

# **Faith Baptist Church**

## **Constitution**

October 2020

### **PREAMBLE**

We declare and establish this constitution to preserve and secure the principles of our faith and to govern the body in an orderly manner. This constitution will preserve the liberties of each individual church member and the freedom of action of this body in relation to other churches.

### **ARTICLE 1 – Name**

This body shall be known as the Faith Baptist Church at Lichtenbrucherstrasse 17, 67661, Kaiserslautern DE.

### **ARTICLE 2 – Purpose**

Faith Baptist Church (FBC) is organized specifically for religious purposes. Our commission is summarized as follows: “And Jesus came up and spoke to them saying, ‘All authority has been given to Me in heaven and on earth. Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age” (Matthew 28:18-20). Furthermore, our basic model is patterned after the priorities of the early Church: “And they were continually devoting themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer” (Acts 2:42).

In order to make progress toward the goal of making disciples of our Lord Jesus Christ, FBC must be a center for prayer, for the ministry of the Word of God, for worship, and for equipping the saints for the work of the ministry (Acts 20:32; 2 Peter 3:18; Ephesians 4:12-16).

### **ARTICLE 3 – Our Beliefs**

We affirm the Holy Bible as the inspired, inerrant, and infallible Word of God and the basis for our beliefs. This church subscribes to the Baptist Faith and Message 2000 as our doctrinal statement. We voluntarily band ourselves together as a body of baptized believers in Jesus Christ personally committed to sharing the Good News of Christ’s saving work with all people. The ordinances of the church are believer’s baptism and the Lord’s Supper.

### **ARTICLE 4 – Church Member Agreement**

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 and this assembly, joyfully enter into relationship, as members of this local church, with one another as one body in Christ.

Each of us makes public this commitment by attending the FBC New Members Class and consenting to the following Member Agreement. In response to God's love for me, we commit to:

- be serious about supporting the leadership, fellowship, purpose and beliefs of Faith Baptist Church. (*1 Thessalonians 5:12-22; 1 Peter 5:1-4; Hebrews 10:23-25; Col. 1:9-10*)
- be active in on-going discipleship opportunities and worship. (*Romans 12:1-2; II Peter 3:18; Matthew 28:19-20*)
- be passionate in prayer for your family, this fellowship and the lost. (*1 Peter 4:7; Colossians 4:2*)
- be faithful in your giving of God's gifts to you through tithing to Christ and giving offerings at Faith Baptist Church. (*Acts 4:32-35; Malachi 3:8-10; 2 Corinthians 9:6-7*)
- serve in your giftedness at Faith Baptist Church (*1 Peter 4:10-11; Ephesians 4:12*)
- be consistent in sharing your faith with those that don't know Jesus Christ. (*2 Corinthians 5:18-20; 1 Peter 3:15; Matthew 28:19-20*)
- be persistent in living your life so that others see Jesus Christ dwelling in you. (*1 Peter 2:12; Matthew 5:14-16; Titus 2; 1 Peter 3:1-7; Ephesians 5:22-6:4*)

When God leads us away from this fellowship, we will join with a church where we can continue to fulfill the spirit of this commitment.

#### **ARTICLE 5 – Church Membership**

The membership of this Church shall consist of persons who have repented of their sin and confessed saving faith in the Lord Jesus Christ as their personal Savior, and who have been received into its membership according to the By-Laws of this Church.

#### **ARTICLE 6 – Policy and Relationships**

Faith Baptist Church is an autonomous body of believers in Jesus Christ and is not subject to the control of any ecclesiastical body. Insofar as it is practical and right, this church will cooperate with others of like faith and support the International Baptist Convention (IBC). The polity of Faith Baptist Church is in accordance with the biblical polity of New Testament churches and is, therefore, elder-led and governed.

Moreover, Faith Baptist Church is a full member of the Bund Evangelisch-Freikirchlicher Gemeinden in Deutschland located in Wustemark and, as such, is constituted as a free church and a not for profit institution in the Federal Republic of Germany.

#### **ARTICLE 7 – Officers**

Faith Baptist Church has Pastor/Elders and Deacons as the biblical officers of the church.

## **ARTICLE 8 – Amendments**

The Constitution of Faith Baptist Church may be amended upon the approval of 75% of the voting members present at a business meeting called by the Elders of the church provided (1) the Elders have approved the proposed amendment, (2) there is a quorum present (a quorum being defined as 30% of the current members of the congregation), and (3) the proposed amendment has been submitted in writing, published, and made available to the congregation for a period of two weeks.

## **BYLAWS**

### **ARTICLE 1 – Church Membership**

#### **Section 1 – General Procedure**

Members shall consist of all who have met all qualifications for membership. Members shall also include existing Members as of the adoption of this Constitution and By-laws. Faith Baptist Church shall regularly maintain a membership role of the Members.

#### **Section 2 – Qualifications of Membership**

1. A personal profession of faith in Jesus Christ for salvation
2. Baptism by immersion as a testimony of salvation
3. Completion of Faith Baptist Church's New Members' Class
4. Consent to abide by the Membership Agreement

A person is a Member of this church only as long as he/she is a part of this community of faith and is actively pursuing the commitment to the Member Agreement and beliefs of this church as based in Scripture.

5. Members who have moved away and returned to FBC, and who have previously completed the New Members' Class, may be received again into membership. If the period of absence is greater than three years, returning previous members will be required to once again complete the New Members' Class.

#### **Section 3 – Qualifications of Concurrent Membership**

1. Due to the unique composition of Faith Baptist Church as a primarily military congregation in which the Permanent Change of Station (PCS) cycle, and the rotation requirement of government employees, is a regular part of body life, members of FBC may choose Concurrent Membership.
2. Concurrent Membership allows members of FBC to have the full rights of membership without having to move their membership letter from their stateside church home since their membership at FBC, though several years in length, is inherently temporary.

#### **Section 4 – Termination of Membership**

Membership may be terminated in the following ways:

1. Death.
2. Self-request by Member in good standing.

3. Evidence of Membership in another church within Kaiserslautern and the surrounding area.
4. Disciplinary termination (see section 6).

### Section 5 – Rights of Members

1. Every member of the Church, 18 years of age and older, is entitled to vote at all elections and on all questions submitted to the Church by the Elders, provided the member is present, or reasonable accommodations have been made for absentee voting due to the member being TDY, deployed, or physically ill. Any member who desires to vote in absentia shall contact the church office during regular business hours prior to the called meeting.
2. Every member of the Church, regardless of age, may participate in the ministries of this Church according to callings, interests, and gifting.
3. Every member has the right to request a meeting with the Council of Elders.
4. Every member has the right to be heard in any called meeting.

### Section 6 – Church Discipline

It is the responsibility of the Elders, as described in Acts 20:28, to "be on guard for themselves and all the flock among which the Holy Spirit has made them overseers to shepherd the church of God which He purchased with His own blood." Overseeing includes both care and correction. As a consequence, the Elders may lead the church to separate a member from membership for:

1. Departure from his previously expressed agreement with the "Statement of Beliefs";
2. Conduct that mars the testimony of the Church and/or demonstrates evidence of a continued unrepentant departure from biblical morality;
3. Manifesting disinterest and/or inactivity in the life of the church;
4. Or other reasons as set forth in the Scriptures.

The separation process shall follow that which is laid out in Scripture (Matthew 18:15-20; Galatians 6:1-2; Titus 3:10-11). By applying for and accepting membership in this Church, all members submit themselves to the shepherding care and correction of the Elders. Even if a member resigns as an attempt to avoid such care and correction, the Elders will seek to lovingly care for and correct the member. The goal of such discipline is loving restoration. If it shall become necessary to take action to terminate the membership of an unrepentant member, upon a recommendation by the Elders, membership shall be terminated by the approval of the congregation. Approval of the church shall mean that the issue in question shall be presented to the church for vote at a called meeting of the church by the Elders provided the issue has been presented by the Council of Elders in writing at a previous meeting. Approval shall be by two-thirds vote of church members present and voting. Upon evidence of repentance and reformation, membership may be restored by a recommendation of the Elders and approval of the congregation.

## **ARTICLE 2 – Our Government**

### Section 1 – General Statement

This Church, under the leadership of the Holy Spirit, voluntarily submits themselves to a form of government that we believe is in accordance with the Scriptures. The official offices of

this Church (Elders and Deacons), through which all of its powers are administered, are covered in subsequent sections of this document. These offices shall be occupied by men who are raised up by the Holy Spirit, called by the personal conviction of God, and appointed by the Elders. The responsibilities of these offices are also defined and described in subsequent sections of this document.

## Section 2 – Elders

In its operation in ministry, the Church will be governed by a group of godly men called Elders, of whom the Lead Pastor is one. These shall be men in whose lives the working of the Holy Spirit is evident, who have given a worthy witness of the authority of Christ in their lives, and who have met the qualifications for this office given in the Scriptures. (1 Timothy 3:1-7; Titus 1:5-9; 1 Peter 5:2-3).

*The Responsibilities of Elders.* The Elders are responsible for:

1. Exercising a shepherd's watch over the church, the flock of God (Acts 20:28; John 21:15-17).
2. Showing a consistent study and teaching of the Word of God (1 Tim. 5:17; 3:2, 1 Thess. 5:12).
3. Encouraging others by sound doctrine and refuting in love, through biblical church discipline, those who oppose and contradict the Word of God (James 5:19-20; Gal. 6:1; Titus 1:9; Matt. 18:1-35).
4. Giving diligent labor, caring leadership, exhortation, and guided counsel in the Word (1 Thess. 5:12-22; 2 Tim. 2:24-26).
5. Praying for the sick (James 5:13-16).
6. Overseeing the operations and ministries of the church (Titus 1:5; 1 Tim. 5:17).
7. Equipping the saints for the work of ministry (Eph 4:11-12).

*Council of Elders.* The totality of Elders shall constitute the Council of Elders, which is commissioned to oversee the Church under the Chief Shepherd, the Lord Jesus Christ (1 Peter 5:4). The Council of Elders shall prayerfully seek unanimous agreement in all matters since we believe the Holy Spirit guides with oneness of mind (Acts 15:1-29; Phil. 2:1-2). Moreover, in matters in which agreement is not unanimous, an Elder who is not in agreement with his fellow elders is encouraged to humble himself and defer to the collective agreement of the Elder Council. In matters of compensation or discipline of an Elder, the Elder in question shall abstain. In all matters of the church, the Elders of Faith Baptist Church are vested with oversight and final authority.

1. The Lead Pastor acts as the Chairman of the Council of Elders. As such the Lead Pastor shall be the first among equals. A Vice-Chairman may be appointed by the Chairman in case of the Chairman's inability to attend a meeting or to execute his duty.
2. The number of Elders shall be determined by the needs of the ministry and by the call and qualification of men in the Church.
3. If a Deacon is called by the Lord to be appointed as an Elder, he will no longer be considered a Deacon. He will not be required to fill the responsibilities of a Deacon but of an Elder.

4. In the case of a need for new Elders, or for the substitution of existing Elders, the Chairman of the Council of Elders and/or existing Elders shall serve as the Elder Nominations Team.
  - a. This Team shall guide the Elders in the selection of names of nominees from among Church members in good standing.
  - b. After a period of prayer and unanimous agreement by the Elders, those men selected as potential candidates will be approached by the Elders. The potential candidates will be given adequate time to decide to enter the elder process.
  - c. This Nominations Team is responsible for guiding all nominees through the Elder Candidate process.
  - d. The Elder process shall consist of the completion of the Elder Candidate Questionnaire, an interview by the Elder Nominations Team with the candidate and his wife, completion of the study on eldership, and attending select elder meetings by invitation of the Elders.
  - e. The Elder process will take approximately six months with a section of the study on eldership completed on a timely schedule. Each elder will lead sections of the study for elder candidates.
  - f. Completion of the Elder study does not automatically mean that a candidate will become an elder. All current Elders must agree unanimously on each candidate before they are presented to the congregation as possible future Elders.
  - g. The Elders shall inform the congregation of such nominations after the candidate and the Elders have decided to publicly announce the nomination. The congregation will be given a period of two weeks (three Sundays) to respond in writing (and signed by the writer) if there is any biblical basis for a nominee not to be appointed as an Elder.
  - h. In the event of an objection from a member of the congregation, the Council of Elders shall review the response with the writer of the response and, if necessary, with the nominee, in order to determine proper disposition of the issues raised by the writer.
  - i. Non-objection of a candidate shall serve as congregational approval of the candidate. After the review process is completed and the resolution of any and all issues, the Elder Nominations Team shall proceed with the completion of the elder candidate process followed by the congregational affirmation of the nominees approved as Elders.

*Accountability.* The Council of Elders is a self-disciplining body with members accountable to one another (Matthew 18:15-20; 1 Timothy 5:19-20). Each Elder is under the oversight of the Council of Elders and subject to both formative and corrective discipline as are all members of the Church.

*Tenure of Service.* No limit is placed upon the time that an Elder may serve. The emphasis is that each one will serve and not just attend meetings. Each must be active in ministry to remain an Elder.

1. **Voluntary Removal:** An Elder may of his own initiative, disqualify himself from the role of Elder if he feels he is no longer spiritually qualified or is unable to serve.
2. **Involuntary Removal:** (1 Timothy 5:19-20) Any member of the church may bring written scriptural reasons for removal of an Elder. If reasons are substantiated by two or more

- witnesses, Elders may be removed from office by a unanimous decision of the other Elders. Removal shall be based upon being spiritually unqualified or the inability to serve.
3. Leave of Absence: An Elder may request a temporary leave of absence due to circumstances that hinder his ability to fulfill his role. The duration of the leave of absence shall be agreed upon by the Elder Council.
  4. Upon termination of the vocational call of a Pastor who served on the Elder Council, his role as an elder on the Elder Council will likewise be terminated.

### Section 3 – Vocational Pastors and Ministry Leaders

*Definition.* Vocational Pastors are men, who in response to God's call, have devoted their vocational lives to the ministry of the Word and prayer in the service of the church of Jesus Christ. Vocational Ministry Leaders are the ministry leaders of the Church who, in response to God's call, serve the Church and receive some type of support for their service. Both Vocational Pastors and Vocational Ministry Leaders are supported financially by the Church in return for their vocational labors.

*Duties.* Vocational Pastors and Ministry Leaders shall perform the duties determined by the Council of Elders. The duties shall be in writing at the time of the call to service. Vocational Pastors shall have all the biblical qualifications of an Elder. Vocational Pastors are not necessarily called to serve as members of the Council of Elders. Vocational Pastors who desire to serve on the Council of Elders will be determined through the elder candidate process.

*Lead Pastor.* The Lead Pastor is responsible for leading the church to function as a New Testament church. The Lead Pastor will lead the Council of Elders as the first among equals, lead the congregation, the ministries, the Deacons, and the church staff to perform their tasks. Whenever a Lead Pastor vacancy occurs, the Elders shall seek out a suitable Lead Pastor, with the assistance of a pastor search team appointed by the Elders if the Elders so desire. The Elders' recommendation will constitute a nomination. The election of a Lead Pastor shall take place at a meeting called for that purpose, of which at least one week's public notice has been given to the Church membership. The election of a Lead Pastor shall be by secret ballot, with an affirmation vote of 80% of those Members present and voting.

*Pastors and Ministry Leaders.* The Elders shall seek out suitable associate pastors and ministry leaders for positions necessary for fulfilling the ministries of the Church. The Elders may appoint a pastor search team as necessary to assist in the process of seeking out suitable pastors and ministry leaders although the Elders may choose to perform a search on their own. Candidates determined by the search team to be qualified and willing to serve will be recommended to the Council of Elders. A unanimous vote for the candidate by the Elders will constitute his appointment to the position of a pastor or ministry leader.

*Termination by the Church.*

1. By resignation. The question of terminating an associate pastor or ministry leader shall be considered by the Elders upon receipt of the pastor's or ministry leader's resignation.
2. Other reasons for termination –

- a. Grievance. Where a grievance exists against a Pastor or Ministry Leader, either due to his preaching or teaching contrary to the beliefs of the Church and the refusal to change his views when corrected by the Elders, or to alleged conduct on his part unfitting an Elder or Ministry Leader, such grievance may be brought before the Council of Elders by any two witnesses. If the Council, after thorough investigation and consideration, believes the grievance to be true and substantial, then the vocational call of the Pastor or Ministry Leader may be terminated upon the recommendation of the Council of Elders.
  - b. Elder Decision. If the direction of the ministries of the church, financial status of the church, or other unforeseen issues require termination, then the vocational call of the Pastor or Ministry Leader may be terminated upon the recommendation of the Council of Elders.
3. Upon termination of a Pastor who served on the Elder Council, his role as an elder on the Elder Council will likewise be terminated.

#### Section 4 – Deacons

*Composition, Tenure of Service, and Calling.* The number of Deacons shall be determined by the needs of the ministry and by the call and qualification of men in the church. No limit is placed upon the time that a Deacon may serve. A Deacon who is unable to fulfill his duties may of his own initiative, disqualify himself from the role of Deacon if he feels he is no longer spiritually qualified or is unable to serve. Any Deacon may also be involuntarily removed due to church discipline. Deacons may also request a temporary leave of absence due to circumstances that hinder his ability to fulfill his role. The duration of the leave of absence shall be agreed upon by the Deacons. All Deacons shall be appointed by the Elders and affirmed by the church.

*Qualifications.* Deacons shall be qualified for the office as specified in the Bible (1 Timothy 3:8-12.)

*Responsibilities.* The Deacons shall be ready to assist the Elders in any service that shall support and promote the ministry of the Word, new and existing ministries of the Church, and the care for the members of the congregation. Their responsibilities may include:

1. Administering a Benevolence Fund to assist the poor and needy, and otherwise providing aid in times of crisis or distress;
2. Oversight of the Usher Ministry;
3. Assisting in administering the ordinances of the church;
4. Assisting at fellowship gatherings of the church;
5. Serving the membership of this church;
6. Any additional duties as assigned by the Lead Pastor and/or Council of Elders.

*Accountability.* Each Deacon is under the oversight of the Deacon Body and the Council of Elders and is subject to both the formative and corrective discipline of the Elders as are all members of the Church.

*Organization.* The Deacons shall organize themselves however they determine to be best to achieve the mission of the church. One of the Elders will be selected by the Council of Elders



to act as the liaison to the Chairman of the Deacons and with the concurrence of the Council of Elders. The Elders will select one man from the Deacon body to serve as the Chairman of the Deacons and a second man from among the Deacons to serve as the Vice-Chairman. The Elders may invite the recommendation of the body of Deacons to fill these two aforementioned positions. The Elders or the Deacons may designate any specific Deacon or group of Deacons to specialize in some particular function. Meetings of the Deacons, or subcommittees thereof shall be held as needed to best fulfill the responsibilities of the Deacons.

*Nomination.* The Deacon body shall serve as the Deacon Nominations Team. The Lead Pastor and Chairman of Deacons shall act as ex-officio members of the team. The Nominations Team shall give the church membership an opportunity to nominate prospective Deacons. Any man previously ordained as a Deacon in another fellowship who desires to continue his service as a Deacon must participate in the screening process. The Nominations Team shall screen the nominees using the Deacon Candidate Questionnaire to determine their requisite meeting of the stated biblical qualifications. Those who meet the qualifications will be interviewed with their spouses by one or more members of the Nominations Team. The interview will contain the following:

- An explanation of the Deacon selection process.
- Discussion concerning Scriptures relating to qualifications of Deacons.
- Discussion related to the Deacon Candidate Questionnaire.
- A request for the man and his wife to pray and seek God's will concerning Deacon service.

Candidates determined by the team to be qualified and willing to serve will be recommended to Council of Elders. The Council of Elders shall inform the congregation of such candidates and allow the congregation a period of two weeks (three Sundays) to respond in writing if there is any biblical basis for a nominee not to be ordained as a Deacon. In the event of such response from a member of the congregation, the Elders and the Deacon Nominations Team shall review the response with the writer of the response and, if necessary, with the candidate in order to determine proper disposition of the issues raised by the writer. Non-objection of a candidate shall serve as congregational approval of the candidate. After the review process completion and the resolution of any and all issues, the Council of Elders shall proceed with the congregational ordination of the candidates approved as Deacons. A unanimous vote for the nominee by the Elders will constitute his appointment to the position of Deacon.

*Affirmation.* The Elders will present all men approved for the Office of Deacon to the Church for affirmation through public ordination.

### Section 5 – Ministry Teams

These teams bring recommendations to the Elders and serve in advisory capacity to the Elder body as requested by the Elders. In all ministry decisions, the Elders of Faith Baptist Church are vested with oversight and final authority.

There are two types of Ministry Teams at FBC. Service Ministry Teams will serve the church in areas that need continuity from year to year. Examples of Service Ministry Teams are the Missions, Building & Grounds, Finance, Students, Children, Worship, Stewardship, Hospitality, and Security Teams among others.

Project Ministry Teams are temporary, short term teams appointed by the Elders to accomplish a specific task needed in the church. Examples of Project Ministry Teams include Pastor Search Teams, Building/Construction Teams, Short-Term Mission Teams, etc. When the task for which the ministry team was formed is completed, the Project Ministry Team will be discontinued.

Serving on either a Service Ministry Team or a Project Ministry Team requires church membership.

Ministry Teams plans and recommendations will be reviewed and implemented as approved by the Council of Elders. Every Ministry Team shall report to and receive direction from the applicable pastor, ministry leader, and/or the Elder Council. Final authority over all Service and Project Ministry Teams and ministry decisions resides with the Elders.

### Section 6 – Support Staff

Non-ministerial staff members shall be employed as the Elders determine the need for their services. The Elders shall have the authority to employ and to terminate services of non-ministerial and support staff members.

## **ARTICLE 3 – Church Finances**

### Section 1 General

No method of raising funds shall be entertained which is in conflict with the scriptural ideals of the Church. All funds donated shall pass through the church Financial Secretary in order that due record may be made. Additionally, all funds given to the church will be put in the General Budget of the church. Only occasional special offerings designated by the Elders, such as the Lottie Moon Christmas Offering (of the International Mission Board of the Southern Baptist Convention) and the Global Missions Offering (of the International Baptist Convention), shall be accepted for use outside of the General Budget. The Financial Secretary is accountable to, and serves under the authority of, the Elders, and assists the Elders in accounting for funds donated.

### Section 2 Contributions

It is understood that membership in this church involves financial obligations to support the Church and its causes with regular and proportionate giving. Each member shall be encouraged in Scriptural giving, with tithing as the ideal minimum.

Tithes and Offerings received by the church from its members shall be handled in accordance with the established counting procedures of the church.

Special offerings may be sought by the Church, or by any of its ministries, with the approval of the Elders. This shall not preclude individuals from making special offerings or designated gifts at any time as the Spirit of God may move them.

Designated funds will be received according to the applicable section of the FBC policy and procedures manual.

- Fundraising – The normal practice of financial operations of the church is for members to give their tithes and offerings through the general budget of the church. The Elders will not entertain typical fundraising events for the purpose of gaining funds for ministry. Rather, the regular faithful giving of the members of FBC shall provide for the ministries of the church.

- Emergency or Reserve Funds – The goal of the church will be to maintain a minimum of three months of reserve funds to be used in the case of emergency for temporary budget shortfall.

### Section 3 Financial Planning

The financial planning of the Church shall be accomplished through an annual budget. The Church, upon recommendation of the Elders, shall affirm an annual budget at an annual meeting called for this purpose. Matters involving all staff compensation shall be the responsibility of the non-vocational members of the Elder Council which may invite the assistance of the Finance Team for this purpose, but all final decisions shall rest with the Elder Council.

### Section 4 Accounts

The Financial Secretary accounts for financial receipts from all sources. The financial records of the church shall be reviewed annually by an independent certified professional accountant (CPA). Every five years the church shall perform a full audit of all financial records.

### Section 5 Indebtedness

The Church shall not make a practice of incurring debt. Notes or contracts whereby the credit of the Church is pledged to indebtedness shall be made only by recommendation of the Council of Elders and approval of the Church. Approval of the church shall mean that the issue in question shall be presented to the church for vote at a called meeting of the church by the Elders provided the issue has been presented by the Council of Elders in writing at a previous meeting. Approval shall be by two-thirds vote of church members present and voting.

### Section 6 Authority to Bind the Church

The Elders, and/or those Trustees of the church whom the Elders appoint to assist them in such matters (Trustees being the Lead Pastor, the Chairman of the Deacons, and the church Treasurer), are the only officers who have authority, in accordance with these By-Laws, the Church Constitution, and any applicable laws, to execute legal documents relating to real estate, church property, and church finances. A minimum of two Elders are required to execute any legal documents with the assistance of the church Trustees as required by German law. Any such action will be directed by the unanimous decision of the Elder Council.

### Section 7 Property and Liability Insurance

The church will insure the church property at the fair market value. At least once every other year, the Elders should review the church's current property and liability insurance coverage. Also, the Deacons should conduct a church safety inspection annually.

## **ARTICLE 4 – Church Ordinances**

### Section 1 – Baptism

This Church shall receive for baptism by immersion any person who has repented of their sin, placed saving faith in Jesus Christ, and who indicates a surrender to follow Christ as Lord.

### Section 2 – Lord's Supper

The Church shall observe the Lord's Supper as scheduled by the Lead Pastor and/or Elders. The Elders and Deacons shall oversee the Lord's Supper, the Deacons being responsible for the

physical preparation. Anyone who professes Jesus Christ as Savior in like faith and has undergone believer's baptism may share in this ordinance with the members of this Church.

## **ARTICLE 5 – Church Meetings**

### Section 1 – Worship Services

Public services for worship shall be held on the Lord's Day. Other services may be appointed as the advancement of the work of the Church may require. Prayer, praise, preaching, and teaching shall be among the components of these services.

### Section 2 – Called Meetings

Called Meetings are corporate gatherings of the church membership for the purpose of a church-wide vote in the case of the calling of a new Lead Pastor or amending the Constitution and Bylaws of Faith Baptist Church. In addition, the annual meeting for the purpose of affirming the church budget is a called meeting. The authority to schedule a called meeting resides with the Elders.

## **ARTICLE 6 – Ministries**

We believe that every believer stands equal before God and each is equipped and called to serve in some form of ministry. We equate membership with a commitment to ministry and service. Faith Baptist Church, therefore, will create an environment that encourages and equips believers to minister according to their God-given talents, passions, abilities, and gifts. The creation of new ministries and ministry teams shall occur under the direction and leadership of the Elders.

## **ARTICLE 7 – Amendments**

Changes in the Constitution and Bylaws may be made by approval of the church at any called meeting of the church provided amendments have been presented and provided by the Council of Elders in writing at a previous meeting. Approval of the church shall mean that the issue in question shall be presented to the church for vote at any called meeting of the church provided the issue has been presented by the Council of Elders in writing at a previous meeting. Approval shall be by a 75% vote of church members present and voting with a quorum present (a quorum being 30% of the members in good standing). Any church member in good standing who wishes to recommend a change to the Constitution and Bylaws may bring a recommendation to the Council of Elders, outside of a called meeting of the church, who will affirm or deny whether the recommendation may move forward for a congregational vote in a church meeting scheduled by the Elders.

## **ARTICLE 8 – Faith Baptist School and Faith Baptist Preschool**

Section 1 - Faith Baptist School and Faith Baptist Preschool (“the Schools”) fall under the auspices of the Church and are therefore under the authority of the Lead Pastor and Elders of Faith Baptist Church. The ministries will provide quality Christian education for children.

Section 2 - The Lead Pastor and Elders of Faith Baptist Church shall practice oversight of the curriculum and doctrine of the Schools.

Section 3 - The Directors of the Schools must be fully qualified to preside over administering their schools and affirmed into these positions by the Lead Pastor and Elders of Faith Baptist Church. Qualifications include a vital Christian walk, education commensurate with the position, experience in working with children, and agreement with the basic doctrines and programs of the church.

Section 4 - The Lead Pastor and Elders (with the help of the Personnel and Finance Teams as requested by the Elders) will assist the Directors in hiring the teachers and aides and in establishing salaries and personnel policies.

Section 5 - The Schools must be financially self-supporting and will reimburse the Church for the use of the building, including heating, electricity, and capital improvements such as carpeting and furniture. The Schools will maintain a separate financial system from Faith Baptist Church.

#### **ARTICLE 9 - Dissolution**

Upon dissolution of this Corporation, the Board of Elders shall cause the assets herein to be distributed to another Corporation with purposes and doctrinal beliefs similar to those identified in this Constitution. Nothing in this section shall be construed as a requirement that the properties and obligations of the Corporation be liquidated prior to distribution.