

“ ... THANKS BE TO GOD, WHICH GIVETH US THE VICTORY THROUGH OUR LORD JESUS CHRIST.” 1 CORINTHIANS 15:57

Constitution and Bylaws

Statement of Faith and Church Covenant

Adopted
1/13/2013

Victory Baptist Church * 5687 Houston Road * Macon, GA 31216

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ARTICLE ONE – NAME AND PURPOSE

A. NAME

This congregation of believers shall be known as the Victory Baptist Church.

B. PURPOSE

This congregation is organized as an independent, fundamental Baptist church exclusively for religious, educational, and charitable purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law) including but not limited to, for such purposes, the establishing and maintaining of religious worship, the building of churches, schools, chapels, radio stations, missions, print shops, daycare centers, and camps; the evangelizing of the unsaved by proclaiming the Gospel the Lord Jesus Christ, the educating of believers in a manner consistent with the requirements of the Holy Scripture; both in Sunday and weekday schools of Christian Education; and the maintaining of missionary activities in the United States and in any foreign country.

ARTICLE TWO – STATEMENT OF FAITH AND COVENANT

A. STATEMENT OF FAITH

The following comprise the Scriptural beliefs of this church and its members.

(1) 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 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 Pet. 1:20-21)

(2) Dispensationalism

We believe that the Scriptures interpreted in their natural, literal sense reveal determined dispensations or rules of life that 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. Three of these dispensations-the Law, the Church, and the Kingdom-are the subjects of detailed revelation in Scripture. (Gen. 1:28; 1 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)

(3) 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 and are worthy of the same obedience, worship, and respect. (Deut. 6:4; Matt. 28:19; Jn. 14:10, 26; 2 Cor. 13:14).

(4) God the Father

a. We believe that God the Father is Father in His relationship within the Trinity and His relationship with those who receive Jesus Christ as Savior.

b. We believe that He orders all things after the counsel of His own will and in so doing, concerns Himself mercifully in the affairs of men.

c. We believe that He hears and answers prayer; that He is omnipotent, omniscient, and omnipresent; and that He is rightly the object of our worship and praise. (Psa. 65:2; 139:1-24, 147:5; Matt. 5:45, 6:24-34; Jn. 14:6; 1Tim. 2:5)

(5) God the Son

a. We believe that the Lord Jesus Christ, the eternal Son of God, became man, without ceasing to be God, having been conceived by the Holy Spirit and born of the Virgin Mary, in order that He might reveal God and redeem sinful men. We believe He is 100% God and 100% Man. (Isa. 7:14; 9:6; Luke 1:35; John 1:1-2, 14; 2 Cor. 5:19-21; Gal. 4:4-5; Phil. 2:5-8)

b. We believe that the Lord Jesus Christ accomplished our redemption through His death on the cross as a representative, vicarious, substitutionary sacrifice; and, that our justification is made sure by His literal, physical resurrection from the dead. (Acts 2:18-36; Rom. 3:24-25; Eph. 1:7; 1 Pet. 2:24; 1 Pet. 1:3-5)

c. We believe that the Lord Jesus Christ ascended to Heaven and is now exalted at the right hand of God where, as our High Priest, He fulfills the ministry of Representative, Intercessor, and Advocate. (Acts 1:9-10; Rom. 8:34; Heb. 9:24; 7:25; 1 John 2:1-2)

(6) God the Holy Spirit

a. We believe that the Holy Spirit is that person of the God-Head who convicts the world of sin, of righteousness, and of judgment; and, that He is the Supernatural Agent in regeneration, baptizing all believers into the body of Christ, indwelling and sealing them unto the day of redemption. (John 16:8-11; Rom. 8:9; 1 Cor.12:12-14; 2 Cor. 3:6; Eph. 1:13-14)

b. We believe that He is the divine Teacher who assists believers to understand and appropriate the Scriptures and that it is the privilege and duty of all the saved to be filled with the Spirit (Eph.1:17-18; 5:18; 1 John 2:20, 27)

c. We believe that God is sovereign in the bestowal of spiritual gifts to every believer. God uniquely uses evangelists, pastors, and teachers to equip believers in the assembly in order that they can do the work of the ministry. (Rom. 12:3-8; 1 Cor. 12:4-11, 28; Eph. 4:7-12)

d. We believe that the sign gifts of the Holy Spirit, such as speaking in tongues and the gift of healing were temporary. Ultimate deliverance of the body from sickness or death awaits the consummation of our salvation in the resurrection, though God frequently chooses to answer the prayers of believers for physical healing. (1 Cor. 1:22; 13:8; 14:21-22)

(7) The Total Depravity of Man

We believe that man was created in the image and likeness of God; but that in Adam's sin the human race fell, inherited a sinful nature, and became alienated from God. Man is totally depraved and, of himself, utterly unable to remedy his lost condition. (Gen. 1:26-27; Rom. 3:22-23; 5:12; 6:23; Eph. 2:1-3; 4:17-19)

(8) 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 on Calvary for the forgiveness of our sins. We believe that all sins, except blasphemy of the Holy Spirit, are forgivable. (Matt. 12:31-32; John 1:12; Eph. 1:7; 2:8-10; 1 Pet. 1:18-19; 1 Jn. 1:9)

(9) The Eternal Security and Assurance of Believers

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

b. We believe that it is the privilege of believers to rejoice in the assurance of their salvation through the testimony of God's Word, which, however, clearly forbids the use of Christian liberty as an occasion to the flesh. (Rom. 13:13-14; Gal. 5:13; Titus 2:11-15)

(10) The Church

a. We believe that the local church, which is the body and the espoused bride of Christ, is solely made up of born-again persons. (1 Cor. 12:12-14; 2 Cor. 11:2; Eph. 1:22-23; 5:25-27)

b. We believe that the establishment and continuance of local churches is clearly taught and defined in the New Testament Scriptures. (Acts 14:27; 20:17, 28-32; 1 Tim. 3:1-13; Titus 1:5-11)

c. We believe in the autonomy of the local church free of any external authority or control. (Acts 13:1-4; 15:19-31; 20:28; Rom. 16:1,4; 1 Cor. 3:9, 16; 5:4-7, 13; 1 Pet. 5:1-4)

d. We recognize water baptism by immersion and the Lord's Supper as the Scriptural ordinances of obedience for the church in this age. (Matt. 28:19-20; Acts 2:41-42; 18:18; 1 Cor. 1:23-26)

(11) Separation

We believe that all the saved should live in such a manner as not to bring reproach upon their Savior and Lord. God commands His people to separate from all religious apostasy, all worldly and sinful pleasures, practices, and associations, and to refrain from all immodest and immoderate appearances. (Lev. 19:28; Rom. 12:1-2; 14:13; 1 Cor. 6:19-20; 2 Cor. 6:14-7:1; 2 Tim. 3:1-5; 1 John 2:15-17; 2 John 9-11).

(12) The Second Advent of Christ

We believe in that *blessed hope*, the personal, imminent return of Christ, Who will rapture His church prior to the seven-year tribulation period. At the end of the Tribulation, Christ will personally and visibly return with His saints to establish His earthly Messianic Kingdom which was promised to the nation of Israel. (Ps. 89:3-4; Dan. 2:31-45; Zech. 14:4-11; 1 Thess. 1:10, 4:13-18; Titus 2:13; Rev. 3:10; 19:11-16; 20:1-6)

(13) The Eternal State

a. We believe in the bodily resurrection of all men - the saved to eternal life and the unsaved to judgment and everlasting punishment. (Matt. 25:46; John 5:28, 29; 11:25-26; Rev. 20:5-6, 12-13)

b. We believe that the souls of the redeemed are, at death, absent from the body and present with the Lord, where in conscious bliss they await the first resurrection, when spirit, soul, and body are reunited to be glorified forever with the Lord. (Luke 23:43; 2 Cor. 5:8; Phil. 1:23; 3:21; 1 Thess. 4:16-17; Rev. 20:4-6)

c. We believe that the souls of unbelievers remain, after death, in conscious punishment and torment until the second resurrection, when with soul and body reunited, they shall appear at the Great White Throne Judgment, and shall be cast into the Lake of Fire, not to be annihilated, but to suffer everlasting conscious punishment and torment. (Matt. 25:41-46; Mark 9:43-48; Luke 16:19-26; 2 Thess. 1:7-9; Jude 6-7; Rev. 20:11-15)

(14) The Personality of Satan

We believe in the personality of Satan the author of sin and that he is the open and declared enemy of God and man; that he is not merely an abstract power of influence, but a living, personal being; that he is the god of this world and the prince of the power of the air; that he is constantly going up and down in the earth seeking whom he may devour. He does not possess the attributes of God. He shall be eternally punished in the Lake of Fire John 8:44; II Corinthians 4:4; Eph. 2:2; 1 Peter 5:8, Job. 1:6-7; Isaiah 14:12-17; Matthew 4:2-11; Matthew 25:41; and Revelation 20:10.

(15) Creation

We believe that God created the universe in six literal, 24-hour periods. We reject evolution, the Gap Theory, the Day-Age Theory, and Theistic Evolution as unscriptural theories of origin. (Genesis 1-2; Exodus 20:11)

(16) Civil Government

We believe that God has ordained and created all authority consisting of three basic institutions: 1) the home, 2) the church, and 3) the state. Every person is subject to these authorities, but all (including the authorities themselves) are answerable to God and governed by His Word. God has given each institution specific Biblical responsibilities and has balanced those responsibilities with the understanding that no institution has the right to infringe upon the other. The home, the church, and the state are equal and sovereign in their respective Biblically assigned spheres of responsibility under God. (Rom. 13:1-7; Eph. 5:22-24; Heb. 13:17; 1 Pet. 2:13-14)

(17) Human Sexuality

a. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between one man and one 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; Gen. 19:5, 13; Gen. 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)

b. We believe that the only Scriptural marriage is the joining of one man and one woman. (Gen. 2:24; Rom. 7:2; 1 Cor. 7:10; Eph. 5:22-23)

(18) Family Relationships

a. We believe that men and women are spiritually equal in position before God but that God has ordained distinct and separate spiritual functions for men and women in the home and the church. The husband is to be the leader of the home, and men are to be the leaders of the church (pastors and deacons).

Accordingly, only men are eligible for licensure and ordination by the church. (Gal. 3:28; Col. 3:18; 1 Tim. 2:8-15; 3:4-5, 12)

b. We believe that God has ordained the family as the foundational institution of human society. The husband is to love his wife as Christ loves the church. The wife is to submit herself to the Scriptural leadership of her husband as the church submits to the headship of Christ. Children are a heritage from the Lord. Parents are responsible for teaching their children spiritual and moral values and leading them through consistent lifestyle example and appropriate discipline, including Scriptural corporal correction. (Gen. 1:26-28; Ex. 20:12; Deut. 6:4-9; Ps. 127:3-5; Prov. 19:18; 22:15; 23:13-14; Mk. 10:6-12; 1 Cor. 7:1-16; Eph. 5:21-33; 6:1-4, Col 3:18-21; Heb. 13:4; 1 Pet. 3:1-7)

(19) Divorce and Remarriage

We believe that God disapproves of and forbids divorce and intends marriage to last until one of the spouses dies. Although divorced and remarried persons or divorced persons may hold positions of service in the church and be greatly used of God for Christian service, they may not be considered for the offices of pastor or deacon. (Mal. 2:14-17; Matt. 19:3-12; Rom. 7:1-3; 1 Tim. 3:2, 12; Titus 1:6)

(20) 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 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)

(21) Euthanasia

We believe that the direct taking of an innocent human life is a moral evil regardless of the intention. Life is a gift of God and must be respected from conception until natural death. Thus we believe that an act or omission which, of itself or by intention, causes death in order to eliminate suffering, constitutes a murder contrary to the will of God. Discontinuing medical procedures that are extraordinary or disproportionate to the expected outcome can be a legitimate refusal of over-zealous treatment. (Ex.20:13, 23:7; Matt. 5:21; Acts 17:28)

(22) Love

We believe that we should demonstrate love for others, not only toward fellow believers, but also toward those who are not believers, those who oppose us, and those who engage in sinful actions. We are to deal with those who oppose us graciously, gently, patiently, and humbly. God forbids the stirring up of strife, the taking of revenge, or the threat or the use of violence as a means of resolving personal conflict or obtaining

personal justice. Although God commands us to abhor sinful actions, we are to love and pray for any person who engages in such sinful actions. (Lev. 19: 18; Matt. 5:44-48; Luke 6:31; John 13:34-35; Rom. 12:9-10; 17-21; 13:8-10; Phil. 2:2-4; 2 Tim. 2:24-26; Titus 3:2; 1 John 3:17-18)

(23) 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. (1 Cor. 6:1-8; Eph. 4:31-32)

(24) Missions

We believe that God has given the church a great commission to proclaim the Gospel to all nations so that there might be a great multitude from every nation, tribe, ethnic group, and language group who believe on the Lord Jesus Christ. As ambassadors of Christ we must use all available means to go to the foreign nations and not wait for them for them to come to us. (Matt. 28:19-20; Mark 16:15; Luke 24:46-48; John 20:21; Acts 1:8; 2 Cor. 5:20)

(25) Giving

We believe that every Christian, as a steward of that portion of God's wealth entrusted to him, is obligated to financially support his local church and should be motivated by his love for the Lord Jesus Christ Who gave Himself for us. We believe that God has established the tithe as a basis for giving, but that every Christian should also give other offerings sacrificially and cheerfully to the support 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 his 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; Gal. 6:6; Eph. 4:28; 1 Tim. 5:17-18; 1 John 3:17)

B. THE AUTHORITY OF THE STATEMENT OF FAITH

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

C. THE CHURCH COVENANT

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Savior, and on profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Ghost, we do now, in the presence of God, the

angels, and this assembly, most solemnly and joyfully enter into covenant with one another as one body in Christ.

We engage, therefore, by the empowerment of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church in knowledge, holiness, and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline, and doctrines; to give it a sacred pre-eminence over all institutions of human origin; and to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the Gospel through all nations.

We also seek to maintain family and private devotions; to religiously educate our children; to seek the salvation of our kindred, acquaintances and all others; to walk circumspectly in the world; to be just in our dealings, faithful to our engagements, to be free from all oath-bound secret societies and partnerships with unbelievers; and to be zealous in our efforts to advance the Kingdom of our Savior..

We desire show the love of Christ by watching over one another in brotherly love, remembering each other in prayer; aiding each other in sickness and distress; cultivating Christian sympathy in feeling and courtesy in speech; being slow to take offense, but always ready for reconciliation, and mindful of the rules of our Savior in seeking to secure reconciliation without delay.

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.

ARTICLE THREE – MEMBERSHIP

A. QUALIFICATIONS FOR MEMBERSHIP

Upon a majority vote of the members present at any church service or meeting, membership shall be extended to all who have had and whose lives evidence a genuine experience of regeneration through faith in and acceptance of the Lord Jesus Christ as personal Savior; who renounce sin; who endeavor to live a consecrated life wholly unto the Lord; who fully subscribe to the Statement of Faith contained herein; who enter into the church covenant contained herein; who agree to submit to the authority of the church and its leaders as set forth herein; and upon compliance with any one of the following conditions:

- (1) By **baptism** (immersion) as a true believer in Christ Jesus as personal Savior;
- (2) By **letter of transfer** from another Bible-believing church of like faith and practice, or other written statement of good standing from the prior church if the applicant has been baptized by immersion subsequent to a profession of faith;
- (3) By **testimony of faith**, having been baptized by immersion; or
- (4) By **restoration**, if having been removed from membership, upon majority vote of the congregation after confession is made publicly before the church membership and satisfactorily evidencing repentance to the pastor (or the deacons if the office of pastor is vacant).

B. DUTIES OF A MEMBER

On becoming a member of this church, in addition to the covenant contained in Article 2 of this constitution, each member further covenants to love, honor, and glorify God, to recognize His authority, to cherish a brotherly love for all members of the church; to support the church in prayer, tithes, offerings and with other financial support as the Lord enables; and in accordance with Biblical commands, to support through a lifestyle walk affirming the beliefs and practices of the church.

C. PRIVILEGES OF MEMBERSHIP

(1) Only members at least eighteen years of age who are physically present at a duly called meeting of the church shall be entitled to vote. The eligible membership of the church has certain limited areas to exercise a vote. Members may not vote to initiate any church action, rather the vote of a member is to confirm and ratify the direction of the church as determined by the pastor with the advice and assistance of the deacons if required.

(2) This congregation functions not as a pure democracy, but as a body under the headship of the Lord Jesus Christ. The pastor will oversee all aspects of the program of this church under His leadership and direction. The deacons shall give counsel and assistance to the pastor as requested by him.

(3) Members are expected to attend to all of the church's worship services unless providentially hindered. While the general public is sincerely welcome to attend any church service, the church property remains private property. The Bible commands that our worship and our business should be conducted "decently and in order." (1 Cor. 14:40) Should any person(s), including members of the church, become unruly, abusive of others, disruptive, or demonstrate behavior contrary to the spirit of Christian love and order, they shall be given a Biblical admonition from the pastor (moderator, if so designated by the deacons when the church is without a pastor) to cease their contrary spirit. Should the admonition be rejected or disruptive behaviors continue, the

pastor (moderator) shall have the duty to ask the offending person(s) to exit the meeting and to leave the church property. The deacons and trustees shall aid the pastor (moderator) in restoring order by assisting the disruptive persons to leave church property. The local church is the body of Christ and as such membership in this church does not afford the members with any property, contractual, or civil rights based on principles of democratic government.

(4) A member may review or copy the prepared financial statements of the church and the minutes of the proceedings of church meetings and of deacons meetings with the Pastor, provided he shall have made a written request upon the church and the church has received the written request at least five business days before the requested inspection date

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

D. RESTORATION OR DISCIPLINE OF A MEMBER

(1) There shall be a Restoration Group consisting of the pastor and the deacons. These men shall be responsible for investigating and working for the restoration of those who commit heretical deviations from the Statement of Faith and violations of the church covenant. If the pastor or a deacon is the subject of a potential disciplinary concern, he shall not sit as a member of the Restoration Group. The pastor and deacons shall be entitled to the same steps as other church members and be subject to the same restorative procedure.

(2) 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.

(3) If restoration and reconciliation is not reached, a second member, preferably a deacon or the pastor if possible, 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.

(4) If the matter is still unresolved after the steps outlined in subsections (2) and (3) have been taken, the Restoration Group, as the church representatives Biblically responsible for putting down murmuring shall hear the matter. If the matter is not resolved in the hearing, the committee shall recommend to the members of the church that they, after self-examination, make every effort personally to go to the offending member and seek that member's restoration.

(5) If the matter is still unresolved after the steps outlined in subsections (2), (3), and (4) have taken, such members who refuse to repent and be restored, are to be removed from the membership of the church upon a majority vote of the membership present at meeting called for the purpose of considering disciplinary action.

(6) No matter may be heard by the Restoration Group or the church unless the steps outlined in subsections (2) and (3) have been taken, except in the case of a public offense.

(7) If an unrepentant offending party is removed from the church membership, all contact with him from this point forward (except by family members), must be broken for the sake of restoration.

(8) The procedures provided in this section are based on Matt. 18:15-20; Rom. 16:17-18; 1 Cor. 5:1-13; 2 Cor. 2:1-11; Gal. 6:1; 1 Thess. 5:14; 2Thess. 3:6, 10-15; 1Tim.5:19-20; and Titus 3:10-11.

E. TRANSFER OF MEMBERSHIP

Members not under the Restoration/Discipline process of Article 3, D. may request to have letters of transfer sent to another church.

F. TERMINATION OF MEMBERSHIP

(1) The membership of any individual shall be terminated if the member in question has not attended a regular worship service of the church in the preceding six months and efforts of contact and restoration have not been successful. Upon good cause being shown to the pastor, this provision for termination may be waived in the case of any individual member at the discretion of the pastor.

(2) No member of this church may hold membership in another church. Exceptions may be given in the case of college students or active military and at the discretion of the pastor with the advice and counsel of the deacons if he requires it. The membership of any individual member shall automatically terminate without notice if the member unites in membership with another church.

(3) A member may resign at any time, but no letter of transfer or written statement of good standing will be issued upon such resignation, except at the discretion of the pastor.

ARTICLE FOUR – OFFICERS

A. CHURCH OFFICERS

The church officers are **Pastor** (see Article 5, A), **Deacons** (see Article 5, C), **Trustees** (see Article 5, D), **Treasurer**, (see Article 5, E) and **Church Clerk**, (see Article 5, F). One person may hold two or more offices, except that of pastor.

B. DESIGNATION OF CORPORATE OFFICERS

As an accommodation to legal relationships outside the church, the pastor shall serve as president of the corporation; the church clerk shall serve as secretary of the corporation; the treasurer shall serve as treasurer of the corporation; and the chairman of the trustee group shall serve as vice president of the corporation.

C. ELIGIBILITY FOR OFFICE

(1) All church officers, upon request of the pastor, shall affirm their agreement with the Statement of Faith (as set forth in Article 2). The church shall not install or retain an officer who fails to adhere to or expresses disagreement with the Statement of Faith or whose testimony is in question.

(2) All church officers must be approved initially and thereafter annually by the pastor in order for them to commence or continue in their offices.

(3) Only church members are eligible for election or appointment to any church office or position.

(4.) Only men who have been members of the church for one year or more shall be eligible for election to the office of trustee or deacon.

D. TERMS OF OFFICE

(1) The relationship between the pastor and the church shall be permanent unless dissolved at the option of either party by the giving of a month's notice, or less by mutual consent. The calling of a pastor or severance of the relationship between the pastor and the church may be considered at any regular church administration meeting, provided notice to that effect shall have been given from the pulpit to the church two Sundays prior to said regular church administration meeting. A three-fourths majority of the eligible members present and voting shall be required to call a pastor or to sever the relationship between the pastor and the church. Disciplinary removal of the pastor from office automatically terminates his membership. A restoration to membership after disciplinary removal will be subject to the requirements of Article 3, A.

Calling and Dismissal of the Pastor

(a) The Pastoral Search Team shall consist of the deacons and up to three of the members may be selected from the congregation by the deacons. The Pastoral

Search Team shall thoroughly investigate, and prayerfully consider all candidates and make a report to the congregation at least once a month. As the Holy Spirit leads, they shall present the name of one candidate at a time for approval by the church at a special meeting called for that purpose. A three-fourths majority of the voting members present shall be required to call a pastor. Should the candidate fail to receive a three-fourths majority, or refuse the call, the Pastoral Search Team shall seek out another candidate.

(b) The Trustees shall present a contract, subject to the approval of the deacons, to include moving expenses, salary expense, car expense, other expenses vacation allowances, and church expectations concerning pastoral duties. He shall at the same time make disclosure to the trustees the likely number of outside speaking engagements per year or other "extra church" obligations (board memberships, educational involvements etc.) likely to take him away from his work as pastor of this church.

(c) In case the pastor desires to sever the pastoral relationship, not less than one month's notice shall be given. However, this period of time may be shortened by mutual agreement with the deacons.

(d) If the need should arise to remove the pastor from office, the following procedure shall be followed:

(1) A special deacons' meeting shall be called to discuss with the pastor the problem(s) at hand and the possibility of a solution.

(2) If the problems are not resolved, the deacons may, by three-fourths majority (75%) recommend to the congregation that the pastor be dismissed.

(3) A three-fourths majority (75%) of the voting members present is needed to remove the pastor from office after an advance notice of two weeks is given.

(4) If the pastor is voted out of office by the church, he shall be dismissed immediately from pulpit, pastoral, and administrative duties. He may receive up to three month's salary at the discretion of trustees and the approval of the church. This should allow for an easier transition for the pastor's family and serve to be a good testimony.

(5) If the pastor is found guilty by the church of heresy or immorality, he shall be dismissed immediately from all duties. He may receive up to one month's salary at the discretion of trustees and the approval of the church

in order to lessen the impact to his family who themselves may be victims of his sin and serve as an aid in his restoration.

(2) The **deacons** shall serve for a term of two years and shall rotate off one year before being eligible for reelection. The **trustees** shall serve two year terms and may be re-elected at the end of their terms of office. The **church treasurer** shall serve a two year term and may be re-elected at the end of his term of office. The term of service for all other offices and positions in the church, except the **pastor**, shall be one year, at the expiration of which the officers may be re-elected or re-appointed.

E. ELECTION OF OFFICERS

The annual election of officers by the church membership shall occur during the month of January at the annual church administration meeting.

Election Process of Deacons:

- (1) The names of men who have been members for at least one year shall be posted in the church..
- (2) The men will be asked to cross out their names and initial if they feel they are not qualified or are not interested in serving.
- (3) The pastor and current deacons would then meet to insure that the remaining men meet the biblical qualifications for a deacon and cross off any that do not. The remaining group of men will receive a questionnaire to be filled out.
- (4) After the questionnaires are reviewed by the pastor and current deacons, those candidates who are qualified will be asked if they are willing to serve if elected.
- (5) After the names are posted for two Sundays prior, the church would then vote on the qualified candidates at the annual business meeting.
- (6) The candidates receiving the most votes would be elected as the new deacons. (Example: If 3 positions are needed, the top 3 candidates would be elected.)

Upon being elected, the candidate, if not already an ordained deacon of the church, will be ordained by the church in accordance with the New Testament principles which are specified for this office. Any previously ordained deacon from a church of like faith who might be elected as a deacon will have of necessity been ordained in a New Testament Church. The active deacons shall be organized with Chairman, Vice-Chairman, and Secretary. The Pastor, and in his absence, the Chairman, shall preside at all meetings and the Secretary shall keep an accurate record of all proceedings.

In order that the office of Deacon may be filled with men of spiritual maturity and with men who meet the requirements set forth in Acts 6:3-6 and I Timothy 3:8-13, it shall be

the duty of the Pastor and the current deacons to seek out Godly men as potential candidates prior to the annual business meeting of the church. In case of vacancy, it shall be the duty of this body to recommend to the church as early as possible a candidate to serve out the unexpired term.

A vacancy occurring in any other office, except in the case of pastor may be at any regular church administration meeting upon the recommendation of the pastor and the deacons.

All elected and appointed officers shall serve in their respective offices until their successors are duly elected or appointed.

Deacons may be removed from office for unbiblical conduct, as determined by the pastor.

Election Process of all other Officers:

- (1) Names shall be recommended by the deacons and reviewed by the pastor.
- (2) The qualified candidates shall be presented to the church and elected by majority vote at the annual business meeting.

F. INSTALLATION OF OFFICERS

A public installation service in which all newly elected officers of the church are to be dedicated to their respective offices and the ordination of newly elected deacons shall be held at a public church service following their election at the annual church administration meeting.

ARTICLE FIVE – DUTIES AND POWERS OF OFFICERS

A. THE PASTOR

(1) The pastor shall preach the Gospel regularly and shall be at liberty to preach the whole counsel of the Word of God as the Lord leads him. He shall administer the ordinances of the church, act as moderator at all church meetings for the transaction of church matters, supervise the teaching ministries of the church, and tenderly watch over the spiritual interests of the members.

(2) The pastor shall serve as the “under-shepherd” of the church. He shall inform all newly elected officers of the particular function and responsibilities of their respective offices. He shall extend the right hand of fellowship to all new members on majority vote of church and perform such other duties as generally appertain to such a position.

(3) All appointments for public worship and Bible study and the arrangements thereof, including time and place and the use of the property belonging to the church for purposes other than the stated appointments shall be under the control of the pastor.

B. PASTORAL OVERSIGHT OF ASSOCIATE PASTORS AND STAFF

Under the direction and guidance of the pastor, the associate pastor(s) of the church shall assist the pastor in carrying out the ministries of the church.

(1) Subject to the approval of the church membership for necessary funding and on condition they become a member of the church upon assuming their duties; the pastor may hire associates and assistants to assist him in carrying out his God given responsibilities.

(2) All church staff, whether paid or volunteer, shall be under the supervision of the pastor who has the sole authority to dismiss the same. All employees and volunteers are expected to uphold the Statement of Faith and the Church Covenant.

C. THE DEACONS

The deacons shall assist the pastor, in such a manner as he shall request, in promoting the spiritual welfare of the church, in conducting the religious services, and in performing all other work of the church. They shall make provision for the observance of the ordinances of the church. They shall, if requested by the pastor, consider applications for church membership. They shall assist the pastor in visitation and all other evangelistic efforts of the church. The deacons shall assist the pastor in caring for the needs of the church's various ministries as requested by the pastor. They shall provide the pulpit supply and choose a moderator for church meetings if the office of pastor is vacant. Upon the death, resignation, or dismissal of the pastor, the deacons may appoint a Pastoral Search Group.

D. THE TRUSTEES

The church shall elect trustees of the corporation that shall consist of at least three men who have been members of the church for at least one year. The trustees shall be elected for a two (2) year term at the end of which they may be re-elected. The trustees shall exercise only the following specific powers, upon the authorization by the majority vote of the members present at a duly called church administration meeting.

(1) To purchase, hold, lease, or otherwise acquire real and personal property on behalf of the church, and to take the real and personal property by will, gift, or bequest on behalf of the church;

(2) To sell, convey, alienate, transfer, lease, assign, exchange, or otherwise dispose of, and/or to mortgage, pledge, or otherwise encumber the real or personal property of the church, to borrow money and incur indebtedness for the purpose and use of the church;

to cause to be executed , issued, and delivered for the indebtedness, in the name of the church, promissory notes, bonds, debentures, or other evidence of indebtedness; and to secure repayment by deeds of trust, mortgages, or pledges; and

(3) To exercise all powers necessary for the dissolution of the church corporation should such an eventuality arise.

(4) The trustees, along with the treasurer, under the guidance and direction of the pastor will perform the following duties relating to the finances of the church:

(a) **Budget:** A balanced, yearly budget shall be prepared and reviewed for presentation to the congregation. Any line-item overrun of the budgeted amount will be reviewed by the trustees for approval. The purchase of any item over \$1,000 that is not already allocated in the budget shall be subject to approval by the trustees and a vote of approval from the congregation.

(b) **Financial Reports:** Monthly and Annual financial reports of the corporation shall be reviewed and approved by the trustees and then submitted to the congregation for approval. Members of the Trustee Group and the treasurer will be prepared to fully answer any question raised by a member of the congregation concerning the reports.

(c) **Pastor's Salary:** The trustees shall yearly prepare their recommendations for the Pastor's Salary for inclusion in the budget and approval by the congregation. They shall take care to make sure that the Pastor's needs are adequately cared for so that the Pastor can spend his time and efforts caring for the flock of God.

(d) **Staff Salaries:** The pastor shall present his recommendations for staff salaries annually for review and approval by the trustees.

(e) **Advisory Function:** The trustees will take care to suggest ways and means of providing money for the construction of the church property and additions when a project is anticipated.

E. THE CHURCH TREASURER

The Church Treasurer shall:

(1) Be elected for term of two years and may be re-elected at the end of his term of office;

(2) Have custody of, and be responsible for, all funds of the corporation, and deposit all funds in the name of the church in banks, trust companies, or depositories as approved by the trustees.

(3) Receive and give receipt for all contributions, gifts, and donations to the church;

(4) Disburse, or cause to be disbursed, the funds of the church in accordance with the budget adopted by the members of the church at the annual church administration meeting.

(5) Keep and maintain adequate and correct accounts of the church's properties and business transactions including account of its assets, liabilities, receipts, disbursements, and capital;

(6) Make all expenditures of the church (except missions and miscellaneous petty cash) disbursements by check:

(7) When and as requested, render to the pastor and the trustee group accounts of all his transactions as treasurer and the financial condition of the church;

(8) Present both a monthly and annual written report of itemized disbursements for review and approval by the trustees and the congregation as required in Article 5,D,4.

(9) Keep all the church financial records at the office of the church and deliver them to any successor upon leaving office; and

(10) Serve as treasurer of the corporation.

(11) He shall also be the keeper of the corporate seal.

F. THE CHURCH CLERK

The Church clerk shall:

(1) Keep in a suitable book a record of all the minutes of church meetings.

(2) Take accurate minutes of the monthly business meetings as well as the annual business meeting, and any specially called business meeting and read those minutes for approval during the business meeting.

(3) Serve as the secretary of the corporation.

(4) Deliver immediately to his or her successor all books, files, records, and other church documents in his or her possession.

G. DUTIES OF ALL OFFICERS

(1) All officers shall surrender any records in their possession to the pastor (or the person he shall designate) at the close of their term in office so that the church may maintain a permanent record of the work of the church. All records are the property of the church and must be kept in the church office to maintain the confidentiality of our information and the integrity of our ministry.

(2) Any officer who neglects his or her duties as outlined in the bylaws or is demonstrated to be living contrary to the church covenant or expresses beliefs contrary to the statement of faith may be removed from the office with which they have been entrusted and another person may be appointed by the pastor to serve out the remainder of the unexpired term.

ARTICLE SIX – MEETINGS

A. MEETINGS FOR WORSHIP

Unless otherwise determined by the pastor, 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. The ordinances of the Lord's Supper and Baptism shall be observed on a regular basis as deemed appropriate by the pastor.

B. MEETINGS FOR CHURCH ADMINISTRATION

(1) The annual church administration meeting shall be held during the last month of the current year, at which time the regular church administration shall be considered. A quorum shall consist of the members present.

(2) All church administration meetings shall be opened and closed with prayer for Divine guidance and blessing.

(3) The moderator shall determine the rules of procedure according to his sense of fairness and common sense, giving all members a reasonable opportunity to be heard on a matter. The moderator is the final authority on questions of procedure and his decisions will be final and controlling.

(4) For any meeting under this article, the moderator, in his sole discretion, shall have full and unilateral authority to require nonmembers to leave the meeting room and to order the immediate removal of any member or other person present who is deemed by the moderator to be disruptive to the proceedings by act or presence. The moderator shall have full authority to order the removal of all children (ages to be determined by the moderator) if the moderator determines, in his sole discretion, that circumstances warrant. If the moderator determines that compliance with his order of removal is unsatisfactory, the moderator, may at his sole discretion, revoke the disruptive person's right to remain on the premises in accordance with Article 3, C. and treat the disruptive person accordingly.

C. SPECIAL MEETINGS

(1) The pastor (or deacons if the office of pastor is vacant or the pastor is the subject of possible restoration/disciplinary action) may call a special meeting by giving notice of such a meeting and the purpose for which it is being called from the pulpit at least one

Sunday and not less than one week prior to said meeting. A meeting for the calling of a pastor or the severance of the relationship between the church and pastor shall be called in accordance with the provision of Article 4, D.

(2) Bible conferences, missionary conferences, special speakers, and revivals may be held as the pastor deems beneficial.

D. FISCAL YEAR

The fiscal year of the church shall begin January 1st and end on December 31st.

ARTICLE SEVEN – ORDINATION

A. ORDINATION QUALIFICATION

Any member of the 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 I Timothy 3:1-7 and Titus 1:6-9, may be ordained as a minister of the Gospel.

B. ORDINATION PROCEDURE

(1) Upon conference with the pastor and after the pastor has approved the candidate for ordination, the pastor shall call a council to examine and pass on qualification of the candidate. The ordination council shall consist of ordained ministers of like faith and practice invited to participate in the examination of the candidate.

(2) If the candidate is found worthy of ordination by the council, the ordination council may ordain the candidate on behalf of the church.

(3) The pastor and the chairman of the deacons shall arrange for the ordination service.

ARTICLE EIGHT– CHURCH BUDGET

A. THE BUDGET

(1) The annual budget of the church, adopted by the church at its annual meeting shall be the annual budget of the corporation. A three fourths (75%) majority vote is needed to approve the new budget.

(2) A written, monthly financial statement shall be presented to the congregation showing income and expenditures for the previous month.

B. THE BUDGET PROCESS

(1) The Treasurer and Trustees of the church shall develop the proposed budget with input from the staff and department heads.

(2) The congregation shall have two weeks to review the proposed budget and ask questions prior to the vote for acceptance.

ARTICLE NINE – AMENDMENTS

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

ADOPTION

These by-laws were adopted by a three-fourths majority vote of the members present and voting by a duly called meeting of the church in a quorum was present.

These by-laws supersede any other bylaws of Victory Baptist Church.

DATE

CHURCH CLERK