



Bylaws
&
Covenant

5 May 2024

BYLAWS AND COVENANT OF BETHEL BAPTIST CHURCH

PREAMBLE

So that things may be done decently and in order, and that we may more readily help each other in our Christian service, we declare and establish these Bylaws to which we voluntarily submit ourselves.

ARTICLE 1 NAME AND PURPOSE

A. Church Name

The official name of this church is Bethel Baptist Church Inc. On March 1, 1981, it was voted by the congregation that this church would be a Baptist church after having been an independent, non-denominational* church since June 1977.

B. Purpose

The purpose of the church is to exalt Jesus Christ as the crucified and risen Son of God; to maintain public worship services; to administer the ordinances*; to strengthen Christians in the faith through the teachings of the Bible and Christian fellowship; to seek the salvation of lost souls; and to help proclaim the Gospel of Jesus Christ throughout the world. The Holy Bible is the basis and foundation of our faith and practice.

This congregation is organized as a church exclusively for charitable, religious, and educational purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law), including, but not limited to, for such purposes, the establishing and maintaining of religious worship, the building, maintaining and operating of churches, parsonages, schools, and any other ministries that the church may be led of God to establish. The church is incorporated as a charitable organization under section 402 of the not-for-profit corporation law as a non-profit corporation under the laws of the State of New York.

C. Associations

This church shall be an independent, autonomous church, subject only to Jesus Christ, the Head of the Church. It has the right to cooperate and associate with other Biblical groups on a voluntary basis. If any of these associations forsakes their present Biblical position, this church shall take appropriate action to withdraw from its fellowship.

ARTICLE 2 STATEMENT OF FAITH

A. Authority of Statement of Faith:

The Statement of Faith does not exhaust the extent of our faith. The Bible itself is the sole and final source of all that we believe. We do believe, however, that the Statement of Faith accurately represents the teachings of the Bible and, therefore, is binding upon all members, staff, and volunteers. All media, whether print or electronic, used in the church shall be in complete agreement with the Statement of Faith. All activities permitted or performed in any facilities owned, rented, or leased by this church, or engaged in by any member of the church staff (volunteer or paid), and all decisions of the administration of this church shall not conflict with the Statement of Faith. In all conflicts regarding interpretation of the Statement of Faith, the pastor and the deacon board, on behalf of the church, have the final authority.

B. Statement of Faith:

The Statement of Faith is the basis for this church's unity of belief. It allows us to maintain a standard of Biblical truth, oneness of spirit, and unity in purpose as we seek to do God's will through different church activities.

1. Beliefs on Doctrine

a. The Holy Scriptures

We believe the Holy Scriptures of the Old and New Testament to be the inspired Word of God. The Scriptures are inerrant, infallible, and God-breathed, and therefore are the final authority for faith and life. The sixty-six books of the Old and New Testament are the complete and divine revelation of God to Man. (II Tim 3:16-17; II Pet 1:20-21; Rev 22: 18-19)

b. The Godhead

We believe the Scriptures teach there is one and only one living and Triune God who is spirit; that He is greater than the sum total of all that which He has created; is worthy of all possible honor, confidence and love; and that He exists in three persons, Father, Son and Holy Spirit in the divine relationship which is the Godhead: equal in every divine perfection and executing distinct but harmonious offices in the great work of redemption. (Ps 145:3; 104:4; 8:3; 83:18; John 4:24; 1:1-14; Mark 12:30; Jer. 10:10; Gen 1:1; Col 2:9; Luke 3:22; II Cor. 13:14)

c. God the Father

We believe the Father is God and is called Father because of His relationship to the Son Jesus Christ and that we may call Him Father because of the finished work of Christ at Calvary making it possible for sinners to be adopted into the family of God. (John 1:12; 8:18; 5:18; Rom 1:7; 8:14-17; Gal 4:7)

d. God the Son

We believe the Son, Jesus Christ, though having always existed, was begotten of the Holy Spirit, born of the Virgin Mary, is true God, true man, and is the one and all sufficient Savior of man, sitting at the right hand of the Father, mediating for the believer. (I Tim 2:5; I John 2:1; Heb. 1:8; 7:25; Matt 27:54)

e. God the Holy Spirit

We believe in the person of the Holy Spirit who convicts the world of sin, of righteousness, and of judgment. He regenerates, sanctifies, and comforts those who believe in Jesus Christ. He also empowers believers to carry out the great commission. Believers receive the Holy Spirit upon their acceptance of Christ as Savior and Lord and are sealed by the Holy Spirit until the day of Christ. (John 16:7-11; Matt 28:19-20; Acts 1:8; Eph. 1:13)

f. The Sin Nature of 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 sinful and, of himself, utterly unable to remedy his lost condition. (Gen 1:26-27; Rom 3:22-23; 5:12; 6:23; Eph. 2:1-3; Eph. 4:17-19)

g. Christ's Redemptive Work

We believe in the substitutionary death of the Lord Jesus Christ for our sins; the resurrection of His body; His ascension into heaven; and His personal, visible return to earth. (Rom 5:8; Acts 1:9-11; I Cor. 15:20)

h. Salvation

We believe that salvation is the gift of God and is received and experienced only by personal faith in Jesus Christ. We believe that all the redeemed, once saved, are kept by God's power and are thus secure in Christ forever through the testimony of God's Word, which, however, clearly forbids the use of Christian liberty as an occasion for fulfilling our fleshly sins that are repulsive to God. (Eph. 2:8-9; Acts 2:38; 8:36-39; John 20:31; 10:27-30; 6:37-40; Rom 8:1,38-39; 10:13; 13:13-14; I Cor. 1:4-8; I Pet 1:4-5; Gal 5:13)

i. Satan

We believe that Satan is the great tempter of men, the enemy of God, the accuser of the saints, and that he will eventually be defeated by Christ and sentenced to the Lake of Fire forever. (Matt 4:3; 13:39; Acts 13:10; Rev 12:9-10; 19:20; 20:10; I Pet 5:8; I John 4:3; II Cor. 11:13-15; Job 1:6-7)

j. Coming Events-Last Days

We believe the following events will take place in the following sequence: the Apostasy when many will claim to be Christ and these are the spirit of antichrists; the resurrection or rapture of all believers; the seven year Tribulation Period; the glorious return of Jesus Christ to rule the earth for 1,000 years; the resurrection, judgment, and eternal punishment of the wicked; and the eternal bliss of the righteous in the presence of Christ forever.

We will not exclude from our membership those that may disagree with all of these events in this sequence, but we will not tolerate disruptive argumentation concerning this subject. (Matt 24:21-30, 25:31-46, I Cor. 14:40, I Thess. 4:13-18, II Tim 3:1-7, Rev 20:6, 11-15, 22:14, 15, 20; 4:1)

k. The Purity of the Church

We believe that followers of Christ are ever in a battle between good and evil because of our two natures. Therefore, if a member, or one who regularly fellowships with the church, blatantly practices unchristian-like behavior, it is the duty of the church to quickly restore purity to our church by counsel, discipline, and/or removal of such a person. Any teachings that contradict our Statement of Faith would also violate the purity of this church. (Gen 2:24; 19:5; 26:8-9; Lev 18:1-30; Rom 1:26-32; I Cor. 5:1-5; 6:9-10; I Thess. 4:1-8; Heb. 13:4; Gal 5:19-21)

l. Position of the Local Church

We believe that each local church has the right to be independent and autonomous and must be free from interference by any ecclesiastical* or governing authority. We believe that God has ordained and created all authority consisting of three basic institutions: 1) the family, 2) the church, 3) the governing authority. 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 family, the church, and the governing authority are equal and sovereign in their respective Biblically assigned spheres of responsibility under God. (Acts 6:2-3; 4:18-20; Rom 13:1-7; Eph. 5:22-24; II Cor. 8:18-19; Heb. 13:17; I Pet 2:13-14)

m. Baptism

We believe that Christian Baptism is the immersion of a believer of Christ in water, in the name of the Father, of the Son, and of the Holy Spirit. (Matt 3:13-17; 28:19; Acts 2:38; 8:36-39)

Believers are baptized by the Holy Spirit upon their acceptance of Christ as Savior and Lord. (I Cor. 12:13)

All persons that have received Jesus Christ as Savior and Lord are urged to make a public testimony of their faith by following the Lord in baptism by immersion even as Christ and the early Christians did. (Matt 3:16, Mark 1:8-18, John 3:22, Acts 2:38-41, 8:36-37, 18:8)

We believe that baptism shows forth in a symbolic way our faith in the crucified, buried, and risen Savior as well as our death to sin and our resurrection to a new life in Christ but that the act itself in no way has any saving power. (Matt 28:19, Acts 2:38-41, 8:36-39, Rom. 6:4)

n. The Lord's Supper

Persons having received Jesus Christ are urged, after careful self-examination, to partake of the Lord's Supper as a perpetual reminder of the great sacrifice that Christ made for us. (Luke 22:19, I Cor. 11:23-30, 10:16-22)

o. Election, Predestination, and Missions

We believe that although God is sovereign, all persons may accept Christ as Savior and are not prevented from it by "predestination" or "election"*. We shall not tolerate disruptive argumentation concerning this subject.

We believe that God has given the church a great commission to proclaim the Gospel to all nations so that there might be a great multitude from every nation, tribe, ethnic group, and language group who believe on the Lord Jesus Christ. As ambassadors of Christ, we must use all available means to go to the nations and not wait for them to come to us. (Matt 28:19-20, Mark 16:15, Luke 24:46-48, John 20:21, Acts 1:8, II Cor. 5:20)

p. Legalism

Realizing that legalism* is detrimental to the spiritual well-being of any true church of God, we solemnly warn every member of this congregation to ever be on guard. Be especially aware of the warning to churches found in Rev. 2, 3, 22:18-19.

2. Additional Religious Beliefs.

a. Marriage and Sexuality

- i. We believe that the term "marriage" has only one legitimate meaning, and that is marriage sanctioned by God, which joins one man* and one woman* in a single, covenantal union as delineated by Scripture. Marriage ceremonies performed in any facility or space owned, leased, or rented by this church will be only those ceremonies sanctioned by God, joining one man with one

woman based on their biological sex as determined by God at conception. Whenever there is a conflict between the church's position and any new legal standard for marriage, the church's Statement of Faith, doctrines, and biblical positions will govern. (Gen. 2:24; Eph. 5:22-23; Mark 10:6-9; I Cor. 7:1-9)

- ii. We believe that God has commanded that no intimate sexual activity be engaged in outside of marriage as defined in (a) above. We believe that any other type of sexual activity, identity, or expression that lies outside of this definition of marriage, including those that are becoming more accepted in the culture and the courts, are contradictory to God's natural design and purpose for sexual activity. (Gen. 2:24; Gen. 19:5; Lev. 18:1-30; Rom. 1: 26-29; 1 Cor. 5:1; 6:9-10; 1 Thess. 4:1-8; Heb. 13:4)
- iii. We believe that God creates each person as male or female. These two distinct, unchangeable sexes together reflect the image and nature of God, and the rejection of one's biological sex is a rejection of the image of God within that person. (Genesis 1:26-27)

b. Divorce and Remarriage.

We believe that God disapproves of and forbids divorce except in cases of adultery. 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 office of pastor or deacon. The board of deacons shall determine whether unusual circumstances permit a divorced person to hold office. (Mal. 2:14-17; Matt. 19:3-12; Mark 10:11-12; Rom. 7:1-3; I Tim. 3:2, 12; Titus 1:6; I Cor. 7:10-16)

c. Sanctity of Human Life

- i. We believe that human life begins at conception and that the unborn child is a living human being. Abortion is murder and constitutes the unjustified, unexcused taking of unborn human life. (Job 3:16; Ps. 51:5; 139:13-16; Isa. 44:24; 49:1, 5; Jer. 1:5; 20:15-18; Luke 1:36, 44)
- ii. We believe that an intentional act or omission that facilitates premature death, is assuming a decision that is to be reserved for God. We do not believe that discontinuing medical procedures that are extraordinary or disproportionate to the expected outcome is euthanasia. (Ex. 20:13; 23:7; Matt. 5:21; Acts 17:28)

d. 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 graciously, humbly, gently, and patiently with those who oppose us. God forbids the stirring up of strife, the taking of revenge, or the threat or 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 actions. (Lev. 19:18; Matt. 5:44-48; Luke 6:31; John 13:34-35; Rom. 12:9-10; 17-21; 13:8-10; Phil. 2:2-4; 2 Tim.

2:24-26; Titus 3:2; I Peter 3:8-9; 1 John 3:17-18)

e. Lawsuits Within the Church.

We believe that Christians are prohibited from bringing civil lawsuits within the church. 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 Cor. 6:1-8; Eph. 4:31-32)

f. Protection of Children.

We believe that children are from the Lord and must be absolutely protected within the church from any form of abuse or molestation. The church has zero tolerance for any person, whether paid staff, volunteer, member, or visitor, who abuses or molests a child. (Ps. 127:3-5; Matt. 18:6, 19:14; Mark 10:14)

g. Family Relationships

- i. We believe that men and women are spiritually equal in position before God, but that God has ordained distinct and separate spiritual roles 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. (Gal. 3:28; Col. 3:18; 1 Tim. 2:8-15; 3:4-5, 12)
- ii. 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 spiritual leadership of her husband as the church submits to the headship of Christ. Children are a wonderful gift and heritage from the Lord. Parents are responsible for teaching their children spiritual and moral values through consistent lifestyle example and appropriate training and discipline. (Gen. 1:26-28; Ex. 20:12; Deut. 6:4-9; Ps. 127:3-5; 22:15; Mk. 10:6-12; 1 Cor. 7:1-16; Eph. 5:21-33; 6:1-4; Col. 3:18-21; 1 Pet. 3:1-7)
- iii. In the Bible, God entrusts parents with responsibility for their children, and church activities and Christian schools by design operate on behalf of the parents. These responsibilities include decisions regarding church attendance, education, healthcare, discipline, and a variety of other life choices. God instructs parents to train their children consistent with their faith. (Exodus 20:12; Deut. 4:6, 6: 6-9; Ps. 127:3-5; Eph. 6:4 Prov. 4:20-23, 19:18, 22:6.)

h. Tongues and Healing

We believe that the sign gifts of the Holy Spirit, such as speaking in tongues and the gift of healing, were temporary. We believe that speaking in tongues was never the common or necessary sign of the baptism or filling of the Holy Spirit and that 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. (I Cor. 1:22; 13:8; 14:21-22)

We believe there is no place in our church/activities for the argumentation of or the practice of glossolalia (speaking in tongues). We believe the Scriptures teach us to discourage and avoid these things. We also believe in the "Divine Healer" (God) but not in so-called divine healers. (I Cor. chapters 12, 13,14)

i. Stewardship

- i. Realizing that all we have has come from our Lord, we know that we are held accountable for what we have. As His stewards we must hold ourselves responsible for the regular support of His work by our prayers, finances, time, talents, spiritual gifts, involvement, and attendance. We believe that the giver relinquishes all rights to direct the use of the offering once the gift has been made. It will be the responsibility of the trustees to determine the use of any designated gift. (Acts 6:1-4)
- ii. Any questions regarding financial matters or donations/gifts shall be referred to the board of trustees.
- iii. If the born-again believers of this local church ever lack enough interest in this work of the Lord to support it by free will gifts, it shall not raise funds for its support by means of bazaars, church suppers, bingo, lotteries, or any method other than free will giving out of love for Christ.
- iv. If the church cannot support itself, it shall then follow the process of disbanding as mentioned elsewhere in these Bylaws. (I Cor. 16:2, II Cor. 9:7-8, Luke 19:45, Mal 3:10)

ARTICLE 3 MEMBERSHIP

A. Qualifications for Church Membership

Those seeking membership in the church:

1. Must be at least 18 years of age.
2. 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.
3. Attend a pre-membership class led by a member of the pastoral staff or appointee in which they will review the church's Statement of Faith, Bylaws, general practices and policies, and expectations of members.
4. Be interviewed by the pastor, and Deacon board to ensure they fully subscribe to the Statement of Faith contained herein and agree to submit to the authority of the church and its leaders.

5. Membership will be granted upon the recommendation of the pastor and the Deacon board, a majority vote of the members present at a regular church business meeting and upon compliance with any one of the following conditions:
 - a. By baptism at this local church following a profession of faith as a believer in Christ Jesus as personal Savior;
 - b. By letter of transfer from another Bible-believing church of like faith and practice, or other written statement of good standing from the prior church if the applicant has been baptized by immersion subsequent to a profession of faith;
 - c. or By testimony of faith, having been baptized by immersion in another Bible-believing church of like faith and practice.
6. Right Hand of Fellowship: The pastor, on behalf of the church, shall publicly extend the Right Hand of Fellowship to new members at any Sunday service, unless otherwise directed by the board of deacons.
7. Any member who has become a member under any false pretense shall lose their membership through normal disciplinary action.

B. Privileges Of Membership

1. Only members 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 may only exercise voting privileges in those areas that are defined and limited by these Bylaws. Members may not vote to initiate any church action; rather the vote of a member is to confirm and ratify the direction of the church as determined by the pastor and the board of deacons.
2. This congregation functions not as a pure democracy, but as a body under the headship of the Lord Jesus Christ and the direction of the pastor as the under-shepherd with the counsel of the board of deacons. Determinations of the internal affairs of this church are ecclesiastical matters and shall be determined exclusively by the church's own rules and procedures. The pastor, trustees, and deacons 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.
3. 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 individual designated by the 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 person designated by the deacons, be treated as a trespasser.
4. Bethel Baptist Church aims to be transparent in its operations, however Membership does not imply a right to examine confidential church records, including but not limited to, donation records, background checks, social security numbers, health

information, or counseling session records.

C. Termination of Membership

1. The membership of any individual member shall be terminated upon written notice if the member:
 - a. has not attended a regular worship service of the church in the preceding six months. This provision may be waived at the discretion of the pastor and the board of deacons upon the showing of good cause.
 - b. unites in membership with another church.
 - c. dies their membership is automatically terminated.

D. Transfer or Resignation of Membership

Upon official, written request, any member in good standing may be granted a letter of transfer to unite with another specified church of like faith and practice provided the letter is recommended by the majority of the board of deacons. These letters are granted only to churches and not to the member. A member may resign at any time, but no letter of transfer or written statement of good standing will be issued upon such resignation, except at the discretion of the pastor.

E. Affiliated Co-Laborer

Those desiring fellowship, accountability and opportunities for service with this church on a temporary basis but who maintain membership in a like body of believers outside this locality may be granted affiliated co-laborer status with this church. The affiliated co-laborer may be eligible to serve in certain capacities determined by the pastor and deacons and may attend member fellowship events. This affiliation does not, however, grant membership or the rights of membership to the individual(s) so affiliated. Affiliated co-laborers shall not be entitled to hold any office, vote in, or have any say in any church matter, and shall not be counted for quorum purposes. A person wishing to become an affiliated co-laborer with this church must make a request to the pastor or his designee who will determine if affiliated co-laborer status should be granted to the individual. If the pastor or his designee so determines, the person may be granted co-laborer status upon a majority vote of the board.

F. Discipline

It is vital to the testimony of this church and the glory of our Lord that the purity of the church be preserved, and its peace protected. With these ends in view, it shall be the duty of the pastor and deacons to seek diligently to reclaim any member/ regular attendee known to be living in disregard of this church's Biblical and constitutional standards. Anyone who acts or adopts opinions—verbally, in print, or in any other manner or medium—that are in direct contravention to the church's Statement of Faith may be subjected to discipline. It is specifically directed that

the pastor and deacons move with promptness and vigor in dealing with anyone who is obstructing the work or disturbing the peace of the church by slander, falsehood, gossip, conspiracy, or other unfair and unchristian methods/behavior. Congregational polity encourages all members to be involved in the rule of the church and, while an individual has a right to private opinion in all questions, they shall not have the right to engage in secret or open propaganda, or of deliberately disturbing the peace and interrupting the work of the church. It is further recognized that when the church, by regular order and proper vote, has determined upon a course of action, that course becomes the duty of every member of the church. If any member cannot conscientiously follow the decision of the church, he* is to quietly and peacefully withdraw from the membership.

1. When a member becomes aware of an offense of such magnitude that it hinders the spiritual growth and testimony of an individual in the local church or the body as a whole, he or she is to go to the offending party and seek to restore the offender. Before going, the confronter should first examine him or herself and go with a spirit of humility and the goal of restoration.
2. If reconciliation is not reached, a second member is to accompany the one seeking to resolve the matter in going again to the offending party. This second step should also be preceded by self-examination and exercised in a spirit of humility with the goal of restoration.
3. If the matter is still unresolved after taking the steps outlined in subsections (1) and (2), the two members aware of the offense shall, in keeping with Matthew 18, bring the issue before the pastor and the deacons, who are representatives of the church body.
4. If the pastor and deacons agree with the member that the offending conduct is of such magnitude that it hinders the spiritual growth and testimony of the member or the body as a whole, they shall attempt to meet with the offending brother or sister. If reconciliation is not reached, the pastor and deacons, as representatives of the church body, shall, upon a majority vote of those present at a meeting of the deacons, recommend termination of the offending individual's membership. If dismissal is recommended by the pastor and deacons, the recommendation must be presented to the church for final action. Unless the matter involves an issue of safety or security to the members of the church at large, the specifics of the matter shall not be addressed in a public forum or with the general church membership. Non-members shall not be permitted in such a church meeting without the permission of a majority of the members present and voting.
5. The pastor and deacons shall be entitled to the same steps as other church members and be subject to the same discipline. If the pastor or a deacon board member is the subject of a disciplinary matter, he shall not be permitted to vote on his own membership termination.
6. The procedures provided in this section are based on Matt. 18:15-20; Rom. 16:17-18; 1 Cor. 5:1-13; 2 Cor. 2:1-11; Gal. 6:1; 1 Thess. 5:14; 2 Thess. 3:6, 10-15; 1 Tim. 5:19-20; and Titus 3:10-11.

G. Restoration

The church must restore to fellowship in full forgiveness those persons who show satisfactory evidence of repentance to the pastor, deacons, and membership (II Cor. 2:6-8). Persons shall be restored at a duly called church business meeting upon recommendation of the deacons and a 2/3 majority of the members present and voting.

ARTICLE 4. BUSINESS MEETINGS

A. Church Business Meetings

1. The annual church business meeting, for the election of officers and the transaction of other business according to these by-laws, shall be held on the last Sunday of January. Public notice of the meeting shall be given from the pulpit for two successive Sundays immediately preceding the meeting.
2. A quorum shall consist of 20% of the membership. At the very least three members must be present to do business if the membership should ever be seriously depleted.
3. The pastor or his designee shall serve as moderator of church business meetings. In the temporary absence of the pastor, or if the office of pastor is vacant, the chairman of the board of deacons or his designee shall serve as moderator. In the event of a conflict of interest, the deacons may substitute a moderator.
4. The moderator shall determine the rules of procedure according to his sense of fairness and common sense, giving all members a reasonable opportunity to be heard on a matter. The moderator is the final authority on questions of procedure, and his decision is final and controlling.
5. The secretary of any church meeting may be the church clerk, or any other active member in good standing who is elected at that particular meeting. He* has the responsibility of getting the minutes of that meeting into the permanent record of the church clerk. At any regular church meeting the church clerk will act as secretary unless voted otherwise.
6. Trustees or any other board or committee may not fix the salary package of the pastor or any other employee of the church. They may recommend but it is the responsibility of the membership to set all salaries at a legally called business meeting.
7. For any meeting under this Article, the moderator, in his sole discretion, shall have full and unilateral authority to require nonmembers (or children, if circumstances so warrant) to leave the meeting room and to order the immediate removal of any member or other person present who is deemed by the moderator to be disruptive to the proceedings by act or presence. If the moderator determines that compliance with his order of removal is unsatisfactory, he may, in his sole discretion, revoke the disruptive person's right to remain on the premises and treat the person as a trespasser.

8. Church business meetings, including the annual church business meeting and special meetings, may be held by electronic video means for the transaction of any business normally conducted during in-person church business meetings. A quorum shall be all eligible voting members attending the virtual meeting, and voting shall be conducted by any means deemed acceptable by the board. Notice of business meetings and other notice required by these Bylaws shall be provided by email, the church website, social media site, text message, and/or other methods deemed by the board to be most likely to reach church members at least 2 weeks before the meeting. Such notice satisfies “notice from the pulpit” when that method of notice is otherwise required by these Bylaws. Attendance at the meeting without protest shall be deemed a waiver of notice.
9. The fiscal year of the church shall begin 1 January and end 31 December.

B. Church Special Business Meetings:

The pastor (or the deacons, if the office of pastor is vacant or if the pastor is the subject of possible disciplinary action) may call a special church business meeting by giving notice from the pulpit to the church of such a meeting and the purpose for which it is called at least two Sundays and not less than two weeks prior to said meeting. A meeting for the calling of a pastor or for the discipline or removal of the pastor shall be called in accordance with the provision of articles 5.B.2 and 3.F.5.

C. Voting:

Voting at any church business meeting is limited to eligible members in good standing with the church who are physically present at the meeting; an exception to this in-person vote requirement exists if the church is meeting electronically as permitted by section 6.01 section E of these Bylaws. Absentee voting is not permitted, and any member who is undergoing church discipline at the time of a vote is not permitted to vote. A simple majority vote of those attending the meeting, whether in person or electronically, will constitute the requisite number of votes for passage of amendments and motions, whether by the board voting at a board meeting or by the members voting in a church business meeting unless otherwise specified in these by-laws.

D. Motions:

Members who desire that a certain motion be made, or subject matter be discussed during an annual, regular, or special business meeting must file a written recommendation with the pastor and board of deacons one week prior to the set meeting, who will then consider the proposal and proceed according to their conscience and what they understand to be in the best interests of the church. All other motions will be presented by the pastor and/or chairman of the board (or other moderator if the office of pastor is vacant) unless the pastor and/or the board has delegated authority to another member and/or officer to raise certain motions. No motions will be made from the floor.

ARTICLE 5. ELECTED OFFICERS

A. Offices and General Requirements

1. The elected officers of this church shall be senior pastor, assistant pastor(s) deacons, trustees, auditors, clerk, treasurer, financial secretary and Sunday school superintendent. Changes to this list will be proposed by the senior pastor in consultation with the board of deacons and approved by $\frac{2}{3}$ vote of the membership at the annual business meeting or any special meeting called for this purpose. The senior pastor shall serve as president of the corporation; the church clerk shall serve as secretary of the corporation; the church treasurer shall serve as treasurer of the corporation; the chairman of the board of deacons shall serve as vice president in charge of the spiritual church; and the chairman of the board of trustees shall serve as vice president in charge of the physical church.
2. Except for pastors, no one shall be elected to any office who has not been an active member of this church in good standing for at least one year. Upon special recommendation of the pastor and board of deacons, a person may be considered by the church for an office after six months of membership. (I Tim 3:16) All officers of the church shall be spiritually mature, of unquestionable Christian character, devoted to Christ Jesus and to the Word of God. They shall have shown considerable interest in the worship services and the business meetings of this church as well as demonstrated moral conduct beyond reproach. In light of the Scriptures regarding church officers, the home and family relations must be seriously considered. They will give the church sacred pre-eminence over all organizations of human origin. I Timothy Chapter 3 shall be closely scrutinized as guidelines for the selection of all church officers, especially by the nominating committee*. (It is better to have a vacant office rather than have it filled by an unqualified and unspiritual person.)
3. If any officer neglects their duties as outlined in these Bylaws for a period of three months without justified reasons, as determined by the board of deacons they can be removed from office by a $\frac{2}{3}$ majority vote of the church at a properly called corporate or church business meeting.
4. If a vacancy occurs in any elected office, that office may be temporarily filled by an appointment made at a joint meeting of the deacon and trustee boards. This appointment shall stand until the next annual business meeting when the position shall be filled by the normal elective process.
5. When necessary, a qualified person may hold more than one office, except that of pastor.

B. Senior Pastor

1. Qualifications

They shall be men of God in full accord with the purpose of the church, the Church Bylaws & Covenant. They shall willingly subscribe to these Bylaws and shall follow the procedures of becoming a member of this church. They shall fit the Lord's requirements as outlined in the New Testament as specified in I Tim 3 and Titus 1:5-9.

2. Calling

Pastors shall be called at a special church business meeting legally called for that purpose and receive at least 80% of the ballots cast. The successful candidate shall be notified by the Pulpit Committee of the actual ballot count. This notification shall also inform him of his salary and benefits.

3. Term

The term of office shall be for an unspecified period. The pastor will notify the board of deacons of his intent to resign and together they will determine his final date. The pastor may be dismissed by a majority vote of the membership at a special business meeting called for that purpose. If dismissed, 60 days notice will be given, unless the pastor is proven to be involved in moral transgression as determined by the board of deacons, whereupon the dismissal shall be immediate. The pastor will have up to 60 days to vacate the parsonage.

4. Duties

The pastor shall preach the Gospel at the regular services of the church; administer the ordinances; do pastoral visitation; supervise pastoral staff; review and approve all materials used in connection with church ministries (reviews may be conducted by any member designated by him); serve as ex-officio* member of every board and committee of the church with the exception of the pulpit committee*; and perform any other duty that applies to the office of pastor that may be delegated by the deacons and by these Bylaws. There will be times when it is not appropriate for the pastor to attend certain board, committee, or church meetings. At these times he and his family will be dismissed. One example will be during the annual business meeting or trustee meeting when his compensation package is to be discussed. At such times, they may be asked to attend briefly to express their views but then will be dismissed.

C. Assistant Pastor(s)

1. Qualifications - Same as Senior Pastor

2. Calling - Same as Senior Pastor

3. Term - Same as Senior Pastor

4. Duties

- a. The assistant pastor(s) shall assist the senior pastor and board of deacons in any proper way for the efficient operation of Bethel Baptist Church in order to fulfill its purposes.
- b. He may be put in charge of specific facets of the church's ministry such as evangelism, youth activities, etc.
- c. He may fill in for the senior pastor when asked by the board of deacons and/or senior pastor.
- d. The senior pastor and deacons may establish other duties as needed.
- e. He may be an ex-officio member of every board and committee (as the senior pastor is) unless the deacon board determines otherwise or as an exception as explained under the senior pastor's "Duties."

D. Deacons

1. Qualifications

They shall be men of God who, as active members, are in full accord with the purpose of this church, Church Bylaws & Covenant. They shall meet the Lord's requirements for leaders as stated in I Tim 3. and A2 of this article.

2. Term

There shall be a minimum of 3 deacons on the board. The actual number may be determined by the congregation at the annual business meeting and shall take effect immediately. The current deacon board will make a recommendation to the church as to the actual number needed.

Whenever possible, the office shall not be held for more than two full three-year terms with at least one year in between before being nominated again.

3. Duties

- a. They shall, with the pastor, be in charge of the spiritual welfare of the church family. They shall meet within 30 days after the annual business meeting and shall elect a chairman, treasurer and secretary from among the deacons.
- b. They shall, with the pastor, administer the ordinances.
- c. They shall, with the pastor, provide for pulpit supply in the pastor's absence, making sure each service is supervised either by themselves or someone selected by them.
- d. They shall be consulted at all times regarding all special speakers and groups desiring to meet in the church.
- e. They shall prayerfully consider and interview all applicants for church membership as described in Article 3.A.
- f. They shall be responsible for certain money, designated for that purpose (The Deacon's Fund), giving it to needy persons in the church family, in the community and other needs they deem worthy. A general accounting of the receipts and distributions of said money shall be given at each annual meeting. No names of givers or recipients shall be mentioned.
- g. They shall approve or reject all suggested appointments to any positions in the church.
- h. They shall be responsible for reporting their activities to the congregation at business meetings of the church. This would exclude anything of a personal or confidential nature.
- i. They shall act as a Missionary Committee, unless a special Missionary Committee is designated, keeping the membership posted and interested in missionary activities. When they feel it necessary, they shall recommend that the church support missionaries or related activities.
- j. They, with the pastor, shall act as the Disciplinary Committee.
- k. They, along with the trustees, shall exercise all powers necessary for the dissolution of the church corporation, if such action is mandated by a 2/3 vote of members in good standing.

E. Trustees

1. Qualifications

They shall be at least three men who, as active members, are in full accord with the purpose of this church, the Church Covenant, Statement of Faith, and subscribe to the Bylaws of this church. Additional members may be added upon approval of the congregation; their number will always be odd. They shall meet the Lord's requirements for leaders as stated in I Tim 3 and A.2 of this article.

2. Term

They shall be elected for three-year terms. Whenever possible, the office shall not be held for

more than two full three-year terms with at least one year in between before being nominated again.

3. Duties

- a. They shall meet within 30 days after the annual business meeting and elect a chairman and secretary from among themselves.
- b. They shall see to the administration of all properties and be responsible for the care of such properties.
- c. They shall have authority to sell or purchase real property or borrow money only with the 2/3 vote approval of membership in good standing at a corporate business meeting properly called for that purpose.
- d. They must authorize all expenditures from the church treasury. Unbudgeted expenditures over \$20,000 will not be made without majority approval at a duly called church business meeting, except in a dire emergency.
- e. They shall keep the congregation informed on all church business.
- f. They may appoint, with the deacon's approval, any committees, or individuals necessary for the smooth operation of the church.
- g. They, along with the deacons, shall exercise all powers necessary for the dissolution of the church corporation, if such action is mandated by a 2/3 vote of the church membership.
- h. They shall have authority to set up special funds and offerings whose monies shall take their regular course through the financial secretary and church treasurer.
- i. They must approve and monitor all other minor church accounts maintained by church approved programs. They may review the records of these accounts at any time. The treasurers of those accounts are to be responsible for keeping organized records of the income and disbursements as well as keeping records of the identified givers and providing receipts to them if requested.
- j. The trustees may call upon the church treasurer and/or the financial secretary for direction on keeping track of these finances (see item i), if necessary. When there is any trustee business involving the treasurer's and financial secretary's responsibilities, the trustees will keep them informed.

F. Treasurer

1. Qualifications

The treasurer shall be an active member of the church in good standing and meet the qualifications as stated in A.2 of this article.

2. Term

One year and may succeed self.

3. Duties

The treasurer:

- a. Will be custodian of all money which has been deposited into the church treasury (bank account) by the financial secretary.
- b. Will pay all bills authorized by the trustees.
- c. Will present books to be audited at the request of the auditors, trustees, or deacons. The books must be audited at least once a year before the annual meeting.
- d. May attend all trustee meetings and give input about financial issues but has no voting rights. He* may be asked to leave the meeting due to confidential matters or other circumstances that are reserved for trustee board knowledge only.
- e. Will work closely and cooperatively with the trustees and financial secretary and will report any discrepancies to the Trustee Board.
- f. Will request the trustees to appoint an assistant if necessary.
- g. Should become familiar with the trustees' responsibilities.
- h. Will maintain the confidentiality of all information regarding all individuals' donations.
- i. Will ensure compliance with all Federal, State and other governmental tax requirements (such as W-2 forms, quarterly reports, etc.)

G. Financial Secretary

1. Qualifications - (same as Treasurer)

2. Term - (same as Treasurer)

3. Duties

- a. They will be custodian of all monies from regular offerings, special offerings, and gifts given to the church until they are deposited into the church treasury (i.e. bank account).
- b. Will record accurately all the donations and the name of givers if they were identified.
- c. Will furnish a statement of giving to that giver when requested.
- d. Will make available all books/records for auditing if requested by the auditors, trustees or deacons. This audit must be done at least once a year before the Annual Meeting.
- e. Will work closely and cooperatively with the treasurer and trustees and will

- report any discrepancies to the Trustee Board.
- f. Will request the trustees to appoint an assistant, if necessary.
 - g. Will maintain the confidentiality of all information regarding all individuals' donations.

H. Clerk

1. Qualifications

The clerk shall be an active member of the church in good standing and meet the qualifications as stated in A.2 of this article.

2. Term

One year and may succeed self.

3. Duties

- a. The clerk shall keep records of proceedings of all business meetings of the church and upon their request, within 30 days after each meeting, the clerk shall provide a copy of the minutes to the chairman of the deacons and trustees.
- b. The clerk shall give a report at the annual corporate business meeting and upon request of the pastor or the board of deacons.
- c. The clerk shall have charge of all records of membership, death, baptism, and weddings.
- d. In the event someone other than the clerk is secretary of any meeting, they must get the minutes of that meeting into the clerk's records for filing.

I. Auditors

1. Qualifications

Auditors shall be active members of the church in good standing and meet the qualifications as stated in A.2 of this article. Auditors shall not be the treasurer or a trustee of this church, nor if possible, directly related to them.

2. Term

There shall be two auditors, each elected for one year and may succeed themselves.

3. Duties

They shall audit all treasurer's books of the church (except the Deacon's Fund, which is confidential) and submit their report to the church body at the annual corporate business meeting. If, during their audit, there are any discrepancies, they will contact all concerned parties including the trustees prior to the annual meeting to clarify the situation.

J. Sunday School Superintendent

1. Qualifications

The Sunday school superintendent shall be a member of the church in good standing and meet the qualifications as stated in A.2 of this article.

2. Term

One year and may succeed self.

3. Duties

- a. Select all teachers and assistants and present them to the board of deacons for approval. All teachers shall be members of the church in good standing for at least one year. This requirement may be waived upon special recommendation by the Sunday school superintendent and the approval of the board of deacons.
- b. Select Sunday school materials with the aid of the teachers and submit it to the pastor and board of deacons upon their request for approval.
- c. Develop a budget for activities and materials and submit to the trustees for incorporation into the annual budget.
- d. Be responsible to give statistical and financial reports at the annual corporate business meeting or upon request of the pastor or board of deacons.

ARTICLE 6. PROGRAMS/LEADERS

Any program or activity affiliated with this church must have prior approval by the board of deacons and the pastor. Any leader(s) involved in any of this church's activities or programs must be an active church member in good standing and have the approval of the board of deacons and the pastor. Assistants, upon approval of the board of deacons and the pastor, may be non-members. The board of deacons may monitor any program or activity at any time, make recommendations, and go before the church membership to report on any program or activity.

ARTICLE 7. COMMITTEES

All committees shall consist of church members in good standing. The pastor shall be an ex-officio member of all committees. The board of deacons may monitor all committees at any time, make recommendations, and go before the church membership to report on any committee.

A. Committees:

The pastor, board of deacons or the trustees, on behalf of the church, may designate or form any committees and may appoint members and/or chairpersons of said committees as considered by the pastor and boards to be in the best interests of the church. These committees may be standing or temporary (special) committees.

B. Committee Actions:

Committees have no authority to act on behalf of the corporation. Their primary function is to research and recommend. Committees shall make available upon request all records and materials to the pastor and boards, who shall have the right to overrule any plans or recommendations made by the committee. Each committee shall have a secretary who keeps and timely submit minutes of each meeting to the pastor and church secretary to be filed with church records. If deemed appropriate by the pastor and board, the committee secretary, in conjunction with the chairman, will submit an annual report to the church of the decisions and plans of the committee.

C. Nominating Committee

1. The nominating committee, using Article 5 as their guide, shall consist of three members, one of which shall be a deacon who is not up for re-election. The committee members shall be appointed by the pastor and approved by the deacons at least one month preceding the annual church business meeting. The committee shall submit a list at least one week prior to the annual business meeting.
2. In the absence of a pastor, the board of deacons shall appoint the nominating committee.
3. The nominating committee shall realize the grave responsibility of their task and review the qualifications of each office to be filled. They shall then seek out qualified, willing members in good standing to serve in the appropriate offices. They shall explain the basic responsibilities of the offices to any prospective nominee and shall put in nomination the committee's approved choices at the annual business meeting.

D. Pulpit Committee

1. The pulpit committee shall consist of seven church members in good standing that are

- elected at a church business meeting called for that purpose. At least one deacon and one trustee shall serve on the committee.
2. They shall provide a temporary pulpit supply while seeking a permanent pastor.
 3. They shall find a candidate who fulfills the requirements as stated elsewhere in these Bylaws.
 4. They shall present only one candidate at a time to the congregation and the church shall vote on that candidate before considering any other.
 5. The church shall pay any expenses incurred by this committee upon the approval of the trustees.

E. Bylaws Review Committee

When a review of the church Bylaws is deemed necessary by the board of deacons, the board of trustees, or the church membership, a committee shall be appointed by the pastor or the chairman of the board of deacons. The appointments shall be given to the board of deacons for their approval. If a change in the Bylaws is thought to be needed by the committee, it shall be handled as dictated by Article 12.

ARTICLE 8. 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. If the church receives a designated contribution for these funds or for any other designated purpose, the church will attempt to honor the designation; however, all designated contributions shall be deemed advisory rather than legally mandatory in nature and shall remain subject to the exclusive control and discretion of the pastor and the appropriate board. No fiduciary obligation shall be created by any designated contribution made to the church other than to use the contribution for the general furtherance of any of the purposes stated in Article 1.

ARTICLE 9. CONFLICT OF INTEREST POLICY

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 benefit the private interest of an officer or director 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.

ARTICLE 10. BINDING CHRISTIAN ARBITRATION

1. **Submission To Arbitration:** Members of the church must agree to submit to binding Christian arbitration any legal matters within the church that cannot otherwise be resolved, and expressly waive any and all rights in law and equity to bring any civil disagreement before a court of law, except that judgment upon the award rendered by the

- arbitrator may be entered in any court having jurisdiction thereof.
2. Arbitration Procedures: The procedures for arbitration shall be as adopted by the board. If the board has not adopted procedures, the church will use arbitration procedures provided by the National Center for Life and Liberty. This arbitration provision is ecclesiastical and faith-based in nature and is intended to operate under the rules and guidelines of this local church. It is not intended to operate under any state or federal guidelines for arbitration.

ARTICLE 11. TAX-EXEMPTION PROVISIONS

1. 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 services rendered and to make payments and distributions in furtherance of the purposes set forth in Article 1 hereof.
2. Political involvement: No substantial part of the activities of the church shall be the carrying on of propaganda or otherwise attempting to influence legislation. To the extent prohibited by law, the church shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of (or in opposition to) any candidate for public office.
3. Dissolution: Upon the dissolution of the church, the board shall, after paying or making provision for payment of all the liabilities of the church, dispose of all assets of the church to such organization or organizations formed and operated exclusively for religious purposes as shall at the time qualify as an exempt organization or organizations under section 501(c)(3) of the Internal Revenue Code of 1986, as the board shall determine. Assets may be distributed only to tax-exempt organizations that agree with the church's Statement of Faith.
4. Nondiscrimination Policy: The church shall not discriminate against members, applicants for membership, students, or others on the basis of race, color, nationality, or ethnic origin; however, as a religious institution it reserves the right to deny or terminate employment or to deny or terminate any other status of persons whose lifestyle, words, actions or otherwise do not align with the church's Statement of Faith, standard of conduct or other policies of the church. This policy statement is not intended to waive the ministerial exception or any other exception or exemption to federal, state, or local anti-discrimination laws or regulations.
5. Limitation Of Activities: Notwithstanding any other provision of these Bylaws, the church shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes stated in Article 1.

ARTICLE 12. AMENDMENTS

The Bylaws may be amended by a 2/3 vote of the members in good standing present at any business meeting legally called for that purpose.

ARTICLE 13. ADOPTION

These Bylaws, as printed above, were officially adopted by the members of Bethel Baptist Church Inc. on 5 May 2024

Attested to by: Gail Helmer

Gail Helmer, Church Clerk

As amended and revised these Bylaws supersede and replace all other Bylaws of this church prior to the adoption date above.

It is the prayer and hope of this church that it will remain true to God's Word and the basic concepts of these Bylaws until our Lord returns to take home His Church Universal. AMEN.

Church Covenant

The following church covenant may be read preceding the partaking of the Lord's Supper and at any other time deemed appropriate by the pastor and board of deacons. (Caution should be taken not to let this become a meaningless repetition and should be read totally voluntarily. (Ecc. 5:4-6) It may be read in a responsive manner as follows:

Minister: By what common and gracious experience do we enter into spiritual fellowship and covenant relations with God and with one another?

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

Minister: What is the great bond of our union with God and each other?

Congregation: We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love.

Minister: What are our great privileges and duties in this our own church?

Congregation: To strive for the advancement of this church, in knowledge, holiness, and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinance, discipline and doctrines; to give this church a sacred preeminence over all institutions of human or secular origin.

Minister: What vows do we gladly make as stewards of that which God has entrusted to us?

Congregation: To contribute cheerfully and regularly to the support of the ministry, the expense of the church, the relief of the poor, and the spread of the Gospel to all nations.

Minister: For the sake of our homes and our loved ones, what gracious tasks do we humbly assume?

Congregation: We also engage to maintain family and personal devotions; to instruct our children in the Scriptures; to seek the salvation of our kindred and acquaintances.

Minister: For the sake of the unsaved for whom our Savior died, to what manner of life and conversation are we solemnly and sincerely pledged?

Congregation: To walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to avoid all tattling, back-biting, and excessive anger, and to be zealous in our efforts to advance the Kingdom of our Savior.

Minister: Since Christ is our Lord, and we are all brethren, by what ministries are we to strengthen each other and thereby adorn the teachings of our Lord and Savior?

Congregation: We further engage to watch over one another in brotherly love; to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy in speech; to be slow to take offense, but always ready for reconciliation, and mindful of the teachings of our Savior, to seek it without delay.

Minister-Congregation: O God, humbly confessing our past sins, we pray for grace and strength to keep this our Covenant, for the sake of Jesus Christ our Lord. Amen.

Glossary

(As defined by this church)

Apostasy - falling away from Bible truths and/or this church's Statement of Faith

Apostate - one who practices apostasy

Association - a group of Baptist churches voluntarily cooperating in order to accomplish that which is difficult or impossible to be done alone. However, any of these churches may withdraw at any time for any reason.

Attender - non-member who fellowships at our church

Born Again - believing that Jesus Christ is the Son of God and that His shed blood, death, burial and resurrection both paid for the believer's sin and assures the believer eternal life with Christ thus being born into the family of God (John 1:12 & Chapter 3)

Brother - a fellow believer

Church - called out group of believers in Christ

Congregational form of Government - a form of government where the members have the final say on any corporate or church business

Deacons - men elected to be responsible for the spiritual well-being of the church

Denomination - a group of churches bound together and controlled by some ecclesiastical person or organization

Ecclesiastical - pertaining to the church and its organization

Ecumenicalism - the joining of different religious groups for the sake of unity regardless of doctrinal differences

Election and Predestination - terms not fully understood but generally thought to mean God chooses those who are to be saved (but we believe people are still free to choose or reject Christ)

Ex Officio - because of his office, he may attend all board and committee meetings and give input but is not to be a voting member or officer of same

He - refers to he or she

Husband of One Wife - a one woman man (exclusive devotion to his wife)

Legalism - the doctrine that salvation is gained through good works or the wrong attitude toward the code of law under which a person lives; exalting self rather than God

Man- Biological male as determined by God at conception

Members in Good Standing - those voted to be members by the existing membership of this church whom are not under any form of discipline, trial period nor on any inactive membership list

Nominating Committee - a committee who must present a slate of officers to the membership at the annual business meeting

Non-Denominational - not belonging to any denomination but may associate with churches or groups voluntarily

Ordinances - Baptism and the Lord's Supper which Christ decreed or ordained

Pulpit Committee - a committee formed to find a pastor, sometimes called a Search Committee

Quorum - twenty per cent (20%) of the members in good standing necessary in order to vote on any business

Statement of Faith - the basic doctrines one must believe in order to be a member of Bethel Baptist Church

Stewardship - the management of what God has entrusted to us

Trustees - men elected to be responsible for the physical and legal well-being of the church

Woman- Biological female as determined by God at conception

I, _____, am a baptized, born again believer in Jesus

(print name)

Christ and am in full agreement with and understand the Statement of Faith of Bethel Baptist Church and do willingly subscribe to its Bylaws. I fully realize that to violate it may lead to church discipline. If I refuse to sign this agreement, I understand I am not a member of this church even though I may attend and give regularly.

(signed)

(date)

Witnessed by _____