

GRACE REFORMED BAPTIST CHURCH

formerly Grace & Peace Bible Church of Philipsburg, Pennsylvania

CONSTITUTION & BYLAWS

Adopted November 8th, 2020

Amended February 11th, 2024

Church Covenant

Having been led, as we believe, by the Spirit of God to receive Jesus Christ as our Lord and Savior, and on 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, angels, and this assembly, most solemnly and joyfully enter into covenant with one another as one body in 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 peace; to promote its spirituality and fruitfulness; to sustain its worship, ordinances, discipline, and doctrines; to welcome, and test biblically, instruction from the Scriptures by the elders of the church, seeking to grow towards biblical unity in the truth; 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 of Jesus Christ throughout all nations.

We also engage to maintain family and personal devotions; to educate our children in the Christian faith; 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 avoid all tattling, backbiting, and excessive anger; to seek God's help and to abstain from unbiblical practices; and to be zealous in our efforts to advance the ministry of the local church.

We further engage to watch over one another in brotherly love; to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy of speech; to be slow to take offense, but always ready for reconciliation, and mindful of the rules of our Savior to secure reconciliation without delay.

We moreover engage, that when we remove from this place, we will as soon as possible unite with some other like-minded church where we can carry out the spirit of this covenant and the principles of God's Word. In the event there is no such church, we shall seek, with the Lord's help, to establish one.

Preamble

Desiring to glorify God in a biblical ministry, recognizing the preeminence of Jesus Christ and the authority of the Word of God, and pursuing the unity and order Scripture demands, we do hereby band ourselves together as a body of baptized believers in Jesus Christ and establish this constitution and bylaws for the operation of our church by the grace of God.

Article I—Name

The name of this local church, formerly known as GRACE & PEACE BIBLE CHURCH OF PHILIPSBURG PENNSYLVANIA shall be GRACE RBC doing business as GRACE

REFORMED BAPTIST CHURCH with its initial registered office being at 110 E PINE ST,
PHILIPSBURG, PENNSYLVANIA 16866

Article II—Purpose

The purpose of this local church shall be to worship God, edify believers through the preaching and teaching of Christian doctrine and ethics, evangelize the unsaved by the proclamation of the Gospel, and advance the cause of Christ in accordance with the Holy Scriptures. This will be accomplished through regular meetings, special services, education, care, missionary outreach, and any other ministries and activities deemed appropriate or necessary by the church.

No part of the net earnings of the church shall inure to the benefit of, or be distributable to its members, elders, officers, or other private persons, except that the church shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth herein. No substantial part of the activities of the church shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the church shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. This church shall be operated as a nonprofit organization exclusively for charitable, religious, and educational purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law).

Article III—Declaration of Faith

Section 1: Scripture

We believe that the Bible is the Word of God. Since Scripture is breathed-out by God in its original autographs, we believe that all of the words of Scripture are infallible, inerrant, and our only rule of faith and practice. (2 Timothy 3:16; 2 Peter 1:21; Matthew 5:18; John 10:35; Revelation 22:18-19)

In addition, since the inspiration of Scripture applies to the original autographs and not necessarily in translations of Scripture, we believe that any translation of the Bible that states the truth in accordance to the autographs are legitimate and faithful in their translation. And thus, we do not believe any one English translation to be the only proper translation of Scripture. Our primary translation in services and in teaching is the English Standard Version (ESV), but any translation that reflects the truth accurately is welcome.

Section 2: God

We believe in one Triune God. One being manifested in three persons—Father, Son, and Holy Spirit, eternally existing as one yet three distinct persons. The Father, Son, and Holy Spirit are co-eternal in being, co-identical in nature, and co-equal in power and glory. (Deuteronomy 6:4; Psalm 90:2; Matthew 28:19; 2 Corinthians 13:14; 1 Corinthians 8:6)

- God the Father: He is holy, eternal, omniscient, omnipotent, and omnipresent. He is merciful and loving, and he desires to have a relationship with every person. Because of his desire to commune with us, he sent his son, Jesus Christ, to bring us into reconciliation with himself. (Psalm 139; 1 Chronicles 29:11; John 1:12, 3:16; Ephesians 1:3-9; Romans 11:36)
- Jesus Christ: He is the only Son of God, born of a virgin. He is fully man and fully God and has existed eternally with the Father and the Holy Spirit. He lived a perfect, sinless life and gave himself as a substitutionary atonement for our sins on the cross. He arose from the

grave, ascended to the Father, and will return bodily to reign on earth. (John 1:1-3; John 3:16-17; Hebrews 1:3, 8, 9:24; Philippians 2:6-11; 2 Corinthians 5:21; Revelation 19-20)

- Holy Spirit: He is a divine person of the Trinity and not just a spiritual force. He was involved with creation and the inspiration of Scripture. He convicts of sin and draws people to belief. It is the Holy Spirit that indwells the hearts of all true believers and seals them until the Day of Redemption. (John 14:16-26, 16:7-14; Romans 8:9; 1 Corinthians 3:16, 6:19; Titus 3:4-7; Ephesians 1:13)

Section 3: Creation

We believe the account of creation found in Genesis, which details creation as a literal, historical event acted by God with no involvement of any evolutionary process. (Genesis 1:2; John 1:3-10; Colossians 1:16; Hebrews 11:3)

Section 4: Mankind and Sin

We believe that man was created in the image of God. That Adam and Eve were created without sin and in perfection, but due to their disobedience, sin entered into the world. All are born sinners by nature and all choose to sin. Sin separates man from God. All are sinners and deserve eternal punishment. (Genesis 1-3; Psalm 14; Romans 3:23, 5:12-21; Ephesians 2:1-3)

Section 5: Salvation

We believe that salvation is by grace through faith. No amount of work can buy God's forgiveness or grant us salvation. Salvation is a free gift of God through the work of Jesus Christ on the cross. (Isaiah 53; Ephesians 2:8-9; Romans 5:12-21; John 1:29)

- Regeneration: When an individual responds to the Gospel, repents of his sin, and turns to Jesus Christ for salvation, the Holy Spirit causes a spiritual change in which he is freed from the guilt of his sinful nature, receives the imputation of Christ's righteousness, and thus is born again into God's family. Regeneration involves an illumination of the mind, a change in the will, and a renewed nature. (John 3:3-7, 16; 1:12; 2 Corinthians 5:17; Ephesians 2:8-9; Romans 3:22-28; 1 Peter 1:23; Titus 5:3; Acts 2:38, 17:30)
- Justification: God declares the sinner to be righteous in his sight on the basis of Christ's work on the cross. God does not impute sin to the individual, but rather imputes the righteousness of Jesus Christ. (Romans 3:22-28, 4:1-8, 5:1-2; Galatians 2:16)
- Sanctification: Whereas regeneration is a one-time event, sanctification is a continuous process by which God through the Holy Spirit transforms the believer into the image of Christ. This process will not be completed on this side of eternity, but will be complete when believers join Christ in heaven. (John 17:17; 2 Corinthians 3:18; Ephesians 5:26; 1 John 3:2; Acts 20:32)
- Perseverance: Since salvation is based only on the grace of God and not on the merit or work of the individual, everyone who truly accepts Jesus Christ as their Savior is eternally secure in his salvation and is kept by God's power. However, Scripture does give solemn warnings to those who profess salvation but whose lives give no evidence of change because of willful, unrepentant sin. (John 6:37, 39, 10:27-30; Romans 8:38-39; 1 Peter 1:5; 2 Peter 1:10; 1 John 3:7-10; James 2:14-26)

Section 6: The Church

We believe that the church is made of all who truly believe and is led with Jesus Christ as the head of the body. Anyone who repents of sin and follows Christ is part of the church of God. We also

believe that the local church is God's way of discipling believers and evangelizing unbelievers, and that believers cannot live the Christian life alone. The local church is God's way of mutually building up his people. (Matthew 28:19-20; Ephesians 1:15-23; Hebrews 10:19-25)

- **Organization:** The local church is an assembly of believers that voluntarily join together for mutual fellowship and upbuilding. The local church governs itself and should be free from interference of outside authorities. Within the local body, the church is to be led by elders (commonly referred to as pastors) and served by deacons. (Ephesians 4:11-16; Colossians 1:15-20; 1 Peter 5:4)
- **Ordinances:** Jesus commands the church to observe two ordinances. These ordinances are symbolic and do not provide salvation.
 - **Baptism:** All who profess faith in Jesus Christ should be baptized by immersion in water as a symbol of the death, burial, and resurrection of Jesus Christ. (Matthew 28:19-20; Romans 6:3-4)
 - **The Lord's Supper:** The Lord's Supper is a memorial service in which the bread and juice represent the body and blood of Jesus Christ. It is meant to cause reflection and repentance from sin. (Matthew 26:26-29; 1 Corinthians 10:16; 11:23-34)
- **Spiritual Gifts:** As a church, we believe and teach a cessationism position concerning spiritual gifts.
 - Cessationism teaches that there were two kinds of spiritual gifts given to the early church. Miraculous gifts (speaking in tongues, spontaneous healings, signs, and miracles) were utilized temporarily in the Apostolic Era for the purpose of confirming the authenticity of God's message through the apostles (Hebrews 2:3-4; 2 Corinthians 12:12); and ministering/equipping gifts (teaching, preaching, serving, encouraging, giving, leadership, mercy, words of wisdom and knowledge, faith, and helps) were given to equip believers for edifying one another.
 - Because the miraculous gifts were utilized for confirming the authenticity of God's message, they ceased being utilized at the completion of the New Testament (Hebrews 1:1-2; 1 Corinthians 13:8-12). The only spiritual gifts in operation are non-revelatory equipping gifts given for edification (Romans 12:6-8). While God does still heal the sick, suffering, and afflicted, no one today possesses the gift of healing. (Luke 18:1-6; John 5:7-9; 2 Corinthians 12:6-10; James 5:13-16; 1 John 5:14-15)

Section 7: Separation

We believe that Scripture commands God's people to be holy and separate from all polluting influences, including sin, disobedient brethren, and false teachers.

- **Personal Separation:** Individual believers are the temple of the Holy Spirit and so must be pure from sin. They are not to be unequally yoked together with unbelievers nor found to be friends of the world. (2 Corinthians 6:14-7:1; 1 John 2:15-17; James 4:4)
- **Ecclesiastical Separation:** The church as a whole must separate from those who teach false doctrine and attempt to subvert the saints—including, but not limited to individuals who teach false doctrine and local churches who teach false doctrine. (Romans 16:17; 2 Thessalonians 3:6-15; 2 John 9-11; 2 Corinthians 6:14-18)

Section 8: Last Things

We believe in the personal, physical return of Jesus Christ in his own way and in his own time. He will return to reign on earth, judge mankind, and bless those who truly believe. (1 Thessalonians 4:14-18; John 5:22-23; Revelation 19:11-22)

Section 9: Marriage and Sexuality

We believe in the God-ordained institution of marriage between one man and one woman and that all moral sexual relations are exercised solely within the God-ordained institution of marriage (Genesis 1:27, 2:24-25; Matthew 19:4-6). We also believe that while people can genuinely struggle with same-sex attraction as well as gender dysphoria, the Bible is clear in its teachings concerning the sinfulness of homosexual behavior (as well as any other unnatural or immoral sexual behavior) and is clear on its teaching that gender is assigned at birth. (Exodus 20:14, 22:19; Leviticus 18:23, 20:15-16; Deuteronomy 27:21; Mark 10:19; Luke 18:20; Romans 1:26-27; 1 Corinthians 5:1, 6:9-10; 1 Timothy 1:10; Galatians 5:19; Ephesians 5:3; Colossians 3:5; James 2:11; Psalm 139:13-16)

We believe that all are sinners and that we live in a world that is broken by sin. However, we are called to live out our biblical beliefs and convictions even in a world that disagrees with us. We desire to do so in a way that glorifies God (1 Peter 1:11-12). Concerning those that disagree with our position on Marriage and Sexuality, we believe every person must be treated with love, respect, and compassion. We also believe that we are to speak God's truth in love with grace and humility as we call people to repentance (Romans 3:10-11, 6:23; Ephesians 4:15) and belief in Jesus Christ, who offers free forgiveness to all who repent and forsake their sins (Acts 3:19-21; Romans 6:23, 10:9-10; 1 Corinthians 6:9-11; 1 John 1:8-9).

Section 10: Additional Affirmations

In addition to the aforementioned Declaration of Faith, we also adhere to the 1689 Baptist Confession of Faith and the Baptist Faith and Message 2000.

Article IV—Membership

Section 1: Admission

- Qualifications: Any person may be admitted to the membership of this church who:
 - Gives testimony of conversion and faith in the Lord Jesus Christ and has subsequently been baptized by immersion.
 - Ascribes to the Declaration of Faith and agrees to uphold the Constitution of this church.
 - Is willing to strive to live a life separated from the sins of the world and consistent with the teachings of the Bible
 - Is willing to support the work of this church by participating regularly in worship, service, and giving.
- Procedure: Any person desiring membership at Grace Reformed Baptist Church may make his request known to a pastor. He will then meet with a pastor or someone designated by the pastoral team to determine if he meets the qualifications for membership. If accepted, he will be presented to the congregation during a regular church service for congregational approval and welcome.

Section 2: Removal

A member of Grace Reformed Baptist Church may be removed from the membership list for any of the following reasons:

- Death
- Request: If an individual requests to be removed or if a request for a letter of transfer from another church of like faith and practice is received. If an individual joins another church

and he is not currently under the process of church discipline, he will be removed from the membership of Grace Reformed Baptist Church.

- **Absence:** The membership of any individual shall be terminated without notice if the member in question has not regularly attended the Sunday Morning worship services of the church in the preceding six months. By *regularly attending*, we mean that members should attend at least 70% of the 26 worship services during a six-month period (i.e., missing 8 or more Sunday Morning worship services per six-month period would cause removal). The pastors may choose to waive this requirement if, in their discretion, there is just cause for the member's absence (e.g., illness, travel, or work).
- **Persistent sinful conduct:** Removal from membership may be made based on persistent sinful conduct that is in clear contradiction to the Bible (such as immorality or apostasy). This action is taken by the church at the advice of the pastors. The church will strive to follow the guidelines for church discipline as given in Scripture (Matthew 18:15-17; 1 Corinthians 5:11) in dealing with such a member. A member removed from the church in this manner may be restored upon evidence of confession and repentance acceptable to the pastors.

Article V—Meetings

Section 1: Meetings for Worship

The church shall hold regular meetings for worship, service, prayer, and fellowship. The pastors may also arrange special meetings and conferences.

Section 2: Meetings for Church Business

- **Regular Business Meetings:** The church will conduct quarterly business meetings after the first Sunday morning service of January, April, and July. If a special service is scheduled for the first Sunday morning service, then the business meeting will be on the following regular Sunday morning service. An announcement will be made at least two Sundays before the meeting.
- **Annual Business Meetings:** The annual business meeting will be held after the first Sunday morning service in November. If a special service is scheduled for the first Sunday morning service, then the annual business meeting will be on the following regular Sunday morning service. During this meeting, the church will elect officers, adopt a budget for the following year, and take up pertinent matters of church business. The church fiscal year will begin January 1 and conclude December 31. Announcements will be made at least two Sundays before the meeting.
- **Special Business Meetings:** In the event that a matter requires action prior to the next regular business meeting a special business meeting may be called by the pastors. Announcements will be made one Sunday prior to the meeting.
- **Moderator:** The lead pastor or his designee will act as moderator at all business meetings of the church. In his absence or during a meeting for the lead pastor's dismissal, another pastor may moderate. In the event that there is no other pastor, the chairmen of the deacon board will moderate.
- **Voting:** Members 18 years of age or older and in good standing are eligible to vote. Not less than 40 percent of the active voting membership shall be considered a quorum. Voting for new members will be open, but all other voting will be secret. A three-fourths majority of all voting members present shall be required for passage of any item of business.

Article VI—Church Government

Scripture indicates that the responsibility for shepherding and leading the church under Jesus Christ belongs to the pastors. As necessary, the Scriptures also provides for the appointment of deacons to serve the church, particularly in areas of ministry that would cause the pastors to neglect their biblical responsibilities of teaching, preaching, prayer, and shepherding. The church membership is responsible to vote on the approval of pastors and deacons, the inclusion and discipline of church members, and the acceptance of the annual budget.

Section 1: Pastoral Qualification

Pastors shall meet the qualifications and standards of the Bible prescribed for their office. They shall endeavor, by God's grace, to live and serve in full conformity to the standards found in John 21:16; Hebrews 13:17; 1 Timothy 3:1-7; 1 Peter 5:1-3; and Titus 1:5-9. The terms *elder*, *pastor*, and *overseer* refer to the same office. (Acts 20:17, 28; 1 Peter 5:1-5). The pastoral team shall be comprised of both paid (staff) and volunteer members.

Section 2: Pastoral Responsibilities

- He is responsible to manage and administrate the local church before Almighty God. (Titus 1:7)
- He is responsible to guard the truth and to care for the welfare of the members of the local church in every area. (1 Timothy 3:1-2; Titus 1:7; Hebrews 13:17)
- He is to exercise leadership and authority in the local church as a member of a team of pastors. (1 Timothy 3:4-5)
- He is required to hold fast to the Scriptures and to be able to apply them to life situations. (Titus 1:9)
- He is required to reprove, rebuke, and exhort according to the principles of Scripture as necessary. (Titus 1:9, 13; 2 Timothy 3:16)
- He is required to “feed the flock,” by preaching and teaching the Word of God both publicly and privately. (1 Timothy 3:2; 1 Peter 5:2-3; Acts 20:28)
- He is to be an example to the church. (1 Peter 5:3)
- He is required to shepherd the members of the local church. (Acts 20:28)

Section 3: Selection of a Volunteer Pastor

The selection process is as follows:

1. The current pastors will determine the number of pastors needed to serve the church and then make the congregation aware of the need.
2. The congregation will submit names of nominees to the pastors for their consideration.
3. The nominees will self-evaluate themselves based on the Scriptural teachings concerning pastors.
4. The pastors will interview those nominees after their self-evaluation.
5. The pastors will recommend to the congregation the nominees they feel best fulfill the biblical requirements for pastors and fulfill the needs of the church.
6. The congregation will then evaluate the recommended nominees. Any concerns will be taken up first with the nominee in question and then with the current pastors.
7. Following the congregational evaluation, the congregation will vote to appoint the nominees to serve on the pastoral team.

8. Following the vote, a time of dedication and congregational affirmation will be held for the new pastors—if ordination is required, the newly appointed pastor will prepare the documents required for ordination as soon as possible, prepare for an ordination council, and be evaluated for ordination.
9. The volunteer pastor can resign from his office at any point with a 30-day notice.

Section 4: Dismissal of a Volunteer Pastor

The dismissal of a volunteer pastor will be the responsibility of the remaining pastors. Action to dismiss a volunteer pastor will require the unanimous consent of the remaining pastors.

Article VII—Officers

Section 1: Lead Pastor

- **Qualifications:** The lead pastor shall meet the scriptural qualification of a pastor as mentioned above. He must ascribe to the Declaration of Faith, the Constitution, and any bylaws of this church,
- **Authority:** The lead pastor shall be the chief spiritual leader and chief administrative officer of the church. The lead pastor will serve as the primary director and agent for service of process for the church. He shall be an ex officio member of every church committee and organization. In addition, he shall lead the pastors as a chief among elders in their responsibility for all the church services, including the approval of speakers, music, and all other matters pertaining to the operation of the church. He shall be charged with the oversight of the preaching of the Word of God and administration of the ordinances.
- **Call and Tenure:** A pulpit committee, comprised of the pastoral team members, shall seek and recommend a qualified man to be lead pastor of the church. Following careful examination and an opportunity to hear the man preach, the church shall vote on the candidate at a special business meeting. Only one candidate may be considered at a time, with a vote taken before considering another candidate. If a current pastor becomes a candidate to fill the position of lead pastor, he shall not serve on the pulpit committee while under consideration. Once elected, the lead pastor will continue to serve until he either resigns his office (with a ninety-day notice) or is dismissed by the pastors (with ninety days' severance pay). Dismissal of the lead pastor shall be the responsibility of the pastors. Action to dismiss the lead pastor shall require the unanimous consent of all the remaining pastors.

Section 2: Staff

In order to meet the needs of the church, pastors are at liberty to fill salaried positions such as pastoral staff, secretaries, custodians, and any others they may deem necessary with personnel who are equipped for a particular task and meet any spiritual qualifications. Salaried personnel may be hired only after the congregation has allocated funds for that position in the budget. The dismissal of a ministerial or pastoral staff member shall be the responsibility of the pastors acting upon the recommendation of the lead pastor. A vote by the congregation is required before a pastoral staff member is appointed into office. The pastoral staff member will continue to serve until he either resigns his office (with a ninety-day notice) or is dismissed by the pastors (with ninety days' severance pay).

Section 3: Selection of a Staff Pastor

The selection process shall be as follows:

1. The current pastors will determine the number of pastors needed to serve the church and make the congregation aware of the need.
2. The lead pastor shall submit names of nominees to the pastors for consideration.
3. The nominees shall perform self-evaluation based upon the scriptural teaching concerning pastors.
4. The pastors will interview those nominees who remain after the process of self-evaluation.
5. The pastors will recommend to the congregation the nominees who fit the spiritual qualification and best fulfill the needs of the church.
6. The congregation will then evaluate the recommended nominees. Any concerns shall be taken first with the nominee in question and then with the current pastors.
7. Following the congregational evaluation, the congregation will vote to appoint the nominees to serve on the pastoral team.
8. Following the vote, a time of dedication and congregational affirmation shall be held for the new pastors. If ordination is required, the staff pastor will have all ordination documents prior to being selected and will be ordained after the ordination council approves of their ordination.
9. The pastoral staff member will continue to serve until he resigns his office (with a ninety-day notice) or is removed from office (with ninety days' severance pay).

Section 4: Dismissal of a Staff Pastor

The dismissal of a staff pastor from office will be the responsibility of the remaining pastors. Action to dismiss a staff pastor will require the unanimous consent of the remaining pastors. If dismissed by the pastors, the pastoral staff member will receive a ninety-day severance pay.

Section 5: Deacons

- **Qualifications:** Deacons shall be men who meet the biblical qualifications for the office as set forth in 1 Timothy 3:8-13. They must have been members of the church for at least six months (this gives opportunity for the congregation to determine the spiritual maturity of the individual before nominating him).
- **Responsibilities:** As set forth in Acts 6:1-6, the deacons will assist the pastors in every aspect of ministry in the church except in preaching and teaching. They shall recognize the pastors as the leaders of the church and support them in matters spiritual and secular that pertain to the operation of the church. The deacons will serve as the legal agents of the church under the direction of the pastors. The lead pastor will serve as moderator at all deacons' meetings. The deacons may elect a chairman who will serve for a term of one year. The pastors will direct the operation of the church in the absence of a lead pastor. If the church does not have any men serving as a pastor, the deacons shall direct the operation of the church, including the search for a new lead pastor.
- **Election and Tenure:** Church members may submit recommendations for deacons based on the number of vacancies. From that list, the pastors will submit nominations to the congregation for vote. Upon election, a deacon shall serve for three years. The number of deacons shall be determined by the pastors according to the needs of the church.
- The deacon will continue to serve until he either resigns his office (with a ninety-day notice) or is dismissed from his role by a unanimous vote by the pastors.

Section 6: Other Officers

- Clerk: The clerk shall keep the minutes of each business meeting and present those minutes to the congregation at the following business meeting. The clerk shall be custodian of the membership roll and other official (nonfinancial) documents of the church. The pastors shall appoint the clerk for a three-year term.
- Treasurer: The treasurer shall keep an accurate account of all receipts and disbursements and present a financial report at each regular business meeting. The pastors shall appoint the treasurer for a three-year term. The treasurer, lead pastor, and any other designee appointed by the pastors shall be authorized to sign church checks. The treasurer will also keep a record of all monetary gifts and provide a copy to each individual contributor of his own annual contributions.

Article VII—Committees

If a special committee is needed the pastors will appoint them and the committee will serve under their direction and authority until the committee is deemed unnecessary.

Article VIII—Ministries

All ministries of the church are under the authority of the pastors and are subject to their approval, including the selection of staff and teachers.

Article IX—Standards for Workers

Since the officers, staff, and volunteers who serve in the ministries of the church occupy positions of authority and responsibility within the church, they are expected to observe high standards of Christian conduct. For that reason, all officers and workers in the church will be expected to abide by standards of modesty, decency, and Christian testimony, as set by the pastors.

Article X—Ordination

Any male member of Grace Reformed Baptist Church who has been convinced that God has called him to the Gospel ministry may be considered for ordination to preach the Gospel. He must demonstrate this call by the possession of gifts belonging to the ministry and by adequate preparation. The church shall call an ordination council, moderated by the lead pastor or his delegate, and composed of the pastors and any other men invited by the pastors. They shall examine the candidate with regard to his doctrinal soundness, moral and spiritual qualifications, and manifestation of spiritual gifts. This meeting shall be open to all church members and members of the community, who will have an opportunity to ask questions after the council has finished. After satisfactory examination and recommendation by the council, the church will vote concerning the ordination of the candidate during a church service.

Article XI—Financial Support Policies

The financial needs of this church shall be primarily met by the voluntary giving of tithes, offerings, and contributions by its members and friends. Contributors may suggest uses for their contributions, but all suggestions shall be deemed advisory rather than mandatory in nature. All giving made to specific funds or otherwise designated shall remain subject to the exclusive control and discretion of the pastors and deacons. No fiduciary obligation shall be created by any designated contribution made to the church other than to use the contribution for the general furtherance of any of the purpose stated in Article II.

Article XII—Affiliation

Section 1: Autonomy

This church is totally self-governing and subject to the control of no other ecclesiastical body.

Section 2: Authority

The pastors are responsible to shepherd and lead the church members to do the work of the ministry. The deacons are responsible to assist the pastors in ministering to the material needs of the church (facilities, finances, and families). The church members are responsible to vote on the approval of elders and deacons, the inclusion and discipline of church members, and the acceptance of the annual church budget.

Section 3: Association

This church is and shall remain an independent, autonomous organization, but may associate with other organized entities. This church will recognize and sustain the obligations of mutual conviction, counsel, and cooperation which are common among like-minded churches and seek to maintain fellowship with those organizations which consistently uphold the truth of God's Word and the spirit of this Constitution.

Article XIII—Amendments

Amendments to this Constitution may be adopted by three-fourths majority vote of the congregation at any regular or special meeting, provided that such an amendment be distributed in writing to the membership at least two weeks prior to said congregational meeting.

Article XIV—Dissolution of Corporation

In the event of the dissolution of Grace Reformed Baptist Church as a nonprofit organization, the assets of the church shall be given to other nonprofit organizations of like faith and order which would satisfy the remaining membership and qualify under the provision and regulations of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law).

Founding Officers:

Daniel Arter

Lead Pastor

Josh Dickson

Elder

Neil Miller

Deacon

Melissa Bush

Clerk

Tara Domanick

Treasurer