

**THE
CONSTITUTION,
COVENANT, AND
ARTICLES OF FAITH
OF
FAITH BAPTIST CHURCH**

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Bible, the sole authority for faith & practice.
Autonomy of the local church
Priesthood of every believer
Two offices - Pastor & Deacons
Individual soul liberty
Saved church membership
Two ordinances - Baptism & Communion
Separation of church and state

X. Last Things

We believe in the sovereign selection of Israel as God’s eternal covenant people, that she is now dispersed because of her disobedience and rejection of Christ, and that she will be regathered in the Holy Land and after the completion of the Church will be saved as a nation at the second coming of Christ (Gen. 13:14-17; Rom. 11:1-32; Ez. 37). We believe in the rapture of the saints, an event which can occur at any moment, and that at the moment the dead in Christ will be raised in glorified bodies and the living in Christ will be given glorified bodies without tasting death, and all believers shall be caught up to meet the Lord in the air before the seven years of tribulation (1 Thess. 4:13-18; 1 Cor. 15:42-54; Phil. 3:20; Rev. 3:10). We believe that the tribulation, which follows the rapture of the church, will be culminated by the premillennial revelation of Christ in power and great glory to sit upon the throne of David and to establish the millennial kingdom (Dan. 9:25-27; Mat. 24:20-31; Luke 1:30-33; Isa. 9:6-7; 11:1-9; Rev. 20:1-4). We believe that there is a radical difference between the righteous and the wicked; that only those who are justified by faith in our Lord Jesus Christ and sanctified by the Spirit of our God are truly righteous in His esteem; while all such as continue in impenitence and unbelief are in His sight wicked and under the curse; and the distinction holds among men both in and after death, in the everlasting joy of the saved and the everlasting conscious suffering of the lost in the lake of fire (Mal. 3:18; Gen. 18:23; Rom. 6:17-18; 1 John 5:19; Rom. 7:6; 6:23; Prov. 14:32; Luke 16:25; Mat. 25:34-41; John 8:21; Rev. 20:14-15).

THE CONSTITUTION OF FAITH BAPTIST CHURCH AT SAUK CENTRE, MINNESOTA

IX. The Church

We believe that the local church is an organized congregation of immersed believers associated by covenant of faith and fellowship of the gospel; observing the two ordinances of Christ, Baptism and the Lord's Supper; governed by His laws; and exercising the gifts, rights, and privileges invested in them by His word; that its officers are pastor and deacons, whose qualifications, claims, and duties are clearly defined in the Scriptures. We believe that Christ gave two ordinances (commands) to His church: Baptism and the Lord's Supper. The only sacrament was Christ's one-time propitiatory sacrifice (Rom. 3:25; 1 John 2:2). We believe that the ordinance of Baptism is the single immersion of a believer in water to show forth in a solemn and beautiful emblem our identification with the crucified, buried, and risen Savior, through whom we died to sin and rose to a new life. We believe that baptism is a prerequisite to the privileges of church membership. In no way does baptism impart any kind of grace, spiritual life, or cleansing from sin. Baptism is to be by immersion only. We believe that the ordinance of the Lord's Supper is the commemoration of His death until He comes and should be preceded by solemn self-examination. The Lord's Supper is a memorial, not a sacrifice. We believe that the participants in the Lord's Supper should be immersed believers. We believe that the unleavened bread and the unfermented grape juice remain unchanged and that they are only symbols of Christ's broken body and shed blood which took place at one time only in history. We believe that the true mission of the church is the faithful witnessing of Christ to all men as we have opportunity and the carrying out the Great Commission. We hold that the church has the absolute right of self-government free from the interference of any hierarchy of men, organizations, or governments; and that the one and only Head of the church is Christ. We believe that true churches may cooperate with each other in contending for the faith and for the furtherance of the gospel and that each church is the sole judge of the measure and method of its cooperation. We believe in the Biblical commands to separate from worldliness, religious apostasy, and ecumenical cooperations. We believe that on all matters of membership, policy, government, discipline, and benevolence, the will of the church is final. We believe in the unity of all New Testament believers in the church which is the universal Body of Christ (1 Cor. 11:2; Acts 20:17-28; 1 Tim. 3:1-13; Acts 2:41-42; 1 Cor. 12:12; Eph. 1:22-23; Acts 15:13-18; Acts 8:36-39; John 3:23; Rom. 6:3-5; Mat. 3:16; Col. 2:12; 1 Cor. 11:23-28; Mat. 28:18-20; Acts 2:41-42). We are Baptists by conviction because we believe that our historical Baptist distinctives are taught in Scripture:

ARTICLE I - CHARACTER

SECTION 1 - NAME AND SEAL

The name of this Church shall be FAITH BAPTIST CHURCH OF SAUK CENTRE, MINNESOTA. The Corporate Seal shall consist of a circle having within its circumference the words FAITH BAPTIST CHURCH AT SAUK CENTRE, MINNESOTA, Corporate Seal, 1979.

SECTION 2 - CORPORATE OFFICERS

The officers of this corporation by whom its business will be governed shall be by a Board of Trustees hereinafter referred to as Deacons. The pastor of the church shall be the presiding officer and "ex officio" of the deacons. This is an autonomous, sovereign and indigenous Baptist Church which is democratically controlled by and with the consent of its members. The policy and practices of this Church are patterned after the churches of the New Testament.

SECTION 3 - ASSOCIATION

Being aligned doctrinally and in harmony of purpose with the Minnesota Association of Regular Baptist Churches and the General Association of Regular Baptist Churches, we, as an independent Baptist congregation, will maintain such fraternal fellowships and cooperation where consistent with our faith and policy.

SECTION 4 - PURPOSE

Statement:

The purpose of this church shall be to glorify God by the preaching and teaching of the Bible, the edification and fellowship of the believers, the administering of the ordinances as prescribed in the Scripture, and the promotion of evangelism at home and throughout the world by missionary endeavor.

Detail: The purpose of this church will be to...

- A. Provide a spiritual fellowship among New Testament believers in our community by maintaining an independent Baptist church.
- B. Provide a place of worship and prayer with faithful recognition of the New Testament doctrines and ordinances.
- C. Provide a center of training for the whole family in Bible knowledge, Bible doctrine, and Christian living; with the power to own, control, buy, or

sell real and personal property; to operate and maintain a Christian Day school, nursing home, child care, and/or all pertinent facilities.

- D. Give training and incentive to a program of continuous witnessing under the direction of the Holy Spirit.
- E. Teach and give example of faithful stewardship in time and money.
- F. Proclaim the salvation message at home and abroad as commanded by our Lord in Matthew 28:19-20.
- G. Promote Baptist missions at home and abroad.

ARTICLE II - MEMBERSHIP

SECTION 1 - Anyone professing faith in the Lord Jesus Christ as personal Savior, giving evidence of such faith through salvation followed by immersion or transfer of letter from a church of like faith, and who is in agreement with the Constitution, Covenant, and Articles of Faith of this church, is eligible and may be considered for membership if such a desire is expressed.

SECTION 2 - Candidates shall meet with the pastor and deacons and give testimony of their faith in Jesus Christ. Having been satisfied, as best as humanly possible, the deacons may recommend the candidate for membership in the church at any worship service or business meeting of the church. Upon a majority vote of members present and voting, the candidate shall be received into membership via the right hand of fellowship.

SECTION 3 - Persons heretofore excluded from membership may be restored upon requesting such restoration to membership, meeting with the deacons, giving them satisfactory explanation and acceptable evidence of honest confession and repentance. Being satisfied, the deacons may recommend such a person for membership in the church.

SECTION 4 - RESPONSIBILITIES OF MEMBERSHIP

- A. Members shall strive to keep their covenant obligations. They should honor and esteem their Pastor, pray for him daily, and assist him in carrying out the programs of the church. They will endeavor to preserve the unity of the church and, if at any time they find themselves opposed to the fundamental doctrines of this church (as described in the Articles of Faith), they will not seek to disrupt its fellowship, but will quietly withdraw from its membership.

that the Law was to show man his sinfulness and his incapability of pleasing God. The penalty for sin is death (spiritual, physical, and eternal). We believe that the only exception to the sinfulness of men was that Jesus Christ was without a sinful nature and that he was a perfect God-man (Rom. 3:10-23; 5:12; John 3:16; Rom. 6:23).

VIII. Salvation

We believe that salvation is the free gift of God offered to sinful men. This gift cannot be earned or deserved but comes only by the grace of God through faith in Jesus Christ, who alone was able to provide the payment for the penalty of sin. A sinner is born into God's family when he repents (changes his mind) of his sin, seeing it as God sees it, believes from his heart that Christ died for his sins, the just for the unjust, (He became our substitute) and trusts in the completed sacrifice of Christ on the cross. By Christ's shed blood, He fully satisfied the just demands of a holy and righteous God regarding sin. He must also believe that Christ rose again from the dead in victory over sin and the grave. The believer then becomes righteous in the eyes of God, the penalty of sin is removed, and eternal life has begun. We believe that the new birth is instantaneous and not a process; that at this time the believer is made a partaker of the divine nature; and that this new creation is brought about solely by the power of the Holy Spirit in connection with divine truth. We believe that Jesus is enthroned in Heaven and in His wonderful person He is the qualified, compassionate, all-sufficient mediator between God and man. We believe that Mary, the mother of Jesus, was honored among women, but that she too needed a Savior for her sins (Mat. 1:47; Acts 4:12). We believe that the believer is to adore and worship only God and that we pray to and approach the Father only through His Son Jesus Christ. We further believe that no child of God should ever pray to or give any devotion to any created being (Mary, angels, dead or living saints, etc.). Once the believer has been born into God's family through the new birth, we believe that he is sealed unto the day of redemption; that he is now considered a saint before God; that he begins a continuous process whereby the Holy Spirit applies the Word of God to his life to conform him to the image of God's Son; that this process will be fully accomplished at death or at the Lord's return when the believer will be glorified; and that he is eternally saved and can never lose that salvation. This true conversion will then evidence itself as good works because of love for our dear Savior. If the believer should become carnal, God will treat him as a son and will lovingly chastise him to bring him back into fellowship with Himself (John 3:16; Acts 16:31; Eph. 2:8-10; 1 John 5:1; John 10:28-30; Eph. 1:4; 2 Thess. 2:13; John 3:36; Rom. 5:1; John 6:47; Heb. 12).

the judgment of an eternal justice in the lake of fire. There are evil angels under his leadership who were cast out of heaven with him. They are the demons that oppose God and His will at the bidding of Satan (Is. 14; Ez. 28; Mat. 4:1-11; 2 Cor. 4:4; Rev. 20:10; Mt. 4:24; Eph. 6:12).

VI. The Creation and Fall of Man

We believe the Biblical account of the creation of the physical universe, angels, and man; that this account is neither allegory nor myth, but a literal, historical account of the direct, immediate creative acts of God without any evolutionary process; that man was created by a direct work of God and not from previously existing forms of life; that the creation account of days are literal 24-hour days; and that all men are descended from the historical Adam and Eve, the first parents of the entire human race (Gen. 1,2; Col. 1:16-17; John 1:3).

We believe that man was created in innocence (in the image and likeness of God) under the law of his Maker, but by voluntary transgression Adam fell from his sinless and happy state, and all men sinned in him, in consequence of which all men are totally depraved, are partakers of Adam's fallen nature, and are sinners by nature and by conduct, and therefore are under just condemnation without defense or excuse (Gen. 3:1-6; Rom. 3:10-19 5:12,19; 1:18,32). Our sins are what condemns us. Jesus Christ came not to condemn but to save (John 3:15-18). We believe that the Biblical rights, worth, and dignity of every individual are a gift to each from the Creator, and that government is instituted to secure, protect, and defend these God-given rights. We affirm that life is a gift from God and that life begins at conception. Abortion and euthanasia (such as the so called "death with dignity" idea) are a denial of these rights. We believe that the traditional family unit is the foundation of society. Deviations from the heterosexual beauty of the marriage bond is both sin and an abomination. This would include all deviations such as homosexuality, lesbianism, fornication, and adultery (Ps. 51; 139; Rom. 13:4; Lev. 18:19-23; 20:10-16; Romans 1:26-2:1; 1 Cor. 6:9-11).

VII. Sin

We believe in sin as defined by the Scriptures as any transgression of any law of God, as anything contrary to the character of God, as any willful acts of committing sin, or as omitting the good things God wants us to do (1 Sam. 12:23; Gal. 3:10; Jas. 4:17; 1 Jn. 3:4). All men are sinners by nature and by choice and are, therefore, guilty before God. We believe

- B. Every member of the church is expected to attend its meetings, to work for its up-building, to guard its good name in the community, and to keep the church office informed as to his/her residence.
- C. Every member shall participate regularly in the financial support of this ministry, as the Lord may prosper.

SECTION 5 - INACTIVE MEMBERSHIP

- A. Any member of Faith Baptist Church who has not attended the regular services and supported the work of the church (provided they are not hindered by sickness, disability, or any other extenuating circumstance), for a period of (2) months, shall be contacted by the Deacons and placed on inactive status. The Deacon will encourage and exhort them to be faithful to the Lord by attending and supporting the local church. After another (2) months, (4 months total from the initial contact) of inactivity in all services, the member will be automatically dropped from the church's membership.
- B. Any person whose name is on the Inactive Membership List shall not be privileged to participate or vote at any business meeting of the church, shall not hold an office, and shall not be eligible for a letter of transfer to any other church.
- C. It shall be the responsibility of the deacons to ensure visitation of the resident membership whose names are on the Inactive Membership List whose addresses are known, during the potential reinstatement period, in an effort to return them to active membership.

SECTION 6 - DISMISSAL OF MEMBERS

- A. The pastor and deacons shall constitute the Restoration Committee of the church.
- B. When matters of personal conduct unbecoming to a Christian come to the attention of the pastor and deacons, they shall deal with the issue in the light of Galatians 6:1 and 1 Corinthians 5:6-7 with a view to maintaining the purity of the church.
- C. In case of personal differences between members of the church, the Restoration Committee shall recommend that the parties endeavor to settle their own differences in the manner laid down by our Savior in Matthew 18:15-16.

D. When the Restoration Committee deems discipline necessary, the accused shall be notified personally, or by registered letter, of the nature of the charges and shall be requested to appear before the Committee to give account of the charges. If the accused does not appear in response to the notification, unless a satisfactory reason is given for such non-appearance, the Restoration Committee may recommend to the church the removal of such a member. If the accused appears before the Restoration Committee, there shall be a full and fair hearing of the case. The Restoration Committee is empowered to acquit the accused, if a majority of the committee votes that the accused is innocent of the charges. If a majority of the Committee present find the accused guilty, they shall:

1) If the accused confesses to the charges made and offers to make restitution, or public confession before the church, or other action deemed appropriate by the Restoration Committee, they shall be forgiven and the church and pastor shall endeavor to strengthen and encourage such a one to live a consistent, victorious Christian life.

2) If the accused shows an unrepentant attitude after counseling and prayer, the Restoration Committee shall recommend (by majority vote of the committee) to the church that the guilty party be removed from the membership of the church, or such other action as deemed appropriate by the Restoration Committee.

E. It is specifically directed that the Restoration Committee, in safeguarding the doctrinal and behavioral purity and peace of the church, shall move with promptness in the case of anyone who is obstructing the work or disturbing the peace of the church by slander, falsehood, unseemly gossip, conspiracy or other unfair and unchristian methods, or who is living in a manner unbecoming to the testimony of Christ and the church.

SECTION 7 - ASSOCIATE MEMBERSHIP

Those who are members of this church, but who are unable to meet the requirements of membership because of military service, attending college, or due to special health needs, may be placed by the members on associate member status. Associate members cannot hold an office in the church but have full voting rights of membership. Associate members are not counted as part of quorum for church meetings. When they are back living locally and able to attend, they will be taken off associate membership by the members.

ARTICLE III - CHURCH OFFICES

SECTION 1 - OFFICES OF THE CHURCH

IV. 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; that He was active in the creation; that in His relation to the unbelieving world He restrains Satan until God's purpose is fulfilled; that He convicts of sin, righteousness, and judgment; that He bears witness to the truth of the gospel in preaching and testimony; that He is the one who opens the heart for the soul to believe; that He is the Agent in the new birth; and that He indwells, baptizes, and seals the believer upon regeneration once for all. He then continues to guide, teach, help, fill, and sanctify the believer after conversion as the Christian is yielded to Him (John 14:16; Mat. 28:19-20; Heb. 9:14; John 14:26 Luke 1:35; Gen. 1:1-3; John 16:8-11; Acts 5:30-32; John 3:5-6; Eph. 1:13-14; Mark 1:8; John 1:33; Acts 11:16; Romans 8). We also believe that the Holy Spirit gives spiritual gifts to men, but that some of these gifts were sign-gifts used to authenticate only the early apostolic claim of the literal resurrection of Jesus Christ. These "signs and wonders" were done for the benefit of the unbelievers at that time. We believe that the Biblical gift of tongues was an ability to speak a foreign language not otherwise known and that the Bible knows no ecstatic utterances claimed by those who exercise a "prayer language." This Biblical gift ended by the latter time of the completion of the New Testament. We would reckon all modern utterances, as the church has done since the first century, as either demonism or emotionalism (Acts 2; 1 Cor. 13:8; 14; Heb. 2:1-4). We believe the Holy Spirit is the only Vicar of Christ on earth and that no man can claim this place (John 14:26; 15:26). We also believe that we have a completed revelation in God's written word and that this revelation ended with the completion of the New Testament (Jude 3; Rev. 22:18-19).

V. Angels

We believe in the Biblical teaching of angels. Angels were created by God before the creation of the world in a state of holiness. Angels are incorporeal, spirit beings, which have personality, a nature, and super-human abilities. The numbers of angels are innumerable, and they are organized to serve God (Cherubim, Seraphim, Archangels, etc.). Some of their activities are communicating messages, assisting in governmental functions, praising God, ministering to believers, and rejoicing over the conversion of sinners (Job 38:6-7; Luke 2:13; Eph. 3:10; Col. 2:10; Heb. 1:14; 12:22). We believe in the reality and personality of Satan, the Devil; and that he was created by God as an angel, but through pride and rebellion became the enemy of the Creator; that he became the unholy god of this age and the ruler of all the powers of darkness, and is destined to

ARTICLES OF FAITH

“Can two walk together, unless they are agreed?” Amos 3:3

I. The Scriptures

We believe that the Holy Scriptures consists of the sixty-six books of the Old and New Testament. We believe that the original manuscripts were both verbally (1 Cor. 2:13) and plenary (John 10:35) inspired of God and that He has preserved His Word (Mat. 5:18) as authoritative, inerrant, and infallible. We reject the books of the Apocrypha as part of Sacred Scripture. We also believe that the Bible alone is our authority for faith and practice and reject the “traditions of men” which seek to “make the Word of God of no effect” (Mark 7:6-13).

II. The One True God

We believe there is one and only one living and true God (Deut. 6:4), an infinite Spirit (John 4:24), the Maker and supreme Ruler of the Heaven and earth; inexpressibly glorious in holiness, and worthy of all honor, confidence, and love; that 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. We believe that honor or devotion which is given to any other person or thing which is due to God alone is idolatry. We pray to God directly through our Savior and not through the Virgin Mary or any other person, be they living or dead (Ex. 20:2-3; 1 Cor. 8:6; Rev. 4:11).

III. The Lord Jesus Christ

We believe that Jesus Christ is God. He was pre-existent and eternal before the incarnation. He is the Son of God, equal to the Father and the Holy Spirit (Gen. 22:11-15; Ex. 3:2-6; Josh. 5:13-15; Jn 1:1-5; 8:58; Phil. 2:6; Col. 1:13-17). We believe that Jesus was virgin born and was fully God and fully man. Jesus was God in the flesh. We believe that Christ died voluntarily on the cross, suffering in full and paying in full for our sins and penalty with His own shed blood, substituting Himself for the sinner, and that He was buried and rose again. This offering of Christ as a sacrifice was once for all and never to be repeated (Heb. 7:27; 10:1-18). We also believe that Christ fulfilled His prophetic office and the law in His first coming, that He was and is our faithful High Priest, and that He will rule on David’s throne in the Millennial Kingdom.

- A. The two (2) scriptural offices are Pastor and Deacons.
- B. In addition the Church Clerk, Head Usher, and Sunday School Superintendent shall be elected offices. Other offices may be elected as needed.
- C. All officers of the church shall be members for at least one year (except pastoral staff) and subscribe wholeheartedly to the Articles of Faith, the Constitution, and the Church Covenant.
- D. All officers (except pastoral staff) shall assume duties following the Annual Meeting. (p. 10 2A)
- E. All staff salaries and benefits will be reviewed annually by the deacons. Any changes shall be recommended to the church as part of the budget at the Annual Meeting.

SECTION 2 - PASTOR

- A. A candidate for the position of pastor shall be examined by the Pulpit Committee as to his qualifications, both spiritual and practical, for the office (1 Timothy 3:1-7). If the Pulpit Committee, after much prayer and consideration, deems the candidate suited for the position of pastor, a formal invitation will be extended for him to come and candidate.
- B. A call to a pastor shall be extended at a special or regular business meeting of the church. Public notice of such action shall be given from the pulpit two Sundays immediately preceding the date of the meeting. A three-fourths majority of the necessary quorum (See Article VIII) shall be required for the call. Voting will be by ballot. Only one prospective pastor shall be considered at a time. Details of salary, benefits, etc., must be in writing with the call. If the vote is favorable and the candidate accepts the call, he shall become the pastor at the appointed time and he and his wife shall become members of the church.
- C. The pastor will continue in office until he resigns or is dismissed by a majority vote of the necessary quorum at a special meeting called for that purpose. Such a meeting shall be announced from the pulpit for two Sundays immediately preceding the date of such a meeting. A call for such a meeting must come from either the deacons or by a petition signed by 30% of the adult membership in good standing. If he is dismissed, his duties terminate immediately and his salary shall cease thirty days from the date of dismissal.
- D. The pastor shall give the church not less than thirty days notice of his intention to discontinue as pastor. If necessary, other terms may be worked out in mutual consent by the pastor and church.

- E. The pastor shall have charge of the spiritual welfare of the church. He shall moderate the business meetings of the church. The pastor will be "ex-officio" members of all boards and committees. All officers of the church shall work under the pastor's direction and guidance.
- F. The pastor's time away from church and duties shall be written in the Manual of Policies and Job Descriptions.

SECTION 3 - DEACONS

- A. The church shall elect deacons from its membership at its Annual Meeting. They shall meet the standards of God's Word (Acts 6:3;1 Timothy 3:8-13). A deacon shall be at least twenty-one years of age and shall be a member in good standing for at least one year. Their terms shall be three years, ending alternately. No deacon may be elected to more than one full term without a one-year absence (unless a continuance is deemed necessary by the church). Their number shall be elected commensurate with church growth.
- B. They shall elect among themselves: (1) a chairman (who shall serve as Moderator in the absence of the pastor); (2) a vice-chairman (who shall serve in the absence of the chairman); (3) a secretary (who shall keep minutes of their meetings in a permanent record). They shall also appoint other church members to be the Church Treasurer, Financial Secretary, and Assistant Financial Secretary.
- C. They shall act as the Pulpit Committee and shall be a part of the Restoration Committee.
- D. They shall administer the deacon's fund to members and others whom they deem worthy of assistance.
- E. They shall serve as trustees of this church, representing this corporation as its agent. It shall be the duty of the trustees to handle legal matters and to be responsible for the care and upkeep of the physical properties of the church. They shall not have authority to sell, lease, give away, or dispose of church property valued in excess of \$1,000; nor to mortgage or encumber the same with debt to exceed the amount above, except as the church shall order the same by corporate act.
- F. The deacons shall select among themselves men to be official liaisons to all areas of church life. (Flow Chart)

THE CHURCH COVENANT

We believe we have been led by the Holy Spirit of God to receive the Lord Jesus Christ as our Savior. The profession of our faith has led us to be baptized by immersion in the Name of the Father, and of the Son, and of the Holy Spirit. Therefore, in the presence of God and this assembly we most solemnly and joyfully enter into covenant with one another as one body in Christ.

We agree through the aid of the Holy Spirit, to walk together in Christian love; to strive for an increase in the knowledge of God and a Christ-like holiness; to help the church grow spiritually; to attend its services regularly; to sustain its worship, ordinances, discipline, and doctrines; to give it a sacred priority over all institutions of human origin; to contribute cheerfully and regularly to the support of the ministry, the expense of the church, the relief of the poor, and the spread of the Gospel through all nations.

We also agree to maintain family and private devotions; to train our children according to the Word of God; to seek the salvation of our kindred and acquaintances; to walk carefully in the world; to abstain from all forms of activity, whether in private, in public, or at church, which dishonor our Lord Jesus Christ; to avoid causing a fellow believer to stumble or hinder the winning of a soul to Christ; to be zealous in our efforts to advance the cause of Christ our Savior and to give Him preeminence in all things.

We further agree to encourage one another with the blessed hope of our Lord's return; to watch over one another in brotherly love; to pray for one another; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy in speech; to be slow to take offense; but always ready for reconciliation and mindful of the rules of our Savior considering the testimony of our church before the world.

We believe that when we move from here, we will as soon as possible unite with some other church of like faith, where we can carry out the spirit of this covenant and principles of God's Word. In the event there is no such church, we shall seek, with the Lord's help, to establish one.

ARTICLE XV - MANUAL OF POLICIES AND JOB DESCRIPTIONS

SECTION 1 - PURPOSE

The purpose of this manual shall be to describe in detail the duties of officers and committees of this Church. It will also define the policies governing the function of individuals, committees, and organizations within the Church body.

SECTION 2 - ADDITIONS OR REVISIONS

All additions or revisions to this manual must be approved by the Deacons. At the discretion of the Deacons, issues of significant importance or of a controversial nature may be presented to the Church at any regular or called business meeting for disposition.

ARTICLE XVI - EFFECT AND CANCELLATION

This Constitution shall take effect from and after its adoption by this Church, and thereupon all previously existing Constitutions and By-Laws shall stand repealed and void.

G. The deacons, by majority vote, may recommend the dismissal of any of its members to the church body at a regular or special business meeting.

SECTION 4 - CLERK (See Manual of Policies and Job Descriptions)

SECTION 5 - FINANCIAL SECRETARY (See Manual of Policies and Job Descriptions)

SECTION 6 - TREASURER (See Manual of Policies and Job Descriptions)

SECTION 7 - SUBSIDIARY OFFICERS

The Sunday School Superintendent, Head Usher, and Church Clerk will be elected at the Annual Election of Officers.

ARTICLE IV - CHURCH ORDINANCES

SECTION 1 - BAPTISM

Those professing saving faith in Jesus Christ as personal Lord and Savior, having expressed their desire to be obedient in following the Lord in Baptism shall, by the pastor or some person authorized by the church, be singly immersed in water in accordance with the Scriptural teaching. Immersion shall be a prerequisite to church membership (See Article II, Section 1).

SECTION 2 - LORD'S SUPPER

The Lord's Supper shall normally be served by the pastor and deacons to the believers who are walking obediently to the Lord on the first Sunday of each month. The Lord's Supper may be observed at a special occasion as directed by the pastor. The elements of the Lord's Supper shall be unleavened bread and unfermented grape juice. The Lord's Supper shall not be served outside of a church meeting.

ARTICLE V - COMMITTEES / TEAMS

All actions by church committees shall be subject to review by the deacons and the pastor. At least one deacon shall be assigned to each committee, to represent and report back to the deacons. No committee meeting shall be considered valid without two-thirds majority present. Church membership is required for those serving on the committees. The term of office on any committee is one year. Several committees consist of specific office holders and persons holding elected or appointed positions. Committee composition

and duties are delineated in the Manual of Policies and Job Descriptions. A list of committees are given below which may or may not be functional at the level of the church's growth. The deacons shall approve any committees listed (or form others) for the practical function of the church. Some of the committees listed are ordered by the constitution to function no matter what stage of growth.

- | | |
|-----------------------------|------------------------------|
| 1. Outreach Ministry Team | 4. Guest Service Team |
| 2. Christian Education Team | 5. Social Ministry Team |
| 3. Worship Team | 6. Building and Grounds Team |

ARTICLE VI - MEETINGS

SECTION 1 - WEEKLY MEETINGS

The regular services of this church shall be:

- A. Sunday School/Small Groups
- B. Sunday Morning Worship
- C. Sunday Evening Ministry set by leadership.
- D. Small Group and/or Children's Ministry

SECTION 2 - BUSINESS MEETINGS

The Pastor will act as moderator of all business meetings, unless he asks someone else to take the chair. In the event there is no pastor, the Chairman of the Deacons shall preside. All business meetings of this church shall be conducted in accordance with Robert's Rules of Order.

A. Annual Business Meetings

The Annual Business Meeting shall be held in the second or third week of January. This meeting will be announced from the pulpit and in the church bulletin for two Sundays prior to the date of the meeting. The slate of nominees for church offices shall be presented and voted upon in the Annual Meeting. The new positions take effect immediately following the meeting. (p.7D) A proposed annual budget shall be presented for discussion and approval. In the event the budget is rejected, the Finance Committee shall resubmit a new budget within four weeks at a called business meeting.

The financial corporate year shall extend from January 1st through December 31st. At the completion of the fiscal year, written reports will be submitted by the various church departments, committees, organizations,

shows himself thus set apart by God. By church action, a council of messengers (a pastor and two from each church) from churches of like faith and practice will be invited and called together for the purpose of examination. The council will only constitute a tool in assisting the church. The church is the only one who will decide to proceed with ordination or not. The church is the ordaining body. The ordination will proceed with a majority vote by the voting membership present at any regular or called business meeting.

SECTION 3 - REVOKING OF LICENSE OR ORDINATION

It shall be the responsibility of the Church, as directed by the Lord and His Word, to revoke a license or ordination if an individual is found guilty of serious spiritual, doctrinal, or moral turpitude. The defendant shall have the right to appeal to the church within sixty days after the decision of the Church. The church may only revoke those licenses or ordinations in which it bestowed such action.

ARTICLE XII - AMENDMENTS

This Constitution may be changed or amended at any Quarterly or Annual Business Meeting provided that notice of such change has been publicly announced and posted at least one month prior to the business meeting. A three-fourths majority vote of the membership quorum present is required of such an amendment or change.

ARTICLE XIII - INTERPRETATION

The Pastor and Deacons shall serve as the final interpreting body for both the Constitution and Manual of Policies and Job Descriptions.

ARTICLE XIV - DISSOLUTION

In the event of the dissolution of the Faith Baptist Church of Sauk Centre, Minnesota, a nonprofit Minnesota Corporation, all assets and property of any kind whatsoever then held by said Corporation shall be transferred to Biblically sound Baptist mission boards, schools, and/or churches in consultation with the Minnesota Association of Regular Baptist Churches (whose State Representative resides at the Minnesota Regular Baptist Camp in Winnebago, Minnesota - (507) 893-3249), to be used for the furtherance of its religious objectives. This shall be in conformity with the requirements of Minnesota State Statute #315.12, and the United States Internal Revenue Service Code of 1954, Article 501, Section C-3. No profit shall ever accrue to the benefit of any individuals from the assets, holdings, or other transactions in which this corporation may become involved.

called business meeting) at the first opportunity of meeting following the restriction of what was done on behalf of the church. This is to be used only in a time in which it is impossible to meet due to restrictions and quorum is not possible. (Example of Covid-19 of 2020 with pandemic restrictions by Governor and Federal Guidelines.)

ARTICLE IX - NOMINATIONS AND ELECTIONS

Any member of this church desiring to suggest a nominee for any office may do so in writing to the Nominating Committee by the appointed time. If approved, the name(s) will then be added to the ballot for voting at the Annual Meeting. Nominations will not be accepted from the floor. The slate of nominees for church offices shall be presented and voted upon by ballot at the Annual Election of Officers in January.

ARTICLE X - AUXILIARY ORGANIZATIONS

A. Qualifications: Every auxiliary organization shall be approved by the Deacons. Officers of these auxiliary organizations shall be members of the church.

B. Duties (see Manual of Policies and Job Descriptions)

C. Number: The number of organizations shall be as deemed necessary to fulfill the ministry of the church.

ARTICLE XI - LICENSING AND ORDINATION

SECTION 1 - LICENSING

Upon recommendation of the Deacons and the Pastor, the church may license any man who previously has shown by his faith, spiritual abilities, and qualifications, that he is called of God to preach the Gospel of Christ, and/or serve in full time church ministry or occupation. This man will have first been examined by the Deacons and Pastor. The license shall be received by a church vote at any regular or called business meeting. The duration of the license shall be indefinite or until annulled or revoked by the church members. A license can be annulled or revoked by the church for any reason the church deems sufficient.

SECTION 2 - ORDINATION

The church shall have the power to ordain any candidate who, after satisfactory examination of his faith, call to the ministry, experience, and doctrinal belief,

church clerk, and treasurer. These shall be assembled and distributed in the form of an Annual Report at the meeting.

B. Quarterly Business Meeting

The Quarterly Business Meetings shall be held during the month following a quarter (April, July, October, January). The Annual Business Meeting shall take the place of the fourth Quarterly Business Meeting.

C. Special Business Meeting

Special Business Meetings of this church can be called by the Pastor, the Chairman of the Deacons, or over the signature of 30% of the qualified, resident, active membership of the church. Special business meetings may be called only at the regular services of the church and at no other time than herein specified. This meeting must be held only at a regular service of the church within two weeks of its call.

ARTICLE VII - MISSIONS

This church shall only support Baptist missions and missionaries engaged in evangelization that fulfills the Great Commission as set forth in Matthew 28:19-20 and such social or educational agencies which will assist this local church in carrying out this commission. The missionaries will be members of a fundamental Baptist church. They shall be fundamental in doctrine and in agreement with this church's Articles of Faith and Constitution. They shall be separated from all forms of apostasy, including the World and National Council of Churches, Liberalism, Neo-Evangelicalism, interdenominationalism, and any other group that compromises that separation.

ARTICLE VIII - QUORUM

A. 1/3 of the active adult membership shall represent a quorum at all business meetings. A majority vote will pass any business.

B. Voting will be by Active Members who have reached a minimum voting age of Eighteen (18).

C. In the event of a national/state/or local government order or some emergency (medical pandemic/unrest/crisis), when a quorum is not possible, then the Pastor(s) and Deacons may, on behalf of the church, make decisions of financial or policy that would be in the best interest of the church. Any decision made during this time must be disclosed to the membership (in a properly