brookdale
BAPTIST CHURCH

BELIEFS & PRACTICES

OF BROOKDALE BAPTIST CHURCH

Welcome

Welcome to Brookdale Baptist. For more than 50 years we've been helping people take their next steps in following Christ. We're grateful that you want to learn more about our beliefs, practices, and purpose as a church!

Our adventure of faith began in 1969 when Pastor John Schroder partnered with several families in Moorhead to form a gospel-preaching, Bible-teaching church. Since that time God has answered many prayers and has proven himself to be faithful in every way.

We praise God for what he has done and believe that the best and brightest days are still ahead. As new days bring new challenges, we know that the Word of God will guide us, and the Spirit of God will enable us to fulfill our mission together for the glory of God.

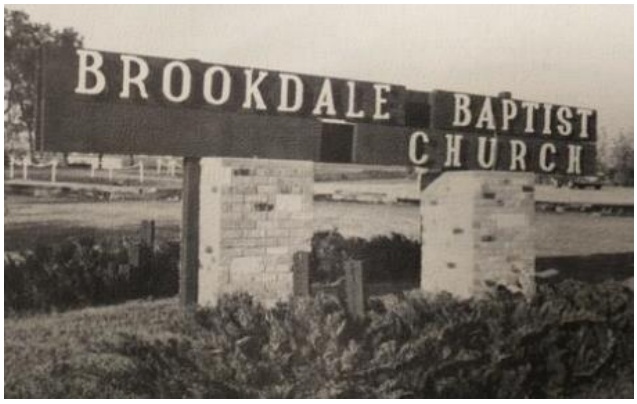
We are glad to introduce you to our growing, spiritual family and would praise God if your next steps in following Christ would include becoming a member of the growing Brookdale church family. To learn more, we invite you to visit BrookdaleMinistries.org. If you have any questions about our beliefs and practices, please do not hesitate to ask!

Grace and Peace.

Pastor Thomas

Overview

Mission and Values	2
Core Beliefs	4
Expanded Beliefs	6
Membership	10
Officers	14
Business Meetings	22
Educational Ministries	24
Procedural & Legal Matters	25



Brookdale Baptist Church Bylaws

ARTICLE 1
NAME AND PURPOSE

1.01—NAME

This congregation of believers shall be known as Brookdale Baptist Church and shall be incorporated in the state of Minnesota.

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 (IRC) of 1986, for such purposes including, but not limited to, proclaiming the Gospel of the Lord Jesus Christ; establishing and maintaining religious worship; educating believers in a manner consistent with the requirements of Holy Scripture; and maintaining missionary activities in the United States and around the world.

1.03—MISSION

To help people of all ages take their next steps in following Christ.

1.04—CORE VALUES

These core values keep us focused on our mission and express the biblical priorities that influence our decisions, plans, and programs as a church.

BIBLICAL AUTHORITY

Christ said, "It is written, 'Man shall not live by bread alone, but by every word that comes from the mouth of God'" (Matt 4:4). Therefore, we study, teach, discuss, and apply what the Bible says as God's unchanging, life-changing message for us today.

HEARTFELT WORSHIP

Since Christ taught us to worship God "in spirit and truth" (John 4:24), we want to magnify God's goodness and greatness through reverent, vibrant worship together on Sunday and conscientious personal choices throughout the week which honor God's presence in our lives.

CLOSE RELATIONSHIPS

Christ said, "Whoever does the will of God is my brother and sister and mother" (Mark 3:35). This statement motivates us to draw together through the joys and struggles of life as a spiritual, intergenerational family who connects, spends time with, and mentors one another in all aspects of life.

DEVOTED SERVICE

Christ insisted that he "did not come to be served, but to serve, and to give his life a ransom for many" (Mark 10:45). Following his example, we commit our resources, time, and abilities to accomplish our mission, believing that every member plays a vital role.

COMPASSIONATE OUTREACH

Knowing that Christ was frequently "moved with compassion" for people (Matt 6:34-42), we desire to share his love with the people around us and around the world by meeting their needs and - most importantly - introducing them to the good news of forgiveness from sin and assurance of a relationship with God forever.

ARTICLE 2
STATEMENT OF FAITH

2.01—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 this Statement of Faith accurately represents the teachings of the Bible and, therefore, governs the behavior, ministry, and teaching of all members, staff, and volunteers. All activities permitted or performed in any facilities owned, rented, or leased by this church, or engaged in by any member of the church staff (volunteer or paid), and all decisions of the administration of this church shall not undermine this Statement of Faith. In all conflicts regarding the interpretation of this Statement of Faith, the pastoral team, on behalf of the church, shall be responsible to provide necessary clarification.

2.02—STATEMENT OF FAITH

A. Core Beliefs

THE SCRIPTURES

We believe every word of the Bible has been inspired by God without error in the original writings. This includes the Old and New Testaments. The Bible is complete, and we receive no new revelation from God today. As the Word of God, it is our supreme authority for faith and life. 2 Tim 3:16-17; 2 Pet 1:19-21

THE TRIUNE GOD

We believe in one eternal God who exists as three coequal, coeternal persons: Father, Son, and Spirit. He is unchanging, self-sustaining, all-powerful, all-knowing, and present everywhere. He is perfect in holiness and love, reliable in justice, generous in mercy, the source of all good, and good in every way. As the maker and ruler of all things, he is worthy of all possible honor, praise, obedience, trust, love, and service. Exo 20:2-3; Rev 4:11; 1 John 5:7

THE LORD JESUS CHRIST

We believe that the second Person of the triune God, through the virgin birth, became a human being while also retaining his deity as the eternal Son of God. He lived a perfect and sinless life, died as the once-for-all sacrifice for our sins, arose from the grave three days later (physically and spiritually), ascended to heaven in majesty and victory, and intercedes for those who believe on him. Matt 1:18-25; John 1:1-2; Heb 7:25; 1 John 5:20

THE HOLY SPIRIT

We believe that the third Person of the triune God has provided us with Scripture, persuades us to believe on Christ, and permanently indwells believers from the moment of salvation onward. He enables us to receive and obey the teaching of Scripture,

overcome sinful behavior and temptation, serve other believers, and witness to nonbelievers. Matt 28:19; John 14:16-17; Rom 8:14, 16, 26-27; Heb 9:14

SATAN

We believe that Satan is a fallen, rebellious angel who is the powerful ruler of evil forces and is the cruel, divisive, and unholy god of this age. He is destined to fail and will receive final, eternal judgment in the Lake of Fire. Matt 4:1-3; 2 Cor 4:4; Rev 20:10

CREATION

We believe that God created the universe and everything in it in a period of six solar days. Human beings did not evolve from another life form, but God created us directly and uniquely in his image so that we would reflect his glory and rule over his creation with him. Gen 1-2; Exo 20:11; Col 1:16-17; John 1:3

GENDER AND MARRIAGE

We believe that God has designed the male and female genders as spiritually equal before him and mutually significant in the home, the church, and society, assigning to men and women distinct and special purposes and roles. Marriage is the union of one man and one woman for life, and God prohibits any sexual activity outside of or contrary to this union. Gen 1:27; 2:25; 1 Thess 4:1-8; Heb 13:4

OF THE FALL OF MAN

We believe that man sinned by disobeying the revealed will of God, receiving death as the necessary consequence. This consequence includes spiritual death (separation from God), physical death, and eternal death and punishment in the Lake of Fire. Every human being is born with a sinful nature in need of God's salvation. Gen 3:1-6; Rom 1:18, 32; 5:19

SALVATION

We believe that God saves anyone who will turn away from his or her sinfulness, false gods, and personal attempts at good works to believe on Christ alone as Lord and Savior. God provides this grace entirely through the death and resurrection of Christ. God guarantees every believer permanent forgiveness of sins, a restored relationship with him, and endless life in his kingdom. Eph 2:8; Acts 15:11; Rom 3:24; John 3:16; 10:28

THE CHURCH

We believe that the church is a spiritual fellowship of believers worldwide that functions as independent local congregations under the authority of Christ. A congregation consists of baptized, committed members who have joined together to govern themselves in harmony with Scripture, meet regularly for worship and biblical instruction, serve one another in love, and spread the good news of salvation to their community and world. A church may cooperate with other biblical churches to uphold sound

doctrine and promote gospel outreach. Matt 28:19-20; Acts 2:41-42; Eph 1:22; Eph 4:12-16; Heb 10:24-25

THE ORDINANCES

We believe that Christ has instructed believers to obey two special commands: baptism and the Lord's Supper. Those who believe on Christ for salvation should provide a clear testimony of faith through public baptism by immersion. This is a prerequisite for church membership. Church members should also participate in the Lord's Supper with their church on a recurring basis to remember the significance of Christ's death and look forward to his return. These practices do not provide salvation or secure God's favor. Matt 26:26-28; 28:19; Acts 8:26-39; 16:31-33; Rom 6:3-5; 1 Cor 11:23-29

BEHAVIOR AND ASSOCIATIONS

We believe that we should refrain from worldly and immoral practices and philosophies which are contrary to God's will as revealed in Scripture, including legalism and self-indulgence. As a church, we must also refrain from endorsing or partnering for religious causes with a person, church, or organization that identifies as 'Christian' and yet denies the essential doctrines of the Christian faith or causes doctrinal division within the church. Such entities include but are not limited to universalism, Mormonism, Jehovah's Witnessism, ecumenism, Roman Catholicism, Greek Orthodoxy, Charismaticism, King James Onlyism, the social gospel, the prosperity gospel, and liberation theology. We will seek fellowship with the General Association of Regular Baptist Churches at both the state and national level. Rom 12:1-2; 16:17-22; 1 Cor 5:9; 1 John 2:15-17; 2 John 1:7-11

CIVIL GOVERNMENT

We believe that God appointed civil government to promote freedom, justice, and order in society. Believers should honor and pray for government officials, disobeying civil authorities only when they require disobedience to God. Mark 12:17; Acts 5:29; Rom 13:1-7; 2 Tim 2:1-7

THE FUTURE

We believe that Jesus Christ will return bodily, personally, suddenly, and visibly to Earth to establish his kingdom, fulfill his promises to his people, and make all wrongs right. He will physically resurrect all who have died, and we will all appear before him for a final judgment. Nonbelievers will suffer everlasting punishment in the Lake of Fire, and believers will enjoy life with Christ in the New Heaven and Earth forever. Dan 7:13-14; 12:2-3; Acts 1:6-8, 11; Rev 18-22

B. Expanded Beliefs

GENDER, MARRIAGE, AND SEXUALITY

We believe that the term "marriage" has only one legitimate meaning, which is marriage sanctioned by God, joining one naturally born man and one naturally born woman in a single, covenantal union as delineated by Scripture. Marriage ceremonies performed

in any facility or space owned, leased, or rented by this church will be only those ceremonies sanctioned by God, joining one man with one woman as their genders were determined at birth. Whenever there is a conflict between the church's position and any new legal standard for marriage, the church's Statement of Faith, doctrines, and biblical positions will govern. Gen 2:24; Eph 5:22-23; Mark 10:6-9; 1 Cor 7:1-9

We believe that God has commanded that no intimate sexual activity be engaged in outside of marriage as defined in (a) above. We believe that any other type of sexual activity, identity, or expression that lies outside of this definition of marriage, including those that are becoming more accepted in the culture and the courts, are contradictory to God's natural design and purpose for sexual activity. These contradictory behaviors include but are not limited to homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography. Gen 2:24; 19:5; Lev 18:1-30; Rom 1: 26-29; 1 Cor 5:1; 6:9-10; 1 Thess 4:1-8; Heb 13:4

We believe that God creates each person as male or female. These two distinct, unchangeable genders together reflect the image and nature of God, and the rejection of one's biological gender is a rejection of the image of God within that person. Gen 1:26-27

DIVORCE

We believe that God disapproves of divorce except in cases of adultery, abuse, or abandonment, in which case we believe that remarriage is lawful in the sight of God. Deut 24:1-4; Mal 2:14-17; Matt 19:3-12; Mark 10:11-12; Rom 7:1-3; 1 Cor 7:10-16

SANCTITY OF LIFE

We believe that human life begins at conception and that an unborn child is a living human being. Therefore, abortion is murder and constitutes the unjustified, unexcused taking of an unborn human life. Job 3:16; Psa 51:5; 139:13-16; Isa 44:24; 49:1, 5; Jer 1:5; 20:15-18; Luke 1:36, 44.

We believe that an intentional act or omission that facilitates premature death is assuming a decision that is to be reserved for God. We do not believe that discontinuing medical procedures that are extraordinary or disproportionate to the expected outcome is euthanasia. Exo 20:13; 23:7; Matt 5:21; Acts 17:28

LOVE

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking his mercy and forgiveness through Jesus Christ. We also believe that every person must be treated with compassion, dignity, kindness, love, and respect. Harassing and hateful attitudes or behavior shall not be tolerated. Acts 3:19-21; Mark 12:28-31; Luke 6:31

We believe that we shall 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 graciously, humbly, gently, and patiently with such people. 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 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; Tit 3:2; 1 Pet 3:8-9; 1 John 3:17-18

LAWSUITS WITHIN THE CHURCH

We believe that Christians are prohibited from bringing civil lawsuits against fellow members of the church and against the church itself. 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

PROTECTION OF CHILDREN

We believe that children are from the Lord and absolutely must be protected within the church from any form of abuse or molestation. The church has zero tolerance for any person, whether paid staff, volunteer, member, or visitor, who abuses or molests a child. Psa 127:3-5; Matt 18:6, 19:14; Mark 10:14

FAMILY RELATIONSHIPS

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) of the church. Gal 3:28; Col 3:18; 1 Tim 2:8-15; 3:4-5, 12

We believe that God has ordained the family as the foundational institution of human society. The husband is to love his wife as Christ loves the church. The wife is to submit herself to the spiritual leadership of her husband as the church submits to the headship of Christ. Children are a wonderful gift and heritage from the Lord. Parents are responsible for teaching their children spiritual and moral values through consistent lifestyle example and appropriate training and discipline. Gen 1:26-28; Exo 20:12; Deut 6:4-9; Psa 127:3-5; 22:15; Mark 10:6-12; 1 Cor 7:1-16; Eph 5:21-33; 6:1-4; Col 3:18-21; 1 Pet 3:1-7

In the Bible, God entrusts parents with responsibility for their children, and church activities and Christian schools by design operate on behalf of the parents. These responsibilities include decisions regarding church attendance, education, healthcare, discipline, and a variety of other life choices. God instructs parents to train their children consistent with their faith. Exo 20:12; Deut 4:6, 6: 6-9; Psa 127:3-5; Eph. 6:4; Prov 4:20-23, 19:18, 22:6

END TIME EVENTS

In addition to our previously stated beliefs about the future, we teach a pretribulational, premillennial return in which Christ will appear suddenly in the air (called "the rapture") to gather all believers from the world, followed by a seven-year period of judgment (called "the tribulation"), after which he will reign over the Earth for a thousand years from Jerusalem (called "the millennium") and fulfill his promises to Israel as given to Abraham, Moses, David, and the Old Testament prophets.

We believe this understanding best reflects a clear reading of God's promises to Israel and maintains a biblical distinction between the nation of Israel and the church. Though we acknowledge that genuine believers hold a variety of views about the details and timing of end-time events, we agree to teach a pretribulational, premillennial interpretation to encourage unity within the church. Those who hold a different perspective should do so in a gracious, non-divisive way. Gen 12:1-32 Sam 7:12-16; Daniel 9:24-27; Acts 1:11; 1 Thess 4:14-17; 2 Cor 5:10; Rev 20-22.

ARTICLE 3
MEMBERSHIP

3.01—QUALIFICATIONS FOR MEMBERSHIP

Those seeking membership must:

A. Through their actions, words, lifestyle, and affiliations, exhibit evidence of a genuine testimony of faith in Jesus Christ alone as God and Savior.
B. Review pre-membership material with a member of the congregation, familiarizing themselves with the church's Statement of Faith, bylaws, and general practices, policies, and expectations of members.
C. Be interviewed by some members of the pastoral and deacon teams to ensure they fully subscribe to the Statement of Faith contained herein and agree to submit to being discipled by and serving alongside the pastors and members of the body.
D. Membership shall be granted upon the recommendation of the pastors (and the deacons when only one pastor is installed), a majority vote of the church members at a regular church meeting, and upon fulfillment of any one of the following conditions:
    1. Baptism at this local church following a profession of faith as a believer in Christ Jesus as personal Savior;
    2. A letter of transfer from another gospel-preaching, Bible-believing church, 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; or
    3. By public testimony of faith, having been baptized by immersion in another gospel-preaching Bible-believing church of like faith.
E. When a younger member reaches eighteen years of age, they automatically qualify as a full voting member.

3.02—PRIVILEGES OF MEMBERSHIP

A. Only members of at least eighteen years of age who are physically present at a duly called meeting of the church shall be entitled to vote or hold an office. 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(s), with the assistance of the deacons as needed.
B. This congregation functions as a body under the headship of the Lord Jesus Christ, accountable to the Scripture, and guided by the pastoral team as the under-shepherd(s), with the assistance of the deacons as needed. Determination of the internal affairs of this church are ecclesiastical matters and shall be determined exclusively by the church's own rules and procedures.
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 lead pastor or individual designated by the 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, at the discretion of the lead pastor or person designated by the deacons, be treated as a trespasser.

D. A member may inspect the prepared annual financial statement of the church and the minutes of the proceedings of church and committee meetings, provided they shall have made a written request to the church stating the precise records requesting to be viewed and the reason for the request, and the church has received the written request at least five business days before the requested inspection date. Requests may be denied if such request is deemed to be frivolous by a majority vote of the deacons. Deacon meeting minutes and discipline committee meetings, as well as other information involving privacy interests such as, but not limited to, donor records, lists of names and addresses of church members, individual benevolence, individual salaries, health information, background checks, and Social Security numbers, are exempt from this provision and are not subject to inspection without a court order. Members may not copy or take digital images or records of any ministry record without authorization from a pastor or deacon. Members agree that information obtained from any inspection of records shall be kept in the strictest confidence.

3.03—TERMINATION OF MEMBERSHIP

A. The membership of any individual member shall terminate automatically without notice if the member in question has not attended a regular Sunday worship service of the church in the preceding year. This provision shall be traced from the annual business meeting forward but may waived at the discretion of the lead pastor upon the showing of good cause.

B. The membership of any individual member shall terminate automatically without notice if the member in question adopts opinions—verbally, in print, or in any other manner or medium—that are in direct contradiction to the church's Statement of Faith. Since agreement with the church's Statement of Faith is a requirement for membership in this church, the member's non-conforming statements shall be treated by the pastoral team and the deacons (in the absence of multiple pastors) as the member's resignation.

C. The membership of any individual member shall terminate automatically without notice if the member in question unites in membership with another church.

D. The membership of any individual member shall terminate automatically without notice if a member in question files a lawsuit in violation of section 2.02(B) regarding lawsuits within the church.

E. The membership of an individual member shall terminate automatically upon their death.

F. For any memberships terminated in accordance with the above provisions, with the exception of memberships terminated under (E) above, the church shall make a

reasonable effort, whether by letter or other means, to inform the prior member of the termination.

3.04—TRANSFER OR RESIGNATION OF MEMBERSHIP

Members not under the disciplinary process of section 3.05 may request that letters of transfer be sent to another church. A member may resign at any time, but no letter of transfer or written statement of good standing shall be issued upon such resignation, except at the discretion of the lead pastor.

3.05—DISCIPLINE OF A MEMBER

A. The practice of church discipline provides accountability to follow sound doctrine and a godly life, pursuing the ultimate goal of forgiveness, reconciliation, and restoration.
B. 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, they should go to the offending party and seek to restore the offender. Before going, the confronter should first examine themselves and go with a spirit of humility and the goal of restoration.
C. If reconciliation is not reached, a second member should accompany the one seeking to resolve the matter by going again to the offending party. 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 taking the steps outlined in subsections (A) and (B), the two members aware of the offense shall, in keeping with Matthew 18, bring the issue before the pastor(s) and deacons, who shall function as representatives of the church body.
E. If the pastor(s) and deacons agree with the member that the offending conduct is of such magnitude that it hinders the spiritual growth and testimony of the member or the body as a whole, they shall attempt to meet with the offending member.
F. Each of the steps mentioned previously may be repeated rather than rushed, exhibiting compassion, discretion, and patience, to provide the offending member with every opportunity to be reconciled
G. If reconciliation is not reached, the pastor(s) and deacons, as representatives of the church body, shall, upon a majority vote of those present at a meeting of that group, terminate the offending individual's membership without further notice to them. Unless the matter involves an issue of safety or security to the members of the church at large, the specifics of the matter shall not be addressed in a public forum or with the general church membership, though a general explanation may be provided as deemed appropriate.
H. If a member's failure is of a public and severe nature that endangers the safety or testimony of the church, then a more rapid response may be required which bypasses the intermediary steps. If a person calls ahead to remove their name from the membership role, the church shall honor this request and must forgo any

remaining steps in this process, though members may continue to pray for and seek the restoration of the departed member in an unofficial capacity as friends.

I. The pastor(s) and deacons shall be entitled to the same steps as other church members and be subject to the same discipline. If a pastor or a deacon is the subject of a disciplinary matter, he shall not be permitted to vote on his own membership termination.

J. For any memberships terminated in accordance with these bylaws, the pastor(s) and deacons may cause a letter to be written informing the prior member of the termination, although he is not required to do so. The congregation shall be notified of any members who have been removed in the membership report provided at the annual business meeting.

K. 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.

3.06—AFFILIATED CO-LABORER

Those desiring fellowship, accountability and opportunities for service with this church on a temporary basis but who maintain membership in a like body of believers outside this locality 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 pastoral team or their designee. This affiliation does not, however, grant membership or the rights of membership to the individual(s) so affiliated. 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 church must make a request to a member of the pastoral team or their designee who shall determine if affiliated co-laborer status should be granted to the individual. If the pastor(s) so determine, the person may be granted co-laborer status upon a majority vote of the pastor(s) and deacons, and this status shall be annulled the same way.

ARTICLE 4
OFFICERS

4.01—DESIGNATION OF CORPORATE OFFICERS

As an accommodation to legal relationships outside the church, the lead pastor shall serve as president of the corporation; the lead deacon shall serve as vice president of the corporation; the church clerk shall serve as secretary of the corporation; and the church treasurer shall serve as treasurer of the corporation. The pastors and deacons shall constitute the board of directors of the corporation.

4.02—CHURCH OFFICERS

The church officers are pastor(s), deacons, clerk, treasurer(s), and any other officers the church deems necessary.

4.03—ELIGIBILITY FOR CHURCH OFFICERS

A. Only church members in good standing who are age eighteen and older are eligible for election or appointment to any church office or position.
B. 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.
C. A member may hold no more than two elected offices at the same time.

4.04—ELECTION OF CHURCH OFFICERS

The annual election of officers, other than pastors, by the church membership shall occur during the month of January at the annual church business meeting. Officers of the church must be elected by a majority of the eligible membership present at a regular or special church business meeting. The lead pastor, from time to time as he deems appropriate, may appoint other church officers, subject to a confirmation vote by a majority of the eligible church membership, present and voting at any regular or special church business meeting. Members may submit to the pastors and deacons names of recommended nominees for corporate offices. Recommendations must be received no later than six weeks prior to the annual meeting. The pastor(s) and deacons shall then serve as the nominating committee for all general elections of officers.

4.05—TERMS OF SERVICE FOR OFFICERS

A. The relationship between the lead pastor (also called lead elder) and the church shall be permanent unless dissolved at the option of either party by the giving of a minimum one month's notice. The terms and length may be altered by mutual consent between the pastor and deacons. The severance of the relationship between the lead pastor and the church may be considered at any regular or special church business meeting by following the procedures outlined in Article 6, provided notice of the meeting is given from the pulpit to the church two consecutive Sundays prior to the meeting. A majority of the eligible members present, and voting

shall be required to remove the pastor from office. Disciplinary removal of the pastor from office automatically terminates his membership.

B. Any elected officer may be removed from office before their term expires for any reason stated or unstated upon motion by any deacon and an affirmative majority vote of the pastor(s) and other deacons at a duly called meeting of the deacons. No congregational vote is necessary for the removal of an officer. This process is intended to protect the personal or private information of any officer being removed from office.
C. The term of service for all offices and elected positions in the church, except the pastor(s) and other staff members, shall be one year, at the expiration of which the same people may be re-elected or re-appointed.
D. A vacancy occurring in any office or of the deacons, except in the case of a pastor, may be filled at any regular church business meeting by a majority vote of eligible members present.
E. All elected and appointed officers shall serve in their respective offices until their successors are duly elected or appointed, unless removed for disciplinary reasons.

4.06—CALLING A LEAD PASTOR

A. Upon the resignation, death, or dismissal of the lead pastor, the church shall seek a candidate who subscribes to the Statement of Faith and bylaw provisions of the church, whose life aligns with the qualifications of a pastor as described in I Timothy 3:1-7 and Titus 1:6-9, and who has been ordained to pastoral ministry by a church of like faith and practice. The church shall abide by the following guidelines for calling a lead pastor:
    1. The deacons shall select a pulpit committee to consist of all deacons and up to five other members elected by a majority vote of the deacons. The pulpit committee shall interview potential candidates and shall only consider men who completely subscribe to the Statement of Faith and who have read these bylaws.
    2. The interview process for selecting a pastoral candidate shall include, at a minimum, the following: a background check, a credit check, a reference check, and the completion of a detailed application that explains the potential candidate's philosophy of ministry as well as his positions on issues of doctrinal significance.
    3. As deemed appropriate by the deacons, elements of 4.06.B and 4.06.C may be waived if the candidate is already an associate pastor of the church who has already satisfied those elements previously.
    4. Upon a majority vote of the pulpit committee, the pulpit committee shall formally announce the candidate to the church, after which the candidate must preach at least one regularly scheduled Sunday church service and be available for a church-wide question/answer time prior to being voted upon by the church membership.
B. Notice from the pulpit must be given two consecutive Sundays prior to a formal candidate's preaching service(s), after which the church membership shall vote the following Sunday.

C. The candidate must be elected as lead pastor by a two-thirds majority vote of members present and qualified to vote. This vote shall be taken by written, secret ballot at a meeting at which the candidate is not present. The pulpit committee shall present for consideration to the membership only one candidate at a time, and an up or down vote must be cast prior to consideration of other potential candidates.
D. The pulpit committee is responsible for creating a salary and benefit package for an incoming lead pastor which, if outside the current year's budget parameters, is subject to congregational approval.
E. The lead pastor's salary and benefits shall be reviewed by the deacons as part of the annual budget process.

4.07—CALLING AN ASSOCIATE PASTOR

A. Though a lead pastor may serve the church adequately on occasion, the church should desire and endeavor to appoint multiple pastors (also called elders) whenever possible and as the needs of the church may require. In such cases, additional pastors shall be considered "associate pastors."
B. Though the lead pastor shall assume full responsibility for all pastoral decisions and the oversight of the church, he shall do so in close consultation with any associate pastors on the pastoral team, endeavoring to foster and practice the godly harmony and humility that a pastoral team should exhibit (Acts 13:1; Phil 2:3-4; 1 Pet 5:1-6)
C. Candidates for associate pastor must be recommended by the lead pastor and meet the same qualifications as a lead pastor given in 4.06.A and 4.06.B, including ordination.
D. The lead pastor shall recommend a candidate for associate pastor to the deacons and to any current associate pastors. Upon a majority vote of the current deacons and pastors, the lead pastor shall formally announce the candidate to the church, after which the candidate must preach at least one regularly scheduled Sunday church service and be available for a church-wide question/answer time prior to being voted upon by the church membership.
E. Notice from the pulpit must be given two consecutive Sundays prior to a formal candidate's preaching service(s), after which the church membership shall vote the following Sunday.
F. The candidate must be elected as associate pastor by a two-thirds majority vote of members present and qualified to vote. This vote shall be taken by written, secret ballot at a meeting at which the candidate is not present.
G. Associate pastors may be elected for either full-time, part-time, or unpaid roles and each arrangement must be agreed upon mutually by the candidate and congregation. Whether an associate pastor shall receive pay and/or benefits shall be determined by factors such as the nature and scope of the pastoral work required and the man's effectiveness in ministry.
H. When pay and/or benefits are offered or adjusted, the deacons are responsible for creating a salary and benefit package which, if outside the current year's budget parameters, is subject to congregational approval.

I. The lead pastor and deacons are responsible for creating a salary and benefit package for an incoming associate pastor which, if outside the current year's budget parameters, is subject to congregational approval.
J. Any associate pastors' salaries and benefits shall be reviewed by the lead pastor and deacons as part of the annual budget process.

4.08—PASTORAL MEMBERSHIP

Any man who is appointed as pastor from outside the current church membership shall assume pastoral duties once he has been received as a member by the congregation. This shall normally occur on the first Sunday following his arrival.

ARTICLE 5
DUTIES AND FUNCTIONS OF OFFICERS

5.01—PASTOR(S)

A. Pastors shall regularly preach the gospel and teach the whole counsel of the Word of God. They shall oversee the administration of the ordinances of the church, supervise the teaching ministries of the church, and watch over the spiritual interests and needs of the membership. The lead pastor shall act as moderator, or appoint a moderator, at all church meetings for the transaction of church matters and shall accept responsibility in all conflicts regarding interpretation of Scripture.

B. The lead pastor or an associate pastor shall publicly inform all newly elected officers of the functions and responsibilities of their respective offices, 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 the position of pastor. A pastor shall be free to choose the means and methods by which he exercises the ministry God has given him in close consultation and harmony with the members of the pastoral team.

C. 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 any other purposes, are under the oversight of the pastoral team, who, with the assistance of the deacons as needed, shall determine the appropriateness of all property use, as well as persons permitted to use the church property.

D. The lead 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 lead deacon in the case of a vacancy in the office of pastor or where the pastor is temporarily unable to perform his duties) shall be responsible to coordinate administrative duties and 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.

E. The pastoral team, with the assistance of the deacons as needed, shall be responsible to establish mandatory safety and security procedures for all ministries and programs. There shall be a zero-tolerance policy with regard to abuse of minors, and any reasonable suspicions of child abuse alleged to be perpetrated by staff, volunteers, members, or non-members shall be reported to the appropriate law enforcement or child abuse prevention authorities. The pastoral team shall be responsible to provide yearly child abuse prevention training for all staff and volunteers. Associate pastors shall assist the lead pastor in meeting the administrative and spiritual needs of the church as they have mutually agreed to do so. The lead pastor may delegate any pastoral duties to an associate pastor, with the exception of duties pertaining to the lead pastor's role as president of the corporation.

F. As members of the pastoral team, associate pastors should exhibit the same humility and harmonious spirit which are expected of lead pastors, working together closely with the lead pastor and any other associate pastors.

G. In the event of a lead pastor vacancy, the associate pastor (if there is only one) shall assume automatically and temporarily all interim lead pastor duties until the church has called a new lead pastor. If there are multiple associate pastors, then the deacons shall nominate as soon as possible the associate pastor whom they believe is best suited to the interim lead pastor role. They shall determine this by a simple majority of the deacons and the consent of the associate pastor himself. They shall then provide the church with a two-week notice of their recommendation and the announcement of a special meeting, at which meeting the congregation shall confirm the interim lead pastoral candidate by a simple majority of the members present.

5.02—DEACONS

A. The deacons shall assist the pastor(s) in promoting the unity, efficiency, and testimony of the church. The deacons are responsible to make preparations for the observance of church ordinances and may be asked to assist in considering applications for church membership and affiliated co-laborers. The deacons shall consider benevolence needs, disburse the benevolence fund in cooperation with the pastor(s), conduct regular home and hospital visits, and assist the pastor(s)in evangelistic efforts of the church. The deacons shall assist the pastor(s) in caring for the service-oriented needs of the church including, but not limited to, financial, maintenance, missions, property, and technological needs. They shall provide the pulpit supply and choose a moderator for church meetings if a pastor is unavailable or the office of pastor is vacant. Upon the death, resignation, or dismissal of the lead pastor, the deacons shall appoint a pulpit committee.

B. Following the annual church business meeting, the deacons shall assemble and elect, from their own number, a lead deacon and a secretary for their meetings. In addition to the various functions specifically granted the deacons under these bylaws, the board of directors has authority to exercise the following functions, upon authorization by a majority vote of the eligible church members at a duly called church business 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.
    3. To exercise all powers necessary for the dissolution of the church corporation.

C. To maintain the duties of loyalty to the church, confidentiality of church information, and fiduciary care regarding church finances, and a spiritual duty to pray for and support the church with their time, talents, and treasures.

D. All functions of the board of directors shall be compatible with the laws of the state of Minnesota.
E. The deacons shall, in conjunction with the pastor(s), conduct periodic ministry liability and safety reviews of the following policies and/or topics as needed: child protection, including but not limited to worker screening procedures, child abuse reporting procedures, and worker training on child abuse prevention; building safety; security measures; insurance; financial accountability; transportation; sexual harassment; policies listed in IRS Form 990, including a whistleblower policy, a document retention and destruction policy, and a church financial investment policy (if applicable).
F. Each board member shall review the bylaws on an annual basis.

5.03—CLERK

The church clerk, along with any assistant, shall:

A. 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 records of any special events which are of historical interest to the church; and shall deliver such documents to his or her successor upon leaving office.
B. Maintain and file minutes of all church business meetings, including the time and place of holding, the notice given, 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; and 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 clerk, or their refusal or neglect to act, notice may be given and served by the pastor or by the lead deacon.

5.04—TREASURER

The church treasurer, along with any assistant(s), shall:

A. Count, or cause to be counted, along with a deacon or person appointed by the deacons, and record in a permanent record all cash monies received as church offerings. This shall be done following each church service or day of services.
B. Whenever possible, the treasurer and at least one assistant treasurer should divide their duties so that one handles disbursements and the other handles income.
C. Whenever possible, the treasurer (and any assistant treasurers) shall also be deacons.

D. Convey in a timely manner all funds received to the person designated by the deacons for verification and deposit in the bank, including monies received from outside sources.
E. Maintain a permanent weekly record of individual giving for all donations, offerings, contributions, and gifts, and guard the confidentiality of these records. Issue an official receipt to each contributor at the end of the fiscal year.
F. Keep an accurate, accessible, 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 the pastors or deacons, and for annual, quarterly or otherwise special or regular business meetings; and deliver such records to their successor upon leaving office.
G. The deacons shall appoint at least two individuals from within the church to perform an annual audit of the church's disbursements and receipts. In addition, the deacons should arrange an external audit conducted by a certified, independent CPA at a minimum of every five years.

5.05—DUTIES OF ALL OFFICERS

A. Officers shall be prepared to report on their activities at the annual church business meeting when requested 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 shall be accessible to and in possession of the church.
B. Any officer who neglects their duties as outlined in the bylaws may be removed from office as defined in Article 4.05.B.

ARTICLE 6
BUSINESS MEETINGS

6.01—CHURCH REGULAR BUSINESS MEETINGS

A. The annual church business meeting, for the election of officers and the transaction of other business, shall be held in January. A quorum shall consist of the eligible voting members present. Public notice of the meeting shall be given from the pulpit for two successive Sundays immediately preceding the meeting. Officer nominees, budget, and agenda shall be made available for review at least two weeks prior to the annual meeting.
B. The lead pastor or his designee shall serve as moderator of church business meetings. In the temporary absence of a pastor, or if the office of pastor is vacant, the lead deacon or his designee shall serve as moderator. In the event of a conflict of interest, the board may substitute a moderator.
C. 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.
D. For any meeting under this article, the moderator, in his sole discretion, shall have full and unilateral authority to require nonmembers (or children, if circumstances so warrant) to leave the meeting room and to require 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. If the moderator determines that compliance with his order of removal is unsatisfactory, he may, in his sole discretion, revoke the disruptive person's right to remain on the premises and treat the person as a trespasser.
E. Church business meetings shall be held either in person or online, but not both. Church business meetings, including the annual church business meeting and special meetings, may be held by electronic video means for the transaction of any business normally conducted during in-person church business meetings. A quorum shall be all eligible voting members attending the virtual meeting, and voting shall be conducted by any means deemed acceptable by the pastors and deacons. Notice of business meetings and other notice required by these bylaws shall be provided by email, the church website, social media site, text message, and/or other methods deemed by the deacons to be most likely to reach church members at least two weeks before the meeting. Such notice satisfies "notice from the pulpit" when that method of notice is otherwise required by these bylaws. Attendance at the meeting without protest shall be deemed a waiver of notice.
F. The fiscal year of the church shall begin January 1 and end December 31.

6.02—CHURCH SPECIAL BUSINESS MEETINGS

A pastor or elected officer may call a special church business meeting by giving notice from the pulpit to the church of such a meeting and the purpose for which it is called at

least one Sunday and not less than one week prior to said meeting. A meeting for the calling of a lead pastor or for the discipline or removal of the lead pastor shall be called in accordance with the provision of sections 4.05 and 4.06.

6.03—VOTING AT CHURCH BUSINESS MEETINGS

Voting at any church business meeting is limited to eligible members in good standing with the church who are physically present at the meeting; an exception to this in-person vote requirement exists if the church is meeting electronically as permitted by section 6.01 subsection E of these bylaws. Absentee voting is not permitted, and any member who is undergoing church discipline at the time of a vote is not permitted to vote. A majority vote shall constitute the requisite number of votes for passage of amendments and motions, whether by the pastors and deacons voting at a board meeting or by the members voting in a church business meeting.

6.04—MOTIONS AT CHURCH BUSINESS MEETINGS

Members who desire that a certain motion be made, or subject matter be discussed, during a regular or special business meeting must provide a written recommendation to a pastor or deacon two weeks prior to the set meeting or sooner, who shall 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 may be presented by the lead pastor and/or lead deacon (or other moderator if the office of pastor is vacant) unless the pastors or deacons have delegated authority to another member and/or officer to raise certain motions. No unplanned motions may be made from the floor, but recommendations may be made and accepted by the moderator at his discretion.

6.05—JOINT MEETINGS OF PASTORS AND DEACONS

A. Joint meetings of the pastors and deacons shall be held quarterly at minimum at such time and place as they determine. Notice of these meetings will be published two weeks in advance.
B. At each joint meeting, the lead deacon (or his designee from within the group) shall see that an agenda is established and that the meeting is conducted in an orderly and efficient manner. The secretary (or his designee from within the group) shall take and maintain minutes of the agenda and decisions made.

6.06—CHANGES TO A BUSINESS MEETING TIME AND FORMAT

In the event that uncontrollable or unforeseen circumstances, such as but not limited to inclement weather or a widespread health crisis, *necessarily* prevent the proper conducting of a previously called business meeting, the pastoral team may agree to either delay the meeting to a more feasible date and time or to arrange for an online meeting instead using an online web-conferencing platform. Such a change shall continue as a duly called meeting. If there is only one pastor, then such a change must be made in concert with the deacon team.

ARTICLE 7
EDUCATIONAL MINISTRIES

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 (either a Sunday School and/or a weekday educational program) for the purposes of reaching people for Christ and teaching Bible doctrine, godly worship, and biblical Christian living. To this end, the church shall engage in educational ministries.

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(s) (and deacons, if there is only one pastor), on behalf of the church, may permit non-church members to participate in church educational programs or courses of instruction if they deem it in accordance with the mission, values, and beliefs of the church.

7.03—AGREEMENT WITH STATEMENT OF FAITH

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

ARTICLE 8
COMMITTEES

8.01—COMMITTEES

The pastor(s) and deacons, on behalf of the church, may designate or form any committees and may appoint members of such committees as considered necessary and approved by the lead pastor(s) to be in the best interests of the church. These committees shall be considered temporary and may be annulled by the pastors or deacons at any time.

8.02—ACTIONS OF COMMITTEES

Committees 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 pastors and/or deacons, who shall have the right to overrule any plans or decisions made by the committee.

ARTICLE 9
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. If the church receives a designated contribution for these funds or for any other designated purpose, the church shall attempt to honor the designation; however, all designated contributions shall be deemed advisory rather than legally mandatory in nature and shall remain subject to the exclusive control and discretion of the lead pastor and the 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 10
CONFLICT OF INTEREST POLICY

10.01—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.

10.02—DEFINITIONS

A. Interested Person: Any director, officer, or member of a committee with governing board-delegated powers 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: Direct and indirect remuneration as well as gifts or favors that are not insubstantial.
D. Board: The board of directors of the church. The board shall determine procedures for determining a possible conflict of interest.

10.03—PROCEDURES

A. Duty to Disclose: 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 board and, if applicable, members of committees with governing board-delegated powers considering the proposed transaction or arrangement.
B. Determining whether a Conflict of Interest Exists: After disclosure of the financial interest and all material facts, including any presentations by and discussion with the interested person, they shall leave the board or committee meeting while the determination of a conflict of interest involving the transaction or arrangement is discussed and voted upon. The remaining board or committee members (as applicable) shall decide, by a majority vote, if a conflict of interest exists.

C. Procedures for Addressing the Conflict of Interest
    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.

D. Violations of the Conflict-of-Interest Policy
    1. If the board or committee 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.
    2. 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.

10.04—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 or committee'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.

10.05—COMPENSATION

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

B. A voting member of the board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the church, either individually or collectively, is not prohibited from providing information to any committee regarding compensation.

10.06—ANNUAL STATEMENTS

Each director, officer, and member of a committee with governing board-delegated powers shall annually sign a statement which affirms such person has received a copy of the conflict-of-interest policy; has read and understands the policy; has agreed to comply with the policy; and understands the organization is charitable and in order to maintain its federal tax exemption, it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

10.07—PERIODIC REVIEWS

To ensure the organization operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

A. Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's-length bargaining.
B. Whether partnerships, joint ventures, and arrangements with management organizations conform to the church's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes, and do not result in inurement, impermissible private benefit, or an excess benefit transaction.

10.08—USE OF OUTSIDE EXPERTS

When conducting the periodic reviews as provided for in 10.07, the organization may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the board of its responsibility for ensuring periodic reviews are conducted.

ARTICLE 11
BINDING CHRISTIAN ARBITRATION

11.01—SUBMISSION TO ARBITRATION

Members of the church must agree to submit to binding Christian arbitration any legal matters within the church that 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.

11.02—ARBITRATION PROCEDURES

The procedures for arbitration shall be as adopted by the deacons. If the deacons have not adopted procedures, the church shall use arbitration procedures provided by the National Center for Life and Liberty. This arbitration provision is ecclesiastical and faith-based in nature and is intended to operate under the rules and guidelines of this local church. It is not intended to operate under any state or federal guidelines for arbitration.

ARTICLE 12
TAX-EXEMPTION PROVISIONS

12.01—PRIVATE INUREMENT

No part of the net earnings of the church shall inure to the benefit of or be distributable to its members, trustees, officers, or other private persons for personal benefit, except that the church shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in section 1.02 hereof.

12.02—POLITICAL INVOLVEMENT

No substantial part of the activities of the church shall be the carrying on of propaganda or otherwise attempting to influence legislation. To the extent prohibited by law, the church shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of (or in opposition to) any candidate for public office.

12.03—DISSOLUTION

Upon the dissolution of the church, the board shall, after paying or making provision for payment of all the liabilities of the church, dispose of all assets of the church to such organization or organizations formed and operated exclusively for religious purposes as shall at the time qualify as an exempt organization or organizations under section 501(c)(3) of the Internal Revenue Code of 1986, as the board of directors shall determine. Assets may be distributed only to tax-exempt organizations that agree with the church's Statement of Faith.

12.04—NONDISCRIMINATION POLICY

The church shall not discriminate against members, applicants for membership, students, or others on the basis of race, color, nationality, or ethnic origin; however, as a religious institution it reserves the right to deny or terminate employment or to deny or terminate any other status of persons whose lifestyle, words, actions or otherwise do not align with the church's Statement of Faith, standard of conduct, or other policies of the church. This policy statement is not intended to waive the ministerial exception or any other exception or exemption to federal, state, or local antidiscrimination laws or regulations.

12.05—LIMITATION OF ACTIVITIES

Notwithstanding any other provision of these bylaws, the church shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes stated in section 1.02.

ARTICLE 13
AMENDMENTS

These bylaws may be revised or amended by a two-thirds majority vote of the eligible members present and voting at the annual, or special church business meeting, provided that said revision or amendment is made available for review at least 30 days before the vote is taken. Amendments become effective immediately upon a two-thirds majority vote of those present approving the same.

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

These bylaws supersede any other bylaws of Brookdale Baptist Church.