



Grand Avenue Baptist Church

3900 Grand Avenue,
Fort Smith, Arkansas 72904

Constitution & Bylaws

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Amended _____

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CONSTITUTION

PREAMBLE

We declare and establish this constitution for the purpose of preserving and making secure the principles of our faith and to the end that this body of believers may be governed in an orderly manner consistent with the teachings of Holy Scripture.

ARTICLE I - Name

This body of believers shall be known as the Grand Avenue Baptist Church of Fort Smith, Arkansas, Inc. (referred to as "Church"). These Bylaws (referred to as the "Bylaws") govern the affairs of Grand Avenue Baptist Church, a non-profit corporation (referred to as the "Church") organized under the Arkansas Nonprofit Corporation Act Title 4, Chapter 33 of the Arkansas Code ("The Act").

ARTICLE II - Purpose

Grand Avenue Baptist Church exists to reach metro Fort Smith, Arkansas, America, and the World for Jesus Christ.

ARTICLE III – Offices, Agents, and Status

Principal Office. The principal office of the Church in the State of Arkansas shall be located at 3900 Grand Avenue, Fort Smith, AR. The Church may have such other offices, either in state or elsewhere, as the Members may determine. The Members may change the location of any office of the Church.

Registered Agent. The Church shall comply with the requirements of the Act and maintain a Registered Agent in Arkansas. The registered office may, but need not, be identical with the Church's principal office.

The Members may change the registered office and the registered agent as provided in the Act.

This Church is organized exclusively for one or more of the purposes as specified in Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (hereinafter the "Code"), including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under Section 501(c)(3) of the Code.

Specifically, this Church shall be organized and operated exclusively: (a) as a church as described in Section 170(b)(1)(A)(i) of the Code; and (b) for religious purposes within the meaning of Section 501(c)(3) of the Code.

ARTICLE IV - Statement of Faith

We believe the Bible is God's Word and is the authoritative, infallible, inerrant, and sufficient Word of God. We believe the sixty-six books of the Bible were written by men divinely inspired, and the Bible is God's revelation of Himself to everyone. Therefore, it is completely trustworthy and is the basis of our beliefs. This church accepts the current "The Baptist Faith and Message 2000 edition (as amended)" as a statement of our faith.

Grand Avenue Baptist Church is an autonomous body of believers who have been saved and eternally secured by grace through faith in the Lord Jesus Christ, baptized as believers by immersion, and joined together by the Holy Spirit, with Jesus Himself as the Head of the church. Its ordinances are: (1) Baptism, symbolizing the death, burial and resurrection of Jesus Christ, the death of the believer's old way of life and rising to a new life, and the believer's public identification with Christ and with His church; and (2) The Lord's Supper, a symbolic reminder of Christ's sacrificial, atoning death and the anticipation of His promised second coming.

ARTICLE V - Church Government and Affiliations

Under the Lordship of Jesus Christ, the membership retains unto itself the exclusive right of self-government of the Church. This body of believers is subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligations of mutual counsel and cooperation which are common among Southern Baptist churches. While maintaining its autonomy, the Church will cooperate with and support the Great Commission Baptist Association, the Arkansas Baptist State Convention, and the Southern Baptist Convention so long as these entities continue to adhere to "The Baptist Faith and Message" statement as revised in June 2000 (As Amended).

ARTICLE VI - Adoption and Amendments

Section 1. This constitution shall be adopted by a two-thirds vote of the members present and voting at the church conference in which it is submitted for adoption.

Section 2. This constitution may be amended by a two-thirds vote of those members present and voting at any regular or called church conference, provided that detailed written notice of such amendment is given to the membership at least two weeks in advance of the church conference in which the amendment is to be considered.

BYLAWS

SECTION I - Membership

A. General

The members of Grand Avenue Baptist Church shall consist of all persons who have met the requirements for membership and are listed on the membership roll.

B. Requirements for Membership

The requirements for membership in Grand Avenue Baptist Church are as follows:

1. A personal profession of faith in Jesus Christ as Lord and Savior;
2. Baptism by immersion as a believer as a symbol of salvation; and
3. Completion of the Church Membership Class and affirmation of the Church Membership Covenant.

C. Responsibilities of Membership

The responsibilities of membership are described in the Church Membership Covenant below:

D. Membership Covenant

Grand Avenue Baptist Church has a unique identity, a unique history, and a unique vision that we know God calls us to embrace. We know that we live in a broken world, and we are all broken people. Just as Jesus Christ has reached into each of our lives and spoken His peace into our hearts, we are called to reach into the world and speak His peace into the lives of others. While we aspire to fulfill this Membership Covenant, we also acknowledge our sinfulness when we have failed to do so, even in recent seasons. We repent of any ways we have not lived by it. This is why we acknowledge this and renew our commitment to God and our church to always honor the Lord and his church. It is with the certainty of this call that I enter a covenant relationship with my brothers and sisters of Grand Avenue Baptist Church as follows:

CONFESS

- I confess Jesus Christ as my Lord and Savior and have followed Him in scriptural baptism.

COMMIT

- I commit to developing a close personal relationship with God and to taking the next steps toward my spiritual maturity.
- I commit to being part of a community group where I am transformed as a disciple of Jesus Christ by studying the Bible together.
- I commit to reading the Bible regularly and faithfully.
- I commit to developing my prayer life.
- I commit to regularly participating in corporate and private worship.
- I commit to regularly praying for and supporting the leadership of the church.
- I commit to engage and serve others by being an active witness for Jesus Christ.
- I commit to inviting people to our church's worship services.
- I commit to prizing and protecting the unity of the church body.

ASPIRE

- I aspire to live a life consistent with Scripture because it is the Bible, which is the authoritative, infallible, and inerrant Word of God.
- I aspire to be unified around the gospel and, in non-essentials, to be gracious toward others.
- I aspire to be generous in my stewardship of tithes, talents, and possessions.
- I aspire to live my life daily according to the life and teachings of Jesus Christ.
- I aspire to pray that my church will be a house of prayer for all the nations.
- I aspire to partner with my church family to reach metro Fort Smith, Arkansas, America, and the World for Jesus Christ.

E. Voting Rights of Membership

Every member of the Church shall have the right to vote on all matters presented to the Church for consideration at the church conference. Each member is entitled to one vote. Voting by proxy is prohibited.

F. Termination of Membership

Members shall be removed from the Church membership role for the following reasons:

1. Death
2. Transfer of membership to another church
3. Personal written request by the member
4. Church Discipline and Exclusion of Members

The Church may exclude a member when their life and conduct are inconsistent with the Scriptures to the extent that the member hinders the ministry and influence of the Church. All matters of discipline shall follow the process outlined in Matthew 18:15–17 and shall be guided by a concern for redemption, reformation, and reconciliation rather than punishment.

Because the deacon body is committed to building the unity of the Church, all matters of church discipline shall be referred to the Senior Pastor and the deacon body. The Senior Pastor and deacons may determine that disciplinary action is required by a two-thirds vote of the deacon body. Following this vote, the deacons shall bring a motion to exclude the member from the Church in a conference. Exclusion requires a two-thirds vote of the members present and voting.

G. Restoration of Membership

Upon evidence of the excluded person's repentance and reformation, the Church may restore the member. For this purpose, a church conference shall be called, the deacons shall make a motion to restore, and a vote shall be taken. If two-thirds of the members present and voting approve, the member shall be restored in the spirit of 2 Corinthians 2:5–11.

SECTION II - Church Conferences

A. Place

Church conferences shall be held at 3900 Grand Avenue, Fort Smith, Arkansas, or such other place as may be designated by the Senior Pastor or the Pastor's Council.

B. Annual, Regular, and Special Church Conferences

The annual church conference shall be held during the month of September at a time and place where the Senior Pastor and/or the Pastor's Council shall determine. A regular church conference or special church conference can be called by the Senior Pastor or the Pastor's Council.

C. Called Business Conferences

The Senior Pastor or Pastor's Council shall convene the Church in conference for business whenever it is deemed necessary.

D. Notice Requirements

Notice of the annual conference and any church conference called shall be provided to members not less than two (2) weeks prior to the conference. Notice shall include a general description of any business to be transacted and may be given in any of the following manners:

1. Distribution of written material to the congregation in attendance at Sunday services; or
2. Verbal announcement to the congregation in attendance at Sunday services; or
3. Announcement in the Church newsletter.

E. Procedures

1. In conducting all business conferences, the Church shall be guided by *Roberts' Rules of Order*, current edition, except in cases specifically provided for in this Constitution and Bylaws.
2. The moderator of all business conferences shall be the Senior Pastor or his designee. In the absence of a Senior Pastor, the Pastor's Council shall elect the moderator. The moderator can choose to close the church conference if the moderator deems the conference is no longer productive.
3. All matters requiring Church approval shall be brought to the attention of the Senior Pastor at least one month before it appears on the agenda of a Church Conference. The Senior Pastor shall confer with the Pastor's Council as needed to place items on the agenda.

F. Quorum

Those members present and voting at a business conference duly noticed and called shall constitute a quorum of the membership for the transaction of business.

SECTION III - Church Officers and Standing Teams

A. General

Christ is the Head of the church (1 Cor 3:9-10), but God's plan is for leadership to lead the church (Eph 4:11-13) under the direction of the Holy Spirit. Therefore, the officers of the church shall include the Senior Pastor, the Chairman of the Trustees, the Finance Team Chairman, the Pastor Wellness and Personnel Team Chairman, and the Chairman of Deacons.

The Pastor's Council

These officers will, by position, comprise the Pastor's Council. The Pastor's Council shall provide the Senior Pastor with trusted counsel, bridge key ministry areas, and offer accountability. Because these responsibilities involve spiritual oversight and leadership working alongside the Senior Pastor, these council positions shall be held by godly men who meet the biblical qualifications set forth in Scripture. The Pastor shall meet with the Pastor's Council no less than once each quarter.

The Senior Pastor and the Pastor's Council shall be responsible for appointing the Nominating Team of the church and bringing the names of those selected to the church for a vote.

The Pastor's Council members will be responsible for leading the standing teams of the church, which shall include the Deacon Body, the Finance Team, the Pastor Wellness and Personnel Team, and the Trustee team.

The Nominating Team shall be a standing team serving the church, but the chairperson will not serve on the Pastor's Council. Additionally, the church clerk shall be an officer of the church but will not serve on the Pastor's Council.

The following Officers and Ministry teams shall be voted on annually by the church.

B. Officers

President of the Corporation

The Senior Pastor shall be the president of the corporation when representing the church in matters of the state or in business. The Senior Pastor shall also be the spiritual leader of the church.

Vice President of the Corporation

The Chairman of the Trustees shall be the Vice Chairman of the corporation and lead the Trustees in signing documents on behalf of the church that have been voted on by the church.

Treasurer of the Corporation

The Chairman of the Finance Team shall be the Treasurer of the corporation. The Chairman of the Finance Team shall also lead the Finance Team as described below.

Secretary of the Corporation

The church clerk shall be the Secretary of the Corporation and shall be a staff member designated by the Senior Pastor. The church clerk shall complete or assign the following responsibilities: keep a record of all actions of the church in a permanent book, register of the names of members with dates of admissions, dismissals, or deaths, together with a record of baptisms, issue letters of dismissal, preserve on file all communications and official written reports, and give notice of all meetings where such notice is necessary, as indicated by these by-laws.

Second and Third Vice Presidents of the Corporation

The Chairman of the Pastor Wellness and Personnel Team shall serve as the second vice president of the corporation, and the chairman of the deacons shall serve as the third vice chairman of the corporation, respectively.

C. Standing Teams

Each team shall be composed of members serving staggered three-year terms beginning January 1, with approximately one-third of the members rotating off each year. Members shall not be eligible to succeed themselves in office for one year.

1. Trustee Team

The nominating team shall nominate, and the church shall designate six members to serve as trustees. They shall hold in trust the church property. They shall have the power to negotiate the sale, purchase, mortgage, lease, or transfer of property with a specific vote and authorization of the church. Final approval of the sale, purchase, lease, mortgage, or transfer of church property shall be with a specific vote and authorization of the church in conference. It shall be the function of the trustees to affix their signatures on behalf of the church to legal documents involving the sale, mortgage, purchase, or rental of property or other legal documents where the signatures of trustees are required.

In addition, the trustees shall have supervision over all deeds, bonds, insurance policies, and important papers of the church. They are authorized to receive and disburse monies in accordance with the terms of wills, bequests, and these documents.

The trustees shall also maintain and preserve the church's governing documents, including the Constitution, Bylaws, policies, and other official records of the church. They shall periodically review such documents, recommend necessary updates or revisions for consideration by the appropriate leadership and the church, and ensure that current approved versions are properly maintained and accessible.

2. Finance Team

The six members of the Finance Ministry Team will receive a recommended budget from the Pastor and ministry staff annually. Upon review and concurrence, they shall present the church's annual budget to the church for adoption. In turn, they shall work with the Pastors to ensure the best procedures for the implementation and accounting of the church's budget. They shall promote biblical stewardship, make written quarterly financial reports available to the congregation and shall present an annual financial report at the Annual Church Conference. They shall also assist the Pastors, as requested, in special financial concerns that arise in the life of the church and maintain a Finance Policy Manual that provides financial guidelines for church members and staff to follow.

The Church shall approve the annual budget during the regular annual conference in September and receive quarterly written financial reports. The Church shall approve non-budgeted expenditures exceeding five percent of the annual budget. The Church shall approve all budget reallocations exceeding five percent of the annual budget. The Church shall approve any acquisition of land, construction of new buildings, borrowing of funds, and the sale of any real property. The Church shall receive an annual independent financial examination conducted by an Independent Certified Public Accountant. Such examination may consist of an audit, review, agreed-upon procedures engagement, or other financial assessments approved by the Finance Team. An audit shall be conducted at least once every three years.

3. Pastor Wellness and Personnel Team

The six members of the Pastor Wellness and Personnel Team shall work to promote the spiritual, emotional, and professional well-being of the Senior Pastor and his family. The team shall serve as a source of encouragement, counsel, and support to the Senior Pastor and may serve as a confidential sounding board regarding personnel matters as requested by the Senior Pastor.

Because these responsibilities involve spiritual oversight and leadership working alongside the Senior Pastor, these council positions shall be held by godly men who meet the biblical qualifications set forth in Scripture.

The team shall annually review and recommend the Senior Pastor's salary, benefits, and related compensation for inclusion in the church budget. The team shall maintain and periodically review the Employee Policy Manual to ensure compliance with applicable employment laws and to provide guidance for church staff and leadership. Members of the team shall maintain appropriate confidentiality regarding personnel and pastoral matters entrusted to their care.

4. Deacon Ministry Team

The Deacon Ministry Team shall be composed of men who are exemplary in their conduct, discreet in judgment, of honest report, full of faith, and conscious that they shall set worthy examples of cooperation, love, and loyalty for all members of the Church, abiding by the principles set forth in Acts 6 and 1 Timothy 3. They shall promote peace, harmony, and a spirit of unity and cooperation among the membership.

Deacons shall serve three-year terms, on a rotating basis, beginning January 1 of each year, and shall not succeed in office for one year. The deacons shall elect a chairman to lead the deacons' meetings, along with other roles, to ensure the ministry of the deacons functions according to Scripture and fulfills the mission of the church. The current members of the Deacon Ministry Team shall determine the number of men necessary to function effectively in their various ministries.

The Deacon Ministry Team shall serve the church through member care, widow ministry, staff support, homebound and assisted living visitation, Sunday morning ministries, and evangelistic outreach. Additionally, the deacons shall help with the church ordinances of baptism and serving the Lord's Supper. The deacons shall work with the Senior Pastor and other church pastors and staff on conflict resolution and church discipline matters. The deacons will serve within existing and regular ministries of the church according to their calling and giftedness to ensure the church fulfills its mission.

In the event of a vacancy in the office of Senior Pastor, the deacons shall coordinate the provision of pulpit supply and shall work to secure a Transitional Pastor during the period of vacancy. These responsibilities shall be carried out in consultation with the Pastor's Council.

5. Nominating Team

The nine members of the Nominating Ministry Team's sole annual responsibility, in partnership with the Pastor, is to nominate members of the other standing teams for presentation to the Voting Members of the church during the Annual Church Conference. The standing teams shall be: the Trustee Team, the Finance Team, the Pastor Wellness and Personnel team. Each standing team shall elect its own chairperson annually (in counsel with the Senior Pastor) from among its members. The nominating Team shall lead the church to elect deacons to serve the church. The Deacon body shall elect its own chairman each year.

D. Electronic Meetings and Voting

Standing Team Meetings can be held via electronic means when needed and as necessary. Attendance via electronic means will count towards a quorum, and votes taken electronically will be considered valid when such votes are recorded in the team minutes. The Senior Pastor or his representative shall be a voting member of all standing ministry teams. Regular minutes of all standing team meetings shall be kept and submitted to the office of the senior pastor.

SECTION IV - Senior Pastor and Staff

A. Qualifications

The Senior Pastor shall be a man called of God into the gospel ministry, evangelical in theology as defined by “The Baptist Faith and Message 2000 edition (as amended),” and committed to living and serving in a manner consistent with the standards set forth in Scripture for such leaders. The Senior Pastor shall prioritize Biblical preaching and Prayer (Acts 6:4), provide spiritual leadership and direction, fulfill the missional vision of the church, and represent Christ to the church and community.

B. Selection

In the selection of the Senior Pastor, a team of seven (plus two alternate members, one male and one female), to be known as the Pastor Search Team, shall be nominated by the Pastor’s Council and elected at the regular or called church conference. Members of the Ministry Staff Team, employees of the church, and their immediate family members who are paid by the church (spouse, parents, and children) shall not be eligible to serve on the Pastor Search Team.

Suggestions for members to serve shall be solicited by the Church. The Pastor’s Council shall choose the nominees from those suggested and others they may deem appropriate. The Pastor’s Council shall present a slate of nominees to the church body of not less than 4 men, and not less than 3 women. The Pastor’s Council shall appoint a chairman of the Pastor Search Team. The Pastor Search Team shall serve until its task is completed.

The Pastor Search Team shall proceed in the selection of a Senior Pastor whose gifts, character, and calling fit him for the office to be filled. The Senior Pastor shall be presented to the church and elected by the Church in a special-called church conference for that purpose. The Pastor Search Team will only offer one name at a time for the church to consider. No name shall be considered or nominated except that recommended by the Pastor Search Team. The vote shall be by secret ballot and shall require a three-fourths affirmative vote of the members present and voting for election. If the recommendation does not receive three-fourths of the vote, the Pastor Search Team shall present another recommendation to the Church.

C. Term

The Senior Pastor will serve at the pleasure of the Church and under continuing call until the Church or the Senior Pastor requests otherwise. Resignation or termination of the Senior Pastor will require 30 days' written notice. Termination of the Senior Pastor will require a two-thirds vote of those members present and voting when the action to dismiss is considered by the Church.

D. Responsibilities

The senior pastor will be a man who has experienced God’s sacred calling to the Gospel ministry. His calling is not determined by the will of man as a possible vocation or career but God’s divine calling on his life.

The Senior Pastor is biblically defined as:

Shepherd. (1 Peter 5:2–3).

Elder. (1 Timothy 5:17, Acts 6:4)

Overseer. (Acts 20:8)

The pastor-shepherd/elder/overseer is appointed by Christ and empowered by the Holy Spirit to preach, teach, lead, guard, oversee, watch over, and care for the church according to the Scripture. Therefore, we believe the New Testament affirms that the three terms for the calling of a pastor, namely shepherd, elder, and overseer, are used interchangeably, all pointing to the same calling.

Standing upon this biblical foundation described, we believe that our Senior Pastor shall carry out his function by: Prioritizing Biblical Preaching and Prayer as stated in Acts 6:4, providing Spiritual Leadership and Direction as our "Pastor-Teacher", our "shepherd", and our "overseer." Furthermore, we believe our pastor should lead us in fulfilling the words of Jesus as recorded in Acts 1:8, and always representing Christ and our Church, living a sacred life privately and publicly. As he lives this sacred life, he is to order his home well, love his wife, and lead his family in a spiritually faithful manner.

E. Ordained Ministry Staff

All Ordained Ministry Staff positions shall be determined by the Senior Pastor. These positions shall serve as an extension of the Senior Pastor. Ordained Ministry Staff positions shall be held by godly men who meet the biblical qualifications set forth in Scripture.

All members of the Ordained Ministry Staff shall be selected by, are accountable to, and serve at the discretion of the Senior Pastor. In the event the Church is without a Senior Pastor, these responsibilities shall be exercised by the Pastor's Council. The Pastor's Council may designate one or more Ordained Ministry Staff members to carry out specific supervisory, administrative, or personnel responsibilities during such interim period; however, the Pastor's Council shall retain ultimate authority and accountability for all personnel matters until a Senior Pastor is called. Each member of the Church Staff shall be employed subject to the terms and conditions set forth in the Personnel Policy Manual.

F. Other Church Staff

All other Church Staff positions shall be determined by the Senior Pastor. All members of the Church Staff shall be selected by, are accountable to, and serve at the discretion of the Senior Pastor. In the event the Church is without a Senior Pastor, these responsibilities shall be exercised by the Pastor's Council. The Pastor's Council may designate one or more staff members to carry out specific supervisory, administrative, or personnel responsibilities during such interim period; however, the Pastor's Council shall retain ultimate authority and accountability for all personnel matters until a Senior Pastor is called. Each member of the Church Staff shall be employed subject to the terms and conditions set forth in the Personnel Policy Manual.

SECTION V - Elections and Appointments

A. Election of Church Messengers

Messengers may be appointed by the Senior Pastor or church moderator in the absence of the Senior Pastor to attend the meetings of any association the church is affiliated with.

B. Ordination and Licensing

The Church shall license or ordain individuals into the ministry under qualifications and requirements adopted by the Senior Pastor. The Senior Pastor shall recommend to the Active Deacons those men he is satisfied are called to the ministry. After examining the individual, the Active Deacons may recommend the individual to the Members for a vote at any Regular or Special Business Meeting. The Senior Pastor and Active Deacons, after careful examination of the individual, shall recommend to the Members ordination of those called to the ministry who are presently serving in a full-time vocational ministry. If approved by a majority of the Voting Members, the Senior Pastor will set a date for ordination and organize the process.

SECTION VI – Church Ordinances

A. Baptism

A person who receives Jesus Christ as Savior by personal faith and who indicates a commitment to follow Christ as Lord shall be received for baptism. Baptism shall be in water by immersion. Baptism shall be by a pastor or whoever the Senior Pastor shall authorize. Baptism shall be as an act of worship wherever it is conducted.

B. The Lord's Supper

The Lord's Supper is a symbolic act of obedience. By partaking of the bread and fruit of the vine, members of the church commemorate the death of Jesus and anticipate His second coming. The Lord's Supper shall be observed as deemed appropriate.

SECTION VII - Records and Reports

The Church shall maintain the following records and reports:

1. The Treasurer and Finance Ministry Team shall administrate the church's fiscal year and maintain a system of financial records that will supply accurate and detailed information on receipts, disbursements, balances, and the financial condition of the Church; and
2. The Church Clerk will maintain written minutes of all Church business conferences; and
3. The Church Trustees will maintain a listing of fixed assets in sufficient detail to account for items of significance; and
4. The Church Trustees shall maintain an up-to-date set of the church's governing documents; and
5. The Church Clerk shall maintain a record of the members of the Church, setting forth the names and addresses of all members; and
6. The Treasurer and the Finance Ministry Team shall maintain and annually send out contribution statements to contributors; and
7. The Treasurer and the Finance Ministry Team shall secure an annual review or audit of the Church's financial records for the close of each fiscal year, with an audit being performed at least every three years.

These records shall be maintained in the church's principal office.

SECTION VIII - Miscellaneous

A. Policies and Procedures Manual

The Executive Pastor and/or the Business Administrator shall be responsible for compiling and maintaining a Policies and Procedures Manual for the day-to-day administrative functions of the Church not covered in the Constitution and Bylaws. Subjects covered shall include, but not be limited to, the following:

1. Personnel policies and procedures not covered in the Bylaws;
2. Financial policies and procedures not covered in the Bylaws;
3. Church property policies and procedures; and
4. Other policies and procedures as needed.

The Policies and Procedures Manual shall be available in the office of the Executive Pastor for congregational review. Any suggested changes shall be recommended to and decided by the Senior Pastor and the Pastor's Council.

B. Procedures for Distribution of Assets upon Dissolution

In the event of dissolution of Grand Avenue Baptist Church, Inc. due to any cause, the assets will be distributed as follows:

1. All debts will be paid in full.
2. Real and personal property owned by the Church will be sold or donated upon the recommendation of the Pastor's Council and approval by the Church.
3. If sufficient funds remain, Church employees will be considered for a severance package as recommended by the Pastor Council and approved by the Church.
4. Remaining funds will be distributed upon the recommendation of the Pastor's Council and approval by the Church to one or more organizations which qualify as an exempt organization as described in Sections 501 C (3) and 170 C (2) of the Internal Revenue Code of 1954, or the corresponding provision of any prior or future law.

SECTION IX - Adoption and Amendment of Bylaws

A. Adoption

These Bylaws shall be adopted if two-thirds of the members present vote to adopt them at the Church conference at which they are submitted for adoption.

B. Amendment

These Bylaws may be amended by two-thirds of the members present and voting at any properly called business meeting. Any proposal to change these Bylaws should be referred to the Pastor's Council for approval prior to its presentation to the Church.

C. Records

A copy of these Bylaws, as revised, shall always be kept with the records of the church, and all amendments to or alterations to thereof shall, after passage, be prepared in a type-written form and attached to the copy of the Bylaws so kept. This also shall apply to any resolution passed for the permanent or temporary government of the Church.