

CONSTITUTION AND BYLAWS

of

IMMANUEL BAPTIST CHURCH OF FAYETTEVILLE, INC.

FAYETTEVILLE, NC

Adopted by membership on January 28, 2009.

Revised by membership on June 10, 2015 & May 17, 2024.

*Amended by membership on May 25, 2016, May 25, 2022, November 24, 2024,
& January 26, 2025.*

IMMANUEL BAPTIST CHURCH
219 HULL ROAD
FAYETTEVILLE, NORTH CAROLINA 28303

“GOD WITH US”

PREAMBLE

We, the members of Immanuel Baptist Church, do hereby declare and establish this Constitution to preserve and secure the principles of our faith, to govern the body in an orderly manner, and to maintain the autonomy of this Church in freedom of action in relation to other churches and organizations.

Article I - NAME

The name of this corporation is *Immanuel Baptist Church of Fayetteville, Inc.*, located at 219 Hull Road, Fayetteville, Cumberland County, North Carolina, 28303, as specified in the Articles of Incorporation of Immanuel Baptist Church of Fayetteville, Inc., dated November 20, 2008.

Article II - PURPOSE STATEMENT

The purpose of Immanuel Baptist Church is glorifying and worshipping Almighty God, making disciples of the Lord Jesus Christ, proclaiming the Word of God, engaging in intercessory prayer, and ministering to those in spiritual and physical need while taking the Gospel to all peoples of the earth.

Article III - STATEMENT OF FAITH

We affirm that the Holy Bible is God's inspired revelation to mankind, and that it is without error (in the original manuscripts) and is therefore authoritative in all matters of faith, practice, and principle. The ordinances of the Church are Baptism and the Lord's Supper.

Article IV - AFFILIATION

Section 1. Authority

This Church has the authority to determine for itself, in the manner set forth in its Constitution, Bylaws, and Policies and Procedures, free of any outside control, authority, or power, whether governmental or otherwise, the use of its property and the means by which it pursues its stated purpose.

Section 2. Association

Recognizing the value of voluntary association and cooperation with like-minded churches and ministry organizations, this Church will encourage mutual evangelistic, missionary, educational, and benevolent endeavors.

Section 3. Affiliation

Upon adoption of this Constitution, this Church shall be deemed to have affiliated itself with the New South River Baptist Association.

Section 4. Cooperation

Upon adoption of this Constitution, this Church shall be deemed to be in cooperation with the aims and purposes of the Baptist State Convention of North Carolina and the Southern Baptist Convention, as set forth in the constitutions of their respective organizations, and through duly elected messengers will participate in their deliberative assemblies, and will, as we are able, support the evangelistic, missionary, educational, and benevolent programs of each.

Section 5. Discontinuance of Affiliation and/or Cooperation

A decision to withdraw from affiliation from the New South River Baptist Association, and/or discontinuance of cooperation with the Baptist State Convention and/or the Southern Baptist Convention, will require a Called Members Meeting, notice of which will be sent in writing to each active member of the Church at least two weeks prior to the meeting, stating the purpose, time, and location of the meeting. Approval to withdraw must be carried by a two-thirds majority of the vote.

Article V - GOVERNMENT

Section 1.

The government of this Church is congregational in nature and the membership of this congregation is the final authority for the operation and management of the affairs of this Church, both spiritual and temporal.

The Church membership has full power and authority to purchase, lease, and acquire by gift, devise, or bequest and to hold, mortgage, convey, and dispose of all kinds of property, both real and personal. All assets and property, vehicles, and equipment, including the title to all real property, will be held by Immanuel Baptist Church of Fayetteville, Inc.

All official Church documents (e.g. deeds, titles, business and Council meeting minutes, membership roll) will be maintained in the church office.

The membership has the authority to adopt and amend the Constitution and Bylaws, and to govern and conduct the affairs of this Corporation.

Section 2.

The Elders act as the Corporate Board in matters pertaining to the Corporation, with the Senior Pastor serving as president of the Board.

The Board functions as trustees of the Church to execute all contracts, deeds, mortgages, or other instruments when, and only when, authorized to do so by three-fourths of the members present and voting in a Called Members Meeting.

Section 3.

The Elders exercise authority and responsibilities as delegated by the membership and as specified in the Bylaws in conducting ministry in accordance with the purpose of the Church as specified in Article II of the Constitution.

Section 4.

The church and fiscal calendar year will be from January 1st through December 31st.

Article VI - ADOPTION AND AMENDMENTS TO THIS CONSTITUTION

Section 1.

This Constitution will be considered adopted and in immediate effect when approved by three-fourths of the members present and voting in any Members Meeting.

Section 2.

The Constitution will be reviewed by the Elders at least every five years, with recommendations for amendments or changes given to the Church at Members Meetings.

Section 3.

The Constitution may be amended, altered, or repealed by three-fourths of the members present and voting in any Members Meeting, provided that such changes have been given in writing to the Clerk and the Church thirty days prior to the meeting.

Section 4.

A copy of the Constitution will be kept by the Clerk. Another copy will be kept in the church office. All amendments to, or revisions thereof, will be prepared by the Clerk and attached to copies of the Constitution and made available to Church members generally upon request.

ARTICLE VII - DISSOLUTION

In the event of the necessity of dissolution of the Church, transfer of property must be determined and approved by a three-fourths vote of the members present and voting in a Members Meeting.

BYLAWS

Article I - CHURCH COMMITMENT

Having received Jesus Christ as Lord and Savior and having been baptized as a public testimony of our faith, we now unite in fellowship as the Body of Christ at Immanuel Baptist Church and commit to:

Promote the Unity of His Body...

By acting in love towards other members (Jn.17:21; Rom.14:19; 1Cor.13:1-8a; 1Pt.1:22)
By avoiding gossip, complaining, and bickering (1Cor.1:10; 10:10; Eph.4:29, 31; Mt.5:44)
By honoring and following those in leadership (Eph.4:11-12; 1Ths.5; 12-13; 1Tim.5:17; Heb.13:17)

Partner in the Mission of His Church...

By praying for its spiritual growth and outreach (1Ths.1:1-8)
By inviting others to attend and warmly welcoming all who visit (Lk.14:23; Rom.12:13; 15:7)
By personal involvement in evangelism and missions (Mt.28:18-20; Acts1:8; Rom.1:14-16; 2Cor.5:20)

Participate in the Ministry of His Body...

By faithfully attending worship and prayer services (Acts 2:46-47; Heb.10:25)
By exercising His gifts and talents with a servant's heart (Rom.12:3-8; Php.2:3-7; 1Cor.12; 1Pt.4:8-11)
By giving regularly, proportionately, and cheerfully to the Lord's work (1Cor.16:2; 2Cor.9:6-8)

Protect the Testimony of His Church...

By living a life of integrity and honesty before God and man (Php.1:27; 1Ths.2:3-12)
By ensuring loving accountability and encouragement to one another (Mat.18:15f; Gal.6:1-2)
By living as if Jesus Christ were returning for His Bride today (1Thes.4:13-18; Rev.22:20)

Article II - WORSHIP AND ORDINANCES

Section 1. Worship

As a minimum, the Church will meet twice a week, once for worship on Sunday and once for prayer.

Section 2. Ordinances

- A. The Lord's Supper will be observed at least once a quarter.
- B. Baptisms will be observed at the Elders' discretion.

Article III - MEMBERSHIP

Section 1. General

The membership reserves the exclusive right to determine who shall be members of this Church and the qualifications of such membership.

Section 2. Requirements

A. Qualifications

Membership will comprise those persons who have:

1. Confessed Jesus Christ as their Savior and Lord (statement of faith).
2. Given evidence of regeneration by the Spirit of God. (An Elder will meet with

candidates to evaluate their testimony and walk with the Lord).

3. Been baptized by immersion as a believer. The requirement for immersion may, on recommendation of the Elders, be suspended in cases of physical impossibility, severe hardship, or a candidate's affirmation of previous believer's baptism.
4. Completed the New Members Class, either in a group presentation or as presented personally by an Elder.
5. Agreed to abide by the Baptist Faith and Message (2000), Constitution and Bylaws, and Policies and Procedures.
6. Been received into membership by three-fourths of the members present and voting in any Members meeting.

B. Transfer of Membership

1. When a candidate is coming from another church, the Clerk will request a "letter of transfer" confirming that the candidate was an active member in good standing.
2. Candidates must also meet the qualifications specified in Article III, Section 2. A.

Section 3. Classifications

A. Active Member

One who is faithfully fulfilling the responsibilities of the Church Commitment. Only active members eighteen years or older have the privilege of serving in positions of leadership/authority in Church ministries and have voting rights. Those unable to attend because of medical conditions, military deployment, or mission trips retain active status.

B. Inactive Member in Good Standing

A member who has not attended a regular worship service for three consecutive months because they no longer reside in the Fayetteville area. These members may not vote or serve in any office, committee, or organization of the Church.

C. Inactive Member Not in Good Standing

A member who has not attended a regular worship service for three consecutive months or is not faithfully fulfilling the responsibilities of the church Commitment as determined by the Elders in consultation with the deacons.

Being moved to inactive membership status due to unfaithfulness should occur only after the Church has made a sincere effort to restore the member to fellowship (see Section 4).

D. Watchcare Member

A member of another church who, due to military service, education, mission work, or other reasons for temporary residency, do not desire to transfer membership from their home church. After meeting the requirements for membership above, Watchcare members will be afforded all the privileges of membership, excepting the privileges of serving in positions of leadership/authority listed in the Constitution and Bylaws, and having voting rights.

Section 4. Restoration to Active Membership

When an inactive member not in good standing gives evidence of repentance, as determined by the Elders in consultation with the deacons, their membership may be returned to active status.

Section 5. Termination of Membership

Termination occurs when a member:

1. joins another church.
2. submits a letter of resignation of membership to the Elders or Church.
3. abandons the Church Fellowship and Commitment.
4. refuses to respond biblically to Church attempts at reconciliation (see Article IV).
5. dies.

Article IV - DISCIPLINE

Section 1. Purpose

The purpose of disciplinary action is the restoration of a sinning member to fellowship rather than punishment (Galatians 6:1).

Section 2. Procedure

Should a member's sin cause disruption or disharmony within the Body of Christ or be detrimental to the public testimony of the church, Matthew 18:15-17 will be followed in seeking to encourage confession, repentance, and reconciliation. If the sinning member refuses to repent, they will be removed from the Church membership and be excluded from all fellowship.

Article V - STAFF

Section 1. Senior Pastor

A. Qualifications

The Senior Pastor will be a man of God and a minister of the Gospel whose qualifications fit him for the office of Elder according to 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-5.

B. Nomination

When a vacancy occurs, a five-person committee will be chosen by the Elders to identify and nominate a candidate for Senior Pastor. This committee will include the Elders and two other active members. The committee will bring only one name at a time to the Congregation for a vote.

C. Call

A Members Meeting will be called to put forth the candidate for Senior Pastor, with at least one week notice given to the membership. Having been nominated by the committee, the congregation will voice their prayerful judgment of the pastoral candidate during the Members Meeting. The vote to extend a call will be by written ballot with approval of three-fourths of the members present and voting. Should the pastoral candidate fail to receive a three-fourth vote of approval, the meeting will be adjourned without debate.

D. Duties

The Senior Pastor shall be an Elder of the church. He shall perform the duties of an Elder described in Article VI.D. and shall be recognized by the church as one, who in response to God's call, has devoted his vocational life, full-time, to the ministry of the Word and prayer in the service of the Church.

He shall preach, administer the ordinances of baptism and the Lord's Supper, and perform such other duties as usually pertain to that office. In the absence or incapacity of the Senior Pastor, the Elders shall assume responsibility for his duties, any of which may be delegated.

E. Termination

By Resignation: The Senior Pastor, after sensing the call of God in a new direction of ministry, may submit his resignation to the congregation, provided that four-week notice is given.

By Grievance: When a grievance exists against a Pastor, either due to his preaching or teaching contrary to the beliefs of this church or to alleged conduct on his part unfitting an Elder, any member may bring such grievance before the Elders. If the Elders, after thorough investigation and consideration, believe the grievance to be true and substantial, they shall call for a Special Members Meeting, giving at least a one-week notice. The vocational call of the Senior Pastor may be terminated at such a meeting given the following:

1. A recommendation of the Elders for removal, and,
2. That attendance of at least thirty percent (30%) of the voting membership is present, and,
3. A three-fourths (3/4) majority vote of those members present and voting by ballot is reached.

The termination shall be immediate, and any compensation shall be rendered in not more than 30 days. Unless otherwise recommended by the Elders, the church will compensate the Pastor so removed with not less than one-twelfth of his total annual compensation.

Section 2. Associate Pastor(s)

A. Qualifications

Associate Pastors will be men of God and ministers of the Gospel whose qualifications fit them for the office according to 1Timothy 3:1-7, Titus 1:5-9, and 1Peter 5:1-5.

B. Nomination

When the Senior Pastor identifies the need for an Associate Pastor, the Elders will submit the name of the nominee to the congregation for a vote.

C. Call

The call of an Associate Pastor will take place at any Members Meeting with at least a one-week notice given to the membership. The vote to extend a call will be by written ballot with approval of three-fourths of the members present and voting.

D. Duties

An Associate Pastor is responsible for partnering in the shepherding of the congregation as determined by the Senior Pastor.

E. Termination

By Resignation: The Associate Pastor, after sensing the call of God in a new direction of ministry, may submit his resignation to the congregation, provided that a two-week notice is given.

By Grievance: When a grievance exists against an Associate Pastor, either due to his preaching or teaching contrary to the beliefs of this church or to alleged conduct on his part unfitting an Elder, any member may bring such grievance before the Elders. If the Elders, after thorough investigation and consideration, believe the grievance to be true and substantial, they shall call for a Special Members Meeting, giving at least a one-week notice. The vocational call of the Associate Pastor may be terminated at such a meeting given the following:

1. A recommendation of the Elders for removal, and,
2. That attendance of at least thirty percent (30%) of the voting membership is present, and,
3. A three-fourths (3/4) majority vote of those members present and voting by ballot is reached.

The termination shall be immediate, and any compensation shall be rendered in not more than 30 days. Unless otherwise recommend by the Elders, the church will compensate the Associate Pastor so removed with not less than one-twelfth of his total annual compensation.

Section 3. Pastoral Intern

A. Qualifications

From time to time, the Senior Pastor and other Elders may recognize a man whom God is calling to full-time Pastoral ministry, but who does not yet possess all the biblical aspects of that position according to 1Timothy 3:1-7, Titus 1:5-9, and 1Peter 5:1-5.

B. Nomination

The Elders will submit the name of the nominee to the congregation for a vote.

C. Call

The call of a Pastoral Intern will take place at any Members Meeting with at least a one-week notice given to the membership. The vote to extend a call will be by written ballot with approval of three-fourths of the members present and voting.

D. Duties

A Pastoral Intern is responsible for partnering in the shepherding of the congregation as determined by the Senior Pastor. A Pastoral Intern will be considered an Elder in training.

E. Termination

By Completion of Internship: When the Senior Pastor, Elders, and Pastoral Intern mutually determine the Pastoral Intern has fulfilled God's purpose at the Church, the Pastoral Intern's position as Intern will end.

By Resignation: The Pastoral Intern, after sensing the call of God in a new direction of ministry, may submit his resignation to the congregation, provided that a two-week notice is given.

By Grievance: When a grievance exists against a Pastoral Intern, either due to his preaching or teaching contrary to the beliefs of this church or to alleged conduct on his part unfitting his position, any member may bring such grievance before the Elders. If the Elders, after thorough investigation and consideration, believe the grievance to be true and substantial, they shall call for a Special Members Meeting, giving at least a one-week notice. The Pastoral Intern's position at the Church may be terminated at such a meeting given the following:

1. A recommendation of the Elders for removal, and,
2. That attendance of at least thirty percent (30%) of the voting membership is present, and,
3. A three-fourths (3/4) majority vote of those members present and voting by ballot is reached.

The termination shall be immediate, and any compensation shall be rendered in not more than 30 days.

Section 4. Other Staff

Other staff includes any additional paid ministerial positions approved by the Church.

Article VI - ELDERS

Section 1. Frequency

- A. As a general rule, Elders shall be elected in the first Members meeting of each year.
- B. Elders may be elected at other times based on the needs of the Church.

Section 2. Qualifications

The Elders shall be the Senior Pastor and other men who satisfy the qualifications set forth in 1 Timothy 3:1-7 and Titus 1:6-9. Elders shall be chosen from men who have been active members at Immanuel Baptist Church.

The Elders shall lead in a Christ-like example by consistently modeling spiritual character, attitudes, values, and behavior among the Congregation; providing and inviting the opportunity for frequent and ongoing contact with members of the Congregation; conducting the affairs of the Church in an atmosphere of openness and mutual sensitivity; and focusing as much on nurturing one another as on decision-making.

No Elder should hold the office of deacon during his tenure.

Section 3. Nomination

Elections for Elders shall be held annually unless special elections should be necessary. Congregational nominations for new Elders shall be submitted in writing to the Elders for review.

Section 4. Election

Nominations for Elder shall be submitted by the Congregation to the Elders by January 31st of each year. Nominees examined by the Elders shall be submitted to the Church for vote by ballot at the first Members Meeting of each year. The vote shall be by written ballot with approval of three-fourths of the members present and voting. Those elected shall serve for a term of three years and may be elected to a new term with no break in service. The term of service shall begin on May 1st of each year.

If other eligible nominees are available, an Elder completing his three-year term of service shall not be eligible for re-election for at least one year. Inactive Elders may be called upon for services by the Church at any time. Ordination for new Elders shall be scheduled as appropriate and convenient to the church and to the individuals.

Section 5. Duties

- A. The Elders shall, first and foremost, devote their time to prayer and the ministry of the Word by teaching and encouraging sound doctrine and practice, and by shepherding God's flock. (Acts 6:2, 4)
- B. The Elders must be able to teach/preach at the request or absence of the Senior Pastor, or assist the Senior Pastor in procuring interim speakers. (1 Tim. 3:2; 2 Tim. 4:2)
- C. The Elders shall take particular responsibility to examine and instruct prospective members and recommend to the congregation those who fulfill the expectations for membership. (Titus 1:9)
- D. The Elders shall examine and recommend to the congregation all prospective candidates for offices and ministerial/administrative positions. (Acts 6:2-6; Titus 1:9-11)
- E. The Elders shall oversee the work of the Deacons and the appointed ministries of the church. (Acts 6:5)
- F. The Elders shall administer/oversee the ordinances of baptism and communion.
- G. The Elders shall ensure that all who minister the Word to the congregation are biblically qualified. (1 Thess. 3:9, 5:22; 1 Timothy 6:3-5; Titus 1:9-11; James 3:1)
- H. The Elders shall visit and pray for the congregation, especially those who are sick or unable to attend services. (James 1:27, 5:14)
- I. The Elders shall approve guidelines of church facilities and equipment for non-ministry related endeavors, including the terms and conditions of any such use.
- J. The Elders shall be responsible for providing the leadership to plan, coordinate, and evaluate the total Church program. This includes setting appropriate objectives and goals, and the basic strategies for achieving them in keeping with the Purpose Statement of the Church. Actual implementation will be carried out by the appropriate Deacon, Ministry Director, committee, organization, or Ministry Team.

K. In July, the Elders shall appoint a Budget Committee consisting of the Church Treasurer and three Church members other than Elders. This committee shall provide a proposed annual budget to the Elders for review no later than September. The budget shall then be presented to the Church for approval at the 4th quarter Members Meeting to take effect at the beginning of the new Church year.

L. The Elders shall be ex-officio members at all meetings.

Section 6. Organization

The Elders shall hold monthly meetings. Additional Elder meetings may be scheduled as needed. The Senior Pastor serves as one of the Elders and shall be considered a first among equals, providing leadership to the rest of the Elders.

Section 7. Termination

By Resignation: Any Elder, after sensing the call of God in a new direction of ministry, may submit his resignation to the congregation, provided that four-week notice is given.

By Grievance: When a grievance exists against an Elder, either due to his preaching or teaching contrary to the beliefs of this church or to alleged conduct on his part unfitting an Elder, any member may bring such grievance before the other Elders. If the other Elders, after thorough investigation and consideration, believe the grievance to be true and substantial, they shall call for a Special Members Meeting. An elder may be terminated at such a meeting given the following:

1. A recommendation of the Elders for removal, and,
2. That attendance of at least thirty percent (30%) of the voting membership is present, and,
3. A three-fourths (3/4) majority vote of those members present and voting by ballot is reached.

Article VII - DEACONS

Section 1. Frequency & Number

- A. As a general rule, deacons shall be elected in the first Members meeting of each year.
- B. Deacons may be elected at other times based on the needs of the Church.
- C. The number of deacons shall be determined by the Elders.

Section 2. Qualifications

Deacons shall be chosen from men who have proven themselves qualified according to Acts 6:1-7 and 1 Timothy 3:8-13.

Section 3. Nomination

Regular elections for Deacons shall be held annually unless special elections should be necessary. Congregational nominations for new Deacons shall be submitted in writing and given to the Elders for review.

Section 4. Election

Nominations for Deacon shall be submitted by the Congregation to the Elders by January 31st of each year. Nominees examined by the Elders shall be submitted to the Church for vote by ballot at the first Members Meeting of each year. The vote shall be by written ballot with approval of three-fourths of the members present and voting. Those elected shall serve for a term of three years and may be elected to a new term with no break in service. The term of service shall begin on May 1st of each year.

If other eligible nominees are available, a Deacon completing his three-year term of service shall not be eligible for re-election for at least one year. Inactive Deacons may be called upon for services by the Church at any time. Ordination for new Deacons shall be scheduled as appropriate and convenient to the church and to the individuals.

Section 5. Duties

The Deacons shall be ready to assist the Elders in any service that shall support and promote the ministry of the Word and prayer, new and existing ministries of the Church, and the care for the members of the congregation. Their duties include:

- A. Working for the unity of the body and supporting the Elders.
- B. Aiding the Elders in the visitation needs of the congregation.
- C. Administering the Benevolence Fund to assist the poor and needy and otherwise providing aid in times of crises or distress.
- D. Assisting with the administrative responsibilities of the Church and its facilities.
- E. Assisting in administering the ordinances of Baptism and the Lord's Supper.
- F. Assisting at fellowship gatherings of the church.
- G. Overseeing the gathering of tithes and offerings.
- H. Assisting with personnel responsibilities of the Church.

Article VIII - MINISTRY DIRECTORS AND TEAMS

Section 1. Administration

A. Clerk

The Clerk will be elected annually. The Clerk will attend all business and Members Meetings and keep accurate minutes of such meetings. The Clerk will prepare and submit the Annual Church Profile to the state convention. The Clerk will provide oversight of the Church membership roll and preserve all legal papers, historical records, and letters that belong to the Church. The original copies of these documents will be kept in the church office. The Church may delegate some of the Clerk's responsibilities to the Church secretary or a designated assistant.

B. Treasurer

The Treasurer will be elected annually and is responsible for:

1. Receiving, depositing and disbursing by check, all monies given to the Church.

2. Providing an itemized accounting at the quarterly Members Meetings of all receipts and disbursements.
3. Ensuring that Church financial records are audited internally at least every two years, and externally as deemed necessary by the Elders.
4. The Church may delegate some of the Treasurer's responsibilities to the Church Secretary or a designated assistant.

Section 2. Ministry Teams

All Ministry Teams exist solely to fulfill the Church Purpose Statement. Each team will have a Director elected annually by the Church at the 4th quarter business meeting. Directors will submit annual reports to the Elders one month prior to the 4th quarter Members meeting describing how that ministry is contributing to the Church Purpose Statement.

These Directors can include, and are not limited to:

- A. Building and Grounds Director
- B. Children's and Nursery Director
- C. Kitchen Director
- D. Media Director
- E. Social Media Director
- F. Men's Ministry Director
- G. Music Director
- H. Women's Ministry Director
- I. Youth Director

Additional Director positions may be added as needed.

Section 3. Nomination

The Elders shall appoint a nominating committee consisting of one Elder and four members of the congregation. This committee shall meet one month prior to the 4th quarter Members Meeting. Active members shall be given the opportunity to submit nominations to the committee for evaluation of qualifications and willingness to serve. Nominations must be submitted at least two weeks prior to the election.

Section 4. Election

Directors shall be elected annually by written ballot in the 4th quarter Members Meeting.

Nominees receiving the highest number of votes shall be elected to serve for a term of one year and may be elected to a new term with no break in service.

If a Director vacancy occurs, the Elders may appoint a replacement to serve until the next annual election.

Section 5. Responsibilities

The Directors shall be responsible for leading their ministry teams in their unique objectives and goals, in keeping with the leadership of the Elders and the Church Purpose Statement. They are responsible for coordinating and working in conjunction with other ministry teams to fulfill the Church Purpose Statement.

The Directors will prepare an annual written report describing progress made in fulfilling the Church Purpose Statement. This report shall be presented to the Church at the 4th quarter Members Meeting.

Article IX - INDEMNIFICATION

Section 1.

Immanuel shall indemnify any person who is or was an employee, agent, representative, member of the Board of Trustees, or Steering Committee volunteer of the church against any liability asserted against such person and incurred in the course and scope of his or her duties or functions within the Church to the maximum extent allowable bylaw, provided the person acted in good faith and did not engage in an act or omission that is intentional, willfully or wantonly negligent, or done with conscious indifference or reckless disregard for the safety of others. The provisions of this article shall not be deemed exclusive of any other rights to which such person may be entitled under any bylaw, agreement, insurance policy, vote of members or otherwise.

Section 2.

A duly elected or appointed officer, trustee, employee, or agent of the Church shall not be personally liable to the Church or to its Members for monetary damages for breach of fiduciary duty, except for liability resulting from: (1) any breach of duty or loyalty to the Church or its members, or (2) acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of the law. The Church shall indemnify any person and his/her estate and personal representative against all liability and expense incurred by reason of the person being or having been duly elected or appointed as an officer, trustee, employee or agent of the church.

Article X - MEETINGS

Section 1. Members Meetings

A. Frequency

The Church will hold quarterly Members Meetings to conduct the regular business of the Church.

B. Called Members Meetings

Called Members Meetings may be scheduled by the Elders, or at the request of any five active members of the Church who are not of the same immediate family or of one household. At least a one-week prior notice must be given by the Elders to the Church, stating the purpose, time, and location of the meeting.

C. Moderator

The Senior Pastor will serve as moderator. In his absence, an Elder will serve as moderator. Robert's Rules of Order will be followed.

D. Quorum

A quorum will consist of members who are present and age eighteen or older.

Article XI - COMMITTEES

The Elders may elect or delegate the election of committees from the active Church membership to perform specific functions for a designated period of time. The organization and size of the committee will be determined by the Elders.

Article XII - VALIDATION OF THESE BYLAWS

Section 1

These Bylaws will be considered adopted and in immediate effect when approved by three-fourths of the members present and voting in any Members Meeting.

Section 2

The Bylaws will be reviewed by the Elders at least every five years, with recommendations for amendments or changes given to the Church at Members Meetings.

Section 3

The Bylaws may be amended, altered, or repealed by three-fourths of the members present and voting in any Members Meeting, provided that such changes have been given in writing to the Clerk and the Church thirty days prior to the meeting.

Section 4

A copy of the Bylaws will be kept by the Clerk. Another copy will be kept in the church office. All amendments to, or revisions thereof, will be prepared by the Clerk and attached to copies of the Bylaws and made available to Church members generally upon request.

All changes to the Constitution and Bylaws that result in formatting changes or numbering for reference are inherently approved.

AMENDMENTS

May 25, 2016 – Constitution Amended:

art. V, § 3, para. 3 – Council Meeting Frequency

May 25, 2016 – Bylaws Amended:

art. III, § 3 – Inactive Member Not in Good Standing

art. VI, §§ 1, 2, 3, & 4 – Deacons

art. X, § 2, para. A – Council Meeting Frequency

May 25, 2022 – Bylaws Amended:

art. VII, § 1c, line 4 – Replaced Church Secretary with Co-Treasurer

art. VIII, §§ 3, & 5 – Name Change

art. VIII, § 9 – Added Sound Production

art. IX, §§ 1i, 1k, & 1o – Name Change

art. IX, § 1p – Added Usher Director

art. IX, § 4, para. 2 – Granted authority to Church Council to establish, revise, and
amend Immanuel Baptist Church Policies & Procedures

November 24, 2024 – Bylaws Amended

art. VI, § 3 – Watchcare Member classification added

January 26, 2025 – Bylaws Amended

art. IX – Indemnification added