

Constitution and By-Laws

Constitution

Article 1 - Name

This church will be known as First Baptist Church of Bayfield located at 1680 Bayfield Parkway in Bayfield, Colorado. The mailing address is Post Office Box 50, Bayfield, CO 81122.

Article 2- Purpose

This church exists by the grace of God, and the ultimate purpose of all we do is to the glory of God.

The church glorifies God:

By loving Him and obeying His commands

By worshipping Him

By equipping the saints through Bible instruction and study

By proclaiming the gospel of Jesus Christ through preaching, personal evangelism, and any other means consistent with the teaching of Holy Scripture

By encouraging, supporting, and participating in mission work, local, domestic, and international

By administering the ordinances of believer's baptism and the Lord's Supper

By encouraging Biblical fellowship among believers

By mercifully serving other individuals, families, and churches by providing for their physical, emotional, and spiritual needs.

Article 3 - Church Covenant

Because we trust that we have been brought by Divine Grace to embrace the Lord Jesus Christ and, by the influence of His Spirit to give ourselves to Him, we do most solemnly covenant with each other that, with God's enabling us, we will walk together with brotherly love:

That we will exercise a Christian care and watchfulness over each other and faithfully warn, rebuke, and admonish one another as the case may require; and in all things we will seek and guard the honor and the true function of the church;

That we will not forsake the assembling of ourselves together nor omit the great duty of prayer, both for ourselves and for others and for the enterprises of the Kingdom of God;

That we will share in each other's joys and endeavor with tenderness and sympathy to bear each other's burdens and sorrows;

That we will seek divine aid to enable us to walk circumspectly and watchfully in the world, denying ungodliness and every worldly lust;

That we will endeavor by example and effort to win souls for Christ and Through life, seek to live to the glory of Him who has called us out of darkness into His marvelous light.

A. As a body, we are in full agreement with "The Baptist Faith and Message" as adopted June 14, 2000. If at any time the body of First Baptist Church of Bayfield should vote to dissolve as an organization or to leave the Southern Baptist Convention:

1. All financial holdings at said time will become the property of the Colorado Baptist General Convention.

2. All property, buildings, and real estate holdings would become property of the Colorado Baptist General Convention.

This presumes the Colorado Baptist General Convention still supports and defends the latest edition of the "Baptist Faith and Message" as adopted June 14, 2000. If this is not the case, then the elders of the church will propose a disposition of assets to be approved by a 75% vote of the congregation.

Article 4 - Doctrinal Statement

1. The Scriptures

The Scriptures of the Old and New Testaments were given by inspiration of God. Therefore, all Scripture is authoritative, infallible, and inerrant. The Scriptures are the only sufficient rule for faith and practice. (Psalms 19:7, 2 Timothy 3:16-17, 2 Peter 1:20-21)

2. God

There is but one God, having in and of Himself all perfections and being infinite in them all. To Him all creatures owe the highest love, reverence, and obedience. (Deuteronomy 6:4, Isaiah 46:9, 1 Cor. 8:6, 1 Timothy. 1:17)

3. The Trinity

The Scriptures reveal that the one God eternally exists in three persons: the Father, the Son, and the Holy Spirit. Each person is distinct, but God is without division of nature, essence, or being. (Matthew 3:16-17, 28:19, 2 Corinthians 13:14)

4. Providence and Election

For all eternity, God decrees or permits all things that come to pass and perpetually upholds and governs all creatures and all events; yet so not in any way to be the author or approver of sin, nor to destroy choice and responsibility of intelligent creatures.

(Colossians 1:17, Hebrews 1:3)

It is God's will that all who believe in Jesus will live with Him eternally, not because of any foreseen merit in them, but because of His mere grace and mercy through Christ. It is through Him by which they are called, justified, sanctified, and glorified; but it is still the individual's responsibility to receive Christ as the atonement for their sin. (John 6:40, Matthew 4:19, Romans. 8:28-30, 10:13, Ephesians 1:4-5, 11, 2 Peter 3:9)

5. The Fall of Man

God originally created man in His own image and free from sin; but, through the temptation of Satan, Adam transgressed the command of God and fell from his original holiness and righteousness. As a result, his posterity inherits a nature corrupt and wholly opposed to God and His law. As such, they are under condemnation and, as soon as they are capable of moral action, become actual transgressors. (Genesis 3:1-7, 6:5, 8:21, Romans 5:12, Ephesians 2:1-3)

6. The Mediator

Since Jesus Christ, the only begotten Son of God, is fully God and fully man, He is the divinely appointed mediator between God and man. Having taken upon Himself human nature, yet without sin, He perfectly fulfilled the law and suffered and died on the cross for the salvation of all mankind. He was buried, rose again on the third day, and ascended to His Father at whose right hand He ever lives to

make intercession for His people. He will return again visibly and bodily to claim His own. He is the only Mediator, the Prophet, Priest, and King of the Church, and Sovereign of the universe. (Isaiah 53:10-12, John 1:1, 14, Romans 3:21-26, 8:34, 1 Corinthians 15:3-4, Galatians 3:13, 1 Timothy 2:5, Hebrews 1:1-3, 7:25)

7. The Holy Spirit

We believe that God the Holy Spirit brings glory to the Father and the Son. He applies the work of Christ to believers and distributes spiritual gifts to every believer according to His sovereign good pleasure for the purpose of building up the body of Christ. He is the Comforter, the Spirit of Adoption, the Seal of Our Salvation, and the guarantor of our inheritance in Christ. (John 14:16-17, 16:12-15, Acts 5:3, Romans 8:13-17, Ephesians 1:13-14)

8. Regeneration

Regeneration is a change of heart wrought by the Holy Spirit who gives life to those dead in trespasses. He enlightens their minds spiritually and savingly to understand the Word of God and renews their whole nature so they love and practice holiness. It is a work of God's free and special grace alone. (John 3:3-8, Ephesians. 2:1-6, Titus 3:4-5, 1 John 5:1)

9. Repentance

Repentance is an evangelical grace whereby a person being led by the Holy Spirit is made aware of the manifold evil of his sin, humbles himself for it, and with Godly sorrow turns from it with a strong purpose and endeavor to walk daily before God so as to please Him in all things. (Psalms 32:1-5, Isaiah 6:5, 55:7, Luke 5:8, 18:9-14, Acts 2:37-38, 11:15-18, 2 Corinthians 7:10-11, 2 Timothy 2:25, 1 John 1:9)

Reconciliation with others is an integral part of repentance that is often overlooked, and of great value among us. (Luke 17:3-4, 19:8)

10. Faith

Saving faith is the belief on God's Word of whatever is revealed in His word concerning Christ, and accepting and resting upon Him alone for justification and eternal life. It is wrought in the heart by the Holy Spirit and leads to a life of holiness. (Romans 3:28, 4:1-5, 4:17-25, 17, Philippians 1:29, Ephesians 2:8-9 James 2:14-26.

11. Justification

Justification includes the pardon of sin and the promise of eternal life on the principles of righteousness in Christ. It is not bestowed because of any works of righteousness which we have done, but solely through faith in the Redeemer. That faith is His perfect righteousness and is freely imputed to us by God; and it brings us into a most blessed state of peace and favor with God. (Romans 4:5, 25, 5:1-2, 9,18, 8:30,10:3-4, Titus 3:5-7)

12. Sanctification

Those who have been regenerated are also sanctified by God's Word and Spirit dwelling in them. The sanctification is progressive over time through the supply of Divine strength which all saints should seek to obtain, pressing after a heavenly life in obedience to all of Christ's commands. (Colossians 3:1-17, 2 Peter 1:3-11, John 17:19, Galatians 2:20)

13. Security of the Believer

All those whom God has regenerated will never fall away from the state of grace, but shall certainly persevere to the end. Though they

may stumble through neglect and temptation into sin whereby they grieve the Spirit, impair their graces and comforts, bring reproach upon the church, and temporal judgment upon themselves, yet they shall be renewed unto repentance and be kept by the power of God through faith unto salvation. (John 6:37-40, 10:28-29, Romans 8:38-39, 1 Corinthians 1:8-9, Philippians 1:6, 1 Thessalonians 5:23-24)

14. The Church

The Lord Jesus is the Head of the Church which is composed of all His true disciples and in Him is vested supremely all power for its government. Christians are to associate themselves into particular local churches. He has given these bodies the needed authority for administering His plan of order, discipline and worship. The Scriptural officers of a church are Elders (overseers, bishops) and Deacons. (Matthew 28:18-20, John 10:16, Acts 20:28, Ephesians 1:22, 5:23, 1 Timothy 3:1-13, 5:17-18, Titus 1:5-9, Hebrews 10:25)

15. Baptism

Baptism is an ordinance of the Lord Jesus. The invitation to identify with Christ in baptism is an honor extended to believers alone. He is immersed in water in the name of the Father, and of the Son, and the Holy Spirit as a sign of his union with the death, burial, and resurrection of Christ, the remission of his sins, the giving of himself to God, and to live and walk in newness of life. (Matthew 28:19, Acts 2:38, Romans 6:3-5, 1 Corinthians 12:13)

16. The Lord's Supper

The Lord's Supper (Communion) is a new covenant ordinance of Jesus Christ to be administered with the elements of bread and fruit of the vine. The Lord's Supper or Communion is to be observed by His churches as a proclamation of the Gospel until the end of the age.

It is in no sense a sacrifice, but is intended to commemorate and proclaim His death and resurrection until He returns. (Matthew 26:26-29, 1 Corinthians 10:16-17, 11:20-34)

17. Freedom of Belief

God alone is Lord of the conscience, and He has left it free from the doctrines and commands of men that are contrary to the Word or not contained within it. We are subject to all legitimate human authority, in all lawful things, not only to avoid their wrath but also for the sake of conscience. However, when they call us to disobey God, then we must with a clear conscience obey God rather than man. (Matthew 15:9, Acts 5:29, Romans. 13:1-7, 14:4, Colossians 2:19-20)

18. Marriage and Human Sexuality

Marriage has only one meaning: the uniting of one man and one woman in a single, exclusive union as defined by scripture. God intends that sexual intimacy occur only between a man and woman who are married to each other. Any sexual immorality including adultery, fornication, premarital sex, incest, polygamy, bestiality, transgenderism, homosexual behavior, bisexuality, pedophilia, incest, and the creation, viewing, and/or distribution of pornography is sinful and offensive to God. (Genesis 2:21-25, I Corinthians 6:18, 7:2-5, Hebrews 13:4, Matthew 15:18-19, 1 Corinthians 6:9-10)

God created mankind, and He created them either male or female. The immutable nature of male and female reflect the image and nature of God. Rejection of one's biological and God-given sex is sin and a rejection of the image of God within that person.

God instituted monogamous marriage between male and female as the foundation of the family and the basic structure of human society. For this reason, homosexuality and all other "sexual preferences" and

"orientations" are unnatural, sinful, and unacceptable to God. The church will not condone or recognize same-sex marriages, civil unions, or domestic partnerships even if laws are passed that provide for recognition of such unions.

God offers forgiveness, redemption, and restoration to all who confess and forsake their sin of sexual immorality, seeking His mercy through Jesus Christ. Every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31) Hateful or harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with scripture or the doctrines of this church. However, compassion for a person struggling with sin should not be mistaken for approval of such sin. There is a clear distinction to be made between hypocritical judgment (Matthew 7:1-5) and genuine Christian accountability. Christians are to hold each other accountable. (1 Corinthians 5:9-13, Galatians 6:1-5, James 5:16)

19. Sanctity of Human Life

All human life is sacred and created by God in His image. Life is of inestimable worth in all its dimensions including unborn babies, the aged, the physically or mentally challenged, and every other stage or condition from conception to natural death. (Psalms 139:13-16)

20. The Resurrection and Judgment

After death, the bodies of all men return to the dust. At death, the believers go to be with the Lord, and unbelievers enter Torment in Sheol (Hades). At God's timing, the bodies of all the dead (both just and unjust) will be raised. (Genesis 3:19, Luke 16:22-26, 23:43, John 5:28-29, 1 Corinthians 15:12-28, 2 Corinthians 5:1-10, Philippians 1:23)

God has appointed a day wherein He will judge the world by Jesus Christ. The saved will be judged in Heaven for their works on Earth to determine their eternal rewards and will receive everlasting life. The works of the unjust will be judged and found inadequate without Christ, and they will be sent to everlasting punishment. (Matthew 25:46, John 5:22, 27-29, Acts 17:31, 2 Corinthians 5:10, 2 Thessalonians 1:6-10)

By-Laws

Article 1 - Purpose of the By-Laws

The purpose of these By-Laws is to guide the church in submitting to the governance of Jesus under the direction of the Holy Scriptures. These By-Laws are intended to liberate the church to move swiftly and safely in fulfilling her purpose in the world; and they are also intended to protect her from unbiblical and destructive abuses of power. **Each individual article must be read in light of the whole set of By-Laws and in light of the Constitution.**

Article 2 - Membership

Section 1 - Qualification for Membership

- A. To qualify for membership, a person must repent of his/her sins, confess faith in Jesus Christ as Lord and Savior, give evidence of regeneration by means of living consistently with his/her profession of faith, have been baptized by immersion in water following his/her regeneration, and wholeheartedly believe in the Christian faith as it is revealed in the Bible. A member must not hold settled convictions that are contrary to the teaching of Scripture as expressed in

the Constitution and must promise to keep the commitments expressed in the Church Membership Covenant (CMC). The candidate for membership must attend a Membership Class provided by the church. Children of new member candidates who have been saved and received a believer's baptism may come as non-voting member candidates if under the age of 16 years old. Prior to becoming a voting member, these children will meet the requirements of interview and new membership class completion.

- B. Two or more elders will be responsible for determining each person's qualification for membership by personal interview. In making that determination, they will rely on the person's confession of faith and repentance, evidence of regeneration in his/her life, and, when possible, a letter from the person's previous church.

Section 2 - Admission of Members

A. The admission of members will be by designation of the elders after all requirements above are met. This designation will be made known to the body and comments will be accepted by the Elders for three weeks. In the absence of substantive negative comments, the Elders will announce the candidate's membership at the next available meeting following the three-week comment period. Once admitted, members will relinquish their membership in any other churches. Any exception to this section would require approval of the Elders.

B. Baptism is a sacrament and will be administered to a candidate for membership who is recommended by the Elders and who meets the above qualifications for membership (excluding baptism). Each candidate will meet with an Elder (or Elders) to confirm their understanding of the Scriptural foundation of baptism

prior to being baptized. The candidate shall share their testimony at the Baptismal service.

Section 3 - Duties and Privileges of Membership

A. A New Testament Christian is a minister. Membership is ministry. Each member is expected to be a faithful New Testament Christian as outlined in the Church Membership Covenant and to recognize that he/she is a minister and representative of the church. Therefore, each member will diligently seek to discover his/her gifts and areas of ministry in order to become equipped for, and to fulfill ministry.

B. Only members of this congregation will be entitled to serve in the ministries of the church. Non-members may serve on an *ad hoc* basis with the approval of the elders. Non-members may also serve the church for purposes of administration, maintenance, professional consultation, and construction with the approval of the Elders.

C. It is the privilege and responsibility of members to attend all Members Meetings and vote on the election of officers and on other matters which may be submitted for a vote. Members who are a minimum of 16 years old will have the right to vote.

D. Members sent out from the Church to serve the Lord in another mission field will maintain their membership and its privileges in full blessing and communication with the Elders.

Section 4 - Church Discipline

A. Formative Discipline is inherent in the preaching, teaching, and exercising of other ministries of the church through which the people are conformed to the image of Christ. Corrective Discipline occurs when a member is found in sin, and the church seeks his/her repentance and restoration to obedience to Christ. Corrective discipline should not be entered into lightly. It may include individual confrontation and admonition, and it may possibly extend to excommunication from the membership of the church by decision from the Elders. Such action will be carried out under the authority and guidance of the Scriptures pertinent to it, including but not limited to: Matthew 18:15-17, Galatians 6:1-2, 1 Thessalonians 5:14.

B. The purpose and practice of Corrective Discipline should be:

1. For the repentance, reconciliation, and spiritual growth of the disciplined party. (Proverbs 15:5, Hebrews 12: 11, Matthew 18:15-17, Titus 1:13-14, James 1:22)
2. For instruction in righteousness and the good of other Christians as an example to them. (Proverbs 13:20, 1 Corinthians 15:33-34, Colossians 3:16, 1 Thess5:14, Hebrews 10:24-25, 2 Tim 2:15)
3. For the purity of the church as a whole. (2 Cor 13:10, Ephesians 5:27, 2 John 10,)
4. For the good of our corporate witness to non-Christians. (Matthew 5:16, John 13:35, 2 Cor 6:3-4, 1 Tim 3:7, 1 John 3 :10)

5. Supremely for the glory of God by reflecting His holy character. (Isaiah 52:11, Matthew 5:16, John 15:8, Romans 15:5-6, 2 Corinthians 6:14-7:1, Ephesians 5:27, 1 Peter 2:12).

Section 5- Termination of Membership

Termination of membership will be recognized by the church following the death of a member or upon his/her transfer of membership to another church. Membership may be terminated as an act of Corrective Discipline by the Elders. Since members are expected to serve in the ministry of the Church and be active in fellowship, any who disengage from fulfilling their commitments as members will be removed from the membership role after one year. The Biblical agreement as understood in the Membership Covenant will be the guide for making this decision. This allows the elders to rightly know who desires to remain under their shepherding care. Members may be reinstated upon request after meeting the requirements for membership, such as an interview and agreement with the Membership Covenant.

Article 3 - Church Government

Section 1 - General Statement

A. The Biblical offices in the church are Elders and Deacons. In addition to these, the church will recognize the administrative offices of clerk and treasurer, whose responsibilities are outlined in these By-Laws. All officers must be members of this church prior to taking office or assuming their responsibilities. No one may hold more than one office at the same time with the exception that a deacon may hold the office of clerk or treasurer. For the purpose of compliance with the nonprofit corporation laws of the State of Colorado, either the

elders or the deacons will serve as directors of the corporation. The elders have the primary responsibility for the employment, supervision, evaluation, and termination of staff members, any of which they can delegate to others.

B. Any officer of the church who is Correctively Disciplined will also be removed from the office that he/she holds at the discretion of the elders.

C. Resignation of any church officer is immediately accepted and does not require approval of the church.

Section 2 - Elders

A. In keeping with the principles set forth in Acts 6:1-7 (the role of the twelve), 20:28-31, 1 Timothy. 3:1-7, 5:17, Titus 1:5-9, Hebrews 13:17, James 5:14, and 1 Peter 5:1-4, the ordained elders will oversee the ministry and resources of the church. They will seek the mind of Christ through the guidance of the Holy Spirit and the Word of God as they shepherd the flock of God. They will be given to prayer, study, and teaching of the Word. They will gladly and honorably shepherd the flock, teach and exhort, refute those who contradict the truth, pray for the sick, and care for the souls of the church members. Elders will also be responsible for interviewing candidates for membership, examining and recommending all prospective candidates for offices, selecting and overseeing the work of the deacons, and team leaders, leading all house churches, conducting worship services, administering baptism and the Lord's Supper, equipping the members for the work of ministry, encouraging sound doctrine, overseeing church discipline, and mobilizing the church for world missions. Elders shall seek to serve in their areas of giftedness.

B. It is preferable that there be no fewer than three men who serve as elders. They must meet the qualifications of the office as set

forth in 1 Timothy 3:1-7, and Titus 1:5-9. Only men can serve as elders in accord with 1 Timothy 2:12, 3:2-7 and following the examples set forth elsewhere in scripture. All elders must be wholeheartedly in agreement with the Constitution and Membership Covenant. Elders may or may not be in the regular pay of the church. These men will be recognized by the church as gifted and willing to serve in the calling, and they will be received as gifts of God to the church and set apart as Elders. If an insufficient number of qualified men are available, then the church is not required to have three elders.

C. An elder's term of office may be terminated by resignation, dismissal, or death. Any member with reason to believe an elder ought to be dismissed should express such concern to the elders and, if need be, the issue should be brought before the congregation by the other Elders. Any such action ought to be conducted in accordance with the instructions of our Lord in Matthew 18:15-17 and 1 Timothy 5:17-21. Any elder will be dismissed by a vote of 75% of the members at any Members Meeting of the church.

D. We as a body recognize existing teams and also realize that the body's needs will be dynamic, including both the addition and deletion of teams with the approval of the elders. An elder or deacon will serve on each team.

E. The elders will elect a chairman who will chair all elders' meetings and act as moderator in Members Meetings. The preaching elder shall not be eligible to serve as chairman or moderator. In his absence, the elders will appoint another to fill his place. For the purpose of compliance with the non-profit corporation laws of the State of Colorado, the chairman of the elders will serve as President of the corporation.

F. From time to time, the elders may grant to an individual elder, an appropriate sabbatical.

Section 3 - The Preaching Elder(s)

A preaching elder will fulfill all of the above criteria but be recognized by the church as particularly gifted and called for full time ministry of preaching and teaching the Word of God. In his absence, the other elders will assume responsibility of his duties, any of which can be delegated. Contact with the elder body can be made through any of the several elders. Issues brought to one elder will be brought to the full group for review and action, if necessary.

Others in the congregation may be given the privilege of preaching and teaching before the whole congregation upon approval of the elders.

Section 4 - Deacons

A. In keeping with the principles set forth in 1 Timothy 3:8-13 and Acts 6:7, deacons will be given to serving the temporal needs of the church (so that elders can be given to prayer and ministry of the Word) and guarding the unity of the body. Only men may serve as deacons in accordance with 1 Timothy 3:8-13, and Acts 6:1-7. These men will be received as gifts of God to the church and set apart as deacons.

B. The deacons will care for the temporal needs of the church: mercy ministries, accommodations for public worship, and overseeing the financial activities and properties of the church. The deacons may be organized by the elders in the most fitting way to accomplish their mission to the church. At the recommendation of the elders, the church may recognize deacons to serve in other specific capacities as needs arise in the church.

C. A deacon's term of office will be terminated by resignation, dismissal, death, or when the elders judge that a particular deacon's area of ministry is no longer needed. In the absence of a needed deacon, the elders may appoint an "acting deacon".

Section 5 - Clerk

The clerk will record the minutes of all regular and special meetings, keep an accurate membership roll, keep record of any significant events in the life of the church, be in charge of keeping the Constitution and By-Laws updated and available for members. In the absence of the clerk, the elders will appoint an "acting clerk" to fulfill those duties. For purposes of compliance with the nonprofit corporation laws of the State of Colorado, the clerk will serve as secretary of the corporation.

Section 6 - Treasurer

The treasurer will assure that all funds and securities of the church are properly secured in such banks, financial institutions, or depositories as designated by the finance team and administrative elder. He/she will ensure that full and accurate accounts of receipts and disbursements are kept in books belonging to the church and that adequate controls are implemented to guarantee that all funds belonging to the church are properly handled by any agents of the church. The treasurer will be under the authority of the deacons and will report to them as they see fit. The treasurer (or assistant treasurer) will render to the elders, deacons, and the church annually (or whenever they may require it) an account of all transactions as treasurer and of the financial condition of the church. In the absence of the treasurer, the elders will appoint an "acting treasurer" to fulfill these duties. For the purposes of compliance of the nonprofit

corporation laws of the State of Colorado, the treasurer will serve as the treasurer of the corporation.

Article 4 - Meetings

Section 1 - Worship Meetings

Worship services will be held each Lord's Day (Sunday) and may be held during the week as the church determines. The Lord's Supper will be served during regular worship services at the elders' discretion and may be taken by any believer who professes Jesus Christ as Lord and Savior. Additionally, House Churches will meet as the Elders assign for the discipleship of the body. The preaching elder may cancel a worship service on a specific occasion such as inclement weather or other like occurrence, if he sees fit.

Section 2 - Family Meetings

Family meetings will be held at the discretion of the elders during the calendar year. These meetings will be for the purpose of sharing information from the leadership to the body. The leadership shall keep the body informed of its condition both spiritually and financially. The vision and future plans of the Elders will be shared at this time also.

Section 3 – Annual Member Meeting

An Annual Members Meeting will be held during the last quarter of the calendar year and at a time agreed upon by the elders and acceptable to the church. The purpose of this meeting will be for the body to approve the next year's budget and to confirm the election of any officers installed or removed during the year previous. The chairman of the elders will moderate the Annual Members Meeting. In his absence, the elders will appoint an alternate moderator. The

time, date, and purpose of the Annual Members Meeting will be communicated in advance. Meetings will be managed by Christian Courtesy, loosely following Roberts Rules of Order. On any matter brought to a vote, a vote of 75% is needed for it to pass (unless these By-Laws state otherwise). Abstentions will not be counted as votes cast.

Section 4- Emergency Member Meeting

An Emergency Member Meeting may be called by a majority of the elders. All resolutions passed at the Emergency Members Meeting are subject to ratification at the next regular Annual Members Meeting.

Article 5 - Election of Officers

Section 1 - Principles

The election of officers ought to be undertaken with substantial prayer, both individually and corporately; and the process should express that spirit of mutual trust, openness, unity, and loving consideration that is appropriate within the body of Our Lord Jesus Christ.

Section 2 -Selection of Officers

A. The elders will determine the eligibility of candidates for the offices of Deacon and Elder through the scriptures as found in 1 Tim 3: 8-12 (for Deacons) and 1 Tim 3:2, 5:17, Titus 1:7-9 (for Elders). These candidates will be interviewed, and their qualifications verified by the existing Elders.

B. The elders will present to the church a list of candidates for office. Any member with reason to believe a candidate nominated by the elders is unqualified for that office should express this concern to the elders as soon as possible within a three-week window after their announcement.

C. If no substantial and verifiable reports of a negative nature are received, the chairman of the elders will declare the candidates as appointed. This declaration will be confirmed at the next Annual Member Meeting. The persons appointed will assume office at the beginning of the fiscal year unless another date has been specifically designated.

Section 3 - Calling of a Preaching Elder

In calling a man to this position, the same basic process outlined for calling an elder must be followed. In addition, the church must give adequate opportunity to assess the preaching gifts and Biblical soundness of any candidate. Before voting, the church must receive assurance that the candidate is undoubtedly qualified and gifted for the position and is in wholehearted agreement with the Constitution and By-Laws. Only one man may be recommended at a time to the church for this position. Following a candidate's being nominated to serve as a preaching elder (which will constitute his election to membership), notice of a pending church vote must be given at two Sunday morning services prior to the vote at a Special Member Meeting. To be elected, a preaching elder must receive a majority of the votes of those members present.

Article 6 - Indemnification

Section 1 - Mandatory Indemnification

If a legal claim or criminal allegation is made against a person because he/she 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 that an ordinarily prudent person in a similar position would exercise under similar circumstances, and (c) in a manner that the person reasonably believed to be in the best interest of the church and that the person had no reasonable cause to believe his/her conduct was unlawful.

Section 2 - 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/her conduct was in the church's best interest and not unlawful.

Section 3 - Procedure

If a quorum (51%) 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 7 - Dispute Resolution

Believing that the Bible commands Christians to make every effort to live at peace and to resolve disputes with each other in private or within the church (Matthew 18:15-20, 1 Corinthians 6:1-11), the church will require its members to resolve conflict among themselves

according to Biblical principles without reliance on the secular courts. When coincident with its call to peacemaking, the church will encourage the use of Biblical principles and the avoidance of suits of law to resolve disputes between itself and those outside the church, whether Christian or non-Christian and whether individuals or corporate entities.

Article 8 - Amendments

A. The Constitution may be amended by a vote of 75% of the members present and voting at the Annual Members Meeting (not a Special Members Meeting) provided that the amendment has been offered in writing for at least three weeks prior and that the vote had been announced from the pulpit at church services two successive Sunday mornings prior to such a vote.

B. These By-Laws may be amended by a vote of 75% of the members present and voting at the Annual Members Meeting (not a Special Members Meeting) provided that the amendment has been offered in writing at least three weeks prior and that the vote had been announced from the pulpit at church services two successive Sunday mornings prior to such a vote.

Article 9 - Use of Church Facilities

First Baptist Church of Bayfield, its facilities, and grounds are not public property. The use of said facilities are solely at the discretion of the elders of the church. Requests for use of facilities can be refused if the elders deem that it conflicts with the scriptures and/or convictions of the church as stated in the Constitution and By-Laws.