

MUNISING BAPTIST CHURCH WETMORE, MICHIGAN

CONSTITUTION AND BY-LAWS OF THE MUNISING BAPTIST CHURCH
ADOPTED April 24, 2002

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PREAMBLE

The Bible admonishes “Let all things be done decently and in order.” (I Cor. 14:40) To this end, we, the members of Munising Baptist Church of Munising Township, Michigan, solemnly and sincerely set forth the following constitution and by-laws by which we willingly and cheerfully agree to be governed.

CONSTITUTION

ARTICLE I - NAME

The corporate name of this organization shall be the Munising Baptist Church of Munising Township, Michigan, Inc.

ARTICLE II - PURPOSE

This organization is a charitable, religious, and educational institution whose purpose shall be the preaching of the gospel of Jesus Christ, the maintaining of regular worship, the observance of the New Testament ordinances, the teaching of the Bible, the spiritual nurture of its members, and the evangelization of people at home and abroad.

ARTICLE III - CHURCH GOVERNMENT AND AUTONOMY

Section 1 - Government

The government of this local church is vested in the body of believers of which it is composed.

This congregation functions, not as a pure democracy, but as a body under the headship of the Lord Jesus Christ and the direction of the pastor as the undershepherd with the advice and counsel of the Board. Determination of the internal affairs of this church are ecclesiastical matters and shall be determined exclusively by the church’s own rules and procedures. The pastor shall oversee all aspects of this church. The Board shall give counsel and assistance to the pastor.

Section 2 - Autonomy

The Munising Baptist Church shall be and remain independent and autonomous. However, it may participate in association and cooperation with organizations of like faith and practice for the promotion of the gospel of Jesus Christ as long as it does not infringe upon the autonomy of this church.

ARTICLE IV - ARTICLES OF FAITH

Section 1 - The Scriptures

We believe that the Holy Bible was written by men supernaturally inspired and that it is truth without any admixture of error for its matter. It is, and shall remain to the end of the age, the only complete and final revelation of the will of God to man. It is the true center of Christian union, and the supreme standard by which all human conduct, creeds, and opinions should be tried.

- A.) By the HOLY BIBLE we mean that collection of sixty-six books, from Genesis to Revelation, which, as originally written does not only contain and convey the Word of God, but IS the very Word of God.
- B.) By INSPIRED we mean that the books of the Bible were written by holy men of old, as they were moved by the Holy Spirit, in such a definite way that their writings were supernaturally and verbally inspired, and free from error, as no other writings have ever been or ever will be inspired.
- C.) While we recognize that there are other accurate translations of the Bible, our standard for preaching, teaching, and memorizing will be the King James Version of the Bible.
II Timothy 3:16-17, II Peter 1:19-21, Psalm 119:160, Matthew 5:18, Isaiah 8:20

Section 2 - The True God

We believe that there is one, and only one, living and true God. He is an infinite, intelligent Spirit, the Creator and Supreme Ruler of Heaven and earth, inexpressibly glorious in holiness and worthy of all possible honor, confidence, and love. In the unity of the Godhead there are three persons: the Father, the Son, and the Holy Spirit, equal in every divine perfection, and executing distinct but harmonious offices in the great work of redemption.

Exodus 20:2-3, Genesis 17:1, Isaiah 40:28, Matthew 28:19, John 14:26, 15:26, II Corinthians 13:14, I Peter 1:2, Revelation 4:11

Section 3 - The Person and Work of Christ

We believe that the Lord Jesus Christ, the eternal Son of God, became man without ceasing to be God, having been supernaturally conceived by the Holy Spirit and born of the Virgin Mary, in order that He might reveal God and redeem man. He was conceived as no other man was ever conceived or can ever be conceived by the Spirit of God, and He is both the Son of God, and God. John 1:14, Isaiah 7:14, 9:6-7, Genesis 3:15, Matthew 1:18-25, I John 5:20

We believe Jesus Christ died on the cross as the propitiation (atoning sacrifice) for our sins, and that our justification is made sure by His literal, physical resurrection from the dead. I John 2:2, I Peter 2:24, Ephesians 1:7, Romans 4:25

We believe that our Lord Jesus Christ ascended to Heaven, and is now exalted at the right hand of God, where as our High Priest, He fulfills the ministry of Intercessor and Advocate. Hebrews 7:25, I John 2:1

Section 4 - The Holy Spirit

We believe that the Holy Spirit is a divine Person, equal with God the Father and God the Son and of the same nature. He was active in the creation of the world. He restrains the evil one in this present age. He convicts of sin, of judgement, and of righteousness; and He bears witness to the Truth of the Gospel in preaching and testimony. He is the agent in the New Birth. He seals, endues, guides, teaches, witnesses, sanctifies, and helps the believer. The gifts of tongues and healing were "sign-gifts" until the Scriptures were completed. The sign gifts ceased at that time. Genesis 1:1-3, John 14:26, 15:8-13, II Thessalonians 2:1-8, Ephesians 4:30, I Corinthians 13:8, Mark 16:20

We believe that the baptism of the Holy Spirit takes place at conversion, and is that sovereign act by which the individual is organically and vitally joined into Christ and His Body. We believe the filling of the Holy Spirit may occur many times, and is essentially a matter of faith and surrender. John 14:16-17, Matthew 28:19, Hebrews 9:14, 10:14-15, Ephesians 5:18

Section 5 - The Devil, or Satan

We believe that Satan was once holy, and enjoyed heavenly honors; but through pride and ambition to be as the Almighty, he fell and drew after him a host of angels. He is now the malignant prince of the power of the air, and the unholy god of this world. We hold him to be man's great tempter, the enemy of God and His Christ, the accuser of the saints, the author of all false religions, and the chief power behind the present apostasy. He is the lord of the anti-Christ, and the author of all the powers of darkness. He is destined to final defeat at the hands of God's own Son, and the judgement of everlasting fire in a place prepared for him and his angels. It is the duty of the believer to resist the devil. Isaiah 14:12-15, Revelation 12:9, 20:10, Ephesians 2:2, Matthew 25:41, I Peter 5:8, James 4:7

Section 6 - Creation

We believe in the literal Genesis account of creation, and that man was created directly in God's image and after His own likeness. All living things were made directly by God, and God's established law is that they should bring forth only "after their kind." Genesis 1:1, 11, 26-27, John 1:3

Section 7 - The Fall of Man

We believe that man was created in innocence under the law of his Maker, but by the voluntary transgression fell from his sinless and happy state, in consequence of which all mankind are now sinners, not by constraint, but of choice; and therefore under just condemnation without defense or excuse. Genesis 3:1-6, Romans 1:32, 5:12, Ezekiel 18:19-20

Section 8 - The Atonement for Sin

We believe that the salvation of sinners is wholly of grace through the mediatorial offices of the Son of God. He, who by appointment of the Father, freely took upon Himself our nature, yet without sin, honored the divine law by His personal obedience, and by His death made a full and vicarious atonement for our sins. His atonement consisted not in setting us an example by His death as a martyr, but was the voluntary substitution of Himself in the sinner's place, the Just dying for the unjust. Christ the Lord bore our sins in His own body on the cross. Having risen from the dead, He is now enthroned in Heaven. Uniting in His wonderful Person the tenderest sympathies with divine perfection, He is in every way qualified to be a suitable, compassionate, and all-sufficient Savior. Ephesians 2:8, Matthew 18:11, Philippians 2:7-8, Isaiah 53:4-12

Section 9 - Grace in the New Creation

We believe that in order to be saved, sinners must be born again. When a person is born again he becomes a new creation in Christ. We believe that this new creation is instantaneous and not a process.

When a person is born again he passes from death to life. He was formerly dead in trespasses and sins but now is made a partaker of the divine nature and receives eternal life, the free gift of God. This new creation is brought about in a manner above our comprehension, not by culture, not by character, nor by the will of man, but wholly and solely by the power of the Holy Spirit in connection with divine truth, so as to secure our voluntary obedience to the gospel. The proper evidence of this new creature in Christ is repentance and faith and newness of life. John 3:3, II Corinthians 5:17, Luke 5:27, II Peter 1:4

Section 10 - The Freeness of Salvation

We believe that salvation is the gift of God brought to man by grace and received by personal faith in the Lord Jesus Christ, whose precious blood was shed on Calvary for the forgiveness of our sins. Ephesians 2:8-10, John 1:12, I Peter 1:18-19, Hebrews 11:1

Section 11 - Justification

We believe that the believing sinner is justified by faith. This justification gives the believer right standing with God, imputing Christ's righteousness. Justification is not secured by works of righteousness which we have done but comes solely through faith in the Redeemer's blood. Acts 13:39, Isaiah 53:11, Titus 3:5-7, Romans 1:17

Section 12 - Repentance and Faith

We believe that Repentance and Faith are solemn obligations and also inseparable graces, wrought in our souls by the quickening Spirit of God. The Spirit convicts the sinner of his guilt, his danger, his helplessness, and his need for salvation. In contrition, confession, and supplication for mercy, the sinner receives Christ as his only and all-sufficient Savior. Acts 20:21, Mark 1:15, Acts 2:37-38, Romans 10:9-10

Section 13 - The Church

We believe that the local church is composed of baptized believers who voluntarily unite together for worship, fellowship, growth, and service. Our service centers around the commission of Christ to spread the gospel to the uttermost parts of the earth.

We believe that the Lord gave two ordinances to the church to observe "til He come." The first of these is baptism by immersion and the second is The Lord's Table. Ephesians 5:25-27, Colossians 1:18, Matthew 28:19-20, Romans 6:3-5, I Corinthians 11:2, & 23-26

Section 14 - Perseverance and Security of the Saint

We believe that genuine believers endure unto the end, which distinguishes them from superficial professors. The true saint is kept by the power of God through faith unto eternal salvation. We believe the redeemed are secure in Christ forever. John 8:31-32, Romans 8:1 & 35-39, John 10:27-30, I Corinthians 1:8, Jude 24, I John 2:19

Section 15 - Things to Come

We believe that this age will culminate in the rapture of the Church, followed by seven years of unprecedented trouble on the earth (The Tribulation, also called the time of Jacob's trouble, and Daniel's seventieth week) which will be followed by the personal return of The Lord Jesus Christ and His saints to establish the Millennial reign of Christ. At the close of the Millennium, Satan will be loosed for a little season, will again (briefly) deceive the nations, but will meet his doom in the lake of fire. The Great White Throne of God's judgement will then take place. Following this there will be a new heaven and a new earth "wherein dwelleth righteousness." We believe in the everlasting conscious torment of the lost and the everlasting conscious blessedness of the saved.

Jeremiah 30:7, Daniel 9:25-27, 12:1-3, Malachi 3:16-18, I Thessalonians 4:13-18, I Corinthians 15:51-53, Matthew 24:29-31, Luke 1:30-33, Isaiah 9:6-7, 11:1-10, Psalm 2, Revelation, chapters 20, 21, 22

Section 16 - Israel

We believe in the sovereign selection of Israel as God's eternal covenant people and that Israel has been dispersed because of disobedience and rejection of Christ. Israel is being regathered in the Holy Land, though evidently in unbelief. Israel will be saved as a nation at the second advent of Christ. Genesis 13:14-17, Romans 11:1-32, Ezekiel 37

Section 17 - Separation

We believe that all the saved should live in such a manner as not to bring reproach upon their Savior and Lord; and that separation from all religious apostasy, all worldly and sinful pleasures, practices, and associations is commanded by God.

Romans 12:1-2, 14:13, I Corinthians chapter 6, II Corinthians 6:14-7:1, Hebrews 12:1-2, I John 2:15-17, II John 9-11

Section 18 - Lawsuits Between Believers

We believe that Christians are prohibited from bringing civil lawsuits against other Christians or the church to resolve personal disputes. We believe the church possesses all the resources necessary to resolve personal disputes between members. We do believe, however, that a Christian may seek compensation for injuries from another Christian's insurance company as long as the claim is pursued without malice or slander. I Corinthians 6:1-8, Ephesians 4:31-32

Section 19 - Divorce and Remarriage

We believe that God hates divorce and intends marriage to last until one of the spouses dies. Although divorced and remarried persons or divorced persons may hold positions of service in the church and be greatly used of God for Christian service, they may not be considered for the office of pastor or deacon. Malachi 2:14-17, Matthew 19:3-12, Romans 7:1-3. I Timothy 3:2 & 12, Titus 1:6

Section 20 - Human Sexuality

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 homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex. Genesis 2:24, 19:5, 13, 26:8-9, Leviticus 18:1-30, Romans 1:26-29, I Corinthians 5:1, 6:9-20, I Thessalonians 4:1-8, Hebrews 13:4

We believe that the only legitimate marriage is the joining of one man and one woman. Genesis 2:24, Romans 7:2, I Corinthians 7:10, Ephesians 5:22-23, 25

We believe that men and women are spiritually equal in position before God but that God has ordained distinct and separate spiritual functions for men and women in the home and the church.

The husband is to be the leader of the home and men are to be the leaders (pastors and deacons) of the church. Accordingly, only men are eligible for licensure and ordination by the church. Galatians 3:28, Colossians 3:18, I Timothy 2:8-15, 3:1-15

Section 21 - Abortion

We believe that human life begins at conception and that the unborn child is a living human being. Abortion constitutes the unjustifiable, inexcusable taking of unborn human life. Abortion is murder. We reject any teaching that abortions due to rape, incest, birth defects, gender selection, birth or population control, or the mental well-being of the mother are acceptable. Psalm 51:5, 139:14-16, Isaiah 44:24, 49:1,5, Jeremiah 1:5, Luke 1:44

Section 22 - Civil Government

We believe that God has ordained and created all authority consisting of three basic institutions: 1) the home; 2) the church; and 3) the state. Every person is subject to these authorities, but all (including the authorities themselves) are answerable to God and governed by His Word. God has given each institution specific Biblical responsibilities and balanced those responsibilities. The home, the church, and the state are equal and sovereign in their respective Biblically assigned spheres of responsibility under God. Romans 13:1-7, Ephesians 5:22-24, Hebrews 13:17, I Peter 2:13-14

Section 23 - Gifts, Giving, and Missions

We believe that God is sovereign in the bestowment of all His gifts. The gifts of evangelist, pastor, and teacher are sufficient for the perfecting of the saints today. We believe that speaking in tongues, and the working of sign miracles gradually ceased as the New Testament Scriptures were completed and their authority became established. I Corinthians 12:4-11, II Corinthians 12:12, Ephesians 4:7-12

We believe Scriptural giving is expected of all saints. We believe that a tithe is only the beginning of giving, and that God loves a cheerful giver. Leviticus 27:30, Malachi 3:10, Acts 4:34-37, I Corinthians 16:2, II Corinthians 8:1-9, 9:6-7, 9:8-15, Hebrews 7:2-4

We believe the command to give the gospel to the world is clear and unmistakable, and that this Great Commission is given to the churches. Matthew 28:19-20, Mark 16:15, John 20:21, Acts 1:8, Romans 10:13-15

ARTICLE V - 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 Ghost, we do now in the presence of God, angels, and this assembly, most solemnly, and joyfully enter into covenant with one another as one body in Christ.

We engage therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church in knowledge, holiness, and comfort. We endeavor to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline and doctrines. We purpose to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the Gospel through all nations.

We also engage to maintain family and secret devotions, to educate our children in the Christian faith, to seek the salvation of our kindred and acquaintances. We also purpose to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment. We will strive to avoid all tattling, backbiting, and excessive anger, to abstain from the use of intoxicating beverages, and to be zealous in our efforts to advance the kingdom of our Savior.

We further engage to watch over one another in brotherly love, to remember each other in prayer, to aid each other in sickness and distress, to cultivate Christian sympathy in feeling and courtesy in speech. We determine to be slow to take offense, but always ready for reconciliation, and mindful of the rules of our Savior, to secure it without delay. We moreover engage that, when we remove from this place, we will as soon as possible unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word.

ARTICLE VI - MEMBERSHIP

Section 1 - Qualification for and Admission of Members

The membership of this church shall consist of believers in the Lord Jesus Christ who have been baptized by immersion, who are in agreement with the Articles of Faith, and have met with the Board and the Pastor before whom they have given satisfactory testimony of their salvation. (See also Section 3.)

Section 2 - Status of Members

- A. Active Members: It is the expectation of our members that each one will faithfully attend the public meetings of the church including Sunday School, Morning and Evening Services on the Lord's Day, and the Mid-week Service, unless providentially hindered. In order to be considered an active member of this church in good and regular standing, a member must attend at least one service monthly, and not be under church discipline.

These attendance requirements shall not apply to shut-ins, missionaries serving in other areas, those who spend brief periods out of the area, and other exceptions which may be approved by the Board and the Pastor. A member who moves from this area is expected to identify with a church of like faith and practice as soon as possible. Those who fail to make contact with the church during a one year period following a move, may, by church action, be dropped from the church roll. Only active members shall have voting privileges.

- B. Inactive Members: Failure to attend the services as stated in the preceding paragraph shall be deemed sufficient grounds for dropping the name from active membership and carrying it on an inactive roll. This transfer shall require action from the Board and the Pastor, on recommendation of the membership committee. Reinstatement to the active membership list shall also require action from the Board and the Pastor upon request of the individual.

Section 3 - Reception of Members

Prospective members will meet with the Board and the Pastor to share their personal testimonies of their faith in Christ. Their names shall then be printed in the bulletin for two consecutive weeks. The Board shall, at their next regular board meeting, vote on recommending them to the church. The names of those recommended by the Board and the Pastor for church membership may be presented and voted on at a regular church service or any regular business meeting.

Section 4 - Duties of Members

- A. Each member shall be expected to conduct himself in daily life so as to give evidence of being possessed by the Spirit of Christ. Each member is also expected to be in agreement with the Articles of Faith. (See Article IV)
- B. Each member should regularly attend the services of the church and participate cheerfully and regularly in giving as the Lord may prosper him.
- C. Each member is expected to volunteer to serve as he is able.

Section 5 - Discipline of Members

In all matters of discipline or doctrinal heresy, this church must adhere faithfully to the teaching of our Lord in Matthew 18:15-17, and differences between members need to be settled by this rule.

In a case of gross and flagrant violation of Christian conduct such as the Scriptures forbid, and after counsel by the Pastor and Deacons, an errant member may be dismissed from the church membership by vote of the church, for conduct unbecoming a Christian.

Church action shall take place only after due notice has been given to said member.

Section 6 - Termination of Membership

The name of any member shall be removed from the church roll when one of the following conditions exist:

- A. All members in good standing shall be eligible for letters of transfer to churches of like faith and practice. Board action is required. The Church shall be informed.

- B. Upon death.
- C. Upon request of the member, who must be in good standing. No church action is required, but the removal must be reported at the next regular business meeting.
- D. Continuous inactivity as described under Section 2. Church action is required.
- E. Disciplinary action as described under Section 5. Church action is required.

In cases requiring church action (A., D., & E.), there shall be a recommendation to the church presented by the Board at any regular or special business meeting.

ARTICLE VII - CHURCH MEETINGS

Section 1 - For Worship

Unless otherwise scheduled, the church shall meet each Lord's Day for Worship, both morning and evening, and at least once during the week for Bible study and prayer. Normally the ordinance of the Lord's Supper will be observed once a month.

Section 2 - For Business

- A. The fiscal year of the church shall close on the last day of September.
- B. The annual business meeting of the church for the election of officers shall be held at the mid-week service following the first Sunday of October.
- C. The annual business meeting of the church for the presentation of annual reports, adoption of the budget for the ensuing year, and other business shall be held at the mid-week service following the third Sunday of October.
- D. A quarterly business meeting shall be held at the mid-week service following the third Sunday of January, April, and July. Quarterly reports shall be presented and other business transacted. Exception to these dates requires the vote of the Board.
- E. Only active members who are in good standing and have attained the age of 18 years shall be entitled to vote.
- F. Robert's Rules of Order shall be the parliamentary guide in matters of business.
- G. All business meetings shall be opened with prayer and shall be conducted in the Spirit of Christ. Normally the Pastor or the vice chairman shall be the moderator.
- H. Special meetings for business may be called by the Pastor or Board. Normally such meetings must be announced on the two consecutive preceding Sundays with the purpose of the meeting being stated, and business shall be restricted to the specified matters. Urgent business that requires immediate action may be presented at the discretion of the Board and the Pastor.
- I. A quorum shall consist of twenty-five percent (25%) of the active members who are of voting age. Church action shall be determined by the majority of those voting except as otherwise specified in this constitution.
- J. Ballot voting may be called for by the chair or any voting member on any item of business.

ARTICLE VIII - OFFICERS, TEACHERS, AND STAFF

Section 1 - Officers, Teachers, and Staff Expectations

Believing that with larger responsibility there comes a larger accountability and even a greater need for a credible testimony, the following expectations are listed for the officers, teachers, and staff of Munising Baptist Church.

We believe that officers of the church have a solemn responsibility for maintaining the church's loyalty to the Word of God for subsequent generations. Therefore officers, teachers, and staff are expected to wholeheartedly support the doctrines and position of the Munising Baptist Church as outlined in the church's constitution. They are expected to faithfully attend the public meetings of the church including Sunday School, Morning and Evening Services on the Lord's Day, and the Mid-week Service, unless providentially hindered.

Acknowledging that the Scripture commands us to "abstain from all appearance of evil," we address areas of questionable conduct. For the sake of testimony, it is the expectation that officers, teachers, and staff abstain from the use of tobacco, the drinking or selling of intoxicating beverages, the use illegal substances (i.e. "Drugs"), gambling, dancing, questionable entertainment, and other questionable practices and activities. We realize that no one could prepare a list that would satisfactorily answer every point of concern. The intent of these expectations is that no one in leadership would practice things that would bring reproach upon the name of Jesus Christ or the testimony of Munising Baptist Church.

It is expected of Teachers that they shall make careful preparation of lessons by study and prayer and endeavor to improve their teaching ability by attending regular and special teacher meetings and training classes. Teachers should make every effort to see that their students come to know Jesus Christ as personal Lord and Savior.

It also expected that the church body shall be able to count on its officers, teachers, and staff members for constructive evaluation, enthusiastic support, and demonstrated loyalty. If at any time an officer, teacher or staff member is not able to provide this, he or she is under obligation to voluntarily relinquish that position.

Section 2 - Officers

The officers of the church shall be a Pastor, four deacons, three trustees, a clerk, a treasurer, Sunday School Superintendent, head usher, and three communion stewardesses.

Section 3 - Pastor

The Pastor shall be a man meeting the qualifications found in I Timothy 3:1-7. He shall be called at a special or regular meeting of the church, public notice of such action having been given from the pulpit two Sundays immediately preceding the date of the meeting. The vote shall be taken by secret ballot. A 75% majority shall be required to issue the call.

At the beginning of a Pastorate, the Board and the Pastor shall work out a written agreement relating to his provisions and benefits, such as parsonage, vacation, etc.

The Pastorate may be terminated in one of two ways:

- A. At the pleasure of the Pastor. The Pastor shall give to the church at least one month's notice of the termination of his duties. The resignation of the Pastor may be submitted to the church at any regular service, and a vote by the church is not necessary to make it effective.
- B. A vote of the church upon recommendation of the Board using the procedure in Article VII, Section 2, H. Vote shall be by secret ballot. A simple majority shall rule. If the outcome of the vote is to terminate, due notice shall be given to the Pastor that his term of office shall cease at a time not more than two months from the date of the vote. However, the Board shall have authority to terminate the Pastor's ministry at any time within the two month period, should they deem it to be for the best interest of the church to do so.

The duties of the Pastor in addition to those outlined in other portions of this constitution shall be to:

1. Have the oversight of the total church and all its ministries. Acts 20:28
2. Preach the Word. II Timothy 4:2
3. Feed the flock of God... I Peter 5:2
4. Watch for the soul as one that must give account. Hebrews 13:11
5. Warn and teach that every man may be mature in Christ Jesus. Colossians 1:28
6. Have oversight of the total church staff.
7. Be an ex-officio member of all church committees and organizations.
8. Officiate at such occasions as usually fall to the Pastor of a church.
9. Supervise the administration of the ordinances.
10. It shall be his privilege, with the approval of the Deacons, to designate other "men of God" to supply the pulpit.

Section 4 - Ordination

Any male member of this church or its missions churches, who gives evidence of a genuine call of God into the work of the ministry and possesses the qualifications stated in I Timothy 3:1-7 and Titus 1:6-9, may be ordained as a minister of the Gospel.

The procedure shall be as follows:

- A. Upon conference with the Pastor and the Deacons and after recommendation of the candidate to the church for ordination, the church shall call a council to examine and pass on the qualification of the candidate. The ordination council shall consist of ordained ministers of like faith invited to participate in the examination of the candidate.
- B. If the candidate is found called and qualified for ordination by the council, the council may recommend that the church ordain the candidate. A two-thirds majority vote of the church is required for the church to proceed with ordination.
- C. The Pastor and the Deacons shall arrange for the ordination service.

Section 5 - Deacons

The Deacon Board shall consist of four men who meet the qualifications found in I Timothy 3:8-13. Only adult men who have been members in good standing for at least six months preceding the election shall be eligible for the office. The term of office shall be two years and so arranged that there shall be two vacancies per year. Deacons shall be active in the calling program of the church. It shall be their duty to assist the Pastor in the oversight of the spiritual interest of the church, and the administration of the ordinances. They, together with the Pastor and Sunday School Superintendent, shall appoint staff members for the Sunday School. The Deacons and the Pastor shall appoint any non-elective personnel that may be advisable for the orderly conduct of the church functions. The Deacons shall exercise a special Christian care and watchfulness over the members; they shall cooperate with, and assist the Pastor in his duties. The Deacons may also assist Trustees in their duties as the need arises.

Section 6 - Trustees

The Trustees shall consist of three men. One elected to this position shall be a member in good standing with a reasonable testimony of integrity, faithfulness, and godliness. Trustees shall be active in the calling program. They shall be entrusted with the counting of offerings and seeing that they are properly secured. Their duties are further defined in their function as part of the Board. The term of office shall be three years, and so arranged that there shall be one vacancy per year.

Section 7 - The Board

The Pastors, Deacons and Trustees meeting jointly shall constitute the Board. The temporal affairs of the church are entrusted to its guidance, in addition to any other matters which Pastors, Deacons, or congregation may commit to its advisement or action. For corporate functions involving the laws of the State of Michigan, the combined membership of the Board shall act as Corporate Trustees. The chairman shall normally be the Pastor. A vice-chairman (one who holds an office of Deacon) shall be elected by the Board. A secretary (one who holds office of Trustee) shall be elected by the Board. The Vice-Chairman and Secretary shall be elected annually soon after the annual business meeting. When the church has no Pastor, the Vice-Chairman shall serve as moderator of Board meetings. He shall also be chairman of the pulpit committee.

Note 1: Board members must be citizens of the United States and 21 years of age or older.

Note 2: All expenditures involving over \$2,000.00 shall be brought to the congregation for approval.

Note 3: The Board shall review the Pastor's and staff's salaries and benefits prior to each annual business meeting, and they shall have the authority and responsibility to adjust salaries and benefits accordingly.

Section 8 - Clerk

The clerk shall hold office for three years, and until a successor is elected. It shall be the duty of the clerk to take charge of the church records, not allowing them to pass from his/her possession except upon vote of the church. The clerk shall preserve a correct record of the business transactions of the church and other items of interest that occur in its history, shall keep a correct list of the members, and shall present a report of the membership statistics at the annual meeting. The clerk shall attend to the correspondence of the church involving membership and shall perform such other duties as are entrusted to the clerk by the church.

Section 9 - Treasurer

The treasurer shall hold office for three years. The treasurer shall keep an itemized account of the receipts, and the current expenses of the church, and make monthly reports for the benefit of the church. No funds shall be paid out except upon the order of the church or its Board.

Note 1: The Board shall decide the nature of the regular report given. Audits or a checking of the accounts may be requested at any time by the Board. Trustees shall be requested to audit the accounts yearly.

Section 10 - Sunday School Superintendent

The Sunday School Superintendent shall hold office for two years, and shall be charged with the conduct of the Sunday School in cooperation with the Pastor. His qualifications shall be the same as Deacon, and he shall be privileged to attend any Board meeting directly involving Sunday School teachers. He shall meet regularly with the Sunday School staff.

Note 1: Sunday School teachers and officers shall be subject to the approval of the Pastor and Board, and none shall be eligible except church members in good standing, who are in harmony with the Articles of Faith (Article IV.)

Note 2: All Sunday School materials used are subject to the advisement of the Pastor and Board.

Section 11 - Head Usher

The Head Usher shall hold office for two years. It shall be his duty to perform those functions stated in the Policy Manual.

Section 12 - Communion Stewardess

The Communion Stewardesses shall hold office for two years. They shall be responsible for the preparing of the Lord's Supper, keeping an ample supply of the elements, providing clean linens, and cleaning up utensils after Communion services. They shall also be responsible for the assisting of female candidates at baptismal services. They shall be responsible for sending flowers to those who are sick in the hospital and to bereaved families at times of funerals.

Section 13 - Filling an Unexpired Term or Vacant Office

When an office of the church is vacated for any reason, the Pastor and Board shall nominate one or more candidates to fill the vacancy. The church shall vote on the candidate(s) at a quarterly business meeting or a special business meeting (see Article VII.) A simple majority shall be sufficient to elect.

Section 14 - Other Offices

Other offices may be created by the church as the need arises.

ARTICLE IX - CHURCH COMMITTEES

Section 1 - Pulpit Committee

Whenever a vacancy in the pastorate occurs the Board shall present to the church the names of three male members at large for approval to serve with the Deacons as the Pulpit Committee. The Pulpit Committee should thoroughly investigate the man being considered for the pastoral office. They should inquire concerning his reputation for honesty, sincerity, and piety. If he has had pastoral experience, they should look into his record of ministry. They should carefully study the man in the light of the qualifications found in I Tim. 3:1-7, Titus 1:6-9, and I Pet. 5:2-3. They should determine that he is a true disciple of Jesus Christ, sound in the faith, with a love for the Word of God. They should watch for evidences that he is conscientious, discreet, and sensible. They should find if he is earnest and industrious in his work. They should know that he wisely governs his family and personal affairs. He should evidence a true love for people and the Lord's work. Being satisfied that he is a man who has the qualifications to be a suitable pastor, the Board shall present the man to the church, giving opportunity for him to answer the questions of the people. Candidates will be considered only one at a time. (See also Article VIII, Section 3.)

Section 2 - Nominating Committee

This committee shall consist of the Pastor, two Deacons, one Communion Stewardess, and two members at large to be elected at the July quarterly business meeting. The Deacons shall be selected by the Deacon board, the Communion Stewardess shall be selected by the Communion Stewardesses, and the members at large shall be elected at the July quarterly business meeting. They shall prayerfully and thoughtfully consider each vacancy for the upcoming election and shall approach prospective nominees about their willingness to run for election. Two weeks before the annual election they shall publish the slate of nominees to be considered.

Section 3 - Missions Committee

This committee shall consist of at least five members appointed annually by the Pastor, and approved by the Board. The duties of the committee shall be:

1. Assist the Pastor in planning and promoting an annual Missions Conference.
2. Interview missionary candidates, discussing with them doctrine, policies, and practices.
3. Meet with those who are returning home on furlough to assess needs and burdens.
4. Recommend to the Board an annual missions budget.
5. Consider and make recommendations to the Board about increases or changes in missions expenditures.
6. Make every effort to energize the entire church body in missions endeavors.

Section 4 - Membership Committee

This committee shall consist of at least five members appointed biannually by the Pastor, and approved by the Board. The committee shall review the membership list some time prior to the quarterly business meeting to determine membership status as defined by the attendance requirements specified in Article VI, Section 2, and make appropriate recommendations to the Board.

Section 5 - Other Committees

Other committees shall be appointed by the Pastor, and approved by the Board as the occasion may require.

ARTICLE X - CHURCH CONTROL AND ACTIVITIES

Section 1 - Control by Other Corporations

This Corporation (church) shall not be controlled by any other corporation. It is entirely independent and sovereign in all its action.

Section 2 - Church Activities

All the activities of the church, whether conducted through committees, or otherwise, are a part of the single church organization, and the Pastor and Board shall have general oversight of them all.

ARTICLE XI - CHURCH MINISTRIES

The various ministries of the Munising Baptist Church shall include, but not be limited to the Sunday School, children’s outreach ministries, teen ministries, Munising Baptist School (See Article VIII, Section 5, Paragraph 3), and the missionary program.

ARTICLE XII - DESIGNATED CONTRIBUTIONS

From time to time the church, in the exercise of its religious, educational, and charitable purposes, may establish various funds to accomplish specific goals. Contributors may suggest uses for their contributions, but all suggestions shall be deemed advisory rather than mandatory in nature. All contributions made to specific funds or otherwise designated shall remain subject to the exclusive control and discretion of the Pastor and the Board, or the church. No fiduciary obligation shall be created by any designated contribution made to the church other than to use the contribution for the general furtherance of any of the purposes stated in Article II.

ARTICLE XIII - TAX EXEMPT PROVISIONS

Section 1 - Private Inurement

No part of the net earnings of the church shall inure to the benefit of or be distributable to its members, trustees, officers, or other private persons, except that the church shall be authorized and empowered to pay reasonable compensation for the services rendered and to make payments and distributions in furtherance of the purposes set forth in Article II hereof.

Section 2 - Political Involvement

No substantial part of the activities of the church shall be the carrying on of propaganda or otherwise attempting to influence legislation. The church shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office,

Section 3 - Dissolution

Upon the dissolution of the church, the trustees shall, after paying or making provision for payment of all liabilities of the church, dispose of all of the assets of the church to such organization or organizations formed and operated exclusively for charitable, educational, and religious purposes as shall at the time qualify as an exempt organization or organizations under Section 501C (3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law), as the trustees shall determine. (See Article VIII Section 7) Assets may be distributed only to organizations which agree with the church's statement of faith.

Section 4 - Racial Nondiscrimination

The church shall have a racially nondiscriminatory policy and therefore shall not discriminate against members, applicants, students, and others on the basis of race, color, or national or ethnic origin.

ARTICLE XIV - AMENDMENTS

This constitution may be amended by two-thirds vote of the members present at any annual business meeting, or at a special business meeting, providing that the notice of the proposed amendment(s) shall have been posted, and announced from the pulpit for the two Sundays prior to the meeting.