

**CONSTITUTION
OF
EAST RANDOLPH BAPTIST CHURCH
East Randolph, Vermont**

Now therefore we, the members of East Randolph Baptist Church, do hereby organize ourselves as a church in accordance with VT Nonprofit Corporate Law exclusively for charitable, religious, and educational purposes under Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code.

We adopt this Constitution and Bylaws as our articles of governance, to be interpreted at all times to reflect the character of and bring glory to Jesus Christ, as revealed in the Holy Bible, and articulated in the standards set forth in the Covenant of this church. We will strive to continue the legacy of evangelism, discipleship, training, planting and revitalization as a faithful local church in the “Win, Train, Send” vision.

These bylaws are a broad outline of how East Randolph Baptist Church operates. It is generally left to policy and procedural manuals to detail specific policies and strategies.

ARTICLE 1 – NAME and PURPOSE and VALUES

Section 1 – The name of this church shall be the East Randolph Baptist Church, Inc. Under the Lordship of Christ, the church members shall govern its affairs.

Section 2 – The church shall exist to glorify God.

Section 3 – The church exists to glorify God by loving Him, loving others, and making disciples through these values:

- Worshiping and obeying Him
- Equipping the saints through Bible instruction and discipleship
- Proclaiming the gospel of Jesus Christ through preaching, personal evangelism, works of mercy and any other means consistent with the teachings of the Holy Bible
- Encouraging, supporting, and participating in missions work, local, domestic, and international
- Administering the ordinances of baptism and communion
- Encouraging biblical fellowship among believers
- Serving other individuals, families, and churches by providing for physical, emotional, and spiritual needs in the name of Jesus Christ

ARTICLE 2 – STATEMENT of FAITH

We affirm the Holy Bible as the inspired and inerrant Word of God and the basis for our beliefs and practices. The sole authority for faith and practice of our church is the Scriptures of the Old and New Testaments. While confessions are only guides in interpretation, we subscribe to The Baptist Faith and Message as revised by the Southern Baptist Convention in 2000, while still having no authority over the conscience. We voluntarily band ourselves together as a body of baptized believers in Jesus Christ, personally committed to sharing the good news of salvation through Christ alone to all mankind, practicing the ordinances of the church of believer's baptism and the Lord's Supper.

ARTICLE 3 – CHURCH COVENANT

Having been brought by divine grace to receive Jesus Christ as our Savior and Lord, and, on profession of faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now covenant with God and with one another to be as one body in Christ. We will, as God shall enable us, walk together in brotherly love, remember each other in prayer, promote the spiritual wellbeing of each other, participate in one another's joy, and endeavor with tenderness and sympathy to bear one another's burdens. We will strive for the advancement of this church. We will seek to promote its spiritual standards and to advance its mission in winning fellow men and women to Christ and in building them up in Him. We will sustain public worship by regular attendance, and by the giving of tithes and offerings. As God shall enable us, we will contribute to the relief of the needy in our midst, and recognizing the authority of the Great Commission we will do our utmost to enable the success of missions at home and abroad, as our Lord leads us. We will seek by prayer and by the reverent study of the Bible to learn God's will and to govern our conduct by the teachings of Scripture. We will strive to walk circumspectly in the world, to be just in our dealings, faithful in our engagements, and exemplary in our conduct. We will strive to do our part in making our homes examples of true Christian home life. We will strive to raise our children with Christian training, and endeavor to lead them to the acceptance of Jesus Christ as their Savior and Lord. Throughout life, we will strive, wherever we may be, to keep an active church connection and carry out the spirit of this covenant. We purpose to live to the glory of Him who has called us out of darkness into His marvelous light.

ARTICLE 4 – CHURCH GOVERNMENT

We firmly believe Christ is the head of this visible church as well as the head of the universal church which He shed His own blood to redeem. We also believe that under His headship He has enabled us to raise up and appoint elders who are called to lead and direct this church as His Word and Spirit leads them. Thereby the government of this church is entrusted to and directed by the members who comprise it under the leadership of the elders entrusted to shepherd the body of Christ in this local congregation. Persons duly received as members shall constitute the membership.

Biblical offices in the church are elders and deacons. Additionally, our church recognizes the administrative positions under this constitution of all officers recognized by the State of Vermont who must be members of this church prior to assuming their responsibilities as well as governed by the biblical qualifications for elder or deacon.

The church is subject to the control of no other ecclesiastical body, but it recognizes and sustains the practice of mutual counsel and cooperation common among like-minded churches. Insofar as is practical, this church will cooperate with and support the Southern Baptist Convention.

The church shall have an annual meeting during the last month of its current fiscal year. At this meeting the church shall receive reports, affirm the budget for the coming year, affirm or reaffirm officers and conduct any other needed business of the church. Upon affirmation of business practices from the members, the leadership is entrusted to the elders to execute all affirmed business of East Randolph Baptist Church, accountable to the members of the congregation, and most importantly, to God. Quorum consists of those present in person as long as it is a properly called meeting.

ARTICLE 5 – DISSOLUTION

Upon the dissolution of the corporation, all outstanding debts of the church shall be paid and the remaining assets shall be distributed to the Cornerstone Church, Royalton, Vermont, or a like-minded church or ministry if approved by the Full Council of Elders and ratified by the members of the church, which at this time is qualified for exemption from federal income tax as an organization designated in section 501(c)(3) of the Internal Revenue Code. No part of the corporate net income, if any, shall insure to the benefit of any individual members.

**BYLAWS OF
EAST RANDOLPH BAPTIST CHURCH
East Randolph, Vermont**

These bylaws are a broad outline of what East Randolph Baptist Church believes and how it operates. It is generally left to policy and procedural manuals to detail specific processes, management, and strategies.

ARTICLE I – MEMBERSHIP

Section 1 – Members

The membership of this church shall consist of those who have placed their faith and trust in Jesus Christ alone for salvation and have been baptized according to the teaching of the New Testament, which is water immersion of the believer as a visible testimony of their faith.

Section 2 – Membership Process

The elders shall recommend a prospective member to the congregation upon completion of a teaching related to membership and after meeting with him or her individually to hear his or her testimony and answer any further questions regarding membership. Members must agree to the statement of beliefs in our church covenant to be admitted to membership of East Randolph Baptist Church. After examination by the elders, they will then be asked to come before the church so the congregation can affirm the recommendation of the elders at a regular church service or duly called business meeting with a vote of affirmation.

Section 3 – Transfer of Membership

Upon the recommendation of the elders, individuals holding membership in another church of like faith and order may come to East Randolph Baptist Church by requesting a transfer of membership. If needed, the Lead Pastor may request a letter of transfer from the previous church. The letter of transfer or a written statement must affirm active membership and provide confirmation of a previous profession of faith in Jesus Christ followed by believer's baptism. Before a transfer of membership is confirmed, a reaffirmation of faith in and commitment to Jesus Christ as Savior and Lord will be required to complete the membership request. The congregation shall then affirm the recommendation of the elders at a regular church service or duly called business meeting. Upon affirmation of membership, the transferring member will relinquish membership at the previous church.

Section 4 – Baptism

Baptism by immersion is required for membership at East Randolph Baptist Church. If an individual, after his or her profession of faith, was baptized by immersion in a like-minded church, the Full Council of Elders may decide to not require being baptized at East Randolph Baptist Church.

Section 5 – Discipleship

The aim of the Christian life is spiritual maturity, which is defined as the pursuit of, and growing conformity to, the image of Christ, that is, becoming more and more like the Lord Jesus Christ in all facets of life (Matthew 10:25a; Romans 8:28–29; 2 Corinthians 5:9, 15; Galatians 5:22–25; Ephesians 5:1, 22–6:9; Colossians 1:28–29; Philippians 3:12–16; 1 Peter 2:20–23; 2 Peter 1:3–8; 1 John 3:2–3). God has not left us to our own devices but rather has graciously given us His Word, His Holy Spirit, and the church—each other—to help us grow in Christlikeness (Acts 14:21–23; Ephesians 1:13; 4:11–16).

In light of the discipleship model set forth for the church in Ephesians 4:11–16, the elders will facilitate the discipleship of the body of Christ by the preaching and teaching of the Word, providing and overseeing opportunities for discipleship through small groups (see ERBC Small Groups Essential Components document), and caring for suffering and wayward Christians through intensive discipleship (Galatians 6:1–2; 1 Thessalonians 5:14; 1 Timothy 2:24–26; James 5:19–20). This will be accomplished with the assistance of the deacons as is appropriate (Acts 6).

Section 6 – Discipline

Members are under a covenant with East Randolph Baptist Church as stated above. Any member consistently neglectful of his or her duties or unrepentantly and, in accordance with Deuteronomy 19:15, verifiably guilty of significant sin by which the name of our Lord Jesus Christ may be dishonored, and so opposing the welfare of the church, shall be subject to the admonition of the elders and the discipline of the church, according to the instructions of our Lord in Matthew 18:15–17 and the example of Scripture. In the history of the church, in addition to neglect of membership duties, church discipline occurs for significant sin such as gross immorality (1 Corinthians 5), heresy (Romans 16:17–18; 2 Timothy 4:3–4) and division (Titus 3:10–11). Church discipline, then, should ordinarily be contemplated after individual private admonition has failed.

Church discipline can include admonition by the elders or congregation, suspension from communion for a definite period, deposition from office, up to excommunication (see Matthew 18:15–17; 2 Thessalonians 3:14–15; 1 Timothy 5:19–20; 1 Corinthians 5:4–5). The elders reserve the right to ask anyone, member or otherwise, to be

dismissed from or prohibited from participating in East Randolph Baptist Church gatherings.

The purpose of such discipline should be:

- For the repentance, reconciliation, and spiritual growth of the individual disciplined (see Proverbs 15:5; 29:15; 1 Corinthians 4:14; Ephesians 6:4; 1 Timothy 3:4–5; Hebrews 12:1–11; Psalm 119:115; 141:5; Proverbs 17:10; 25:12; 27:5; Ecclesiastes 7:5; Matthew 7:26–27; 18:15–17; Luke 17:3; Acts 2:40; 1 Corinthians 5:5; Galatians 6:1–5; 2 Thessalonians 3:6, 14–15; 1 Timothy 1:20; Titus 1:13–14; James 1:22);
- For the instruction in righteousness and good of other Christians, as an example to them (see Proverbs 13:20; Romans 15:14; 2 Corinthians 5:11; 15:33; Colossians 3:16; 2 Thessalonians 5:14 [note this is written to the whole church, not just to leaders]; 2 Timothy 5:20; Titus 1:11; Hebrews 10:24–25)
- For the purity of the church as a whole (see 1 Corinthians 5:6–7; 2 Corinthians 13:10; Ephesians 5:27; 2 John 10; Jude 24; Revelation 21:2);
- For the good of our corporate witness to non-Christians (see Proverbs 28:7; Matthew 5:13–16; John 13:35; Acts 5:1–14; Ephesians 5:11; 1 Timothy 3:7; 2 Peter 2:2; 1 John 3:10); and
- Supremely for the glory of God by reflecting His holy character (see Deuteronomy 5:11; 2 Kings 11:2; 2 Chronicles 19:2; Ezra 6:21; Nehemiah 9:2; Isaiah 52:11; Ezekiel 36:20; Matthew 5:16; John 15:8; 18:17, 25; Romans 2:24; 15:5–6; 2 Corinthians 6:14–7:1; Ephesians 1:4; 5:27; 2 Peter 2:12).

The Scriptures are clear that love for the brethren is the litmus test for true saving faith (Matthew 25:31–46; John 13:34–35; Romans 13:8–10; 2 Corinthians 13:1–13; Ephesians 5:1–2; the entire books of 1 and 2 John). Obviously, though true believers are marked by a fervent love for one another, such love will never be absent of conflict while we remain in this flesh. In all conflicts, the first and basic duty is to forgive one another (Ephesians 4:32), and God has outlined clear guidelines in the Scriptures for healthy resolution. In pursuing church discipline, the priority is on maintaining the purity of the church, with a strong desire to see the restoration of the estranged brother or sister.

It is the responsibility of the offending party to initiate reconciliation according to Matthew 5:23–24 as soon as he becomes aware that a brother has something against him. It is also the responsibility of the offended party to initiate reconciliation according to Matthew 18:15–17. The steps in Matthew 18, which appear to give procedure to the truths in 1 Corinthians 6:1–8, are:

If, in the view of the elders, the excommunicated person repents, then the church will enthusiastically restore the person to full membership in accordance with 2 Corinthians 2:5–11.

Section 7 – Resignation of Membership

All who have joined themselves to Jesus Christ through repentance and faith are members of the universal church of Jesus Christ. Resignation can be made of membership with East Randolph Baptist Church but if a true believer, one cannot resign membership of the universal church and would be in sin if not again joining of membership at another biblical church.

ARTICLE II – ELDERS

Section 1 – Elder Defined

All officers of the church shall be active members in good standing for at least 12 months, with the exception of an outside paid staff pastor. The biblical officers of the church are Pastor, Elders, and Deacons. Elders can be paid staff members. The number of elders will be no less than three and if no one is qualified (Section 3), the elders may recommend outside elders for a season for a temporary provisional role and affirmed by members at a duly called business meeting.

Section 2 – Basis of Authority

The Bible and East Randolph Baptist Church recognize two church offices of elder (bishop, overseer, presbyter, and pastor are also interchangeable terms) and deacon. Elders must be able to teach and thus, have teaching and ruling authority. The Bible favors a plurality of elders (Acts 20; 1 Timothy 3, 5; Titus 1). The Bible seems to vest authority in an elder plurality. The Bible requires church members to obey and submit to their elders (Heb 13:17), not as individual elders but as a plurality (Acts 20:28; 1 Peter 5:1–2) though not without limitations.

Elders shall have the responsibilities and authority normally granted to the board of directors of similar nonprofit corporations organized under the laws of the State of Vermont. The elders may designate authority to manage the day-to-day operation of the church to the Lead Pastor and other corporate officers.

The elders have general responsibility and authority for the management of East Randolph Baptist Church, affirmed by members as also required in some cases, including excommunicating members (Section 1.5) (Matt 18:17–18; 1 Cor 5:1–13), approving Lead Pastor (Section 2.8) and Elder Selection (Section 2.5) and Removal (Section 2.6), and organizing bylaw amendments and organizational dissolution (Section 5 of Constitution).

Section 3 – Qualifications of Elders/Pastors:

The qualifications for the Pastor are found in I Timothy 3:1–7, Titus 1:5–9 and 1 Peter 5:1–5. While no man is perfect, his lifestyle should be in accordance with Scripture and an example for others to follow. In summary, the biblical qualifications are:

- A man (as defined by ***Genesis 1:26–27***)
- He is to be above reproach
- If married, the husband of one wife
- Sober-minded and of good behavior
- Hospitable
- Able to teach
- Not given to much wine
- Self controlled
- Not greedy, or covetous
- Gentle
- Not quarrelsome
- Have his household in order
- Leading children to obedience
- A mature believer
- Have a good reputation with outsiders

Any pastor or elder shall be a spiritual man of God and shall indicate his agreement with the East Randolph Baptist Church Statement of Faith. If an elder/pastor is not already licensed or ordained, East Randolph Baptist Church may elect to license and/or ordain him.

Section 4 – Duties

The Lead Pastor is the primary spiritual leader of the church and responsible for leading the church to function as a New Testament church as outlined in God's Holy Word. The Pastor(s) will lead the congregation, the church organization, and the church staff in the performance of their God-given roles.

As an elder, the Lead Pastor is the first among equals and part of the Full Council of Elders of the pastoral ministries in the church and shall be chairman of the board. As such he works with the elders, deacons, and church staff to:

- Lead the church in the pursuit of its vision.
 - Leading the church (1 Timothy 5:17)
 - Managing the church (1 Timothy 5:17)
 - Using money and power in a righteous way (1 Peter 5:1–3)
 - Working hard as unto the Lord (1 Thessalonians 5:12)

- Living lives worthy of following and imitating (Hebrews 13:7)
- Developing other leaders in the church (Ephesians 4:11–16)
- Proclaiming the gospel to both believer and unbeliever (Matthew 28:18–20)
- Exercise oversight over the church
 - Caring for the people of the church (1 Peter 5:2–5)
 - Keeping watch over the souls of those in the church (Hebrews 13:17)
 - Responsible before God for the church (Hebrews 13:17)
 - Righteously using the authority given to them by God (Acts 20:28)
 - Shepherd the Flock of God through care
 - Giving their lives to prayer and the study of the Scriptures (Acts 6:4)
 - Teaching the Scriptures correctly (Ephesians 4:11; 1 Timothy 3:2; 5:17)
 - Protecting the church from false doctrine and teachers (Titus 1:9; Acts 20:17–31)
 - Praying for those who are sick (James 5:13–15)
 - Carrying out church discipline (Matthew 18:15–17)

Elders are to study and teach God’s Word, help protect the flock from false teaching, and lovingly care for the body through prayer and personal engagement.

The specific duties of the Elders are:

- Assist the Lead Pastor in sustaining the meetings for public worship and prayer and preside at these meetings in the absence of the Lead Pastor.
- Consult with candidates for church membership and make recommendations as appropriate.
- Assist in baptismal services and the Lord’s Supper.
- Serve by establishing policies as needed.
- Serve as the Trustees for the church, signing legal documents on behalf of the church. However, the trustees can only take legal actions approved by the church in a duly called meeting.
- Meet with the pastor on a regular basis for discussion and prayer.
- Periodically evaluate the effectiveness of the church’s ministry activities.

Section 5 – Process

The process for confirming elders is to be determined by the elders, but subject to the constitution and bylaws. Confirmation of elders are recommended by the Full Council of Elders and affirmed by the East Randolph Baptist Church members by two-thirds vote of affirmation of those attending at an official business meeting.

Section 6 – Term of Office

A pastor or elder may remove himself from active service because of age, illness or other reasons that would prevent him from serving faithfully. Elders shall serve indefinitely but be reconfirmed every year based on the process outlined above. If an elder is not reconfirmed, he shall resign from service.

A pastor or elder can be dismissed by unanimous vote of the elders as well as two-thirds vote of church members at a duly called business meeting. Any two members with reason to believe that an elder should be dismissed should express such concern to the elders and, if need be, to the congregation in accordance with 1 Timothy 5:19–20.

Section 7 – Benefits

Paid pastors may receive benefits to be determined by the Full Council of Elders, which are paid by the church, which may include but is not limited to the ability to receive housing/parsonage allowance and expense accounts to be used for the work of ministry.

Every 5 years, the Full Council of Elders shall extend a sabbatical for at least one month to paid pastors. If the Full Council of Elders determines a season of legitimate need (illness, tragedy, etc.), any other elder can receive an extended sabbatical for a set period of time determined by the Full Council of Elders.

Section 8 – Pastoral Vacancy

When a vacancy occurs in the Lead Pastor role of the church, the Full Council of Elders shall initiate a search for a biblically qualified candidate to fill the vacant position. They shall seek out a man who gives evidence of divine call to ministry, satisfactory preparation, and an exemplary life meeting the qualifications above. The Elders may choose to enlist other members of the church to form a temporary committee to assist them in evaluating candidates.

No minister shall be called to the pastorate of this church that does not agree with our Statement of Faith, constitution, and bylaws or does not wholeheartedly subscribe to the doctrine and polity of the church. The affirmation to call a new Lead Pastor shall be in compliance with Section 2.5 above.

An agreement covering the new pastoral relationship shall also be the responsibility of the Full Council of Elders and shall specify salary and any other benefits.

ARTICLE III – DEACONS

Section 1 – Deacon Defined

A deacon is a servant leader who works with the elder(s) in the practical ministry matters of the body. God has given deacons a wonderful ministry of service, mercy, and love to the body, and especially to those in need to help the elders execute the vision of the church. Elders lead the ministry, deacons help to execute the ministry, and members do the ministry of East Randolph Baptist Church.

Section 2 – Qualifications

The qualifications for the deacon are found in 1 Timothy 3:8–13. While no man is perfect, the lifestyle of a deacon should be in accordance with Scripture and an example for others to follow. A deacon must be an active member of the church in good standing for at least a year. In summary, the biblical qualifications are:

- A man (as defined by Genesis 1:26–27)
- Of good repute
- Full of the Spirit and wisdom of God
- A proven record of service in the church
- Not double-tongued
- Not addicted to much wine
- Not greedy for dishonest gain
- Holds mystery of faith with good conscious
- A faithful family life
- A mature believer
- Not a new Christian

A deacon should meet the qualifications of an elder as well except for being able to teach. A deacon shall be a spiritual person of God and shall indicate his agreement with the East Randolph Baptist Church Statement of Faith.

Section 3 – Duties

- Assist the Elders and thereby help them to fulfill their duties as spiritual leaders (Acts 6)
- Assist in caring for the physical needs of the church body as well as overseeing the benevolence committee of the church (Acts 6)
- Assist in promoting unity in the body (Acts 6)
- Assist in supporting the ministry of the Word (Acts 6)
- Spot and meet tangible needs of the church

Section 4 – Process

The process for confirming deacons is to be determined by the Full Council of Elders, but subject to the constitution and bylaws. Confirmation of deacons are recommended by the Full Council of Elders and affirmed by East Randolph Baptist Members by two-thirds vote at an official business meeting.

Church members are encouraged to bring potential deacon candidates to the attention of the elders.

Section 5 – Term of Office

Deacons are volunteers elected for life. A deacon may remove himself from active service because of age, illness or other reasons that would prevent him from serving faithfully.

Deacons shall serve indefinitely but be reconfirmed every year based on the process outlined above. If a deacon is not reconfirmed, he shall resign from service.

A deacon can be dismissed by unanimous vote of the elders as well as two-thirds vote of church members at a duly called business meeting. Any two members with reason to believe that a deacon should be dismissed should express such concern to the elders and, if need be, to the congregation in accordance with 1 Timothy 5:19–20.

Section 6 – Specific Roles

If not already an elder, any office in the church recognized by the State of Vermont shall be a member in good standing. A Church Clerk shall be recognized annually by the church at the annual church business meeting. This individual can be an elder, deacon or other member of the church that meets the qualifications of being a deacon. They will serve one (1) year and will be eligible for reaffirmation. The Church Clerk is the official Clerk of the East Randolph Baptist Church Corporation.

Duties:

- Keep the minutes at all church business meetings (record of all motions made and the disposition of those motions)
- Keep a record of the church membership and report changes (additions or deletions) at the annual meeting
- Forward letters of transfers of membership when requested.
- Request letters of transfers of membership
- In the event the Church Clerk cannot be present from a business meeting, solicit someone to take minutes and inform the Pastor

- Prepare, with the assistance of other church officers, and file the church's annual report for the Baptist Convention of New England

The Church Treasurer shall be recognized annually by the church at the annual church business meeting. This individual can be an elder, deacon or other member of the church that is a member in good standing. They will serve one (1) year and will be eligible for reaffirmation.

Duties:

- Keep accurate records of receipts and disbursements of all funds
- Lead the budget planning process
- Present the proposed budget for the coming year at the annual meeting and answer questions concerning the budget
- Answer financial questions concerning the current year's income and distributions
- File the Nonprofit Biannual Report Form with the Office of the Secretary of State of Vermont

The Full Council of Elders may elect to pursue and hire other staff positions for the church. The process for hiring shall be determined and executed by the Full Council of the Elders and will serve at the will of the church.

Section 7 – Committees

The Full Council of Elders, by resolution adopted by a majority of the elders then in office, may create one or more temporary committees; each consisting of two or more members and no one who is not a member to serve at the request of the Full Council of Elders. Any member of any committee may be removed, with or without cause, at any time by the Full Council of Elders. Any committee, to the extent provided in the resolution of the Full Council of Elders, regardless of the resolution adopted by a majority of the elders then in office, may do the following:

- Make recommendations to fill vacancies on the Full Council of Elders or any committee
- Fix compensation of the elders or Lead Pastor for serving on the Full Council of Elders or any committee
- Make recommendations to the Articles of Incorporations, Constitution and or Bylaws

ARTICLE IV – ORDINANCES OF THE CHURCH

Section 1 – Baptism

Baptism is an act of obedience for believers, ordained by Jesus. A person who has received Jesus Christ as Lord and Savior by grace through faith and desires to complete the East Randolph Baptist Church membership process as outlined above may be baptized at East Randolph Baptist Church. Baptism serves as a visible identification with Christ's death, burial, and resurrection.

- Baptism shall be by completed immersion.
- Baptism shall be administered by the pastor, elder or anyone approved by the elders.
- Baptism is an act of obedience and worship that should take place at a gathering of the church.
- Baptism is not an act of salvation but a response to a believer's salvation.

Section 2 – The Lord's Supper

The Lord's Supper is an act of obedience for Christians who have been baptized by immersion, ordained by Jesus. However, Christians must examine themselves before participating in the commemoration of the death and resurrection of Jesus Christ through the taking of the bread and fruit of the vine. (1 Corinthians 11:24–29)

- The Lord's Supper is to be observed regularly and scheduled by the elders.
- The Lead Pastor, Full Council of Elders and/or deacons are responsible for the administration of the Lord's Supper

ARTICLE V – CHURCH GATHERINGS

Section 1 – Worship Services

Unless providentially hindered, the church shall regularly meet each Sunday morning for the worship of God, including the preaching and teaching of God's word, the singing of God-glorifying biblical songs, fellowship, declaration of the gospel, prayer, and evangelism. The Lead Pastor will be responsible for the structure, implementation, and details for the gatherings for all the church members and for all others who may choose to attend. Worship services may also be held throughout the week as the church determines.

Section 2 – Weddings

We believe that wedding celebrations are a form of worship services. We believe the Bible teaches the word “marriage” means a legal union between one man and one woman as husband and wife, and the word “spouse” refers to a person of opposite sex who is one’s husband or wife as defined by Genesis 2:22–25. Marriage contrary to those biblical definitions will not be performed by elders of this church nor in the facilities or on the property of this church. Even though ministers are permitted by the State of Vermont to sign marriage certificates, they are not obligated to do so, especially when they are in violation of their conscience.

We also believe the biblical command, “Do not be yoked together with unbelievers” (2 Corinthians 6:14a) means a believer is not to be married to an unbeliever. Therefore, the ministers of this church will not participate in a marriage ceremony between a believer and unbeliever, nor will such a ceremony be performed in the facilities or on the property of this church. Furthermore, the building will only be used for the weddings of members of the church. However, the ministers of this church may participate in the counseling of any couple requesting counseling before or after they are married. Therefore, the elders will only perform weddings for recognized East Randolph Baptist Church members in an effort to promote healthy marriages that reflect the relationship between Christ and His church.

ARTICLE VI – POWERS AND RESPONSIBILITIES

Section 1 – Authority Defined

East Randolph Baptist Church is first and foremost an ecclesiastical body of believers, the supreme governing document of which is the Bible. The church, secondarily, is a corporation, the governance of which is established by its Articles of Incorporation and Bylaws. The Articles of Incorporation and Bylaws, however, are subordinate to the Bible and must be interpreted in light of the Bible.

The church government set forth in these bylaws is a single-level ecclesiastical body, the powers and duties of which are derived from the authority of Jesus Christ and the Bible. The acts and functions of the government shall be presumed to be ecclesiastical unless explicitly required for civil purposes, (e.g., authorizing the purchase of real estate). The government shall consist of the Full Council of Elders, accountable to the members of the church.

Section 2 – General Powers of Elders

The primary governing body for the church shall be its Full Council of Elders with the Lead Pastor serving as the first among equals. Subject to the provisions and limitations of Vermont Nonprofit Religious Corporation Law and any other

applicable laws, the church's temporal activities, business, and affairs shall be managed, and all corporate powers shall be exercised, by or under the direction of the Full Council of Elders.

Upon authorization from the Full Council of Elders, deacons and members are permitted to attend Elders' Meetings.

Section 3 – Regular Meetings and Minutes

The elders shall meet regularly and keep appropriate minutes of meetings for review of members if requested. The elders may elect to redact minutes for protection of other members so as to not partake in gossip. Telecommunication meetings are permitted as would be necessary due to atypical circumstances prohibiting in person meetings.

Records shall be kept for the following:

- Directors (Elders, Deacons, Finance Team) and business meetings
- Articles of Incorporation and Bylaws
- Financials
- Member Rosters

Inspection of the records shall be made available to members in good standings if requested within 72 hours.

Section 4 – Special Elders' Meetings

Special meetings of the elders may be called by the Lead Pastor or two-thirds of the Full Council of the Elders with 24 hours' notice.

Voting at all meetings is by quorum which is the attendance of those members present. Each elder will be able to vote one time. From time to time, elders may solicit votes and opinions from deacons to help confirm or deny decisions.

Section 5 – Special Congregational Meetings

Special meetings of the members of East Randolph Baptist Church may be called by the Lead Pastor or two-thirds of the Full Council of Elders with 14 days' notice.

Voting at all meetings is by quorum (those members present in person) as long as it is a properly called meeting. Each member will be able to vote one time. All other details are subject to the Constitution of East Randolph Baptist Church.

Section 6 – Contracts

East Randolph Baptist Church shall not offer any contracts or loans with any elder, deacon, or church member.

ARTICLE VII – REAL ESTATE

Section 1 – Principal Office

The principal office for the transaction of the business of East Randolph Baptist Church shall be located at 47 VT Rte 14, East Randolph, VT 05041.

Section 2 – Management

The management of all real estate belonging to East Randolph Baptist Church shall be the responsibility of the Full Council of Elders. Purchasing or disposing of real estate shall be recommended by the Full Council of Elders and affirmed by two-thirds of the voting members present at a duly called business meeting.

Section 3 – Purpose

The property of this church is irrevocably dedicated to religious purposes. The property shall be used for Kingdom work, specifically our network churches like Cornerstone Church, Royalton, Vermont, unless use of our property would be contrary to our beliefs from the Bible, conscience, or regularly scheduled church activity. No part of the retained earnings of this church shall go to the benefit of its individual members or officers.

ARTICLE VIII – DISPUTES, INDEMNIFICATION, AND INSURANCE

Section 1 – Disputes

Believing that the Bible commands Christians to make every effort to live at peace and to resolve disputes with each other in private or within the Christian Church (see, e.g., Matthew 18:15–20, I Corinthians 6:1–8), the church shall require its members to resolve conflict among themselves according to biblically based principles, without reliance on the secular courts. Consistent with its call to peacemaking, the church shall encourage the use of biblically based principles and the avoidance of suits of law or equity to resolve disputes between itself and those outside the church, whether Christian or pagan and whether individuals or corporate entities. The elders shall adopt policies and procedures to affect these requirements and aspirations as needed.

In the Baptist tradition, the local church has always been viewed as autonomous. However, in the event of a conflict which, in the judgment of the elders, cannot be resolved on a local church level, East Randolph Baptist Church should solicit the intervention of a local church.

Section 2 – Insurance

East Randolph Baptist Church may purchase and maintain insurance, at its expense, to protect itself and any elder, officer, employee or agent of the church or any person who, while an elder, officer, employee or agent of the church, is or was an elder, officer, partner, trustee, employee or agent of another corporation, partnership, joint venture, trust, employee benefit plan or other enterprise against any expense, liability or loss, whether or not the church would have the power to indemnify such person against such expense, liability or loss under the Vermont Nonprofit Corporation Law.

Section 3 – Legal Matters

Member liability is limited by the church's organizational incorporation with the state of Vermont and staff liability is protected by our liability insurance coverage.

The church is organized exclusively for religious purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding section of any future US Internal Revenue law). Notwithstanding any other provision of these bylaws, this church shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of purposes of this church, and the church shall not carry on any other activities not permitted to be carried on: (a) by a corporation exempt from federal income tax under Section 501(c)(3) of the Code; or (b) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Code.

No substantial part of the activities of this church shall consist of carrying on propaganda, or otherwise attempting to influence legislation, except as provided in Section 501(h) of the Code, and this church shall not participate in or intervene (including publishing or distributing statements) in any political campaign on behalf of any candidate for public office except as provided in Section 501(h) of the Code.

ARTICLE IX – EMERGENCY PROVISIONS

Section 1 – Emergency

The emergency bylaw provisions of this section are adopted in accordance with Vermont Law. Notwithstanding anything to the contrary herein, this section applies

solely during an emergency, which is the limited period of time during which a quorum cannot be readily convened for action as a result of the following events or circumstances until the event or circumstance has subsided or ended and a quorum can be readily convened in accordance with the notice and quorum requirements in these bylaws:

- A natural catastrophe, including, but not limited to, a hurricane, tornado, storm, high water, wind-driven water, tidal wave, tsunami, earthquake, volcanic eruption, landslide, mudslide, snowstorm, or drought, or regardless of cause, any fire, flood, or explosion.
- An attack on this state or nation by an enemy of the United States of America, or on receipt by this state of a warning from the federal government indicating that an enemy attack is probable or imminent; An act of terrorism or other manmade disaster that results in extraordinary levels of casualties or damage or disruption severely affecting the infrastructure, environment, economy, government function, or population, including, but not limited to, mass evacuations; or
- A state of emergency proclaimed by the governor of the state in which one or more Directors are resident, or by the President of the United States.

Section 2 – Emergency Actions

During an emergency, the Full Council of Elders may not take any actions during an emergency that would be inconsistent with the terms of these bylaws.

ARTICLE X – AMENDMENTS

Changes to the constitution and bylaws may be made at any duly called business meeting of the church, provided each proposed amendment has been presented in writing at least two weeks in advance and copies are available for at least two Sunday worship services.

Approval of any amendment requires at least two-thirds ($\frac{2}{3}$) vote of those members present.