

BENSON BAPTIST CHURCH, INC.

Bylaws As Amended through April 2023



**200 West Church Street
Benson, North Carolina 27504**

**Benson Baptist Church
Vision Statement**

**Benson Baptist Church is....
Living together with Christ Biblically, worshipfully, creatively and
missionally.**

**Benson Baptist Church
Mission Statement**

Our mission, as ambassadors for and with Christ called by the Holy Spirit, is to praise and glorify God by:

Uniting in family fellowship with love, gentleness and patience.

Strengthening our own relationship with God through prayer, worship and Bible Study

Ministering to the needs of individuals, and encouraging them to walk daily in Christ-like ways and

Proclaiming the good news of God's salvation through Jesus Christ beginning in the home, continuing in the church and reaching out to all people.

BYLAWS

PREAMBLE

For the preservation and security of the principles of our faith and that this body may be governed in an orderly manner consistent with the purpose of preserving the liberties of each individual member of this church and the freedom of action of this body in relation to other churches of the same faith, we do declare and establish these Bylaws.

ARTICLE I. NAME

This body shall be known as Benson Baptist Church of Benson, Inc., North Carolina.

ARTICLE II. PURPOSE

The purpose of this body shall be to provide regular opportunities for public worship; to sustain the ordinances, doctrines, and ethics set forth in the New Testament church of our Lord Jesus Christ; to nurture its members through a program of Christian education; to channel its offerings to the support of the Redeemer's Kingdom; and to preach among all people the gospel of the Revelation of God through Jesus Christ as Savior and Lord.

ARTICLE III. CHURCH COVENANT

We are people whom Christ has set free. We belong, not to ourselves, but to Him. We are God's people. We praise Him "who loves us and has freed us from our sins by his blood."

Being led, as we believe by the Holy Spirit, and in order to use our freedom responsibly, we do most solemnly enter into covenant with one another under God. We shall make over and over again the earliest Christian confession: Jesus Christ is Lord. We shall be faithful in prayer, in proclaiming the good news of Jesus Christ, in the study of God's Word, the practice of Christian stewardship, and the nurturing of the Christian fellowship. We shall love, accept, affirm, and pray for one another. There will be no inferior person among us and no friendless person in our midst. We want the doors of our church to be as wide as the love of Christ.

We shall be especially concerned about our families: that they be Christian, that a faithful love exists among all family members, and that our children be wanted, loved, and cared for.

Knowing that we are dependent on the Church, which is the body of Christ the way the hand depends on the physical body, we promise to be vitally connected with our church here and wherever we may live.

With the benediction on Sunday, we shall not leave the Church within these sacred walls. We shall be the Church in the world! We shall go, all of us, into the world as ministers of Christ. We shall reach across barriers, keep open communication, and care for people the way Christ has cared for us. We shall seek economic fairness so that the good life will be within the reach of everyone. We shall seek to overcome racial prejudice and all conditions that demean and cheapen

human life. We shall abstain from the improper use of alcohol and other drugs while being concerned about those who are victims of any addiction. We who have been so richly blessed will share our affluence with the poor, hungry, and starving of our world. We shall be the careful keepers of the good earth, passing it unspoiled to those who will come after us. We shall say and do those things that make for peace in the world. We commit to live in such a way that people can see Jesus Christ in us, recognizing Him as the One who loves them, would save them, and also desires to live in their lives.

ARTICLE IV. ARTICLES OF FAITH

The Scriptures are the sole and final authority for the faith and practice of this church. While no doctrinal statement serves as a substitute for the direct authority of God's Word, we as a church affirm the Statement of Faith herein as adapted from the 1963 Baptist Faith and Message Statement

1. The Scriptures

We believe that the Holy Bible was divinely inspired and is the record of God's revelation of Himself to man. It is a perfect treasure of divine instruction. All Scripture is God-breathed and is useful for teaching, rebuking, correcting, and training in righteousness, so that the servants of God may be thoroughly equipped for every good work. It reveals the principles by which God judges us; and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. The criterion by which the Bible is to be interpreted is Jesus Christ.

Scripture references: Ex. 24:4; Deut. 4:1-2; 17:19; Josh. 8:34; Psalm 19:7-10; 119:11, 89, 105, 140; Isa. 34:16; 40:8; Jer. 15:16; 36; Matt. 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16 ff.; 17:11; Rom. 15:4; 16:25-26; 2 Tim. 3:15-17; Heb. 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21

2. God

There is one and only one living and true God. He is an intelligent, spiritual, and personal being. He is the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. To Him we owe the highest love, reverence, and obedience. The eternal God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all humankind.

Gen. 1:1; 2:7; Ex. 3:14; 6:2-3; 15:11 ff.; 20:1 ff.; Lev. 22:2; Deut. 6:4; 32:6; 1 Chron. 29:10; Psalm 19:1-3; Isa. 43:3, 15; 64:8; Jer. 10:10; 17:13; Matt. 6:9 ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Rom. 8:14-15; 1 Cor. 8:6; Gal. 4:6; Eph. 4:6; Col. 1:15; 1 Tim. 1:17; Heb. 11:6; 12:9; 1 Peter 1:17; 1 John 5:7

B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ, He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself the demands and necessities of human nature and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, in His death on the cross and in His glorious resurrection He made provision for the redemption of ~~men~~[†] from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, partaking of the nature of God, and in whose Person is effected the reconciliation between God and humanity. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever-present Lord.

Gen. 18:1ff.; Psalm 2:7ff.; 110:1ff.; Isa. 7:14; 53; Matt. 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16,27; 17:5; 27; 28:1-6, 19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18, 29; 10:30, 38; 11:25-27; 12:44-50; 14:7-11; 16:15-16, 28; 17:1-5, 21-22; 20:1-20, 28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5, 20; Rom. 1:3-4; 3:23-26; 5:6-21; 8:1-3, 34; 10:4; 1 Cor. 1:30; 2:2; 8:6; 15:1-8, 24-28; 2 Cor. 5:19-21; Gal. 4:4-5; Eph. 1:20; 3:11; 4:7-10; Phil. 2:5-11; Col. 1:13-22; 2:9; 1 Thess. 4:14-18; 1 Tim. 2:5-6; 3:16; Titus 2:13-14; Heb. 1:1-3; 4:14-15; 7:14-28; 9:12-15, 24-28; 12:2; 13:8; 1 Peter 2:21; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Rev. 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16

C. God the Holy Spirit

The Holy Spirit is the Spirit of God. He inspired faithful people of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts of sin, of righteousness and of judgment. He calls humanity to the Savior, and effects regeneration. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the assurance of God to bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

Gen. 1:2; Judg. 14:6; Job 26:13; Psalm 51:11; 139:7 ff.; Isa. 61:1-3; Joel 2:28-32; Matt. 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10, 12; Luke 1:35; 4:1; 18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17, 26; 15:26; 16:7-14; Acts 1:8; 2:1-4, 38; 4:31; 5:3; 6:3; 7:55; 8:17, 39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Rom 8:9-11, 14-16, 26-27; 1 Cor. 2:10-14; 3:16; 12:3-11; Gal. 4:6; Eph. 1:13-14; 4:30; 5:18; 1 Thess. 5:19; 1 Tim. 3:16; 4:1; 2 Tim. 1:14; 3:16; Heb. 9:8, 14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Rev. 1:10; 22:17

3. Humanity

Humanity was created by the special act of God, in His own image, and is the crowning work of His creation. In the beginning humanity was innocent of sin and was endowed by the Creator with freedom of choice. By free choice humanity sinned against God and brought sin into the human race. Through the temptation of Satan humanity transgressed the command of God and fell from ~~his~~ original innocence; whereby ~~his~~ posterity inherit a nature and an environment inclined toward sin, and as soon as they are capable of moral action become transgressors and are under condemnation. Only the grace of God can bring humanity into His holy fellowship and enable humanity to fulfill

¹ Ibid.

the creative purpose of God. The sacredness of human personality is evident in that God created humanity in His own image, and in that Christ died for humanity; therefore every person possesses dignity and is worthy of respect and Christian love.

Gen. 1:26-30; 2:5, 7, 18-22; 3; 9:6; Psalm 1; 8:3-6; 32:1-5; 51:5; Isa. 6:5; Jer. 17:5; Matt. 16:26; Acts 17:26-31; Rom. 1:19-32; 3:10-18, 23; 5:6, 12, 19; 6:6; 7:14-25; 8:14-18, 29; 1 Cor. 1:21-31; 15:19, 21-22; Eph. 2:1-22; Col. 1:21-22; 3:9-11

4. *Salvation*

Salvation involves the redemption of the whole person, and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, sanctification, and glorification.

A. Regeneration, or the new Birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ.

Repentance and faith are inseparable experiences of grace. Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Savior. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer into a relationship of peace and favor with God.

B. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual perfection through the presence and power of the Holy Spirit dwelling in themselves. Growth in grace should continue throughout the regenerate person's life.

C. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Gen. 3:15; Ex. 3:14-17; 6:2-8; Matt. 1:21; 4:17; 16:21-26; 27:22 to 28:6; Luke 1:68-69; 2:28-32; John 1:11-14, 29; 3:3-21, 36; 5:24; 10:9, 28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Rom. 1:16-18; 2:4; 3:23-25; 4:3 ff.; 5:8-10; 6:1-23; 8:1-18, 29-39; 10:9-10, 13; 13:11-14; 1 Cor. 1:18, 30; 6:19-20; 15:10; 2 Cor. 5:17-20; Gal. 2:20; 3:13; 5:22-25; 6:15; Eph. 1:7; 2:8-22; 4:11-16; Phil. 2:12-13; Col. 1:9-22; 3:1 ff.; 1 Thess. 5:23-24; 2 Tim. 1:12; Titus 2:11-14; Heb. 2:1-3; 5:8-9; 9:24-28; 11:1 to 12:8, 14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6 to 2:11; Rev. 3:20; 21:1 to 22:5

5. *God's Purpose of Grace*

Election is the gracious purpose of God, according to which He regenerates, sanctifies, and glorifies sinners. It is consistent with the free agency of humnaity, and comprehends all the means in connection with the end. It is a glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, bring reproach on the cause of Christ, and temporal judgments on themselves, yet they shall be kept by the power of God through faith unto salvation.

Gen. 12:1-3; Ex. 19:5-8; 1 Sam. 8:4-7, 19-22; Isa. 5:1-7; Jer. 31:31 ff.; Matt. 16:18-19; 21:28-45; 24:22, 31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45, 65; 10:27-29; 15:16; 17:6, 12, 17-18; Acts 20:32; Rom. 5:9-10; 8:28-39; 10:12-15; 11:5-7, 26-36; 1 Cor. 1:1-2; 15:24-28; Eph. 1:4-23; 2:1-10; 3:1-11; Col. 1:12-14; 2 Thess. 2:13-14; 2 Tim. 1:12; 2:10, 19; Heb. 11:39 to 12:2; 1 Peter 1:2-5, 13; 2:4-10; 1 John 1:7-9; 2:19; 3:2

6. The Church

A New Testament church of the Lord Jesus Christ is a local body of baptized believers who are associated by covenant in the faith and fellowship of the gospel, observing the two ordinances of Christ, committed to His teachings, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth.

This church is an autonomous body, operating through democratic processes under the Lordship of Jesus Christ. In such a congregation members are equally responsible. Its officers are pastors and deacons.

The New Testament speaks also of the church as the body of Christ which includes all of the redeemed of all the ages.

Matt. 16:15-19; 18:15-20; Acts 2:41-42, 47; 5:11-14; 6:3-6; 13:1-3; 14:23, 27; 15:1-30; 16:5; 20:28; Rom. 1:7; 1 Cor. 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Eph. 1:22-23; 2:19-22; 3:8-11, 21; 5:22-32; Phil. 1:1; Col. 1:18; 1 Tim. 3:1-15; 4:14; 1 Peter 5:1-4; Rev. 2-3; 21:2-3

7. Baptism and the Lord's Supper

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. Candidates for membership who have been baptized by other modes of baptism may be accepted where candidates affirm their previous baptisms signify their acknowledgement of faith in Jesus Christ. Baptism is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to their faith in the final resurrection of the dead.

The Lord's Supper is a symbolic act of obedience and a privilege of a follower of Jesus Christ whereby professing believer's, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer, remember their connections as brothers and sisters in Christ and anticipate His second coming.

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

8. The Lord's Day

The first day of the week is the Lord's day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should be employed in exercises of worship and spiritual devotion, both public and private, and should be utilized as a day of worship of rest.

Ex. 20:8-11; Matt. 12:1-12; 28:1 ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3, 33-36; John 4:21-

24; 20:1, 19-28; Acts 20:7; 1 Cor. 16:1-2; Col. 2:16; 3:16; Rev. 1:10

9. The Kingdom

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over humanity who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which humans enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

Gen. 1:1; Isa. 9:6-7; Jer. 23:5-6; Matt. 3:2; 4:8-10, 23; 12:25-28; 13:1-52; 25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20-21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Rom. 5:17; 8:19; 1 Cor. 15:24-28; Col. 1:13; Heb. 11:10, 16; 12:28; 1 Peter 2:4-10; 4:13; Rev. 1:6, 9; 5:10; 11:15; 21-22

10. Last Things

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all humanity in righteousness. The unrighteous will be consigned to hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

Isa. 2:4; 11:9; Matt. 16:27; 18:8-9; 19:28; 24:27, 30, 36, 44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40, 48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Rom. 14:10; 1 Cor. 4:5; 15:24-28, 35-58; 2 Cor. 5:10; Phil. 3:20-21; Col. 1:5; 3:4; 1 Thess. 4:14-18; 5:1 ff.; 2 Thess. 1:7 ff.; 2; 1 Tim. 6:14; 2 Tim. 4:1,8; Titus 2:13; Heb. 9:27-28; James 5:8; 2 Peter 3:7 ff.; 1 John 2:28; 3:2; Jude 14; 1 John 2:28; 3:2; Jude 14; Rev. 1:18; 3:11; 20:1 to 22:13

11. Evangelism and Missions

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of a person's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life and is expressly and repeatedly commanded in the teachings of Christ. It is the duty of every child of God to seek constantly to win the lost to Christ by personal effort and by all other methods in harmony with the gospel of Christ.

Gen. 12:1-3; Ex. 19:5-6; Isa. 6:1-8; Matt 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24; 46-53; John 14; 11-12; 15:7-8, 16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Rom. 10:13-15; Eph.3:1-11; 1 Thess. 1:8; 2 Tim.4:5; Heb. 2:1-3; 11:39 to 12:2; 1 Peter 2:4-10; Rev. 22:17

12. Education

The cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence and should receive along with these the liberal support of the churches. An

adequate system of Christian schools is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

Deut. 4:1, 5, 9, 14; 6:1-10; 31:12-13; Neh. 8:1-8; Job 28:28; Psalm 19:7 ff.; 119:11; Prov. 3:13 ff.; 4:1-10; 8:1-7, 11; 15:14; Eccl. 7:19; Matt. 5:2; 7:24 ff.; 28:19-20; Luke 2:40; 1 Cor. 1:18-31; Eph. 4:11-16; Phil. 4:8; Col. 2:3, 8-9; 1 Tim. 1:3-7; 2 Tim. 2:15; 3:14-17; Heb. 5:12 to 6:3; James 1:5; 3:17

13. Stewardship

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

Gen. 14:20; Lev. 27:30-32; Deut. 8:18; Mal. 3:8-12; Matt. 6:1-4, 19-21; 23:23; 25:14-29; Luke 12:16-21, 42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Rom. 6:6-22; 12:1-2; 1 Cor. 4:1-2; 6:19-20; 12:16:1-4; 2 Cor. 8-9; 12:15; Phil. 4:10-19; 1 Peter 1:18-19

14. Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

Ex. 17:12; 18:17 ff.; Judg. 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Neh. 4; 8:1-5; Matt. 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1 ff.; Acts 1:13-14; 2:1 ff.; 4:31-37; 13:2-3; 15:1-35; 1 Cor. 1:10-17; 3:5-15; 12; 2 Cor. 8-9; Gal. 1:6-10; Eph. 4:1-16; Phil. 1:15-18

15. The Christian and the Social Order

Every Christian is under obligation to seek to make the will of Christ supreme in their own life and in human society. Means and methods used for the improvement of society and the establishment of righteousness among humanity can be truly and permanently helpful only when

they are rooted in the regeneration of the individual by the saving grace of God in Christ Jesus. The Christian should oppose, in the spirit of Christ, every form of greed, selfishness, and vice. They should work to provide for the orphaned, the needy, the aged, the helpless, and the sick. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all people of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

Ex. 20:3-17; Lev. 6:2-5; Deut. 10:12; 27:17; Psalm 101:5; Mic. 6:8; Zech. 8:16; Matt. 5:13-16, 43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3 ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Rom. 12-14; 1 Cor. 5:9-10; 6:1-7; 7:20-24; 10:23 to 11:1; Gal. 3:26-28; Eph. 6:5-9; Col. 3:12-17; 1 Thess. 3:12; Philemon; James 1:27; 2:8

16. Peace and War

It is the duty of Christians to seek peace with all people on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war.

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love.

Isa. 2:4; Matt. 5:9, 38-48; 6:33; 26:52; Luke 22:36, 38; Rom. 12:18-19; 13:1-7; 14:19; Heb. 12:14; James 4:1-2

ARTICLE V. GOVERNANCE

Section 1. Polity

The government of this church is congregational in nature and is vested in the body of believers who compose its membership. It is subject to the control of no other ecclesiastical body, but it cooperates voluntarily with the Cooperative Baptist Fellowship of North Carolina, Cooperative Baptist Fellowship, and other bodies of like faith.

Members, acting as set forth in these Bylaws, shall have the authority to adopt and amend the Charter and Bylaws, elect officers, approve budgets, receive members, and generally govern and conduct the affairs of the church.

Section 2. Affiliation

The Church recognizes the value and mutual helpfulness in the voluntary association of churches which are in such agreement in faith and practice. This church does, therefore, declare its intention so far as conscience will allow to work in cooperation with other Christian groups, so long as the doctrines and actions of such groups are consistent with the Scriptures.

Section 3. Amendments

These Bylaws may be amended, altered, or repealed by a two-thirds majority vote of the members present at any quarterly conference, provided, however, that notice and proposal of such amendment, alteration, or repeal be given in writing at least thirty (30) days prior to a quarterly conference.

ARTICLE VI. MEMBERSHIP

Section 1. Composition of Present Members

The membership of Benson Baptist Church shall be composed of persons whose names appear on the roll of this church at the date of the adoption of these Bylaws.

Section 2. Reception of New Members

Any person who has accepted Jesus Christ as personal Lord and Savior may request church membership. Persons may present themselves for membership at any worship service of the church and is accepted for admission upon the affirmation of a majority of members present. The pastor may immediately present them to the Church and call for a vote or, at their discretion, welcome their interest but present them for formal approval at a later service after consultation with the candidate and/or Deacons. In either case, the pastor shall make sure the candidate understands the meaning of church membership including the mission, beliefs, and practices of this church.

Members may be received into this church in the following ways:

Baptism by immersion. They will be received into membership by vote of the Church, remaining under a watch-care relationship of the church until baptized by immersion, thus becoming a full member. Baptism at Benson Baptist will be by immersion, unless the situation falls under section Article VI., section 2, item D below.

B. By Letter

A member of another church may be received by a vote of this church upon promise of a letter from the church where they are presently a member, provided such member subscribes to the Church Covenant, the Articles of Faith, and the Bylaws of this church. The applying member will be in a watch-care relationship until letter of transfer is received from their previous church. (When a person is received on promise of letter of transfer, but the letter is not secured within 90 days, the clerk records the person as “received on statement of experience.”).

C. By Statement

A person who once was a member of a church and, because of peculiar circumstances, has lost that relationship or is not able otherwise to promise a letter of transfer may be received into the fellowship of this church by statement to the membership, by subscribing to the Church Covenant, the Articles of Faith, and the Bylaws of this church, by previous baptism by immersion, and by a vote of the Church.

A person who has been baptized in another congregation by other modes of baptism may be received where candidates affirm their previous baptisms signify their acknowledgement of faith in Jesus Christ. (Immersion is always offered, but not required of those candidates).

D. Other Circumstances

Applications for membership under circumstances other than those described in Section A, B, and C above will be considered by the Church in conference and the decision of the Church will be final in each case.

E. Non-Resident Members

It is moreover urged that members who remove from this place will unite, as soon as possible, with some other church where they can carry out the spirit of the Church Covenant and the principles of Scripture.

Section 3. Duties and Rights of Members

A. Duties

The duties of the members of this church shall be such as are expressed in the Church Covenant.

B. Rights of Members

All members, unless otherwise provided herein, shall have the right to participate in the governance of the church and to vote on all matters brought before the congregation.

Except as otherwise provided herein, members only are eligible to hold any office or committee responsibility within the church.

Members shall have access to the principal records of the church including minutes of its governing body and principal financial reports. However, consistent with Baptist doctrine and practice, these rights shall not include the right to review or inspect individual donor records or personnel files. Further, consistent with Biblical and Baptist teachings, any right of inspection of financial or other reports other than those commonly distributed to the membership must first be approved by the Budget and Finance Committee or other appropriate committees. Persons with concerns regarding financial matters shall first present their concerns to the treasurer and the Budget and Finance Committee, which shall determine whether any further action is appropriate. Their decision may be appealed by any member to the Deacons, whose decision may be appealed to the congregation.

Section 4. Termination of Membership

A. Letter of Transfer

Any member who desires a letter of release and recommendation to any other church of the Christian faith is entitled to receive it upon his request. In case of relocation to another community, he is urged to promptly make such request.

B. Request

If a member requests to be released from his obligations to this church, after the church has endeavored to secure his continuance in its fellowship, the request will be granted.

C. Exclusion

In the event of persistent breach of his covenant vows, the Church, after due notice and opportunity of hearing and every possible kindly effort to make such action unnecessary, may upon majority vote terminate the membership of a person in this body for reasons it considers sufficient to warrant such action. A person excluded from the membership of this church may be received back into membership upon their confession of error, evidence of repentance, and a majority vote of

those present.

D. Death

Section 5. Watchcare Membership

Watchcare membership is for those persons desiring to affiliate with the church but wanting to leave their membership at another church. Such candidates shall present themselves as described above and the Church shall act upon their request. Persons under the watchcare of the church have all the rights of membership except the right to vote on church matters or to hold any church office. A member under watchcare may hold committee responsibilities. Any current watchcare member who later desires to become a full member, may present themselves as described above in Article VI, Section 2.

ARTICLE VII. MEETINGS

Section 1. Worship

This church shall provide opportunities for worship, teaching, training, ministry, and fellowship.

Section 2. Business Meetings

The business of the church shall be conducted by the Church at regularly scheduled meetings and in special Church Conferences. No conferences shall be held in lieu of Sunday School or Sunday Morning Worship.

A. Annual Meeting

The Fall Quarterly Conference shall be the annual business meeting. The annual agenda shall include the election of officers and such other matters as are properly brought before the meeting. The election of some officers may, at the discretion of the Church, be conducted at some other Church Conference.

B. Quarterly Conference

A Church Conference, to consider any regular business of the Church and reports of church organizations, shall be held each quarter normally on Wednesday night following the first regular meeting of the Deacons in that quarter.

C. Special Church Conferences

In addition to stated conferences, a conference of the Church may be called at any time by the pastor or chairman of the Deacons. The notice shall be published in the newsletter or announced from the pulpit at least one week prior to the meeting. The notice shall include the subject, the date, the time, and the place for the conference. Only the stated business for which the conference was called shall be conducted at such a conference.

A conference of the Church may also be called upon the written and signed request of ten members of the church when such request is presented to the church clerk. The clerk shall arrange for such conference. The notice shall be published in the newsletter or announced from the pulpit at least one week prior to the meeting. The notice shall include the subject, the date, the time, and

the place for the conference. Only the stated business for which the conference was called shall be conducted at such a conference.

D. Emergent Church Conferences

An Emergent Church Conference may be called by the pastor, chairman of Deacons, or Deacons at any time without prior notice to handle emergencies (any matter requiring immediate action).

Section 3 Procedures and Rules for Business Meetings

A. Quorum

The members present at a conference shall constitute a quorum. A quorum for a Deacons/Board of Directors meeting to be a majority of those serving at the time of the meeting.

B. Voting

1. Majority Rule: On all matters except as otherwise provided in these Bylaws, matters of business shall be decided by a majority of the votes cast. No voting by proxy or by absentee ballot shall be permitted except as provided for herein.

2. Means of Voting: The Church may vote by voice, raised hands, or such other means as the moderator may choose unless, prior to the vote, a member of the church requests a vote by secret ballot.

C. Moderator

The chairman of the Deacons or their designee shall preside over Church Conferences as moderator.

D. Notice

Except as otherwise set forth herein, whenever notice is required for any meeting or action, "notice" shall be defined as announcement at least one week in advance in the church bulletin, newsletter, or from the pulpit at a regular Sunday morning worship service.

E. Matters Requiring Special Procedures

On any motion properly before a conference dealing with the purchase or sale of real property, the employment terms or salaries of church staff, modifications in the church budget exceeding \$5,000, or the affiliation relationships of the church, the following may take place if notice has not been given at least fourteen days prior to such conference and if the general subject and nature of the proposals are to be voted upon at such conference: any member may, by request at such a conference, require that the motion be referred to the Deacons, who will have up to thirty days to make a recommendation regarding the proposal. Upon the ensuing recommendation by the Deacons, or the expiration of thirty days, the congregation may vote upon the motion. This does not apply to the call and election of a Pastor.

F. Procedures

All conferences shall be conducted in general accord with the latest revision of Robert's Rules of Order except that the moderator may, in the absence of objection or by consent of the majority, deviate from such rules in the interest of efficiency, Christian fellowship, or justice.

G. Minutes

The church clerk shall keep minutes of each conference, shall record the approximate number

present, and shall record what actions were taken by the Church.

ARTICLE VIII. OFFICERS AND COUNCILS OF THE CHURCH

Section 1. Ministerial Staff and Deacons

The officers of this church shall be the Pastor, other ministerial staff, and Deacons. All of these shall be elected by the Church. All officers shall be members of the Church.

A. Pastor

(1) Qualifications

In the selection of a pastor, the Church shall be guided by the Scriptural qualifications of an ordained minister.

(2) Call of a Pastor

When a vacancy in the pastorate occurs, a Pastor Search Committee shall be elected by the Church to seek out and nominate as pastor a minister of the Gospel whose Christian character and qualifications fit him for the office of pastor of this church.

The Pastor Search Committee shall be comprised of a six-member special committee elected by the Church with no more than one member from each family household. The Deacons will nominate six (6) persons with consideration being given to include all adult ages of the church. Further nominations for this committee may be received from the floor at a Church Conference. Those submitting nominations must have the consent of the individuals nominated. If more than six members are nominated, the election of this committee will take place two weeks later at a special Church Conference. Each member will vote for six persons from the slate of nominees by secret ballot. Those six (6) persons receiving the most votes will be elected. In the event of ties, those nominees involved shall be submitted to the Church for election by secret ballot on the following Sunday. The elected committee will select its own leaders.

The Pastor Search Committee shall bring only one minister's name at a time for consideration by the Church, and no nomination shall be made except by the committee. When the committee has agreed upon a recommendation of a pastor, it shall invite such person to visit Benson and to visit with the Deacons, church staff, and other key committees. The committee is authorized to commit the church to the payment of travel and subsistence expense.

The trial sermon of the pastor shall take place at a meeting especially set for that purpose, of which at least one week's notice has been given the membership. The election shall be upon the recommendation of the Pastor Search Committee.

A vote to extend a call shall be at a time set by the committee and shall be by secret ballot with an affirmative vote of at least three fourths of those voting. Should the minister recommended by the committee fail to receive a three-fourths vote, the meeting shall be adjourned without debate, and the committee shall continue its search.

Members of the Pastor Search Committee shall be reimbursed by the church treasurer for necessary travel and subsistence expenses which are incurred in the performance of their duties.

(3) Duties

The pastor shall be the spiritual leader and shepherd of the church. Their primary responsibilities shall be preaching the gospel, teaching the scriptures, witnessing to the lost, and ministering to those in need of pastoral care. They shall also suggest policies and plans and shall lead the church in the realization of goals consistent with its potential. The pastor shall be the administrative head of the church staff and will be responsible for direct supervision of the office personnel. They shall be an ex-officio, non-voting member of all organizations, departments, and committees but will be exempt from meetings where a conflict of interest is inherent. They may call a special meeting of the Deacons or any committee through the chairman according to procedures which may be set forth in the Bylaws. They shall conduct religious services on stated and special occasions, administer the ordinances, minister to members of the church and community, and perform other duties that usually pertain to that office. They shall have special charge of the pulpit ministry of the church and shall, with concurrence of the Deacons, provide for pulpit supply when they are absent and arrange for revival meetings and other special services. The pastor shall inform the chairman of the Deacons of any planned or unexpected absence from the pulpit.

(4) Grievances

In case of disagreement between the pastor and the Church, it shall be the duty of the Pastor-Church Liaison Committee to mediate the difference and seek a harmonious solution. This committee is authorized to make use of the Baptist State Convention of North Carolina or other qualified church consultants. When it is apparent that a harmonious solution cannot be reached, the committee shall inform the chairman of the Deacons, and it shall be the duty of the Deacons to submit a proposed solution to the Church within thirty days. The pastor will be given the opportunity to express themselves on the issue before the Deacons and/or the Church. A Church Conference will be called for this purpose. A majority vote by secret ballot of those voting shall be required to carry the Deacons' proposal.

In the event the Church votes for a proposal asking for the pastor's resignation, the chairman of the Deacons shall immediately declare the pastor's position vacant. The departing pastor shall receive their salary and other benefits for sixty days.

(5) Termination of the Pastorate

When the pastor desires to terminate the pastoral relationship, a thirty (30) day written notice shall be given.

B. Other Ministerial Staff

(1) Call of Other Ministerial Staff

Other ministerial staff shall be called by the Church as needed at a regular or properly called Church Conference upon recommendation of the pastor and the Deacons, provided that at least one week's notice is given. The responsibilities will be stated in the Policy Manual. At least a three-fourths majority will be required for election. Other ministerial staff will be elected for an indefinite term and will continue in office so long as the parties agree. Should a staff minister or the Church desire to terminate this relationship, a thirty-day written notice shall be given.

(2) Grievances

In case of disagreement between any staff minister and the Church, it shall be the duty of the Personnel Committee to mediate the difference and seek a harmonious solution. This committee is authorized to make use of the Cooperative Baptist Fellowship, the Cooperative Baptist Fellowship of North Carolina, or other qualified church consultants. When it is apparent that a harmonious solution cannot be reached, the committee shall inform the chairman of the Deacons, and it shall be

the duty of the Deacons to submit a proposed solution to the Church within thirty days. The staff minister will be given the opportunity to express themselves on the issue before the Deacons and/or the Church. A Church Conference will be called for this purpose. A majority vote by secret ballot of members voting shall be required to carry the Deacons' proposal.

In the event the Church votes for a proposal asking for the staff minister's resignation, the chairman of the Deacons shall immediately declare the staff minister's position vacant. The staff minister shall be paid their salary, housing and other benefits for sixty days.

C. Deacons

(1) Duties Deacons shall at all times regard themselves as servants of the Church. With the pastor, and as the Holy Spirit may direct, they are to consider and make recommendations to the Church in all matters pertaining to its work and progress. They shall assist the pastor in the observance of the ordinances.

The Deacons will have general oversight over the upkeep, repair, use of property, and the financial programs of the church (with proper consideration for the respective committees). The Deacons shall set a limit annually of budgeted funds that they and the pastor may spend without specific approval of the Church. All committees shall report any new undertakings to the Deacons for their input, and the Deacons shall report their recommendations to the Church. The Deacons shall arrange for regular meetings, at least monthly, for appropriate organization and for such committees as are necessary to discharge their duties. The pastor or chairman of the Deacons may call the Deacons into special session whenever a need for such arises.

(2) Size and Qualifications of the Board of Deacons There shall be at least nine deacons and then as many other deacons as the Church may require in multiples of three. These shall be elected from those members who have proven themselves to have scriptural qualifications, reached age 25, and have been a member of Benson Baptist Church for two years immediately prior to election. Not more than one person per household shall serve on the active Board of Deacons. Deacons shall be elected for a term of three years with one third of the number being elected each year. After the completion of a full three-year term, no deacon shall be eligible for re-election until after the lapse of two years.

(3) Vacancies If a vacancy shall occur that deaconship shall remain vacant until the next election.

(4) Election The deacons presently serving shall continue to serve for the term to which they were elected. The annual election to fill the vacancies in the active Board of Deacons shall be held on the first Sunday after Labor Day. Election shall be by secret ballot including all eligible members. Absentee ballots in sealed envelopes, signed by the church member, will be counted if delivered to the church office by noon on Friday before the election Sunday. The votes shall be counted by a Counting Committee comprised of active deacons. The chairman of the Deacons and/or the pastor shall contact the individuals receiving the highest number of votes and obtain the consent of the required number who agrees to serve. Those receiving the highest number of votes shall be declared elected to a full term. Those receiving the next highest number of votes shall be declared elected to any unexpired term vacancies with those receiving the highest number of votes being elected to the longest remaining term of service. In the event that more than one person from a household should receive sufficient votes for election, the one receiving the highest number of votes and consenting will serve. In the event of ties, those involved shall be submitted to the Church for election by secret ballot on the following Sunday. Newly-elected deacons shall take office as of the first day of October, at which time the terms of the deacons which they succeed expire.

(5) Ordination Each newly-elected deacon will be ordained by the Church in a regular worship service. The pastor will provide leadership and direct the service. Following ordination, all newly-elected deacons shall be installed into the Body of Deacons. A deacon shall be ordained only once.

Section 2. Administrative Offices

The administrative officers of this church will be the Board of Directors, the Church Clerk, and the Church Treasurer.

A. Board of Directors

The Deacons shall serve as the Board of Directors of the corporation, having, however, only such specific powers as are herein granted to them. They shall have no power, except as expressly authorized by the congregation, to amend bylaws, adopt budgets, elect or dismiss officers, bind the corporation to any contract or other legal obligation, acquire, encumber or convey any interest in real property, or take any action affecting the rights of members.

The chairman of the Deacons shall, whenever required by law or practice, serve as the president of the corporation. In that capacity they shall only have such power and authority to execute any documents on behalf of the Church as is expressly given by the membership acting in proper session.

B. Clerk

The clerk shall be elected in even-number years for a two-year term and is eligible for re-election. It shall be the duty of the clerk to attend or be represented at all church conferences to keep an accurate record of all transactions, to keep an accurate roll of membership, to prepare the annual Associational Letter, and to notify all officers, members of committees, and messengers of their election or appointment originating in a business conference. The clerk shall issue letters of dismissal as authorized by the Church and preserve all papers, valuable letters, and records. These are property of the church and shall remain at the church, thus preserving a true history of the church. Certain of the above duties may be assigned to the church secretary. The clerk shall arrange for special Church Conferences as described in Article VII, Section 2, Item C.

C. Treasurer

The treasurer shall be elected in odd-number years for a two- year term and is eligible for re-election. It shall be the duty of the treasurer to receive, keep in a bank, and disburse by check upon proper authority (see Article XII, Section 3, paragraph A) all money or things of monetary value that are given to the church. They shall keep at all times an itemized account of all receipts and disbursements, rendering regular account to the Church to be preserved by the church clerk. The treasurer's books shall be reviewed as specified in Article XII Section 4 and all books, records, and accounts kept by the treasurer are considered the property of the church. The treasurer shall upon request meet with the Deacons and shall be a member of the Budget and Finance Committee. Certain of the above duties may be assigned to the church Administrative Assistant.

Section 3. Church Council

The Church Council shall consist of the following members: Pastor as Chairman, other ministerial staff, Sunday School Director, the Clerk, Nominating Committee Chairman, Nursery

Chairman, Chairman of the Deacons, Women's Ministry Director, and the Men's Ministry Director.

Meetings of the Church Council shall be at least quarterly and will be attended by the above-mentioned members or their appointed alternates. Reports shall be given to the Deacons by the pastor or their designee. The duties of the Church Council are as follows:

1. Recommend objectives and goals for the church year.
2. Outline and publish a church calendar of activities for accomplishing these objectives and goals.
3. Develop wholehearted cooperation in the church.
4. Evaluate the result of church work.

A. Sunday School Director

The Director of the Sunday School shall have the following duties:

1. At Sunday School time, be in the foyer of the Educational Building to welcome attendees and assist visitors to find the proper class.
2. Secure substitutes for Sunday School teachers when either the teacher or the substitute cannot be present.
3. Be the contact person for teachers with regard to changes in Sunday School literature.
4. Be in charge of the distribution of Sunday School literature.

A. Men's Ministry Director

The Men's Ministry Director shall be elected annually and shall seek to enlist all the men and boys of the church in a program of missions, including training, giving, and mission activities. Upon election he shall serve as a member of the Budget and Finance Committee. He shall see that a full and accurate report be given at the quarterly Church Conference.

C. Women's Ministry Director

The Women's Ministry Director may be elected annually and shall seek to enlist all women and girls of the church in a program of missions, including training, giving, and mission activities. Upon election she shall serve as a member of the Budget and Finance Committee. She shall see that a full and accurate report is given at the quarterly Church Conferences.

Section 4 Church Staff

The church staff shall consist of Church Administrative Assistant, Pianist, Organist, and Facilities Manager. Other full-time or part-time staff members may be added or deleted as necessary. These members of the staff shall be elected by the Church in business sessions upon the recommendation of the pastor and/or the proper oversight committee and the Deacons.

A job description shall be presented for all positions on the staff and will be included in the Church Policy Manual. Certain positions on the staff may be held as combination positions at the discretion of the Church. At least thirty (30) days written notice shall be given of any termination of relationship, unless otherwise mutually agreed. All members of the church staff will be subject to annual review by the Personnel Committee.

ARTICLE IX. COMMITTEES

Section 1. Standing Committees

The Church shall elect such standing committees as may be deemed necessary to carry out the various programs of the church efficiently and effectively. No employee of the church shall serve on any committee that supervises his position. The Deacons shall nominate members of the Nominating Committee. All other church committee members, Christian education program teachers, treasurer, and church clerk shall be selected and nominated by the Nominating Committee and elected by the Church. Committee members will serve for three years, with one third of the committee being elected each year. After completion of a full three-year term, no committee member shall succeed himself on that same committee for a period of one year. The Nominating Committee shall implement the rotation of committee members and shall nominate a chairman for each committee. The purpose, duties, and responsibilities of each committee shall be listed in the Benson Baptist Church Policy Manual. Membership on Church Committees and the Christian Education Teachers can include both members and nonmembers who are regular attendees, as determined by the Nominating Committee. However, the majority of each committee must be Benson Baptist Church Members. As an exception to this requirement, positions on the following committees will be filled exclusively by Benson Baptist Church Members: - Budget and Finance, - Memorials, - Nominating, - Outreach, - Pastor Liaison, - and Personnel. The following committees shall be the standing committees of the church:

- A. Baptism Committee
- B. Benevolence Committee
- C. Budget and Finance Committee
- D. Emergency Preparedness Committee
- E. Flower and Social Committee
- F. Kitchen and Family Night Committee
- G. Lord's Supper Committee
- H. Memorials Committee
- I. Music Committee
- J. Nominating Committee
- K. Nursery Committee
- L. Outreach Committee
- M. Pastor-Church Liaison Committee
- N. Personnel Committee
- O. Properties Committee
- P. Scholarship Committee
- Q. Sound Committee
- R. Ushers
- S. Van Committee
- T. Youth and Children Council

Section 2. Temporary Committees

The Church may elect at any time a special committee to perform temporary functions.

ARTICLE X. LICENSING AND ORDAINING

Section 1. License

When a member announces to the Church that they feel the call to the ministry, the Church, by a majority vote, may license them as an acknowledgement of their call to the ministry and as encouragement to make preparation for it. The church clerk shall furnish the member with a copy of the minutes or a certificate of license as their credentials. It is understood that the performance of civil duties by the member shall be governed by state law.

Section 2. Ordination

In the event that this Church is requested to ordain a member who has been called to vocational ministry the following procedure shall be followed:

The Church shall express its approval by a vote of three fourths of the members present at a Church Conference. Then the Church shall create an Ordination Council to examine the Candidate concerning their fitness for their ministry. The church may create a council to include persons from the church membership, neighboring churches, or the church may invite a representative of one of its affiliated partners. The Council shall report its findings to the church. Provided the report of the council is favorable, by at least three fourths vote, the Church shall proceed with the ordination.

ARTICLE XI. GENERAL POLICIES OF THE CHURCH

Section 1. Use of Facilities of the Church

Any person or organizations desiring to use the church facilities shall follow the procedures as outlined in the Benson Baptist Church Policy Manual.

Section 2. Selling or Solicitation by Church Organizations

It is agreed that the selling of merchandise or services or the solicitation of money from the public is not the desirable way to supplement the financial operation of the church. However, it is understood that at times various organizations of the church may want to promote or start some particular church program or project. It will be permissible to sell merchandise or service under the name of the organization concerned provided the following is complied with:

- A. That chairman of the Deacons is notified of organization, date, and type of sale or service.
- B. That sale or service be under supervision of at least one adult.
- C. That all net profits derived go to the project or program and are reported to the Church.

ARTICLE XII. CHURCH FINANCES

It is understood that membership in this church involves financial obligation to support the

church and its causes with regular, proportionate gifts. At least annually the church shall have a stewardship program.

Section 1. Budget

The Budget and Finance Committee shall prepare an inclusive annual budget, indicating by items the amount needed and sought for all expenses.

Section 2. Accounting Procedures

All funds received for any and all purposes shall pass through the hands of the treasurer, or other persons designated by the Budget and Finance Committee and be properly recorded on the books of the church. A system of counting of receipts and accounting that will adequately provide for the handling of all funds shall be the responsibility of the Budget and Finance Committee.

Section 3. Expenditures and Receipts of Funds

A. Authorized Expenditures

No funds shall be disbursed without the express authorization of the Church as provided for in the budget or separate authorization.

B. Designated Funds

A designated fund may be established by the church upon recommendation of the deacons or a church committee.

No designated funds shall be received except where the Church, Deacons, or appropriate committee has approved the expenditure for the designated cause. Separate accounting shall be maintained for all designated gifts and funds.

Section 4. Audit

The Chairman of the Board of Directors, Treasurer and Chairman of the Budget and Finance Committee will review the financial records of the church annually. If they have a concern over the financial records, then an accountant, who is not a member of the church, will be engaged to help resolve the concern.

Section 5. Fiscal Year

The church fiscal year shall run January 1 through December 31.

ARTICLE XIII POLICIES AND PROCEDURES

The officers shall assure the creation and maintenance of the Benson Baptist Church Policy Manual which shall contain all currently controlling policies and procedures governing any aspect of the church's affairs including committee task descriptions, policies regarding the handling of funds, use of facilities, staff job descriptions, employment policies and practices as approved by the

Church. This manual will be reviewed at least every 5 years.

ARTICLE XIV. MISCELLANEOUS

A copy of these Bylaws shall be kept by the clerk at all times among his records and another copy shall be kept in the church office. Amendments to or revisions thereof shall be prepared by the clerk and attached to copies of the Bylaws and made available to the church members generally upon request.