

CONSTITUTION OF TABERNACLE BAPTIST CHURCH

ARTICLE I ORGANIZATION

Section 1 *Corporation*

This organization shall be the corporate body, known as Tabernacle Baptist Church and is located in the town of Litchfield, Hillsborough County, New Hampshire.

Section 2 *Purpose*

A. The purpose of this organization shall be to preach and teach the whole counsel of God's Word, reach sinners with the gospel of Christ, teach and edify believers that they may grow in grace, administer the ordinances (Baptism and the Lord's Supper) of the New Testament church, and spread the gospel at home and abroad.

B. This church is organized to operate as a Charitable, Religious and Educational organization as specified in the IRS Code Section 501 (c) (3). In an effort to facilitate this purpose the church may maintain and operate a building or buildings as the cause shall require including parsonages, schools, chapels, radio stations, television stations, rescue missions, print shops, day-care centers, camps, or nursing homes.

Section 3 *Associations*

This organization shall not affiliate with any group or church which is a member of the National Council of Churches, World Council of Churches, National Association of Evangelicals, or any group that is apostate or interferes with the sovereignty of this local church.

Section 4 *Membership*

A. Granting Active Membership

Any person professing faith in the Lord Jesus Christ as their Lord and Savior as evidence of regeneration; having been baptized by immersion in an independent Baptist church; and accepting the faith and practice of this church as defined in our Articles of Faith, Church Covenant, and Fundamental Baptist Statement; may be received into active membership. Active membership shall be granted upon voice approval of those members present.

B. Voting Member

Except as limited below, active members 16 years of age or older may vote at all business meetings.

C. Removal for Non-attendance

Any individual not attending a regular worship service of the church in the preceding six months may be removed from the church roll by a vote of the board of deacons based upon the recommendation of the Pastor or the individual's assigned deacon.

D. Non-resident Member

Any person from this church who is serving as a missionary or evangelist may be kept on the active list without voting privileges.

E. Non-voting Member

Active members who aren't counted for quorum and voting purposes. These are members who are in every way in good standing except that for reasons of health, physical disability, or distance are seldom able to attend services and business meetings. If they should attend a business meeting, their status will automatically change to that of a voting member provided they meet the criteria above. This status may only be assigned by a vote of the board of deacons based upon the recommendation of the Pastor or the individual's assigned deacon.

F. Discipline

Any member of the church may be disciplined by the church. This is to be done using the procedure of Matthew 18:15-17 and any other Scripture which covers a particular problem. There shall be a discipline committee consisting of the Pastor and the Board of Deacons. All disciplinary action shall be initiated through this committee. This committee will investigate the matter, counsel the member as appropriate, and, if deemed necessary, make a recommendation for discipline to the church membership. If the Pastor or a deacon is the subject of a disciplinary matter, he shall not sit as a member of the discipline committee. As in 1 Corinthians 6, no non-member shall be present at any meeting where disciplinary matters are discussed or voted upon.

G. Transfer

If a member wishes to transfer his/her membership to a church of like faith and practice, a letter of recommendation shall be sent to the receiving church upon request.

H. Withdrawal

Any member who withdraws to a church of non-like faith as defined in Section 4A may be removed from the church roll by a vote of the board of deacons based upon the recommendation of the Pastor or the individual's assigned deacon.

Section 5 *Officers*

The officers of this organization shall be pastor(s), deacons, trustees, and others as described herein or as deemed necessary by the church. The qualifications of the pastors and deacons shall be as outlined in 1 Timothy 3, Titus 1, and Acts 6.

A. Senior Pastor

The Senior Pastor shall be called by the church to serve an indefinite period of time with remuneration, support, and vacations to be determined by the church. Dismissal will be by a 2/3 vote of the voting church membership with a 30 day notice. The Senior Pastor shall preach the Gospel regularly and shall be at liberty to preach the whole counsel of the Word of God as the Lord leads him. He shall direct the administration of the church ordinances, direct the teaching ministries of the church, and tenderly watch over the spiritual interests of the membership. All times for public worship and Bible study as well as the arrangements thereof on and off the property belonging to the church shall be under the control of the Pastor.

B. Associate/Assistant Pastors (Pastoral Staff)

Associate and/or assistant pastors may be called by the church at the recommendation of the Senior Pastor. They shall be called to serve for an indefinite period of time with remuneration, support, and vacations to be determined by the church. Their duties shall be assigned by the Senior Pastor. Dismissal will be by a majority vote of the voting church membership with a 30 day notice. As he sees fit, the Senior Pastor shall designate individuals (such as the Associate or Assistant Pastors, the Principal of Tabernacle Christian School, the Music Minister, etc.) as members of the Pastoral Staff.

C. Deacons

The deacons are selected by the church at the annual or a special business meeting and are under the direction of the church. They are responsible for the Deacon Family Ministry and assisting the pastor in the work of the church in carrying out its purpose.

1. The Chairman of the Deacons shall be president of the corporation.
2. In the event that the church is without a Senior Pastor, the Deacons shall be responsible for seeing that pastoral responsibilities are fulfilled and shall serve as the pastoral search committee.

D. Trustees

The trustees are the legal representatives of this organization. They are selected by the church at the annual or a special business meeting and are under the direction of the church. They are responsible for maintenance and upkeep of the facilities and equipment, a financial budget, auditing of books, and reports to be presented at the annual corporate meeting.

E. Support Staff

These positions are the church clerk, treasurer, financial secretary, and staff as the church wishes to add. Each is appointed by the pastor with the church's approval. Each is responsible to the pastor and church in setting up procedures and records in the dispensing of their duties.

F. Appointed Positions

These positions are program directors, teachers, teacher's assistants, etc. They are appointed by the Pastor or his designated representative. They are responsible to the Pastor and the church for carrying out their duties.

Section 6 Employment and Employees

The Pastors and Deacons of Tabernacle Baptist Church may hire employees as they see fit to carry out the work of the ministry of the Tabernacle Baptist Church, Tabernacle Christian School, or any other ministry defined by the church.

A. *Employee Church Membership*

Unless granted an exception by the board of deacons, all employees shall be members of Tabernacle Baptist Church. Exceptions must be active members of another church of like faith and order.

B. *Compliance with the Articles of Faith*

All employees must sign a statement that they are in agreement with the *Articles of Faith of Tabernacle Baptist Church of Litchfield, NH*. Non-compliance with these articles will result in immediate termination of employment and may result in church discipline.

C. *Full- vs. Part-time Employment*

1. Employees whose jobs normally require more than 30 hours per week are considered full-time employees. This applies even to teachers employed by Tabernacle Christian School even though their employment is only for 40 weeks of the year.
2. Employees whose jobs require 30 hours or less are considered part-time employees.
3. The full- vs. part-time distinction is made solely for the purpose of determining eligibility for benefits. Since employees are normally church members, salaried employee hours worked beyond that considered normal are done on a volunteer basis. This is true even for non-member employees.
4. Employees paid on an hourly basis may only work more than their assigned hours if authorized by their immediate supervisor, the principal of the school, or the pastor.

Section 7 Business and Business Meetings

A. Church Fiscal Year

The church fiscal year shall be as determined by the board of deacons and trustees.

B. All Business Meetings

1. Rule of Order: Robert's Rules of Order or similar procedure shall be used.
2. Quorum: A quorum shall consist of either 50 voting members or 50% of the total voting membership, whichever is less.
3. Moderator: The moderator shall be the Senior Pastor, the Chairman of the Deacons, or someone designated by the deacons in the event of non-availability of the Senior Pastor or Chairman of the Deacons.

C. Annual Corporate Meeting

An annual corporate business meeting shall be held at a time determined by the board of deacons and trustees during the month prior to the start of the fiscal year. Notification of this meeting shall be given in accordance with state law. The purpose of this meeting shall be to receive reports, select deacons and trustees, and transact any necessary business.

D. Special Business Meetings

These shall be called in case of an emergency or an immediate need. The pastor, or deacons in the event of the death or resignation of the pastor, may call for such a meeting. The meeting and its purpose must be announced at a church wide public service or meeting. Only matters pertaining to the announced purpose may be handled.

E. Church Disciplinary Meeting

The Church Discipline Committee as defined in Section 4, paragraph D may convene a church disciplinary meeting when deemed necessary. Only church members may be present at this meeting. The meeting shall be announced at a church wide public service or meeting at least 15 days prior to the meeting or 30 days prior if the subject is pastoral discipline. Only matters pertaining to the announced purpose may be handled.

Section 8 *Public Services and Weekly Meetings*

These shall be announced and consist of Sunday services, and weekday Bible study, and others that the church may add.

Section 9 *Committees*

Committees may be set up by the church and shall be under the faith and practice of this organization.

Section 10 *Ordinances*

There are two:

A. Baptism

Baptism is by immersion and only for those who have professed faith in our Lord Jesus Christ according to New Testament practice.

B. Lord's Table

The Lord's Table is to be done according to 1 Corinthians 11.

Section 11 *Missions*

Missionaries and evangelists must operate in agreement with our faith and practice in order to secure financial or any other form of support. Selection for support will be by church vote.

Section 12 *Departments*

The church may set up departments within itself in order to carry on the purpose of this organization.

Section 13 *Amendments and Bylaws*

A. Amendments

For all purposes legal and practical the *Articles of Faith of Tabernacle Baptist Church of Litchfield, NH*, the *Church Covenant*, and the *Fundamental Baptist Statement* are considered amendments to this constitution. This Constitution shall not be amended unless 4 weeks public notice is given and a copy of the amendment is put on display. It may be acted upon at any business meeting. A majority vote is required.

B. Bylaws

Bylaws shall be adopted, amended, or rescinded as deemed necessary for the decent and orderly operation of the corporation.

Section 14 *Dissolution*

In the event of the dissolution of this corporation, all of its debts shall be fully satisfied. None of the assets or holdings shall be divided among its members or any other individuals but shall be designated by corporate vote prior to dissolution to such non-profit religious corporations as are in agreement with the faith and practice adopted by this corporation.