

LIBERTY BAPTIST CHURCH CONSTITUTION AND BYLAWS

ARTICLE 1 NAME AND PURPOSE

SECTION 1.01—NAME This congregation of believers shall be known as LIBERTY BAPTIST CHURCH of SPOKANE. It is incorporated as a non-profit corporation under the laws of the state of WASHINGTON.

SECTION 1.02—PURPOSE This congregation is organized as a church exclusively for charitable, religious, and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law), for such purposes including, but not limited to, the proclaiming of the Gospel of the Lord Jesus Christ; the establishing and maintaining of religious worship; the educating of believers in a manner consistent with the requirements of Holy Scripture; and the maintaining of missionary activities in the United States and any foreign country.

Note: This constitution and by-laws is based on an Elder Rule (Bishop or Pastor) with affirmation by the congregation with some exceptions such as for pastoral calling and dismissal, budget and salary issues, election of officers, etc., must be approved by the congregation.

ARTICLE 2 STATEMENT OF FAITH AND COVENANT

SECTION 2.01—STATEMENT OF FAITH

- (A) **The Holy Scriptures.** We believe the Old and New Testament Scriptures are the verbally and plenary inspired Word of God. The Scriptures are inerrant, infallible and God-breathed and are, therefore, the final authority for faith and life. The sixty-six books of the Old and New Testaments are the complete and divine revelation of God to Man. The Scriptures shall be interpreted according to their normal grammatical-historical meaning, and all issues of interpretation and meaning shall be determined by the pastor. The King James Version of the Bible shall be the official and only translation used by the church. (2 Tim. 3:16-17; 2 Pet. 1:20-21)
- (B) **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, coequal in power and glory, and having the same attributes and

perfections. (Deut. 6:4; Matt. 28:19; John 14:10, 26; 2 Cor. 13:14; 1 John 5:7)

(C) The Work of Christ.

- (1) 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. (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; 1 Timothy 3:16)
- (2) 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 Peter 1:3-5)
- (3) 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; Acts 8:55-56)

(D) The Work of the Holy Spirit.

- (1) We believe that the Holy Spirit 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)
- (2) 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; John 16:13)
- (3) 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 church to do the work of the ministry. (Rom. 12:3-8; 1 Cor. 12:4-11, 28; Eph. 4:7-12)

(E) 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)

(F) 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, who shed His blood 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)

(G) The Eternal Security and Assurance of Believers.

- (1) We believe that once a person is saved, he is kept by God's power and remains secure in Christ forever. (John 6:37-40; 10:27-30; Rom.:38-39; 1 Cor. 1:4-8; 1 Pet. 1:4-5)
- (2) 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)

(H) The Church

- (1) We believe that the local church is the called out visible assembly which is of the body of Christ solely made up of born-again baptized believers. (1 Cor. 12:12-14; 2 Cor. 11:2; Eph. 1:22-23; 5:25-27)
- (2) We believe that the establishment and continuance of local churches is clearly taught and defined in the New Testament. (Acts 14:27; 20:17, 28-32; 1 Tim. 3:1-13; Titus 1:5-11)
- (3) We believe that every church is the sole and only judge of the measure and method of cooperation on all matters of membership, of policy, of government, of discipline, of benevolence. The will of the local church is final. (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; Matt 16:18-19; 18: 15-18)
- (4) We believe the church ordinances of obedience are water baptism by emersion in the name of the Father and of the Son and of the Holy Spirit, and the Lord's Supper. (Matt. 28:19-20; Acts 2:41-42; 8:36-38; 1 Cor. 11:23-26)

(I) Separation. We believe that believers should maintain a godly testimony and live in such a way that their lives do not bring reproach upon their Savior. God commands His people to separate from all religious apostasy, all worldly and sinful pleasures, practices, and associations. We stand against any and all worldly philosophies that seek to destroy or undermine the truth of Biblical Christianity. (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)

(J) The Second Coming of Christ. We believe in that *blessed hope*, the personal, imminent return of Christ, Who will rapture the saved 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., (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)

(K) The Eternal State.

(1) 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)

(2) 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)

(3) 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 of 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)

(L) The Personality of Satan. We believe that Satan the author of sin and the cause of the Fall of Man; that he is the open and declared enemy of God and man; and that he shall be eternally punished in the Lake of Fire. (Job 1:6-7; Isa. 14:12-17; Matt. 4:2-11; 25:41; Rev. 20:10)

(M) Creation. We believe that the Genesis account of creation is neither allegory nor myth, but a literal, historical account of God's creation of 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. (Gen. 1-2; Ex. 20:11)

(N) 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 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)

(O) Human Sexuality.

- (1) 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, transgenderism, 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. In this church all gender identified activities, services, and facilities are restricted for use only by those so identified by their birth gender. (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)
- (2) 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)

(P) Family Relationships

- (1) 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 (pastors and deacons) of the church. 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)
- (2) We believe that God has ordained the family as the foundational institution of human society. The husband is to submit himself to Christ and 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 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)

- (Q) Divorce and Remarriage.** We believe that God disapproves of and forbids divorce and intends marriage to last until one of the spouses dies. Divorce and remarriage is regarded as adultery except on the grounds of fornication. Although divorced and remarried persons or divorced persons may hold positions of service in the church and be greatly used of God for Christian service, they may not be considered for the office of pastor or deacon. That being said, the pastor (after consultation with the board of deacons) may set aside this qualification at his discretion given a members nomination to the office of associate pastor or deacon and their special circumstances. (Mal. 2:14-17; Matt. 19:3-12; Rom. 7:1-3; 1 Tim. 3:2, 12; Titus 1:6)

- (R) **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 due to rape, incest, birth defects, gender selection, birth or population control, or the physical or mental well-being of the mother are acceptable. (Job 3:16; Ps. 51:5; 139:14-16; Isa. 44:24; 49:1, 5; Jer. 1:5; 20:15-18; Luke 1:44)
- (S) **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)
- (T) **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 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)
- (U) **Lawsuits Between Believers.** We believe that Christians are prohibited from bringing civil lawsuits against other Christians to resolve personal disputes. We believe the church possesses all the resources necessary to resolve personal disputes between members. We do believe, however, that a Christian may seek compensation for injuries from another Christian's insurance company as long as the claim is pursued without malice or slander. (1 Cor. 6:1-8; Eph. 4:31-32).
- (V) **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 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)
- (W) **Giving.** We believe that every Christian, as a steward of that portion of God's wealth entrusted to him, is obligated to support financially his local church. 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; Mal 3:8-11; Matt 23:23)

- (X) **Speaking in Tongues.** We believe the gift of tongues was a temporary gift to be used in the early church, but has ceased as a gift to be exercised by the church today. I Corinthians 14:22; I Corinthians 13:8-10; I Corinthians 12:28-31.

SECTION 2.02—AUTHORITY OF STATEMENT OF FAITH

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

SECTION 2.03—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 our Father, and of the Son, and of the Holy Spirit, we do now, in the presence of God and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.

We engage, therefore, by the aid 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 preeminence 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 are to be zealous in our efforts to advance the Kingdom of our Savior. We also engage to maintain family and personal devotions; to educate our children in the truth of God's Word; to seek the salvation of our families, acquaintances, and all others; to walk circumspectly in the world; to be just in our dealings, faithful to our engagements, and exemplary in our deportment; to avoid backbiting, excessive anger, and all gossip or secretive meetings regarding personal issues of church members, church leadership or practice.

We further engage to watch over one another in brotherly love; to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy of speech; to be slow to take offense, but always ready 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 3 MEMBERSHIP

SECTION 3.01—QUALIFICATIONS FOR MEMBERSHIP

Those seeking membership must, through their actions, words, lifestyle and affiliations, evidence a genuine experience of regeneration through faith in and acceptance of the Lord Jesus Christ as personal Savior. They must renounce sin and endeavor to live a consecrated life wholly unto the Lord. Candidates for membership will be required to attend a 6 week pre-membership class led by a member of the pastoral staff, in which they will study the Statement of Faith, the bylaws of this church, general church practices, and expectations of members. At the conclusion of the class, the pastor may direct that candidates be interviewed by the pastoral staff and/or deacon board prior to being recommended for membership to ensure they fully subscribe to the Statement of Faith contained herein and agree to submit to the authority of the church and its leaders. After such recommendation, membership will be granted upon a majority vote of the members present at any church service or meeting, and upon compliance with any one of the following conditions:

- (A) By baptism (immersion) at this local church following a profession of faith as a believer in Christ Jesus as personal Savior;

- (B) By letter of transfer from another Baptist or 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;

By testimony of faith, having been baptized by immersion in another Baptist or Bible-believing church of like faith and practice; or

- (D) By restoration, if having been removed from membership, upon majority vote of the congregation after confession is made publicly before the church membership of the sin or sins involved, and satisfactorily evidencing repentance to the pastor (or the board of deacons if the office of pastor is vacant).

SECTION 3.02—DUTIES OF A MEMBER

On becoming a member of this church, in addition to the covenant contained in Section 2.03, each member further covenants to love, honor, and esteem the pastor; to pray for him; to recognize his authority in the spiritual and day-to-day affairs of the church; 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.

SECTION 3.03—PRIVILEGES OF MEMBERSHIP

- (A)** 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. There shall be no proxy or absentee voting. The eligible membership of the church may only exercise voting privileges in those areas that are defined and limited by these bylaws. Members may not vote to initiate any church action, rather the vote of a member is to confirm and ratify the direction of the church as determined by the pastor and the board of deacons.
- (B)** This congregation functions not as a pure democracy, but as a body under the headship of the Lord Jesus Christ and the direction of the pastor as the under-shepherd with the counsel of the board of deacons. Determinations of the internal affairs of this church are ecclesiastical matters and shall be determined exclusively by the church's own rules and procedures. The pastor shall oversee and/or conduct all aspects of this church. The board of deacons shall give counsel and assistance to the pastor as requested by him.
- (C)** Membership in this church does not afford the members with any property, contractual, or civil rights based on principles of democratic government. Although the general public is invited to all of the church's worship services, the church property remains private property. The pastor (or in his absence, an individual designated by the board of deacons) has the authority to suspend or revoke the right of any person, including a member, to enter or remain on church property. If after being notified of such a suspension or revocation, the person enters or remains on church property, the person may, in the discretion of the pastor, (or in his absence, an individual designated by the board of deacons), be treated as a trespasser.
- (D)** A member may inspect or copy the prepared financial statements of the church and the minutes of the proceedings of church and committee meetings, 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. Minutes from deacon board and discipline committee meetings are exempt from this provision and are not subject to inspection or copy.

 - (1)** A member may not, under any circumstances, inspect or copy any record relating to individual contributions to the church, the list of names and addresses of the church members, or the accounting books and financial records of the church except prepared financial statements.
 - (2)** The church may impose a reasonable charge, covering the costs of labor and material, for copies of any documents provided to the member before releasing the copies to the member.

SECTION 3.04—DISCIPLINE OF A MEMBER

- (A) There shall be a discipline committee consisting of the pastor and the board of deacons. These men shall have sole authority in determining heretical deviations from the Statement of Faith and violations of the church covenant. If the pastor or a deacon is the subject of a disciplinary matter, he shall not sit as a member of the discipline committee. The pastor and deacons shall be entitled to the same steps as other church members and be subject to the same discipline.
- (B) 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 the spiritual growth and testimony of an individual in the local church or the body as a whole, 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.
- (C) If reconciliation is not reached, a second member, either a deacon or the pastor, is to accompany the one seeking to resolve the matter. This second step should also be preceded by self-examination and exercised in a spirit of humility with the goal of restoration.
- (D) If the matter is still unresolved after the steps outlined in subsections (B) and (C) have been taken, the discipline committee, as the church representatives Biblically responsible for putting down murmuring, shall hear the matter. If the matter is not resolved during the hearing before the discipline committee, the committee shall recommend to the members of the church that they, after self-examination, make an effort personally to go to the offending member and seek that member's restoration.
- (E) If the matter is still unresolved after the steps outlined in subsections (B), (C), and (D) have been 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 a meeting called for the purpose of considering disciplinary action. The member subject to disciplinary action is not entitled to vote on his/her own discipline.

No matter may be heard by the discipline committee or the church unless the steps outlined in subsections (B) and (C) have been taken, except in the case of a public offense.

- (G) If an unrepentant offending party is removed from the church membership, members of the church should have no social contact with him, and any contact from that point forward (except by family members) must be for the sake of restoration. Persons placed under church discipline must immediately return any

property belonging to the church.

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

SECTION 3.05—TRANSFER OF MEMBERSHIP

Members not under the disciplinary process of Section 3.04 may request that letters of transfer be sent to another church.

SECTION 3.06—AUTOMATIC TERMINATION OF MEMBERSHIP

- (A) The membership of any individual member shall automatically terminate without notice if the member in question has not attended a regular worship service of the church in the preceding six months. 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.
- (B) No member of this church may hold membership in another church. The membership of any individual member shall automatically terminate without notice if the member unites in membership with another church.
- (C) The membership of any individual member shall automatically terminate without notice if the deacons or pastor become aware of a member's open and unrepentant involvement in any sexual misconduct described in Section 2.01 (O) or if a member files a lawsuit in violation of Section 2.01 (U).
- (D) The membership of any individual member shall automatically terminate without notice if the member openly and unashamedly disagrees with any provision found in the Statement of Faith.
- (E) The membership of any individual member shall automatically terminate without notice if the member in a spirit of dissension actively engages in secretive discussions and/or intentionally organized, secretive meetings in a concerted effort to overthrow the pastor or present church leadership.
- (F) The membership of an individual will automatically terminate upon his or her death.
- (G) No provision contained in this section shall be subject to or governed by the procedures regarding discipline of members set forth in Section 3.04.
- (H) 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.

SECTION 3.07-- AFFILIATED CO-LABORER

Those desiring fellowship, accountability and opportunities for service with this assembly on a temporary basis but who maintain active membership in a like body of believers outside this city, may be granted affiliated co-laborer status with this church. The affiliated co-laborer may be eligible to serve in certain capacities determined by the pastor and deacons, and may attend fellowship events granted for members. In no way, however, does this affiliation grant membership or the rights of membership to the individual(s) so granted. Affiliated co-laborers shall not be entitled to hold any office, vote in or have any say in any church matter, and shall not be counted for quorum purposes. A person wishing to become an affiliated co-laborer with this assembly must request so of the pastor, who will, in consultation with the deacons if necessary, decide if affiliated co-laborer status may be granted to the individual. If the pastor so determines, the person may be granted such upon a majority vote of the church membership at any public service or church administrative meeting.

ARTICLE 4 OFFICERS

SECTION 4.01—CHURCH OFFICERS

The church officers are pastor, deacon, church clerk (or minister of records), financial secretary (or minister of finance) and church treasurer. One person may hold two or more offices, except that the church treasurer and financial secretary may not be the same person, and the pastor may not hold any other offices. Officers of the church must be elected by a majority of the current membership at a regular church administrative meeting. The pastor, from time to time as he deems appropriate, may appoint other church officers, subject to a majority confirmation vote by present, voting church members at any regular or special church administrative meeting.

SECTION 4.02—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 church treasurer shall serve as treasurer of the corporation; and the chairman of the board of deacons shall serve as vice president of the corporation.

SECTION 4.03—ELIGIBILITY FOR OFFICE

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

- (B) All church officers must be approved initially and thereafter annually by the pastor in order for them to commence or continue in their offices. The approved officers will be presented to the church at the annual business meeting requiring a majority approval of those members voting.

- (C) Only church members are eligible for election or appointment to any church office or position. Affiliated co-laborers with this ministry are not eligible for such election or appointment.

SECTION 4.04—TERMS OF OFFICE

- (A) 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 severance of the relationship between the pastor and the church may be considered at any regular or special church administration meeting by following the procedures outlined in 6.04, provided notice of the meeting shall have been given from the pulpit to the church two Sundays prior to the meeting. A two-thirds majority of the eligible members shall be required 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 Section 3.01(D).
- (B) The term of service for all 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.
- (C) A vacancy occurring in any office or board, except in the case of the pastor, may be filled at any regular church administrative meeting by a majority vote of present members.

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

- (E) Members of the board of deacons may be removed from office for unbiblical conduct, as determined by the other board members, upon a majority vote of the remaining members of the board of deacons.

SECTION 4.05-- CALLING A PASTOR

Upon the resignation, death or dismissal of the Pastor, the church shall seek a candidate who subscribes to the Statement of Faith, the Covenant and bylaw provisions of this church, and whose life aligns with the qualifications of a pastor as described in I Timothy 3:1-7 and Titus 1:6-9. The church shall abide by the following guidelines for calling a pastor:

- (A) The deacons shall select a pulpit committee to consist of all deacons and up to five other members elected by a simple majority of the deacons. The pulpit committee shall interview potential candidates and will only consider men who completely subscribe to the Statement of Faith and Covenant contained herein;
- (B) Prior to being announced to the congregation as a formal candidate, any man

being considered for pastoral candidate must preach at least one Sunday service. Thereafter, upon a majority vote of the deacons, the pulpit committee may formally announce the candidate to the church, after which the candidate must preach at least two regularly scheduled services and be available for a church-wide question/answer time prior to being voted upon by the congregation;

- (C) Notice from the pulpit must be given two (2) consecutive Sundays prior to a formal candidate's preaching services, and two (2) consecutive Sundays prior to the church congregational vote;
- (D) The candidate must be elected as Pastor by a majority vote of qualified members. The pulpit committee will only present for consideration to the church one candidate at a time, and an up or down vote must be cast prior to consideration of other potential candidates.

SECTION 4.06—ELECTION OF OFFICERS

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

SECTION 4.07—PASTORAL OVERSIGHT OF OFFICERS AND STAFF

- (A) Subject to appropriate budgetary allowance, and on the condition that they shall 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.
- (B) All church staff, whether paid or volunteer, shall be under the supervision of the pastor who has the sole authority to dismiss the same. No employee or volunteer shall be hired, appointed, or retained who fails to adhere to or expresses disagreement with the Statement of Faith

ARTICLE 5 DUTIES AND POWERS OF OFFICERS

SECTION 5.01—THE PASTOR

- (A) 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, tenderly watch over the spiritual interests of the membership, and as necessary the pastor's duties also include counseling.
- (B) The pastor shall appoint the members of the various committees at the annual church administrative meeting or, in the case of a vacancy or newly created committee, at other duly called special meetings. He shall serve as the president of the corporation. He shall publicly inform all newly elected officers of the

function and responsibilities of their respective offices. He shall extend the right hand of fellowship to all new members on behalf of the church and shall perform such other duties as generally appertain to such a position. The pastor shall be free to choose the means and methods by which he exercises the ministry God has given him.

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, who shall be able to determine the appropriateness of practices as well as persons permitted to use the church property.

The pastor shall be responsible to fill the pulpit for each regularly scheduled church service as well as any special services. In the event of his absence, he (or the chairman of the deacon board in the case of a vacancy in the office of pastor or where the pastor is ill and unable to perform his duties) shall be responsible to invite speakers from within the membership or outside the church to preach in a manner consistent with the beliefs articulated in the Statement of Faith.

The pastor shall be responsible, in coordination with the deacons, to establish mandatory safety and security procedures for all ministries and programs involving minors.

Subject to appropriate budgetary allowance, and on the condition that they shall become members of the church upon assuming their duties, the pastor may hire associates and assistants to assist him in carrying out his God-given responsibilities.

All church staff, whether paid or volunteer, shall be under the supervision of the pastor who has the sole authority to dismiss the same. No employee or volunteer shall be hired, appointed, or retained who fails to adhere to or expresses disagreement with the Statement of Faith.

Church membership for the pastor and his wife is automatic with his call to the church. All examination to membership should be handled at the time of examination for the position of pastor.

Tenure of the pastor:

1. The pastor shall continue in office until he resigns or until he is

dismissed from office by action of the church.

2. The pastor may resign at any time and his duties shall be terminated thirty days from the date of presentation of his resignation or at a time that is mutually agreeable to both the pastor and the board of deacons.
3. The dismissal of the pastor shall come before the church at a regular called business meeting. Notice of such meeting shall have been publically announced and have appeared in writing at church services on two (2) successive Sundays preceding the day of the meeting. A two-thirds majority vote of the members in good standing at said meeting in favor of dismissal shall be necessary to dismiss the pastor. In such a case pastoral duties shall terminate immediately and his salary shall cease thirty days from date of dismissal.

(J) Provisions for the Pastor:

1. The salary of the pastor will be reviewed at least once every year by the board of deacons who may handle the review themselves or appoint a committee to give them a report and recommendation. The deacon board will make their recommendation to the church at any regularly called business meeting. The method of payment will be agreed upon by the pastor and the board of deacons.
2. An annual paid vacation of at least two (2) weeks, including two (2) Sundays, will be provided the pastor. The pastor will be required to take such vacation each year. Any variation from this basic baseline vacation schedule will be agreed upon between the pastor and the board of deacons.
3. Special allowances (such as transportation, housing, health and life insurances, (etc.) shall be provided for the pastor upon approval of the church.

SECTION 5.02—THE BOARD OF DEACONS

- (A)** The board of deacons shall assist the pastor, in such manner as he shall request, in promoting the spiritual welfare of the church, in conducting the church services, and in performing all other work of the church. The deacons are responsible for making preparations to observe church ordinances and shall, if requested by the pastor, consider applications for church membership and affiliated co-laborers. They shall disburse the benevolence fund in cooperation with the pastor, and shall assist him in visitation and all other evangelistic efforts of the church. The board of deacons shall assist the pastor in caring for the administrative needs of the

church's various ministries. They shall provide the pulpit supply and choose a moderator for church meetings if the pastor is unavailable or the office of pastor is vacant. Upon the death, resignation, or dismissal of the pastor, the board of deacons may appoint a pulpit committee.

- (B) Immediately following the annual church administrative meeting, the board of deacons shall assemble and elect, from their own number, a chairman who shall be vice president of the corporation, a vice chairman, and a secretary.
- (C) The board of deacons shall constitute the board of directors of the corporation. The board of directors shall exercise only the following specific powers, upon authorization by a majority vote of the members present at a duly called church administrative meeting:
 - (1) To purchase, lease, or otherwise acquire real and personal property on behalf of the church, and to take 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 to mortgage, pledge, or otherwise encumber the real and 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

To exercise all powers necessary for the dissolution of the church corporation.

All powers of the directors, (whether deacons or other appointed group) shall be compatible with the laws of the state of Washington.

SECTION 5.03—CHURCH CLERK

The church clerk shall:

Certify and keep at the office of the church, the original bylaws or a copy, including all amendments or alterations to the bylaws, minutes of meetings, the membership roll, baptisms, and certificates of ordination and license; and deliver such documents to successor upon leaving office;

Keep minutes of all church administrative and deacon meetings (unless a separate secretary of deacons has been elected or appointed), including the time and place of holding, the notice given, and the names of those present (unless a church-wide meeting), and an accurate record of all church business approved at each meeting. A copy of these minutes shall be kept as a permanent record of the church and shall be made available at all reasonable times to proper person on terms provided by law and pursuant to these bylaws.

- (C) Sign, certify, or attest documents as may be required by law; see that reports, statements, certificates, and all other documents and records required by law are properly kept and filed;
- (D) See that all notices are duly given in accordance with the provisions of these bylaws. (In case of the absence or disability of the secretary, or his or her refusal or neglect to act, notice may be given and served by the pastor or by the chairman of the board of deacons.);
- (E) Keep an account of any special events in the life of the church which are of historical interest and give a report at the annual church administrative meeting of the status of the church membership roll in the past year;
- (F) Serve as the secretary of the corporation and be a member in good standing.

SECTION 5.04—FINANCIAL SECRETARY

The financial secretary shall:

Count, along with two other persons so appointed, and record in a permanent record all the monies received in offerings for the church. This shall be done following each service or day of services of the church.

Convey in a timely manner all funds received to the treasurer for verification and deposit in the bank, including moneys received from outside sources, and shall provide the treasurer with a record of all monies received, specifying the distribution into various funds as designated. A copy shall be provided to the pastor each week or upon request.

Maintain a permanent weekly record of individual giving for all donations, offerings, contributions and gifts, and shall guard said records confidentially as a sacred trust. The financial secretary shall issue an official receipt to each contributor quarterly and at the end of the fiscal year.

The chairman of the deacons may assume the duties of the financial secretary in the absence of a financial secretary, unless already serving in the capacity of the treasurer.

SECTION 5.05-- TREASURER

The Treasurer shall:

Keep in the church office an accurate and permanent record of all financial transactions of church funds. Make reports of itemized disbursements and the

financial condition of the church as requested by pastor and deacons, and for annual, quarterly or otherwise special or regular administration meetings; deliver such records to successor upon leaving office;

Verify all funds received from the church financial secretary, and deposit these and all other funds received in appropriate amounts at an approved banking facility or trust company as shall be selected by the pastor or board of deacons.

Write, sign, record, and mail checks in payment of church bills and routine expenses approved by the pastor and/or deacons as well as disburse funds and salaries as directed by the church.

At least two (2) directors of this corporation shall be authorized to sign church checks in the treasurer's absence. The chairman of the deacons shall not perform this duty if functioning as the financial secretary. No persons shall be permitted to sign checks written to themselves, and no expenditures of the church (except miscellaneous petty cash disbursements) shall be made by cash.

Serve as treasurer of the corporation and be a member in good standing.

SECTION 5.06—ASSOCIATE PASTORS

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.

SECTION 5.07—DUTIES OF ALL OFFICERS

(A) All officers shall prepare a written report of their work for the annual church administrative meeting and shall surrender all records in their possession to the church clerk at the close of their term of office to be filed as a permanent record of the work of the church. All records are the property of the church and must be kept in the church office.

(B) Any officer who neglects his duties as outlined in the bylaws for a period of three months may be removed from his office, at the discretion of the pastor, and another may be appointed by the pastor to serve the un-expired term.

SECTION 5.08—INSTALLATION OF OFFICERS

A public installation service in which all newly elected officers of the church will be dedicated to their respective offices shall be held at a public church service—following their election at the annual church administrative meeting.

ARTICLE 6 MEETINGS

SECTION 6.01—MEETINGS FOR PUBLIC 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.

SECTION 6.02—MEETINGS FOR CHURCH ADMINISTRATION

The annual church administrative meeting, for the election of officers and the transaction of other business, shall be held in January. A quorum shall consist of fifty one (51) percent of eligible members. Public notice of the meeting shall be given from the pulpit for two (2) successive Sundays immediately preceding the meeting.

(B) The moderator shall determine the rules of procedure according to his sense of fairness and common sense, giving all members a reasonable opportunity to be heard on a matter. The moderator is the final authority on questions of procedure, and his decision is final and controlling. The following order shall be observed at the regular church administrative meetings:

1. Devotions & prayer
2. Reading of minutes
3. Reception of members
4. Dismissal of members
5. Report of officers
6. Reports of standing committees
7. Reports of special committees
8. Unfinished matters
9. Affirmation vote of officers
10. New matters
11. Adjournment
12. Benediction

(C) 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 so warrant. If the moderator determines that compliance with his order of removal is unsatisfactory, the moderator may, in his

sole discretion, revoke the disruptive person's right to remain on the premises in accordance with Section 3.03(C) and treat the person as a trespasser.

SECTION 6.03—SPECIAL MEETINGS

- (A) The pastor (or deacons if the office of pastor is vacant or the pastor is the subject of possible disciplinary action) may call a special meeting by giving notice of such a meeting and the purpose for which it is called to the church from the pulpit at least one (1) Sunday and not less than one (1) 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 Sections 4.04(A) and 4.05.
- (B) Bible conferences, missionary conferences, and revivals may be held as the pastor deems beneficial.

SECTION 6.04—MOTIONS

Members who desire that a certain motion be made or subject matter be discussed during an annual, regular, or special business meeting must file a written recommendation with the pastor and deacons two (2) weeks prior to the set meeting. The church leadership will then consider the proposal and proceed according to their conscience and what they understand to be in the best interests of the church. All other motions will be presented by the pastor and/or chairman of the board of deacons (or other moderator if the office of pastor is vacant) unless the pastor and/or deacons has delegated authority to another member and/or officer to raise certain motions.

SECTION— 6.05 FISCAL YEAR

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

ARTICLE 7 EDUCATIONAL MINISTRIES

SECTION 7.01—PURPOSE

The church believes that the home and church are responsible before God for providing a Christian education. To help fulfill this responsibility of imparting biblical truth and furthering the Great Commission, this church shall establish and maintain an educational program (or Sunday school program) for the purpose of winning souls to Christ, and teaching Bible doctrine, godly worship, and biblical Christian living. To this end, the church shall engage in educational ministries in keeping with the following dictates.

SECTION 7.02—CHURCH PARTICIPATION

All educational programs or courses of instruction formulated and offered by the church shall be primarily for the benefit of the members of the church; however, the pastor may permit non-church members to participate in church educational programs or courses of instruction if he deems it in the best interest of the church.

SECTION 7.03—STAFF MEMBERSHIP

All instructors, teachers, and administrators shall be members of this church. This provision shall not apply to visiting missionaries, evangelists, or preachers engaged for the purpose of delivering sermons, conducting revivals, or other special meetings on a temporary basis.

SECTION 7.04—AGREEMENT WITH STATEMENT OF FAITH

All educational programs or courses of instruction shall be taught and presented in full agreement with the Statement of Faith of the church. The church shall not hire, appoint, or retain any employee or volunteer for its educational programs who fails to adhere to or expresses disagreement with the Statement of Faith or who adopts or lives a lifestyle inconsistent with the beliefs and practices of Statement of the Faith or this church, whether in or out of the classroom.

SECTION 7.05—UNITY

All educational programs or courses of instruction shall be conducted as an integral and inseparable ministry of the church.

SECTION 7.06—TEACHING

All educational programs or courses of instruction shall be conducted consistent with the teaching of the inerrant Word of God. Any assertion or belief that conflicts with or questions a Bible truth is a pagan deception and distortion of the truth which will be disclaimed as false. It is the responsibility of every instructor or teacher to present the inerrant Word of God as the sole infallible source of knowledge and wisdom.

ARTICLE 8 ORDINATION AND LICENSING

SECTION 8.01---ORDINATION QUALIFICATIONS

- (A) Any male member who meets the qualifications stated in 1 Timothy 3:1-7 and Titus 1:6-9, may be considered for ordination as a minister of the Gospel. Candidates for ordination must be members of this local assembly or one of its mission churches. No other persons may be ordained by this church.
- (B) The candidate must have an experience of conversion, a divine call to the ministry, a consistent Christian walk, a vital concern for the souls of men and for the edification of the church at home and abroad.
- (C) The candidate must affirm his unequivocal adherence to the Statement of Faith set

forth in Article 2 of these bylaws. His doctrinal position on matters not specifically addressed in the Statement of Faith must be based on the Scriptures as the Word of God.

- (D) Graduation from a four-year Bible college, or its equivalent, is recommended. Any uncertainty as to call or other obvious disqualifications should bar a man from ordination regardless of educational attainments.
- (E) All persons licensed or ordained by this church must be convinced Baptists who accept the historic Baptist distinctives in all matters pertaining to church order and practice.
- (F) A Bible college or seminary graduate should spend at least one year after graduation engaged exclusively in preaching and pastoral work before being considered for ordination. Exceptions to this rule will be made when the candidate has had adequate pastoral experience before and during his formal biblical education, or when he must seek early ordination to satisfy requirements for pastoral service of a mission church, missionary service or chaplaincy.

SECTION 8.02 – ORDINATION PROCEDURES

- (A) Upon a majority vote at a duly noticed church administrative meeting, the church may call an ordination council for the purpose of considering the qualifications for the ordination candidate. The ordination council shall consist of ordained ministers of like faith invited by the pastor to participate in the examination of the candidate.
- (B) After organizing itself the council will examine the candidate with respect to his spiritual experience, call to the ministry and view of Christian doctrine and Baptist distinctives. The council should take its responsibility seriously and examine the candidate carefully. The outcome of the examination will be a recommendation to the church whether or not to ordain. If the council recommends ordination, the church shall vote to adopt or reject the council's recommendation at a duly noticed church administration meeting.

If the candidate is recommended for ordination by the council and the church adopts the recommendation, the pastor and the chairman of the deacons shall arrange for the ordination service. The following parts are usually included in the ordination service: Introduction consisting of the reading of Scripture relating to the qualifications for ordination, prayer, special music and reading of the determination of the examining council; Ordination charge to the church; Ordination prayer accompanied by laying on of hands by the council; Charge to the candidate; Benediction by the newly ordained minister.

SECTION 8.03---REVOCATION OF ORDINATION

- (A) Should a minister ordained by the church be found living a life unbecoming a

servant of the Lord or preaching and teaching contrary to the Word of God, the pastor may call a council to hear the charges and the minister's defense.

- (B) The reviewing council shall consist of the board of deacons and ordained ministers of like faith invited to participate in the hearing of the charges and the minister's defense.
- (C) Upon a recommendation by a majority vote of the council, the church will then revoke the minister's ordination certificate.

SECTION 8.04---LICENSE

- (A) Those who desire to prepare for the gospel ministry may be issued a license to preach by this church after the pastor and board of deacons have examined the candidate's divine call and qualifications.
- (B) The pastor and the board of deacons may license an associate or assistant pastor as a preliminary step to ordination at a later date.
- (C) A license to the ministry shall be considered the equivalent to ordination, but shall be considered probationary in nature. It is expected that the licensed minister will be considered for ordination within four years of being licensed.

ARTICLE 9 INDEMNIFICATION

SECTION 9.01—ACTIONS SUBJECT TO INDEMNIFICATION

The church may indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, including all appeals (other than an action by or in the right of the church) by reason of the fact that the person is or was a pastor, deacon, officer, employee, or agent of the church, against expenses, including attorneys' fees, judgments, fines, and amounts paid in settlement actually and reasonably incurred by him in connection with the action, suit, or proceeding; and if that person acted in good faith and in a manner he reasonably believed to be in or not opposed to the best interests of the church and, with respect to any criminal action or proceeding, had no reasonable cause to believe his conduct was unlawful. The termination of any action, suit, or proceeding by judgment, order, settlement, conviction, or on a plea of *nolo contendere* or its equivalent, shall not, of itself, create a presumption that the person did not act in good faith and in a manner that he reasonably believed to be in or not opposed to the best interests of the church and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful. This determination of good-faith intent shall be made (a) by a majority vote of the pastor and deacons who were not and are not parties to or threatened with the action, suit, or proceeding; (b) if the described quorum is not obtainable or if a majority vote of a quorum of disinterested deacons so directs, by

independent legal counsel in a written opinion; or (c) by a majority vote of the members of the church.

SECTION 9.02—TIMING OF INDEMNIFICATION

Expenses of each person seeking indemnification under this Article may be paid by the church as they are incurred, in advance of the final disposition of the action, suit, or proceeding, as authorized by the board of deacons in the specific case, so long as the pastor, deacon, officer, employee, or agent agrees to repay the amount if it is ultimately determined that he or she is not qualified to be indemnified by the church.

SECTION 9.03—EXTENT OF INDEMNIFICATION

The indemnification provided by this Article shall be deemed to be discretionary unless otherwise required as a matter of law or under any agreement or provided by insurance purchased by the church, both as to action of each person seeking indemnification under this Article in his official capacity and as to action in another capacity while holding that office, and may continue as to a person who has ceased to be a pastor, deacon, officer, employee, or agent and may inure to the benefit of the heirs, executors, and administrators of that person.

SECTION 9.04—INSURANCE

The church may purchase and maintain insurance on behalf of any person who is or was a pastor, deacon, officer, employee, or agent of the church against any liability asserted against him and incurred by him in that capacity, or arising out of his status in that capacity, whether or not the church would have the power to indemnify him against liability under the provisions of this Article.

ARTICLE 10 COMMITTEES

SECTION 10.01—STANDING COMMITTEES

The pastor (or the board of deacons if the office of pastor is vacant) shall appoint standing committees as he deems appropriate and shall designate a chairperson and the membership for each standing committee except when otherwise specifically provided in these bylaws.

SECTION 10.02—SPECIAL COMMITTEES

The board of deacons, in its discretion, may create special committees to provide the board with advice and information regarding matters submitted to the committee by the board for consideration. The committee shall have no authority to act on behalf of the corporation. Nominations for special committee members shall be made by the pastor or

such persons as he shall appoint to make such nominations. The members of the committee shall be chosen by a majority vote of the board of deacons and shall serve solely at the pleasure of the board of deacons. The special committee shall be subject to the control and direction of the board of deacons at all times.

SECTION 10.03---ACTIONS OF COMMITTEES

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

ARTICLE 11 DESIGNATED CONTRIBUTIONS

From time to time the church, in the exercise of its religious, educational, and charitable purposes, may establish various funds to accomplish specific goals. All contributions to these funds shall be deemed advisory rather than mandatory in nature and shall remain subject to the exclusive control and discretion of the pastor and the board of deacons. No fiduciary obligation shall be created by any designated contribution made to the church other than to use the contribution for the general furtherance of any of the purposes stated in Section 1.02.

ARTICLE 12 BINDING ARBITRATION

SECTION 12.01—SUBMISSION TO ARBITRATION

Believing that lawsuits between believers are prohibited by Scripture, all members of this church agree to submit to binding arbitration any matters which cannot otherwise be resolved, and expressly waive any and all rights in law and equity to bring any civil disagreement before a court of law, except that judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof.

SECTION 12.02—NOTICE OF ARBITRATION

In the event of any dispute, claim, question, or disagreement arising out of or relating to

these bylaws or any other church matter, the parties shall use their best efforts to settle such disputes, claims, questions, or disagreement as befits Christians and in accord with Matthew 5:15-17. To this effect, they shall consult and negotiate with each other in good faith and, recognizing their mutual interests not to disgrace the name of Christ, seek to reach a just and equitable solution. If they do not reach such solution within a period of sixty (60) days, then upon notice by either party to the other, disputes, claims, questions, or differences shall be finally settled by arbitration as described in Section 12.01, above, and such Procedures for Arbitration as are adopted pursuant to Section 12.04, below.

SECTION 12.03—LIMITATIONS ON ARBITRATION DECISIONS

- (A) Should any dispute involve matters of church discipline, the arbitrators shall be limited to determining whether the procedures for church discipline, as outlined under Section 3.04, were followed.
- (B) Should any dispute involve the removal from office of the pastor or any church officer, the arbitrators shall be limited to determining whether the procedures set forth in Sections 4.04, 4.07, or 5.07 were followed.

SECTION 12.04—ARBITRATION PROCEDURES

The Procedures for Arbitration shall be as adopted by the pastor and the board of deacons.

ARTICLE 13 CONFLICT OF INTEREST

SECTION 13.01—PURPOSE

The purpose of this conflict of interest policy is to protect the church's interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the church or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state or federal laws governing conflicts of interest applicable to nonprofit and charitable organizations.

SECTION 13.02—DEFINITIONS

- (A) **Interested Person:** Any director or officer who has a direct or indirect financial interest.
- (B) **Financial interest:** A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:
 - (1) An ownership or investment interest in any entity with which the church has a transaction or arrangement,

- (2) A compensation arrangement with the church or with any individual or entity with which the church has a transaction or arrangement, or
 - (3) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the church is negotiating a transaction or arrangement.
 - (4) A financial interest is not necessarily a conflict of interest. A person who has a financial interest may have a conflict of interest only if the board of directors decides that a conflict of interest exists.
- (C) **Compensation:** Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.
- (D) **Board:** The term “board” refers to the board of directors of the church.

SECTION 13.03—PROCEDURES

- (A) In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors considering the proposed transaction or arrangement.
- (B) After disclosure of the financial interest and all material facts, including any presentations by and discussion with the interested person, he shall leave the board meeting while the determination of a conflict of interest involving the transaction or arrangement is discussed and voted upon. The remaining board members shall decide if a conflict of interest exists by a majority vote.
- (1) The chairman of the board shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
 - (2) After exercising due diligence, the board or committee shall determine whether the church can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
 - (3) If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the board shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the best interests of the church, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.
- (C) If the board has reasonable cause to believe a member has failed to disclose actual

or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.

- (D) If, after hearing the member's response and after making further investigation as warranted by the circumstances, the board determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

SECTION 13.04—RECORDS OF PROCEEDINGS

(A) The minutes of the board shall contain the names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the board's decision as to whether a conflict of interest in fact existed.

(B) The minutes of the board also shall contain the names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

SECTION 13.05—COMPENSATION

A voting member of the board who receives compensation, directly or indirectly, from the church for services rendered may not vote on matters pertaining to that member's compensation.

ARTICLE 14 AMENDMENTS

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

Proposed amendments or changes must be made available to voting members for review at least one (1) week prior to the meeting at which the vote to amend the bylaws will be taken.

AFFIRMATION OF CONSTITUTION

We, the membership of Liberty Baptist Church, 320 West Graves Road, Spokane, Washington 99218, do affirm this day of _____, _____ that the Constitution and By-Laws adopted on _____, _____ are a fair representation of the past ministry and purpose of Liberty Baptist Church since it was founded in 1981.

This affirmation was voted on and passed by _____% of the eligible members.

Signed _____

ADOPTION

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

These bylaws supersede any other bylaws of Liberty Baptist Church.

Date
Clerk

Church

Exhibit 1
Alternate Provisions for Churches Operating a Christian Day

School

ARTICLE 7 EDUCATIONAL MINISTRIES

SECTION 7.1—PURPOSE

The church believes that the home and church are responsible before God for providing a Christian education. In order to assist the church's families with their obligations to Biblically train their children, the church shall operate a Sunday school program and a Christian Day school in keeping with the following dictates.

SECTION 7.2—PARTICIPATION IN EDUCATIONAL PROGRAMS

All educational programs or courses of instruction formulated and offered by the church shall be primarily for the benefit of the members of the church; however, the pastor may permit non-church members to participate and enroll their children in the church's educational programs, including the Christian Day school, or other courses of instruction if he deems it in the best interest of the church.

SECTION 7.3—STAFF MEMBERSHIP

At the discretion of the Pastor, all instructors, teachers, staff, and administrators shall be members of this church. This provision shall not apply to visiting missionaries, evangelists, or preachers engaged for the purpose of delivering sermons, conducting revivals, or other special meetings on a temporary basis.

SECTION 7.4—AGREEMENT WITH STATEMENT OF FAITH

All educational programs or courses of instruction shall be taught and presented in full agreement with the Statement of Faith of this church. The church shall not hire, appoint, or retain any employee or volunteer for its educational programs who fails to adhere to or expresses disagreement with the Statement of Faith or who adopts or lives a lifestyle inconsistent with the beliefs and practices of Statement of the Faith, whether in or out of the classroom.

SECTION 7.5—UNITY

All educational programs or courses of instruction shall be conducted as an integral and inseparable ministry of the church.

SECTION 7.6—TEACHING

All educational programs or courses of instruction shall be conducted consistent with the teaching of the inerrant Word of God. Any assertion or belief which conflicts with or questions a Bible truth is a pagan deception and distortion of the truth which will be disclaimed as false. It is the responsibility of every instructor or teacher to present the inerrant Word of God as the sole infallible source of knowledge and wisdom.

SECTION 7.7—HIERARCHY OF AUTHORITY

- (A) The pastor shall be the final authority on all matters relating to the educational ministries of the church, including any decisions or recommendations by the board of deacons.
- (B) All staff shall be under the supervision of the pastor who has the sole authority to hire, appoint, or dismiss the same. Subject to budgetary allowances and on the condition that they shall become a member of the church upon assuming duties, the pastor may hire administrators, principals, teachers and support staff to assist the pastor in carrying out the ministry of education.
- (C) The board of deacons shall assist and advise the pastor on all matters relating to the ministry of education, including the creation and recommendation of school policies consistent with the provisions herein. The board of deacons shall act as the school board and shall hear all matters and disputes which may arise out of the ministry of education and shall advise the pastor accordingly. All recommendations of the board of deacons shall be submitted to the pastor for final approval prior to becoming effective.

Exhibit 2

Sample Procedures for Arbitration

Procedures for Arbitration

SECTION 1—SCOPE OF ARBITRATION

The parties must, prior to the selection of arbitrators, agree to the scope of the matters to be considered by the arbitrators. In doing so the parties must conduct themselves with the utmost courtesy as befits believers in Jesus Christ. If the parties cannot agree upon the scope of the dispute for arbitration, the scope shall be determined by the arbitrators.

SECTION 2—SUBMISSION TO ARBITRATION

- (A) The parties, as Christians, believing that lawsuits between Christians are prohibited by Scripture, and having agreed, according to Article 12 of the church bylaws, to submit disputes to binding arbitration, and to waive any legal right to take the dispute to a court of law, will refer and submit any and all disputes, differences, and controversies whatsoever within the agreed scope of arbitration to a panel of three arbitrators, to be selected as follows:
 - (1) All arbitrators must be born-again Christians of good reputation in the community who affirm the church's Statement of Faith in its entirety.
 - (2) Each party shall submit a list of three proposed arbitrators to the other

party, and the other party will choose one of the three proposed arbitrators to serve on the panel.

- (3) The third arbitrator will be selected by mutual agreement of the other two arbitrators.
 - (4) In selecting the arbitrators, each party shall act in good faith in choosing Christian arbitrators who have no prior knowledge of the facts leading up to the dispute, are not related to or close friends with the selecting party, and who will act impartially and with fundamental fairness.
 - (5) No arbitrator may be an attorney.
 - (6) No arbitrator may be employed or ever have been employed by, or under the authority of, either party or any other arbitrator.
 - (7) The arbitrators will be selected as soon as possible but no later than 30 days after the parties have agreed to the scope of the arbitration.
 - (8) The arbitration will be held at a neutral site agreed to by the arbitrators.
- (B) The arbitrators shall, subject to the provisions of these procedures, arbitrate the dispute according to the terms of these procedures, the Bible as interpreted by the church's Statement of Faith, and any applicable church documents.
- (C) Each party may be represented by counsel throughout the process at the party's own expense. Discovery will be allowed as needed, as determined in the discretion of the arbitrators. Formal rules of evidence shall not apply.

SECTION 3—TERMS AND CONDITIONS OF ARBITRATION

- (A) The arbitrators shall have full power to make such regulations and to give such orders and directions, as they shall deem expedient in respect to a determination of the matters and differences referred to them.
- (B) The arbitrators shall hold the arbitration hearing as soon as possible, but no later than thirty (30) days after the selection of the third arbitrator.
- (C) There shall be no stenographic record of the proceedings, and all proceedings shall be closed to the media and any other individuals not directly involved in the proceedings.
- (D) Normally, the hearing shall be completed within three (3) hours. The length of the hearing, however, may be extended by the arbitrators in their discretion or an additional hearing may be scheduled by the arbitrators to be held promptly.

- (E) There will be no post-hearing briefs.
- (F) The arbitrators are to make and publish their award, in writing, signed by each of them concerning the matters referred, to be delivered to the parties no later than 48 hours from the conclusion of the hearing, unless otherwise agreed by the parties. The arbitrators may, in their discretion, furnish an opinion.

SECTION 4—CONDUCT AND RULES OF HEARING

- (A) The arbitrators may, in their absolute discretion, receive and consider any evidence they deem relevant to the dispute, whether written or oral, without regard to any formal rules of evidence.
- (B) The parties and their respective witnesses must, when required by the arbitrators, attend and submit to examination and cross-examination under oath as to all or any of the matters referred to in the proceedings and to produce and deposit with the arbitrators any or all evidence within their possession or control concerning such matters.
- (C) If a party defaults in any respect referred to in subsection 4(B), above, the arbitrators may proceed with the arbitration in their discretion as if no such evidence were in existence, insofar as it may be favorable to the party in default.
- (D) All presentations shall be controlled by the arbitrators. Any disputes regarding procedure shall be decided solely by the arbitrators.

SECTION 5—DUTIES OF ARBITRATORS

- (A) The arbitrators are to receive all evidence, prayerfully consider such evidence in an impartial manner, and render a decision which, based upon Scriptural principles, is fair to all parties.
- (B) The arbitrators have full power to order mutual releases to be executed by the parties, and either of the parties failing, such orders shall have the effect of a release, and may be duly acknowledged as such.
- (C) In the event that either party or a witness for either party shall fail to attend the arbitration hearing, after such written notice to such party as the arbitrators shall deem reasonable, the arbitrators may proceed in the absence of such party or witnesses without further notice.

SECTION 6—DECISION OF ARBITRATORS

- (A) It is preferred that the arbitrators reach a unanimous decision, but if a unanimous decision cannot be obtained, a majority decision will be accepted. The written decision of a majority of the arbitrators shall be final and binding on all parties, and judgment upon the award rendered by the arbitrators may be entered in any court having jurisdiction thereof. There is no appeal from the decision of the

arbitrators.

- (B) The decision of the arbitrators is to be kept confidential by all parties for a period of one year. For purposes of these procedures, the church membership may be informed of the decision if the church or any church pastors, officers, directors, employees, or board members were a party to the proceeding.
- (C) Should any party commence legal proceedings against another party with respect to the agreed scope of the dispute or the binding decision of the arbitrators, with the exception of an action to enforce the decision of the arbitrators, that party shall pay to the other party all expenses of said proceedings, including reasonable attorneys' fees. In the event it becomes necessary for one party to commence legal proceedings to enforce the decision of the arbitrators, the non-prevailing party must bear all of the costs of said proceedings, including reasonable attorneys' fees.

SECTION 7—PARTIES TO COOPERATE

No party shall unreasonably delay or otherwise prevent or impede the arbitration proceedings. No party will involve the news media in the dispute in any way. No party shall publicize the dispute in any way to anyone not a party to the proceedings, except as permitted by the arbitrators and except that a party may disclose the proceedings of this arbitration to his or her spouse, legal counsel, accountants, insurance carrier, and as otherwise required by law.

SECTION 8—COSTS AND EXPENSES

Each party shall pay his or her own costs and expenses related to presenting the party's case to the arbitrators. The costs of the arbitration, including any fees for the arbitrators is to be shared equally by both parties.

SECTION 9—AMENDMENTS

These Procedures for Arbitration may be revised or amended by a majority vote of the board of deacons present and voting at any regular board meeting.

SECTION 10—ADOPTION

- (A) These Procedures for Arbitration were adopted by a majority vote of the board of deacons.
- (B) These Procedures for Arbitration supersede any other Procedures for Arbitration previously adopted by the board of deacons, if any exist.

Date Approved
Directors/Deacons

Chairman, Board of