Community Baptist Church

CONSTITUTION AND BY-LAWS
COMMUNITY BAPTIST CHURCH
SPRING HILL, TN

This Constitution supersedes any and all previous constitutions of Community Baptist Church
Revised July 29, 2026
October 26, 2008

PREAMBLE

By the grace of God and our Savior, Jesus Christ, the members of Community Baptist Church ordain and establish the following articles as the guidelines for the operation of this church to the glory of God.

ARTICLE I – NAME AND PLACE

The name of this organization shall be Community Baptist Church of Spring Hill, TN. It is incorporated as a non-profit corporation under the laws of the State of Tennessee.

ARTICLE II – PURPOSE

The purpose of this organization shall be exclusively religious: owning and operating a Christian church whose objective shall be to maintain worship, preach and teach Christian doctrine and ethics, spread the Gospel, and otherwise advance the cause of our Lord and Savior Jesus Christ in accordance with the Holy Scriptures. This may be accomplished through regular meetings, special services, education, care, and any other ministries and activities, which the church shall deem appropriate or necessary. Community Baptist Church shall be operated as a non-profit corporation and shall have all the powers and privileges conferred upon religious organizations by the State of Tennessee.

ARTICLE III – MISSION STATEMENT

The purpose of Community Baptist Church is to bring glory to God by worshipping the Lord in righteousness and holiness, by evangelizing the lost at home and abroad, by edifying and equipping the saints through Christ-centered preaching and teaching, and by dwelling together in warm, Christian fellowship.

ARTICLE IV – DECLARATION OF FAITH

Section 1: Scripture
We believe that the Bible is the inspired Word of God. Since the Scriptures are God-breathed, inspiration extends to the very words of the Bible so that the entire Bible, and only the Bible, is the Word of God. As such, the Bible is infallible and inerrant, our only authority of faith and practice in the original languages (II Tim. 3:16; II Pet. 1:21; Mat. 5:18; John 10:35; Rev. 22:18-19).

Section 2: God
We believe in one Triune God, eternally existing as one in His essence, yet three in His persons. The Father, Son, and Holy Spirit are co-eternal in being, co-identical in nature, and co-equal in power and glory (Deut. 6:4; Ps. 90:2; Mat 28:19; II Cor. 13;14; I Cor. 8:6).

A. God the Father. He is eternal, immutable, omnipotent, omniscient, and omnipresent. He is the sovereign God of the universe, the Creator and Preserver of all things. He is holy, righteous, just and loving. Having extended His grace and mercy to men by sending His Son to die in their place. He desires to have fellowship with them (Ps. 65:2; 139:1-24; I Chr. 29:11; John 1:12; 3:16; Eph. 1:3-9; Rom. 11:36).

B. Jesus Christ. He is the only begotten Son of God. He is one Person, with both a divine nature (He is truly God) and a human nature (He is truly man). He existed from everlasting with the Father, was born of a virgin when He took on human flesh, lived a sinless life, and gave Himself willingly on the cross for the sins of men. He arose from the tomb on the third day, ascended to the Father, and will return to earth one day as Judge and King (John 1:1-3, 18; 5:22-23; 20:28; Rom. 9:5; Heb. 1:3, b, 8; 9:24; Phil 2:6-11; Col. 1:15-20; II Cor. 5:21; Mat. 25:31; Rev. 19:11-20:6; I John 2:2).

C. Holy Spirit. He is a divine Person and not an impersonal force. He is fully God, having proceeded from the Father and the Son. The work of the Holy Spirit included creation and the inspiration of the Scriptures. Today He calls men to salvation through Christ and dwells in the hearts of believers (Mat. 28:19; John 16:7-14; Tit 3:5; Eph 1:13; 5:18; Rom. 8:9-16, 26).

Section 3: Satan
We believe in the reality and personality of Satan as the father of lies and deceiver of mankind, and in the existence of demons (Matt. 4:1-11; John 8:44; Job 1-2; Luke 4:33-36; Matt. 25:41).

Section 4: Creation
We believe the Genesis account of the creation of the world as a literal, historical record of the direct creative acts of God, without the involvement of any evolutionary process (Gen. 1:2; John 1:3-10; Col 1:16; Heb. 11:3).

Section 5: Man
We believe that man was created holy, but that when Adam and Eve chose to disobey God, sin entered into the world and has passed to all men. Thus all men are sinners by nature and by choice and deserve eternal punishment in hell (Gen. 1-3; Rom. 3:10-12, 23; 5:12; 8:7-8; Eph. 2:1-3; John 6:44; I John 4:19; Is. 64:6; Jer. 17:9).

Section 6: Salvation
We believe that the salvation of sinners is wholly of grace through faith in the shed blood of Jesus Christ, and that all who receive Him as Savior are regenerated by the Holy Spirit and become children of God (Eph. 2:8-9; John 1:29; I John 2:2; Is. 53:4-12).

A. Regeneration. The new birth is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace. Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Savior. (II Tim. 3:16; II Pet. 1:21; Mat. 5:18; John 10:35; Rev. 22:18-19).

B. Justification. This is the act of God whereby He declares the sinner to be righteous in His sight. On the basis of the work of Christ, God does not impute sin to the individual, imputing instead the righteousness of Christ (Rom. 3:22-28; 4:1-8; 5:1-2; Gal. 2:16).

C. Sanctification. Whereas regeneration is a one-time event in the life of the believer, sanctification is a continuing process by which God gradually transforms him or her into the image of Christ. This process will be completed when believers join Christ in heaven, perfected in holiness (John 17:17; II Cor. 3:18; Eph. 5:26; I John 3:2; Acts 20:32).

D. Preservation. Since salvation is based solely upon the grace of God and not on the merit of the individual, everyone who truly trusts in Christ as Savior is eternally secure in his or her salvation and is kept by God's power. Scripture, however, gives a solemn warning to those who profess salvation but whose lives give no evidence of change because of the willful, continual practice of sin (John 6:37, 39; 10:27-30; Rom. 8;38-39; I Pet 1;5; II Pet. 1:10; I John 3:7-10; James 2:14-26).

E. Election. God's Purpose of Grace. Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility. All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of

Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation. (Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7,19-22; Isaiah 5:1-7; Jeremiah 31:31ff.; Matthew 16:18-19; 21:28-45; 24:22,31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45,65; 10:27-29; 15:16; 17:6,12,17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7,26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10,19; Hebrews 11:39–12:2; James 1:12; 1 Peter 1:2-5,13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.)

Section 7: The Church

We believe that the church, composed of all who have trusted Christ as Savior since Pentecost, is the body of Christ. Christ Himself is the Head of the Church. This spiritual organism is the universal aspect of the church (Mat. 16:18; Eph. 1:23).

A. Organization. The local church is an organized assembly of baptized believers, voluntarily associated in the faith for fellowship, worship, and service. Its mission is to spread the Gospel to all men and to edify the saints. The local church has the absolute right of self-government. As such, the local church should be free from the interference of any hierarchy of individuals or organizations, religious or governmental. Jesus Christ is the Head and Chief Shepherd (Eph. 4:11-16)

B. Ordinances. Christ instructed the church to observe two ordinances, both of which are symbolical rather than sacramental or efficacious.

1. Baptism. All who profess faith in Jesus Christ should be baptized by immersion in water as a symbol of the death, burial, and resurrection of the Lord (Matt. 28:19; Rom. 6:3-4). Baptism after salvation is an act of obedience and is a prerequisite for local church membership (Matt. 28:18-20; Rom. 6:4; Acts 2:41; 8:12, 26-39).

2. The Lord's Supper. The Lord's Supper is a memorial service in which the bread and juice represent the body and blood of Christ broken and shed for us (Matt. 26:26-29: I Cor. 10:16; 11:23-34).

Section 8: Separation

We believe that Scripture commands God's people to be holy and separate from all polluting influences, including sin, disobedient brethren, and false teachers.

A. Personal. Individual believers are the temple of the Holy Spirit and so must be pure from sin. They are not to be unequally yoked together with unbelievers nor love the sin of the world (II Cor. 6:14-7:1; I Jn. 2:15-17; James 4:4).

B. Ecclesiastical. The Church as a whole must separate from those who teach false doctrine and attempt to subvert the saints (Rom. 16:17; Eph. 5:11; II Thess. 3:6-15; II John 9-11; II Cor. 6:14-18).

Section 9: Last Things

We believe in the imminent return of Jesus Christ, the rapture of the church, and the eternal punishment of unbelievers in hell and eternal blessings for believers in heaven (I Thess. 4:13-18; Rev. 19:11-20:15, 21-22).

Section 10: Human Sexuality

We believe that God has established marriage as a lifelong, exclusive relationship between one man and one woman and that all intimate sexual activity outside the marriage relationship is immoral and therefore sin (Genesis 2:24-25; Exodus 20:14, 17, 22:19; Matthew 19:4-6, 9; Romans 1:18-31; I Corinthians 6:9-10, 15-20; Jude 7). We believe that God created the human race male and female and that all conduct with the intent to adopt a gender other than one's birth gender is immoral and therefore sin (Genesis 1:27). Accordingly, this church's pastor(s)/staff will not officiate any marital unions or ceremonies that do not conform to this church's Biblical definition of marriage as defined above, nor will its facilities or resources be used in any such marital unions or ceremonies.

Section 11: Love

We believe we should demonstrate love for others, not only toward fellow believers, but also toward those who are not believers, those who oppose Christ and those who engage in sinful actions. We are to deal with those who oppose Christ graciously, gently, patiently and humbly. God forbids the stirring up of strife, the taking of revenge, or threatening the use of force 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 (Leviticus 19:18; Matthew 5:44-48; Luke 6:31; John 13:34-35; Romans 12:9-10, 17-21; 13:8-10; Philippians 2:2-4; II Timothy 2:24-26; Titus 3:2, I John 3:17-18).

ARTICLE V – MEMBERSHIP

Section 1: Admission

A. Qualifications. Any person may be admitted to the membership of Community Baptist Church who meets the following standards:

1. Give testimony of conversion and faith in the Lord Jesus Christ, and subsequent baptism by immersion.
2. Ascribe to the Declarations of Faith and agree to uphold the Constitution and By-Laws of the church.
3. Be willing to strive to live a life separated from the sins of the world consistent with the teachings of the Bible.
4. Support the work of this church by participating regularly in worship, service, and giving.
5. Endeavor to keep and maintain the unity of the faith in the bond of peace.

B. Procedure. Any persons desiring membership at Community Baptist Church may make their request known to the pastor(s) or a deacon. They shall then meet with the pastor(s), or a deacon designated by the pastor(s), to determine if they meet the qualification for membership. If accepted they shall be presented to the congregation during a regular church service.

C. Associate Members. To meet the needs of special circumstances or temporary residents of our area who wish to officially associate with Community Baptist Church and participate in its activities (other than voting and business matters), while still retaining membership in a church of like faith and practice outside of the Spring Hill area, an associate membership is established. The associate member status is not intended for and may not be used as a trial membership. Eligibility for associate membership is limited to members in good standing of a gospel preaching church outside of the Spring Hill area. The process to become an associate member is the same as members as stated in Article V, Section 1. Examples of individuals eligible for associate membership include, but may not be limited to the following: missionaries in the area while on deputation, furlough, or leave of absences; interns; students who are in the area for educational purposes; individuals who are in the Spring Hill area on a temporary job assignment. Dismissal of membership will follow the procedures listed under Article V, Section 2. Associate members may become full voting members of Community Baptist Church by following the procedure outlined in [reception of members] above.

Section 2: Dismissal
A member of Community Baptist Church may be removed from the membership list for any of the following reasons:

A. Death. The membership of an individual will automatically terminate upon his or her death.

B. Request. Either a request from the member personally, or a request for a letter from another church of like faith and practice. Any person who personally wishes to withdraw from the fellowship of Community Baptist Church may do so providing that disciplinary procedures pertaining to that member are not pending. (No letter is granted.)

C. Exclusion. This is an action taken by the church at the advice of the pastor(s) and deacons for either of the following reasons.
1. Prolonged absence from the services of the church without satisfactory reason.
2. Persistent sinful conduct that is clearly contrary to the teachings of the Bible (such as immorality or apostasy). The church shall strive to follow the guidelines given in Scripture (Mat. 18:15-17; I Cor. 5:11) in dealing with such a member. Any member excluded from the church in this manner may be restored upon evidence of confession and repentance that is acceptable to the pastor(s) and deacons.

D. Inactive Membership
Any member who has not attended more than three regular services in a space of six months, unless providentially hindered, will be removed from the membership roll. This person will be notified by a letter or personal contact two weeks prior to being removed and encouraged to become faithful.

ARTICLE VI – MEETINGS

Section 1: **Meetings for Worship**
The church shall hold regular meetings for worship, service, and fellowship including Sunday and a mid-week prayer meeting. In addition, the church may hold special meetings at the discretion of the pastor(s), such as missionary, Bible and evangelistic conferences.

Section 2: **Meetings for Church Business**

A. Regular Business Meetings. The church shall conduct quarterly business meetings during a regular service in April, July, and October. Announcements of such meetings shall be made on at least one Sunday before the meeting.

B. Annual Business Meeting. The annual business meeting shall be held during the fourth quarter family meeting and must be announced at least two weeks in advance. At that time the church shall elect officers, adopt a budget for the following year, and take up other pertinent matters of the church business. The church fiscal year shall begin on January 1 and conclude on December 31.

C. Special Business Meetings. Special business meetings may be called by the pastor(s) or a majority of the deacons to consider matters that require action prior to the next regular business meeting. Announcement shall be made at least two services in advance, one being a Sunday service.

D. Moderator. The pastor(s) shall act as moderator at all business meetings of the church. In his absence, a deacon appointed by the pastor(s) may moderate.

E. Quorum - In all business meetings not less than twenty-five percent of the members shall be considered a quorum.

F. Voting. All members at least 18 years of age and in good standing shall be eligible to vote. Voting shall be either open or secret at the discretion of the moderator. A three-fourths majority vote, providing there is a quorum, shall be required for passage of any item of business. No inactive member may vote.

ARTICLE VII – MINISTRY LEADERSHIP

Section 1: Pastor(s)

A. Qualifications. The pastor(s) will be men who satisfy the qualifications for the office set forth in I Timothy 3:1-7, II Timothy 2:24-26, and Titus 1:5-11. In keeping with the principles set forth in Acts 6:1-6 and 1 Peter 5:1-4, the pastor(s) will devote their time to prayer, the ministry of the Word (by preaching, teaching,

counseling, and encouraging sound doctrine), and shepherding the flock of God. When more than one pastor comprises the leadership team, one of them will serve as the "lead pastor." We recognize that there is a leader among leaders. This was true of the apostolic company, in the early church at Ephesus and Crete, Old Testament Israel, the angelic company, and even the Godhead. We believe that there are distinctions among pastors. I Timothy 5:17 conveys that all pastors rule, but some also labor in the Word and doctrine. The lead pastor will be designated as the "first among equals" and function as the primary voice for preaching and vision at Community Baptist Church.

B. Authority. Subject to the will of the congregation, the pastor(s) will oversee the ministry. The pastor(s) will examine and instruct prospective members, examine and recommend all prospective candidates for offices and positions, oversee the work of deacons, additional staff positions, and committees, conduct worship services, administer the ordinances of baptism and communion, equip the membership for the work of the ministry, encourage sound doctrine, practice, admonish, and correct error, oversee the process of church discipline and coordinate and promote the ministries of the church, and mobilize the church to advance the Great Commission. A pastor's term of office may be terminated by resignation or by dismissal. Any two members with reason to believe that a pastor should be dismissed should express such concern to the other pastor(s) (or deacon if there is no other pastor). Any such action will be done in accordance with the instructions of our Lord in Matthew 18:15-17 and I Timothy 5:17-21. Following such actions, any pastor may be dismissed by a three-fourths majority vote in a special business meeting called for that purpose. Once elected, the pastor(s) will continue to serve indefinitely until he either resigns his office (with thirty days notice) or is dismissed by the church (with sixty days severance pay).

C. Call and Tenure. Upon the absence of a Lead pastor the deacons will form a pulpit committee, composed of ordained pastoral staff, three deacons, and two members (at least one woman) at large (as elected by the church in a business meeting), shall seek and recommend a qualified man to be Lead Pastor of the church. Any current pastor(s) who desires to be a candidate will be recused from the pulpit committee. Any dissenting opinion should be explained in full to the pastor(s) and deacons. Ample opportunity for the congregation to meet and interview the candidate will be scheduled. Following careful examination and an opportunity to hear the man preach, the church will vote on the candidate at a special business meeting. A period of at least one week must elapse between the appearance of the candidate and the taking of a vote. Opportunity will be given at this meeting for members to speak in favor or in opposition to the candidacy of the man under consideration. The vote for the approval of a candidate for Lead Pastor will be by secret ballot. The ballots will be counted at the time of the meeting and the results announced at that time. He will be elected by a three-

fourths majority vote of those members present, providing there is a quorum. Only one man may be considered at a time, with a vote taken before another candidate is considered. In the event that Community Baptist Church has no lead pastor, the remaining pastor(s) will oversee the ministry.

D. Non-Staff Pastors. The pastoral body may consist of both staff and non-staff pastors. Staff pastors are those members of the pastoral body who are financially supported by the church, whether on a full-time or part-time basis, due to the time and workload demands of their ministry (1 Timothy 5:17–18). Whereas non-staff pastors serve alongside the staff pastor(s) without financial support from the congregation. The pastor(s) shall be responsible for identifying, examining, and recommending qualified men to serve as non-staff pastors of the church. Candidates shall be evaluated according to the biblical qualifications for pastors as set forth in Scripture. Upon recommendation of the pastoral body, the name of a candidate shall be presented to the congregation for affirmation. The election of a non-staff pastor shall take place at a duly called business meeting of the church. Voting shall be by secret ballot, and the candidate shall be affirmed by a three-fourths (3/4) majority vote of the members present and voting, provided a quorum is present. Non-staff pastors shall serve a term of three (3) years. At the conclusion of each term, a non-staff pastor may be recommended by the pastoral body for an additional term and reaffirmed by the congregation through the same process of election and affirmation. No non-staff pastor shall serve more than two (2) consecutive terms. Upon completion of two consecutive terms, he shall take a one-year sabbatical from service as a non-staff pastor. Following the sabbatical year, he may again be considered for service upon recommendation of the pastoral body and affirmation by the congregation. A non-staff pastor may resign at any time by providing written notice to the Lead Pastor. If a non-staff pastor is determined by the pastor(s) and deacons to no longer meet the biblical qualifications for the office, is unable to faithfully fulfill the responsibilities of the office, or if his continued service is no longer in the best interest of the church, the pastor(s) and deacons may remove him from office by a two-thirds vote of the combined pastoral body and deacons. The congregation shall be informed of such action at the next regular business meeting.

Section 2: Staff

In order to meet the needs of the church, the pastor(s), with the deacons, is at liberty to fill positions, salaried and unsalaried, with personnel who are equipped for a particular task and meet the spiritual qualifications. Other pastoral positions shall be nominated by the pastor(s) and deacons and approved by the church by vote. Other positions shall be appointed by the pastor(s) and deacons. Salaried personnel may only be hired after the congregation has allocated funds for that position in the budget. The pastor(s) and deacons are also entrusted with the responsibility of dismissing those staff members

who, in their opinion, either fail to maintain the standards of the church or have not satisfactorily performed their duties.

Section 3: Deacons

A. Qualifications. Deacons shall be males who meet the Scriptural qualifications of the office as set forth in I Timothy 3:8-13. They must have been active members of the church for at least six months.

B. Responsibilities. According to the pattern set forth in Acts 6:1-6, the deacons shall assist the pastor(s) in the work of the church. They shall recognize the pastor(s) as the leader(s) of the church and advise him in matters spiritual and secular that pertain to the operation of the church. The pastor(s) shall serve as moderator at all deacons' meetings. The deacons shall direct the operation of the church in the absence of a pastor, including the search for a new pastor. No deacons' meetings may be held without the pastor(s) or without his consent, with the exception of dismissal of the pastor(s).

C. Election and Tenure. Church members may submit recommendations for deacons. From that list the pastor(s) and deacons will submit nominations. Upon election, a deacon shall serve for three years. No deacon may serve two terms in succession, but is eligible to be nominated again after having not served for one year. The number of deacons shall be determined by the pastor(s) and deacons according to the needs of the church.

Section 4: Other Volunteers

A. Clerk. The clerk shall keep the minutes of each business meeting and present those minutes to the congregation at the next business meeting. The clerk shall be elected at the annual business meeting for a term of one year. The clerk maintains the record of the church's membership. All names of members are added to or deleted from the church roll at the direction of the church. He/she shall keep a register of the names of members with dates of admission, dismissal, or death, together with baptisms. The clerk shall issue letters of dismissal voted by the church and preserve on file all communication and written official reports. An assistant clerk may be elected when needed.

B. Financial Secretary. The financial secretary shall keep an accurate account of all receipts and disbursements and provide a financial report at each regular business meeting. The financial secretary shall be elected at the

annual business meeting for a term of one year. The financial secretary and other designated individuals shall sign all checks.

C. Contributions Secretary. The contributions secretary shall keep a record of all monetary contributions/gifts in kind; send weekly fund totals to the finance team distribution list; provide a copy of annual contributions to each contributor; oversee the contributions process; deposit funds weekly; work with the pastoral team and any consultants to provide assistance in matters that relate to the function of this position and respond to individual requests for financial giving reports. The contributions secretary shall be elected at the annual business meeting for a term of one year. The records and personal knowledge of how much people give is to be confidential.

ARTICLE VIII – COMMITTEES

The pastor(s) and deacons shall appoint special committees as the need arises, which shall serve under their direction and authority.

ARTICLE IX – MINISTRIES

All ministries of the church are under the authority of the pastor(s) and deacons and are subject to their approval. The pastor(s) shall administer the Sunday School, including the selection of staff and teachers.

ARTICLE X – STANDARDS FOR WORKERS

Since the officers and workers of the church occupy positions of authority and responsibility, they are expected to observe high standards of Christian conduct as examples for the rest of the membership. For that reason, all officers and workers in the church shall be expected to abide by the standards of modesty, decency, and Christian testimony, as set by the pastor(s) and deacons.

ARTICLE XI – LICENSING AND ORDINATION

Any male person giving evidence of a divine call to the gospel ministry by the possession of gifts and graces belonging to the ministry, and accepting without reservation the Articles of Faith of Community Baptist Church, may be licensed or ordained to preach by the congregation at any regular or called meeting of the church upon a majority vote of the members present, provided such person has first been

recommended by the pastor(s) of this church. The church shall call an ordination council, moderated by the pastor(s), and composed of the deacons and any other ordained ministers invited by the pastor(s). They shall examine the candidate with regard to his doctrinal soundness, moral and spiritual qualifications, personal fitness, and manifestation of spiritual gifts. This meeting shall be open to all church members, who will have an opportunity to ask questions after the council has finished. After satisfactory examination and recommendation by the council, the church will vote concerning the ordination of the candidate during a church service.

ARTICLE XII – FINANCIAL SUPPORT POLICY

We believe that every Christian is obligated to support his local church through the stewardship of his time, talent, and treasure. The financial needs of this church shall be met by the voluntary giving of tithes, offerings and contributions by its members and friends (Mal. 3:8-10; I Cor. 16:1-2; II Cor. 9:6-7). The church shall not resort to entertainment, suppers, bingo, raffles, etc., for the purpose of raising funds.

ARTICLE XIII – AFFILIATION

Section 1: Authority
The government of this church is vested in its membership.

Section 2: Association
Christ's people should, as occasion requires, organize such associations as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament. Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.

ARTICLE XIV – AMENDMENTS

This document may be amended as long as the proposed amendments are consistent with the teaching of the Word of God, do not violate the purpose for which Community Baptist Church was established and the doctrinal basis on which it was founded, and is to be perpetuated and meet the needs of this church. Amendments to this Constitution may be adopted only by a three-fourths majority vote of the congregation at any regular or special meeting, provided that such amendment be distributed in written form to the membership at least two weeks prior to said congregational meeting.

ARTICLE XV – MISCELLANEOUS PROVISIONS

No part of the net earnings of the church shall inure to the benefit of or be distributed to its members, directors, officers, or other private persons, except that the church shall be authorized and empowered to pay reasonable compensation for the services rendered, and to make payments and distributions in furtherance of the purposes set forth in Article II hereof.

No substantial part of the activities of the church shall be carrying on propaganda or otherwise attempting to influence legislation. The church shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. However, the church may oppose any legislation that threatens the freedoms of the church and its activities.

The church shall have a nondiscriminatory policy and therefore shall not discriminate against members, applicants, and others on the basis of race, gender, color, or national or ethnic origin.

All employees and all volunteers, whether a member of Community Baptist Church or not, must agree to and submit to a background investigation and that the results of the investigation must be approved by the appropriate staff at Community Baptist.

All volunteers and employees must agree that there will be no illegal, inappropriate, or offensive touching of any child or adult, nor any emotional, verbal, physical, or sexual harassment and/or abuse of any child or adult.

It is the goal of Community Baptist Church to adequately screen any staff or volunteers desiring to work within any children's or youth ministries. This screening will include: 1) the requirement that all such staff and volunteers are members of Community Baptist Church, with exceptions approved only by the pastors under certain documented circumstances; 2) the requirement that all such staff and volunteers are at least of 18

(eighteen) years of age. Workers below the age of 18 (eighteen) must work under the direct supervision of an approved adult worker; 3) the requirement that all such staff and volunteers will be required to submit to a criminal background check and child abuse registry check. Any person found to have been convicted of a crime involving any misconduct with children will not be allowed to participate in any children's or youth ministries. Any person who has not been subjected to a criminal background check or child abuse registry check will not be allowed to participate in any children's or youth ministries; 4) the possibility that Community Baptist Church may require personal character references of any such staff or volunteer.

From time to time, Community Baptist Church may require training pertaining to the protection of children and/or adults. Furthermore, Community Baptist Church may require a written acknowledgement by all staff and volunteers that they understand and agree with the church's policies pertaining to the protection of children and/or adults. Those staff or volunteers who do not agree or participate in training may be dismissed from their position.

Any incident of child abuse and/or neglect reported to the church will be treated seriously and reported to the appropriate law enforcement officials and civil authorities. Community Baptist Church will cooperate with any investigation by state or federal authorities to the fullest extent of the law.

ARTICLE XVI – DISSOLUTION OF CORPORATION

In the event of the dissolution of Community Baptist Church as a non-profit corporation, the assets of this church shall be given to other non-profit organizations of like faith and order which would satisfy the remaining membership and qualify under the provision and regulations of section 501 (c)(3) of the Internal Revenue Code and its regulations.