

By-Laws Temple Church

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ARTICLE - I Name and Purpose

Section 1.01 - Name

The official name of this non-profit organization shall be Temple Church of Selma, North Carolina.

Section 1.02 - Purpose

This congregation is organized as an Independent Church exclusively for charitable, religious, and educational purpose within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law), including, but not limited to, for such purpose, the establishing and maintaining of religious worship, the building of churches, parsonages, schools, chapels, and daycare centers; the evangelizing of the unsaved by proclaiming the Gospel of the Lord Jesus Christ; the educating of believers in a manner consistent with the requirements of Holy Scripture, both in Sunday and weekday schools of Christian education; and the maintaining of missionary activities in the United States and any foreign country.

ARTICLE - II Statement of Faith and Covenant

Section 2.01 - Statement of Faith

The following comprise the Scriptural beliefs of this church and its members.

- **The Holy Scriptures.** We believe the Holy Scriptures of the Old and New Testament to be the verbally and plenary inspired Word of God. The Scriptures are inerrant, infallible and God-breathed and, therefore, are the final authority for faith and life. The sixty-six (66) books of the Old and New Testament are the complete and divine revelation of God to Man. The Scriptures shall be interpreted according to their normal grammatical-historical meaning. The King James Version of the Bible is the preferred translation used by the church. (Ps. 12:6-8; 2 Tim. 3:16-17; 2 Pet. 1:20-21)
- **Dispensationalism.** We believe that the scriptures interpreted in their natural, literal sense reveal divinely determined dispensations or rules of life, which define man's responsibilities in successive ages. These dispensations are not ways of salvation, but rather are divinely ordered stewardships by which God directs man according to His purpose. Three of these dispensations - the law, the church and the kingdom - are the subjects of detailed revelation in Scripture. (Gen. 1:28; 1 Cor. 9:17; 2 Cor. 3:9-18; Gal. 3:13-25; Eph. 1:10; 3:2-10; Col. 1:24-25, 27; Rev. 20:2-6)

- **The Godhead.** We believe in one triune God, eternally existing in three persons - Father, Son, and Holy Spirit - each co-eternal in being, co-identical in nature, co-equal in power and glory, and having the same attributes and perfections. (Deut. 6:4; Matt. 28:19; 2 Cor. 13:14; John 14:10, 26)
- **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 conceived by the Holy Spirit and born of the virgin Mary, in order that He might reveal God and redeem sinful men. (Isa. 7:14; 9:6; Luke 1:35; John 1:1-2; 14; 2 Cor. 5:19-21; Gal. 4:4-5; Phil. 2:5-8) We believe that the Lord Jesus Christ accomplished our redemption by the shedding of His precious blood and through His subsequent death on the cross as a representative, vicarious, substitutionary, sacrifice; and, that our justification is made sure by His literal, physical resurrection from the dead. (Acts 2:18-36; Rom. 3:24-25; 1 Pet. 2:24; Eph. 1:7; 1 Pet. 1:3-5) We believe that the 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 Representative, Intercessor, and Advocate. (Acts 1:9-10; Heb. 9:24; 7:25; Rom. 8:34; 1 John 2:1-2)
- **The Person and Work of the Holy Spirit.** We believe that the Holy Spirit convicts the world of sin, of righteousness, and of judgment: and, that He is the Supernatural Agent in regeneration, baptizing all believers into the body of Christ, indwelling and sealing them unto the day of redemption. (John 16:8-11; Rom. 8:9; 1 Cor. 12:12-14; 2 Cor. 3:6; Eph. 1:13-14) We believe that He is the divine Teacher who assists believers to understand and appropriate the Scriptures and that it is the privilege and duty of all the saved to be filled with the Spirit. (Eph. 1:17-18; 5:18; 1 John 2:20, 27) We believe that God is sovereign in bestowal of spiritual gifts to every believer. God uniquely uses evangelist, pastors, and teachers to equip believers in the assembly in order that they can do the work of the ministry. (Rom. 12:3-8; 1 Cor. 12:4-11, 28; Eph. 4:7-12) We believe that the sign gifts of the Holy Spirit, such as speaking in tongues and the gift of healing, were temporary. These sign gifts were used by God as “signs” to show the credibility of the messenger while showing the authenticity of the claim to the divinity of the message. These sign gifts ceased after the completion of the Holy Scriptures. We do believe, however, that God frequently chooses to answer the prayers of believers for physical healing. (1 Cor. 1:22; 13:8; 14:21-22; Jas. 5:13-15)
- **The Total Depravity of Man.** We believe that man was created in the image and likeness of God; but that in Adam’s sin the human race fell, inherited a sinful nature, and became alienated from God. Man is totally depraved and, of himself, utterly unable to remedy his lost condition. (Gen. 1:26-27; Rom. 3:22-23; 5:12; 6:23; Eph. 2:1-3; 4:17-19)
- **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. We believe that all sins, except blasphemy of the Holy Spirit (Rejection of the Holy Spirit of God), are forgivable. (John 1:12; Eph. 1:7; 2:8-10; 1 Pet. 1:18-19; Matt. 12:31-32; 1 John 1:9)

- **The Eternal Security and Assurance of Believers.** We believe that all redeemed, once saved, are kept by God's power and are thus secure in Christ forever. (John 6:37-40; 10:27-30; Rom. 8:1, 38-39; 1 Cor. 1:4-8; 1 Pet. 1:4-5) We believe that it is the privilege of believers to rejoice in the assurance of their salvation through the testimony of God's Word, which, however, clearly forbids the use of Christian liberty as an occasion to the flesh. (Rom. 13:13-14; Gal. 5:13; Titus 2:11-15)
- **The Church.** We believe that the local church, which is the body and the espoused bride of Christ, is solely made up of born-again persons. (1 Cor. 12:12-14; 2 Cor. 11:2; Eph. 1:22-23; 5:25-27) We believe that the establishment and continuance of local churches is clearly taught and defined in the New Testament Scriptures. (Acts 14:27; 20:17, 28-32; 1 Tim. 3:1-13; Titus 1:5-11) We believe in the autonomy of the local church free of any external authority and control. (Acts 13:1-4; 15:19-31; 20:28; Rom. 16:1, 4; 1 Cor. 3:9, 16; 5:4-7, 13; 1 Pet. 5:1-4) We recognize water baptism and the Lord's Supper as the Scriptural ordinances for the church in this age. We believe that Christian baptism is the immersion in water of a believer, in the name of the Father, of the Son, and of the Holy Ghost, with the authority of the local church, to show forth in a solemn and beautiful emblem of faith in the crucified, buried and risen Savior, with its effect in our death to sin and resurrection to new life; that it is a prerequisite to the privileges of a church relation to the Lord's Supper; in which the members of the church by the sacred use of bread and fruit of the vine are to commemorate the dying love of Christ, preceded always by solemn self-examination. (Matt. 28:19-20; Acts 2:41-42; 18:18; 1 Cor. 11:23-26)
- **Separation.** We believe that all the saved should live in such a manner as not to bring reproach upon their Savior and Lord. God commands His people to separate from all religious apostasy, all worldly and sinful pleasures, practices, and associations, and to refrain from all immodest and immoderate appearances (Lev. 19:29; Rom. 12:1-2; 14:13; 2 Cor. 6:14-7:1; 2 Tim. 3:1-5; 1 John 2:15-17; 2 John 9-11; 1 Cor. 6:19-20)
- **The Second Advent of Christ.** We believe in the *blessed hope*, the personal, imminent return of Christ Who will rapture His church prior to the seven-year tribulation period. At the end of the Tribulation, Christ will personally and visibly return with His saints, to establish His earthly Messianic Kingdom, which was promised to the nation of Israel. (Ps. 89:3-4; Dan. 2:31-45; Zech. 14:4-11; 1 Thess. 1:10; 4:13-18; Titus 2:13; Rev. 3:10; 19:11-16; 20:1-6)
- **The Eternal State.** We believe in the bodily resurrection of all mankind, the saved to eternal life in Heaven, and the unsaved to judgment and everlasting punishment in the lake of Fire. (Dan. 12:2-3; Matt. 25:46; John 5:28-29; 11:25-26; Rev. 20:5-6, 12-13) We believe that the souls of the redeemed are, at death, absent from the body and present with the Lord, where in conscious bliss they await the first resurrection, when spirit, soul, and body are reunited to be glorified forever with the Lord. (Luke 23:42; 2 Cor. 5:8; Phil. 1:23; 3:21; 1 Thess. 4:16-17; Rev. 20:4-6) We believe that the souls of unbelievers remain, after death, in conscious punishment and torment until the second resurrection, when the soul and the body reunited, shall appear at the Great White Throne Judgment, and shall be cast into the Lake of Fire, not to be

annihilated, but to suffer everlasting conscious punishment and torment. (Matt. 25:41-46; Mark 9:43-48; Luke 16:19-26; 2 Thess. 1:7-9, Jude 6-7; Rev. 20:11-15)

- **The Personality of Satan.** We believe that Satan is a created being, the author of sin, and the cause of the Fall of Man; that he is the open and declared enemy of God and man; and that he shall be eternally punished in the Lake of Fire. (Job 1:6-7; Isa. 14:12-17; Matt 4:2-11; 25:41; Rev. 20:10)
- **Creation.** We believe that God created the universe in six literal, 24-hour periods. We reject evolution, the Gap Theory, the Day-Age Theory, and Theistic Evolution as unscriptural theories of origin. (Gen. 1-2; Ex. 20:11)
- **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 with the understanding that no institution has the right to infringe upon the other. The home, the church, and the state are equal and sovereign in their respective Biblically assigned spheres of responsibility under God. (Rom. 13:1-7; Eph. 5:22-24; Heb. 13:17; 1 Pet. 2:13-14)
- **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. We believe that God disapproves of and forbids any attempt to alter one's gender by surgery or appearance. A person's sex is either male or female and is determined before birth. (Gen. 2:24; 19:5, 13; 26:8-9; Lev. 18:1-30; Rom. 1:26-29, 1 Cor. 5:1; 6:9; 1 Thess. 4:1-8; Heb. 13:4) We believe that the only legitimate marriage is the joining of one man and one woman. (Gen. 2:24; Matt. 19:4-6; Rom. 7:2; 1 Cor. 7:10; Eph. 5:22-23) Participation in any program or activity that is limited to individuals of one sex is exclusively limited to individuals who are persons of that sex. Access to facilities that are designed for use by only one sex is exclusively limited to individuals who are persons of that sex. Church ministers, Church members, Church staff, and individuals ordained by the Church shall not use their title, position, or ordination in a way that contradicts or undermines the teachings of the Church and the Holy Bible by, including but not limited to, officiating over or solemnizing weddings or ceremonies joining more than two people or two people of the same-sex.
- **Family Relationships.** 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/elders/deacons) of the church. Accordingly, only men are eligible for licenser and ordination by the church. (Gal. 3:28; Col. 3:18; 1 Tim. 2:8-15; 3:4-5, 12) We believe that God has ordained the family as the foundational institution of human society. The husband is to love his wife as Christ loves the church. The wife is to submit herself to the Scriptural

leadership of her husband as the church submits to the headship of Christ. Children are a heritage from the Lord. Parents are responsible for teaching their children spiritual and moral values and leading them, through consistent lifestyle example and appropriate discipline, including Scriptural corporal correction. (Gen. 1:26-28; Ex. 20:12; Deut. 6:4-9; Ps. 127:3-5; Prov. 19:18; 22:15; 23:13-14; Mk. 10:6-12; 1 Cor. 7:1-16; Eph. 5:21-33; 6:1-4; Col. 3:18-21; Heb. 13:4; 1 Pet. 3:1-7)

- **Divorce and Remarriage.** We believe that God disapproves of divorce and intends marriage to last until one of the spouses dies. Divorce and remarriage is regarded as adultery except on the grounds of a biblically legitimate divorce (death, infidelity or abandonment). No man who has been involved in a biblically illegitimate divorce may hold the office of pastor or elder. (Mal. 2:14-17; Matt. 19:3-12; 1 Cor. 7:15; Rom. 7:1-3; 1 Tim. 3:2, 12; Titus 1:6)
- **Abortion.** We believe that human life begins at conception and that the unborn child is a living human being. Abortion constitutes the unjustified, unexcused taking of unborn human life. We reject any teaching that abortions of pregnancies due to rape, incest, birth defects, gender selection, birth or population control or the physical or mental well being of the mother are acceptable. (Job 3:16; Ps. 51:5; 139:14-16; Isa. 44:24; 49:1, 5; Jer. 1:5; 20:15-18; Luke 1:44)
- **Love.** We believe that we should demonstrate love for others, not only toward fellow believers, but also toward both those who are not believers and those who oppose us. We are to deal with those who oppose us graciously, gently, patiently, and humbly. God forbids the stirring up of strife, the taking of revenge, or the threat or the use of violence as a means of resolving personal conflict or obtaining personal justice. Although God commands us to abhor sinful actions, we are to love and pray for any person who engages in such sinful actions. (Lev. 19:18; Matt 5:44-48; Luke 6:31; John 13:34-35; Rom. 12:9-10, 17-21; 13:8-10; Phil. 2:2-4; 2 Tim. 2:24-26; Titus 3:2; 1 John 3:17-18)
- **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. See Article XII. (1 Cor. 6:1-8; Eph. 4:31-32)
- **Missions.** We believe that God has given the church a great commission to proclaim the Gospel to all nations so that there might be a great multitude from every nation, tribe, ethnic group, and language group who believe on the Lord Jesus Christ. As ambassadors of Christ we must use all available means to go to all the nations and not wait for them to come to us. (Matt. 28:19-20; Mark 16:15; Luke 24:46-48; John 20:21; Acts 1:8; 2 Cor. 5:20)
- **Giving.** We believe that every Christian, as a steward of that portion of God's wealth entrusted to him, is obligated to support his local church financially. We believe that God has established the tithe as a basis for giving, but that every Christian should also

give other offerings sacrificially and cheerfully to the support of the church, the relief of those in need, and the spread of the Gospel. We believe that a Christian relinquishes all rights to direct the use of the tithe or offering once the gift has been made. See Article XI. (Gen. 14:20; Prov. 3:9-10; Acts 4:34-37; 1 Cor. 16:2; 2 Cor. 9:6-7; Gal. 6:6; Eph. 4:28; 1Tim. 5:17-18; 1 John 3:17)

- **Fund Raising.** The day to day expenses of this church shall be supported totally by the tithes and offerings of our members and by the free will offerings of our friends. (Matt. 21:12-13) We do allow fundraisers, at the discretion of the Executive staff and under their parameters, to fund certain events such as missions trips, camps... etc.

Section 2.02 - Authority of Statement of Faith

The Statement of Faith does not exhaust the extent of our faith. The Bible itself is the sole and final source of all that we believe. We do believe, however, that the forgoing Statement of Faith accurately represents the teaching of the Bible and, therefore, is binding upon all members. All literature used in the church shall be in complete agreement with the Statement of Faith.

Section 2.03 - Covenant

Having been led by the Spirit of God to receive the Lord Jesus Christ as our Savior, and on profession of our faith and having been baptized in the name of our Father, and of the Son, and of the Holy Ghost, we do now in the presence of God 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; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline and doctrines; to give it a sacred preeminence over all institutions of human origin; and 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 throughout all nations.

ARTICLE - III Membership

Section 3.01 - Qualifications for Membership

Membership shall be extended to all whose lives evidence a genuine experience of regeneration through faith in and acceptance of the Lord Jesus Christ as personal Savior, and who agree to submit to the authority of the church and its leaders as set forth herein. Upon completion of the Membership class held by the church, a receiving of the copy of the By-laws of the church, and a signature on a membership card, members are entered on the churches membership role and are subject to the by-laws of the church.

Persons who are actively and unrepentantly engaged in any sinful practice or practice that contradicts or undermines the doctrine of the Church are not eligible for membership with the Church. Similarly, active and unrepentant engagement in any sinful practice or practice

that contradicts or undermines the doctrine of the Church is grounds for church discipline, up to and including disfellowshipping or revocation of membership. A practice is “sinful” when it is contrary to the teachings of the Holy Bible.

Persons who are actively and unrepentantly engaged in any sinful practice, while not eligible for membership, are invited and welcome to attend the Church provided their actions do not disrupt the work of the church, or jeopardize the safety of another. In addition to not being eligible for membership without first repenting and turning from sin, such persons may not participate in any leadership or teaching role. A practice is “sinful” when it is contrary to the teachings of the Holy Bible.

Section 3.02 - Duties of a Member

On becoming a member of this church, in addition to the covenant contained in Article II, Section 2.03, each one further covenants to love, honor, and esteem the pastors and to pray for them to recognize their authority in spiritual affairs of the church, to cherish a brotherly love for all members of the church, to support the church in prayer and giving as the Lord enables and in accordance with Biblical commands, to have a lifestyle affirming the beliefs and practices of the church.

Section 3.03 - Privileges of Membership

- Only members at least eighteen years of age who are physically present at a duly called meeting of the church shall be entitled to vote. There shall be no proxy or absentee voting. However, a ballot may be used to allow members to vote who have other church obligations at the time of the meeting, but he must be present on campus. Members may not vote to initiate any church action but they may make a recommendation. Rather the vote of a member is to confirm and ratify the direction of the church as determined by the Lead Pastor, Executive Staff and the Board of Elders.
- The congregation functions not as a pure democracy, but as a body under the headship of the Lord Jesus Christ and the direction of the Lead Pastor in counsel with his Executive Staff and Board of Elders. Determinations of the internal affairs of the church and ecclesiastical matters shall be determined exclusively by the church’s own rules and procedures. The Lead Pastor shall oversee and/or conduct all aspects of this church. The Executive Staff and the Board of Elders shall give counsel and assistance to the Lead Pastor according to the bylaws herein.
- Membership in this church does not afford the members with any property, contractual, or civil rights based on principles of democratic government. Although the general public is invited to all of the church’s worship services, the church property remains private property. The Lead Pastor (or in his absence, an individual designated by the Board of Elders) has the authority to suspend or revoke the right of any person, including a member, to enter or remain on church property. If after being notified of such a suspension or revocation, the person enters or remains on church property, the person may, in the discretion of the Lead Pastor (or in his absence, an individual designated by the Board of Elders), be treated as a trespasser.

- A member may inspect or copy the prepared financial statements of the church, the minutes of the proceedings of the church meetings upon written request.
- A member may not, under any circumstances, inspect or copy any record relating to individual contributions to the church, the list of names and addresses of the church members, or the accounting books and financial records of the church.
- The church may impose a reasonable charge, covering the costs of labor and material, for copies of any documents provided to the member before releasing the copies to the member.
- For the protection of privacy, minutes regarding disciplinary matters will not be released.
- Under no circumstances will private or confidential personal information be released regarding individual members.

Section 3.04 - Discipline of a member

- Church discipline will be carried out by the Lead Pastor in agreement with the Executive Staff and the Board of Elders. These men shall have sole authority in determining heretical deviations from the Statement of Faith and violations of the church covenant. If a pastor or an elder is the subject of a disciplinary matter, he shall not be present in the presiding, unless called upon. Leadership shall be entitled to the same steps as other church members and be subject to the same discipline.
- Members are expected to demonstrate special loyalty and concern for one another. When a member becomes aware of an offense of such magnitude that it hinders spiritual growth and testimony, he is to go alone to the offending party and seek to restore his brother. Before he goes, he should first examine himself. When he goes, he should go with a spirit of humility and have the goal of restoration. (Matt. 18:15; Luke 17:3-4; Eph. 4:30)
- If reconciliation is not reached, a second member chosen by the pastor, or the Board of Elders, is to accompany the one seeking to resolve the matter. This second step should also be preceded by self-examination and exercised in a spirit of humility with the goal of restoration. (Matt. 18:16; Gal. 6:1)
- If the matter is still unresolved after these steps have been taken, the Board of Elders shall hear the matter. They shall make an effort personally to go to the offending member and seek that members restoration. (Matt. 18:17-20; Rom. 16:17-19; Gal. 6:1; 1 Thess. 5:14)
- If the matter is still unresolved after these steps have been taken, such members who refuse to repent and be restored are to be removed from the membership of the church by a minimum of a 75% affirmative vote of the Board of Elders. (1 Cor. 5:1-13; 1 Thess. 5:14; II Thess. 3:6, 10-13; 1 Tim. 5:19-20)

- In the case of a public offense that involves numerous people, the Lead Pastor will discuss appropriate action with the Executive Staff and the Board of Elders
- If an unrepentant offending party is removed from the church membership, all fellowship with him or her from that point forward (except by family members) must be for the sake of restoration. (Titus 3:10-11)
- The procedures provided in the section are based on Matt. 18:15-20; Rom. 16:17-18; 1 Cor. 5:1-13; 2 Cor. 2:1-11; Gal. 6:1; 1 Thess. 5:14; 2 Thess. 3:6, 10-15; 1 Tim. 5:19-20; and Titus 3:10-11.

Section 3.05 - Discipline of a Staff Member

- The Lead Pastor has the right to do a workplace evaluation on any employee as he determines necessary. These evaluations are handled with great care and discretion, with a desire to determine the efficiency and workplace contribution of a staff member in regards to things like, but not limited to, work ethic, morality, and team morale. An evaluation will be conducted upon the belief that there is a problem that must be addressed.
- The Lead Pastor will share the results with the Board of Elders, with suggestions as to the path moving forward. The preservation of the Bride of Christ as a holy institution ordained by God is the first priority in this process. With that in mind the restoration of the offender is a very important, but secondary, priority.
- Either a plan of restoration or termination will be the result of the evaluation as determined by the Lead Pastor in consultation with the Executive Staff and the Board of Elders.
- The procedures provided in the section are based on Gen. 18:21; Deut. 13:14, 17:4,6; 19:15,18; 1 Sam. 14:38; Job 5:27; Pro. 24:6; 11:14; Eccl. 7:25; Acts 23:15,20; 24:8; 2 Cor. 13:1

Section 3.06 - Termination of Voting Rights and/or Membership

- Excluding emergency, or extenuating circumstances, any member of this church that is continually absent for ninety days shall be considered an “inactive” member and shall surrender all voting rights.
- Excluding emergency, or extenuating circumstances, any member of this church that is continually absent for one hundred-eighty days shall forfeit their membership and shall be considered completely severed from this church. This shall be an automatic exclusion, church vote shall not be required.
- No member of this church may hold membership in another church. If any member unites in membership with another church, that person’s membership is automatically terminated.

- A member may resign at any time, but no letter of transfer or written statement of good standing will be issued upon such resignation, except at the discretion of the Lead Pastor.

ARTICLE - IV Officers

Section 4.01 - Church Officers

The church officers are Pastor (see Article V, Section 5.01), Elder (see Article V, Section 5.02), Trustee (see Article V, Section 5.03), Executive Director (see article V, Section 5.04) and all members of the Finance Committee (See Article V Section 5.05). A person may hold two or more offices, except the Lead Pastor. The Lead Pastor, from time to time as he deems appropriate, may appoint other church officers. No biblically illegitimately divorced man may hold the office of Pastor or Elder. (See divorce and remarriage under the statement of faith)

For a list of current church officers see the Policy & Procedure Manual.

Section 4.02 - Designation of Corporate Officers

As an accommodation to legal relationships outside the church, the Lead Pastor shall serve as the president of the corporation; the Executive Director shall serve as vice president of the corporation, the Church Secretary shall serve as the secretary of the corporation, and the Finance Director shall serve as the treasurer of the corporation.

Section 4.03 - Eligibility for Office

- The church shall seek to install officers that agree with the Statement of Faith. An exception can be made by the Lead Pastor in agreement with the Executive Staff and Board of Elders.
- All church officers must be approved initially and thereafter annually by the Lead Pastor in order for them to commence or continue in their offices.
- Only church members are eligible for appointment to any church office.

Section 4.04 - Terms of Office

- When a pastor submits a resignation, his ministry at Temple Church shall cease and he shall be paid severance pay (See PPM) to include all other benefits that he would have received if the resignation had not occurred. Disciplinary removal of a pastor from office automatically terminates his membership, salary, and benefits. Disciplinary removal procedures are outlined in Article III, Sections 3.04 and 3.05. A restoration to membership after disciplinary removal will be subject to the requirements of Article III, Section 3.01.

- Election of a Lead Pastor must be held at a duly called meeting of the members following at least fourteen days notice. Only one name shall be brought per meeting and no nominations shall be accepted except those made by the Pastoral Search Committee. The election shall be by secret ballot by the active members present, voting in the affirmative in order to issue the call to service. There must be at least 50% of the active membership present for the vote. Write in nominations and absentee ballots shall not be considered. If the nominee fails to receive at least seventy-five percent of the vote, the meeting shall be adjourned without debate.
- There are no term limits for officers in the church.
- A vacancy occurring in any office or board member, except the case of the pastors, may be filled, whether hire or appointed, at the discretion of the Lead Pastor in agreement with the Executive staff.
- The Executive staff consists of five pastors including the Lead Pastor, and when there is a vacancy the Lead Pastor fills it.
- Any vacancy occurring with a pastor, other than the Lead pastor, shall be filled by the Lead Pastor in agreement with the Executive staff and the Elder Board.

Section 4.05 - Pastoral Oversight of Officers and Staff

- All church staff, whether paid or volunteer, shall be under the supervision of the Lead Pastor who, in agreement with the Executive staff and/or the Board of Elders, has the authority to hire, appoint, or dismiss the same.

ARTICLE - V Duties and Powers of Officers

Section 5.01 - The Lead Pastor

- The Lead Pastor shall preach the Gospel regularly and shall be at liberty to preach the whole counsel of the Word of God as the Lord leads him. He shall administer the ordinances of the church, act as moderator at all church meetings for the transaction of church matters, supervise the teaching ministries of the church, and tenderly watch over the spiritual interests of the membership.
- The Lead Pastor shall appoint the members of the various committees. He shall serve as the president of the corporation. He shall inform all newly appointed officers of the particular function and the responsibilities of their respective offices. He shall extend the right hand of fellowship to all new members on behalf of the church and perform such other duties as generally appertain to such a position. The Lead Pastor shall be free to choose the means and methods by which he exercises the ministry that God has given him.

- All appointments for public worship and Bible study and the arrangements thereof, including time and place and the use of the property belonging to the church for purposes other than the stated appointments shall be under the control of the Lead Pastor. In the absence of the Lead Pastor, the Executive Director shall assume this responsibility.
- The Lead Pastor shall chair the Executive Staff, which consists of five pastors including himself. The Executive Staff shall meet weekly to promote the spiritual welfare of the church, and shall serve in conjunction with the Board of Elders. Any decision that is to be brought to the Board of Elders for vote, will have been discussed and agreed upon by the Executive Staff first.
- The Executive Staff has the authority to spend, outside the budget, up to \$10,000.00 per instance as long as there is a minimum of a 75% agreement among themselves on the proposed expenditure. There can be no more than \$10,000.00 spent within a 30 day period and it must be reported to the Elders. If more expenditures, either in amount or frequency, are needed the elders must approve the expenditure.
- Any expenditure that exceeds \$10,000.00 must be agreed upon by a 75% affirmative vote from the Executive Staff and the Board of Elders combined.

Section 5.02 - The Board of Elders

- The Board of Elders shall assist the Lead Pastor, in such manner as he shall request, in promoting the spiritual welfare of the church.
- The Board of Elders shall be considered the equivalent and have the same authority as a board of directors under applicable law.
- The Board of Elders shall consist of five laymen that have met the qualifications as set forth by the church.
- The Lead Pastor shall serve as the liaison to the Board of Elders. A secretary to the Board of Elders shall be appointed by the Lead Pastor.
 - The Lead Pastor shall be responsible for all called meetings and the reason for the meeting.
 - The Secretary will be responsible for taking minutes at each elder's meeting. He/ She will file those meetings in a personal filing system and give a report at the beginning of the next elders meeting as to the contents of the previous meeting.
- The Board of Elders shall assist the Lead Pastor in the overall spiritual oversight of the church. When any major decisions that affect the church spiritually are to be made, the Board of Elders will work in conjunction with the Executive staff to determine the direction that should be taken.
- The Board of Elders will be involved in church disciplinary issues.

- The Board of Elders, in agreement with the Lead Pastor, shall decide pastoral salaries and annual raises. The Executive staff shall decide all others.
- The Chairman of the Board of Elders shall be appointed by the Lead Pastor.

Section 5.03 - Trustees

The board of trustees will consist of four men and shall exercise the following specific powers if such action is mandated by a 75% combined vote of the Executive Staff and the Board of Elders. All trustees, including the Chairperson, is appointed by the Lead Pastor in agreement with the Board of Elders.

- To purchase, hold, lease, or otherwise acquire real and personal property on behalf of the church, and to take real and personal property by will, gift or bequest on behalf of the church.
- To sell, convey, alienate, transfer, lease, assign, exchange, or otherwise dispose of, and to mortgage, pledge, or otherwise encumber the real and personal property of the church, to borrow money and incur indebtedness for the purpose and the use of the church; to cause to be executed, issued, and delivered for the indebtedness, in the name of the church, promissory notes, bonds, debentures, or other evidence of indebtedness; and to secure repayment by deeds of trust, mortgages, and/or pledges.
- To exercise all powers necessary for the dissolution of the church corporation if such action is mandated by a vote of the church membership. All assets shall be liquidated and all debts retired first. Any remaining funds shall be disbursed equally to the missionaries then supported by the church.
- A Trustee may be removed and/or replaced by a minimum of a 75% vote of the Executive staff and Board of Elders.

Section 5.04 - Executive Director

The purpose of the Executive Director is to help strategize, oversee and manage the general condition of all aspects of the church.

- Provide staff oversight and support for all ministry leaders in the church as needed.
- Help develop the ever-changing Policy and Procedure Manual, Constitution, and Systems.
- Monitor the leadership structure of the church overseeing its efficiency and effectiveness.

- Oversee daily Temple activities and operations seeking to create a positive, productive work environment.
- Meet regularly with the Lead Pastor discussing the overall productivity of the church, reporting issues that need to be addressed as well as successes to be celebrated.
- Resolve problems (financial, structural, programing or relational) that hinder ministry success as efficiently as possible while keeping a sense of the pulse of various ministries knowing what is going well and what isn't.
- Day to day facility management and oversight. Make phone calls to vendors for repairs needed, scheduling, or questions or new quotes. (HVAC. Lighting. Landscaping. BFPE Fire Inspection. Pest Control. Select Security. Locksmith. etc.)
- Oversee any projects such as renovations... building... etc...

Section 5.05 - Finance Committee

The Finance Committee is appointed by the Executive Staff and will consist of the Finance Director, and the Assistant to the Finance Director, and four other church members appointed by the Executive Staff. The Finance Committee will serve as an advisory board to the Executive Staff in all things pertaining to finances.

- This committee will be responsible for monitoring the budget throughout the year to assure that it is being adhered to by each department.
- The Finance Committee assembles the budget (PPM section E5), in consultation with all department heads and other relevant people, and then presents to the Board of Elders for final approval. To be approved the proposed budget must pass by a 75% affirmative vote.
- This committee has the responsibility of meeting with department heads and setting the budget for the next upcoming year.
- This committee will monitor the financial standing of the church throughout the year and have reports available as requested.

Section 5.06 - Duties of All Officers

- All officers must sign the Leadership Agreement of Temple.
- Any officer who neglects his duties as outlined in the bylaws may be removed from his office at the discretion of the Lead Pastor in agreement with the Executive Staff and the Board of Elders, and another may be appointed by the Lead Pastor to serve in his place.

Section 5.07 - Conditions of Employment

- A purpose of the Church is to teach and instill biblical values in attendees and members of the Church. Because every employee of the church is a representative of the Church, and is hired for that purpose, in order to be eligible for employment the applicant shall not be actively engaged in unrepentant sin and shall not be perceived to undermine or contradict, through his or her actions, behaviors, or speech, the tenets of the Bible or of the doctrine of the Church.

ARTICLE - VI Meetings

Section 6.01 - Meetings for Worship

Unless otherwise determined by the Lead Pastor, the church shall meet each Sunday for public worship and at least once during the week for Bible study and prayer. Except when circumstances forbid it, the ordinance of the Lord's Supper shall be observed quarterly at the discretion of the Lead Pastor.

Section 6.02 - Called Church Meetings

- The Lead Pastor (or Chairman of the Board of Elders if the office of Lead Pastor is vacant or the Lead Pastor is the subject of possible disciplinary action) may call a special meeting by giving notice of such meeting, and the purpose for which it is called to the church at least one Sunday and not less than one week prior to said meeting. A meeting for the calling of a Lead Pastor or the severance of the relationship between the church and the Lead Pastor shall be called in accordance with the provision of Article IV, Section 4.04.
- All church regular administration and special meetings will be conducted at the church.
- All church administration meetings shall be opened and closed with prayer for divine guidance and blessing.
- The moderator shall be the Lead Pastor and he shall determine the rules of procedure according to his sense of fairness and common sense, giving all members a reasonable opportunity to be heard on a matter. The moderator is the final authority on questions of procedure, and his decision is final and controlling.
- For any meeting under this article, the moderator, in his sole discretion, shall have full and unilateral authority to require nonmembers to leave the meeting room and to order the immediate removal of any member or other person present who is deemed by the moderator to be disruptive to the proceedings by act or presence. The moderator shall have full authority to order removal of all children (ages to be determined by the moderator) if the moderator determines, in his sole discretion, that circumstances so warrant. If the moderator determines that compliance with his order of removal is unsatisfactory, the moderator may, in his sole discretion, revoke

the disruptive person's right to remain on the premises and treat the person as a trespasser.

Section 6.03 - Fiscal Year

The fiscal year of the church shall begin January 1st and end December 31st of each year.

ARTICLE - VII Ministry of Education

Section 7.01 - Purpose

The church believes that it is to provide the members children with an education, which is based upon and consistent with Biblical teaching. The church believes that the home and church are responsible before God for providing a Christian education. To this end, the church shall engage in ministries in education in keeping with the following dictates.

Section 7.02 - Church Participation

All educational programs or courses of instruction formulated and offered by the church shall be primarily for the benefit of the members of the church; however, the Lead Pastor may permit non-church members to participate in church educational programs or courses of instruction if he deems it is in the best interest of the church.

Section 7.03 - Staff Membership

All church staff shall be members of the church.

Section 7.04 - Statement of Faith Accord

All educational programs or courses of instruction shall be taught and presented in accord with the Statement of Faith of the church.

Section 7.05 - Unity

All educational programs or courses of instruction shall be conducted as an integral and inseparable ministry of the church.

Section 7.06 - Teaching

All educational programs or courses of instruction shall be conducted consistent with the teaching of the inerrant Word of God. Any assertion or belief, which conflicts with or questions a Bible truth, is a pagan deception and distortion of the truth that will be disclaimed as false. It is the responsibility of every instructor or teacher to present the inerrant Word of God as the sole infallible source of knowledge and wisdom.

Section 7.07 - Christian Walk

All administrators, instructors, and teachers shall continue or adopt a lifestyle consistent with the precepts which they teach, whether in or out of the classroom.

ARTICLE - VIII Ordination

Section 8.01 - Ordination Qualifications

- **Pastor/Missionary.** Any member of this church or its mission churches, who gives evidence of a genuine call of God into the work of the ministry and possesses the qualifications stated in 1 Tim. 3:1-7 and Titus 1:6-9, may be ordained as a minister of the Gospel.
- **Elder.** Any member of this church or its mission churches who possesses the qualifications stated in 1 Tim. 3:1-7 and Titus 1:6-9, may be ordained as an elder.

Section 8.02 - Pastor/Missionary Ordination Procedure

- After the Lead Pastor has approved the candidate for ordination, he shall call a council to examine and pass on the qualifications of the candidate. The ordination council shall consist of the Executive Staff of Temple.
- If the candidate is found worthy of ordination by the council, the ordination council may ordain the candidate on behalf of the church.
- The Lead Pastor shall arrange for the ordination service.

Section 8.03 - Elder Ordination Procedure

- After the Lead Pastor has approved the candidate for ordination, he shall call the Board of Elders to examine and pass on the qualifications of the candidate.
- If the candidate is found worthy of ordination by the Board of Elders, they may may ordain the candidate on behalf of the church.
- The Lead Pastor shall arrange for the ordination service.

ARTICLE - IX Indemnification

Section 9.01 - Actions Subject to Indemnification

The church may indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, including all appeals (other than an action by or in the right of the church) by reason of the fact that the person is or was a pastor, deacon, officer, employee, or agent of the church, against expenses, including attorney's fees,

judgments, fines, and amounts paid in settlement actually and reasonably incurred by him in connection with the action, suit, or proceeding; and if that person acted in good faith and in a manner he reasonably believed to be in or not opposed to the best interests of the church and, with respect to any criminal action or proceeding, had no reasonable cause to believe his conduct was unlawful. The termination of any action, suit, or proceeding by judgment, order, settlement, conviction, or on a plea of *nolo contendere* or its equivalent, shall not, of itself, create a presumption that the person did not act in good faith and in a manner that he reasonably believed to be in or not opposed to the best interests of the church and, with respect to an criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

Section 9.02 - Expenses Subject to Indemnification

To the extent that any officer has been successful on the merits or otherwise in defense of any action, suit, or proceeding referred to in this Article, or in defense of any claim, issue, or matter in that action, suit, or proceeding, he or she may be indemnified against expenses, including attorney's fees, actually and reasonably incurred by him or her in connection with the action, suit, or proceeding.

Section 9.03 - Limitations of Indemnification

Any indemnification made under the Article, may be made by the church only as authorized in the specific case on a determination that indemnification of any officer, employee, or agent is proper in the circumstances because he has met the applicable standard of conduct set forth in Section 1 of this Article. The determination shall be made (a) by a majority vote of the quorum consisting of the pastor and board of elders who were not and are not parties to or threatened with the action, suit, or proceeding; (b) if the described quorum is not obtainable or if a majority vote of a quorum of disinterested deacons so directs, by independent legal counsel in a written opinion; or (c) by a majority vote of the members of the church.

Section 9.04 - Timing of Indemnification

Expenses of each person seeking indemnification under this Article, may be paid by the church as they are incurred, in advance of the final disposition of the action, suit, or proceeding, as authorized by the board of elders in the specific case, on receipt of an undertaking by or on behalf of any officer, employee, or agent to repay the amount if it is ultimately determined that he or she is not qualified to be indemnified by the church.

Section 9.05 - Extent of Indemnification

The indemnification provided by this Article shall be deemed to be discretionary unless otherwise required as a matter of law or under any agreement or provided by insurance purchased by the church, both as to action of each person seeking indemnification under this Article in his official capacity and as to action in another capacity while holding that office, and may continue as to a person who has ceased to be a pastor, deacon, officer, employee, or agent and may inure to the benefit of the heirs, executors, and administrators of that person.

Section 9.06 - Insurance

The church shall purchase and maintain insurance on behalf of any person who is an officer, employee, or agent of the church against any liability asserted against him and incurred by him in that capacity, or arising out of his status in the capacity, whether or not the church would have the power to indemnify him against liability under the provisions of this Article.

ARTICLE - X Committees

The Lead Pastor (or the Board of Elders if the office of pastor is vacant) shall appoint committees and designate a chairperson for each committee and, except when otherwise specifically provided in these bylaws, shall determine the membership of each committee.

ARTICLE - XI 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 contribution. All contributions made to specific funds or otherwise designated shall, insofar as possible, be used for the designated purpose. 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 I, Section 1.02.

ARTICLE - XII Amendments

These bylaws may be revised and/or amended by a 75% affirmative vote of the Executive Staff and the Board of Elders.

Pastoral Appointed Positions

The Lead Pastor shall be responsible for appointing the positions in the church as allowed by these by-laws. These appointees shall be in good standing with the church and in accordance with Article III of these bylaws.

ARTICLE - XIII Mediation

Section 13.01 - Agreement to Mediation

Believing that lawsuits between believers are prohibited by scripture, all members of the church agreed to submit to Mediation any matters which can not otherwise be resolved, and expressly waive any and all rights in law and equity to bring any civil disagreement before a court of law, except in cases outside the scope of this ecclesiastical mediation.

Section 13.02 - Notice of Mediation

In the event of any dispute, claim, question, or disagreement arising out of or relating to the bylaws or any other church matter, the parties shall use their best efforts to settle such disputes, claims, questions, or disagreements as befits Christians. The parties shall consult and negotiate with each other in good faith and recognizing their mutual interest not to disgrace the name of Christ and seek to reach a just and equitable resolution. The parties may request that the Lead Pastor or the Chairman of the Board of Elders, or both assist in and participate in any mediation among the parties.

If they do not reach a resolution within a period of sixty (60) days then upon notice by either party to the other and with notice to the Lead Pastor that a resolution cannot be reached, the issue or dispute shall be referred to a certified mediator and the attorney chosen by the church (as chosen by the Lead Pastor and the Chairman of the Board of Elders). Thereafter, the decision of the certified mediator and attorney will be rendered as a final decision.

Section 13.03 - Limitations on Mediation Decisions

Should any dispute involve matters of church discipline, the mediators shall be limited to determining whether the procedures for church discipline as outlined under Article III were followed.

Should any dispute involve the removal from office of a pastor or any church officer, the mediators shall be limited to determining whether the procedures set forth in Article III were followed.

Section 13.04 - Mediation Procedures

The initial mediation meeting by the parties shall be an informal and civil meeting to resolve any differences or any dispute among the parties, in consultation with the Lead Pastor and the availability of a suitable meeting place within the church grounds.

If no resolution is made between the parties by informal mediation, the mediation with the certified mediator and attorney shall be according to rules and regulations as adopted by the mediator and attorney pursuant to North Carolina Mediation Guidelines.