

CONSTITUTION AND BYLAWS

Fellowship Baptist Church

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COVENANT OF MEMBERSHIP

As a bond of unity among us, (Ephesians. 4:3-6) this church (II Corinthians. 1:1) accepts for its members the following covenant: (Acts 15:20-30).

Having been led by the Holy Spirit (I Corinthians. 2:10-13; John 16:13) to receive the Lord Jesus Christ as our Savior (Romans 10:13; Acts 16:31; Matthew 10:40) and on profession of our faith in Him (Romans 10:9-10); having been baptized in the name of the Father and of the Son and of the Holy Spirit (Matthew 28:19; Acts 2:41; Romans 6:3-5), we do most solemnly and joyfully enter into covenant with one another as one body in Christ (Ecclesiastes. 5:1-5; Hebrews 8:6; I Corinthians. 12:12).

We promise that we will watch over and counsel one another in the spirit of brotherly love (John 13:34-35; Romans 13:8; Philippians 2:1; Hebrews 10:24; I John 3:17; Luke 10:30-37; Galatians 6:1,2), that we will remember one another in our prayers (Matthew 18:19, 20; Galatians 6:2; I Thessalonians. 5:25; II Thessalonians. 3:1; I Samuel 12:23), and that we will aid each other in sickness and distress (Matthew 25:35,36; Hebrews 13:3; James 1:27, 5:14).

We further agree, by the aid of the Holy Spirit (I Corinthians. 2:13), to walk together in Christian love (Galatians 5:25; I Peter 1:22); to strive for the advancement of this church (I Corinthians 12:25-28; Ephesians 2:19-22, 4:14-16) in knowledge, holiness, and comfort; to promote its prosperity and spirituality (Galatians 6:9,10; II Corinthians. 12:19); to sustain its worship, ordinances, discipline, and doctrines (Acts 2:42); to give it a sacred pre-eminence over all institutions of human origin (Colossians. 1:18); and to contribute cheerfully and regularly to the support of the ministry, the expenses of the church (I Corinthians. 16:1,2; II Corinthians. 9:5-12), the relief of the poor (Matthew 6:1-4; Acts 4:35), and the spread of the Gospel through all nations (Matthew 28:19,20; Acts 13:1-4, 15:3,4).

We further covenant to maintain family and secret devotions (Deuteronomy. 6:4-9; Matthew 6:5,6; Ephesians 6:4); to religiously educate our children (II Timothy 1:5, 3:14,15, 2:2, 15); to seek the salvation of our kindred and acquaintances (Acts 16:31; Titus 2:11); to live carefully in this present world (Ephesians. 5:15; I John 2:15-17); to be just in our dealings, faithful in our engagements, and exemplary in our deportment (II Corinthians. 12:20; II Peter 3:14; Luke 16:10-12; Matthew 28:16; Phil. 1:27; I Timothy 4:12; I Peter 2:12); to avoid all tattling, backbiting, and excessive anger (II Corinthians. 12:20 I Timothy 5:13; Ephesians 4:31,32; Matthew 5:22); to abstain from everything that will cause our brother to stumble (Romans 14:21) or that will bring reproach upon the cause of Christ (Proverbs 22:10; I Timothy 3:7); and to strive to grow in the grace and knowledge of our Lord and Savior (II Peter 3:18); that amidst evil and good report we will humbly and earnestly seek to live to the honor and glory of Him who loved us and gave Himself for us (Matthew 5:16; Galatians 2:20; Titus 2:14; I Peter 4:14).

We moreover engage that when we remove from this place we will, as soon as possible, unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word (Acts 2:41, 42, 4:31-35, 11:26; I Corinthians. 1:2; II Corinthians. 1:1; Col. 1:2; I Thessalonians. 1:1; II Thessalonians. 1:1; Hebrews 10:25; Revelation 2:1-3:22).

CONSTITUTION

PREAMBLE

Placing our faith wholly in the Lord Jesus Christ for our salvation, and believing in Baptist teachings and practices, such as the following:

1. Biblical Authority
2. Transformed (Regenerate) Members
3. Unifying Ordinances of Baptism and Communion
4. Priesthood of Believers
5. Individual Soul Liberty
6. Congregational Government
7. Autonomy and Association of the Local Church
8. Offices of Pastors and Deacons
9. Separation of Church and State

We, the members of the Fellowship Baptist Church, therefore, band ourselves together as a body of baptized (immersed) believers in Jesus Christ and adopt for our plan of government, procedure of worship, and purpose in service the following CONSTITUTION & BY-LAWS on this April 17, 2011 which supersedes and cancels all other Constitution & By-Laws and Amendments thereto.

ARTICLE I - NAME

The name of this organization shall be The Fellowship Baptist Church Inc. of East China, Michigan.

ARTICLE II - PURPOSE

The purpose of this church is to preach the Gospel of the grace of God for the salvation of the lost and for the edifying of the believers, for the world-wide proclamation of God's saving grace, for the promotion of Godly worship, for the defense of "The Faith once delivered to the saints", and the cooperation with Christian activities functioning in harmony with God's Holy Word - the Bible.

ARTICLE III - GOVERNMENT AND ASSOCIATIONS

We believe a New Testament local church is autonomous (self-governing), yet subject to Christ, its head. We must therefore govern according to laws already set down in scripture (Ephesians 1:22; II Timothy 3:16; James 4:12).

The church is not controlled by any one individual or set of individuals, but rather by its active membership through a united decision. The church may appoint officers or committees, but all such must be answerable to the church.

This church is fundamentally Baptist in its standing and is hereby agreed that it shall never change such standing, unless by a two-thirds (2/3) vote of all active members, present in a regularly convened business meeting.

ARTICLE IV - MEMBERSHIP

The membership of this church shall consist of baptized (immersed) believers who affirm the Church Covenant and who agree to be governed by this Constitution and By-Laws. Establishment and dissolution of membership shall be in accordance with ARTICLE III SECTIONS 1-5 of the By-Laws.

ARTICLE V - OFFICERS

The officers of this church shall be pastor or pastors, four or more deacons, three or more trustees, a clerk, and a treasurer. The election and duties of said officers shall be in accordance with ARTICLE IV SECTIONS 1-9 of the By-Laws, and each candidate shall have attained the age of 21.

ARTICLE VI - STANDING COMMITTEES

The standing committees of the church shall be an Auditing Committee, Nominations Committee, Music Committee, Christian Education Committee, Missions and Evangelism Committee, Pulpit Committee, and a Youth Committee.

ARTICLE VII - MEETINGS

The church shall meet for worship, instruction, fellowship and business in accordance with ARTICLE V SECTIONS 1 & 2 of the By-Laws.

ARTICLE VIII - VOTING

Active members of this church, who have reached the age of sixteen (16) shall be able to vote in business and special meetings, except that in major financial matters, (more than \$1,000.00) they must be eighteen (18) years of age.

ARTICLE IX - BY LAWS

The church may adopt such By-Laws as it may seem fit, which are not in conflict with these Articles of Constitution or the laws of the State of Michigan.

ARTICLE X - PROPERTY AND DEFUNCTION

The legal church property and other assets of this corporation (church) shall always remain in perpetual ownership of the church members. At any time when the membership of this church shall be reduced to less than nine (9), it shall be deemed dissolute. In the event of dissolution, all assets, real or personal, shall be distributed to organizations of similar faith and purpose as are qualified as tax exempt under SECTION 501 (c) (3) of the 1954 Internal Revenue Code, or the corresponding provisions of a future United States Revenue Law as then determined by the Board of Directors.

ARTICLE XI - AMENDMENTS

This constitution may be amended by a two-thirds (2/3) vote of the voting members present at any regular or called meeting, providing the announcement has been made to the congregation at four (4) regular consecutive services preceding said meeting, and providing an exact copy of the proposed amendment has been conspicuously posted on the bulletin board on two (2) Sundays immediately preceding said meeting.

BY-LAWS

ARTICLE I - NAME

The name of this organization shall be The Fellowship Baptist Church Inc. of East China, Michigan. It is so incorporated under the laws of the State of Michigan.

ARTICLE II - ARTICLES OF FAITH

Section 1 - Of the Scriptures

We believe in the authority and sufficiency of the Holy Bible, consisting of the sixty-six books of the Old and New Testaments, as originally written; that it was verbally and plenary inspired and is the product of Spirit-controlled men, and therefore is infallible and inerrant in all matters of which it speaks. We believe the Bible to be the true center of Christian unity and the supreme standard by which all human conduct, creed, and opinions shall be tried. 2 Timothy 3:16, 17; 2 Peter 1:19-21.

Section 2 - The True God

We believe there is one and only one living and true God, an infinite Spirit, the Maker and supreme Ruler of Heaven and earth; inexpressibly glorious in holiness, and worthy of all possible honor, confidence, and love; that in the unity of the Godhead there are three persons, the Father, the Son, and the Holy Spirit, equal in every divine perfection and executing distinct but harmonious offices in the great work of redemption. Exodus 20:2, 3; 1 Corinthians 8:6; Revelation 4:11.

Section 3 - The Holy Spirit

We believe that the Holy Spirit is a divine person, equal with God the Father and God the Son and of the same nature; that He was active in the creation; that in His relation to the unbelieving world He restrains the evil one until God's purpose is fulfilled; that He convicts of sin, of righteousness, and of judgment; that He bears witness to the truth of the gospel in preaching and testimony; that He is the Agent in the new birth; that He seals, endues, guides, teaches, witnesses, sanctifies, and helps the believer. We believe that the sign/revelatory gifts of the Holy Spirit have fulfilled their purpose and are not applicable to the work of the Holy Spirit today. John 14:16, 17; Matthew 28:19; Hebrews 9:14; John 14:26; Luke 1:35; Genesis 1:1-3; John 16:8-11; Acts 5:30-32; John 3:5, 6; Ephesians 1:13, 14; Mark 1:8; John 1:33; Acts 11:16; Luke 24:49; Romans 8:14, 16, 26, 27; 1 Corinthians 12:8-10, 28-30; 13:8-10; 14:1-40; 2 Corinthians 12:12; Hebrews 2:2-4.

Section 4 - The Devil, or Satan

We believe in the reality and personality of Satan, the Devil; that he was created by God as an angel but through pride and rebellion became the enemy of his Creator; that he became the unholy god of this age and the ruler of all the powers of darkness and is destined to the judgment of an eternal justice in the lake of fire. Matthew 4:1-11; 2 Corinthians 4:4; Revelation 20:10.

Section 5 - Creation

We believe the Biblical account of the creation of the physical universe, angels, and man; that this account is neither allegory nor myth, but a literal, historical account of the direct, immediate creative acts of God without any evolutionary process; that man was created by a direct work of God and not from previously existing forms of life; and that all men are descended from the historical Adam and Eve, first parents of the entire human race. Genesis 1:2; Colossians 1:16, 17; John 1:3.

Section 6 - The Fall of Man

We believe that man was created in innocence (in the image and likeness of God) under the law of his Maker, but by voluntary transgression Adam fell from his sinless and happy state, and all men sinned in him, in consequence of which all men are totally depraved, are partakers of Adam's fallen nature, and are sinners by nature and by conduct, and therefore are under just condemnation without defense or excuse. Genesis 3:1-6; Romans 3:10-19; 5:12, 19; 1:18, 32.

Section 7 - The Virgin Birth

We believe that Jesus was begotten of the Holy Spirit in a miraculous manner, born of Mary, a virgin, as no other man was ever born or can be born of woman, and that He is both the Son of God and God, the Son. Genesis 3:15; Isaiah 7:14; Matthew 1:18-25; Luke 1:35; John 1:14.

Section 8 - Salvation

We believe that the salvation of sinners is divinely initiated and wholly of grace through the mediatorial offices of Jesus Christ, the Son of God, Who, by the appointment of the Father, voluntarily took upon Himself our nature, yet without sin, and honored the divine law by His personal obedience, thus qualifying Himself to be our Savior; that by the shedding of His blood in His death He fully satisfied the just demands of a holy and righteous God regarding sin; that His sacrifice consisted not in setting us an example by His death as a martyr, but was a voluntary substitution of Himself in the sinner's place, the Just dying for the unjust, Christ the Lord bearing our sins in His own body on the tree; that having risen from the dead He is now enthroned in Heaven, and, uniting in His wonderful person the tenderest sympathies with divine perfection, He is in every way qualified to be a suitable, compassionate, and all-sufficient Savior. We believe that faith in the Lord Jesus Christ is the only condition of salvation. Repentance is a change of mind and purpose toward God prompted by the Holy Spirit and is an integral part of saving faith. Jonah 2:9; Ephesians 2:8; Acts 15:11; Romans 3:24, 25; John 3:16; Matthew 18:11; Philippians 2:7, 8; Hebrews 2:14-17; Isaiah 53:4-7; 1 John 4:10; 1 Corinthians 15:3; 2 Corinthians. 5:21; 1 Peter 2:24.

Section 9 - Resurrection and Priesthood of Christ

We believe in the bodily resurrection of Christ and in His ascension into Heaven, where He now sits at the right hand of the Father as our High Priest interceding for us. Matthew 28:6, 7; Luke 24:39; John 20:27; 1 Corinthians 15:4; Mark 16:6; Luke 24:2-6, 51; Acts 1:9-11; Revelation 3:21; Hebrews 8:6; 12:2; 7:25; 1 Timothy 2:5; 1 John 2:1; Hebrews 2:17; 5:9, 10.

Section 10 - Grace and the New Birth

We believe that in order to be saved, sinners must be born again; that the new birth is a new creation in Christ Jesus; that it is instantaneous and not a process; that in the new birth the

one dead in trespasses and in sins is made a partaker of the divine nature and receives eternal life, the free gift of God; that the new creation is brought about by our sovereign God in a manner above our comprehension, solely by the power of the Holy Spirit in connection with divine truth, so as to secure our voluntary obedience to the gospel; that its proper evidence appears in the holy fruits of repentance, faith, and newness of life. John 3:3; 2 Corinthians 5:17; 1 John 5:1; Acts 16:20-33; 2 Peter 1:4; Romans 6:23; Ephesians 2:1, 5; Colossians 2:13; John 3:8.

Section 11 - Justification

We believe that justification is that judicial act of God whereby He declares the believer righteous upon the basis of the imputed righteousness of Christ; that it is bestowed, not in consideration of any work of righteousness which we have done, but solely through faith in the Redeemer's shed blood. Romans 3:24; 4:5; 5:1, 9; Galatians 2:16; Philippians 3:9.

Section 12 - Sanctification

We believe that sanctification is the divine setting apart of the believer unto God accomplished in a threefold manner; first, an eternal act of God, based upon redemption in Christ, establishing the believer in a position of holiness at the moment he trusts the Savior; second, a continuing process in the saint as the Holy Spirit applies the Word of God to the life; third, the final accomplishment of this process at the Lord's return. Hebrews 10:10-14; 3:1; John 17:17; 2 Corinthians 3:18; 1 Corinthians 1:30; Ephesians 5:25-27; 1 Thessalonians 4:3, 4; 5:23, 24; 1 John 3:2; Jude 24, 25; Revelation 22:11.

Section 13 - The Security of the Saints

We believe that all who are truly born again are kept by God the Father for Jesus Christ. Philippians 1:6; John 10:28, 29; Romans 8:35-39; Jude 1.

Section 14 - The Church

We believe that a local church is an organized congregation of immersed believers, associated by covenant of faith and fellowship of the gospel; observing the ordinances of Christ; governed by His laws; and exercising the gifts, rights, and privileges invested in them by His Word. We believe that its officers are pastors and deacons, whose qualifications, claims, and duties are clearly defined in the Scriptures. We believe the true mission of the church is the faithful witnessing of Christ to all men as we have opportunity. We hold that the local church has the absolute right of self-government free from the interference of any hierarchy of individuals or organizations; and that the one and only Superintendent is Christ through the Holy Spirit; that it is Scriptural for true churches to cooperate with each other in contending for the faith and for the furtherance of the gospel; that each local church is the sole judge of the measure and method of its cooperation; that on all matters of membership, polity, government, discipline, and benevolence, the will of the local church is final. 1 Corinthians 11:2; Acts 20:17-28; 1 Tim. 3:1-13; Acts 2:41, 42.

We believe in the unity of all New Testament believers in the Church which is the Body of Christ. 1 Corinthians 12:12, 13; Ephesians 1:22, 23; 3:1-6; 4:11; 5:23; Colossians 1:18; Acts 15:13-18.

Section 15 - Family and Society

We believe that the family is the oldest institution of God and the building block of society. The family is defined as a man and a woman who have been legally married and those

children, whether born into the family or adopted into the family by the grace of God, who have not been legally recognized as independent. We believe that marriage is the legal joining of one man to one woman for their lives. This joining is a promise made to one another that each will remain faithful to the other in every way. This joining separates the new couple from their parents for the formation of a new home. New homes are given the opportunity to bring children into this world and are to instruct the children in the nurture and admonition of the Lord. The family is thus not to be broken by adultery, abuse, or divorce. We believe that children are a treasure from God and that parents are to be honored for their sacrifice in raising children. All human life, from conception to death, deserves our protection from abortion, neglect, abuse, or euthanasia. (Genesis 1 & 2; Deuteronomy 4, 6, & 8; Proverbs; Song of Solomon; Matthew 5 & 19; Romans 1; 1 Corinthians 7; Ephesians 5 & 6; Colossians 3; 1 Peter 3)

Section 16 - Baptism and the Lord's Supper

We believe that Christian baptism is the single immersion of a believer in water to show forth in a solemn and beautiful emblem our identification with the crucified, buried and risen Savior, through Whom we died to sin and rose to a new life; that baptism is to be performed under the authority of the local church; and that it is prerequisite to the privileges of church membership. We believe that the Lord's Supper is the commemoration of His death until He comes, and should be preceded always by solemn self-examination. We believe that the Biblical order of the ordinances is baptism first and then the Lord's Supper and those participants in the Lord's Supper should be immersed believers. Acts 8:36, 38, 39; John 3:23; Romans 6:3-5; Matthew 3:16; Colossians 2:12; 1 Corinthians 11:23-28; Matthew 28:18-20; Acts 2:41, 42.

Section 17 - Separation

We believe in obedience to the Biblical commands to separate ourselves unto God from worldliness and ecclesiastical apostasy. 2 Corinthians 6:14-7:1; 1 Thessalonians 1:9, 10; 1 Timothy 6:3-5; Romans 16:17; 2 John 9-11.

Section 18 - Civil Government

We believe that civil government is of divine appointment for the interests and good order of human society; that magistrates are to be prayed for, conscientiously honored, and obeyed; the exception is in those things opposed to the will of our Lord Jesus Christ Who is the only Lord of the conscience, and the coming King of kings. Romans 13:1-7; 2 Sam. 23:3; Exodus 18:21, 22; Acts 23:5; Matthew 22:21; Acts 5:29; 4:19, 20; Daniel 3:17, 18.

Section 19 - Israel

We believe in the sovereign selection of Israel as God's eternal covenant people, that she is now dispersed because of her disobedience and rejection of Christ, and that she will be regathered in the Holy Land and, after the completion of the Church, will be saved as a nation at the second advent of Christ. Genesis 13:14-17; Romans 11:1-32; Ezekiel 37.

Section 20 - Rapture and Subsequent Events

We believe in the pre-tribulational rapture of the church, an event that can occur at any moment, and that at that moment, the dead in Christ shall be raised in glorified bodies and the living in Christ shall be given glorified bodies without tasting death and all shall be caught up to meet the Lord in the air before the seven years of the Tribulation. 1 Thessalonians 4:13-

18; 1 Corinthians 15:42-44, 51-54; Philippians 3:20, 21; Revelation 3:10. We believe that the Tribulation, which follows the Rapture of the Church, will be culminated by the pre-millennial return of Christ in power and great glory to sit upon the throne of David and to establish His kingdom upon this earth. Daniel 9:25-27; Matthew 24:29-31; Luke 1:30-33; Isaiah 9:6, 7; 11:1-9; Acts 2:29, 30; Revelation 20:1-4, 6

Section 21 - The Righteous and the Wicked

We believe that there is a radical and essential difference between the righteous and the wicked; that only those who are justified by faith in our Lord Jesus Christ and sanctified by the Spirit of our God are truly righteous in His esteem, while all who continue in impenitence and unbelief are in His sight wicked and under the curse; and that this distinction holds among men both in and after death, in the everlasting felicity of the saved and the everlasting conscious suffering of the lost in the lake of fire. Malachi 3:18; Genesis 18:23; Romans 6:17, 18; 1 John 5:19; Romans 7:6; 6:23; Proverbs 14:32; Luke 16:25; Matthew 25:34-41; John 8:21; Revelation 20:14, 15.

(The Articles of Faith were adopted at the October 24, 2010 Special Business Meeting.)

ARTICLE III - MEMBERSHIP

Section 1 -

Any action related to the admission or dismissal of members covered in this Article shall be by majority vote of the members present and voting in any church session, except for situations listed in Section 4 & 5 below.

Section 2 - Admission of Members

A person who meets the prerequisites of membership stated in Article IV of the Constitution, after consultation with the pastor and upon recommendation of the deacons, may be voted on and received into membership by one of the following:

1. Christian experience followed by immersion
2. Letter from another church of like faith and practice
3. Christian experience and previous baptism by immersion
4. Restoration of fellowship following disciplinary action.

Section 3 - Member in Good Standing

A member in good standing shall be a born-again believer in Jesus Christ, as stated in the Covenant. He shall live in a manner that will not bring disgrace to the name of our Lord Jesus Christ or this, His local church. He shall consistently assemble with the other members of the Fellowship Baptist Church whenever possible and especially at the regularly scheduled church services.

Section 4 - Inactive Member

A member may be placed in an inactive member status by vote of the deacons for reasons of morality, doctrine, or fellowship, as outlined in our Covenant and in Sections 3 & 5 of this Article. A member who fails to support the church by attendance at a Sunday service for three (3) months or misses four (4) consecutive communion services except for reasons beyond their control, to be determined by the deacons, shall be considered inactive by choice, and so designated by vote of the deacons.

Upon this designation, and before being officially placed in an inactive status, a personal contact must be made with this individual to encourage them to return to the fellowship of believers.

A letter must be sent to anyone placed in an inactive status stating reasons and inviting evidence sufficient to be placed in good standing. This action and letter must precede membership termination procedure as outlined in Section 5 of this Article.

Moving a member from inactive to active:

When a member returns to attendance at FBC, the assigned Watch Care deacon will contact them and discuss their membership. When the member expresses a desire to be an active member of the church, the Watch Care deacon will make a recommendation to the Leadership Team and Membership Committee. If there is no reason found as to why the member cannot be reinstated, the Leadership Team will vote on the reinstatement at the next Leadership Team Meeting.

Section 5 - Membership Termination

The church may terminate the membership of any member who is persistent in the breach of Covenant vows.

A member will be dropped from the church rolls immediately upon their written request to the church clerk or secretary.

The request of a member for a letter of transfer to another church of like faith and practice shall be granted upon recommendation of the deacons and a vote of the church at any regular meeting. Such letters shall be sent by the church clerk or secretary to the church specified in the request. In like manner, a letter of Christian character may be granted to any member uniting with a church other than Baptist in doctrine.

Membership shall not be terminated until the individual has been visited, counseled, and prayed with by the pastor and deacon(s), if an address is available within a reasonable distance. Written notice of proposed action must be sent at least fifteen (15) days before. It is recommended that termination proceedings be done only during regular business meetings.

Exceptions to the above are as follows:

1. Students attending school at a distance
2. Members engaged in full time ministry of evangelism
3. Members of the Armed Forces
4. Infirm or chronically ill
5. Members who have temporary residence elsewhere for an extended period of time.

ARTICLE IV - OFFICERS

Section 1 - Pastor

1. His Qualifications:
 - a. He should give evidence to meet the qualifications found in I Timothy 3:1-7 and Titus 1:5-9.

- b. He is given of God to the church. “And He gave some pastors and teachers, for the perfecting of the saints, for the work of the ministry, for the edifying of the body of Christ”. (Ephesians 4:11, 12)
 2. His Call:
 - a. The Pulpit Committee is composed of the deacons.
 - b. Pastoral candidates may be proposed to the pulpit committee by any member in good standing of the church. No candidate, however, may be voted upon who has not been endorsed by the pulpit committee.
 - c. Preliminary investigation shall begin as soon as possible after the resignation, removal, or death of a pastor. A minister of the gospel who is of good report, sound in doctrine, biblical in separation, and Baptist by conviction, shall be invited to meet with the deacons, supply the pulpit for a Sunday, and state whether or not he is willing to be considered for the pastorate. If it is mutually agreed upon, a date for candidacy should be arranged.
 - d. A special business meeting (Article V, Section 2E) shall be called by the deacons to consider a call for the prospective pastor. A three-fourths (3/4) majority of the members present and voting is required to call a pastor. To avoid confusion, only one pastoral candidate shall be voted on at a time.
 - e. The result of the special business meeting shall be made known to the minister under consideration as soon as possible after such meeting. If the results are negative, the search continues. If the results are favorable and if he accepts the call, he shall become pastor and he and his wife members of the church. Details of the call such as salary, housing, car allowance, vacation time, etc., shall be included in a formal, written invitation.
 3. His Tenure:
 - a. He is called for an indeterminate period of time and shall continue as long as that relationship is mutually agreeable to both parties.
 - b. Termination of office:
 - i. By resignation: The pastor may resign at any time and his duties be terminated thirty (30) days from the acceptance of his resignation or at another date mutually agreed upon by pastor and church.
 - ii. By church action: Any difficulty arising from unsatisfactory service, from immorality or a departure from the basic fundamentals of the faith as outlined in the Constitution and Bylaws, shall be investigated by the deacons. If it is considered by the deacons to be necessary, the pastor may be given an opportunity to defend himself. If not satisfactorily resolved between deacons and pastor, a special business meeting shall be called. The church shall hear the findings and decide concerning the motion for dismissal without discussion. Three-fourths (3/4) majority of the members present and voting is necessary to dismiss a pastor. In such cases, his pastoral duties shall terminate immediately and his salary shall cease thirty (30) days from the date of dismissal.
 4. His Duties:
 - a. The under-shepherd of the flock.
 - b. The superintendent of a working force.
 - c. The preacher of the congregation.
 - d. The teacher of the congregation.

- e. The ex-officio member (co-equal with the chairman) of all boards and committees.
5. His Privileges:
- a. He may call for a meeting of the congregation or of any board or committee, at such times as experience proves necessary.
 - b. He may take an annual vacation to be decided on between pastor and deacons.
 - c. He may accept other preaching meetings elsewhere as the Lord leads and as decided between pastor and deacons.
 - d. The filling of the pulpit will be his responsibility and privilege at all times.

Section 2 - Deacons

1. Their Qualifications:

- a. They should give evidence of endeavoring to meet the qualifications found in I Timothy 3:8-13 and Acts 6:1-7.
- b. Shall have been a member of the church in good standing a minimum of two (2) years.
- c. The deacons are chosen by the congregation, “the whole multitude” (Acts 6:5), and appointed “over this business” (Acts 6:3) in order that the spiritual ministry of the church, “prayer,” and “the ministry of the Word” (Acts 6:4), may be kept pre-eminent in the pastor’s ministry.
- d. As a result of membership by letter of transfer, qualification “B” above may be waived with consideration of previous experience as well as approval of the pastor and deacons.
- e. Shall assist the treasurer in meeting the budget by holding down costs and promoting tithing by personal example as well as encouraging others.
- f. Shall promote the work of the church, pastor, and deacons by leading in the care for the physical building of the church, their improvements, their upkeep, and janitorial services.

2. Tenure of Office:

- a. Election is for three (3) years. This is to be staggered so that the board is only partially changed at each year’s annual election.
- b. If elected to two (2) terms and having served six (6) years it is recommended that a sabbatical be taken at the discretion and good judgment of the qualifying deacon, and to be of one (1) year in duration, after which he may again be re-nominated.

3. Duties:

- a. Shall attend all regularly scheduled services except for reasons beyond their control.
- b. Shall, with the pastor, share responsibility for the spiritual welfare and physical well-being of the flock through the Deacon Watch Care Program.
- c. Shall examine all candidates for membership.
- d. Shall examine and make recommendations for all requests for transfer of membership.
- e. Shall review the membership roll of the church once a quarter and make recommendations for discipline and/or dismissal.
- f. Shall hold in trust the property and equipment of the church under the direction of the church and according to the laws of the State of Michigan.

- g. Shall prepare and recommend an adequate annual church budget in November for the December meeting.
 - h. Shall audit and authorize all the bills to be paid by the church treasurer excepting the regularly authorized bills such as utilities, salaries, mortgage payments and insurance.
 - i. Shall constitute a standing pulpit committee.
 - j. Shall constitute the disciplinary committee.
 - k. Shall appoint a committee of two (2) and one (1) alternate to annually audit the financial records of the treasurer.
 - l. Shall assist the pastor in serving the elements of the Lord's Supper.
 - m. Shall be the nomination committee when it is necessary. This shall consist of the elected deacon board officers and the pastor.
 - n. May spend up to but not more than one thousand dollars (\$1,000.00) on any one expenditure without a vote of the church.
4. Their Organization:
- a. The Deacons shall organize themselves annually as soon as possible after the annual election meeting and shall elect one of the deacons as chairman and moderator of the church. He shall be moderator of the deacon meetings and of the church business meetings. At regular deacons' and business meetings the agenda will be made up in conjunction with the pastor(s).
 - b. Shall appoint from the deacons a secretary, one in charge of communion, and one in charge of baptisms. All other responsibilities can be appointed by any deacon.
 - c. The deacons shall cooperate with the pastor in appointing any committee considered to be necessary in the future in the conducting of the affairs of the church.
 - d. The deacons shall appoint a number of the deacons as deemed necessary to act as trustees.
 - 1. Shall assist the treasurer in meeting the budget by holding down costs and promoting tithing by personal example as well as encouraging others.
 - 2. Shall promote the work of the church, pastor, and deacons by leading in the care, improvement, upkeep, and janitorial services of the physical building of the church.

Section 3 - Treasurer

- 1. Qualifications:
 - a. Shall have been a member of the church in good standing a minimum of two (2) years.
- 2. Duties:
 - a. Shall be responsible for all church monies.
 - b. Shall keep an accurate record of all receipts (designated and otherwise).
 - c. Shall pay all bills and salaries as authorized by the church and/or deacons, shall send all missions monies as directed by the church (special designations must be cleared by deacons).
 - d. Shall keep an accurate record of all expenditures.
 - e. Shall make quarterly and annual reports to the church.

Section 4 - Church Clerk

1. Qualifications:
 - a. Shall have been a member of the church in good standing a minimum of two (2) years.
2. Tenure of Office:
 - a. Election is for one (1) year.
3. Duties:
 - a. Shall keep a record of all transactions of all church business meetings, except special deacons meetings
 - b. Shall keep an accurate record of the church membership
 - c. Shall be responsible for all official church correspondence
 - d. Shall work in cooperation with the church secretary.

Section 5 - Sunday School Superintendent

1. Qualifications:
 - a. Shall have been a member of the church in good standing for a minimum of two (2) years.
2. Tenure of Office:
 - a. Appointment is for one (1) year.
 - b. Appointed by pastors and deacons with approval by church members.
3. Duties:
 - a. Shall be a member of the Christian Education Committee (CEC).
 - b. Shall, with the pastor, have general supervision of the Sunday School and Vacation Bible School.
 - c. Shall recommend to the CEC for appointment those people he/she desires to use as assistant superintendent, department superintendent secretaries, pianists, and other such officers which are necessary for efficiency.
 - d. Shall, with the department superintendents, recommend to the CEC for approval all changes in teacher personnel.
 - e. Shall, with the pastors and Sunday School staff, select and recommend to the CEC good study material for use in the Sunday School and Vacation Bible School.
 - f. Shall lead the Sunday School staff to
 - i. Consecrate themselves to the Lord
 - ii. Practice New Testament evangelism, separation, and consecration in their classes
 - iii. Visit classes on a regular basis
 - iv. Follow approved curriculum
 - v. Use a variety of teaching methods.

Section 6 - Head Usher

1. Qualifications:
 - a. Shall have been a member of the church in good standing for a minimum of two (2) years.
2. Tenure of Office:
 - a. Appointment is for one (1) year.
 - b. Appointed by pastors and deacons with approval by church members.
3. Duties:
 - a. Shall have general supervision of the ushering.

- b. Shall appoint other ushers and maintain schedule of same.
- c. Shall oversee proper seating, heating, lighting, ventilation, etc. in the auditorium and vestibule before, during, and after services.
- d. Shall supervise the taking of the offering and presenting it to the deacons of the day for counting and deposit.

Section 7 - Subsidiary Officers

- 1. Qualifications:
 - a. Must have been a member of the church in good standing a minimum of two (2) years.
- 2. Tenure of Office:
 - a. Appointment is for one (1) year
 - b. Appointed by pastors and deacons with approval by church members.
- 3. Other Leaders of Christian Education Programs
 - a. Shall have responsibilities similar to the Sunday School Superintendent.
- 4. Chairman of the Music Committee:
 - a. Appointed by pastors and deacons. Appointment is for one (1) year.
 - b. With the approval of the pastors and deacons, shall select a committee of three (3).
 - c. Shall, with the pastors and committee, select the music to be used in the church.
 - d. Shall, with the committee, be on the alert for talents to be used in our services.
 - e. Shall, with the committee, endeavor to form and choose directors or leaders of a variety of musical groups to render service, with help from the pastors and deacons.

Section 8 - Standing Committees

- 1. Qualifications:
 - a. Must have been a member of the church in good standing a minimum of six (6) months.
- 2. Tenure of Office:
 - a. Subject to annual review by the pastors and deacons.
- 3. Organization:
 - a. Christian Education Committee:
 - i. Shall consist of
 - 1. Pastor and/or Associate Pastor
 - 2. Directors of major Christian Education Programs
 - 3. One member-at-large appointed by deacons
 - ii. Responsibilities:
 - 1. Shall elect its own chairman and secretary
 - 2. Shall, with the pastors, supervise, coordinate, and staff the Christian Education Programs of the church in cooperation with the deacons.
 - 3. Shall be responsible for all material used.
 - 4. Shall prepare and recommend an annual budget to carry out this function.
 - b. Missions and Evangelism Committee
 - i. Shall consist of at least one from each of the following:
 - 1. Deacons - appointed by same.
 - 2. Senior Young People –appointed by pastor(s) and deacons with approval by church members.

3. Members-at-large - appointed by pastor(s) and deacons with approval by church members.
- ii. Responsibilities:
 1. Shall elect its own chairman and secretary.
 2. Shall, with the pastors, coordinate and promote missions and evangelism within and stemming from the church, such as financial support for missionaries, missions boards, Christian education institutions, and missionary conferences from time to time; and evangelistic and revival efforts such as literature, visitation, and special meetings.
 3. Shall prepare and recommend to the deacons an annual budget to carry out this function.
 4. Only missionaries serving under approved fundamental Baptist boards will be considered for regular support by this church - the determination to be made by deacons in conjunction with the Missions and Evangelism Committee.
- c. Nominating Committee:
 - i. Shall consist of
 1. Pastor and/or Associate Pastor
 2. Two deacons
 3. Two members, in good standing, elected by the church at the July Quarterly Business Meeting
 - ii. Responsibilities:
 1. Shall prepare and submit the names of all eligible members in good standing for nominations to the congregation on the first Sunday of October.
 2. Shall collect all nominations in the first two weeks of October.
 3. Shall contact at least the top two leading nominees for each office and thoroughly and carefully measure the character and fitness of each candidate. In doing so, shall present the following questionnaire to be filled out and returned by the last Wednesday in October.
 - a. Have you read the Constitution and By-Laws of FBC, and are you in accord with every particular?
 - b. Have you read the scriptural qualifications for the office of deacon (I Timothy 3:8-13)?
 - c. Do you seek to lead others to Christ (Matthew 28:19)?
 - d. Do you refuse to engage in any unscriptural practices in your daily life?
 - e. If married, is your wife in harmony with your Biblical convictions?
 - f. If elected to office, will you faithfully perform the duties of your office and attend regularly scheduled meetings of the church body and the leadership team of FBC as regularly as possible?
 - g. Do you try to maintain regular family devotions?
 - h. Will you support FBC financially?

4. Shall review with the pastor(s) and leadership team its findings and then publish nominees for the next two consecutive Sundays.
5. Shall notify the congregation of the Annual Election of Officers on the second Sunday in November, and shall prepare the ballot for said election (Article V, Section 9).

d. Auditing Committee

i. Shall consist of

1. Two (2) members of the church and one (1) alternate who have some knowledge of bookkeeping or accounting methods who shall be chosen annually by pastors and deacons.

ii. Responsibilities:

1. Shall audit the books of the church treasurer prior to the annual meeting and present a report of their findings at the annual meeting.
2. As the need arises, other standing committees may be recommended by the pastors and deacons and approved by the church at any business meeting.

Section 9 – Annual Election of Officers

1. The election shall be conducted on the second Sunday of November, with no nominations from the floor accepted at this time.
2. Ballots shall be counted by FBC leadership members not on the ballot, and by two members in good standing of FBC, also not on the ballot.
3. Results of new officers will be announced immediately with new officers assuming position on January 1st in the following year.
4. Tie-breaking Votes
 - a. In the event of a tie for the office of deacon, the pastor(s) and the deacons may decide to add an additional deacon to the leadership team or to have a tie-breaking vote.
 - i. The tie-breaking vote shall be by the pastor and four deacons.
 - b. In the event a tie for the office of church clerk, the tie-breaking vote shall be decided by the pastor and four members of the leadership team.
5. If an elected officer cannot fill their term, a special election shall be held to fill the vacated office for the remainder of said term.
6. All voting practices shall be conducted by paper ballot. These ballots should be retained for the term of office and then discarded.

ARTICLE V - REGULAR MEETINGS OF THE CHURCH

Section 1 - Meetings for Worship

1. The church shall meet every Sunday for public worship. Any necessary business may be transacted at these meetings.
2. The midweek service of Bible study and prayer shall be held on Wednesday evenings. Any necessary business may be transacted at these meetings.
3. The ordinance of the Lord's Supper shall be observed once each month, morning or evening and/or at another time prescribed by the pastors and deacons.

Section 2 - Meetings for Business

1. Monthly Deacons' Meetings shall be conducted at least once a month, at a time appointed by the deacons. Other meetings of the deacons may be held when deemed necessary by the pastor(s) or the deacons.
2. Quarterly Business Meetings of the church shall be conducted during the months of January, April, July, and October.
3. Annual Business Meeting of the church shall be conducted during the month of January, the fiscal year being from January 1 through December 31.
4. Approval of a new budget shall be in the month of November .
5. Special Business Meetings may be called by the pastors, deacons, or at the written request of any ten (10) voting members of the church. Reasons for special business meetings would be such as found in the Constitution Article XI, By-Laws Article IV, Section 1, and any other reason deemed important enough by the Pastors, Deacons, or any ten (10) voting members of the church. The purpose of the meeting must be told from the pulpit and published in the Sunday bulletin and posted on the bulletin board for two (2) successive Sundays prior to such meeting.
6. Note: A business meeting to amend the Article of Incorporation; change the name of the corporation; amend the Constitution and By-Laws; or to buy, sell, or encumber the property of the church must meet the requirements of the specially called business meetings and meet any other legal requirements of the laws of the state.
7. Incidental Business Meetings for day-to-day business, necessary to be handled before the next regular business meeting, may be called for by the pastors or deacons at any church meeting.

Section 3 - Quorum

1. In Quarterly Business Meetings, twenty (20%) percent of the voting membership shall constitute a quorum.
2. In Annual Election, Annual Business Meeting and Special Business Meetings, twenty-five (25%) percent of the voting membership shall constitute a quorum.
3. In Incidental Business Meetings, the voting members present constitute a quorum.

Section 4 - Parliamentary Procedure

1. Christian courtesy shall be shown in all deliberations and discussions. Business shall be conducted according to the normal rules of business procedure. In exceptions majority vote shall establish the rule.
2. The chairman of the deacons is the moderator of all general and special meetings of the church.
3. The pastors are members of all church organizations.
4. No person may circulate a petition in the church or among the membership without first submitting same to pastors and deacons.

ARTICLE VI - LICENSING

When a man in this membership is called to the Christian ministry and desires to be licensed, he shall make his desire known to the pastors and deacons. If they are satisfied concerning his salvation, call to the ministry, and consistent Christian living, they shall recommend to the church that a license be granted. The church may act upon this recommendation at any regular meeting of the church.

The duration of this license shall be for one (1) year from the date of issue but may be renewed annually after a review by the pastors and deacons. No license granted by this church shall be valid after the licensee removes his membership from the church. A license can be annulled or withdrawn at any time should the church in its judgment have sufficient reason for such action.

ARTICLE VII - ORDINATION

When, in the judgment of the pastors and deacons, a man in this membership is called to the Christian ministry, it shall be within the power of the pastors and deacons to recommend to the church that a council composed of a pastor and two messengers from the churches of like faith and practices, be called for the purpose of examining the candidate. The council will be called by church action.

The Ordaining Council shall thoroughly examine all applicants for ordination as their call to the Christian ministry, education, Christian experience, reputation, character, doctrinal belief, and demonstrated efficiency in Christian service.

The following shall not be ordained to the ministry:

1. One who has not served six (6) months as pastor, assistant pastor, or in some definite Christian work in such manner as to convey reasonable evidence of God's call to the ministry
2. One who is addicted to the use of intoxicating liquor, drugs, or tobacco in any form, who belongs to a secret society, or who brings disrepute upon his ministry through worldly practices and associations. (Romans 12:1; I Cor. 6:14-18)
3. One who is a divorcee (I Timothy 3:2) ["one woman kind of man"]
4. One who is a woman.

It shall be within the power of the church to discipline, even to revoking the ordination credentials of any minister ordained by this church, if the said minister is found guilty of any of the above practices after an impartial trial conducted in the ministry of I Cor. 13. The minister under trial shall have the privilege of appealing his case to the congregation within sixty (60) days after the decision of the deacons.

ARTICLE VIII - FELLOWSHIP AND AFFILIATIONS

Since a New Testament church cannot 'join' anything outside itself, but only affiliate therewith for fellowship, this church declares itself to be wholly independent and autonomous, but practicing inter-dependence with sister churches of like precious faith and practice, declares itself to be in affiliation with

1. General Association of Regular Baptist Churches - GARBC
2. Michigan Association of Regular Baptist Churches - MARBC
3. Eastern Michigan Association of Regular Baptist Churches - EMARBC

ARTICLE IX - AMENDMENTS

These By-Laws may be amended by a majority vote of the members present and voting in any quarterly business meeting or a special business meeting called for that purpose, providing the requirements for amending the Constitution have been met. (See Constitution, Article XI)