 2:24-26. In the rare case of sinful behavior that is destructive within the church, or doctrinal heresy, and where all means of reconciliation have been rejected, the church leaders will follow the process outlined in Matthew 18:15-18, 2 Corinthians 5, and Proverbs 6:16-19.

- B. There shall be a Discipline Committee consisting of the pastor and the Board of Deacons. These men shall have authority in determining heretical deviations from the Statement of Faith and violations of the Church Covenant. If the pastor or a deacon is the subject of a disciplinary matter, he shall not sit as a member of the Discipline Committee. The pastor and deacons shall be entitled to the same steps as other church members and be subject to the same discipline.
- C. 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.
- D. 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.
- E. If the matter is still unresolved after the steps outlined above 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 may 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.
- F. In the extremely rare case when the matter is still unresolved, after the steps outlined above have been taken, such members who refuse to repent and be restored, yet insist on continuing to be a divisive presence in the church body, are to be removed from the membership of the church. (Romans 16:17)
- G. The procedures provided in this section are based on Matthew 18:15-20; Romans 16:17-18; 1 Corinthians 5:1-13; 2 Corinthians 2:1-11; Galatians 6:1; 1 Thessalonians 5:14; Titus 3:10-11; 2 Thessalonians 3:6, 10-15; and 1 Timothy 5:19-20.

SECTION 3.05 | CHURCH GOVERNANCE AND AFFIRMATION PROCESS

- A. For the biblical reason that there is no record of "voting" in New Testament church life, all references to "voting" in this document are in reference to the collective affirmation of the church body in following the leading of Jesus Christ as the Head of Emmanuel Baptist Church. We believe that Jesus is the Head of this body, and that the senior pastor and deacons are selected and appointed (by the church family) to lead the church by following the Lord Jesus' headship.
- B. No member may vote until he/she has reached his/her eighteenth birthday. No member under 21 may be elected to the stated offices of the church.

SECTION 3.06 | TRANSFER OF MEMBERS

A letter of transfer will be granted to any Bible-believing church upon request, provided the member is in good standing with the church.

ARTICLE 4: OFFICERS, STAFF, TEAMS, AND COMMITTEES

SECTION 4.01 | CHURCH OFFICERS

- A. Based on the New Testament model of the local church, the church has two biblical officers: pastor (Section 3.1) and deacon (Section 3.2). No person may hold both of these offices simultaneously.
- B. Various administrative responsibilities are delegated to employees as an extension of the pastor's office. These positions include, but are not limited to, the financial administrator and assistant/associate pastors. All ministry staff are considered to be under pastor's direction and supervision (Sections 4.07-15).

SECTION 4.02 | CORPORATE OFFICERS

As an accommodation to legal relationships outside the church, the pastor shall serve as the president of the corporation; the financial administrator shall serve as treasurer of the corporation; a deacon appointed by the pastor and deacons (or the chairman of the deacons) shall serve as vice-president of the corporation; and a deacon appointed by the pastor and deacons shall serve as the secretary of the corporation. Only these individuals may legally bind the corporation.

SECTION 4.03 | ELIGIBILITY FOR CHURCH OFFICE

- A. The church shall not install or retain an officer who fails to adhere to or expresses disagreement with the Statement of Faith. All church officers, upon request of the pastor, shall affirm their agreement with the Statement of Faith.
- B. All church officers shall not only agree with the Statement of Faith, but shall also demonstrate a faithful attendance to all church services, an active engaged heart in church ministry, and a spiritual maturity that is apparent and evidence of a Spirit-filled life. Additionally, church officers should demonstrate a spiritual gifting, affirmed by others, that is befitting of their office.

- C. All church officers must be approved initially and thereafter, in accordance to their term, by the pastor and deacons in order for them to commence or continue in their offices.
- D. Only church members are eligible for election or appointment to any church office or position.

SECTION 4.04 | TERMS OF OFFICE

- A. The term of service for all corporate officers and deacons in the church shall be two years, at the expiration of which the officers may be re-elected or reappointed.
- B. A vacancy occurring in any office, except in the case of the pastor, may be filled at any regular meeting of the deacons.
- C. All elected and appointed officers shall serve in their respective offices until their successors are duly elected or appointed.
- D. Members of the Board of Deacons may be removed from office for unbiblical conduct, as determined by the other board members, upon a majority affirmation of the remaining members of the Board of Deacons.

SECTION 4.05 | PASTORAL OVERSIGHT OF OFFICERS AND STAFF

- A. Subject to the budget approved by the Board of Deacons, and on the condition that they shall become a member of the church upon assuming their duties, the pastor may hire associates, assistants, and staff to assist him in carrying out his God-given responsibilities. It is at the pastor's discretion to waive the membership requirement for non-key staff positions.
- B. All church staff, whether paid or volunteer, shall be under the supervision of the pastor who has the sole authority to dismiss the same. No employee or volunteer shall be hired, appointed, or retained who fails to adhere to or expresses disagreement with the Statement of Faith or the Staff Manual.

SECTION 4.06 | LEAVING OFFICE

- A. All officers shall surrender all records in their possession to the church leaders at such time as they leave or conclude their office. All records are the property of the church.
- B. Any officer who neglects his duties as outlined in the Bylaws for a period of three months may be removed from his office, at the discretion of the pastor, and another may be appointed by the pastor to serve the unexpired term.

SECTION 4.07 | MINISTRY STAFF

- A. Assistants to the pastor (such as, but not limited to, assistant pastors, academy administrator, administrative staff, or finance staff), and auxiliary committees may be appointed (or

dismissed) by the pastor, with the advice of the deacons as he deems necessary, for the function of the church.

- B. The development of positions and the hiring and dismissal of all ministry staff/employees is under the direction of the senior pastor in conjunction with the ministry budget and vision.

SECTION 4.08 | CALLING OF SENIOR PASTOR

- A. The senior pastor shall be elected or dismissed at an annual or special business meeting by secret ballot, and must receive at least three-fourths of the votes cast to be elected or dismissed, providing that at least 25 percent of the voting membership is present at said meeting, due notice of the same having been given at least two regular scheduled services prior to the vote.
- B. If necessary, any deacon or church officer shall also be dismissed in like manner as that of the pastor.
- C. Disciplinary removal of the pastor from office automatically terminates his membership. A restoration to membership after disciplinary removal will be subject to the requirements of church discipline in these Bylaws.

SECTION 4.09 | DUTIES OF SENIOR PASTOR

- A. The qualifications of the pastor shall be those found in 1 Timothy 3:1-7. The pastor must adhere to the adopted Articles of Faith and Bylaws. When he assumes his duties, he and those members of his family living with him who are members in good standing with their former church shall become members of the church.
- B. He shall continue in office until he resigns or until he is dismissed. However, either party must give a 30-day notice of termination of service, unless with mutual consent of both pastor and the deacons.
- C. He 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.
- D. He shall supervise the teaching ministries of the church and tenderly watch over the spiritual interests of the membership.
- E. He shall ensure the keeping of accurate church records including all baptisms, weddings, deaths, and other pastoral statistics.
- F. He is responsible for seeing that the pulpit be supplied in his absence.
- G. He is an overseer of all committees/teams of the church. He has the authority to hire, fire, and oversee all paid ministry staff.

- H. He is the moderator of all business meetings. In his absence, an appointed deacon shall be moderator. In the event that the pastor is himself the subject of discussion, he will step aside as moderator until such discussion is concluded.
- I. He shall serve as the president of the corporation. He shall publicly inform all newly elected officers of the particular function and the responsibilities of their respective offices.
- J. He shall administer the ordinances of the church.
- K. All appointments for public worship and Bible study and the arrangements thereof, including time and place and the use of the property belonging to the church for purposes other than the stated appointments shall be under the leadership of the pastor.
- L. He shall extend the right hand of fellowship to all new members on behalf of the church and perform such other duties as generally appertain to such a position.
- M. The pastor shall be free to choose the means and methods by which he exercises the ministry that God has given him.

SECTION 4.10 | BOARD OF DEACONS

- A. The Board of Deacons shall assist the pastor, in such manner as he shall request, in promoting the spiritual welfare of the church, in conducting the religious services, and in performing all other work of the church. They shall make provision for the observance of the ordinances of the church. They shall, if requested by the pastor, consider applications for church membership. They shall, in cooperation with the pastor, disperse the benevolence fund. They shall assist the pastor in visitation and all other evangelistic efforts of the church. The Board of Deacons shall assist the pastor in caring for the administrative needs of the church's various ministries as requested by the pastor. They shall provide the pulpit supply and choose a moderator for church meetings if the pastor is unavailable or the office of pastor is vacant.
- B. Upon the death, resignation, or dismissal of the pastor, the Board of Deacons will serve as the Pulpit Committee and may appoint additional members to the Pulpit Committee as they deem necessary.
- C. The deacons shall constitute the Board of Trustees of the corporation (as required by law for nonprofit corporations). The Board of Trustees shall exercise only the following specific powers, upon authorization by a majority vote of the members present at a duly-called church administration meeting:
 - To purchase, hold, lease, or otherwise acquire real and personal property on behalf of the church, and to take real and personal property by will, gift, or bequest on behalf of the church.

—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.

—To exercise all powers necessary for the dissolution of the church corporation.

- D. The deacons shall consist of a minimum of seven members (provided seven men can be found who qualify; otherwise, the congregation will be notified of adjustments to this number). The deacons shall be selected/nominated by the pastor and deacons, and elected by the congregation.
- E. Any deacon elected by the congregation shall serve a term of two years and may succeed himself as often as pastor or deacons are pleased to nominate him and as long as the church is pleased to elect him by majority vote.
- F. Nominations for the office of deacon shall be made by the pastor and the deacons, or if no deacons exist, by a nominating committee of the congregation appointed for such purpose.
- G. The deacon's qualifications are found in 1 Timothy 3:8-13. Only those male members who have been members of the church for one full year shall be eligible for election to this office.
- H. Vacancies to the office of deacon may be filled on appointment of the pastor and the deacons until the term expires.
- I. The internal organization of the Board of Deacons, such as the selecting of a chairman or other officers (such as secretary or vice chairman) shall be determined by the pastor and deacons as they deem appropriate to the need or season in the life of the church.
- J. If a deacon is absent for three consecutive regularly scheduled deacons' meetings without reasonable excuse or explanation offered (in the opinion of the pastor and the deacons), he may be asked to discontinue his service as a deacon.

SECTION 4.11 | DUTIES OF DEACONS

- A. Attend to the spiritual needs of the church in conjunction with the pastor
- B. Visit the sick and care for widows
- C. Provide counsel and assistance to the pastor as requested by him
- D. Assist the pastor in promoting the various church services
- E. Assist the pastor in observance of the Lord's Supper and baptism

- F. Cooperate with the pastor to increase the usefulness of the church in the community
- G. Serve as a Pulpit Committee when the church is seeking a new pastor
- H. Assist with caring for a delegated portion of the church family
- I. Serve as a Nominating Committee for the church officers
- J. Deacons' wives shall prepare the elements for the Lord's Supper and assist in baptisms.
- K. One-half of the members of the Board of Deacons shall constitute a quorum.

SECTION 4.12 | CLERK OF CHURCH RECORDS

- A. The pastor and deacons shall oversee the selection and appointment of church clerk.
- B. The clerk shall keep a record of the proceedings of all church meetings. The record, under reasonable regulations, shall be open for inspection by members of the church. The clerk shall issue letters of admission, transfer, or dismissal and shall have a renewable term of two years.
- C. The clerk shall certify and keep at the office of the church the original Bylaws or a copy, including all amendments or alterations to the Bylaws.
- D. The clerk shall exhibit at all reasonable times to proper persons on terms provided by law the Bylaws and minutes of proceedings of the meetings of the church members.
- E. The clerk shall keep all records at the office of the church and deliver them to any successor upon leaving office.

SECTION 4.13 | FINANCIAL SECRETARY

- A. The pastor and deacons shall oversee the selection and appointment of a financial secretary.
- B. The financial secretary shall oversee the receiving and counting of the monies given to the various funds of the church and shall oversee the depositing of those monies in the banks designated by the deacons and Finance Team. He/she shall oversee the keeping of a record of receipts in current expense, missions, benevolence, and building fund envelopes and in other special offerings and designated gifts. He/she shall furnish a record of sufficient detail to advise properly the church bookkeeper and the deacons and Finance Team of the monies received and deposited.
- C. The deacons and Finance Team members should assist the financial secretary with the counting and depositing of funds, as assigned, and in accordance with the highest present-day standards of financial accountability and security. When necessary, the deacons may appoint a faithful, tithing, voting church member to assist on a count team.

- D. Accurate individual giving records of the church family shall be kept by the church finance office or deacons. The church office shall issue an annual statement of giving to all donors reflecting their private gifts.

SECTION 4.14 | FINANCIAL ADMINISTRATOR/BOOKKEEPER

Under the oversight of the pastor, deacons, and Finance Team, the financial administrator shall perform the following responsibilities:

- A. Have oversight and responsibility of all funds of the corporation.
- B. Receive, and give receipt for all contributions, gifts, and donations to the church.
- C. Disburse, or cause to be disbursed, the funds of the church as may be directed by the pastor, the Board of Deacons, or the budget adopted by the members of the church at the annual church meeting, taking proper vouchers for the disbursements.
- D. Keep and maintain adequate and correct accounts of the church's properties and business transactions including account of its assets, liabilities, receipts, disbursements, and capital.
- E. Make all expenditures of the church by check.
- F. When and as requested, render to the pastor and the Board of Deacons accounts of all his transactions as financial steward and of the financial condition of the church.
- G. Present an annual financial report at the annual church administration meeting.
- H. Keep all church financial records at the office of the church and deliver them to any successor upon leaving office.
- I. Serve as treasurer of the corporation.

SECTION 4.15 | ASSISTANT/ASSOCIATE PASTORS

Under the direction and guidance of the senior pastor, the assistant/associate pastors of the church shall assist the pastor and carry out the pastoral responsibilities, ministries, and purpose of the church. The qualifications of the assistant/associate pastors shall be those found in 1 Timothy 3:1-7.

ARTICLE 5: CHURCH MEETINGS

All church meetings shall open and close in prayer for divine guidance and blessing.

SECTION 5.01 | WORSHIP SERVICES

- A. Unless otherwise determined by the pastor, the church shall meet each Sunday for public worship and once during the week for Bible study and prayer. The Lord's Supper shall be observed on a regular basis as scheduled by the pastor.
- B. Revival, conferences, and special meetings for spiritual growth may be scheduled and hosted as the pastor deems beneficial to the health of the church body.

SECTION 5.02 | ANNUAL MEETING

- A. The annual meeting shall be conducted during the summer months. If this schedule proves inconvenient, the pastor and/or deacons may approve and announce a schedule alteration at a regular church service.
- B. Other critical or necessary business may be transacted at special meetings with 15 percent members present or 25 percent present to amend the Bylaws or elect a pastor. The vote of three-fourths of those present and voting shall be required for their adoption provided a quorum is present.
- C. An annual financial report will be given to the church at the annual meeting.

SECTION 5.03 | SPECIAL MEETINGS

- A. Special meetings can be called by the pastor or the deacons by notifying the congregation at least two regularly scheduled services prior to the meeting.
- B. A simple majority of those members present and voting shall decide all matters including the election of officers except where stated otherwise in the Bylaws. All meetings will be conducted in an orderly fashion under the direction of the pastor or one designated by

either him or the Bylaws or the congregation.

- C. The fiscal year of the church and all its ministries shall run from July 1 through June 30. The missions budget will run from December 1 to November 30.

ARTICLE 6: GROUPS AND MINISTRIES WITHIN THE CHURCH

SECTION 6.01 | MISSIONS TEAM

- A. The Missions Team shall consist of church members appointed by the pastor. The purpose of this committee shall be to facilitate communication with existing missionaries, the hosting and care of visiting missionaries, and assistance with the mission conference or emphasis month.
- B. The missions budget shall be stewarded by the pastor, deacons, and Finance Committee—including the selection, vetting, and supporting of missionaries—including the amount and terms of support. This budget shall be revised and updated annually, reviewed by the deacons and Finance Team, and an update shared annually with the church during the early part of the new year.
- C. The church's bookkeeper shall serve as the missions treasurer. He/she shall keep a record of all funds received for missions. He/she shall disburse these funds as directed in the missionary budget. He/she shall be responsible for generating monthly and annual reports for the pastor, deacons, and Finance Team.

SECTION 6.02 | EMMANUEL CHRISTIAN ACADEMY OVERSIGHT

- A. The deacons and Finance Team shall serve as the Academy Committee and shall assist the pastor in overseeing the general budget and direction of the academy during regular deacons or finance meetings. As needed, the academy administrator and bookkeeper may be invited to meetings pertaining to the academy. When attending, the administrator and bookkeeper shall be considered non-voting attendees.
- B. This committee will work with the pastor and administrator in setting general policy which is in keeping with the philosophy of Emmanuel Christian Academy. It may freely offer counsel to the pastor and administrator in matters of discipline of either faculty or students. It may generally inquire as to the nature of problems, needs, and programs of Emmanuel

Christian Academy. The actual day-to-day administration will be in the hands of the pastor and the administrator.

- C. The academy administrator shall be hired by the pastor at a salary package approved by the deacons and Finance Team. He/she answers directly to the pastor and receives his/her instructions from him. His/her job description and lines of authority will be outlined by the pastor.
- D. The academy staff and faculty shall be hired by the pastor, with the cooperation of the administrator, at salary packages approved by the deacons and Finance Team.

SECTION 6.03 | EDUCATION MINISTRIES

- A. The church believes that it is to provide the members and their children with an education 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 this end, the church shall engage in ministries in education in keeping with the following dictates.
- B. 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 and their guests.
- C. All instructors, teachers, and administrators shall be members of this church. This provision shall not apply to visiting missionaries, evangelists, or preachers engaged for the purpose of delivering sermons, conducting revivals, or other special meetings on a temporary basis. The pastor may also make exception in specific cases where an academy teacher is hired while in faithful membership of a church of like faith and practice.
- D. 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 who fails to adhere to or expresses disagreement with the Statement of Faith.
- E. All educational programs or courses of instruction shall be conducted as an integral and inseparable ministry of the church.
- F. 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.
- G. All administrators, instructors, and teachers shall continue or adopt a lifestyle consistent with the precepts which they teach, whether in or out of the classroom.

SECTION 6.04 | FINANCE TEAM

- A. The Finance Committee/Team shall be composed of the pastor and/or the pastor's delegate, the deacons, and additional faithful, godly, spiritually mature men whom the pastor wishes to invite into this committee of service. If a vacancy occurs, a replacement shall be appointed by the pastor until that term of office expires. Non-elected appointees shall not exceed the number of elected deacons.
- B. The Finance Team shall assist the pastor and church family with general oversight of the total financial operations of Emmanuel Baptist Church and all of its related ministries. The finance committee shall approve on its own authority the academy budget and shall submit an annual main church budget for the congregation's approval sometime prior to the beginning of the fiscal year. Monthly financial reports shall be provided to the senior pastor and Finance Team from the administrative pastor and the academy bookkeeper.
- C. This committee shall have the authority to set policy and procedures regarding the financial conduct of Emmanuel Baptist Church. The Finance Team is responsible to review, advise, and recommend the annual budget to the church family after initial preparation by the pastoral staff. The Finance Team shall assist and advise the pastor in determining pay scales and salary packages for the entire ministry staff.
- D. The Finance Team shall appoint up to four persons, excluding the pastor, who are authorized to exercise check-writing power. This committee is responsible to monitor the financial health and progress of the church on a monthly basis and to assist the pastor in addressing budget adjustments as they deem necessary to the health of the ministry (in accordance with the church finance covenant).
- E. The deacons and Finance Team shall have care and custody of the physical properties of the church.

SECTION 6.05 | FINANCIAL COVENANT

- A. We believe that the church and its resources belong to Jesus Christ. We believe every good gift is from God and that we are stewards of God's resources. (Ephesians 5:23; James 1:17; 1 Chronicles 29:11-12; Haggai 2:5-8; Colossians 1:16-17; 1 Corinthians 4:1)
- B. We will trust God, knowing that He will supply all of our needs. We believe God leads and provides all that we need to achieve His purposes. (Matthew 6:31-33; Philippians 4:19; 2 Corinthians 9:6-8; Ephesians 3:20)
- C. We will teach and model scriptural grace giving, trusting God's provision. We believe God blesses His people to bless His work and to bless others with His love. (Genesis 14:17-20; Deuteronomy 14:22; Malachi 3:5-12; 1 Corinthians 16:1-2; 2 Corinthians 8:3-7)

- D. We will obey God’s word by assisting and sending missionaries around the world. We will not allow missions giving to be decreased in order to support other ongoing ministries. (Acts 1:8; Philippians 4:10-17; 2 Corinthians 8:1-9; Acts 13:1-2)
- E. We will be faithful stewards of the resources that God places into our hands. (Matthew 25:14-30; 1 Corinthians 4:12; 2 Corinthians 8:20-21)
- Faithfulness in managing resources pleases the Lord. (Luke 16:11)
 - We will keep clear and accurate financial records of all ministries which will be maintained daily by our accounting staff, reviewed monthly by our deacons and audited or reviewed annually by a competent, independent, certified public accountant.
 - We will provide an annual report to our church family and welcome questions throughout the year.
 - We will only purchase goods or services when the ability to pay is clear.
 - We will only borrow money when the means to pay is certain (either through analysis of regular giving or pledges). (James 4:13-14; Proverbs 21:5, 17:18, 27:1)
- F. We will lead from a spirit of biblical contentment in God’s will. The Scriptures tell us to be content with little or much and to give God thanks in all things. (1 Timothy 6:6-10; 2 Corinthians 9:8-15; Philippians 4:11-15; Hebrews 13:5)
- G. We will steward ministry resources for the maximum fruit of the gospel and health of the body. We believe Jesus commissioned and empowered the church to preach the gospel. We commit to handling God’s money in such a way that we bring glory and honor to God, provide for vital ministry, and avoid legitimate criticism. (Matthew 28:19-20; 1 Corinthians 1:18-23; Romans 1:16; 2 Corinthians 8:20-21)
- H. We will, in all things, seek to glorify Jesus Christ in and through His church. We believe our ultimate purpose is to glorify Jesus Christ in all. (Psalms 96:8; 1 Corinthians 10:31; Colossians 1:15-19; Ephesians 3:21)

SECTION 6.07 | LICENSING AND ORDAINING MINISTERS

- A. 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.
- B. Emmanuel Baptist Church may grant a license to preach to any qualified male called to preach as recommended by the pastor and deacons. The church may also ordain any qualified male called to preach as recommended by the pastor and deacons. The procedure to either license or ordain will be prescribed by the pastor and the deacons.

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

ARTICLE 7: MISCELLANEOUS

SECTION 7.01 | DISSOLUTION AND DISPOSITION OF PROPERTY

- A. In the event of the dissolution of this organization after all legal and financial obligations have been met, one-half of the property shall be given, pro-rated, to those missionaries which received regular contributions from the church in the last fiscal year.
- B. It shall be decided by the current active voting members of the existing congregation concerning the other half of the property at the same time as the dissolution of this organization is decided. The balance can only be given to churches of like faith who subscribe to the Statement of Faith contained in these Bylaws and who are charitable organizations as defined in Article 2, Section 3.
- C. To be effective, the above clauses (A and B of Section 7.01) must be ratified by a three-fourths vote of 25 percent of the voting membership at any annual or special business meeting of the church.

SECTION 7.02 | 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 7.03 | 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 (including the publishing or distribution of statements) in any political campaign on behalf of any candidate for public office.

SECTION 7.04 | RACIAL NONDISCRIMINATION

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

SECTION 7.05 | LIMITATION OF ACTIVITIES

- A. 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 1.02.
- B. It is the policy of Emmanuel Baptist Church to limit the services of our pastors and the use of our facilities or resources for activities or events (such as weddings) that are inconsistent with our Statement of Faith.
- C. Each internal group, project, or ministry in the church must be operated under the leadership set forth by the pastor and deacons. If the church building is being used for such function, no fee is required.

ARTICLE 8: INDEMNIFICATION

SECTION 8.01 | ACTIONS SUBJECT TO INDEMNIFICATION

- A. At the discretion of the Board of Deacons, the church may indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, including all appeals (other than an action by or in the right of the church) by reason of the fact that the person is or was a pastor, deacon, officer, employee, or agent of the church, against expenses, including attorneys' fees, judgments, fines, and amounts paid in settlement actually and reasonably incurred by him in connection with the action, suit, or proceeding; if such alleged unlawful conduct was performed in that persons capacity as a pastor, deacon, officer, employee, or agent of the church and in the course of performing his or her duties as such; and if that person acted in good faith and 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. Such indemnified person shall reimburse the church for all costs, including attorney's fees, the church pays on his or her behalf if such person is found guilty of or pleads guilty to a crime.
- B. 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, deacon, officer, employee, or agent has been successful on the merits or otherwise in defense of any action, suit, or proceeding referred to in this Article, or in defense of any claim, issue, or matter in that action, suit, or proceeding, he or she may be indemnified against expenses, including attorneys' fees, actually and reasonably incurred by him or her in connection with the action, suit, or proceeding.

SECTION 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, deacon, officer, employee, or agent, if such alleged unlawful conduct was performed in that person's capacity as a pastor, deacon, officer, employee, or agent of the church and in the course of performing his or her duties as such, is proper. The determination shall be made (a) by a majority vote of a quorum consisting of the pastor and deacons who were not and are not parties to or threatened with the action, suit, or proceeding; (b) if the described quorum is not obtainable or if a majority vote of a quorum of disinterested deacons so directs, by independent legal counsel in a written opinion; or (c) by a majority vote of the members of the church.

SECTION 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 Deacons in the specific case, so long as the pastor, deacon, officer, employee, or agent agrees to repay the amount if it is ultimately 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, deacon, officer, 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, deacon, officer, employee, or agent of the church against any liability asserted against him and incurred by him in that capacity, or arising out of his status in that capacity, whether or not the church would have the power to indemnify him against liability under the provisions of this Article.

ARTICLE 9: ARBITRATION

The pastor and the deacons shall develop and make available to members an arbitration system and procedure so that church members can be compliant with sections 2.01(V) and 3.03(C) in resolving personal disputes biblically.

ARTICLE 10: CONFLICT OF INTEREST

SECTION 10.01 | PURPOSE

The purpose of this conflict of interest policy is to protect the church's interest when it is contemplating entering into a transaction or arrangement that might either benefit the private interest of an officer or trustee of the church or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state or federal laws governing conflicts of interest applicable to nonprofit and charitable organizations.

SECTION 10.02 | DEFINITIONS

- A. *Interested Person*: Any trustee or officer who has a direct or indirect financial interest.
- B. *Financial Interest*: A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:
 - 1. An ownership or investment interest in any entity with which the church has a transaction or arrangement,
 - 2. A compensation arrangement with the church or with any entity or individual with which church has a transaction or arrangement, or
 - 3. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the church is negotiating a transaction or arrangement.
 - 4. A financial interest is not necessarily a conflict of interest. A person who has a financial interest may have a conflict of interest only if the board decides that a conflict of interest exists.
- C. *Compensation*: Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

SECTION 10.03 | PROCEDURES

- A. In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the trustees considering the proposed transaction or arrangement.
- B. After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he shall leave the board meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board members shall decide if a conflict of interest exists.
- C. An interested person may make a presentation at the board meeting, but after the presentation, he shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
 - 1. The chairman of the board shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
 - 2. After exercising due diligence, the board or committee shall determine whether church can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
 - 3. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the board shall determine by a majority vote of the disinterested trustees whether the transaction or arrangement is in the best interests of church, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.
- D. If the board has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
- E. If, after hearing the member's response and after making further investigation as warranted by the circumstances, the board determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

SECTION 10.04 | RECORDS OF PROCEEDINGS

- A. The minutes of the board shall contain the names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the board's decision as to whether a conflict of interest in fact existed.

- B. The minutes of the board also shall contain the names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

SECTION 10.05 | COMPENSATION

A voting member of the board who receives compensation directly or indirectly from the church for services rendered may not vote on matters pertaining to that member's compensation.

ARTICLE 11: DESIGNATED CONTRIBUTIONS

From time to time the church, in the exercise of its religious, educational, and charitable purposes, may establish various funds to accomplish specific goals. All contributions to these funds shall be deemed advisory rather than mandatory in nature and shall remain subject to the exclusive control and discretion of the pastor and the Board of Deacons. Though it is the intention of the ministry to honor designations, no binding 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 its tax-exempt purposes.

ARTICLE 12: AMENDMENTS AND ADOPTION

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

All proposed alterations of the Bylaws shall be directed by the pastor and deacons. To be effective, these proposed changes shall be ratified by a three-fourths vote of 25 percent of the voting membership present at any annual or special business meeting, due notice of the same having been given two regularly scheduled services before the vote.

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 Emmanuel Baptist Church.

Church Clerk

Date



EMMANUEL

BAPTIST CHURCH

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