

Constitution & By Laws

for

Jerusalem Baptist Church

Adopted November 16, 2003

Revised September 11, 2005

Revised February 17, 2008

Revised December 7, 2014

PREAMBLE

For the purpose of preserving and making secure the principles of our faith and to the end that this body be governed in an orderly manner, we do hereby declare and establish this Constitution and these Bylaws.

ARTICLE I. NAME

The name of this organization shall be Jerusalem Baptist Church of Mocksville, North Carolina.

ARTICLE II. PURPOSE AND OBJECTIVES

Jerusalem Baptist Church is a body of believers who, through a growing faith, are sharing God's love by reaching, teaching, and ministering to all people.

Our objectives are

To be a dynamic spiritual body empowered by the Holy Spirit.

To share Christ with people in our church, community, and throughout the world.

To be a worshiping fellowship, experiencing an awareness of God, recognizing His person, and responding in obedience to His leadership.

To experience an increasingly meaningful fellowship with God and fellow believers.

To help people experience a growing knowledge of God and man.

To be a church which ministers unselfishly to persons in the community and throughout the world in Jesus' name.

To be Christ-like in our daily living through a total commitment of life, personality, and possessions to the Lordship of Christ.

ARTICLE III. ARTICLES OF FAITH

This church accepts the Holy Bible as the inspired word of God and its sole authority in matters of faith and practice. We subscribe to the doctrinal statement as set forth in the Baptist Faith and Message 2000. We voluntarily band ourselves together as a body of baptized believers in Jesus Christ, personally committed to sharing the good news of salvation to lost mankind. The ordinances of the church are Believer's Baptism and the Lord's Supper.

ARTICLE IV. RELATIONSHIPS

SECTION I. AFFILIATION

This church is a free, autonomous, independent body under the Lordship of Jesus Christ. It is congregational in nature with authority to determine for itself the use of its property and all church policies. This church is free of any outside control, authority or power, whether governmental or otherwise.

SECTION II. ASSOCIATION

This church recognizes the value and mutual helpfulness in the voluntary association of churches, which are in such agreement in faith and practice as to make possible a spirit of fellowship and good will. Insofar as is practical, this church will cooperate with and support the South Yadkin Baptist Association, the Baptist State Convention of North Carolina, and the Southern Baptist Convention.

SECTION III. DISCONTINUANCE OF ASSOCIATION AND/OR COOPERATION

Discontinuance of affiliation and/or cooperation with said groups must be carried by a vote of three-fourths majority of resident membership in a business conference. Two weeks prior to the conference, a written notice to each resident member is required, stating the purpose and time of said conference. Notices will also be published for two consecutive Sundays in the church bulletin.

ARTICLE V. CHURCH COVENANT

Having been led by the Spirit of God to receive by faith Jesus Christ as Savior and Lord and having publicly identified with Him through baptism, we freely and joyfully enter into covenant with one another as one body in Christ.

We pledge by the aid of God's Spirit to live together in Christian love, to work for the advancement of God's kingdom, to support its ministry by a faithful stewardship of money, time, and talents, and to sustain its worship, ordinances, doctrines, and disciplines.

We pledge to maintain family and private worship, to rear our children in the nurture and spirit of the Lord, to seek the salvation of all members of our own families and of our acquaintances, and to strive for maturity in ourselves and in our fellow Christians.

We pledge to follow Christian principles of morality in our daily living, to be ethical in our dealings and faithful in our commitments, to promote the unity of fellowship by proper attitudes and careful speech, and to be zealous in our efforts toward the advancement of the kingdom of God here and throughout the world.

BYLAWS

ARTICLE I. MEMBERSHIP

SECTION I. DEFINITION

The membership of this church shall be composed of persons who profess a personal faith in Jesus Christ as Savior and Lord and who have followed that decision in Believer's Baptism.

SECTION II. BASIS OF CANDIDACY

A person desiring to become a candidate shall be presented for membership to the church at any regular service in any of the following ways:

- 1. By profession of faith and a willingness to follow Jesus in Believer's Baptism.*
- 2. By letter of recommendation from another Baptist Church.*

3. *By baptism upon prior profession of faith.*
4. *By statement of prior conversion experience and baptism by immersion when no letter is obtainable.*

Candidates for membership will be placed under the watch care of the church until completion of New Member Orientation, which will be provided in a timely manner. Upon completion of this orientation, the candidate will be received into membership by vote of affirmation of the church.

SECTION III. EXPECTATIONS OF MEMBERS

All members are expected to commit themselves before God and this congregation to the following responsibilities:

1. *To protect the unity of this church . . .*
 - *By acting in love toward other members (I Peter 1:22)*
 - *By refusing to gossip (Ephesians 4:29)*
 - *By following the leadership (Hebrews 12:17)*
2. *To help promote the mission of this church . . .*
 - *By praying for its health (I Thessalonians 1:1-2)*
 - *By inviting the unchurched to attend (Luke 14:23)*
 - *By warmly welcoming those who visit (Romans 15:7)*
3. *To serve in the ongoing ministry of this church . . .*
 - *By discovering their gifts and talents (I Peter 4:10)*
 - *By being equipped to serve (Ephesians 4:11-12)*
 - *By developing a servant's heart (Philippians 2:3-4, 7)*
4. *To support the testimony of this church . . .*
 - *By attending faithfully (Hebrews 10:25)*
 - *By living a godly life (Philippians 1:27)*
 - *By giving regularly through sacrificial tithes and offerings. (I Corinthians 16:2 & Leviticus 27:30)*

SECTION IV. VOTING RIGHTS OF MEMBERS

Every member, fourteen years of age and above, shall be eligible to vote on all matters brought before this church. Absentee ballots will be available to church members who have been active in the past year. These ballots are to be used only in conjunction with written ballots. Application for the absentee ballot can be obtained from the church clerk and when completed it must be submitted to the deacons for approval two weeks prior to the vote. Once the application is approved, a ballot will be given by the church clerk to the requester. The signed and dated ballot should be submitted to the Chairman of Deacons.

SECTION V. BENEFIT OF MEMBERS

Active members of this church and/or their immediate family may be buried in the church cemetery without paying for a burial plot. Non-members shall pay whatever cost is set by the church.

SECTION VI. TERMINATION OF MEMBERSHIP

Membership in this church shall be terminated in any of the following ways:

- 1. By letter. Letters of dismissal may be granted to another Baptist church of like faith and order. The church will be notified when a letter is granted.*
- 2. By erasure. Membership may be terminated upon proof of membership in another church by vote of a simple majority at a church conference.*
- 3. By resignation. A member may request that his/her membership be terminated and it shall be effective as of the date the request is received. The church will be notified when a member makes such a request.*
- 4. By discipline. The church, after due notice and a reasonable opportunity for hearing, may terminate, by two-thirds vote of members present at the church conference, the membership of the person whose conduct is of such a nature that it hinders the work and influence of the church and Christ's Kingdom.*
- 5. By death.*

SECTION VII. DISCIPLINE OF MEMBERS

When a member's life and conduct is not in accordance with the expectations of membership in such a way that the member harms the reputation of Christ, hinders the proclamation of the gospel, and the ministry influence of His church, the scriptural pattern of discipline outlined in Matthew 18:15-17 and I Corinthians 5: 4-8 shall be followed.

All matters of discipline shall be referred to the Deacons for careful consideration and recommendation to the church. No disciplinary action shall be taken until referred to and reported on by the Deacons. The spirit of redemption will always be the guide in maintaining the unity of the church body.

After every reasonable measure has been taken to bring about reconciliation, the Deacons may recommend that the church exclude the unrepentant member from its fellowship. This recommendation must be confirmed by two-thirds vote of the members present at the church conference.

Any member excluded by the church body shall be restored in the spirit of II Corinthians 2: 6-8 when the spirit of repentance is evident in the lifestyle of the member. The Deacons will recommend the restoration of the excluded member, which will be confirmed by the church body.

ARTICLE II. GENERAL CHURCH OFFICERS

SECTION I. STAFF

PASTOR

CALL

A pastor will be chosen and called by the church whenever a vacancy occurs. The Deacons will nominate five members and two alternates to serve on the Pulpit Committee. After at least one week's notice, the church will vote on this committee. Upon election, their first responsibility will be to secure a supply/interim pastor. Once the Pulpit Committee decides on a candidate for pastor, his name will be presented to the church at a called Sunday morning conference. After the church has had at least one week's notice to prayerfully consider the recommendation, the membership will vote by written ballot at a called Sunday morning conference. A call will be extended with an affirmative vote of at least three-fourths of the members present and voting.

REQUIREMENTS

- 1. He shall be a man called of God, and dedicated to the Ministry of the Lord Jesus Christ.*
- 2. He shall meet the requirements set forth in I Timothy 3:1-7.*
- 3. He shall be affiliated with and shall adhere to the philosophy of the Southern Baptist Convention.*
- 4. He shall be a man of spiritual discernment and insight.*
- 5. He shall be evangelistic in his preaching, visitations and program.*
- 6. He shall be missionary in spirit, seeking to lead the church in every area to carry out the Great Commission. (Matthew 28:19-20)*

DUTIES

- 1. He shall provide spiritual leadership and vision for the church.*
- 2. He shall equip and nurture the members of the church through the preaching and teaching of God's word.*
- 3. He shall have the freedom to proclaim the Word of God as the Holy Spirit guides and directs him.*
- 4. He shall spend significant time in personal prayer and Bible study so as to assist other church leaders in carrying out their responsibilities.*
- 5. He shall have charge over the Pulpit and arrange for special speakers and evangelists.*
- 6. He shall oversee the work of the church staff.*
- 7. He shall be an ex-officio member of all church committees.*
- 8. He shall preside at all church conferences except as otherwise provided in the By-Laws.*

TERMINATION

The Pastor shall serve until the relationship is terminated by his resignation or by three-fourths vote of the members present at a special called Sunday morning conference to ask for his resignation. The Pastor shall give the church at least thirty (30) days notice of his resignation. If the membership is calling for the resignation, every effort toward mediation will be attempted before the matter is brought before the church. After mediation, the church shall give its members at least one week's notice concerning the purpose for the special called Sunday morning conference. Members will be given a written ballot to decide on terminating the relationship with the Pastor. If terminated, the Pastor shall be immediately relieved of all duties and shall be compensated for sixty days. If termination occurs as a result of a moral issue, compensation may be withheld.

OTHER MINISTERIAL STAFF

CALL

Staff members will be chosen and called by the church whenever a vacancy occurs or as a need is determined. The Deacons will nominate five members and two alternates to serve on the Search Committee. After at least one week's notice, the church will vote on this committee. Once the Search Committee decides on a candidate, the candidate's name will be presented to the church at a called Sunday morning conference. After the church has had at least one week's notice to prayerfully consider the recommendation, the membership will vote by written ballot at a called Sunday morning conference. A call will be extended with an affirmative vote of at least three-fourths of the members present and voting.

DUTIES

The ministerial staff is called to lead and equip the congregation in various areas of ministry.

TERMINATION

The ministerial staff shall serve until the relationship is terminated either by his/her resignation or by three-fourths vote of the members present at a special called Sunday morning conference to ask for his/her resignation. The ministerial staff member shall give the church at least thirty days notice of his/her resignation. If the membership is calling for the resignation, every effort toward mediation will be attempted before the matter is brought before the church. After mediation, the church shall give its members at least one week's notice concerning the purpose for the special called Sunday morning conference. Members will be given a written ballot to decide on terminating the relationship with the ministerial staff member. If terminated, the ministerial staff member shall be immediately relieved of all duties and shall be compensated for sixty days. If termination occurs as a result of a moral issue, compensation may be withheld.

SUPPORT STAFF

The support staff shall be hired by simple majority vote of the church upon recommendation by the Personnel Committee whenever a vacancy occurs or a need is determined. The support staff shall work at all times under the supervision of the Pastor and ministerial staff. If the circumstances warrant a support staff member's termination, the Personnel Committee will be responsible for using all means of mediation, including assistance from outside the church. Only after all possible means of reconciliation have been exhausted can the Personnel Committee recommend to the church that the support staff member be terminated. Upon a simple majority vote for termination, the support staff member shall be immediately relieved of all duties.

SECTION II. DEACONS

NUMBER TO SERVE

There shall be six deacons who minister and serve the needs of this congregation. After the membership reaches two hundred, one deacon may be added as deemed necessary for every one hundred members.

TERM OF OFFICE

Deacons shall be elected for a term of three years. After the completion of a full three-year term, a deacon will not be eligible for re-election until after a one-year period.

METHOD OF ELECTION

In August, each member may nominate up to five men to be considered for deacons. The active Deacons along with the Pastor shall review the nominations and comprise a list of all those who are morally and spiritually qualified, according to 1 Timothy 3 and Titus 1, and who agree to serve. These nominees will be presented to the church one week prior to the October church conference. In the church conference, each member will vote by written ballot for the number of deacons needed. Those receiving the highest number of votes will be elected to serve as deacons. Anyone elected, as a deacon who is not ordained will be ordained as soon as possible.

The Deacons shall elect annually among themselves a Chairman and Secretary, whom they believe will best support their ministry.

SECTION III. MODERATOR

The Pastor shall serve as moderator. In the absence of the Pastor, or when the church is without a pastor, the Chairman of the Deacons shall serve as moderator. In the absence of both, the Pastor or Chairman of the Deacons shall appoint another Deacon to serve as moderator.

SECTION IV. CLERK

The clerk shall be elected annually upon recommendation of the Nominating Committee. It shall be his or her duty to attend or be represented at all church conferences, to keep an accurate record of all business transactions and to prepare the annual Uniform Church Letter. He or she shall issue, or cause to be issued, letters of dismissal, as authorized by the church, and to preserve a true record of the church's transactions and history. It shall also be the duty of the clerk to see that an accurate roll of the church membership is kept with dates and methods of admission and dismissal. All valuable records shall be preserved in a safe place within the church. The record book of the church shall be the common property of all church members and may be examined by any member of the church upon a one-week notification to the clerk.

SECTION V. TREASURER

The treasurer shall be elected annually upon recommendation of the Nominating Committee. It will be the duty of the treasurer to receive all the tithes and offerings of the church, keep an accurate account of all deposits made, and pay as promptly all duly approved bills. It shall be the duty of the treasurer to render to the church during its regular church conference an itemized report of the receipts and disbursements for the preceding quarter. All books, records, and accounts dealing with the church finances shall be the property of the church. An audit will be conducted when deemed necessary by the church.

SECTION VI. BUILDING FUND TREASURER

The building fund treasurer shall be elected annually upon recommendation of the Nominating Committee. It will be the duty of the Building Fund Treasurer to receive all offerings and designations for the building fund, keep an accurate account of all deposits made, and pay as promptly all duly approved bills. It shall be the duty of the building fund treasurer to render to the church during its regular church conference an itemized report of the receipts and disbursements for the preceding quarter. All books, records, and accounts dealing with the church building fund shall be the property of the church. An audit will be conducted when deemed necessary by the church.

SECTION VII. CORPORATE OFFICERS

The corporation shall have four officers. They will be the Chairman and Secretary of Deacons and the Chairman and Secretary of the Stewardship Committee. The Corporate Officers shall act in all matters of business as legal representatives of the church. They shall be subservient to the will of the church.

This amendment (adopted/revised September 11, 2005,) is to list the duties and responsibilities of the Corporate Officers sanctioned in the above paragraph.

- 1. Buying and/or selling of property.*
- 2. Reviewing legal contracts, leases, insurance, etc.*
- 3. In event the Church requires legal council, said Officers will obtain such council as needed, and confer with all parties.*
- 4. The number of signatures required on legal documents will only be one, providing the Corporate Officers have met, agreed on the course of action, and have signed an agreement designating the signer.*
- 5. Corporate Officers will meet twice per year or as often as required.*

ARTICLE III. MINISTRIES AND LEADERSHIP

SECTION I.

The ministry organization of the church shall be: Sunday School, Men's and Women's Ministries, Youth and Children's Ministries, Music Ministry, and auxiliaries related thereto, and such others as the church deems appropriate.

SECTION II.

1. The church shall elect such committees as may be deemed necessary to carry on the various phases of the program of the church efficiently and effectively. In any event the church shall have at all times the following committees: Nominating, Stewardship, Building and Grounds, Worship, and Personnel. The duties, membership, and means of selection shall be set forth in a policy manual.

2. Elections of Committees. The Nominating Committee shall present to the church on the first Sunday in August its recommendation for all persons to serve for the succeeding year in its ministry organizations and committees.

ARTICLE IV. ORDINANCES

SECTION 1. BAPTISM

(Matthew 3:13-16, Matthew 28:18-20, Acts 2:38, Acts 8:26-39) Baptism by immersion is in obedience to our Lord's command; whereby an individual makes known their personal profession of Jesus Christ as Savior and Lord. The church shall receive for baptism anyone who makes public his or her decision for Christ at any worship service. Baptism symbolizes his death to sin and a new life created through Jesus Christ. Baptism shall be administered by the Pastor, Associate Pastor, or an Ordained Deacon.

SECTION 2. THE LORD'S SUPPER

(I Corinthians 11:17-34) Jesus Himself instituted The Lord's Supper. (Matthew 26:26-30) It symbolizes the atoning death of Jesus Christ and expresses assurance of His promised return. The church shall observe The Lord's Supper quarterly. The Pastor and the Deacons shall administer The Lord's Supper. This ordinance is intended for those who know Jesus Christ as their Lord and Savior.

ARTICLE V. CHURCH MEETINGS

SECTION I. WORSHIP SERVICES

The church shall hold regular services on Sundays and Wednesday evenings for the worship of Almighty God. Other special services may be held as arranged by the Pastor and church leadership.

SECTION II. REGULAR BUSINESS MEETINGS

A church conference will be held on the second Sunday of each quarter and at such other times as may be necessary. On the second Sunday of the remaining months, a financial update will be held for the purpose of discussing budgetary items. In addition to the stated conference, a special conference of the church may be called at any time by the Pastor and/or chairman of deacons.

This amendment (adopted/revised February 17, 2008,) is to state that a church conference will be held on the third Sunday evening of each month, starting on March 16, 2008.

SECTION III. QUORUM

The quorum consists of those members who attend the business meeting, provided it is a stated meeting, or one that has been properly called.

SECTION IV. GOVERNING RULES

The following documents are parliamentary instruments that define and govern this church. They are listed in order of authority.

*(1) **The Bible**: It must be clear that the Bible stands above whatever human rules this church may choose to help conduct business. The New Testament is the only perfect constitution for the doctrine, worship, discipline, and government of the church. We accept it as our only rule of faith and the practice thereof. If in any point these other documents listed are found to be inconsistent with or contrary to the Bible, they are, in that point, null and void. The authority of the Bible is supreme.*

*(2) **Constitution and Bylaws**: The Constitution and Bylaws is a self-imposed rule, adopted by this church, to conduct the church's business in a particular way. The Constitution and Bylaws prescribes the rights and duties of members, rules for the internal government of the church, and the management of its affairs.*

*(3) **Robert's Rules of Order Revised** is our guide for parliamentary rules of procedure for all business meetings of the church.*

ARTICLE VI. CHURCH FINANCES

SECTION 1. BUDGET

The Stewardship Committee shall prepare and submit to the church for approval an annual ministry budget, in conjunction with the leadership of the church's organizations. The Stewardship Committee will oversee the budgetary expenditures of the church and report back to the church at the monthly financial update. The budget shall be supported by the sacrificial giving of the church members.

SECTION II. FISCAL YEAR

The church's fiscal year shall begin on January 1 and end on December 31.

SECTION III. ACCOUNTING PROCEDURES

Money budgeted in a particular ministry area may not be spent in another ministry area without the approval of that ministry leadership and the Stewardship Committee. Purchases and expenditures, other than budgeted items, may be approved by the Stewardship Committee up to \$500.00. Items above \$500.00 will be brought to the church for approval.

ARTICLE VII. AMENDMENTS

SECTION I. ADOPTION OF BYLAWS

These Bylaws shall be considered adopted and in immediate effect if and when a two-thirds majority of the members present at the business meeting at which the vote is taken shall vote in favor of it. This vote shall be taken not less than thirty days after formal presentation of the Bylaws to the church.

SECTION II. AMENDING THE BYLAWS

These Bylaws may be amended, altered, or repealed by a two-thirds majority vote of the members present at any regular business meeting of the church, provided however, that notice and proposal of such amendment, alteration, or repeal must be given in writing at the preceding regular business meeting.

ARTICLE VIII.

SECTION I. OUR BELIEF ON MARRIAGE AND SEXUALITY

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 defined in Scripture.

We believe that God intends sexual intimacy to only occur between one man and one woman who are married to each other. We believe that God has commanded that no sexual activity be engaged in outside of a marriage between one man and one woman.

We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, bestiality, incest, pornography 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 and 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. Hateful and harassing behavior or attitudes directed toward any individual are to be denounced, and are not in accordance with Scripture nor the doctrines of the church.

Jerusalem Baptist Church reserves the right to uphold its beliefs, and will only conduct a marriage ceremony as outlined in the Bible. No minister of Jerusalem Baptist Church or its affiliated members can conduct a wedding that does not uphold the beliefs of biblical marriage between one man and one woman.

Jerusalem Baptist Church also reserves the right to deny any person a request for a marriage ceremony or use of any of its facilities that does not uphold biblical marriage between one man and one woman.

Furthermore, Jerusalem Baptist Church also reserves the right to reject individuals from being members that do not comply with the bylaws it has set forth.