

CONSTITUTION
AND
BY-LAWS

FOREST HILLS BAPTIST
CHURCH
Nashville, Tennessee 37215

Revised July 20, 2016

CONSTITUTION
ARTICLES OF GUIDANCE
FOREST HILLS BAPTIST CHURCH

Nashville, Tennessee 37215

PREAMBLE

Articles of Guidance shall consist of the Constitution, By-laws, and such standing resolutions as may from time to time be adopted by the Church.

ARTICLE I – NAME AND ADDRESS

The name and address of this Church shall be Forest Hills Baptist Church, located at 2101 Old Hickory Blvd., Nashville, Tennessee 37215.

ARTICLE II – PURPOSE

Evangelism and Missions---The process of sharing the Gospel with lost sinners with the intent of bringing the lost to salvation through Jesus Christ.

Worship---God’s people expressing their love for Him by magnifying Him and exalting His name through proclamation and music.

Fellowship---The identification with, and life-changing involvement in the body of Christ.

Discipleship---The lifelong journey of equipping people to become like Christ in their thoughts, feelings and actions.

Ministry & Caring---Demonstrating God’s love to others by meeting their needs and healing their hurts in the name of Jesus Christ.

Lordship---To emphasize in our daily living total commitment of life, personality, and possessions to the Lordship of Christ.

ARTICLE III -- STATEMENT OF FAITH

The Holy Bible is the inspired Word of God and is the basis for any statement of faith. The Church is an autonomous body of believers in Jesus Christ who bind themselves together in a personal commitment to sharing the Good News of salvation to lost mankind. According to conscience as led by the Holy Spirit, individual members of the Church as believers in Jesus Christ are free to embrace the Doctrinal Statements of Faith published by the Southern Baptist Convention in the 1925, 1963 or 2000 Baptist Faith and Message, which the Church adopts as its Doctrinal Statements of Faith.

ARTICLE IV – RELATIONSHIP

The government of this Church is vested in the body of believers who compose it. It is subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligations of mutual counsel and cooperation that are common among Baptist Churches. Insofar as is

practical, this Church will affiliate with and support the Nashville Baptist Association and cooperate with and support the Tennessee Baptist Convention and the Southern Baptist Convention.

ARTICLE V – COVENANT

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Savior,

And on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit,

We do now, in the presence of God's angels, and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Jesus Christ.

We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this Church in knowledge, holiness, and comfort through the use of God's giftedness to each one;

To promote its prosperity and spirituality; to sustain its worship, ordinances, discipline, and doctrines;

To contribute cheerfully and regularly to the support of the ministry, the expenses of the Church, the relief of the poor, and the spread of the gospel through all nations.

We also engage to maintain personal and family devotions; to spiritually educate our children; to seek the salvation of our kindred and acquaintances;

To walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment;

To be zealous in our efforts to advance the Kingdom of our Saviour.

We further engage to watch over one another in steadfast love; to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy in speech;

To be slow to take offense, but always ready for reconciliation, and mindful of the rules of our Savior to secure it without delay.

We moreover engage that when we remove from this place we will, as soon as possible, unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word.

ARTICLE VI – ORDINANCES

Section 1. BAPTISM

A person who accepts Jesus Christ as Savior by personal faith, who confesses Him publicly at any worship service, and who indicates a commitment to follow Christ as Lord, shall be received for baptism.

1. Baptism shall be by immersion in water.
2. Baptism shall be administered by the pastor or whomever the church shall authorize.
3. Baptism shall be administered as an act of worship in any of the worship services.

4. A person professing Jesus Christ and failing to be baptized after a reasonable length of time shall be counseled by the pastor, staff, elders or deacons. If negative interest is ascertained, he shall be deleted from those awaiting baptism.

Section 2. LORD'S SUPPER

The Lord's Supper is a symbolic act of obedience whereby members of the Church, through partaking of the bread and fruit of the vine, commemorate the death of Jesus Christ and anticipate His second coming.

1. The Lord's Supper shall be observed at least quarterly or as otherwise scheduled.
2. The Lord's Supper shall be observed in the morning or evening worship service or other appropriate times.
3. The pastor and deacons shall be responsible for the administration of the Lord's Supper.

BY-LAWS

ARTICLE I – MEMBERSHIP

Section 1. The membership of this Church shall consist of persons who have made a profession of their faith in Jesus Christ as personal Savior and Lord, who accept the faith and practices of this Church, and who present themselves for membership in one of the following manners:

1. By public profession of their faith in Jesus Christ as personal Savior, followed by New Testament baptism by immersion;
2. By statement of prior experience of faith and obedience to Jesus Christ through New Testament baptism by immersion.

Section 2. Membership in this Church shall be terminated as follows:

1. A letter terminating membership shall be granted by the Church to any other church upon request, provided that said request shall be in writing and is sufficient to identify the member concerned.
2. A member of this Church shall be removed from the roll upon the member's death or by satisfactory evidence of affiliation with another church or by written resignation of membership by the member. A member of the Church may be removed from the roll pursuant to paragraphs 3 or 4 of this Article I, Section 2.
3. If the elders receive a report about a present or prospective member which bears on that person's qualification for membership, and the elders concur that the report should be acted upon, the elders shall communicate with and consider any response from the affected person. By a two-thirds majority vote of all elders, the elders may present a recommendation to the Church that the membership of the affected person be withdrawn or withheld, which recommendation shall be approved only upon the vote of more than seventy-five percent of the members present and voting at a regularly scheduled business meeting of the Church. The affected person may address the meeting prior to any vote.
4. If financial, attendance or other records reveal the continued absence of a member for a period exceeding twenty-four months, the Church, at any regular, special or continued business meeting, may terminate the membership of such member by a vote of more than seventy-five percent of those members present and voting at such meeting. At least thirty days prior to such meeting, the Church shall give written notice, by certified mail, return receipt requested, to the affected member at such member's last known address of the intent to vote on the termination of membership. The notice shall contain the date, time and location of the meeting. The affected member may submit a written response or respond in person at the meeting called for this purpose.

Section 3. In the case of allegations of misconduct against a member of the ministerial, administrative or clerical staff of the Church, such allegations shall be referred to the Personnel Committee, with a copy of such allegations to the elders. The Personnel Committee shall make a recommendation to the elders regarding the allegations.

ARTICLE II – CHURCH LEADERSHIP

Section 1. PASTOR

1. The pastor is responsible for leading the Church to function as a New Testament Church. The pastor will lead the congregation, the organizations, and the Church staff in performing their tasks. He shall serve as an ex-officio member of all committees, teams, and taskforces. He shall serve as a non-voting ex-officio member of the elder body.
2. The term of office of the pastor shall be such time as may be mutually agreeable to himself and the Church. The election to call a pastor shall take place at a meeting called for that purpose. Notice of this called meeting shall be given to the Church at least one week prior to the meeting.
3. The search for a new pastor shall be by a Taskforce, known as the Pastor Search Taskforce, which shall consist of seven members to be selected as follows: The Nominating Committee shall nominate to the elders fourteen nominees. Insofar as may be practicable, nominees shall include broad representation from the Church membership, giving due consideration to various age groups and gender. Elders may not serve on the Pastor Search Taskforce. The elders shall approve the nominees. The names, as approved by the elders, shall be sent to Church members by mail and members will have a period not to exceed two weeks to prayerfully consider the nominees and to vote for seven. Returned ballots will be counted by the elders, who will certify the results to the Church. The seven nominees receiving the highest numbers of votes will comprise the Pastor Search Taskforce. The Pastor Search Taskforce will be responsible for keeping the elders apprised of its progress. The Pastor Search Taskforce will be responsible for recommending a candidate for pastor to the Church for approval.

Section 2. CHURCH STAFF

The pastor and such staff members as may be required to carry out the stated purpose and ministry of the Church shall be employed. Their duties and responsibilities shall be outlined in an appendix to the "Personnel Policy Handbook" as amended from time to time. The vocational ministers will also be chosen by a search Taskforce. A search Taskforce shall be recommended by the Personnel Committee, in consultation with the ministerial staff, to the elders. The elders will prayerfully consider the search Taskforce recommended by the Personnel Committee and submit it to the Church with its recommendation. The search Taskforce will be responsible for keeping the elders apprised of its progress. The search Taskforce will be responsible for recommending a candidate to the Church for approval.

Section 3. ELDERS

1. Number: The elders shall consist of nine elders and the senior pastor who will serve as an ex-officio non-voting member. Should an elder die or resign, a replacement to serve the unfulfilled term shall be elected at the next annual election.
2. Qualifications: An elder must be a mature Christian who has served at least three full calendar years as a deacon at Forest Hills Baptist Church. To be an elder, a man must be seeking to meet all New Testament standards for elder described in 1 Timothy 3:1-7 and Titus 1:5-9. A man shall not be eligible to serve for a period of two (2) years

following the end of his term of service as elder. Members of the ministerial staff other than the senior pastor may not serve as an elder.

3. Election: The Church members shall elect the elders. Sufficiently in advance of the time for the election of elders, the Church will send a letter to each man who has served at least three years as a deacon at Forest Hills Baptist Church. The letter will include the Biblical qualifications for elders, a brief description of the duties and responsibilities of the elders, and an invitation for the recipients to request a meeting with an elder or elders to discuss elder service. After prayerful consideration, any recipient who believes he is called to the office of elder at the Church shall notify the chairman of the elders pursuant to directions contained in the letter.

Each member of the Church will receive an anonymous, numbered ballot by mail containing the names of all the men who respond affirmatively to the letter. Each church member may cast a ballot for the number of elders subject to election (generally three elders per year). Ballots may be returned to the Church office by mail or in person. In addition, the Church will provide the opportunity to cast a ballot by electronic means. All ballots must be cast electronically or by returning the ballot to the Church office within three (3) weeks following the date of the mailing of the ballot. In order to inform the Church about the candidates, information will be available on the Church's website and in printed form in the Church office containing each candidate's photograph, occupation, length of membership at the Church, and positions of service in the Church during the five years immediately preceding the mailing of the ballots.

After the period for casting ballots has closed, a committee appointed by the Chairman of the deacons shall count the ballots. The men receiving the highest number of votes until the requisite number of elders has been reached shall be elected to the office of elder. Elders so elected shall begin their respective terms on January 1 following the election.

4. Authority: As provided by these By-laws, the Church members specifically retain to themselves the authority to:
 - a. Call a member of the ministerial staff.
 - b. Remove the senior pastor.
 - c. Elect and dismiss elders.
 - d. Elect and dismiss deacons.
 - e. Accept and terminate members.
 - f. License ministers.
 - g. Affirm the Church's vision, mission, goals and strategy.
 - h. Amend the Church's Charter, Constitution or By-laws.
 - i. Establish or dissolve standing committees of the Church.
 - j. Ratify the Church budget and any amendments or modifications thereto.
 - k. Buy, sell or encumber major assets.
 - l. Incur debt other than consistent with the approved budget.
 - m. Merge the Church with another church or dissolve the Church.
 - n. Establish a mission church.
 - o. Approve the affiliations of the Church.
 - p. Grant letters of good standing to those that join other churches.

- q. Modify an action of the elder body if deemed appropriate.

The elders are charged with the oversight of the operation and administration of the Church. The elders shall communicate regularly with the members of the Church and shall report at least quarterly. The elders, serving as corporate directors, will exercise all authority not specifically retained to the members including the following:

- a. Provide oversight over Church Finances.
 - b. Provide oversight over Church Standing Committees (Nominating, Finance, Personnel, Property, Missions and Benevolence) and special and ad hoc committees. The Pastor Search Taskforce shall communicate regularly with the elders and deacons, but shall report directly to the members. All other committees, teams and task forces shall report to the elders.
 - c. Name a Nominating Committee from the members.
 - d. Provide oversight to the Church Systems (Worship, Evangelism/Missions, Fellowship, Discipleship, Ministry/Caring) and their respective Teams.
 - e. Recommend to the members for affirmation the vision, goals, and strategies for the effective and efficient accomplishment of the Church's mission.
 - f. Promote congregational fellowship, harmony and unity.
5. Officers: The elders shall elect their own officers and teams to carry out their responsibilities and duties. The elders shall elect a chairman and vice-chairman on an annual basis. An elder may not hold the office of chairman or vice-chairman for more than two consecutive years.
 6. Meetings: The elders shall meet at least monthly at such times and places as they may determine. A quorum of the elders shall consist of a majority of the elders. All actions by the elders shall require an affirmative vote of at least two-thirds of the elders then serving.

Section 4. DEACONS

1. The deacon ministry is an extension of the pastoral ministry of the Church that is performed by spirit-filled men who are called to exemplify the love of God by praying, serving, and encouraging all people to grow into the likeness of Jesus Christ in a spirit of unity and peace.
2. Deacon Covenant: The following Covenant establishes the expectations and requirements for those that wish to serve as a deacon. Every deacon will affirm this commitment to the Church and God.

As a deacon of Forest Hills Baptist Church, I affirm I meet the qualifications of the Biblical deacon as set forth in Acts 6 and I Timothy 3. So long as I serve as a deacon at Forest Hills Baptist Church I will earnestly seek to continue to meet these qualifications. I understand that serving as a deacon at Forest Hills Baptist Church carries with it certain expectations and I agree to faithfully attend to those expectations including:

- a. Serving as a partner and co-worker in ministry with the pastor and staff,
- b. Working as a team and in unity in all aspects of deacon ministry,
- c. Actively serving on one of the deacon ministry teams as assigned,
- d. Actively serving in the Deacon Family Ministry Program,
- e. Participating in other deacon ministries and activities as I am able,

- f. Giving full support to the overall ministry of the Church,
 - g. Actively promoting fellowship, harmony and unity among Church members and refraining from destructive criticism,
 - h. Honoring the privacy of all things communicated to me in confidence by an individual or the deacons,
 - i. Conducting myself in a manner that honors God, myself, my family and my Church and refraining from any activity that would reflect negatively on any of the above.
3. Qualifications: Deacons shall be men who meet the Biblical qualifications for deacon as set forth in Acts 6 and 1 Timothy 3 and have been members of the Church for at least one year and are at least twenty-five years of age on January 1 immediately preceding their election. A deacon must be a practicing tither to the Church and have been a believer for at least five years.
4. Number of Deacons and Term of Service: There shall be as many deacons as required to fully support the activities and programs in which deacons are involved. The deacons shall determine the number of deacons.
- a. The office of deacon is a permanent, lifetime appointment. Once elected a deacon shall serve until:
 - i. Transfer of membership or primary attendance from the Church,
 - ii. Qualifications are no longer met,
 - iii. Resignation,
 - iv. Removal,
 - v. Death.
 - b. A deacon may be removed from service for actions that are deemed to be contrary to the New Testament standards for deacons as set forth in Acts 6:1 – 7 and 1 Timothy 3:1 -13 or the Deacon Covenant. Any action to remove a deacon from service shall be by recommendation of the elected deacon officers to the elders. The elders shall notify the affected deacon of the recommendation and afford an opportunity for a response in writing or in person. After prayerful consideration, the elders shall reach a decision that shall be communicated to the deacon officers and the affected deacon. The action of the elders shall be final.
 - c. Deacons may take a sabbatical leave by notice to the Deacon Chairman by the end of July of any year to be effective the following January 1st. The deacon may return to service following the sabbatical leave upon notice to the Deacon Chairman. Deacons elected as elders shall be on sabbatical while serving as elders.
 - d. Any man elected as a deacon by the Church at any time may serve in any individual deacon ministry program as he feels called and is needed.
5. Election: The Church will elect as many deacons as needed to fully support all deacon activities as determined by the deacons. No later than the end of August of each year, the Deacon Chairman will notify the senior pastor, or his designee, of the number of new deacons deemed necessary to meet the needs of the Church.

In the fall of each year all male church members who are twenty-five years of age and have been a member of the Church for one year shall be provided the opportunity to

indicate an interest and willingness to serve if elected. Interested members shall affirm in writing that they meet the qualifications, feel called to serve as a deacon and are willing to abide by the Deacon Covenant.

Members that respond affirmatively shall be presented to the members of the Church via a nomination ballot. Church members shall have a minimum of 14 days to review the ballot and return it to the Church by mail, by email, by placing it in designated ballot boxes or the offering plate. The Senior Pastor or his designee shall designate a final date for ballots to be submitted, which date shall be within three weeks of the initial distribution of the ballots.

A committee of deacons appointed by the Deacon Chairman shall count the ballots. As determined by the number of deacons to be elected, those qualified members receiving the most votes shall be elected to serve as a deacon.

6. The deacons shall determine the processes and procedures for carrying out their responsibilities and duties, electing their officers and organizing into teams and/or committees.
7. As determined by the Deacon Chairman, the deacons shall meet as often as necessary to accomplish their responsibilities.

Section 5. CHURCH SECRETARY/TREASURER

1. The Church secretary/treasurer shall exercise general oversight of disbursements as an ex-officio member of the Finance Committee; receive and count offerings along with other selected Church members; be included as one of the designated signatories on checks disbursing funds; and attest to signatures on documents as may be required.
2. The candidate for this position shall be selected by the elders. The elders shall then report the name of the Church secretary/treasurer to the Church for affirmation.
3. In the event of the death, disability, or resignation of the secretary/treasurer, the chairman of the Finance Committee shall act as secretary/treasurer until such time as a new secretary/treasurer is elected by the elders.
4. Two signatures shall be required for all financial accounts and safe deposit boxes maintained by the church. The authorized signatures shall be designated by the Elders from time to time after consultation with the Finance Committee.

Section 6. CHURCH CLERK

The Church Clerk shall be selected by the elders. The elders shall report the name of the Church Clerk to the Church for affirmation. The Church Clerk shall keep a complete record of all proceedings of the Church. The Church may delegate some of the clerical responsibilities to others. All Church records are Church property and are to be filed in the Church office.

Section 7. CORPORATION OFFICERS

1. The elders, as elected by the membership from time to time and during their term of service, shall automatically be the directors of the corporation.
2. The officers of the corporation shall consist of those officers required by law, as elected by the elders. The Chairman of the elders will be the president of the corporation.

3. The elders and officers shall perform such duties as appropriate and as authorized by law unless expressly limited by the membership.

Section 8. MODERATOR

The Church shall elect a Moderator at a regular business meeting. The Moderator shall be a member of the Church and shall serve as the chair of all regular, special or continued business meetings of the Church. In the event the Moderator is unavailable at any meeting, the elders shall select a moderator to serve at that meeting. If the elders have not selected a moderator, the Senior Pastor shall serve as moderator.

ARTICLE III – MEETINGS

Section 1. The regular business meetings of the Church will occur once each month as announced. The regular meetings for worship shall be at such times and places as the Church may direct.

Section 2. The pastor, the deacons or the elders may call special business meetings. At such meetings, no business shall be transacted except as described in the notice calling the meeting, which notice must have been given in writing in the Sunday Bulletin at least seven days prior to the special business meeting.

Section 3. Robert's Rules of Order shall be the standard of parliamentary law in all meetings of deliberation unless specifically provided otherwise in these By-laws or the Tennessee Non-Profit Corporation Act.

ARTICLE IV – MEMBER MINISTRY GROUPS

Member Ministry Groups include Committees, Teams, and Taskforces whose responsibilities are to carry out the mission of the Church and help accomplish the vision of the Church. These Groups will be accountable to the Church and to each other for the work they perform on behalf of the Church. The term of service for committees and teams shall be January 1 through December 31.

Section 1. Committee: A committee is a group of member ministers (Church members) assigned specific responsibilities by the Church to manage the resources of the Church and make decisions on behalf of the Church. They act on matters of polity in keeping with the By-laws and constitution of the Church. These groups include, but are not limited to, the Nominating Committee, Finance Committee, Personnel Committee, Property Committee, Missions Committee and Benevolence Committee. Committee members are Church members who shall be selected by the elders to serve a three-year term, with such terms being staggered so that one-third of the committee is replaced each year. Committee Chairs shall rotate annually. The new committee members and their chairpersons are subject to approval by a majority of those present in a Church business meeting.

- **NOMINATING COMMITTEE**

The Nominating Committee shall consist of at least six members at large. The Nominating Committee will solicit and recommend members and the chair of each committee and the chair of each Ministry Team to the elders. After approval by the elders, the nominees will be recommended to the Church for approval (annually or more often as warranted) by a majority of those present in a Church business meeting in

sufficient time for those individuals to normally begin their service at the beginning of the calendar year.

- **FINANCE COMMITTEE**

1. The Finance Committee shall consist of at least six members at large, plus the President of the Corporation (ex officio), Church Secretary/Treasurer (ex officio), Director of Financial Operations (ex officio), and the Associate Pastor of Administration (ex officio).
2. The Finance Committee shall prepare and submit the annual budget to the elders for a recommendation to the Church. The budget will be presented to the Church, with the recommendation of the elders, on or before the November business meeting.
3. Disbursements from the Contingency Fund shall be made only with the approval of the Finance Committee.
4. The Finance Committee shall follow the Financial and Accounting Policies of the Church in conducting its work.

- **PERSONNEL COMMITTEE**

1. The Personnel Committee shall consist of at least six members at large. Except for the pastor and vocational ministers, all employees of the Church shall be hired by the Committee on behalf of the Church. However, employees of Mother's Day Out and Preschool shall be hired on behalf of the Church by the Mother's Day Out Team.
2. At least once each year the Committee shall review the salaries of all employees and recommend to the Finance Committee and elders such adjustments as it may deem appropriate. All salaries and benefits of new employees shall be recommended and submitted to the Finance Committee and elders for approval.
3. The Personnel Committee in consultation with the Associate Pastor of Administration shall make sure that the Personnel Policy Handbook is kept current and is administered properly.

- **PROPERTY COMMITTEE**

The Property Committee shall consist of at least six members at large. This committee shall assist the Church in matters related to buildings and grounds.

- **MISSIONS COMMITTEE**

The Missions Committee shall consist of at least six (6) members at large. The Missions Committee shall be responsible for developing and leading the missions programs and projects of the Church. The Missions Committee may involve others in the ministry of the Committee. The Minister of Missions shall be an ex officio member of the Missions Committee.

- **BENEVOLENCE COMMITTEE**

The Benevolence Committee shall consist of at least six members at large who function in a confidential manner. It shall study the benevolence needs of Church members and families and other community members and design a plan for responding to those needs and administer the plan.

Section 2. Ministry Team: A ministry team consists of a group of member ministers who share a common calling of God to serve Him according to their complementing gifts, passions, and skills. They are committed to each other to carry out assigned tasks to which they have been called by God. These groups include coaching teams in Upward Basketball and Soccer, ushers, library, Lord's Supper, and other groups. Appropriate teams may have non-members of the Church such as the library and some of the class leaders. Team members are to make one-year commitments. Ideally, they can serve on only one committee or ministry team in addition to teaching and serving either as an elder or deacon. When the work of a ministry team is accomplished, it is disbanded.

Section 3. Taskforce: A taskforce is a group of member ministers and/or vocational ministers given a specific task or responsibility for a set amount of time. When the work of a taskforce is accomplished, it is disbanded.

ARTICLE V – EDUCATIONAL ORGANIZATIONS

Section 1. Leaders for Sunday School, DiscipleLife, Royal Ambassadors, and Girls in Action shall be recommended by the Associate Pastor of Education to the elders who will approve the recommendations and report the names to the Church for affirmation. Sunday School teachers must be members of the Church.

Leaders for graded choirs shall be recommended by the Associate Pastor of Music and Worship to the elders for approval who will then report the names to the Church for affirmation.

ARTICLE VI – GENERAL

Section 1. The fiscal year of the Church and its budget shall extend from January 1st through December 31st of each year.

Section 2. The Church education organizational year shall extend from August through July of each year.

Section 3. Nothing in this Constitution and By-laws shall in any way limit, or in any way prevent any member of the Church, upon his own responsibility, from presenting or bringing any matter directly to this Church in any regular business meeting. However, any action taken on such matter by the Church shall be in accordance with the procedures and other requirements of these Articles of Guidance.

Section 4. A majority vote of the members of this Church present and voting shall govern, unless specifically provided to the contrary by these Articles of Guidance. When a special business meeting is called, 100 members of the Church must be present to constitute a quorum for the conducting of Church business.

Section 5. The use of the church's name, property and facilities, not being a right of membership, is limited to purposes, functions and organizations which further the church's ministry and are consistent with its statement of faith described in Article III of its constitution. The pastor or his designated staff is authorized to deny any use he deems, in his sole discretion, not to meet that standard. Similarly, church staff shall not officiate, host or foster any activity not meeting that same standard.

ARTICLE VII – AMENDMENT

Section 1. Any amendment to this Constitution and By-laws shall be proposed in writing at a regular business meeting of the Church and shall not be voted upon earlier than the following regular business meeting. An affirmative vote of two-thirds of the members present and voting at a business meeting at which at least 100 Church members are present shall be required to amend this Constitution and By-laws.

Section 2. During the period between the presentation of the amendment and the vote upon it, the proposed amendment shall be available to Church members in the Church office during regularly scheduled hours and on the Church website.

Section 3. Upon adoption of this Constitution and By-laws, all previously adopted policies and procedures in conflict with it are repealed.