BETHANY BIBLE CHURCH

ARTICLES OF FAITH AND DOCTRINE

SECTION 1.1 ARTICLES OF BIBLICAL FAITH

(1) THE HOLY SCRIPTURES:
We believe the Holy Scriptures of the Old and New Testaments to be the verbally inspired Word of God, the final authority for faith and life, fully truthful and without error in the original writing and God-breathed (Matthew 5:18; John 16:12-13; 2 Timothy 3:16-17; 2 Peter 1:20-21).

(2) THE TRINITY:
We believe that there is one God, yet three distinct persons - Father, Son, and Holy Spirit. Each member of the Trinity is distinct from one another, eternally existing with different roles relating to each other and to man, yet all three are fully God, co-equal in power, glory and perfections. (Deuteronomy 6:4; 2 Corinthians 13:14).

(3) THE PERSON AND WORK OF GOD THE FATHER:

a. We believe that God established His relationship as Father, first to His people, Israel, and then to all who would believe in the name of His Son, Jesus Christ (Deuteronomy 14:1-2, Matthew 6:9).
b. We believe God the Father is perfect in wisdom, completely holy, completely just, yet merciful, and completely loving. At times He disciplines His children, in love, for their sanctification (Psalm 147:5, Isaiah 6:3, Deuteronomy 32:4, Psalm 145:8-9, 1 John 4:7-8, Hebrews 12:5-11).
c. We believe God the Father is attentive to His people; He hears their prayers and grants eternal salvation to all who come to Him through Jesus. He sits enthroned over all creation and will one day judge the living and the dead (1 Peter 3:12, Psalm 9:7, Revelation 20:11-15).

(4) THE PERSON AND WORK OF CHRIST:

a. We believe that the Lord Jesus Christ, the eternal Son of God, became man, without ceasing to be God, having been conceived by the Holy Spirit and born of the Virgin Mary, in order that He might reveal God and redeem sinful men (Luke 1:35; John 1:1-2, 14).
b. We believe that the Lord Jesus Christ accomplished our redemption through His death on the cross, taking our place as a perfect atoning sacrifice and that our justification is made sure by His literal, physical resurrection from the dead (Romans 3:24-25; Ephesians 1:7; 1 Peter 1:3-5; 2:24).

c. We believe that the Lord Jesus Christ ascended to heaven, and is now exalted at the right hand of God, where, as our High Priest, He represents believers to the Father, intercedes on our behalf and advocates for our righteousness (Acts 1:9, 19; Romans 8:34; Hebrews 7:25; 9:24; 1 John 2:1-2).

(5) THE PERSON AND WORK OF THE HOLY SPIRIT:

a. We believe that the Holy Spirit is a person who convicts the world of sin, of righteousness, and of judgment. He regenerates (makes us spiritually alive as a result of faith in Christ), baptizes all believers into the body of Christ, indwells and seals them unto the day of redemption (John 16:8-11; Romans 8:9; 1 Corinthians 12:12-14; 2 Corinthians 3:6; Ephesians 1:13-14).

b. We believe that He is the Divine Teacher who guides believers into all truth; and, that it is the privilege and duty of all the saved to be filled with the Spirit (John 16:13; Ephesians 5:18; 1 John 2:20, 27).

(6) CREATION:

All things in the universe were created and made by God in six literal days. (Genesis 1–2; Exodus 20:8-11). The creation record is factual, historical, and clear. All things which now exist are sustained and ordered by God's providential care through Jesus Christ in whom all things have their being (Colossians 1:16-17).

(7) THE DEPRAVITY OF MAN:

We believe that man was created in the image and likeness of God, but that in Adam's sin the race fell, inherited a sinful nature, and became alienated from God; and, that while God has given us the ability to respond to the gospel, man is of himself, unable to remedy his lost condition (Genesis 1:26-27; Romans 3:22-23; 5:12; Ephesians 2:1-3, 12).

(8) SALVATION:

We believe that salvation is the gift of God brought to man by grace and received by personal faith in the Lord Jesus Christ, whose precious blood was shed on Calvary for the forgiveness of our sins (John 1:12; Ephesians 1:7; 2:8-10; 1 Peter 1:18-19).

a. We affirm that the substitutionary death of Christ is the only available and effective sacrifice for the sins of every person.
b. We affirm that God has made a way of salvation for all men through His atoning, sacrificial death and resurrection, and affirm that God, as an expression of His sovereignty, endows each person with a free will which must be exercised in accepting or rejecting God's gracious call to salvation by the Holy Spirit through the Gospel.

c. In keeping with God's desire for every person to be saved (2 Peter 3:9, John 3:16, 1 Timothy 2:4) we do not believe or teach that only a select few are chosen or elected for salvation while others are not.

(9) THE ETERNAL SECURITY AND ASSURANCE OF BELIEVERS:

a. We believe that all the redeemed, once saved, are kept by God's power and are thus secure in Christ forever (John 6:37-40; 10:27-30; Romans 8:1, 38-39; 1 Corinthians 1:4-8; 1 Peter 1:5)
b. We believe that it is the privilege of believers to rejoice in the assurance of their salvation through the testimony of God's Word; which, however, clearly forbids the use of Christian liberty as an occasion to the flesh (Romans 13:13-14; Galatians 5:13; Titus 2:11-15).

(10) THE TWO NATURES OF THE BELIEVER:

We believe that the Spirit of God dwells in all believers and therefore they should not live in the flesh but in the Spirit. The believer, empowered by the Spirit of God, can live righteously each day as a new creation, though we recognize that perfection is not attainable until we are glorified (Romans 7:1-25; 8:9-10; 2 Corinthians 5:17; 1 John 2:16).

(11) PERSONAL HOLINESS:

We believe that sanctification is the progressive work of God and man whereby believers grow in Christ-likeness. All believers should live in such a manner as to glorify their Savior and Lord by living transformed lives, practicing the Fruit of the Spirit and by abstaining from all sinful pleasures, practices and associations as commanded by God (Romans 12:1-2; 1 Corinthians 6:11; 2 Corinthians 3:18; 6:14-7:1; Galatians 5:22-23; Philippians 3:13-15; 2 Timothy 3:1-5; Hebrews 12:1; 1 John 2:15-17; 2 John 9-11).

(12) EVANGELISM AND MISSIONS:

We believe that all believers have the privilege of and are commanded to share the gospel. They should do this by the way they live and speak, by specifically sharing the truths of Scripture as God gives them opportunity, and by praying for and supporting those who are bringing the gospel to those who have not heard (Matthew 28:19-20; Acts 1:8; 2 Corinthians 5:19-20).

(13) SPIRITUAL GIFTS:

a. We believe that God is sovereign in the giving of spiritual gifts. We believe that speaking in tongues and the working of sign miracles gradually ceased as the New Testament Scriptures were completed and their authority became established (1 Corinthians 12:4-11; 2 Corinthians 12:12; Ephesians 4:7-12; Hebrews 2:4).

b. Though sign miracles have ceased as a spiritual gift, we believe God does still hear and answer the prayer of faith, in accordance with His own will, for the sick and afflicted (John 15:7; 1 John 5:14-15).
c. We believe God grants each genuine believer at least one spiritual gift to be used for the edification of the local church. It is each believer's duty to exercise their spiritual gift(s) in the church (1 Corinthians 12:7; 14:26).

(14) THE CHURCH:

a. We believe that the Church, the body and bride of Christ, is made up of all born-again persons of this present age (1 Corinthians 12:12-14; 2 Corinthians 11:2; Ephesians 1:22-23; 5:25-27).
b. We believe that the establishment and continuance of local churches is clearly taught and defined in the New Testament Scriptures (Acts 14:27; 20:17, 28-32; 1 Timothy 3:1-3; Titus 1:5-11).
c. We believe in the autonomy of the local church, free of any external human authority or control (Acts 13:1-4; 15:19-31; 20:28; Romans 16:1, 4; 1 Corinthians 3:9-16; 5:4-7, 13; 1 Peter 5:1-4).
d. We recognize the ordinances of water baptism and the Lord's Supper as a scriptural means of testimony for the church in this age (Matthew 28:19-20; Acts 2:41-42; 18:8; 1 Corinthians 2:23-26).
e. We believe the Church began on the day of Pentecost and ends at the Rapture of the saints and consists of all believers in Christ during this time period (Matthew 16:18-20; Acts 2; Ephesians 4:7-12). Though the Church shares in some of the promises and blessings of Israel (Galatians 3:16-19, 28-29; Hebrews 8), we believe some promises to national Israel remain unfulfilled and still await future literal fulfillment (Genesis 15:18-21; 2 Samuel 7:8-17; Acts 1:6-8; Galatians 6:16).

(15) DISPENSATIONALISM:

We believe that the Scriptures reveal divinely determined periods of history (dispensations) which define man's responsibilities in successive ages. Three of these -- the age of law, the age of the Church, and the age of the millennial kingdom -- are the subjects of detailed revelation in Scripture (John 1:17; 1 Corinthians 9:17; 2 Corinthians 3:9-18; Galatians 3:13-25; Ephesians 1:10; 3:2-10; Colossians 1:24; Hebrews 7:19; Revelation 20:2-6).

(16) SATAN:

We believe that Satan is a created being, a fallen angel and who was cast out of heaven when he rebelled against God. He is the open and declared enemy of God and man; and he will be eternally punished in the Lake of Fire (Genesis 3:15, Job 1:6-7; Isaiah 14:12-17; Matthew 4:2-11; 25:41; Revelation 20:10).

(17) THE RETURN OF CHRIST:
We believe in the Blessed Hope (Titus 2:13), the personal, imminent, pre-tribulation and pre-millennial coming of the Lord Jesus Christ for His redeemed ones; and in His subsequent return to earth, with his saints, to establish and rule His Kingdom. At this time, Israel will enjoy the fulfillment of her covenant relationship with God. (Zechariah 14:4-11; 1 Thessalonians 1:10; 4:13-18; 5:9; Revelation3:10; 19:11-16; 20:1-6).

(18) THE ETERNAL STATE:

a. We believe in the bodily resurrection of all men, the saved to eternal life, and the unsaved to judgment and everlasting punishment (Matthew 25:46; John 5:28-29; 11:25-26; Revelation 20:5-6, 12-13).
b. We believe that the souls of the redeemed are, at death, absent from the body and present with the Lord, where in conscious bliss they await the first resurrection, when spirit, soul and body are reunited to be glorified forever with the Lord (Luke 23:43; 2 Corinthians 5:8; Philippians 1:23; 3:21; 1 Thessalonians 4:16-17; Revelation 20:4-6).
c. We believe that the souls of unbelievers remain after death, in conscious misery until the second resurrection, when, with soul and body reunited, they shall appear at the Great White Throne Judgment, and shall be cast into the Lake of Fire, not to be annihilated, but to suffer everlasting conscious punishment (Matthew 25:41-46; Mark 9:43-48; Luke 16:19-26; 2 Thessalonians 1:7-9; Jude 6-7; Revelation 20:11-15).

ARTICLES OF PRACTICE

SECTION 2.1 NAME: BETHANY BIBLE CHURCH, JUNE 3, 1984

BETHANY BAPTIST CHURCH, JUNE 19, 1963

BETHANY COMMUNITY CHURCH, JANUARY 29, 1959

SECTION 2.2 PURPOSE STATEMENT

Our purpose is to praise God, prepare His people and proclaim the Gospel.

SECTION 2.3 MEMBERSHIP

(1) RECEIVING MEMBERS:

a. Profession of faith: Any person professing faith in the Lord Jesus Christ, having given testimony of faith and by being baptized by immersion, may, on recommendation of the Lead Pastor and the Elder Board, be presented for a vote of the membership to be added to the church. All applicants will be required to agree with the Constitution of Bethany Bible Church with possible exceptions as noted in 2.3b.
b. We recognize that different interpretations exist between conservative evangelicals when it comes to sections 6, 8b, 8c,13, 15 and 17 in the Articles of Faith. Though these represent the official teachings of this church, those with dissenting views are not necessarily excluded from membership so long as they are willing to avoid divisiveness.
c. Restoration: Members whose names, for any reason, have been removed from the church membership as a result of church discipline may be restored upon expression of repentance, committing to membership responsibilities, approval of the Elders and a vote of the congregation.
d. Reinstatement: Members whose names have been removed due to reasons other than church discipline may be reinstated by request and approval of the Elders and a vote of the congregation.
e. All applicants for membership shall meet with the Lead Pastor and representatives from the Elder Board who will examine the candidate's profession of faith and baptism, acceptance of the church constitution, and their reasons for joining Bethany Bible Church.

(2) RESPONSIBILITY OF MEMBERS:
Our responsibility as members should include regular attendance at church services, (Hebrews 10:24b) spending time daily in God's word, private and family prayer, personal and public testimony, participation at members meetings, service in the ministries of the church, sharing the gift of Christ with others and commitment to regular proportionate giving in support of the church (I Corinthians 16:2, II Corinthians 9:7-8).

(3) REMOVAL OF MEMBERSHIP:

a. Members in good standing may be granted letters of transfer upon request, to other churches of like faith.
b. Any member, who for a period of six consecutive months, fails to attend on a regular basis and comply with his/her membership responsibilities as outlined in this constitution, shall be considered inactive and may be removed from membership by the Elder Board. The removal shall be communicated to the church membership. No member shall be removed without attempts by the Elders to meet with the member in an effort to restore the member into the fellowship of the church. If the meeting cannot be obtained, written communication will be used for the same purpose.
c. All members are subject to biblical church discipline, the primary process of which is outlined in Matthew 18:15-20 (cf. Galatians 6:1-2). Once multiple unsuccessful efforts have been made to lovingly confront a sinning member for the purpose of repentance and restoration (Matthew 18:15-16), the church membership shall be made aware of the erring member's sin in order to collectively urge them toward repentance (Matthew 18:17a). Should the member continue in sin, upon the recommendation of the Elder Board, the church will vote whether to remove his or her membership (Matthew 18:17b, Titus 3:10-11; cf. Romans 16:17-18, 1 Corinthians 5:4-5, 9-13; 2 Thessalonians 3:6-15; 2 Timothy 2:16-18).
d. The primary goals of church discipline are the repentance, reconciliation and restoration of the disciplined individual (2 Corinthians 2:4-11; 7:8-12; 2 Timothy 2:25-26; Hebrews 12:1-11) and the glory of God (1 Corinthians 10:31; Col 3:17). Secondary purposes include the unity and purity of the church (1 Corinthians 5:6-7; 15:33; 1 Timothy 5:20) and the corporate witness to the world (2 Peter 2:2; 1 John 3:10).

SECTION 2.4 OFFICERS

(1) The officers of the church shall be as follows: Lead Pastor, Assistant Pastor(s), Elders, Deacons, and a Church Treasurer, (the aforementioned shall comprise the Official Church Board) a Recording Secretary, a Financial Secretary, an Assistant Financial Secretary, a Sunday School Director, a Head Usher, a Moderator, Social Chairperson(s), a Christian Education Committee and a Missionary Committee.

(2) All Pastor(s) shall be called by the church members upon the recommendation of the Church Board and shall be called by at least a ¾ vote of the members present at any regular or special business meeting, providing notice has been given for two consecutive Sundays, and shall continue in office for an indefinite period.

(3) All ministry Directors, whether paid or unpaid, shall serve upon the appointment of the Church Board.

SECTION 2.5 DUTIES OF OFFICERS

(1) LEAD PASTOR:

It shall be the duty of the Lead Pastor to arrange for, provide oversight and conduct all stated and regular services of the church, and he shall have general oversight of its spiritual welfare and the shepherding of the congregation in conjunction with the Board of Elders. He shall supervise the paid church staff with the exception of the Day Care Director and Custodial Staff. He shall publicly extend the right hand of fellowship to all new members and he shall be an ex-officio member of all boards and committees. The Lead Pastor shall be an ordained minister and shall be in full agreement with our church constitution.

(2) ASSISTANT PASTOR(S):

It shall be the duty of the Assistant Pastor(s) to aid the Lead Pastor with any/all duties as directed by the Lead Pastor and/or Official Church Board. The Assistant Pastor shall be available to provide relief in conducting the regular services of the Church in the absence of the Pastor. A designated Assistant Pastor shall be an ex-officio member of the Christian Education Committee, and other committees as determined by the Church Board. The Assistant Pastor(s) is a non-voting member of the Official Church Board. Assistant Pastors may be asked by the Elder Board to attend Elder meetings on occasion. The Assistant Pastor shall be an ordained minister and shall be in full agreement with our church constitution.

(3) ELDERS:
It shall be the duty of the Elders to oversee the spiritual health of the church, to prepare and distribute the elements of the Lord's Supper, provide the necessary preparation and assistance for Baptismal services, and in partnership with the Deacons, oversee the operations of the church
(Acts 20:28; 1 Peter 5:2; Acts 6:1-6). Elders should satisfy the qualifications for the office as detailed in 1 Timothy 3:1-7, Titus 1:6-9 and 1 Peter 5:1-4 and are subject to the authority of the church membership (Matthew 16:19; 18:18). The primary responsibilities of Elders includes teaching the Word of God (Ephesians 4:11-12; 1 Timothy 4:13; 5:17; Titus 1:9), leading the congregation through example (1 Timothy 5:19-21; 1 Peter 5:3), guiding the church by setting direction and vision (1 Thessalonians 5:12-13; Proverbs 29:18), caring for the spiritual needs of the church (James 5:13-18; Acts 6:4), visiting the sick (James 5:13-18), defending the church by upholding biblical doctrine and protecting against false teachers and threats to the church (Acts 20:28-30; Titus 1:9;
1 Timothy 4), overseeing the process of membership and church discipline (Hebrew 13:17; 2 Peter 2:1-3) and praying for the church (Acts 6:4).

(4) DEACONS:

a. The Board of Deacons shall have oversight and manage all matters pertaining to church property and expense within the approved budget (Acts 6:1-6). Deacons should satisfy the qualifications for the office as detailed in 1 Timothy 3:8-13 and Acts 6:3 and are subject to the authority of the church membership (Matthew 16:19; 18:18). The Deacons shall work in partnership with the Elders regarding operational oversight, administration, safety and security, greeters/ushers, etc.
(Acts 6:1-6). Their duties shall also include the maintenance of the property; oversight of the church janitor; authorizing the church treasurer to pay all bills, and shall count and record all church offerings. The Deacons shall be responsible for developing and managing an annual operating budget for board and congregational approval. It shall be a duty of the Deacons to insure that all church financial records be audited at an interval not to exceed three (3) years. The Deacons shall select, at random, a minimum of one of the three years records for audit in accordance with Article 3.0, Section 3. All transactions which were not identified in the annual operating budget, and which are in excess of $1,000.00 shall be submitted to the church congregation for approval. They shall be posted and announced at least 7 days prior to voting, except such items as are considered regular, emergency maintenance, or as specified gifts. It shall further be the duty of the Deacons to secure insurance for the protection of the individuals responsible for the banking of moneys received.

b. For the purpose of compliance with non-profit corporation laws, the Deacons shall serve as the organizations' legal Trustees. They shall have no power to buy, sell, mortgage, lease or transfer any real estate without a specific vote of the church membership authorizing each action. Based upon the recommendation of the Deacons, the Church Board shall have the authority to approve the transfer, sale or donation of non-real estate items. It shall be the function of the organizations' Trustees to affix their signatures to legal documents on behalf of Bethany Bible Church involving the purchase, sale, mortgage, rental or transfer of property, or to other legal documents where the signature of legal Trustees is required.

(5) CHURCH TREASURER:
The Church Treasurer shall pay all bills and salaries upon the authorization of the Board of Deacons, and shall keep a full and accurate accounting of all receipts and expenditures, rendering to the Church Board a written monthly report and to the church congregation a written annual report. The Church Treasurer is a non-voting member of the Official Church Board.

(6) RECORDING SECRETARY:
The Recording Secretary shall keep the minutes of all church business meetings submitting them to the Official Church Board within thirty (30) days of the date of the meeting. The Recording Secretary shall also keep an accurate register of Church memberships, record all baptisms, and perform such other duties as requested by the Church Board.

(7) FINANCIAL SECRETARY:
The Financial Secretary shall record all offerings given through the envelope system and deposit funds received by the church at the bank of record. To ensure anonymity of giving, the Financial Secretary will only know and record all amounts and envelope numbers while the Assistant will only know and record all names and envelope numbers. The Financial Secretary shall ensure that year end giving statements are prepared and disseminated on or before January 31. The Financial Secretary shall delegate duties to the Assistant Financial Secretary as needed. It shall be the duty of the Financial Secretary to sign checks for the treasurer as an alternate as directed by the Board of Deacons.

(8) ASSISTANT FINANCIAL SECRETARY:
The Assistant Financial Secretary shall assist the Financial Secretary with his/her duties as directed by the Financial Secretary and in accordance with the bylaws of the constitution.

(9) MODERATOR:
The Church Moderator conducts the Church business meetings in an orderly manner and must be familiar with the voting membership, and is responsible to ensure that minutes of all general membership business meetings are documented. Minutes shall be submitted to the Official Church Board within thirty (30) days after any church business meeting.

(10) MISSIONARY COMMITTEE:
The Missionary Committee shall present a missionary budget and recommendations (as required or deemed advisable by the Church Board) for the distribution of the church missionary funds. This Committee shall recommend new missionaries for approval by the Church Board and shall also develop and promote ways to support missionaries by physical and spiritual means. The Missionary Committee shall consist of the following members: The Lead Pastor, one Elder, one Deacon, and three members at large who shall be elected annually by the congregation for a two year term. Other church members that have a passion for missions may be added to the committee at the discretion of the Church Board as non-voting participants. All missionary funds shall be paid out through the Church Treasurer.

(**11) SUNDAY SCHOOL DIRECTOR:**
The Sunday School Director shall oversee the Children's Sunday School inclusive of Pre-K – 6th grade, and shall strive for the salvation of all unsaved attendees. The Director, in conjunction with the Christian Education Committee, will ensure that the Bible is the central focus of the curricula with a strong emphasis in presenting the Gospel. The Sunday School Director will be responsible for recruiting teachers and helpers who conform to church policy. All teachers must be approved by the Christian Education Committee and the Sunday School Director shall submit a list of all approved teachers and substitutes to the Church Board at least quarterly.

(12) HEAD USHER:
The duties of the Head Usher, in conjunction with the greeting team, shall welcome and assist in seating all attendees as needed, and oversee receiving the offering. He shall appoint as many church members as ushers as required to promote order and good fellowship. The Head Usher shall assure that the offering is handled by more than one person at all times and that one of the Deacons assists in counting the offerings of the church.

(13) YOUTH DIRECTOR(S):
In the absence of a Youth Pastor, a Youth Director(s) shall be appointed by the Church Board to oversee the teen ministry. The Director, under the oversight of the Church Board and in conjunction with the Christian

Education Committee, will ensure the teens receive regular teaching of Bible, worship, opportunities for evangelism and fellowship.

(14) CHRISTIAN EDUCATION COMMITTEE:
The Christian Education Committee shall plan and supervise the educational ministries of the Church, including but not limited to; Children's and Adult Sunday classes, AWANA, Youth Ministry, Small Groups, Bible studies, community and church related outreach activities. The Committee shall consist of the following members: Lead Pastor/designee, Sunday School Director, one Elder, one Deacon, Assistant Pastor of Youth or Youth Director, Day Care Director, AWANA Commander, and three members at large who shall be elected bi-annually.

(15) SOCIAL CHAIRPERSON(S):
The Social Chairperson(s) shall oversee the implementation of all general fellowship activities. The church office, committees and sub-organizations of the church shall work in conjunction with the Social Chairperson(s) on the details and needs for all fellowship activities. The Social Chairperson(s) shall coordinate provisions for funeral meals for church members as needed.

SECTION 2.6 REMOVAL OF CHURCH OFFICERS/APPOINTEES

Any officer of the church who fails to fulfill the duties of their office after being admonished in person or in writing (both documented) by the Board of Elders, who does not resign, may be removed from such office by a two thirds majority vote of the members present at any meeting of the church, provided notice has been given for two consecutive Sundays prior to the date of the removal vote. When a Pastor decides to leave the pastorate or the church members vote to terminate the pastorate, the party desiring such change shall give the other parties at least 30 days notice. All employees or appointees, other than Pastors, may be removed at the discretion of the Official Church Board. Severance packages, including benefits, beyond the official date of separation for any Pastor or paid staff member must be approved by vote of the church membership.

SECTION 2.7 CHURCH MEETINGS

(1) Regular Sunday services shall be held and the ordinance of the Lord's Supper shall be observed on the first Sunday of each month, unless postponed by action of the Board of Elders.

(2) Regular mid-week services shall be held as scheduled by action of the Church Board. Prayer shall be emphasized as a part of the adult service.

(3) The annual business meeting of the church shall be held after the second Sunday but before the end of March as determined by the Church Board. The election of officers shall take place at this time. It shall be the duty of the Lead Pastor, all chairmen of the Elder and Deacon Boards, Church Treasurer, Boards, Committees, and ministry leads/Directors to give reports of their activities at this meeting. The agenda for the annual business meeting shall include: Prayer; acceptance of the previous year's minutes into the record; Election of officers; recognition and approval of written ministry reports; Treasurer's report; Board Chairmen report(s); Pastoral report(s); Unfinished Business; New Business; Prayer; Adjournment.

(4) Special business meetings may be called at any time by the Lead Pastor, Assistant Pastor(s), Elder Board, Deacon Board, or by a petition signed by at least five members of the church and submitted to the moderator. Petitions submitted to the Moderator shall be submitted to the Official Church Board without undue delay, and the Board shall schedule a business meeting within 14 days, inclusive of the posting requirement. In all cases, the call must state the purpose of the meeting and it shall be announced at a regular Sunday morning meeting of the church at least 7 days prior to the date of the meeting, except for meetings of an emergency nature as determined by the Church Board.

(5) Any regular meeting of the church may be resolved into a business meeting for the transaction of routine or ordinary business without previous notice, provided there is a quorum present, and provided that the question of previous notice is not raised by any member present at the session.

(6) Thirty percent of the active membership shall constitute a quorum to transact business. It shall require forty percent of the active membership for matters pertaining to a Pastor or Assistant Pastor(s); for mortgaging; for amending the constitution; or for selling church property.

(7) All services or special meetings, other than regular church meetings, to be held in the church must be approved by the Church Board.

SECTION 2.8 ELECTION OF OFFICERS

(1) THE NOMINATING COMMITTEE:
Consisting of the Lead Pastor, one Elder, one Deacon, and two members at large (members at large to be selected by the church body) shall present a

slate of nominees to the Church Board for approval. The approved nominees shall be posted at least two weeks (14 days) prior to the annual March Business meeting. This list shall include one or more nominees for each office that is to be filled at the annual or bi-annual election. The entire nominating committee must be determined and announced by name to the congregation on or before the third Sunday in January.

(2) NOMINATIONS:
Additional nominations, other than those presented by the Nominating Committee, may be made at the request of any five members, who shall present same in writing, signed by themselves, and presented to the Church Board at least three weeks (21 days) prior to the election.

(3) NOMINEES:

a. Each nominee is subject to the joint approval of the Lead Pastor and Church Board.
b. Nominees shall be submitted a list of questions provided by the Elders, which must be answered before favorable consideration of his or her candidacy can be granted.
c. Current Board members who are eligible for re-election or Board members on sabbatical, who have been disqualified from the ballot, must be made aware of any spiritually disqualifying issues in writing at the earliest possible time.
d. Any person who is deemed by the Lead Pastor and Board to be disqualified to serve after being nominated shall be provided a scriptural reason, upon their request, along with the Nominating Committee.

4) OFFICIAL CHURCH BOARD AND BOARD CHAIRMEN:

a. The "Official Church Board", also known as the "Church Board", is comprised of the Lead Pastor, Assistant Pastor(s), 4-6 Elders, 4-6 Deacons and the Church Treasurer. This Board is responsible in totality for the wellbeing, oversight and effective operation of all Bethany staff and ministries. The Lead Pastor, Assistant Pastor(s) Directors and staff, whether paid or unpaid, shall be directly accountable to the Board, while the Board remains collectively and individually accountable to the Congregation. For practical reasons, the Board may delegate certain daily duties, roles and/or responsibilities to the Pastor(s) or others, but the Board does not sacrifice any authority in doing so.
b. The Elders, Deacons and Treasurer shall be elected for three year terms and shall meet together monthly in order to promote continuity and unity of mission. The Church shall maintain a Board consisting of a minimum of 4 Elders and 4 Deacons and a maximum of 6 Elders and 6 Deacons. The size of the Board should remain at a maximum level so

long as there are qualified and willing candidates to serve. To ensure continuity with respect to terms of office, the Board shall have the discretion to modify a service term to two years, in which case the elected member(s) with the least number of votes from the congregation would serve a term of two years instead of three. The determination to reduce any term to two years must be made before the annual election. In the event that an Elder or Deacon is unable to complete his term of office, the vacancy will be filled at the next annual meeting. Elders and Deacons shall serve no more than 6 consecutive years on the Church Board before taking a minimum one year sabbatical.

c. To conduct business, all Board members must be notified of all Board Meetings and no members shall be involuntarily excluded from any meeting or debate on any issue. On matters that could be viewed as a conflict of interest, each board member should exercise their own discretion to abstain from voting and/or recuse themselves from debate.
d. Each April, the Elder Board shall elect/appoint an Elder Chairman and the Deacon Board shall elect a Deacon Chairman. Between those two chairmen, the Church Board shall elect a Board Chairman. These Chairmen have no individual authority apart from what is granted them by the Church Board. Each April, the Board members shall designate Elder and Deacon representatives to serve on other recognized boards and committees.
e. The Board Chairman is the spokesman designee for the Church Board and upon authorization, communicates information and decisions to the congregation, staff and ministries. He prepares agendas, facilitates board meetings and performs other duties as authorized by the Church Board. In his absence, his counterpart will speak on behalf of the Board.

(5) ELECTING OFFICERS:

The Recording Secretary, Financial Secretary, Asst. Financial Secretary, Sunday School Director, Head Usher, Christian Education Committee, Social Chairperson(s), and Moderator shall be elected bi-annually. The Missionary Committee shall be elected annually. In the event that an unanticipated vacancy occurs in any offices listed above, the Official Church Board may fill the vacancy by appointment for the remainder of the term. A majority vote of the church membership shall be necessary for election of officers, except as otherwise provided in these articles.

(6) TAKING OFFICE:

All officers are to be elected by ballot and shall take office on the first Sunday of April following the annual or bi-annual election.

(7) ELIGIBILITY FOR OFFICE:
No person (excluding Pastors) shall be eligible for elected office until they have been a member of the church for a minimum period of one year. No man shall be eligible for the office of Elder or Deacon until he has been a member of the church for a minimum period of two years.

(8) RESTRICTIONS:
No man shall hold the office of Elder and Deacon at one time.

(9) VOTING AGE:
Voting age of church members shall be 18 years and over.

(10) VOTING MEANS:
Items other than election of officers and financial matters, may be voted upon by means other than ballot as determined by the Moderator unless an objection is raised from the membership.

SECTION 2.9 COMMITTEES/MINISTRY GROUPS

(1) All committees/ministry groups of the church shall be subject to the rules of this constitution and the policy handbook of the church, and shall operate in harmony with them. All boards, committees and ministry groups, not specifically identified in this constitution, are to be doctrinally compatible with our statement of faith, and their existence is subject to the approval of the Official Church Board. Their purpose shall align with the Bethany Bible Church doctrines and purpose statement.

(2) Officers of boards, committees and ministry groups shall be members of the church unless otherwise provided in these articles.

(3) The Official Church Board may, upon its discretion, appoint representative member(s) to participate on the Missionary and/or Christian Education Committee.

SECTION 3.0 BOARDS/COMMITTEES

(1) BOARDS AND COMMITTEES:

(Refer to Elections, Section I) All boards and committees (excluding the Official Church Board and Day Care Board) shall elect/appoint a chairman on a bi-annual basis. The Official Church Board may, at its discretion, create such

boards and committees as it deems appropriate and necessary for the effective operation of the Church.

(2) DAY CARE BOARD:
Shall be comprised of candidates submitted by the Day Care Director and/or Day Care Board with final approval by the Official Church Board. The Day Care Board shall also include one Elder and one Deacon. Day Care Board members serve at the pleasure of the Church Board. The Day Care Director serves upon the appointment of, and at the pleasure of the Church Board.

(3) AUDITING COMMITTEE:
Shall be composed of 3 people appointed by the Church Board including at least one Board member, or the board may choose to hire an independent external auditor. The Committee shall audit all church financial books and Day Care financial books, and the books of sub organizations, if applicable, and report in writing to the Church Board. This shall be done at least every three (3) years and is to be completed on or before July 1. (Refer to section 2.5, Article 4)

(4) MEETINGS & REPORTING:
All Boards and Committees shall meet at least quarterly and shall provide written minutes to the Official Church Board within thirty (30) days after the meeting. Membership of these Committees and Boards shall include an Elder and Deacon member from the Church Board.

SECTION 3.1 AMENDMENTS

This Constitution may be amended at any scheduled business meeting of the church, provided the change has been presented at least two weeks prior to the meeting. The change must be posted and announcements made during the main service of the church at least two Sundays prior to the date of the meeting. Two thirds majority vote of members present are required for a change (See Church Meetings. Section 2.7, sub-section 6).

SECTION 3.2 RULES OF ORDER AND PROCEDURE

The parliamentary procedure in all deliberations of the church, not otherwise covered by the Constitution and Bylaws, shall be governed by "Robert's Rules of Order."

All former Articles of Constitution or rules of the church are hereby repealed.

Adopted this 23rd day of January, 1959 by Bethany Community Church

Amended this 11th day of December, 1988 by Bethany Bible Church

Amended this 13th day of March, 1996 by Bethany Bible Church

Amended this 17th day of March, 1999 by Bethany Bible Church

Amended this 26th day of February, 2023 by Bethany Bible Church

CONSTITUTIONAL COMPLIANCE

It is the responsibility of the Official Church Board to insure that the Articles of Faith and Doctrine and the Articles of Practice are adhered to by the membership, so that we may glorify our Lord and Savior, and edify the Body of Christ.

APPENDIX 1

Elders

a. Do you believe the entire Bible is the inspired Word of God?
b. Have you read and humbly believe you meet the qualifications of the office of Elder, including those pertaining to your spouse and/or family life (if applicable)? (1 Timothy 3:1-7; Titus 1:5-9; 1 Peter 5:1-5)
c. Do you humbly believe you exhibit a servant's heart for ministry?
d. Do you humbly believe you meet the requirement of being "able to teach" and communicate the elementary principles of God's word? (1 Timothy 3:2, Hebrews 5:12)
e. Do you agree with and support the Constitution of Bethany Bible Church?
f. Are you devoted to the daily reading and study of Scripture and prayer?
g. Do you regularly witness the gospel to the lost?
h. Do you practice "proportionate giving" as taught in Scripture? (1 Corinthians 16:1-3)
i. Do you, by God's grace, strive to live a holy, Spirit-filled life?
j. Are you able to keep confidence in sensitive spiritual and business matters?
k. Do you humbly believe your life reflects godly character and your reputation outside the church would not bring harm to Christ or His church?

Please explain any "no" answers.

Deacons

a. Do you believe the entire Bible is the inspired Word of God?
b. Have you read and humbly believe you meet the qualifications of the office of Deacon, including those pertaining to your spouse and/or family life (if applicable)? (1 Timothy 3:8-13)
c. Do you humbly believe you exhibit a servant's heart for ministry?
d. Do you agree with and support the Constitution of Bethany Bible Church?
e. Are you devoted to the daily reading and study of Scripture and prayer?
f. Do you regularly witness the gospel to the lost?
g. Do you practice "proportionate giving" as taught in Scripture? (1 Corinthians 16:1-3)
h. Do you, by God's grace, strive to live a holy, Spirit-filled life?
i. Are you able to keep confidence in sensitive spiritual and business matters?
j. Do you humbly believe your life reflects godly character and your reputation outside the church would not bring harm to Christ or His church?

Please explain any "no" answers.

Other Officers

a. Do you believe the entire Bible is the inspired Word of God?
b. Do you agree with and support the Constitution of Bethany Bible Church?
c. Do you humbly believe you exhibit a servant's heart for ministry?
d. Are you devoted to the daily reading and study of Scripture and prayer?
e. Do you regularly witness the gospel to the lost?
f. Do you practice "proportionate giving" as taught in Scripture? (1 Corinthians 16:1-3)
g. Do you, by God's grace, strive to live a holy, Spirit-filled life?
h. Do you humbly believe your life reflects godly character and your reputation outside the church would not bring harm to Christ or His church?

Please explain any "no" answers.