

CONSTITUTION
OF
FORESTVILLE
BAPTIST CHURCH

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CONSTITUTION OF FORESTVILLE BAPTIST CHURCH

As last amended at the Congregational Meeting of November 20, 2022

PREAMBLE

Placing our faith in the Lord Jesus Christ for our salvation and believing in the teaching and practices of the Word of God, we, therefore, band ourselves together as a body of baptized believers in Jesus Christ and adopt for our government and plan of worship and service the following articles.

ARTICLE I - NAME AND ASSOCIATION

This local body of believers will be known as Forestville Baptist Church, currently located at 1311 Nagel Road, Cincinnati, OH 45255. Forestville Baptist Church is organized as a tax-exempt organization under the provisions of Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law) and is self-governing and is not in association with any denomination.

ARTICLE II - MISSION

The mission of this church is to help individuals become fully devoted followers of Jesus Christ through glorifying God in the public and private worship of God (Exaltation); the teaching and preaching of the Scriptures (Edification); the faithful service and stewardship of its members (Exercise); and the faithful conduct and communication of its members leading individuals to a relationship with Jesus Christ (Evangelism).

ARTICLE III - COVENANT

Having been led, as we believe, by the Spirit of God to receive Jesus Christ as Savior and to confess Him as Lord, and on confession of this faith, having been baptized by immersion in the name of the Father and of the Son and of the Holy Spirit, we do now, in the presence of God and this church, most seriously and joyfully covenant with one another as one body in Christ, to discipline ourselves to a walk worthy of the Lord.

We promise therefore, by the aid of the Holy Spirit, to walk together in Christian love (John 13:34); to exercise Christian care and watchfulness over one another (2 Cor. 1:4; Eph. 4:2; Col. 3:16); to pray with and for one another sharing our burdens, sorrows, and joys (Gal. 6:2; Rom. 12:15; James 5:16); to be thoughtful and courteous to one another, slow to take offense, and quick to forgive and to seek forgiveness (Eph. 4:32; Rom. 12:10); to assist, through the gifts of the Spirit, in the work of the church and to promote its usefulness as a witness to the saving grace of God and Jesus Christ (Gal. 5:13; 1 Pet. 4:10); to contribute, as the Lord directs, to the financial support of the church, the relief of the needy, and evangelism of all people (1 Cor. 16:2; 2 Cor. 8:3; 9:5-7); to engage regularly in personal Bible reading and prayer, and to establish family devotions (2 Tim. 2:15; 3:16-17); to rear children entrusted to our care in the training and instruction of the Lord (Eph. 6:4); to live with awareness of the world, remembering we are

ambassadors of Jesus Christ and His kingdom, we desire to avoid the appearance of every kind of evil (2 Cor. 5:20; 1 Thess. 5:21-22; 1 John 2:15-17); to resist temptation through prayer and the use of the armor of God and walking in the Spirit (Eph. 6:11-18; Gal. 5:16); to pursue peace and the edification of one another (Rom. 14:19); to endeavor by prayer, conduct, and communication to win others to an acceptance of Jesus Christ as Savior and Lord (Titus 2:1-14); and to promise that when we remove ourselves from this body of believers, we will as soon as possible (following God's direction) unite with another body of believers where we can carry out the intent of this Covenant and the principles of God's Word.

ARTICLE IV - STATEMENT OF FAITH

A. THE BIBLE

We believe the Holy Scriptures of the Old and New Testaments to be the verbally inspired Word of God, the final authority for faith and life, inerrant in the original writings, infallible, and God-breathed. Creeds and confessions of faith, which attempt to articulate the theology of Scripture, while useful, do not carry the Scriptures' inherent authority. (Deut. 4:2; II Tim. 3:16-17; II Peter 1:20-21; Matt. 5:18; John 16:12-13).

B. GOD

We believe that God is a person who has revealed Himself as a trinity; the Father, the Son, and the Holy Spirit, three persons and yet one God (Gen. 1:1, 26; Matt. 28:19).

C. JESUS CHRIST

- 1) We believe that the Lord Jesus Christ, the eternal Son of God, became man, without ceasing to be God, having been conceived by the Holy Spirit and born of the virgin Mary, in order that He might reveal God and redeem sinful man by taking away sin and destroying the works of the devil. Through accomplishing His purpose, He makes it possible for man to live through Him. (John 1:1-2, 14; 18:37; Luke 1:35; Hebrews 1:2-3; Col.1:15; 1 John 3:5, 8; 4:9).
- 2) We believe that the Lord Jesus Christ accomplished our redemption by His shed blood through His death on the cross as a representative and atoning substitutionary sacrifice for our sin; and that our justification is made sure and complete by His literal physical resurrection from the dead (Rom. 3:23, 25; I Peter 2:24; Eph. 1:7; I Peter 1:3-5).
- 3) We believe that the Lord Jesus Christ ascended to Heaven and is now exalted at the right hand of God, where, as our High Priest, He fulfills the ministry of representative, intercessor, and advocate (Acts 1:9-10; Heb. 9:24-25; Rom. 8:34; I John 2:1-2).

D. HOLY SPIRIT

We believe the Holy Spirit is a person who convicts of sin, regenerates (creates anew) unbelievers, indwells believers, reveals the Scripture, and empowers the saved (Acts 2:4; John 16:7-11, 3:5-6; Rom. 8:2; I Cor. 2:9-10).

E. MAN

We believe that man was created in the image and likeness of God, but that in Adam's sin the human race fell, inherited a sinful nature, and became alienated from God; and that man is totally depraved, desperately wicked, and, in himself, completely unable to remedy his lost condition (Gen. 1:26-27; Rom. 3:22-23; 5:12; Eph. 2:1-3, 12; Jer. 17:9).

F. SALVATION

We believe that salvation is the gift of God brought to man by grace, not of works, and received by personal faith in the Lord Jesus Christ, whose precious blood was shed on Calvary for the forgiveness of our sins, providing direct access to God in prayer (Eph. 2:8-10, John 1:12, Eph. 1:7, I Peter 1:18-19).

G. SECURITY AND ASSURANCE OF BELIEVERS

We believe that all the redeemed, once saved, are sealed by the Holy Spirit, kept by God's power, and are secure in Christ forever (John 6:37-40; 10:27-30; Rom. 8:1, 38, 39; I Cor. 1:4-8; I Peter 1:5; Eph. 1:13).

H. SATAN

We believe that Satan is a created being and the originator of sin; that he is an open and declared enemy of God and man, and that he will be eternally punished in the lake of fire (Job 1:6-9; Isa. 14:12-17; Matt. 4:2-11, 25:41; John 8:44; Rev. 20:10; Eph. 6:11-18).

I. ETERNAL DESTINY

We believe in a literal Heaven for all who, through grace by faith in Jesus Christ, have become the children of God. We believe in a literal Hell, the place of eternal judgement for all who have not received forgiveness of sins, which is in the Lord Jesus Christ (John 5:28-29; 3:36; Rev. 21:27; Eph. 2:8-9).

J. THE CHURCH

Use of the words "Church" and "church" are used herein: "Church" is referring to the universal body of Christ, whereas "church" is the local body of baptized believers, accountable to the Lord Jesus Christ, the head of the Church (Col. 1:18).

- 1) We believe that the Church, which is the body and the promised bride of Christ, is a spiritual organism comprised of all born again believers of this present Church age (Eph. 1:22-23; 5:25-27; I Cor. 12-14; II Cor. 11:2).
- 2) We believe that the establishment and continuance of local churches is clearly taught and defined in the New Testament Scriptures (Acts 2:41-47; 14:27; 20:17; II Cor. 8:1; II Thess. 1:4; I Tim. 3:1-13; Titus 1:5).
- 3) We believe a local church is a voluntary association of baptized believers equal in rank and privilege, subject to the Word of God, and independent of any hierarchical

control meaning autonomous and self-governing. (Rev. 1:20; Matt. 5:15-16).

K. RAPTURE OF THE CHURCH

We believe in the visible, bodily, pre-tribulation, pre-millennial, and imminent return of the Lord Jesus Christ to receive His Church to be with Himself in the air, and then after the tribulation to return in power onto the earth with His saints to judge the nations and establish His kingdom (I Thess. 4:13-17; I Cor. 15:51-58; Phil. 3:20; Titus 2:13; Rev. 4:1; II Sam. 7:10-16; Ps. 89:20-37; Zech. 12:8-10).

L. SECOND COMING OF CHRIST

We believe that after the tribulation, Christ will return to the earth with His saints to judge the nations and establish His kingdom (Rev. 1:5-7; Matt. 24:29-31; John 19:37; Zech. 12:10-14; Isa. 9:7, 24:5, 54:3; Rev. 19:11-20:6).

M. BAPTISM

We believe that the ordinance of water baptism by immersion is the symbol of what has already taken place in the heart, having died with Christ, and having been raised with Him into a life of acceptance with God (Rom. 6:3-5; Col. 2:12). We believe that only believers are proper subjects for baptism and that all believers should act in obedience with this ordinance (Luke 3:21-22; Matt. 28:19; Acts 2:41).

N. THE LORD'S SUPPER

We believe that the ordinance of the Lord's supper is a memorial ordinance, to be observed by all believers in fellowship with their risen Lord. We believe that the elements, unleavened bread and grape juice, are symbolic representations of the body and blood of Christ. We believe that, as to frequency of observance, the church is at liberty to make this decision and that such observance should be conducted by the church (I Cor. 11:25-32; Matt. 26:26-29).

O. SEPARATION

Biblical separation is the recognition that God has called believers out of the world and into a personal and corporate purity in the midst of sinful cultures. Biblical separation is both personal and ecclesiastical:

- 1) Personal – The Bible clearly teaches that the child of God is to be separate from the world. “Do not be yoked together with unbelievers. For what do righteousness and wickedness have in common? Or what fellowship can light have with darkness? What harmony is there between Christ and Belial? What does a believer have in common with an unbeliever? What agreement is there between the temple of God and idols? For we are the temple of the living God. As God has said: ‘I will live with them and walk among them, and I will be their God, and they will be my people.’ Therefore, ‘Come out from them and be separate, says the Lord’” (II Cor. 6:14-17; 1 Pet. 1:14-16). Biblical separation does not require Christians to have no contact with unbelievers. Like Jesus, we should befriend the sinner without partaking of the sin

(Luke 7:34). Paul expresses a balanced view of separatism: “I have written you in my letter not to associate with sexually immoral people—not at all meaning the people of this world who are immoral, or the greedy and swindlers, or idolaters. In that case you would have to leave this world” (I Cor. 5:9-10). In other words, we are in the world, but not of it.

- 2) Ecclesiastical – This involves the decisions of a church concerning its ties to other organizations, based on their theology or practices. Separatism is implied in the very word “church,” which comes from the Greek word ekklesia meaning “a called-out assembly.” In Jesus’ letter to the church of Pergamum, He warned against tolerating those who taught false doctrine (Rev. 2:14-15). The church was to be separate, breaking ties with heresy. The church can, and should, partner with other churches or organizations to fulfill the Great Commission, taking the gospel to all the people of the world. Any church or organization that Forestville Baptist Church partners with to further the gospel reach must align with Forestville Baptist Church’s basic Statement of Faith (Article IV, Sections A-F).

P. MARRIAGE

Forestville Baptist Church believes that the only Scriptural marriage is the joining of one man and one woman (Gen. 2:18, 21-24; Eph. 5:22-33). God designed us to enjoy the gift of sexual pleasure (Matt. 19:5). It is His command that all sexual activity must remain within the confines of marriage (Exod. 20:14), i.e. only to be engaged between one man and one woman inside holy matrimony (Heb. 13:4; Rom. 1:26-27). To honor biblical precepts, we therefore can only perform wedding ceremonies for Christian couples consisting of one man, born as a man, and one woman, born as a woman.

Q. SANCTITY OF HUMAN LIFE

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 unborn babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. According to Scripture, we are therefore called to preserve, protect, and value all human life. (Gen. 1:26-27; Ps. 139:1-24; Prov. 24:11-12; Rom. 13:9-10)

ARTICLE V - MEMBERSHIP

A. QUALIFICATIONS FOR MEMBERSHIP

The membership of this church will consist of people who accept the Lord Jesus Christ as their personal Savior, are baptized by immersion, willingly subscribe to the Constitution of this church, who renounce sin as defined in Scripture, and who endeavor to live a consecrated life wholly unto the Lord (Acts 2:41, 47; Rom. 1:22-32).

B. PERSONS MAY BE RECEIVED INTO THE MEMBERSHIP OF THIS CHURCH BY:

- (1) Letter from other churches of like conviction.
- (2) Statement of Christian experience, having been baptized by immersion as a believer.
- (3) Confession of Christ as Savior and believer's baptism.
- (4) Any person desiring membership must meet with the Pastor and/or Deacons, and be recommended by them for membership before the congregation may vote upon that recommendation. Then the congregation may accept them by a majority vote at any regular service in which a quorum of members is present.
- (5) Restoration of a removed member: in each case, the candidate must give evidence of a change of heart, the testimony of a Christian life, and adoption of the views of faith and doctrinal position held by this church.

C. REMOVAL FROM MEMBERSHIP:

- (1) A letter of recommendation may be given to another Baptist church or church of like faith. Any letter received from another church requesting a transfer of membership will be reviewed by the Pastor and/or Deacons and presented to the church for action at any regular service in which a quorum is present. Letters will be sent by the Clerk directly to the transfer church.
- (2) The request of a member wishing to withdraw from the membership of this church to enter some other denomination will be granted. A letter of Christian character will be provided and his/her name will be removed from the roll. Any letter to be granted by the church will be reviewed by the Pastor and Deacons and presented to the church for action at any regular service in which a quorum is present.
- (3) Any member accused of disorderly conduct or propagating doctrine contrary to any part of Article IV, will be dealt with by the Pastor and Deacons, according to Scripture (Matt. 18:15-17; I Cor. 5). If restoration is not accomplished, the facts will be stated to the Advisory Board. If, after a fair hearing with notice having been given to the accused in writing by the Clerk, the Board finds the member guilty, said Board will recommend to the church that he/she be removed. Removal will be dependent upon a two-thirds majority vote of adult members (18 or older) present and voting. There will be no appeal of the discipline process or the removal from membership to any court.

- (4) Upon the death of a member, the person's name will be removed from membership of the church.
- (5) No member of this church may hold membership in another church. The membership of any individual member will automatically terminate without notice if the member unites in membership with another church.
- (6) Any member who is absent from regular attendance for a period of six months may be placed on inactive status with the loss of all voting privileges and cannot participate in any church business meeting. They are not counted for purposes of determining whether a quorum is present. The person's name will be presented at a business meeting and voted on by the membership. In order for a person to be reinstated into active fellowship he/she must be present in a public service and follow the regular procedure for membership per Article V, Paragraph B of the Constitution. A reasonable attempt, both personal and in writing, will be made by the Deacons to contact these people before action is taken.
- (7) Any member that has been placed on inactive status will be removed from membership when that member has not been in attendance for three months following the date of being placed on inactive status. A reasonable attempt to communicate this action with the inactive member will be taken by the pastoral and deacon leadership team. The members' name(s) will be presented at a business meeting and voted on by the membership to be removed.

ARTICLE VI - OFFICES, ELECTED, AND APPOINTED POSITIONS

A. TWO OFFICES OF THE CHURCH 1 Tim. 3:1-3; Titus 1:5-9

The Offices of this church will be:

- (1) Pastor (Includes all pastoral staff)
- (2) Deacons

B. ELECTED POSITIONS

The elected positions: i.e., Deacons, Trustees, Clerk and Assistant Clerk, Treasurer and Assistant Treasurer, Financial Secretary and Assistant Financial Secretary, Discovery Group Superintendent and assistants, Head Usher and assistants, Safety/Security Team Leader, Children's Safety and Protection Policy (CS&PP) Leader.

C. APPOINTED POSITIONS

The appointed leadership positions for: Worship, Children's Church, Olympians Program, Happy Explorers, FLOCK, Upward Basketball, Upward Cheerleading, Upward Administration, Media Team, Host/Hostess Ministry, Baptismal Assistance, Shut in Ministry, Tracts, Forestville Explorers, Special Needs Meals, Wedding Coordinator, Greeter Ministry, Flowers & Decorating, Missions Team, College and Singles Ministry, Library, and Teachers (must agree with teacher's covenant).

ARTICLE VII - FINANCES

A. CONTRIBUTION

Believing that proportionate giving is a distinct and positive command in the Scriptures (Mal. 3:7-11), we agree to contribute to the support of the church by such portions of our income as we believe God requires of us, according to the principle laid down in the Scriptures (Gen. 28:20-22; I Cor. 4:1-2, 16:2; II Cor. 9:7). Each member will be encouraged in spiritual giving, with tithing as the ideal minimum. No attempt should be made to support the church financially by meals, or by sale of articles or services. The Pastors have the authority to authorize projects to raise money for mission and outreach projects (II Cor. 8:3, 15).

ARTICLE VIII - BOARDS AND COMMITTEES

A. BOARDS

The Board of Deacons, Board of Trustees, and Advisory Board will be recognized as permanent boards and will be elected each year at the annual business meeting.

B. COMMITTEES

1. Committees will be temporary and appointed by the Senior Pastor as needs arise.
2. Upon the death, resignation, or dismissal of the Pastor, the Board of Deacons will appoint a Pulpit Committee.

C. ADVISORY BOARD

The Advisory Board will consist of the Pastor(s), the full-time ministerial staff, and those elected to the following positions: Clerk, Treasurer, Discovery Group Superintendent, Board of Deacons, Board of Trustees, Financial Secretary, Head Usher, Safety/Security Team Leader, and Children's Safety and Protection Policy (CS&PP) Leader.

BY-LAWS

ARTICLE I - MEETINGS

Sec. 1 - FOR WORSHIP, FELLOWSHIP, STUDY, AND SERVICES

- a) A public Bible-centered worship service and discovery group (Bible Education) classes will be held on Sunday. Additional services may be appointed to advance the mission of the church.
- b) The ordinance of the Lord's Supper will be observed regularly.

Sec. 2 - FOR BUSINESS

- a) The annual business meeting of the church will be held in December, with the new officers to take over their new duties on January 1st.
- b) Quarterly business meetings will be held.
- c) Special business meetings may be called by the Pastor, the Deacon Board, and the Advisory Board to consider any business of the church that needs immediate attention.

ARTICLE II - CALL OF PASTOR AND MINISTERIAL STAFF

Pastor and full time ministerial staff: The Pastor and full-time ministerial staff will be called for an indefinite term, the relation to be broken by mutual agreement after no less than two weeks' notice or more than one months' notice. They will subscribe to the statement of faith covered by Article IV of the Constitution. The Pastors must meet the qualifications of I Tim. 3:1-7 and Titus 1:5-9.

ARTICLE III - ELECTED AND APPOINTED POSITIONS

Sec. 1 - TERM OF ELECTED AND APPOINTED POSITIONS

- a) Deacons: The term of the Deacons will be three years and so arranged that one or more will be elected each year. The Deacons must meet the qualifications in I Tim. 3:8-12. No Deacon will succeed himself in office until one year has elapsed.
- b) Trustees: The term of the Trustees will be three years. The Trustees must meet the qualifications in Eph. 4:17-24 and I Thess. 4:11. No trustee will succeed himself in office until one year has elapsed.

- c) Clerk and Assistant Clerk: The Clerk and Assistant Clerk will be elected by the church at its annual business meeting for a term of one year.
- d) Treasurer and Assistant Treasurer: Same as Clerk.
- e) Financial Secretary and Assistant Financial Secretary: Same as Clerk.
- f) Discovery Group Superintendent and Assistants: Same as Clerk.
- g) Head Usher: Same as Clerk.
- h) Safety/Security Team leader: Same as Clerk.
- i) Children's Safety and Protection Policy Leader: Same as Clerk.
- j) All other elected and appointed positions will be approved by the church at its annual business meeting and will serve for a term of one year.
- k) All elected and appointed positions must be members of Forestville Baptist Church for at least one year, and be members in good standing, before being elected or appointed to any office or position. The one year period may be waived for an adult candidate, after an interview with the Pastors and the Board of Deacons, to confirm spiritual maturity and commitment to Forestville Baptist Church. All will subscribe to the Constitution and these By-laws and meet the qualifications of Eph. 4:17-24.

Sec. 2 - DUTIES OF OFFICERS AND ELECTED POSITIONS

- a) Pastor: The Pastor is in charge of the spiritual welfare of the church. He will preach the Gospel according to the Scriptures. He will administer the ordinances, will act as moderator at all business meetings, and will appoint committees. (I Peter 5:1-5; Acts 2:42).
- b) Other Full-Time Ministerial Staff: Duties will be agreed upon during the hiring process.

- c) Deacons: It will be the duty of the Deacons to assist the Pastor in the administration of the ordinances; to visit those in need physically and spiritually; to strengthen the hand of the Pastor in his labors; in concert with him, exercise a general watch care over the spiritual interest of the church; and seek restoration in situations that may require church discipline. They will, in cooperation with the Pastor, disburse the Others Fund. The Board of Deacons will elect a chairman and secretary for a term of one year. The chairman will be the moderator of the church in the absence of the Pastor(s) and when the church is without a Pastor. The Pastor and Deacons will safeguard the purity and peace of the church and will admonish with a sense of urgency in truth and love against anyone (which may include Pastors or Deacons) who is obstructing the ministry. This will be done by the authority set forth in the Scriptures (Matt. 18:15-17; I Cor. 12:12-27).
- d) Trustees: The Trustees will steward all the property belonging to the church and will take all necessary measures for its protection and management. The Trustees will elect a chairman for a term of one year (I Thess. 4:11).
- e) Clerk: The Clerk will make and preserve all records of the church. The Clerk will keep a register of the names of all members of the church, with dates of admission, removal or death, and a record of baptism. The Clerk will issue letters of removal and recommendation voted by the church and will keep a record of all business transacted by the church at its business meetings. The Clerk will also act as secretary to the Advisory Board. The Clerk will render regular reports to the Advisory Board. The Clerk will be responsible for maintaining the church archives.
- f) Assistant Clerk: The Assistant Clerk will assume the responsibilities of the Clerk in the absence of the Clerk.
- g) Treasurer: The Treasurer will receive all money, stocks, securities, and bonds that may belong to the church, and will deposit the same in a commercial bank designated by the Advisory Board. The treasurer, under the direction of the Advisory Board, will be responsible for establishing the procedure for payment of all bills. The Treasurer will pay all the regular bills of the church and any other expense contracted by the church. Using a computerized accounting system, the Treasurer will prepare checks and act as the bookkeeper and will keep records in accordance with acceptable accounting practices. All checks must be co-signed by one of the persons given check signing authority by the Advisory Board. Checks will be dispersed by the Treasurer, Financial Secretary, or given to the Office Administrator for mailing. The Treasurer's records will be audited regularly. The Treasurer will render regular reports to the Advisory Board and to the church.
- h) Assistant Treasurer: The Assistant Treasurer will help count receipts and have authority to co-sign checks, assist the Treasurer, and assume responsibilities of the Treasurer in the absence of the Treasurer.
- i) Financial Secretary: The Financial Secretary will help count receipts and will have authority to co-sign and disperse checks. The Financial Secretary will maintain a record of contributors and their contributions in a manner so as to satisfy IRS

- regulations, and the Financial Secretary will perform a monthly comparison of issued checks with the bank statement and bank reconciliation.
- j) Assistant Financial Secretary: The Assistant Financial Secretary will help count receipts and have authority to co-sign checks. The Assistant Financial Secretary will assume the responsibilities of the Financial Secretary in the absence of the Financial Secretary.
 - k) Discovery Group Superintendent: The Discovery Group Superintendent will oversee the operation of all discovery groups, encouraging the participation of the whole church in Bible study and instruction. The Discovery Group Superintendent will assist the Pastor in looking after the spiritual interest of the Discovery Groups.
 - l) Assistant Discovery Group Leaders: They will assist the Discovery Group Superintendent in function of Discovery Groups and will assume the responsibilities of the Discovery Group Superintendent in the absence of Discovery Group Superintendent.
 - m) Head Usher: He will oversee the general functions of the staff of ushers.
 - n) Children's Safety and Protection Policy Leader: The CS&PP Leader will work with ministry leaders and others as necessary to manage the risks associated with volunteer workers in children's ministries. This includes, but is not limited to, providing leadership in policy implementation, worker training, building and classroom safety, worker and child interaction, conducting background checks, and maintenance of the confidentiality of personal information.
 - o) Safety/Security Team Leader: The Safety and Security Team Leader will work with ministry leaders and others as necessary to provide a safe and secure environment for worship and related activities. This includes, but is not limited to, providing leadership in the development and implementation of safety and security policies, practices, and procedures. This involves being prepared for medical, fire, and weather emergencies as well as building and perimeter safety and security.
 - p) Any elected individual who neglects their duties as outlined in these By-laws for a period of three months may be removed from their office, at the discretion of the Pastor and Deacons. Another individual may be appointed by the nominating committee with approval of the Advisory Board and church body to serve the un-expired term.
 - q) Advisory Board: The Advisory Board will act as the working cabinet of the Pastor, advising him upon all matters pertaining to the general policy of the church and the work of its ministries. The Advisory Board makes recommendations to the church for its approval.

* Based on the needs of the church, all elected appointed positions, and Deacons' terms can be adjusted by a recommendation from the Pastor and the leadership team. The adjustments of the

term must be approved by the church.

ARTICLE IV - BUSINESS

Sec.1 --QUORUM

Twenty-five (25) members of the church in good standing will constitute a quorum at any business meeting of the church.

Sec.2 --VOTING

- a) A majority vote of all members in attendance will decide all matters of business, with these exceptions:
 - 1) Inactive members and non-members are not allowed to vote.
 - 2) Members under church discipline by Pastors and Deacons are not allowed to vote.
 - 3) Members under eighteen years of age are not allowed to vote.
 - 4) A two-thirds majority is necessary to decide all matters concerning the call or dismissal of a Pastor and full time ministerial staff, the purchase or sale of property, all cases of church discipline, and amendments to the Constitution or By-laws.
- b) Public notice of anticipated action must be made at least one week prior to a vote concerning dismissal of a Pastor and full time ministerial staff, and all cases of church discipline.
- c) Public notice of anticipated action must be made at least one week prior to a vote concerning the calling of a Pastor.
- d) Public notice of anticipated action must be made at least two weeks prior to a vote concerning the purchase or sale of property.
- e) Amendments to the Constitution or By-laws must be proposed in writing at a business meeting and laid on the table until the next business meeting.

* An announcement during a business meeting or regular church service constitutes public notice.

Sec. 3 - BUSINESS ORDER

- a) All meetings will be conducted decently and in good order based on the instructions of I Corinthians 14:33, 40.
- b) All meetings will be opened and closed with prayer.
- c) The Moderator will be empowered to suspend any business meeting at his discretion

if, in his judgment, the matters are being considered and debated in such a way as to injure the unity of the congregation, or any spirit of anger is shown by any member or group as may be a stumbling block to good fellowship. The Moderator will be empowered to select the method of voting for items of business unless otherwise specified herein.

- d) During a business meeting questions pertaining to church discipline and all other sensitive matters will be considered in a members only business meeting.
- e) Any business must be proposed prior to a scheduled business meeting.

Sec. 4 - ELECTIONS

- a) Nominations and appointments will be made by the nominating committee.
- b) Election of nominated, appointed positions will be held during the annual business meeting.
- c) The vote for the nominated and appointed positions will be by show of hands.
- d) The vote for pastoral staff will be by ballot.