

Bylaws of
Christ Covenant Church of Rocky Mount, Inc.
As amended 10-22-17

- **Article 1- Name**

This body shall be known as **Christ Covenant Church of Rocky Mount, Inc.** herein referred to as “the church’ , “the corporation “and/or “Christ Covenant Church”.

- **Article 2- Purpose (Mission)**

Christ Covenant Church is an active and engaged community of believers in Jesus Christ. We are saved by grace alone, through faith alone, in Christ alone. As recipients of this marvelous grace, we are empowered and compelled to be Christ's messengers and representatives until his certain return. We believe that Christ's rule extends to every facet of private and public life. By humbly and wisely submitting to our Lord Jesus in all areas of life, we seek to see the Holy Spirit powerfully transform lives, families, institutions, cultures, worldviews, cities, and nations into a beautifully woven tapestry that displays God's righteous kingdom and thereby bring him the glory due his name. We desire to seek truth, supplant lies, deepen faith, see the powerless defended, wrongs forgiven, mercy granted, peace in the midst of trials, justice married to grace, and selflessness overcome all pride and strife.

- **Article 3- Statement of Faith**

- The Scriptures- The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.
- God- There is one and only one living and true God. The eternal triune God reveals Himself to us as Father, Son and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.
- God the Father- God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. God is Father in truth to those who become children of God through faith in Jesus Christ.
- God the Son- Christ is the eternal Son of God. In His incarnation as Jesus Christ, He was conceived of the Holy Spirit and born of the virgin Mary. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin.

- God the Holy Spirit- The Holy Spirit is the Spirit of God, fully divine. He exalts Christ. He convicts men of sin, of righteousness and of judgment. He enlightens and empowers the believer and the church in worship, evangelism, and service.
- Man- Man is the special creation of God, in His own image. He created them male and female as the crowning work of His creation. By his free choice man sinned against God and brought sin into the human race. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore every person of every race whether born or in the womb possesses dignity and is worthy of respect and Christian love.
- Salvation- Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification.
- God's Purpose of Grace- Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit will never fall away from the state of grace, but shall persevere to the end.
- The Church- A Biblical church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel, observing the two ordinances of Christ (Baptism & the Lord's Supper), governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural offices are elders (pastors) and deacons. While both men and women are gifted for service in the church, the office of elder is limited to men as qualified by Scripture.
- Baptism & the Lord's Supper-Christian baptism is the immersion of a believer in water. It is an act of obedience to and identification with the Lord Jesus Christ. It symbolizes the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. The Lord's Supper is a symbolic act of obedience whereby members memorialize the death of the Redeemer, celebrate His present help as intercessor and anticipate His second coming.
- Missions: Evangelism & Discipleship- It is the duty and privilege of every follower of Christ and every church of the Lord Jesus Christ to endeavor to make disciples of all nations, to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.
- The Lord's Day- The first day of the week is the Lord's Day. It commemorates the resurrection of Christ from the dead and should be employed in exercises of worship and spiritual devotion.

- Last Things- God, in His own time and in His own way, will bring the world to its appropriate end. Jesus Christ will return personally and visibly, the dead will be raised, and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell. The righteous will receive their reward and will dwell forever with the Lord.
- Education- Since the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, there should be a proper balance between academic freedom and academic responsibility. The freedom of a teacher is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the educational endeavor exists.
- Stewardship- God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions.
- Cooperation- Christ's people should organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches.
- The Christian & the Social Order- All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society in the spirit of Christ. Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death
- Religious Liberty- Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. A free church in a free state is the Christian ideal.
- Family- God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood or adoption. Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. The husband and wife are of equal worth before God, since both are created in God's image. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation. Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage.

- **Article 4- Church Covenant**

Christ Covenant Church desires to see lives changed by the Gospel

The church is the agency by which God is accomplishing His purposes in the world. The church exists to display the glory of God because all things exist for His glory. By sovereign grace, followers of Jesus have been invited into God's redemptive purposes for the world through the church. In light of this reality, the opportunity to join a local church is much more than a commitment to consistent attendance or active involvement in community. It is also a sacred call to be involved in the redemptive work of our sovereign God and to be an "embassy of heaven" of the present and future Kingdom of God. Therefore, we will covenant together to fulfill these purposes and hold one another accountable to this high calling.

- **Christ Covenant Church Elders' Obligations to the Church Body**

As overseers of a local church, elders are men entrusted with protecting, leading, equipping and caring for the corporate church body and her individual members. The following is an overview of the requirements for elders as defined within the Scriptures.

The Elders Covenant...

- To, along with the input of the members, appoint elders and deacons according to the criteria assigned to them in Scripture (1 Tim. 3:1-13; Titus 1:5-9; 1 Pet. 5:1-4).
- To prayerfully seek God's will for our church community and steward her resources to the best of our ability based on our study of the Scriptures and following the Spirit (Acts 20:28; 1 Pet. 5:1-4).
- To oversee the growth of members, as those who will give an account to Christ, for the disciple's growth in grace, truth, and love (Matt. 28:16-20; Eph. 4:15-16; Jam. 5:14; Heb. 13:17; 1 Pet. 5:1-4).
- To provide teaching and counsel from the whole Scripture (Acts 20:27-28; 1 Tim. 4:16; 2 Tim. 4:1-5; Titus 2:1).
- To equip the members of the church for the work of ministry, including future Elders and Church Planters (Eph. 4:11-16; 2 Tim. 2:2).
- To be on guard against false teachers and teachings (Matt. 7:15; Jn. 10:12-13; Acts 20:28-31; 1 Tim. 1:3-7; 1 Jn. 4:1).
- To lovingly oversee the exercise of discipline when necessary, for the glory of God, the good of the one disciplined, and the health of the church as a whole (Matt. 18:15-20; 1 Cor. 5; Gal. 6:1; Jam. 5:19-20).
- To set an example and join members in fulfilling the obligations of church

membership stated in the church covenant (Acts 20:28; Phil. 3:17; 1 Tim. 4:12; Titus 2:7-8; 1 Pet. 5:3).

○ **Christ Covenant Church Members Covenant Obligations**

Scripture speaks to the sacred significance of church membership. In short, it should be meaningful. Therefore, we believe it is important to covenant together as a church family. As members, we affirm this covenant with one another, by God's grace, for our growth, for our perseverance in faith, and ultimately for the glory of our Triune God.

- **Baptized Regenerate Community that Makes Disciples** -Having been called and enabled by divine grace to repent and believe in the Lord Jesus Christ (Jn. 6:44; Acts 3:19, 16:31, 17:30, 20:21; Rom. 10:9-10; Eph. 2:8-10;) and to surrender our lives to Him (Lk. 14:25-33), and having been baptized by immersion as born again Christians (Jn. 3:3; Acts 8:38, Acts 10:44-48) in the name of the Father and of the Son and of the Holy Spirit (Matt. 28:19; Rom. 6:1-4), we covenant with one another as one body in Christ to glorify God (Isa. 43:7; 1 Cor. 10:31) by worshipping "in spirit and truth" (John 4:23), and by making disciples of Jesus among all nations (Matt. 28:18-20; 2 Tim. 2:2; Ps. 67:1-2; Rev. 7:9-10). Recognizing that it is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations, we will seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other means in harmony with the gospel of Christ.

- **Worship Together Regularly around the Scriptures and the Lord's Supper** -Together, we will consistently and faithfully draw near to God in corporate worship on the Lord's Day, a Christian Sabbath; the first day of the week (Mt. 28:1; Acts 2:42; Heb. 10:22). We will delight in the glory of God (Ps. 16:11, 37:4, 63:1-11), depend on the presence of God (Matt. 28:20; Jn. 15:5, 16:7; 1 Pet. 4:11), and grow in the knowledge of God (Phil. 3:10; Col. 1:9-12; 2 Pet. 3:17-18) by submitting to the Word of God in all matters of life as the all-sufficient authority in our lives and in His Church (Ps. 19:7-11, 119:105-112; 2 Tim. 3:14-4-5). Together, we will hold fast to the hope we profess (Heb. 10:23). We will participate regularly in the Lord's Supper (Lk. 22:7-23; Acts 2:42; 1 Cor. 11:23-32) as we reverently and joyfully remember the past work of Christ's atoning sacrifice (2 Cor. 5:21), celebrate the present help of Christ as our mediator who ever lives to intercede for us at the Father's right hand (Rom. 8:34; Heb. 4:14-16, 7:25, 9:24; 1 Tim. 2:5), and anticipate the future return of Christ as the King of Kings (Titus 2:13; Rev. 19:16).

- **Disciple and Care for One Another in Community Groups** - The Gospel creates community – we are committed to living life together and challenging one another to grow as disciples of Christ. We are committed to living out the Gospel and its implications for everyday life (1 Pet. 3:15, Gal. 2:14). Together, we will spur one another on to love and good deeds (Hebrews 10:24). We will meet with one another consistently in community groups, not forsaking the assembling of ourselves together (Hebrews 10:25). We will also pray for one another regularly (Ephesians 6:18-20) and serve one another selflessly (Romans 12:9-13).

- **Submit to the Leadership of the Church** - We will cooperate with, submit to, and prayerfully support the leadership of the pastors (elders) who have been entrusted by God to serve and care for this body by teaching the Word of Christ to us and modeling the character of Christ before us (Heb. 13:7, 17; Ac. 6:1-7; 20:28-31; Eph. 4:11-12; 1 Thess. 5:12-13; 1 Tim. 3:1-7; 5:17-20; 1 Pet. 5:1-4). We will seek the guidance of our elders and community groups in major life decisions.
 - **Good Stewards** - We covenant that we will give cheerfully, regularly, and generously to the support of the church, the relief of the poor, and the spread of the Gospel both in our city and through all nations (2 Cor. 8-9). We affirm that we will give our spiritual gifts, time, resources, and money in a sacrificial manner consistent with the Gospel and for its progress.
 - **Display God’s Glory through Unity and Discipline** -
 - Unity – Together, we will seek to maintain the unity of the Spirit in the bond of peace (Eph. 4:3). We affirm that we are God’s church and not our own. Therefore our preferences, needs, and desires are secondary to the mission and vision of the church.
 - Restorative Discipline – We will humbly and gently confront one another and receive correction from one another in accordance with a New Testament understanding of church discipline and restoration (Mt. 18:15-20; 1 Cor. 5:1-13; Gal. 6:1). We will submit to and prayerfully support the leadership of our pastors (elders) as they seek to oversee discipline within our church.
 - **Christian Growth** - We affirm our responsibility to grow in Christ and his Gospel through the consistent use of Christ’s “means of grace” such as prayer, Scripture reading, corporate worship, participation in the Lord’s Table, and sitting under the preaching of God’s word. We affirm, by the aid of the Holy Spirit, to exercise our Christian liberty with responsibility, remembering that because of the Gospel, we have a special obligation to lead a new and holy life (e.g., repentance from and ongoing avoidance of backbiting, gossip, fornication, adultery, homosexuality, drug addictions, and alcohol abuse).
 - **Gospel-Centered Families** - We will endeavor to build Gospel-Centered homes. Husbands will seek to love and lead their wives and children sacrificially as Christ loves and leads the church, meaning husbands are ready to lay down their lives for their families (Eph. 5). Wives will seek to submit to their husbands, as the church does to Christ. As parents, we will raise the children under our care, in the nurture and admonition of the Lord (Eph. 6:4), and by a pure and loving example to seek the salvation of our family and friends.
- **Article 5- Biblical Standards**
 - Final Authority for Matters of Belief and Conduct- The church’s statement of faith does not exhaust the extent of the church membership’s faith. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality and proper conduct of mankind, is the sole and final source of all that the church believes.

For the purposes of church doctrine, policy, and discipline the elders are the church's final human interpretive authority on the Bible's meaning and application.

- Statement on Marriage, Gender & Sexuality- The Bible teaches and we believe that God wonderfully and immutably creates each person as male or female. Rejection of one's biological gender is a rejection of God's design within that person.
We believe that the term "marriage" has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of marriage.
We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, bestiality, incest, pornography, polygamy or any attempt to change one's sex, or disagreement with one's biological sex, is sinful and offensive to God.
We believe that in order to preserve the function and integrity of the church as the local Body of Christ, and to provide a biblical role model to the church members and the community, it is imperative that all persons employed by the church in any capacity, or who serve as volunteers, should abide by and agree to this Statement on Marriage, Gender & Sexuality and conduct themselves accordingly.
We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.
We believe that every person must be afforded compassion, love, kindness, respect, and dignity. We are commanded to speak biblical truth in love.
- Statement on the Sanctity of Human Life- We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life.

- **Article 6- Covenant Membership**

- Membership
 - *Qualification*- To qualify for membership in the church, a person must be a believer in Jesus Christ who gives evidence of regeneration, who has been baptized by immersion, in obedience to Christ, following his or her regeneration and who wholeheartedly believes in the Christian faith as revealed in the Bible. Each covenant member must successfully complete the covenant class and agree to subscribe and submit to the teaching of Scripture as expressed in the Statement of Faith and must promise by signing to keep the commitments expressed in the Church Covenant. The elders shall be responsible for determining each person's qualification for membership. In making this

determination, they may rely on a person's profession of faith, or such other evidence, as the elders deem appropriate.

- *Admission*- To be admitted into covenant membership, applicants shall be recommended by the elders for admission and acknowledged by the covenant membership at a worship service or other scheduled covenant member meeting.
- *Annual Affirmation of the Covenant*- Covenant members will annually celebrate the Church Covenant and Covenant Membership by coming to The Table to observe The Lord's Supper as an expression of our Covenant Commitments.
- *Duties & Privileges*- In accord with the duties enumerated in the Church Covenant, each member shall be privileged and expected to participate in and contribute to the ministry and life of the church, consistent with God's leading and with the gifts, time, and material resources each has received from God. Only those shall be entitled to serve in the ministries of the church who are covenant members of this congregation. Non-members may serve the church for purposes of administration and professional consultation as approved by the elders. For these Bylaws, membership is defined as covenant members who have met the above requirements, and the terms "covenant members," "members", "covenant membership", and "membership" are used interchangeably herein.
- Discipline and Restoration- Covenant members of the church are expected to conduct their lives in accordance with biblical standards of holiness and with the Church Covenant as they grow to become more like Christ. When a member knowingly, blatantly, and publicly ignores the direct commands and prohibitions of Scripture and requirements of the Church Covenant or these bylaws, including refusal to annually reaffirm the Church Covenant, principles of discipline, and restoration will be applied. These principles are found in passages such as Matthew 7:1-5, 18:15-17; 1 Corinthians 5:1-13; Galatians 6:1-2; 2 Thessalonians 3:6-15. Corrective discipline will be administered by the elders who will determine whether a matter should be brought before the covenant membership for action.
- Termination- Membership shall be terminated in the following ways: (1) as a result of a non-disciplinary meeting with the elders, (2) exclusion of the member by disciplinary action of this church in accordance with the Discipline and Restoration provisions of these bylaws, or (3) death of the member.
- **Article 7-Biblical Offices & Corporate Officers**
 - Biblical Offices- The biblical offices in the church are elder and deacons.
 - Elders
 - *Responsibilities and Qualifications*- As used in Scripture, the term "elder" is synonymous with "pastor" and "overseer." The elders will be responsible for the oversight of the church and its ministries. They will meet regularly for prayer, personal accountability, and the fulfillment of their ministry responsibilities. The elders are responsible for leading the church to function as a Biblical church. The elders shall be covenant

members of the church. Elders will be men of prayer and the Word. Their qualifications are defined by specific Scripture passages in 1 Timothy 3:1-7, Titus 1:5-9, Ephesians 4:11-12, 1 Timothy 5:17, and 1 Peter 5:1-4. The elders both in the regular pay of the church and those that are not shall have equal authority but differing responsibilities as determined by the active elders. If at any time an elder is not fulfilling his role, fails to meet the biblical qualifications, or no longer desires to serve, the other elders will evaluate the situation. If necessary, the elders will recommend steps to be taken and ask the membership for affirmation.

- *Selection & Affirmation*- Should the need for additional elders arise, there will be an active search initiated by the elders, with input of the covenant members, for men who meet the biblical qualifications. The elders will examine each candidate to determine if they meet the biblical qualifications. The number of candidates presented to the membership for affirmation will depend upon the needs of the church. There is neither a preset number of elders nor a preset term of service.
- Deacons
 - *Responsibilities and Qualifications*- As used in Scripture, the term *deacon* means minister or servant. The deacons, under the leadership of the elders, will serve in areas where ministering to the needs of the church is of primary importance. Deacons will be believers of spiritual maturity and wisdom, who demonstrate a servant spirit. Their qualifications are defined by specific Scripture passages in Acts 6:1-7 and 1 Timothy 3:8-13. If at any time a deacon is not fulfilling his or her role, fails to meet the biblical qualifications, or no longer desires to serve, the elders will evaluate the situation. If necessary, the elders will recommend steps to be taken and ask the membership for affirmation.
 - *Selection & Affirmation*- As the need for deacons arises, there will be an active search initiated by the elders, with input from the covenant members, for men and women who meet the biblical qualifications and who have been active members for a minimum of one year. The covenant membership may also recommend names of potential candidates. The elders will examine each candidate to determine if they meet the biblical qualifications and present them to the membership for affirmation. There is neither a preset number of deacons nor a preset term of service.
- Corporate Officers- The elders shall serve as Directors of the Corporation. Annually the elders as Directors shall appoint from among the covenant membership individuals to serve in the office of President, Treasurer, and Secretary of the Corporation. No paid elders or staff members may serve in these positions. The President shall be an elder not in the regular pay of the church. In the event that an elder not in the regular pay of the church is not available to serve as President, the elders may appoint an adult covenant member, except as noted above, who is not an elder into this position. Any adult covenant member, except as noted above, may be appointed as Treasurer or Secretary. These three positions shall represent the officers of the corporation. When signatures of

the Corporation are needed to transact business, except for check signing, the signatures of the President and one of the other officers, reflecting the unity of the elders, shall represent the Corporation. When necessary, in accordance with Article 11 Affirmation by Membership, prior affirmation of the membership will be obtained. For check signing, only one signature of either the Treasurer or other authorized non-paid elder will be required.

- **Article 8- Other Positions**

- Pastoral Leadership in the Regular Pay of the Church- Those classified as pastoral leadership shall also be elders as described in Article 7
 - *Lead Pastor-* The lead pastor shall perform the duties of an elder described in Article 7, above, and shall be recognized by the church as particularly gifted and called to the full-time ministry of preaching and teaching.
 - *Other Pastors-* There may be additional pastors in the regular pay of the church whose relationship to the lead pastor is that of fellow elder. He shall perform the duties of an elder described in Article 7 above, and shall be recognized by the church as particularly gifted and called to the full-time ministry of preaching and/or teaching.
 - Calling of Pastoral Leadership in the Regular Pay of the Church- In the calling of any man to this position, especially from outside the existing covenant membership, the same basic process of calling an elder must be followed. Before being asked to affirm the call, the church must be given adequate opportunity to assess the teaching gifts of any potential pastoral leadership position in the regular pay of the church, and must receive assurance from the elders that, having interviewed the man concerned, they are in no doubt as to his wholehearted assent to the Statement of Faith and Church Covenant. Notice of the recommendation by the elders of a man to be called (which shall include, if necessary, admission to covenant membership of him and his wife if he is married) must be given at two Sunday morning services prior to the affirmation at a covenant members' meeting as described in Article 11 Affirmation by Membership.
- Ministerial Staff. The elders may call additional ministerial leadership, "Minister", in the regular pay of the church. Ministers shall assist the pastoral staff in the performance of ministry duties supporting the church.
- Additional Staff- The elders may hire additional staff to assist with ministry or administration. The elders shall define the responsibilities for additional staff positions.
- Compensation- Compensation for all positions shall be determined by the active elders in accordance with the preparation of the annual financial ministry plan as outlined in Article 11.

- Actions Inconsistent with These Provisions- Any staff member of the church is prohibited from participating in any manner in any activity, behavior or practice that violate the principles of these bylaws, the church’s purpose, statement of faith and the church’s covenant. This includes participating in any manner that encourages or facilitates others in advancing, advocating, or engaging in practices that violate the principles of these bylaws, the church’s purpose, statement of faith and the church’s covenant. Such behavior may result in immediate dismissal from employment.

- **Article 9-Church Governance**
 - Autonomy- The church is an independent, autonomous church with full and final authority to determine solely within itself all matters related to the life of the church, including but not limited to its financial affairs, affiliations, ownership, uses of property and leadership.

 - Affiliation- While maintaining its local autonomy, the church will cooperate with the Baptist State Convention of North Carolina and the Southern Baptist Convention.

 - Polity- The church is to be recognized as a Jesus ruled, elder led and congregationally accountable church in accordance with the principles found in Scripture, both the Old and New Testament.

 - Elders- The elders are responsible for leading the church in all matters of direction, doctrine, and discipline. The elders are responsible to oversee and evaluate the direction of all ministries and stewardship of the church. The elders may hire or remove church staff as necessary. The elders may establish teams to assist them in any of their duties. They may delegate authority to deacons, qualified individuals or teams as may be needed.

 - Covenant Congregation- The congregation of covenant members is responsible for carrying out the mission of the church. They are also responsible for ensuring the church remains faithful to its mission as given by Jesus Christ and to its doctrines as laid out in the Bible and incorporated into these bylaws.

- **Article 10- Worship Services and Ordinances**
 - Worship Services- The church shall meet for worship each Sunday and/or at other times as authorized by the elders.

 - Baptism- Baptism shall be of believers by immersion in water. An elder will oversee the administration of this ordinance.

 - Lord's Supper- The church shall observe the Lord's Supper regularly. An elder will oversee the administration of this ordinance.

- **Article 11-Covenant Member Meetings**
 - Called Meetings

- *Annual Stewardship meeting*-The church shall hold an annual meeting for the purpose of presenting and affirming the proposed annual financial ministry plan. The elders shall develop and present the annual financial ministry plan.
 - *Other called meetings*- The elders may call additional meetings to consider matters of a special nature or significance, including matters of discipline. Proper communication of the matter will be disseminated to the church body in order to allow ample time for intercessory prayer, the membership to ask questions, provide feedback, and express confidence and support for decisions recommended by the elders. An elder will moderate the meeting.
 - Quorum- A quorum for the purposes of these bylaws will not be less than 1/3 of eligible covenant members.
 - Affirmation by Covenant Membership- Affirmation shall be obtained by a positive acknowledgment of 2/3 (two-thirds) of the covenant membership present and participating at the meeting and not by proxy. A quorum must be present. Eligible covenant members shall be those covenant members who are 16 years of age or older. The membership will be asked to affirm the recommendations of the elders for the following items:
 - Annual financial ministry plan
 - Capital purchases, building or indebtedness activities where the value exceeds 10 percent of the annual financial ministry plan
 - Deacon recognition
 - Calling or dismissing elders
 - Changes to the church Bylaws as outlined in Article 15
 - Termination of a covenant member as outlined in Article 6
 - Other items the elders believe to be of significant importance
- **Article 12-Indemnification**
 - Mandatory Indemnification- If a legal claim or criminal allegation is made against a person because he or she is or was an officer, employee, or agent of the church, the church shall provide indemnification against liability and costs incurred in defending against the claim if the elders determine that the person acted (a) in good faith, (b) with the care an ordinarily prudent person in a similar position would exercise under similar circumstances, and (c) in a manner the person reasonably believed to be in the best interest of the church, and the person had no reasonable cause to believe his or her conduct was unlawful.
 - Permissive Indemnification- At the discretion of the elders, the church also may indemnify any person who acted in good faith and reasonably believed that his or her conduct was in the church's best interest and not unlawful.
 - Procedure- If a quorum of the elders is not available for an indemnification determination because of the number of elders seeking indemnification; the requisite determination

may be made by the membership or by special legal counsel appointed by the membership.

- **Article 13-Use of Church Property**

Any use of the church's property, including intellectual property of name, trademark or other, must be approved by the elders and in accordance and consistent with the church's purpose, statement of faith, covenant, and biblical standards as outlined in these bylaws.

- **Article 14- Other items**

All other items not specifically covered by these Bylaws will be governed by the policies and procedures of the church as created and maintained by the elders.

- **Article 15- Amendments**

Recommendation for amendments to the Bylaws may be brought to the elders by the covenant membership. After prayerful consideration by the elders, amendments to the Bylaws may be presented at a special called covenant member meeting, provided each proposed amendment has been presented to the membership in writing at least thirty (30) days prior to the meeting. Amendments to the Bylaws shall follow the affirmation process as outlined in Article 11.