

BYLAWS

PREAMBLE TO THE BYLAWS

Calvary Baptist Church (CBC) endeavors to be a church of the Lord Jesus Christ, as described, established, and mandated by the New Testament. These Bylaws are to provide general guidance, based upon biblical references, regarding the governance and operation of CBC. However, the ultimate authority for CBC governance and operation is the Bible. When a conflict or ambiguity exists with regard to these Bylaws, deference is to be given to the biblical reference to resolve the conflict or ambiguity.

STATEMENT OF AFFILIATION

CBC has chosen to affiliate itself with the Southern Baptist Convention, Nevada Baptist Convention, and Northeast Baptist Association. We continue this association, believing that it is God's will to do so. Fundamental to this affiliation is the understanding that the Southern Baptist Convention is a fellowship of autonomous, biblically sound churches that choose to work together to further God's Kingdom. This affiliation is maintained by voluntary contributions to local, state, national, and international mission projects. Support may also be provided by sending messengers to the annual convention for voting on doctrinal, ethical, and procedural positions. Members of CBC may desire to become personally involved in Southern Baptist evangelism, education, and/or mission work.

The Bible teaches that local churches should seek voluntary fellowship with other doctrinally sound churches. This association is to provide help and encouragement while working together as the Lord directs. This is a voluntary association that in no way involves the surrender of the individual church's freedom or dependence upon God.

Through the years, CBC has also associated with other Christian ministries. All of our affiliations are to be with churches and organizations that are biblically sound in doctrine and practice.

ARTICLE I

IDENTIFICATION

Section 1: NAME - The name of the corporation is Elko Calvary Baptist Church (CBC).

Section 2: PRINCIPAL OFFICE - CBC's principal office shall be located in Elko, Nevada.

ARTICLE II

DOCTRINAL BELIEFS

Calvary Baptist Church adheres to the Baptist Faith and Message, 2000, as its statement of beliefs. Those biblical beliefs are summarized as follows:

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.

Psalms 19:7-10; 119:11,89,105,140; Isaiah 40:8; Matthew 5:17-18; Luke 21:33; 24:44-46; John 5:39; 17:17; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.

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.

Genesis 1:1; Exodus 3:14; Deuteronomy 6:4-5; Psalm 19:1-3; Jeremiah 10:10; John 4:24; 14:6-13; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; 1 Timothy 1:17; Hebrews 11:6.

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.

Isaiah 7:14; 53; Matthew 1:18-23; 3:17; 11:27; 16:16; 27; 28:1-6,19; Mark 1:1; Luke 1:35; 24:46; John 1:1-18; 10:30; 11:25-27; 12:44-50; 14:7-11; 16:28; 17:1-5, 21-22; Acts 1:9-11; Romans 1:3-4; 3:23-26; 1 Corinthians 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1

Thessalonians 4:14-17; 1 Timothy 2:5-6; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 9:12-15,24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22.

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.

Genesis 1:2; Psalms 139:7ff.; Matthew 1:18; Luke 11:13; John 14:16-17,26; 15:26; 16:7-14; Acts 1:8; 2:1-4,38; 4:31; Romans 8:9-11,14-16,26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11,13; Galatians 5:22-23; Ephesians 1:13-14; 4:30; 5:18; 2 Peter 1:21; 1 John 4:13.

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 possesses dignity and is worthy of respect and Christian love.

Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; Matthew 16:26; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; Ephesians 2:1-22.

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.

John 1:11-14; 3:3-21,36; 5:24; 10:9,28-29; Acts 4:12; 16:30-31; Romans 1:16-18; 3:23-25; 5:8-10; 10:9-10,13; 2 Corinthians 5:17-20; Ephesians 2:8-22; 1 Peter 1:2-23; 1 John 1:6-2:11.

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.

Luke 1:68-79;2:29-32; 24:44-48; John 1:12-14; 3:16; 5:24; 10:27-29; 15:16; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7,26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10,19; Hebrews 11:39-12:2; James 1:12; 1 Peter 1:2-5,13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.

THE CHURCH

A New Testament 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, 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 through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are pastors and deacons. While both men and women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture.

Matthew 16:15-19; 18:15-20; Acts 2:41-42,47; 5:11-14; 6:3-6; 13:1-3; 1 Corinthians 1:2; 12; Ephesians 1:22-23; 2:19-22; 5:22-32; Colossians 1:18; 1 Timothy 3:1-15; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.

BAPTISM & THE LORD'S SUPPER

Christian baptism is the immersion of a believer in water. ...It is an act of obedience symbolizing 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 and anticipate His second coming.

Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16,21; 11:23-29; Colossians 2:12.

EVANGELISM & MISSIONS

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.

Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8,16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.

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.

Exodus 20:8-11; Matthew 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3,33-36; John 4:21-24; 20:1,19-28; Acts 20:7; Romans 14:5-10; 1 Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.

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 in Heaven with the Lord.

Isaiah 2:4; 11:9; Matthew 16:27; 18:8-9; 19:28; 24:27,30,36,44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40,48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Romans 14:10; 1 Corinthians 4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1,8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.

EDUCATION

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 in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

Deuteronomy 4:1,5,9,14; 6:1-10; 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff.; 119:11; Proverbs 3:13ff.; 4:1-10; 8:1-7,11; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff.; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3,8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17.

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.

Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4,19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21,42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.

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. ...Cooperation is desirable between the various Christian denominations.

Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.

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.

Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16, 43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; 1 Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.

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.

Genesis 1:27; 2:7; Matthew 6:6-7, 24; 16:26; 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2; 13:1-7; Galatians 5:1, 13; Philippians 3:20; 1 Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.

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. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

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 a marriage between a man and a 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 repudiated and are not in accord with scripture nor the doctrines of the church."

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. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.

ARTICLE III

MEMBERSHIP

Section 1: CHURCH MEMBERSHIP DEFINED - Church membership is a commitment to actively function as an appendage of this local body of Christ, rather than merely affiliating with an organization (Rom. 12:3-21; 1 Cor. 12)

Section 2: REQUESTING CHURCH MEMBERSHIP - Membership in CBC shall be open to any person who professes faith in the Lord Jesus Christ as Savior, gives evidence of believers' baptism by immersion, and is in harmony with CBC's doctrines and practices. Membership may be requested by an individual in public at a CBC meeting or in consultation with an elder or those the elders designate.

- a. Every person requesting membership will be asked to give testimony of his or her personal relationship with the Lord Jesus Christ and baptism by immersion.
- b. Each person who is a current member of another church associated with the Southern Baptist Convention, or like-minded church, may request that his/her membership be transferred to CBC.
- c. Each person requesting membership will be required to participate in a membership class.

Section 3: ACCEPTANCE - The teaching pastor, members of the elder council (see Article IV, Section 1), or their designees, will interview all persons making application for church membership. Membership will be granted to anyone who offers a biblical testimony of salvation, has been baptized by immersion, and agrees to accept the responsibilities of membership. Once accepted, the name of the new member shall be added to the CBC roll and publicized to the membership of CBC. If no clear evidence of salvation is found, the applicant cannot be accepted into the membership. However, CBC will diligently offer Christian love, prayer, and Scripture, making every attempt to lead the individual to Christ and then church membership (John 3:16; Rom. 1:16-17 & 10:9-10; Eph. 2:8-9; James 2:14-26).

Section 4: CLASSIFICATIONS OF MEMBERSHIP -

- a. **Active Status:** All members who show interest in the welfare of the church and the Kingdom of our Lord by consistent attendance and support will be classified as active members.
- b. **Inactive Status:** Members who have not attended a service or church function for six months will be contacted by the church and encouraged to continue their fellowship. If, after being contacted, said members choose not to resume fellowship within six months, they will be moved to an inactive list. The church will continue to contact and encourage inactive members every six months for at least two years. Exceptions in this matter will apply in cases of illness, missionary and Christian service, absence due to military service, or other extenuating circumstances. Upon their return, inactive members must request active membership to be restored and in one month they will be restored to active member status.

Section 5: RESPONSIBILITIES OF MEMBERS -

- a. **Personal Holiness.** Members should bring to CBC a submitted and Spirit-filled life. Our relationship with the Lord is the source of everything we have to offer one another. It is impossible to help others improve their relationship with God, or others, apart from God working in us (John 15:5).
- b. **Christian Relationships.** Members should pursue godly relationships within CBC. The Bible teaches that the Church is the Body of Christ in the world. We are appendages, or members, of that Body. It is imperative that each part of the Body pursue healthy relationships, respecting and caring for the other parts of the Body (Rom. 12; 1 Cor. 12; 2 Cor. 1:12).
- c. **The Investment of Life.** Members should seek to serve more than to be served. We live in a society that encourages self-centeredness. As the people of God, we are called to give our time, talents, spiritual gifts, and financial resources in service to others (Mark 10:35-45; John 13:12-15; 1 Cor. 12; Rom. 12:3-21; 2 Cor. 4:5).
- d. **Church Covenant.** Responsibility of membership is best expressed through the Church Covenant. Having been led, as we believe, by the Spirit of God to receive the Lord Jesus Christ as our Savior, and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the

Holy Spirit, we do now, in the presence of God and this church family, joyfully enter into covenant with one another, as one body in Christ Jesus.

We agree that the purpose of this church is to express God's love by: exalting God (*worship*), evangelizing the lost (*evangelism*), equipping the saints (*discipleship*), edifying the body (*fellowship*), and enabling members to serve (*ministry*).

We therefore agree, by the aid of the Holy Spirit, to:

- Live together in Christian love
- Strive for the advancement of this church in knowledge, holiness, and peace
- Encourage the church's worship, ordinances, discipline, and doctrines
- Prioritize Christian fellowship
- Contribute cheerfully and regularly to the support of the ministry, the expenses of the church, and the relief of the poor
- Spread the gospel to our community, neighbors, and all nations

We also agree to:

- Maintain family and personal devotions
- Educate our children in the wisdom of our Lord
- Seek the salvation of our family, friends, and acquaintances
- Demonstrate a Christ-like lifestyle to the world
- Practice fairness and faithfulness in our commitments
- Avoid ungodly thoughts, attitudes, and actions that are contrary to God's Word and His purpose for men
- Advance the Kingdom of our Savior through passionate and diligent worship and ministry

We further agree to:

- Watch over one another in Christian love
- Remember each other in prayer
- Support each other in times of sickness, distress, discouragement, and loss
- Cultivate Christian compassion, kindness, and patience
- Build each other up through our actions and encouraging speech
- Avoid division by being quick to listen, slow to speak, and slow to be angry
- Seek immediate reconciliation
- Rejoice in the Lord always

We moreover agree that if we relocate from this church, we will unite with another church, where we can carry out the spirit of this covenant and the principles of God's Word.

Section 6: PRIVILEGES OF MEMBERS -

a. Decision-making. CBC decisions and affirmations are made by the active members. To participate in such decisions, an active member must be in attendance at a scheduled business meeting.

b. Office-holding. Every active member is eligible for consideration as a candidate for offices in CBC, subject to scriptural qualifications (Acts 6:1-7; Eph. 4:11; 1 Tim. 3).

c. Interest in CBC Property. Members of CBC have no property rights in the property of CBC, and upon termination of membership shall not be entitled to any interest in CBC's assets.

Section 7: DISCIPLINE OF MEMBERS -

a. Purpose. The purpose of church discipline is to glorify God by: (1) maintaining purity in the church (1 Cor. 5:6); (2) protecting believers by deterring sin (1 Tim. 5:20); and (3) promoting the spiritual welfare of the offending believer by calling him or her to return to biblical standards of doctrine and conduct (Gal. 6:1).

b. Process. Members and all other professing Christians who regularly attend or fellowship at CBC, who err in biblical doctrine or conduct, shall be subject to discipline according to Matthew 18:15-18. (Such person hereafter will be referred to as an "erring person.")

The discipline process should proceed as follows:

(1) It shall be the duty of any CBC member who has knowledge of the erring person's unbiblical beliefs or misconduct to warn and correct such erring person in private, seeking his or her repentance and restoration.

(2) If the erring person does not heed this warning, then the warning member shall again go to the erring person, accompanied by one or two witnesses, to warn and correct such erring person, seeking his or her repentance and restoration.

(3) If said erring person still refuses to heed this warning, the situation shall be brought to the attention of the elder council. The elders will appropriately investigate any allegation brought by one church member against another. If these allegations are valid, two or more members of the elder council will contact the erring person and seek his or her repentance and restoration. It is understood that this process will continue to conclusion, whether the erring person leaves CBC or otherwise seeks to withdraw from membership to avoid the discipline process. If the erring person refuses to be restored, the matter will be presented to the elder council, who will act to protect the church by removing the erring person's membership and notifying the church in accordance with Matthew 18. However, even at this point, CBC will pray for the restoration of the erring person.

c. Reinstatement. If such dismissed member heeds the warning, demonstrates repentance, and requests reinstatement, he or she shall be publicly restored to membership through the affirmation of the elder council and notification of CBC.

Section 8: TERMINATION OF MEMBERSHIP - CBC membership shall be terminated and the member's name removed from the membership roll at the death of the member, upon affiliation with another church, at the written request of the member, or as a result of discipline (Article II, Section 7) (1 Cor. 5:12).

ARTICLE IV

MEETINGS

Section 1: QUARTERLY MEMBERSHIP MEETINGS - There shall be four membership meetings of CBC within a calendar year at its principal place of worship in Elko, Nevada. One Sunday in each of the months of February, May, August, and November will be selected by the elder council. These quarterly membership meetings will provide opportunity for the elder council and CBC members to do the proper business under Article III, Section 7 and discuss issues, events, and activities that are from the past three months and anticipated for the next three months. The elder council will moderate this "family meeting" in order to provide explanations, answers, insights, and comments as appropriate. The elder council shall seek counsel, insights and guidance from the members of CBC, carefully considering their opinions and desires (see Article III, Section 7 for decisions and affirmations reserved to CBC membership). The minutes of this meeting will be published for the CBC body by the elder council.

Section 2: SPECIAL MEETINGS - Special meetings of CBC membership shall be held at the church's principal place of worship in Elko, Nevada. The elder council may call a special meeting. Also, ten percent (10%) of the active members of CBC can submit a signed petition requesting a special meeting. The elder council will call a special meeting in a timely manner after receiving the petition.

Section 3: NOTICE - Notice of the time of these meetings (quarterly and special) shall be published in writing in a church-wide publication, letter, and/or oral announcement to the congregation on two consecutive Sunday morning services to allow each member an opportunity to reasonably know of the meeting. This official notice must be published at least fourteen (14) days prior to the meeting and not more than thirty (30) days before the date of such meeting. If the place of the meeting is to be at a location other than the principal worship center of CBC, such location must be provided in the notice. The notice shall state the time and date of the meeting. Notice of a special meeting shall state the purpose of the meeting.

Section 4: PRESIDING OFFICIAL - The teaching pastor/elder will be the moderator unless he is unable to attend the meeting. The elder council shall provide the moderation of all such meetings if the teaching pastor/elder is absent.

Section 5: VOTING - The elder council will present issues that require decisions by the CBC body. These decisions shall be voted upon by active members who are not under the process of church discipline (Article II, Section 7). Each active member present shall be entitled to cast one vote. The method of seeking affirmation shall be determined by the moderator of the meeting. Unless stated otherwise, an affirmative vote is three-fourths (3/4) of the active members voting.

Section 6: QUORUM - A quorum for decision-making at a CBC meeting shall consist of 30 active members attending such meetings.

Section 7: MATTERS TO BE CONSIDERED BY CBC - The elder council will bring the following matters before the CBC body:

- a. selection, rebuke, or dismissal of the teaching pastor;
- b. selection, rebuke, or dismissal of deacons and elders;
- c. selection and dismissal of ministerial staff;
- d. building and facilities - major decisions relating to CBC properties;
- e. financial budgets of CBC;
- f. amending the Bylaws (Article XIV, Section 1); and,
- g. other matters in which the elder council desires the members' advice and counsel.

ARTICLE V

ELDERS

Section 1: GENERAL SCOPE - CBC seeks to be a New Testament church committed to the teachings of the Bible. No other authority or tradition is to guide the means, faith, or structure of the Lord Jesus Christ's Church. The administrative and pastoral structure for a New Testament church is to utilize a plurality of leadership, and CBC will follow this scriptural example. To achieve this New Testament model, CBC requires qualified men to serve as elders and deacons (See Article VI). Elders must meet specific moral and spiritual qualifications before they serve (1 Tim. 3:1-7). They must be publicly installed into office (1 Tim. 5:22; Acts 14:23). They must be motivated and empowered by the Holy Spirit to do their work (Acts 20:28). After review, examination and appointment, as noted in Section 4 below, men affirmed by CBC to serve as elders shall constitute the "elder council." To effectively perform their duties, the elder council needs the prayers, support (1 Tim. 5:17-18), and consent of members of CBC (Heb. 13:17). CBC is called upon to honor its elder council and to protect the elders against false accusations (1 Tim. 5:19). Finally, if an elder falls into sin and continues in sin, he must be publicly rebuked (1 Tim. 5:20).

Section 2: RESPONSIBILITIES - The elder council shall:

- a. feed the flock** (1 Tim. 3:2; 5:17; 1 Thess. 5:12; Titus 1:9);
- b. provide leadership to the flock** (Acts 20:28; 1 Thess. 5:12; Heb. 13:17) in practical matters (Acts 6:1-6; 11:29-30), matters of doctrine (Acts 15; 16:4), and matters of discipline and character (Heb. 13:17);
- c. lovingly care for the flock** (James 5:14-15; Acts 20:35; Heb. 13:17); and
- d. protect the flock** (1 Pet. 5:2-3; Acts 20:28).

Section 3: QUALIFICATIONS - Each elder must have a "calling" from God to this office. The qualifications of an elder are described in 1 Tim. 3:1-7 and Titus 1:6-9. He must be:

- a. blameless** as a steward of God; above reproach (1 Tim. 3:2; Titus 1:6-7);
- b. husband** of one wife; a one-woman man (1 Tim. 3:2; Titus 1:6);
- c. temperate, sober, vigilant** (1 Tim. 3:2);
- d. sober-minded, prudent** (1 Tim. 3:2; Titus 1:8);
- e. of good behavior; orderly, respectable** (1 Tim. 3:2);
- f. given to hospitality** (1 Tim. 3:2; Titus 1:8);
- g. apt and able to teach; he can exhort believers and refute false teaching** (1 Tim. 3:2; Titus 1:9);
- h. not given to much wine** (1 Tim. 3:3; Titus 1:7);

- i.** not violent; not pugnacious (1 Tim. 3:3; Titus 1:7);
- j.** patient, moderate, forbearing, gentle (1 Tim. 3:3);
- k.** not a brawler; not contentious; not soon angry or quick-tempered (1 Tim. 3:3; Titus 1:7);
- l.** not covetous; not a lover of money; not greedy for base gain (1 Tim. 3:3; Titus 1:7);
- m.** a good manager of his own house; his children are faithful, not accused of rebellion against God (1Tim. 3:4; Titus 1:7);
- n.** not a novice; not a new convert (1 Tim. 3:6);
- o.** of good report or reputation with people outside the church (1 Tim. 3:7);
- p.** not self-willed (Titus 1:7);
- q.** lover of what is good (Titus 1:8);
- r.** just, fair (Titus 1:8);
- s.** holy, devout (Titus 1:8); and
- t.** self-controlled (Titus 1:8).

Section 4: SELECTION -

- a.** The elder council shall seek the Lord's leadership regarding the number of additional elders (if needed) to minister at CBC. Although the Bible does not give instruction as to the number of elders a church should have, it is recognized that there must be a plurality. A determination of the need for additional elders should be based upon the work of God in the CBC family and the availability of those with a God-given desire to serve as an elder.
- b.** Men who aspire to be elders, due to the calling of God, should express that desire to an elder or the teaching pastor of CBC (1 Tim. 3:1).
- c.** A potential elder will be examined by the elder council in order to discover his calling and qualifications. If the elder council and the man in search of God's will for his life in this matter are of like mind as to his calling, the elder council shall recommend him to the CBC body to be affirmed as an elder. The appointment of a man to serve as an elder is a solemn and serious matter (1 Tim. 5:21-22). Therefore, the elder council shall earnestly, without any haste, bias, or partiality, seek God's will with regard to the potential elder's appointment to the elder council.

d. In a special meeting of CBC (Article III, Section 2), the elder council shall recommend the potential elder to CBC. A three-fourths (3/4) vote of the active members voting is required for affirmation of the recommendation (1 Tim. 5:21-22; 24-25).

Section 5: RECONSTITUTION OF ELDERS -

- a. **Reconstitution of Elders.** In the event that it is necessary to reconstitute the elder council, an elder examination team shall be recommended to CBC by the pastor/interim pastor and deacon leadership in a special meeting (Article III, Section 2) for CBC's determination regarding whether to affirm the recommended individuals. Five individuals who are CBC members in good standing shall be recommended for the examination team. They are to be qualified to research and review the scriptural teachings on church elders and prayerfully recommend elders to CBC. Members of the elder examination team may be considered for selection to the elder council. When the elder examination team reaches unanimous agreement, they will seek the affirmation of CBC in a special meeting. A three-fourths (3/4) affirmative vote of the active members voting in the special meeting is required to affirm a person to be an elder. These elders shall form the elder council. Once CBC has affirmed a plurality of elders to the reconstituted elder council, the elder examination team shall be dissolved.

Section 6: TERM OF OFFICE - An elder, called by God, shall serve until such time as God calls him to other service and away from the office of elder. Additionally, by the improper actions of an elder, he can be removed from office (Article IV, Section 10).

Section 7: NUMBER OF ELDERS - As God calls men to serve in this office of elder, they shall be considered, examined, and utilized in service. The number of elders is not determined; it is a matter of the revealed will of God. The Bible indicates a plurality of leadership, which implies more than one leader.

Section 8: AUTHORITY AND RESPONSIBILITIES - The elder council shall have the authority and responsibility to oversee the spiritual and administrative activities of CBC unless otherwise reserved to the CBC body elsewhere in these Bylaws. This authority may be delegated by the elder council. In summary, the elder council is to shepherd the "flock" of God (1 Pet. 5:1-5). It is recognized by CBC and the elder council that there is only one Lord and Master in God's Church: the Lord Jesus Christ. All others are His servants (Philippians 2:5-11).

Section 9: TRAINING AND EDUCATION - There are no specific requirements for formal training or education to be an elder. Becoming an elder is a matter of God's preparation of the man and his call to the place of service. However, any potential elder shall have a minimum of six months mentoring and instruction by leaders designated by the elder council before his recommendation. Elder candidates who have been recommended and approved by the membership shall be ordained by an ordaining council in the presence of the CBC membership.

Section 10: DISCIPLINE AND REMOVAL - Any elder shall be removed from office if he becomes incapacitated, spiritually unqualified, or his inability to serve is established in the minds of the remainder of the elder council. CBC has the right to rebuke an elder due to a continuing sin in his life, based upon the procedure established in 1 Tim. 5:19-20. CBC also has the right to remove an elder in a special meeting (Article III,

Section 2), with a two-thirds (2/3) vote of the active members voting. The procedure for dismissing the teaching pastor is found in Article VII, Section 2.

Section 11: MEETINGS AND ORGANIZATION - The elder council may establish written policies and procedures for conducting their activities. All meetings shall have written or otherwise recorded minutes of the matters considered. These minutes shall become a part of the permanent records of the elder council.

Section 12: TRUSTEES - Some members of the elder council and/or their designees shall function as the trustees of CBC (No more than four trustees total). They manage CBC property, both real and personal, as fiduciaries. They shall represent CBC in all of its legal matters.

ARTICLE VI

MINISTRY TEAMS

Section 1: GENERAL - CBC is committed to accomplishing its stated goals through the ministry of its members. To accomplish these goals, CBC is determined to organize into “teams” to be more effective. Teams are focused upon accomplishing a determined goal or set of goals related to the church’s purpose (Article II, Section 5d), to enable or facilitate a church ministry to which God has called the participants.

Section 2: EMPOWERMENT - Teams organize and function under policies and procedures established by the elder council.

Section 3: MINISTRY - Ministry is best performed by a plurality of involvement. Teams are the basic organizing units of CBC to accomplish its goals within the guidelines of the each team’s purpose statement. Teams are not policy-setting entities. Rather, they are the “hands and feet” of the body of Christ. These teams devise and carry out the actions to further implement CBC ministries. CBC policies and procedures provide a framework within which teams successfully operate.

Section 4: STRUCTURE - Team responsibilities, size, membership, and structure are to be established by the elder council.

Section 5: DISSOLUTION - Teams may be dissolved upon determination of the elder council.

ARTICLE VII

DEACONS

Section 1: GENERAL SCOPE - Deacons are the servant-ministers of the church. Their purpose is to assist the elders with the multitude of practical duties of caring for the flock. Deacons are to give their primary attention toward caring for the congregation’s physical welfare. Deacons have the honor of modeling, for the local church and the lost world, God’s compassion, kindness, mercy, and love. As the church compassionately cares for

people's needs, the world sees a visible display of Christ's love, which will draw some people to the Savior. Deacons are to be an example of commitment, unity, and harmony in their service.

Section 2: DUTIES AND RESPONSIBILITIES - The deacons are to effectively and carefully administer the church's charitable activities. They are the collectors of funds, distributors of relief, and agents of mercy. They help the poor, the jobless, the sick, the widowed, the elderly, the homeless, the shut-in, and the disabled. They, like the elders, comfort, protect, and encourage people and help to meet their needs. Although they do in many ways meet spiritual needs of those whom they serve, their primary service is related to physical needs. Specific duties include, but are not limited to:

- a. Tending to the physical needs of the membership, exhibiting the love and compassion of Christ. Specific attention is to be given to widows and widowers, the needy, and the aged. Collection and administration of the benevolence fund is included in their duties.
- b. Assisting the elder council in the preparation and serving of the Lord's Supper to the membership.
- c. Performing other such duties and responsibilities as determined by the deacons and/or the elder council.

Section 3: QUALIFICATIONS - Deacons must be members in good standing of CBC and possess the qualifications stated in I Timothy 3:8-10, 12-13. These qualifications are listed below:

- a. a man of dignity (1 Tim 3:8);
- b. not double-tongued (1 Tim 3:8);
- c. not addicted to much wine (1 Tim 3:8);
- d. not fond of sordid gain (1 Tim 3:8);
- e. holding to the mystery of the faith with a clear conscience (1 Tim 3:9);
- f. tested (1 Tim 3:10);
- g. beyond reproach (1 Tim 3:10);
- h. the husband of one wife (1 Tim 3:12);
- i. a good manager of his children and his own household (1 Tim 3:12).

Section 4: SELECTION - Nominations will be made annually (or as needed) by the membership, from those members in good standing who are perceived to meet the qualification of deacon and have proven themselves to have a heart to serve others. These nominees will be reviewed by the deacon body. They will recommend to the elder council those whom they have examined and found to be qualified and who confirm the Lord's calling to serve as a deacon. A special meeting (Article III, Section 2) will be called by the elder council for the purpose of

affirming the deacon candidates. Individual deacon candidates will be affirmed to serve by a three-fourths (3/4) vote of all active church members voting.

Section 5: ORDINATION - Deacon candidates who have been affirmed, but have not previously been ordained in a Southern Baptist church, shall be ordained (set apart for service) by the elder council in the presence of the CBC membership.

Section 6: TERM OF OFFICE - The initial term of office for deacons shall be one year. Consecutive terms are acceptable and encouraged for those who are serving well as deacons. Upon the completion of a one-year term of service, the deacon's affirmation that God is leading him to continue serving actively, and the concurrence of the deacon body and the elder council, a deacon may continue to serve. Deacons approved for continuing active service will not require reaffirmation by a vote of the membership. Following any lapse of service by a deacon, the procedures stated in Section 4 will be followed for return to active service.

Section 7: NUMBER OF DEACONS - The number of active deacons will be determined by the deacon body with the concurrence of the elder council.

Section 8: TRAINING AND EDUCATION - No special education or training is required to serve as a deacon. The deacon must have a heart to serve others and be committed to work together with the other deacons in fulfilling the deacon ministry.

Section 9: DISCIPLINE AND REMOVAL - A deacon shall be removed from active service upon failure to meet the qualifications stated in Section 3 or if he becomes incapacitated, spiritually unqualified, or his inability to serve is established in the minds of the deacon body. Removal of a deacon from active service other than by completion of a term of service or resignation shall be by action of the elder council at the recommendation of the deacon body.

Section 10: MEETINGS AND ORGANIZATION - Deacons shall meet regularly for prayer, Bible study, and discussion of the fulfillment of the duties and responsibilities of deacons. Frequency of meetings shall be as determined by the deacon body. The deacon body shall prepare written policies and procedures for submission to the elder council for concurrence. These shall be submitted to the elder council within one year from the adoption of these Bylaws.

ARTICLE VIII

THE TEACHING PASTOR

Section 1: SELECTION - In the event that CBC is without its teaching pastor, a pastor search team will be selected by the elder council and active members to seek the Lord's will regarding the teaching pastor. The search team will include a wide representation of the church membership. The team will consist of 7 members, including one elder selected by the elder council and six at-large members. The at-large members will be selected by nominations by active members. From the nominations, the elders will present a list of 12 candidates to the church. In a special meeting the active members will vote, and the six nominees who receive the most votes will be placed on the pastor search team. These six elected members and the representative from the elder council will comprise the pastor search team. Alternate members may be selected as needed. When the team members are unanimous in their recognition of God's leadership toward a candidate, they will seek the

affirmation of CBC members in a special meeting (Article III, Section 2). A vote of at least three-fourths (3/4) majority of all active members voting is required to call a teaching pastor (Eph. 4:11).

Section 2: TERM OF OFFICE – The teaching pastor shall remain in office for an indefinite period of time subject to the following exception: if the elder council is in unanimous agreement (excluding the teaching pastor) with the decision to remove the teaching pastor from his position, they have the authority to dismiss the teaching pastor through the affirmation of a two-thirds (2/3) vote of active members voting during a special meeting (Article III, Section 2). Severance compensation shall be determined by the elder council. If the teaching pastor should choose to resign, he shall give notice of his resignation to CBC after having informed the elder council.

Section 3: DUTIES - In addition to his shepherding role, and as an elder, the teaching pastor's primary responsibility is the ministry of God's Word and prayer in order to provide strategic leadership and vision to the body. He is called to help believers mature their faith by providing them insightful and accurate presentation of biblical truths, equipping them to be true "ministers" of the body. Because of these primary roles, the ministry of the Word, and his leadership, the teaching pastor will need to prioritize his time, focusing upon these duties first (Eph. 4:11-12).

As shepherds of the flock, the elders are responsible to seek other leaders, with complimentary spiritual gifts, to undertake areas and aspects of the ministry that cannot be filled by the Teaching Pastor.

ARTICLE VIX

STAFF

The elder council or its designees will select, supervise, and evaluate all staff members (hourly and salaried) in accordance with the CBC personnel manual. The hiring of salaried employees will be approved by a three-fourths (3/4) vote of active members voting. The search process for salaried employees will be similar to the process for the teaching pastor (See article VII, Section 1). Dismissal of salaried employees requires a two-thirds (2/3) vote of active members voting.

ARTICLE X

RECEIPT, INVESTMENT, AND DISBURSEMENT OF FUNDS

Section 1: RECEIPT OF MONEY - CBC shall receive all monies or other properties transferred to it for the purposes that are consistent with God's Word. The elder council or designees shall determine whether to accept such money or property.

Section 2: MANAGEMENT OF FUNDS - The elder council or its designees shall manage and distribute any funds or property only for the benefit of CBC, consistent with the expressed purposes of CBC. Designated funds/gifts will be held as such for no more than two years, at which time these funds can be deposited/transferred to the general budget fund.

Section 3: REVIEW OF FINANCIAL MATTERS - The elder council may require that an annual review of CBC's financial records be conducted.

ARTICLE XI

COMPENSATION

Any person receiving compensation directly or indirectly from CBC shall not be in a position to determine the nature or amount of such compensation or remuneration.

ARTICLE XII

RECORDS AND REPORTS

Section 1: RECORDS - CBC shall maintain adequate and correct accounts, books, and records of the church's business and properties. All such books, records, and accounts shall be kept at its principal place of business in Elko, Nevada, unless otherwise designated by the elder council. The adequacy and accuracy of the books and records shall be overseen by the elder council or its designees.

Section 2: INSPECTION OF BOOKS AND RECORDS - Every member shall have the absolute right, at any reasonable time, to inspect all books, records, documents of every kind (with the exception of personnel and contribution records), and the physical properties of CBC. The elder council, if necessary to maintain good order, may restrict and limit the number of inspections or establish an orderly manner for such to be conducted. But in no event shall a reasonable inspection of the books and records be denied to a member. Any such inspection will take place by scheduled appointment at CBC's principal place of business.

ARTICLE XIII

INDEMNIFICATION OF ELDERS

The elders, acting together in the elder council, shall be indemnified and held harmless for actions consistent with the purpose and vision of CBC. CBC shall be primarily responsible for liability arising from such actions or inaction of the elder council. Reasonable expenses to litigate or otherwise resolve issues arising from the elder council's performance of its duties and responsibilities shall be paid by CBC. At the election of the elder council, this same indemnification shall extend to all individuals performing within the scope of their duties and responsibilities for the benefit of CBC.

ARTICLE XIV

DISSOLUTION

Upon dissolution of CBC, the elder council shall cause the assets herein to be distributed to another Southern Baptist church within the Northeast Baptist Association.

ARTICLE XV

AMENDMENTS

Section 1: AMENDMENT PROCESS - These Bylaws may be amended or new and additional Bylaws may be made at any time by the elder council or its designees. Such change shall become effective upon affirmation by a three-fourths (3/4) vote of the active members voting during a business meeting.

Section 2: RECORD OF AMENDMENTS - Whenever an amendment or new Bylaw is adopted, it shall be copied into the books and records of CBC, within the original Bylaws. If any Bylaw is repealed or amended, the fact of repeal or amendment, along with the date of the meeting at which the repeal or amendment was confirmed by CBC, shall be stated in CBC's books and records. The repealed or amended provision shall be clearly marked as repealed or amended in the original Bylaws.