

ARTICLE 1 – NAME
IMMANUEL BAPTIST CHURCH, INC.
1505 Lewisville-Clemmons Road
Clemmons, NC 27012

ARTICLE 2 – ORGANIZATION AND PURPOSE

Section 2.01 – Organization. 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). See Appendix A for tax-exempt provisions.

Section 2.02 – Purpose. The purpose of this Church includes, but is not limited to, establishing and maintaining regular public worship; promoting systematic study and teaching of the Bible; discipling Christians so that they may grow in spiritual maturity; building, maintaining, and operating of churches, parsonages, schools, chapels, radio stations, television stations, rescue missions, print shops, daycare centers (see Appendix B), cemeteries, camps, and other ministries that this Church may be led of God to establish; evangelizing of the unsaved by proclaiming the gospel of the Lord Jesus Christ; educating believers in a manner consistent with the requirements of Holy Scripture, both in Sunday and weekday schools of Christian education; strengthening the bond of Christian fellowship; maintaining of missionary activities in the United States and any foreign country; assist in the ordination of those individuals called to work in the ministry (see Appendix C), and engaging in any other ministry that the Church may decide, from time-to-time, to pursue in obedience to the will of God.

ARTICLE 3 – STATEMENT OF FAITH

The following comprises the scriptural beliefs of this Church and its members. However, this Statement of Faith does not exhaust the extent of our faith because the Bible itself is the sole and final source

of all that we believe. Since we do believe that the following Statement of Faith accurately represents the teaching of the Bible, it is binding upon all members. Therefore, all members and all teaching materials used in this Church must be in complete agreement with this Statement of Faith.

Section 3.01 – THE HOLY SCRIPTURES. We believe the Holy Scriptures of the Old and New Testament to be the verbally and plenary 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. The Scriptures shall be interpreted according to their normal grammatical-historical meaning. The King James Version of the Bible shall be the official translation used by the Church (2 Tim. 3:16-17; 2 Peter 1:20-21).

Section 3.02 – DISPENSATIONAL TRUTH. We believe that the Scriptures interpreted in their natural, literal, and historical sense reveal divinely determined dispensations or rules of life, which define man's responsibilities in successive ages. These dispensations are not ways of salvation, but rather are divinely ordered stewardships by which God directs man according to His purpose. We also believe that the church (the body and bride of Christ) and Israel are separate and distinct entities (Gen. 1:28; I Cor. 9:17; 2 Cor. 3:9-18; Gal. 3:13-25; Eph. 1:10, 3:2-10; Col. 1:24-25, 27; Rev. 20:2-6).

Section 3.03 – THE GODHEAD. We believe in one Triune God, eternally existing in three persons (Father, Son, and Holy Spirit) each co-eternal in being, co-identical in nature, co-equal in power and glory, and having the same attributes and perfections (Deut. 6:4; Matt. 28:19; 2 Cor. 13:14; 3 John 14:10, 26).

- **GOD THE FATHER.** We believe in God the Father who is distinguished as such because of His eternal peculiar relationship to Jesus Christ His Son. We believe that God is the Father of regenerated man (John 20:17; I Cor. 15:24 and 28; Romans 8:14-17; 8:23; I John 3:1).

• **THE SON.** We believe that Jesus Christ, the second person of the Trinity and the eternal Son of God the Father, was begotten of Mary, a virgin, by the Holy Spirit, and was born man. He was in every respect as we are, but without sin. We believe that He accomplished our redemption through His death on the cross as a substitutionary sacrifice. We believe that our redemption is made sure to us by His literal and physical resurrection from the dead. He is the only mediator between God and man. (John 1:1-3 and 14-18; Luke 1:34-35; Philippians 2:5-8; Hebrews 2:17 and 4:13; I Timothy 2:5). We believe in the personal imminent pretribulational coming of the Lord Jesus Christ for His Church and His subsequent premillennial return to earth to set up His Kingdom (I Thessalonians 4:13-18; I Corinthians 15:51-53; Zechariah 14:4-11; Revelation 20:6).

• **GOD THE HOLY SPIRIT.** We believe that the divine person of the Holy Spirit has been active in the world from the beginning. It is He who shows men their sin and leads them to Jesus Christ for forgiveness. He initiates the new birth and is actively present in believers, building, correcting, and empowering their growth toward the stature of Christ. (II Peter 1:21; John 16:7-8; 15:26; 3:3-5; 14:16-17; Acts 1:8; Ephesians 4:13).

Section 3.04 – CREATION. We take literally the Biblical account of creation in which God purposefully created the universe in six, twenty-four hour periods. (Gen. 1-2; Ex. 20:11)

Section 3.05 – FALL OF MAN. We believe that man was created in innocence subject to God's commands but by willful disobedience fell from his sinless and happy state. In consequence all men are now sinners, not only by nature but also by choice. Therefore all are under just condemnation without defense or excuse and for this reason need the new birth. (Genesis 3; Romans 3:10-19; 2:1-3; John 3:3-7).

Section 3.06 – SALVATION. We believe that salvation is the gift of God brought to man by grace and received by personal faith in the Lord Jesus Christ whose precious blood was shed for the forgiveness of our sins. Saving faith works in the believer to manifest a new life and relationship in God. Repentance is involved in the salvation experience with a sincere

willingness to turn from sin and to turn towards God (John 3:16; Ephesians 1:7; 2:8-10; Acts 20:21; 26:20; John 1:12; Romans 2:4). We believe that all TRUE BELIEVERS, once saved, are kept secure forever and can never be lost (Romans 8:11; 8:38-39; John 10:27-30; 5:24; Ephesians 1:13-14; 4:30; I Corinthians 1:4-8).

Section 3.07 – ATONEMENT. We believe that the salvation of sinners is wholly by grace. The Son of God, Who was completely without sin, voluntarily took upon Himself our sin in obedience to the will of the Father. By His death in the sinners' place, the just for the unjust, He made full and complete atonement. In raising Christ from the dead on the third day, God the Father bore witness to the completion of His atoning work (Ephesians 2:8-9; II Corinthians 5:2; John 10:17-18; I Peter 3:18; Hebrews 9:26-28; I Corinthians 15:3, 4 and 17; Romans 4:24-25).

Section 3.08 – CHRISTIAN MATURITY. We believe that it is the will of God that all believers continue to mature toward the stature of Christ under the guidance of the Holy Spirit. As the believer willingly accepts the direction of the Spirit, his inner life is sanctified and brought into more perfect obedience to God's will. Moreover, within the fellowship of Christians and in the world, the Spirit directs the believer toward the likeness of Christ so that by his active love he bears witness to God's presence and power within him and glorifies God before men (Romans 8:14; Ephesians 4:13 and 22-24; John 13:34-35; I Thessalonians 4:1-3; Matthew 5:16; I John 3:16-17).

Section 3.09 – THE CHURCH. We believe that the Church is the body of those who have received the Lord Jesus Christ as Savior and Lord and began historically on the day of Pentecost. The only two biblical offices are Pastor (also called Bishop and Elder) and Deacon. Membership in the local assembly does not necessarily constitute membership in the body of Christ. The Church is intended to worship, to observe the ordinances and to strengthen believers in the faith. It is entrusted with God's message of salvation and is commissioned by Christ to proclaim the gospel everywhere. We believe in the autonomy of the local church, free of any

external authority or control. Our purpose for existing is fivefold: To worship our God and Creator, to evangelize the unsaved, to demonstrate the love of Christ through ministry, to assimilate new believers into Church fellowship, and to disciple new believers unto spiritual maturity (Revelation 2:18-20; Ephesians 1:22-23; John 4:23; I Corinthians 11:23-26; Hebrews 10:24-25; Acts 2:41-42; II Corinthians 5:19-20; Matthew 28:18-20; Philippians 1:1; 1 Timothy 3:1-13; Titus 1:5-9; Acts 14:23; Acts 20:17).

Section 3.10 – ORDINANCES. We believe that Christ ordained two ordinances: Believer’s Baptism and the Lord’s Supper (Acts 10:47; 19:5; Matthew 28:19-20; Luke 22:19-20; I Corinthians 11:23-26).

- Baptism is to be done in water as the believer is completely immersed. Baptism is for those who have professed a faith in Christ for salvation. Baptism is symbolic of the believer’s new life in Christ (Acts 8:36-37).
- Lord’s Supper is taken periodically as determined by the Pastor(s) and deacons. The elements consist of unleavened bread and pure grape juice, which are symbols of Christ’s body and blood. The Lord’s Supper is to be for believers in fellowship with the Lord (Luke 22:19-20; I Corinthians 11:28-29).

Section 3.11 – SATAN. We believe in the person of Satan, who is the open and declared enemy of God and man (Job 1:6-7; Matthew 4:2-11; Isaiah 14:12-17; Ezekiel 28:11-19) and whose destiny is everlasting punishment in the lake of fire and brimstone (Revelation 20:10).

Section 3.12 – SEPARATION. We believe that all the saved should live in such a manner as not to bring reproach upon their Savior and Lord and His church (Rom. 12:1-2, 14:13; 2 Cor. 6:14-7:1; 2 Tim. 3:1-5; 1 John 2:15-17; 2 John 9-11; 1 Cor. 6:19-20).

Section 3.13 – CIVIL GOVERNMENT. We believe that God has ordained and created all authority consisting of three basic institutions: (1) the home, (2) the church, and (3) the state. Every person is subject to these

authorities so long as these authorities are submissive to the scriptures, but all (including the authorities themselves) are answerable to God and governed by His Word (Rom. 13:1-7; Eph. 5:22-24; Heb. 13:17; 1 Peter 2:13-14).

Section 3.14 – THE ETERNAL STATE. We believe in the bodily resurrection of all men, the saved to eternal life in Heaven, and the unsaved to judgment and everlasting punishment in Hell. Heaven and Hell are real places of eternal existence (Matt. 25:26; John 5:28-29, 11:25-26; Rev. 20:5-6, 12-13).

Section 3.15 – HUMAN SEXUALITY. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery and pornography are sinful perversions of God's gift of sex. We believe that God disapproves of and forbids any attempt to alter one's gender by surgery or appearance (Gen. 2:24, 19:5, 13, 26:8-9; Lev. 18:1-30; Rom. 1:26-29; 1 Cor. 5:1, 6:9; 1 Thess. 4:1-8; Heb. 13:4). We believe that the only legitimate marriage is the joining of one man and one woman (Gen. 2:24; Rom. 7:2; 1 Cor. 7:10; Eph. 5:22-23).

Section 3.16 ABORTION. We believe that human life begins at conception and that the unborn child is a living human being. Abortion constitutes the unjustified, unexcused taking of unborn human life. Abortion is murder. We reject any teaching that abortions of pregnancies due to rape, incest, birth defects, gender selection, birth or population control, or the physical or mental well being of the mother are acceptable. (Job 3:16; Ps. 51:5; 139:14-16; Isa. 44:24; 49:1, 5; Jer. 1:5; 20:15-18; Luke 1:44)

Section 3.17 – LAWSUITS BETWEEN BELIEVERS. We believe that Christians are prohibited from bringing civil lawsuits against other Christians or the church to resolve personal disputes. We believe the church possesses all the resources necessary to resolve personal disputes between members. (See Appendix D for Indemnification and Arbitration information.) (1 Cor. 6:1-8; Eph. 4:31-32).

Section 3.18 – GIVING. We believe that every Christian, as a steward of that portion of God's wealth entrusted to him, is obligated to support his local church financially. We believe that God has established the tithe as a basis for giving to support those in full-time service, and that every Christian should also give other offerings sacrificially and cheerfully to the support of the physical needs and ministries of the church, the relief of those in need, and the spread of the Gospel. We believe that a Christian relinquishes all rights to direct the use of the tithe or offering once the gift has been made (Gen. 14:20; Prov. 3:9-10; Acts 4:34-37; 1 Cor. 16:2; 2 Cor. 9:6-7; Eph. 4:28; 1 Tim. 5:17-18; 1 John 3:17).

ARTICLE 4 – GOVERNMENT

This congregation functions not as a pure democracy, but as a body under the headship of the Lord Jesus Christ and the direction of the Senior Pastor as the under shepherd. Determinations of the internal affairs of this Church are ecclesiastical matters and shall be determined exclusively by this Church's own rules and procedures. The Senior Pastor shall oversee and/or conduct all aspects of this Church. Any additional Associates, Assistants, Deacons, Trustees and any other church officers shall give counsel and assistance to the Senior Pastor as requested by him. The instruments of Government are the Holy Bible (66 canonized books) and this Constitution.

Section 4.01 – Church Officers. The Church officers are the Senior Pastor (see Section 4.03), Associate Pastor (see Section 4.04), Deacons (see Section 4.06), Trustees (see Section 4.07), Church Clerk (see Section 4.08) and Church Treasurer (see Section 4.09).

Section 4.02 – Designation of Corporate Officers. As an accommodation to legal relationships outside this Church, the Senior Pastor (or one appointed by the church if the office of the Senior Pastor is vacant) shall serve as president of the corporation; the Associate Pastor (or one appointed by the church if the office of Associate Pastor is vacant) shall serve as vice president of the corporation, the Church Clerk shall serve as secretary of the corporation; and the Church Treasurer shall serve as

treasurer of the corporation. Trustees shall serve as Trustees for the corporation.

Section 4.03 – Senior Pastor: The duties, election, and term of office.

The Senior Pastor, a man of excellent character and spiritual maturity, shall preach the whole counsel of the Word of God as the Lord leads him; administer the ordinances; and provide spiritual oversight for all ministries of this church. All appointments for public worship and Bible study and the arrangements thereof, including time and place and the use of Church property, shall be under the oversight of the Senior Pastor; to appoint those to assist him in the work of the ministry as he deems necessary; extend the right hand of fellowship to all new members; and perform such other duties as generally pertain to such a position. Upon recommendation of a special pastor search committee, the congregation shall choose the Senior Pastor of this church (see Article 6, Section 6.03). The relationship between the Senior Pastor and this Church shall be permanent unless dissolved at the option of either party by the giving of 2 month's notice, or less by mutual consent. The calling of a Senior Pastor or severance of the relationship between the Senior Pastor and this Church may be considered at any special congregational meeting, provided notice to that effect shall have been given from the pulpit to the Church two Sundays prior to said meeting. A three-fourths majority (75%) of the eligible members present and voting shall be required to call the Senior Pastor or to sever the relationship between the Senior Pastor and this Church. In a case where it might seem for the good of this Church that the pastoral relationship should terminate at once, this relationship may be terminated immediately, on payment of two months salary. Disciplinary removal of the Senior Pastor from office automatically terminates his membership. A restoration to membership after disciplinary removal will be subject to the requirements of Article 5, Section 5.04.

Section 4.04 – Associate Pastor: The duties, election, and term of office.

The Associate Pastor of this church shall be appointed by the Senior Pastor as he deems necessary to assist him in his duties and followed by a congregational vote of 51% at a duly called meeting of the

church. He must be a man of excellent character and spiritual maturity, and shall serve at the discretion of the Senior Pastor. The Associate Pastor of this church shall assist the Senior Pastor in his duties (see Section 4.03 in this Article). When a vacancy occurs in the Senior Pastor's office, The Associate Pastor will assume the role of Senior Pastor as the interim Pastor upon approval of and in cooperation with the Trustees and Deacons until a new Senior Pastor is obtained. The Associate Pastor will be given primary consideration for the office of Senior Pastor. The relationship between an Associate Pastor and his office shall be permanent unless dissolved by the Senior Pastor and a majority vote (51%) of the church membership at the option of either by the giving of 2 month's notice, or less by mutual consent. The severance of the relationship between an Associate Pastor and his office may be considered at any special meeting, provided notice to that effect shall have been given to those members two Sundays prior to said meeting. In a case where it might seem for the good of this church that the pastoral relationship should terminate at once, this relationship may be terminated immediately, on payment of two months salary, if the Associate Pastor has a salaried position. Disciplinary removal of an Associate Pastor from office automatically terminates his membership. A restoration to membership after disciplinary removal will be subject to the requirement of Article 5, Section 5.04.

References mentioned in this Constitution and Bylaws as **Pastor(s)** shall be defined as: Senior Pastor and/or Associate Pastor.

Section 4.05 – Assistant Ministers: The Duties, elections, and terms of office. Assistant Ministers of this church shall be appointed as necessary by the Senior Pastor, followed by a congregational vote of 51% at a duly called meeting of the church, to assist him in his duties. They must be men of excellent character and spiritual maturity, and shall serve at the discretion of the Senior Pastor. They shall assist the Senior Pastor in his duties (see Section 4.03 in this Article) as requested by the Senior Pastor. The relationship between an Assistant Minister and his office shall be permanent unless dissolved by the Senior Pastor and a majority vote (51%) of the church membership at the option of either by the giving of 2 month's

notice, or less by mutual consent. The severance of the relationship between an Assistant Minister and his office may be considered at any special meeting, provided notice to that effect shall have been given to those members two Sundays prior to said meeting. In a case where it might seem for the good of this church that the ministerial relationship should terminate at once, this relationship may be terminated immediately, on payment of two months salary, if the Assistant Minister has a salaried position. Disciplinary removal of an Assistant Minister from office automatically terminates his membership. A restoration to membership after disciplinary removal will be subject to the requirement of Article 5, Section 5.04.

Section 4.06 – The Deacons: The duties, election, and terms of office.

The Deacons shall assist the Senior Pastor, in such manner as he shall request, in promoting the spiritual welfare of this Church, in conducting the religious services, and in performing other work of this Church; make provision for the observance of the ordinances of this church; disburse the benevolence fund in cooperation with the Senior Pastor; assist in visitation and all other evangelistic efforts of this church; assist in caring for the physical and spiritual needs of this church's various ministries as requested by him. Deacons are to assemble immediately following their appointment, and elect from their own number, a chairman, a vice chairman, and a secretary; be responsible for keeping a record of the proceedings of their meetings (to include the time, place, and notice of meeting given), the names of those present at the meetings, etc. The church shall have as many (or as few) Deacons as is deemed necessary by the Senior Pastor. The Senior Pastor and the acting Deacons shall select new deacons. They should be men of excellent character and spiritual maturity and must meet the qualifications set forth in 1 Timothy 3:8-13. Deacons will take office following a congregational majority vote of 51%. Deacons shall be elected for a period of three (3) years after which they may not be reelected until a period of one (1) year has lapsed. Deacons may be removed from office for unbiblical conduct, as determined by the Senior Pastor and discipline committee. (See Article 5, Section 5.04)

Section 4.07 – Trustees: The duties, election/appointment, and terms of office. The Trustees shall provide advice and pertinent information to the Senior Pastor and the church as needed in regards to the purchase, hold, lease, or otherwise acquire real and personal property on behalf of this church; take real and personal property by will, gift, or bequest on behalf of this church; sell, convey, alienate, transfer, lease, assign, exchange, or otherwise dispose of, and to mortgage, pledge, or otherwise encumber the real and personal property of this church; borrow money and incur indebtedness for the purpose and the use of this church; cause to be executed, issued, and delivered for the indebtedness, in the name of this church, promissory notes, bonds, debentures, or other evidence of indebtedness; and to secure repayment by deeds of trust, mortgages, or pledges; and to exercise all powers necessary for the dissolution of this church corporation, if such actions are mandated by a majority vote of the church's membership; and shall conduct such other administrative duties and activities as the Senior Pastor may designate from time to time. Members of the Trustees shall be: The Pastors, three (3) male members elected by the congregation at the annual membership meeting, one (1) male representative from each standing committee (see Article 6, Section 6.01), and one (1) representative from the Deacons. Congregational representative vacancies shall be filled as is needed from the church membership by a congregational majority vote (51%) at a duly called meeting of the church based upon recommendation by the Senior Pastor. The Senior Pastor shall recommend these congregational representatives based upon their excellent character and spiritual maturity. The Trustees are elected annually, but may serve in that office indefinitely at the discretion of the Senior Pastor. The Trustees, upon termination of service, shall release all records and Church property in his possession to Immanuel Baptist Church.

Section 4.08 - The Church Clerk: The duties, election, and terms of office. The Clerk must accept as his/her duty to attend, or be represented at, all Church business meetings, to keep an accurate record of all business transactions, to prepare the annual report and to notify all officers and members of committees of their election or appointment. The Clerk shall preserve a true history of the church. It shall be the duty of the Clerk to see that roll of the Church membership is kept. The Church Clerk shall certify and keep at the office of this Church, the original Constitution, or a copy, including all amendments or alterations thereto; sign, certify, or

attest documents as may be required by law; ensure that all notices are duly given in accordance with the provisions of this Constitution. The Church Clerk shall be elected annually by the members at the annual membership meeting with a congregational majority vote of (51%) at a duly called meeting of the church; the Clerk may serve in that office indefinitely at the discretion of the Senior Pastor. The Clerk, upon termination of service, shall release all records and Church property in his/her possession to Immanuel Baptist Church.

Section 4.09 – The Church Treasurer: The duties, election, and terms of office. The Church Treasurer shall have charge and custody of, and be responsible for, all funds of the Corporation, and oversee the deposit of all funds in the name of this Church in banks, trust companies, or other depositories as shall be selected by the Senior Pastor; receive, and give receipt for all contributions, gifts, and donations to this church; disburse, or cause to be disbursed, the funds of this church as may be directed by the finance committee, or the budget adopted by the members of this church at the annual membership meeting, taking proper vouchers for the disbursements; keep and maintain adequate and correct accounts of the church's properties and transactions including account of its assets, liabilities, receipts, disbursements, and capital; pay all expenditures of this Church (except petty cash disbursements) by check; render to the finance committee, when and as requested, accounts of all his/her transactions as church treasurer and of the financial condition of this church; present a written report of itemized disbursements and make a general report annually, and keep all Church financial records at the office of this church and deliver them to any successor upon leaving office. The members at the annual membership meeting, based upon recommendation by the Senior Pastor, shall elect the Treasurer annually. Vacancies shall be filled as needed from the church membership by a congregational majority vote (51%) at a duly called meeting of the church. The church treasurer is elected annually, but may serve in that office indefinitely at the discretion of the Senior Pastor. The Treasurer, upon termination of service, shall release all records and Church property in his/her possession to Immanuel Baptist Church.

Section 4.10 – All other offices and committees. These shall be filled as is needed by the Senior Pastor to assist him in the operation and ministry of the church. Such appointments shall be made according to the appointee's spiritual gifts, heart (passion), abilities, personality, and expe-

rience. A vacancy occurring in any office, position, or committee, except in the case of the Senior Pastor, may be filled as is needed. These offices and positions in this Church shall serve at the discretion of the Senior Pastor. Any officer or committee member, upon termination of service, shall release all records and Church property in his/her possession to Immanuel Baptist Church.

Section 4.11 – Eligibility for Continuance in Office. Only Church members are eligible for election or appointment to any Church office. All Church officers must be approved initially and thereafter annually by the Senior Pastor in order for them to commence or continue in their office. This Church shall not install or retain an officer who fails to adhere to or expresses disagreement with this constitution, the Statement of Faith, and the Church Membership Covenant. All Church officers, upon request of the Senior Pastor, shall affirm their agreement with this Constitution, Statement of Faith (See Article 3) and the Church Membership Covenant (as set forth in Appendix E). All elected and appointed officers shall serve in their respective offices until their successors are duly elected or appointed. Upon termination of service, all officers shall release all records and Church property in his/her possession to Immanuel Baptist Church

Section 4.12 – Removal of Appointed Officers Due to Disciplinary Action. Any appointed officer or employee of this church and its ministries may be removed from their office or position (except those elected to office by the church membership) by disciplinary action taken and approved unanimously by the Pastor(s) and Trustees without congregational vote. Such dismissal must follow the guidelines set forth in Article 5, Section 5.04.

Section 4.13 – Church Records and Property. All ministry directors must prepare a written report of their work, submitted to the Church Clerk, for the annual membership meeting in October. All elected and appointed officers or ministry directors must surrender any records in their possession to the Church Clerk at the close of their term of office, to be filed as a permanent record of the work of this church. All records are the property of this church and must be kept in the church office. Any property of the church in the possession of all officers (such as keys, teaching materials, office equipment, etc.) must be surrendered to the Senior Pastor, or one whom he designates, at the close of their term of office.

ARTICLE 5 – MEMBERSHIP

Section 5.01 – Qualifications for Membership. Membership shall be extended to all who have had and whose lives make evident a genuine experience of regeneration through faith in and acceptance of the Lord Jesus Christ as their personal Savior (Acts 2:41); who fully subscribe to the Statement of Faith contained herein; who fully commit themselves to abide by the Membership Covenant contained herein; who agree to submit to the authority of this Church and its leaders (Acts 20:28; Hebrews 13:17) as set forth herein; and by majority vote of 51% at any regularly scheduled service; and to come for membership in compliance with one of the following:

- . By baptism (immersion) as a true believer in Christ Jesus as personal Savior;
- . By letter of transfer from another church of like faith and practice;
- . By testimony of faith, having been previously immersed; and upon recommendation by the Pastor(s) and Deacons;
- . By restoration, if having been removed from membership, after confession is made publicly before the Church membership of the sin or sins involved, and satisfactorily exhibiting repentance and a sincere attempt of reconciliation, the Pastor(s) may reinstate that individual's membership.

The church does not need to be brought to order as an official membership meeting, for an individual(s) to be voted in as a new member.

Section 5.02 – Types of Membership.

- A. **Active Membership (Members in Good Standing).** All individuals who have met the qualifications for membership (see Article 5, Section 5.01 above) and who attend the regularly scheduled worship services faithfully (Hebrews 10:25), support (financial/other) this Church (1 Corinthians 16:2; Acts 11:29-30), and are not the subject of church disciplinary action will be

considered active members in good standing of this Church. The Pastor(s) will determine any exceptions to this requirement (e.g., illness, employment, etc.).

B. Associate Membership. Associate members in this Church would include those such as students needing watch-care, missionaries, ministers-in-training, interim ministers, etc. This membership shall also be for those studying locally, or for those temporarily residing in our area, or those who are seeking training and experience in a particular type of ministry. It is to be understood that this membership brings the individual into the worship and work of the Church and allows for him/her to serve in the various ministries of this Church; however, active membership will be retained in their home church. Associate members will be awarded full membership privileges upon recommendation of the Pastor(s). The Pastor(s) may recommend other persons to the church for Associate Membership.

C. Terminated Membership. The membership of any individual member may automatically be terminated without notice for the following reasons: Death; Transfer of membership to another church; By personal request of the member; By church discipline (see section 5.04 this article); Any member who proudly violates Article 3, Sections 3.15-3.16; if the member in question has not attended a regular worship service of the church in the preceding three months. Upon good cause being shown to the Pastor(s), this provision for termination may be waived in the case of any individual member at the discretion of the Pastor(s).

Section 5.03 – Privileges of Membership. Membership in this Church does not afford the members with any property, contractual, or civil rights based on principles of democratic government. Although the general public is invited to all of the Church's worship services, the Church property remains private property. The Senior Pastor 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, at the discretion of the Pastor(s), be treated as a trespasser. Only members in good standing (Article 5; Section 5.02A) may retain the following privileges.

A. Voting Privilege. Only those members who have been in an active membership status (see Article 5, Section 5.02A) for the preceding three (3) consecutive months prior to a duly called meeting of this Church; who are considered in good standing with this Church; who are at least eighteen years of age; of a sound mind; and who are physically present at a duly called meeting of this Church shall have voting rights. **There shall be no proxy or absentee voting. Members may not vote to initiate any Church action during any public membership meeting,** but rather the vote of a member is only to confirm and ratify the direction of the Church as determined by the Pastor(s) and Trustees.

A. Recommendation Privilege. All members of this Church may make recommendations or suggestions that are considered of special interest to this Church. However, such recommendations/suggestions must be presented in writing and signed, and presented to the Pastor(s) and/or Trustees before being presented to the church membership.

B. Inspection or Copying of Official Church Records. A member, upon five business days prior written notice made to the church, may inspect or copy the prepared financial statements of the church, the minutes of the proceedings of church meetings, and the minutes of the proceedings of board meetings.

. A member may not, under any circumstances, inspect or copy any record relating to individual contributions to the church, the list of names and addresses of the church members, or the accounting books and financial records of the church.

. The church may impose a reasonable charge, covering the costs of labor and material, for copies of any documents

provided to the member before releasing the copies to the member.

D. Cemetery Privilege. All members of this Church, and members of their immediate family, have a right to a plot in the cemetery if they so desire at no cost as long as plots are available. In order to reserve an available plot, arrangements should be made prior to death by first receiving approval of the Pastor(s), and then, by placing a permanent marker on the plot. **Members and former members who have arranged before death, to be buried in the Church cemetery will not have this privilege taken from them.** The Church shall be under no obligation to sell non-Church members cemetery plots due to limited space; however, if a non-member should purchase a plot, they shall pay the current market value for each plot. All are required to place a permanent marker at each grave, and the grave shall be leveled to the contour of the ground. No permanent shrubs or flowers will be planted on or near the grave.

Section 5.04 – Discipline of a Member.

- A. Discipline Committee.** There shall be a discipline committee consisting of the Pastor(s) and Deacons. These men shall have sole authority in determining heretical deviations from the Statement of Faith (Article 3) and violations of the Membership Covenant. If the Pastor(s) or a member(s) of the discipline committee are the subject of a disciplinary matter, he (they) shall not sit as a member of the discipline committee. The Pastors and Deacons shall be entitled to the same steps as other Church members and be subject to the same discipline.
- B. Steps for Discipline.** The following steps (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) will be followed when administering discipline:
1. Members are expected to demonstrate special loyalty and concern for one another. When a member becomes aware of an

offense of such magnitude that it hinders spiritual growth and testimony, he is to go alone to the offending party and seek to restore his brother. Before he goes, he should first examine himself. When he goes, he should go with a spirit of humility and have the goal of restoration.

2. If reconciliation is not reached after completing step B.1, a second member, who may be, but is not limited to, a Pastor, is to accompany the one seeking to resolve the matter. This second step should also be preceded by self-examination and exercised in a spirit of humility with the goal of restoration. This step must conclude with a visit accompanied by a Pastor.

3. If the matter is still unresolved after the steps outlined in paragraphs B.1 and B.2 above have been taken, the discipline committee, as the Church representatives biblically responsible for putting down murmuring, shall hear the matter. The discipline committee may hear no matter of this Church unless the steps outlined in paragraphs B.1 and B.2 have been taken, except in the case of a public offense. If the matter is not resolved during the hearing before the discipline committee, the committee shall, after self-examination, make an effort personally to go to the offending member and seek that member's restoration.

4. If the matter is still unresolved after the steps outlined in paragraphs B.1, B.2, and B.3 above have been taken, such members who refuse to repent and be restored are to be removed from the membership of this Church at a meeting called for the purpose of disciplinary action. If an unrepentant offending party is removed from this Church's membership, all contact with him from that point forward (except by family members) must be for the sake of restoration.

ARTICLE 6 – COMMITTEES

Section 6.01 – Standing Committees. The Pastor(s) may appoint standing committees as he deems appropriate. The Pastor(s) (or the Trustees, if regarding business matters and/or Deacons, if regarding spiritual matters, if the office of Pastor(s) is vacant, or if the Pastor(s) requests their assistance) shall appoint standing committees and designate a chairperson for each standing committee, and except when otherwise specifically provided in this Constitution shall determine the membership of each standing committee.

Finance Committee. This committee shall be made up of the following personnel – The Pastor(s) or one whom he delegates, the church treasurer, and no less than three (3) appointed members from the congregation. The finance committee shall choose a chairperson from one of the three appointed members of the congregation. The finance committee's duty shall be to formulate the Church's annual budget and recommend the same to this Church at the annual membership meeting in October. This committee is to determine the compensation and benefits package of licensed and/or ordained Pastors of this Church and any paid employee of this church (with the exception of The Immanuel Baptist Day Care), and to conduct such other duties and activities as the Pastor(s) may designate from time to time. The fiscal year of this Church shall begin January 1st and end December 31st. Also, the finance committee will continually supervise expenditures throughout the fiscal year as authorized by the Church budget that is adopted by this Church.

Education Committee. The Trustees, or a committee they appoint, shall act as the Education Committee and shall hear all matters and disputes that may arise out of the ministry of education (Immanuel Baptist Day Care or Day School if applicable). Should the Trustees appoint an Education Committee, they shall assist and advise the Pastor(s) on all matters relating to the ministry of education.

Section 6.02 – Special Committees. The Pastor(s) (or Trustees in the event that the office of Pastor(s) is vacant, or if the Pastor(s) requests their assistance) may create special committees to provide him with advice and information regarding matters submitted to him for consideration. These

committees shall have no authority to act on behalf of the corporation or the church. The members of these committees shall be appointed by the Pastor(s) and shall serve solely at his discretion.

Section 6.03 – Pastor Search Committee. During the vacancy of the office of Senior Pastor, a special Pastor search committee, consisting of no less than 5 members of the congregation, will be approved by the Trustees and Deacons and elected by 51% majority vote of members at a duly called meeting of the church, will seek out and nominate as Senior Pastor, a minister of the Gospel whose Christian character and qualifications fit him for the office of Senior Pastor of this church according to 1 Timothy 3:2-7 and Titus 1:5-9. (see Article 4, section 4.03.)

ARTICLE 7 – MEETINGS

Section 7.01 – Meetings for Worship. Unless otherwise determined by the Pastor(s), the Church shall meet each Sunday for public worship both morning and evening and at least once during the week for Bible study and prayer (1 Cor. 16:2; Acts 2:46; 4:31; 14:27; 20:7; Rom. 16:5; Col. 4:15; Philemon 2).

Section 7.02 – Meetings for Church Administration.

- A. **Place.** Meetings of the members shall be held at a building on the Church property or at such other place or places within or outside North Carolina as may be designated from time to time by the Pastor(s).
- B. **Annual Membership Meeting.** The Annual Membership Meeting shall be held in October of each year at such time as will be determined by the Pastor(s). The purpose for this meeting shall be, but is not limited to:
 - 1. Approving an annual church budget.
 - 2. Election of corporate/legal officers
 - a. Church Clerk
 - b. Church Treasurer
 - c. Legal Trustees

3. Election of Deacons
4. Any other proper matters that must be resolved or approved.

C. Special Meetings. The Pastor(s) and Trustees may call special meetings at any time for any purpose by giving notice to the members in accordance with 7.02D of this Article.

D. Notice Requirements of Meetings Held. Whenever members are required or permitted to take any action at a meeting, notice shall be given to members one (1) week prior to a meeting.

Section 7.03 – Voting Ratios.

- A.** To extend the call for Pastor(s) or to remove him from office, 75% of members present and in good standing at a duly called meeting is necessary for a majority vote.
- B.** All other matters decided by the church congregation shall require a majority vote of 51% of members present and in good standing at a duly called meeting.

Section 7.04 – Quorum. Those members in good standing present and voting at a meeting duly noticed and called shall constitute a quorum of the membership.

ARTICLE 8 – SPECIFIC DESIGNATED CONTRIBUTIONS

From time to time, this Church, in the exercise of its religious, educational, and charitable purposes, may establish various funds to accomplish specific goals. Contributors may suggest uses for their contributions, but all suggestions shall be deemed advisory rather than mandatory in nature. All contributions made to specific funds or otherwise designated shall remain subject to the exclusive control and discretion of the church. No fiduciary obligation shall be created by any designated contribution made to this Church other than to use the contribution for the general furtherance of any of the purposes stated in Article 2, Section 2.02. (1 Cor. 16:2; Acts 11:29-30)

ARTICLE 9 – AMENDMENTS

This Constitution may be revised or amended by a majority vote (51%) of the members present and voting at the Annual Church Membership Meeting or a special, duly called congregational meeting, provided that said revision or amendment has been submitted in writing and announced at least one (1) week before the meeting.

ADOPTION

This Constitution was adopted by a three-fourths (75%) majority vote of the members present and voting at a duly called meeting of the Church in which a quorum was present.

This Constitution and Bylaws supersedes any other Constitution and/or Bylaws of Immanuel Baptist Church.

Date adopted: August 14, 2005
Sheila R. Sprigg, Church Clerk

APPENDIX A – TAX-EXEMPT PROVISIONS

Section A.1 – Private Inurement. No part of the net earnings of this Church shall inure to the benefit of or be distributable to its members, Trustees, officers, or other private persons, except that this Church shall be authorized and empowered to pay reasonable compensation for the services rendered and to make payments and distributions in furtherance of the purposes set forth in Article 2, Section 2.02 hereof.

Section A.2 – Political Involvement. No substantial part of the activities of this Church shall be the carrying on of propaganda or otherwise attempting to influence legislation. This Church shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

Section A.3 – Dissolution. Upon the dissolution of this Church, the Trustees shall, after paying or making provision for payment of all the liabilities of this Church, dispose of all of the assets of this 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 (or the corresponding provision of any future United States Internal Revenue Law), as the Trustees shall determine. Assets may be distributed only to tax exempt organizations that agree with this Church’s Statement of Faith.

Section A.4 – Racial Nondiscrimination. This Church shall have a racially nondiscriminatory policy and therefore shall not discriminate against members, applicants, students, and others on the basis of race, color, or national or ethnic origin.

Section A.5 – Limitation of Activities. Notwithstanding any other provision of this Constitution, this 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 2, Section 2.02.

APPENDIX B – MINISTRY OF EDUCATION

Section B.1 – Purpose. Since the home and Church are responsible before God for providing a Christian education which is based upon and consistent with Biblical teachings, this Church shall retain the right to operate a Christian day school and shall engage in ministries in education in keeping with this purpose.

Section B.2 – Participation. All educational programs or courses of instruction formulated and offered by this Church shall be primarily for the benefit of the members of this Church. However, the Pastor(s) (or one whom he delegates) may, if he deems it in the best interest of this Church, permit non-church members to participate and enroll their children in the Church's educational programs or courses of instruction.

Section B.3 – Church Membership of Staff. All instructors, teachers, and administrators shall be members of this Church. This provision shall not apply to those employed by Immanuel Baptist Daycare (with the exception of Daycare Director), or any Day School of this church (with the exception of Administrators, Principals and Dept. Directors) or visiting missionaries, evangelists, or preachers engaged for the purpose of delivering sermons, conducting revivals, or other special temporary meetings.

Section B.4 – Unity. All educational programs or courses of instruction shall be conducted as an integral and inseparable ministry of this Church.

Section B.5 – Teaching. All educational programs or courses of instruction shall be conducted consistently with the teaching of the inerrant Word of God and the Statement of Faith (see Article 3). Any assertion or belief that conflicts with or questions a Bible truth is a pagan deception and distortion of the truth that will be disclaimed as false. It is the responsibility of every instructor or teacher to present the inerrant Word of God as the sole infallible source of knowledge and wisdom. This Church shall not hire,

appoint, or retain any employee or volunteer for its educational programs who fails to adhere to or expresses disagreement with the Statement of Faith.

Section B.6 – Christian Walk. All administrators, instructors, teachers, and other staff, whether paid or volunteer, shall continue to maintain a lifestyle consistent with the precepts taught by this Church (see Article 3), whether in or out of the classroom. All staff shall be under the supervision of the Senior Pastor (or those whom he delegates) who has the sole authority to hire, appoint, or dismiss the same as stated herein.

Section B.7 – Hierarchy of Authority.

A. The Trustees, or a committee they appoint, shall act as the Education Committee and shall hear all matters and disputes that may arise out of the ministry of education. Should the Trustees appoint an Education Committee, they shall assist and advise the Trustees and Pastor(s) on all matters relating to the ministry of education.

B. The Senior Pastor. The Senior Pastor (or those whom he delegates) may hire Administrators, Principals, Teachers, support staff, and/or Daycare Directors to assist him in carrying out the ministry of education. The Senior Pastor shall be the final authority on all matters relating to the ministry of education.

APPENDIX C – ORDINATION

Section C.1 – Ordination Qualifications. Any male member of this Church or its mission churches, who gives evidence of a genuine call of God into the work of the ministry and possesses the qualifications stated in 1 Timothy 3:1-7 and Titus 1:6-9, may be ordained as a minister of the Gospel.

Section C.2 – Ordination Procedures.

- A.** Upon a conference with the Pastor(s) and Deacons after they have approved the candidate for ordination, the Pastor(s) shall call a council to examine and pass on the qualification of the candidate. The ordination council shall consist of ordained ministers of like faith invited to participate in the examination of the candidate.
- B.** If the candidate is found worthy of the ordination by the council, the ordination council may ordain the candidate on behalf of this Church.
- C.** The Pastor(s) shall make arrangements for the ordination service.

APPENDIX D – INDEMNIFICATION AND BINDING ARBITRATION

Section D.1 – Indemnification.

A. Actions Subject to Indemnification. This Church may indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, including all appeals (other than an action by or in the right of the Church) by reason of the fact that the person is or was a Pastor, Trustee, Deacon, officer, employee, or agent of the Church, against expenses, including attorneys' fees, judgments, fines, and amounts paid in settlement actually and reasonably incurred by him in connection with the action, suit, or proceeding; and if that person acted in good faith and in a manner he reasonably believed to be in or not opposed to the best interests of the Church and, with respect to any criminal action or proceeding, had no reasonable cause to believe his conduct was unlawful. The termination of any action, suit, or proceeding by judgment, order, settlement, conviction, or on a plea of *nolo contendere* or its equivalent, shall not, of itself, create a presumption that the person did not act in good faith and in a manner that he reasonably believed to be in or not opposed to the best interests of the Church and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

B. Expenses Subject to Indemnification. To the extent that a Pastor, Assistant Minister, Trustee, Deacon, officer, employee, or agent has been successful on the merits or otherwise in defense of any action, suit, or proceeding referred to in this Appendix, or in defense of any claim, issue, or matter in that action, suit, or proceeding, he or she may be indemnified against expenses, including attorneys' fees, actually and reasonably incurred by him or her in connection with the action, suit, or proceeding.

- C. Limitations of Indemnification.** Any indemnification made under this Appendix, may be made by the Church only as authorized in the specific case on a determination that indemnification of the Senior Pastor, Associate Pastor, Assistant Minister, Trustee, Deacon, officer, employee, or agent is proper in the circumstances because he has met the applicable standard of conduct set forth in Section 1 of this Article. The determination shall be made (a) by a majority vote of a quorum consisting of members in good standing who were not and are not parties to or threatened with the action, suit, or proceeding; (b) if the described quorum is not obtainable or if a majority vote of a quorum of disinterested members so directs, by independent legal counsel in a written opinion; or (c) by a majority vote (51%) of the members of this Church.
- D. Timing of Indemnification.** Expenses of each person seeking indemnification under this Appendix, may be paid by this Church as they are incurred, in advance of the final disposition of the action, suit, or proceeding, as authorized by the Pastor(s) in the specific case, on receipt of an undertaking by or on behalf of the officer, employee, or agent to repay the amount if it is ultimately determined that he or she is not qualified to be indemnified by this Church.
- E. Extent of Indemnification.** The indemnification provided by this Appendix shall be deemed to be discretionary unless otherwise required as a matter of law or under any agreement or provided by insurance purchased by this Church, both as to action of each person seeking indemnification under this Appendix in his official capacity and as to action in another capacity while holding that office, and may continue as to a person who has ceased to be a Pastor, officer, employee, or agent and may inure to the benefit of the heirs, executors, and administrators of that person.
- F. Insurance.** This Church may purchase and maintain insurance on behalf of any person who is or was a Pastor, officer, employee, or agent of this Church against any liability asserted against him and incurred by him in that capacity, or arising out of his status in that capacity, whether or not this Church would have the power to

indemnify him against liability under the provisions of this Appendix.

Section D.2 – Binding Arbitration.

- A. Submission to Arbitration.** Believing that lawsuits between believers are prohibited by Scripture, all members of this Church agree to submit to binding arbitration any matters which cannot otherwise be resolved, and expressly waive any and all rights in law and equity to bringing any civil disagreement before a court of law, except that judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof.
- B. Notice of Arbitration.** In the event of any dispute, claim, question, or disagreement arising out of or relating to this Constitution or any other Church matter, the parties shall use their best efforts to settle such disputes, claims, questions, or disagreement as befits Christians. To this effect, they shall consult and negotiate with each other in good faith and, recognizing their mutual interests not to disgrace the name of Christ, seek to reach a just and equitable solution. If they do not reach such solution within a period of sixty (60) days, then upon notice by either party to the other, disputes, claims, questions, or differences shall be finally settled by arbitration as described in Section D.2A above, and such Procedures for Arbitration as are adopted pursuant to Section D.2D below.
- C. Limitations on Arbitration Decisions.** Should any dispute involve matters of Church discipline or the removal from office of the Senior Pastor or any church officer, the arbitrators shall be limited to determining whether the procedures for Church discipline as outlined in Article 5, Section 5.04 were followed.
- D. Arbitration Procedures.** The Pastor(s) and Trustees shall adopt the Procedures for Arbitration.

APPENDIX E – IMMANUEL BAPTIST CHURCH MEMBERSHIP COVENANT

The Immanuel Membership Covenant

“Having received Christ as my Lord and Savior and having been baptized by immersion, and being in agreement with Immanuel’s statements, strategy and structure, I now feel led by the Holy Spirit to unite with the Immanuel Baptist Church family. In doing so, I commit myself to God and to the other members to do the following:

I. I WILL PROTECT THE UNITY OF MY CHURCH.

...By acting in love toward other members

...By refusing to gossip

...By following and respecting church leadership

Rom. 15:2, 5; 1 Peter 1:22; Eph. 4:29; Heb. 13:17

II. I WILL SHARE THE RESPONSIBILITY OF MY CHURCH.

...By praying for its growth

...By inviting the “un-churched” to attend

...By warmly welcoming those who visit

1 Thess. 1:2; Luke 14:23; Rom. 15:7

III. I WILL SERVE THE MINISTRY OF MY CHURCH.

...By discovering my gifts and talents

...By being trained to serve

...By developing a servant’s heart

1 Peter 4:10; Eph. 4:11-12; Phil. 2:4-5, 7

IV. I WILL SUPPORT THE TESTIMONY OF MY CHURCH.

...By attending faithfully

...By living a godly life

...By giving regularly through tithes and offerings

Heb. 10:25; Phil. 1:27; 1 Cor. 16:2; Lev. 27:3

*** END ***

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