

**BY-LAWS
OF
THE FIRST BAPTIST CHURCH OF BELLINGHAM
BELLINGHAM, MASSACHUSETTS**

**ARTICLE I
Name and Organization**

Section 1. This organization, incorporated April 1, 1909 under Chapter 36, Section 48-51, inclusive, of the Revised Laws of the Commonwealth of Massachusetts as a non-profit corporation organized for religious purposes, shall be called **The First Baptist Church of Bellingham.**

Section 2. The Board of Trustees consisting of five members who shall be known as “A person who is elected by a majority of votes, to take care of church property, and to apply the same for the benefit of those entitled to it.” They shall transact all business and sign all papers dealing with real property when the church has so ordered by a vote in accordance with Article X. They shall have no authority to buy, sell or otherwise dispose of this church’s property without the aforementioned majority vote of the church in a legitimately called authorized meeting as described in Article X Meetings.

1. From time to time, there may be vacancies through death or resignation. The remaining Trustees will recommend a replacement to the church for appointment. Therefore, it shall be the duty of active members by a majority of votes, to choose a person or persons to fill any vacancy when such occurs as soon as possible thereafter so that a full Board of not more than five members are serving at all times.

**ARTICLE II
Purpose**

The purpose of this Church shall be the proclamation of the Gospel of Jesus Christ, the administration of the ordinances of the New Testament, the spiritual growth of its members, and the spread of the Gospel of Jesus Christ throughout the world.

**ARTICLE III
Statement of Faith and Church Covenant**

Authority of the Statement of Faith

The Statement of Faith does not exhaust the extent of our faith. The Bible itself is the sole and final source of all that we believe. We do believe, however that this Statement of Faith accurately represents the teachings of the Bible and, therefore, is binding upon all members, staff and volunteers. All literature, whether print or electronic, used in the church shall be in complete agreement with the Statement of Faith. All activities permitted or performed in any facilities owned, rented or leased by this church, or engaged in by any member of the church staff (volunteer or paid), and all decisions of the administration of this church may not conflict with the Statement of Faith. In all conflicts regarding interpretation of the Statement of Faith, the Pastor and Board of Deacons, on behalf of the church, have the final authority.

Section 1. The Scriptures {Beliefs on Doctrine}

Statement
of Faith

We believe in the Holy Scriptures: accepting fully the writings of the Old and New Testaments as the inerrant Word of God, verbally inspired in all parts and

therefore, altogether sufficient as our only infallible and authoritative rule of faith and practice. Psalm 119:160; Proverbs 30:5; II Timothy 3:16, 17; II Peter 1:19-21.

The True God

We believe in the one true God: who is an intelligent, sovereign, spiritual and personal Being; perfect, infinite, and eternal in His being, holiness and love, wisdom and power; absolutely separate from and above the world as its Creator, yet everywhere present in the world as the Upholder of all things. He is revealed to us as Father, Son and Holy Spirit, three distinct persons but without division of nature, essence or being. Genesis 1:1; Exodus 15:11; Psalm 83:18; 139:7-9; Matthew 28:19; John 10:30; I John 5:7.

Jesus Christ

We believe in the Lord Jesus Christ: who is the second Person of the Triune God, the eternal Word and Only Begotten Son; that without any change in His divine Person, He became man by miracle of the virgin birth, thus to continue forever as both true God and true Man, one Person with two natures; that as Man He was tempted in all points as we are, yet without sin; that as the perfect Lamb of God He gave Himself in death by the shedding of His blood upon the cross, bearing the sin of the world, and suffering its full penalty of divine wrath in our stead; that He arose from the grave in a glorified body; that as our great High Priest He ascended into Heaven there to appear before the face of God the Father as our Advocate and Intercessor. John 1:1, 14; 3:16; Matthew 1:18-25; Galatians 4:4, 5; Philippians 2:6-10; I Corinthians 15: 3-7; Hebrews 4:14-16; I John 2:1, 2.

The Holy Spirit

We believe in the Holy Spirit: who is the Third Person of the Trinity, and the divine Agent in nature, revelation and redemption; that He convicts the world concerning sin, righteousness and judgment; that He regenerates, indwells, baptizes, seals and anoints all who become children of God through Christ; that He further empowers, guides, teaches, sanctifies and fills believers who daily surrender to Him. John 3:5; 14:16, 17, 26; 16:7-14; Romans 8:9; I Corinthians 12:13; II Corinthians 3:18; Ephesians 1:13; 5:18.

The Condition of Man

We believe all men are by nature and choice sinful and lost: that man was the direct creation of God, made in His image and likeness; that by personal disobedience to the revealed will of God, man became a sinful creature, the father of a fallen race which is universally sinful in both nature and practice, thus alienated from the life and family of God, under the righteous judgment and wrath of God, and has within himself no possible means of salvation. Genesis 1:27; 3:6; Psalm 51:5; Romans 3:23, 5:12, 19; Galatians 3:11.

Salvation

We believe in salvation by grace through faith: that salvation is the free gift of God, neither merited nor secured in part or in whole by any virtue or work of man, but received only by personal faith in the Lord Jesus Christ, in whom all true believers have as a present possession the gift of eternal life, a perfect righteousness, sonship in the family of God, deliverance and security from all condemnation, every spiritual resource needed for life and godliness and the divine guarantee that they shall never perish: that this salvation affects the whole man; that apart from Christ there is no possible salvation. Ephesians 2:8, 9; Titus 3:5; John 1:12; 3:14; Romans 8:1; Philippians 1:6.

Christian Living

We believe in righteous living and godly works: not as a means of salvation in any sense, but as its proper evidence and fruit; and therefore as Christians we should obey the Word of God, seek the things which are above, walk as He walked, accept as our solemn responsibility and the duty and privileges of bearing the gospel to a lost world; remembering that a victorious and fruitful Christian life is possible only for those who in gratitude for the infinite and undeserved mercies of God have presented themselves wholly to Christ. Ephesians 2:10; Romans 12:1, 2; Philippians 2:16.

Satan

We believe in the existence of Satan: who originally was created a holy and perfect being, but through pride and wicked ambition rebelled against God, thus becoming utterly depraved in character the great adversary of God and His people, leader of all other evil angels and wicked spirits, the deceiver and god of this present world: that his powers are vast, but strictly limited by the permissive will of God who overrules all his wicked devices for good; that he was defeated and judged at the cross, and therefore his final doom is certain; that we are able to resist and overcome him only in the armor of God, by the blood of the Lamb and through the power of the Holy Spirit. Isaiah 14:12-15; Ephesians 6:12; I Peter 5:8; I John 3:8; Revelation 12:9-11; 20:10.

The Second Coming

We believe in the second coming of Christ: that His coming in the air to rapture His Church, which is our blessed Hope, is always imminent; that when He has first by resurrection of the dead and translation of the living removed from the earth His waiting Church, He will then pour out the righteous judgments of God upon the unbelieving world and afterwards descend with His Church and establish His glorious and literal kingdom over all the nations for a thousand years. I Thessalonians 4:13-18; James 5:8; Hebrews 10:37; Jude 14, 15; Revelation 19:11-16; 20:4-7.

Eternity

We believe in future life, bodily resurrection and eternal judgment: that the spirits of the saved at death go immediately to be with Christ in Heaven, that their works shall be brought before the Judgment Seat of Christ for the determination of rewards which will take place at the time when Christ comes for His own; that the spirits of the unsaved at death descend immediately into Hades where they are kept under punishment until the final day of judgment, at which time their bodies will be raised from the grave that they shall be judged and cast into the Lake of Fire, the place of final and everlasting punishment. I Corinthians 15; II Corinthians 5:8-10; Luke 16:19-23; Revelation 20:11-15.

Church and State

We believe in the separation of church and state: with each having defined and distinct spheres of responsibility. Matthew 22:21; Romans 13:1-7.

The Priesthood of Believers

We believe in the priesthood of all believers: that Christ is our High Priest and through Him every born-again person has direct access into God's presence without the need of a human priest; that the believer has the right and responsibility to personally study and interpret the Scriptures guided by the Holy Spirit. John 14:6; Hebrews 4:16; II Timothy 2:15; I Peter 2:1, 5, 9.

Family Relationships

We believe that men and women are spiritually equal in position before God: but that God has ordained distinct and separate spiritual functions for men and women in the home and the church. The husband is to be the leader of the home, and men are to be the leaders (Pastors and Deacons) of the church. Galatians 3:28; Colossians 3:18; I Timothy 2:8-15; 3:4-5,12

We believe that God has ordained the family as the foundational institution of human society. The husband is to love his wife as Christ loves the church. The wife is to submit herself to the Scriptural leadership of her husband in Christ as the church is to submit to the headship of Christ. Children are a wonderful gift and heritage from the Lord. Parents are responsible for teaching their children spiritual and moral values through consistent lifestyle example and appropriate training and discipline. Genesis 1:26-28; Exodus 20:12; Deuteronomy 6:4-9; Psalms 127:3-5; Proverbs 19:18; 22:15; 23:13-14; Matthew 19:9; Mark 10:6-12; I Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; I Peter 3:1-7

The Local Church

We believe in the importance of the local church: that all believers should assemble and identify themselves in local churches; that a New Testament church is a local assembly of born-again, baptized believers united in organization to practice New Testament ordinances, to meet together for worship, prayer, fellowship, teaching and a united testimony, and to actively engage in carrying out the Great Commission. Acts 2:41, 42; I Corinthians 11:2; Matthew 28:19, 20.

Independence and Autonomy

We believe in the Independence and Autonomy of the local church: that each New Testament church is free to govern itself without ecclesiastical interference, and should cooperate with other New Testament churches as the Holy Spirit leads; that it is the responsibility to follow the pattern of the New Testament church and is directly accountable to God. Matthew 18:17; Acts 6:1-5; 13:1-3; 15:22, 23.

Ordinances

We believe in ordinances given to the local church are two, baptism and the Lord's supper: that baptism is by immersion of believers, thus portraying the death, burial, and the resurrection of Jesus Christ; that the Lord's Supper is the partaking of the bread and cup by the believer as a continuing memorial of the broken body and shed blood of Christ. Matthew 28:19,20; Acts 2:41; 8:38, 39; Matthew 26:26-30; I Corinthians 11:23-34.

Beliefs on Cultural Issues

Marriage and Sexuality

We resolve that as a matter of belief, doctrine, and religious practice, our congregation reserves the term "marriage" for the covenant relationship between one man and one woman to the exclusion of all others. Marriage ceremonies performed in any facility owned, leased or rented by this church will be only those ceremonies sanctioned by God, joining one man with one woman as their genders were determined at birth. Whenever there is a conflict between the church's position and any new legal standard for marriage, the church's Statement of Faith, doctrines and biblical positions will govern. Genesis 2:24; Ephesians 5:22-23; Mark 10:6-9; I Cor. 7:1-9

Furthermore, we believe that God intends sexual intimacy to only occur between one man and one woman who are married to each other, and has commanded that no intimate sexual activity be engaged in outside of said definition of marriage. Any form of sexual immorality, is contradictory to God's natural design and purpose for sexual activity. Including but not limited to adultery, fornication, homosexuality, lesbianism, bisexuality, incest, pornography, or any attempt to change one's biological gender. These acts are sinful and offensive to God. It is The First Baptist Church of Bellingham's desire to honor God by staying true to His sovereign plan as we strive for and support godly marriages and families. Genesis 2:24; Genesis 19:5; Leviticus 18:1-30; Romans 1:26-29; I Corinthians 5:1; 6:9-10; I Thessalonians 4:1-8; Hebrews 13:4

Abortion

We believe that human life begins at conception and that the unborn child is a living human being. Abortion is murder and constitutes the unjustified, unexcused taking of unborn human life. Job 3:16; Psalms 51:5; 139:13-16; Isaiah 44:24; 49:1,5; Jeremiah 1:5; 20:15-18; Luke 1:36-44

Love

We believe that we should demonstrate love for others, not only towards fellow believers, but also toward those who are not believers, those who oppose us, and those who engage in sinful actions. We are to deal with those who oppose us graciously, gently, patiently, and humbly. God forbids the stirring up of strife, the taking of revenge, or the threat or use of violence as a means of resolving personal conflict or obtaining personal justice. Although God commands us to abhor sinful actions, we are to love and pray for any person who engages in such actions. Leviticus 19:18; Matthew 5:44-48; Luke 6:31; John 13:34-35; Romans 12:9-10; 17:21; 13:8-10; Philippians 2:2-4; II Timothy 2:24-26; Titus 3:2; I Peter 3: 8-9; I John 3:17-18

Lawsuits Within the Church

We believe that Christians are prohibited from bringing civil lawsuits within the Church. We do believe, however, that a Christian may seek compensation for injuries from another Christian's insurance company as long as the claim is pursued without malice or slander. I Corinthians 6:1-8; Ephesians 4:31-32

Protection of Children

We believe that children are a heritage from the Lord and must be absolutely protected within the church from any form of abuse or molestation. The church has zero tolerance for any person, whether paid staff, volunteer, member, or visitor, who abuses or molests a child. Psalm 127:3-5; Matthew 18:6; Matthew 19:14; Mark 10:14

Section 2. Church Covenant

Having been led, as we believe, by the Spirit of God to receive the Lord Jesus Christ as our Savior, and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now in the presence of God, angels, and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.

We engage therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church in knowledge, holiness, and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline and doctrines; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, and the relief of the poor, and the spread of the Gospel through all nations.

We also engage to maintain family and secret devotions; to religiously educate our children; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to avoid tattling, back biting and excessive anger; to abstain from the sale and use of intoxicating drinks as a beverage; to abstain from the sale and use of drugs and narcotics; to abstain from all excesses which lead to the physical and/or spiritual detriment of ourselves and our fellow man; and to be zealous in our efforts to advance the kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy of speech; to be slow to take offense, but always ready for reconciliation, and mindful of the rules of our Savior to secure it without delay.

We moreover engage that when we remove from this place, we will as soon as possible unite with some other church, where we can carry out the spirit of this covenant and the principles of God's Word.

ARTICLE IV

Membership

Section 1. Any person professing faith in Jesus Christ as personal Lord and Savior and, having experienced a change in his life, who is in
Qualifications accord with the faith and practices held by this church, and assents to the Statement of Faith and to our Church Covenant as printed in these By-laws (Article III), may be admitted to membership.

Persons shall be received into membership upon recommendation of the Pastor and the Board of Deacons, and by the affirmative vote of the church.

Such a person on receiving the right hand of Christian fellowship at the next earliest communion service, is publicly acknowledged as a member of this church family.

Section 2. Those seeking membership must, through their actions, words, lifestyle and affiliations, evidence a genuine experience of regeneration through faith in and acceptance of the Lord Jesus Christ as personal Savior. Candidates for membership will be required to attend a pre-membership interview with the Pastor and Board of Deacons, in which they will review the Statement of Faith, By-laws of this church, general church practices and policies, and expectations of members. After said meeting, a decision will be made to recommend for membership when the candidate fully ensures he/she will subscribe to the Statement of Faith contained herein and agree to submit to the authority of the church and its leaders. After such recommendations, the candidate will be brought forward for a majority vote and upon compliance with any one of the following conditions:

Methods

- a) By Immersion - Any person professing faith in the Lord Jesus Christ and giving evidence of a change in heart, may upon immersion, be received into fellowship.
- b) By Letter - Immersed members of other churches holding the same faith may be received by letter of recommendation and dismissal from their respective churches.
- c) By Experience - Those who have once been immersed members of Baptist churches or of churches of another denomination, and assents to the Church's Statement of Faith, but whose membership has for any reason lapsed, may be received into fellowship after giving satisfactory evidence of personal faith in the Lord Jesus Christ and a full purpose of heart to serve Him.

Section 3. Members are expected to be faithful to all duties essential to Christian life; to attend regularly the services of this church; to give systematically and proportionately for its support and benevolences; to share in its organized work; to attend and participate in duly called business meetings of the congregation; and to seek diligently the spiritual welfare of this church.

Duties and Responsibilities

Section 4. A member who for six (6) months has failed to manifest any interest in the work of this church by failing to fulfill the duties described in these By-laws, may be placed on an "Inactive Membership List" upon recommendation of the Pastor and Board of Deacons. This procedure shall have no application if the absence, delinquency, or arrearage is excused by the Pastor and the Board of Deacons due to sickness, lack of income, or other reasonable cause determined by the Pastor and Board of Deacons.

Inactive Listing

Persons on the Inactive Membership List shall not be counted or reported as members of the church, may not participate in and or vote in church business meetings, and may not hold office until he/she has been restored to full active membership by vote of the Pastor and Board of Deacons.

Any person on the Inactive Membership List who demonstrates their desire to renew fellowship with the church and their membership obligations as described in Section 3 above, may be restored to active membership by vote of the Pastor and Board of Deacons without further action of the church.

Section 5. Members in good standing may at a regular meeting of the church receive, on request, letters of recommendation and dismissal to unite with any other church.

Dismissal Of Members

Section 6 The membership of any individual member shall automatically terminate without notice if the member in question has not attended a regular worship service of the church in a full year. This provision may be waived at the discretion of the Pastor and Board of Deacons upon the showing of good cause.

Automatic Termination of Membership

The membership of any individual shall automatically terminate without notice if the member adopts opinions-verbally, in print, or in any other manner or medium- that are in direct contravention to the church's Statement of Faith. Since agreement with the church's Statement of Faith is a requirement for membership in this church, the member's non-conforming statements will be treated as the member's resignation by the Pastor and Board of Deacons.

The membership of any individual member shall automatically terminate without notice if the member unites in membership with another church.

The membership of any individual member shall automatically terminate without notice if a member files a lawsuit in violation of Section 1 of the Statement of Faith.

For any memberships terminated in accordance with the above provisions, the church may send a letter informing the prior member of the termination, but this is not required.

Although the general public is invited to all of the church's worship services, the church property remains private property. The Pastor and Board of Deacons has the authority to suspend or revoke the right of any person, including a member, to

enter or remain on church property. If after being notified of such a suspension or revocation, the person enters or remains on church property, the person may, in the discretion of the Pastor and Board of Deacons, be treated as a trespasser.

Section 7
Discipline
Of A
Member

- a) When a member becomes aware of an offense of such magnitude that it hinders the spiritual growth and testimony of an individual in the local church or the body as a whole, he is to go alone to the offending party and seek to restore his brother. Before he goes, he should first examine himself. When he goes, he should go with a spirit of humility and have the goal of restoration.
- b) If reconciliation is not reached, a second member is to accompany the one seeking to resolve the matter. This second step should also be preceded by self-examination and exercised in a spirit of humility with the goal of restoration.
- c) If the matter is still unresolved after the steps outlined in subsections (a) and (b) have been taken, the two members aware of the offense shall bring the issue before the Pastor and Board of Deacons, as representatives of the church body in keeping with Matthew 18.
- d) The Pastor and Board of Deacons shall attempt to meet with the offending brother. If reconciliation is not reached, the Pastor and Board of Deacons, as representatives of the church body, shall upon a majority vote of those present at a meeting of the Board of Deacons, terminate the individual's membership without further notice to the individual(s). Unless the matter involves an issue of safety or security to the members of the church at large, the specifics of the matter shall not be addressed in a public forum or with the general church membership.
- e) The Pastor and Board of Deacons shall be entitled to the same steps as other church members and be subject to the same discipline. If the Pastor or a Board of Deacon member is the subject of a disciplinary matter, he shall not be permitted to vote on his own membership termination.
- f) For any memberships terminated in accordance with this provision, the Pastor may cause a letter to be written informing the prior member of the termination, although he is not required to do so.

The procedures provided in this section are based on Matthew 18:15-20; Romans 16:17-18; 1 Corinthians 5:1-13; II Corinthians 2:1-11; Galatians 6:1; I Thessalonians 5:14; II Thessalonians 3:6, 10-15; I Timothy 5:19-20; and Titus 3:10-11.

ARTICLE V

Pastors and Pastoral Relation

The office of pastor - or chief shepherd of the local congregation - is a biblical office (Ephesians 4:11; 1 Timothy 3:1) whose model is Jesus Christ, the Great Shepherd of the sheep (John 10:7-18; 1 Peter 5:1-10). The Pastor is the teaching elder set apart by God for the ministry of preaching and teaching from the Scriptures to equip the believers and build up the body of Christ (Acts 14:23; Ephesians 4:12; 1 Timothy 2:12-15; 5:17). The Pastor is the chief minister of the church, an office of service (John 13:15-17). In this capacity, the pastor is an example of the local congregation, in turn taking his model from Jesus Christ (Matthew 20:25-28). The Pastor shall exemplify by his own life, in word and actions, his continued worthiness to the high calling of his office (1 Timothy 3:1-7; Titus 1:5-9).

Section 1.
Qualifi-
cations

The Pastor shall be a seminary graduate or have the equivalency of five years of biblical academic training or pastoral service in a Baptist church. The Pastor shall be a regularly ordained Baptist minister, or in line for ordination.

Section 2. Responsibilities	<p>The Pastor, as a servant of God, shall minister to the congregation and be in charge of the spiritual welfare and development of the church.</p> <p>The Pastor shall preach the gospel, administer the ordinances, arrange and conduct services of public worship; select or approve all curriculum and/or educational materials used in all teachings in the church; administer the activities of the church in cooperation with the Board of Deacons and the various committees; and shall be an advisory member of all committees with the right to vote.</p>
Section 3. Vacancies	<p>In the event of a vacancy in the pastorate, the church shall elect, at a duly called meeting, a Pastoral Search Committee [see Art. VIII, Sec. 12] representative of the active members with the expressed purpose of finding and recommending a prospective Pastor. The recommendation of this committee shall be presented first to the Diaconate and, if acceptable, the nominee shall be presented to the church membership at a duly called meeting. Acceptance shall be by an affirmative vote of 3/4 of the active church membership present and voting.</p>
Section 4. Removal From Office	<p>The church membership may at any time, at a meeting called for that purpose, request the resignation of the Pastor with the expectation that such resignation will be effective within ninety (90) days. Dismissal shall be by an affirmative vote of 3/4 of the active church members present and voting at the meeting. The Pastor shall be given notice of the meeting which shall be held within thirty (30) days of such notice.</p> <p>Likewise, Pastor shall give the church membership sixty (60) days' notice in the event that he wishes to leave of his own volition, unless a shorter notice is acceptable to the Board of Deacons.</p> <p>Termination of the Pastor shall be with not less than three (3) months' salary from the date to dismiss, or from the date of acceptance of voluntary resignation.</p>
Section 5. Associate Pastor(s)	<p>The Associate Pastor(s) being members of the pastoral staff are directly answerable to the Pastor. Their duties and responsibilities will be defined by the Pastor with the approval of the Board of Deacons.</p>
Part A. Responsibilities	<p>The Associate Pastor of Youth will report to the Pastor (as outlined in Art. 5, Section 5). He will coordinate all the youth ministries of the church with regard to "youth group" activities. The youth group will be comprised of appropriately aged youth. He will establish programs and ministries in the church for these groups. He will work with the Christian Education coordinator to coordinate their respective ministries.</p>
Part B. Removal From Office	<p>The church membership may at any time, at a meeting called for that purpose, request the resignation of the Associate Pastor of Youth with the expectation that such resignation will be effective within ninety (90) days. Dismissal shall be by an affirmative vote of 3/4 of the active church members present and voting at the meeting. The Associate Pastor of Youth shall be given notice of the meeting which shall be held within thirty (30) days of such notice</p> <p>Likewise, the Associate Pastor of Youth shall give the church membership sixty (60) days' notice in the event that he wishes to leave of his own volition, unless a shorter notice is acceptable to the Board of Deacons.</p>

Section 6. The Pastor and the Deacons along with the Advisory Board shall recommend to the church all salaried or non-salaried employees, and shall recommend salaries, monetary compensation and/or benefits to the church. The Pastor and Deacons will determine the responsibilities of the staff. The Pastor shall supervise all staff activities and/or functions within the church.

Staffing

ARTICLE VI

Board of Deacons

The Board of Deacons shall consist of up to nine (9) deacons elected by ballot at the Annual Meeting of the church. (See Sections 1 and 2 of Article VII.)

Section 1. Persons chosen to serve on the Board of Deacons should have qualifications which are in agreement with the New Testament pattern as listed in Acts 6:3 and 1 Timothy 3:8-12. These individuals must also be able to work with others and the pastor for the advancement of the church and the Kingdom of God. In the event that no member of the church meets the aforementioned qualifications, a vacancy need not be filled so long as there are at least three (3) deacons serving at all times on the Board of Deacons.

Qualifications

Section 2. The term of office of a deacon shall be three years. Terms shall be staggered so that no more than two deacons' terms shall expire in any one year. No person shall serve consecutively more than one three-year term, but may be eligible for re-election after one full year has elapsed.

Term

Section 3. It shall be the duty of the Board of Deacons to aid the pastor in the spiritual care of the flock, to assist in the administration of the ordinances of the church, to assist in caring for the candidates at their baptism, to distribute the charities for the poor of the church; and to preside in the absence of the pastor.

Duties

The deacons shall also assist the pastor by calling on the sick, shut-ins, and newcomers, and shall make visitations on other occasions as the need arises.

All applications for membership and all requests for dismissal (transfer) shall come before the Diaconate for review and consideration. Their recommendations shall be made to the church within thirty (30) days from the time the request is received.

All cases of member discipline or exclusion shall also come before this Board for consideration. In all situations, the Board shall be guided by the teachings of the

New Testament and shall always endeavor to effect the reconciliation and restoration of the member.

When the pastor is temporarily absent from the pulpit, the Board of Deacons shall provide a supply preacher. If the pulpit is vacant either by removal or death, the Board of Deacons shall be responsible for:

- a) providing either a supply or interim minister until such time as a new minister shall be called.
- b) calling a church meeting to elect a Pastoral Search Committee with the expressed purpose of recommending a prospective pastor to the church. [See Art. V, Sec. 3 and Art. VIII, Sec. 12.]

ARTICLE VII

Officers and Their Duties

The officers of the church shall consist of Pastor, Board of Deacons, Moderator, Clerk, Collector, Treasurer and Auditor, all of whom must be active members in good standing of the church.

All minutes of the church business meetings, committee meetings, bank statements, investment reports, etc. are church-owned property and each officer and committee chairperson is responsible for the timely transfer of such records or any other church- owned equipment (such as keys) to their successors in office.

Section 1. All officers, except Pastor and Board of Deacons, shall be elected for
Term a period of one year, or until a successor is elected, and shall be eligible for re-election unless it is noted otherwise in these By-laws. Terms of the Board of Deacons are set forth in Article VI, Section 2.

Section 2. All officers, with the exception of the Pastor, shall be elected by ballot
Election & at the Annual Meeting of the church, and shall take office immediately after
Vacancies their election. Vacancies may be filled at any regular meeting of the church, notice having been given of such intention at the previous Sunday service.

Section 3. To insure maximum membership involvement and representation, no officer
Restrictions shall, during any given term, hold more than one of the following offices; Clerk, Treasurer, Collector, Auditor, Moderator and Deacon, nor shall any officer chair any committee, except a Deacon.

Section 4. It shall be the duty of the Moderator to preside over the business
Moderator meetings of the church and the meetings of the Advisory Board. The Moderator shall conduct all meetings as prescribed in these By-Laws under Article XI. He shall, in conjunction with the Church Clerk and under the direction of the Advisory Board, prepare and post necessary warrants for business meetings.

Section 5. The Clerk shall keep and maintain all records of the church, except the financial records.
Clerk The Clerk shall keep a correct record of all the proceedings of the business meetings of the church, and a complete list of all its members. The Clerk shall also make mention of all matters of interest occurring outside of the business meetings, such as baptisms, reception of members, and unusual services.

It shall be the duty of the Clerk to issue letters of dismissal and recommendations of members as the church shall direct.

The Clerk shall, in conjunction with the Moderator and under the direction of the Advisory Board, prepare and post such warrants for business meetings as may be necessary. Three months before the election of officers, the Clerk shall notify the Nominating Committee, in writing, of all names of individuals who are eligible for re-election to offices and committees.

In the absence of the Moderator, the Clerk shall call business meetings to order, and shall preside until election of a temporary moderator.

Section 6. The Collector shall, on behalf of the church, receive and count all monies from any
Collector source, including regular church offerings, gifts, bequests and special offerings; make weekly bank deposits and report amounts to Treasurer. The Collector shall also report to the Missions Committee on a monthly basis, the amount of any missions-designated funds received during the month. The Collector shall also report to the Deacon Board Chairman on a monthly basis, the amount of any benevolence designated funds received during the month.

The Collector shall keep a record of envelope contributions so that each donor's total contribution may be available at any time. The Collector is also responsible for distributing the offering envelopes.

Assistant Collector The Assistant Collectors shall assist and be under the direction of the Collector in the performance of his/her duties and, in the absence of the Collector, be responsible for the Care of the offering.

Section 7.
Treasurer The Treasurer shall have charge of all funds received by the church and pay all bills on order of the finance committee. The Treasurer shall keep a detailed account of all receipts and disbursements and make a full, written report of the same at the annual meeting, the report having been duly audited by the persons duly elected by the church.

The Treasurer shall also make quarterly financial reports, or other financial reports as may be requested by the church or the Finance Committee.

At the end of each quarter, the Treasurer shall turn over all missions-designated funds received during the quarter to the Missions Committee for its maintenance and disbursement.

Section 8.
Auditor The church shall have an Auditor who shall perform the customary functions of such an office. The financial records of the Church Treasurer, Slocomb Trust Fund, and Missions Committee shall be audited annually, and the results reported to the church congregation at their Annual Meetings.

Assistant Auditor The Assistant Auditor shall assist the Auditor in performing the duties set forth above.

ARTICLE VIII

Committees and Their Responsibilities

As our church seeks to fulfill God's purposes, all committees are to be considered ministries of service. Each committee and its individual members are--as evidence of their faith—in loving and willing service to our Savior Jesus Christ, to one another, and to our local church and community.

Members of all committees shall be members in good standing of the church and shall be elected by ballot at the annual business meeting of the church. They shall serve for a period of one year, or until successors are elected, and shall be eligible for re-election, unless noted otherwise in another section of these By-laws. The Pastor shall be an ex-officio member of all committees. The committees of the church shall consist of the following:

Vacancies with regard to committee members may be filled at any regular meeting of the church, notice having been given of such intention at the previous Sunday service. They shall take office immediately after their election.

Section 1.
Finance A Finance Committee of at least seven members, two of which will be the Treasurer and the Collector.

The Finance Committee shall have general supervision over the financial affairs of the church including any approved budget expenditures and unbudgeted expenditures less than \$1,000.00. They shall approve all bills incurred by the church and order the Treasurer to pay them. No motion for any expenditure of unbudgeted funds greater than \$1,000.00 shall be considered at any church meeting until first presented to and recommended upon by the Finance Committee.

The Finance Committee shall prepare a church budget, incorporating the anticipated financial needs of each committee, for consideration at the Annual Meeting of the church.

This Committee shall also develop and implement a stewardship plan for the whole church.

Section 2.
Missions

The Missions Committee, consisting of at least six members, shall promote mission's endeavors and education in the church and church school, suggest mission's projects and activities of the church, and recommend a budget for church missions support to be adopted at the annual business meeting. Its task shall also be to encourage individual interest and personal participation in local and world missions by members of the church in response to the Great Commission (Matthew 28:19, 20) through financial support, prayer, and other tangible help. The committee shall be responsible for maintaining and disbursing church mission's funds including those funds transferred to the committee by the Treasurer on a quarterly basis.

Section 3.
Nominating

A Nominating Committee of at least five members shall, after careful and prayerful deliberation, prepare and submit to the church at the Annual Meeting, a slate of candidates for church officers and committees — except for the Nominating Committee — to serve the church for the ensuing year, and to provide ballots for same.

While in the process of preparing said slate, the Nominating Committee shall contact each nominee to inform them of the duties encompassed in the office or committee for which they are being considered, and to obtain their consent to have their names placed in nomination. The Nominating Committee is to remain active throughout the year to present recommendations for nomination for any vacancies which may occur.

It shall be the responsibility of the Advisory Board to recommend the slate of candidates to serve on the Nominating Committee for the ensuing year to be included on the ballot for the annual meeting. [See Art. IX, Sec. 1.]

Section 4.
Flower

A Flower Committee of not less than three members, shall arrange for the display of all appropriate floral decorations in the church. They shall also purchase and distribute all floral gifts, and send greeting cards on occasions as they deem necessary. The Committee shall submit an annual budget of anticipated needs to the Finance Committee.

Section 5.
Music

The Music Committee of not less than five members shall be responsible for developing, coordinating, and conducting the music program of the church. They shall be responsible for securing the services of an organist and/or choir director, subject to the approval of the church, and shall submit an annual music budget to the Finance Committee. The Music Committee shall keep a current inventory of all musical supplies and instruments, and shall be responsible for obtaining periodic tuning and minor repairs to the organ and piano.

Section 6.
Building &
Grounds

The Building and Grounds Committee of not less than six members shall be responsible for the care, maintenance, and repair of the real estate of the church which includes the church building, parsonage, the property at 1194 South Main Street and grounds. They shall supply and supervise a Sexton and see that the church building is properly prepared for all services. They shall also be responsible for the care and maintenance of hearing aids, audio/video aids and equipment, office and other church-owned equipment housed in the church, the property at 1194 South Main Street or the parsonage. It shall submit an annual budget of anticipated needs/repairs to the Finance Committee.

In an emergency, the chairman of this committee together with the chairman of the Finance Committee shall have authority to act as necessary.

- Section 7.**
Youth Fellowship The Youth Fellowship Committee comprised of at least four adults and three youth, shall work with the Pastor(s) to plan and coordinate the total youth fellowship program (junior and senior high age) of the church. This committee shall be responsible for policies and procedures with regard to the youth fellowship program through promotion, active participation and prayer. It shall also submit an annual budget of anticipated needs to the Finance Committee.
- Section 8.**
Nursery The Nursery Committee of at least three members shall be responsible for providing church-time care for children from infants through age six (or first grade), and for maintaining a roster of these children. The Committee shall seek to promote a healthy environment for the children by improving the physical facilities and by implementing proper health standards for the children while they are in the nursery, and by those who care for them. This Committee shall also be available to assist the Pastor with dedication ceremonies as needed. It shall submit an annual budget of anticipated needs to the Finance Committee.
- Section 9.**
Adult Fellowship An Adult Fellowship Committee of at least five members shall be responsible for planning and conducting social events for the church family and for arranging occasional participation in social and spiritual events with neighboring churches. They shall also arrange ways whereby members can extend loving support to each other during times of sudden illness or tragedy, such as planning for meals to be provided, etc., and may call on other members for assistance, as needed. The Committee shall also submit an annual budget of anticipated needs to the Finance Committee.
- Section 10.**
Christian Education The Christian Education Committee of not less than five members shall be responsible to supervise all the activities in the area of Christian education of the church, and to select the curriculum and/or educational materials it uses with regards to grades K through 12 upon the approval of the Pastor. It shall be a program-making and a policy-approving body.
- Responsibilities of Christian Education Committee It shall prepare and submit an annual budget to the Finance Committee for funds required in excess of those available from the Christian Education funds.

Child Protection Policy

Children's ministries are near to the heart of God. The Bible refers to children as precious, "*An heritage of the LORD*" (Psalm 127:3) – literally an inheritance received directly from God into our care and protection. The entrustment of these treasures, with such eternal value and consequence, carries with it a responsibility for stewardship which also requires churches and ministry leaders to do everything they can to protect them. In short, the church must be a safe, secure and loving environment for children. Therefore, The First Baptist Church of Bellingham will make every possible effort to prevent any child from being harmed (whether verbal abuse, physical abuse, sexual abuse or neglect) while in its care, to protect the church and its workers from false allegations, and to respond appropriately and legally to allegations of abuse of a child by any ministry worker, whether paid staff or volunteer. Therefore, the following measures are implemented which all ministry workers are required to abide by;

Definitions

For purposes of this policy, a “child” legally refers to any individual under the age of eighteen (18) years.

For purposes of this policy, inappropriate touching is defined as any physical contact with private areas of the body which would normally be covered by clothing. Obviously assisting a young child in the bathroom or changing a diaper is a sensitive matter. Therefore, it will be required that the child’s parent be contacted. Parents will be contacted to change their babies diaper unless prior authorization has been given to a responsible adult. Older children can use the bathroom un attended while a ministry worker waits outside the bathroom door.

Selection of Workers

No volunteer will be considered for any position involving regular ministry with children until he/she has been involved with The First Baptist Church of Bellingham for a minimum of six (6) months, unless approved by the Pastor and Board of Deacons. This time of interaction between the church leadership and the applicant allows for better evaluation and suitability of the applicant for working with children.

A person must be a member of The First Baptist Church of Bellingham to be considered for the position of leader and/or teacher in any children’s ministry of the church.

Anyone seeking to work with children must attend a child protection policy meeting led by the leadership of The First Baptist Church of Bellingham along with completing and signing the written application supplied by the church. The application form will be maintained in confidence in a secure church file, accessible only by the pastor.

In compliance with law, policies and wisdom, a background check will be conducted.

We recognize that there are times when it is necessary or desirable for ministry workers who are themselves under eighteen (18) years of age to assist in caring for children during programs or activities. The following guidelines apply to younger (“underage”/“minor”) workers:

They must be under the supervision of an adult member and never alone with children.
They must comply with all the conditions as specified above.

Guidelines

A non-family related individual child may not be in the private presence of an individual ministry worker at any time for any reason. If a ministry worker is alone in the presence of multiple children and there is no window in a door, doors to rooms must remain at least partially open and there must be no fewer than two students with a children’s worker. Areas of particular focus are the restroom, smaller or isolated classrooms and rooms, the nursery and a car / vehicle. Obviously large open and public spaces such as the sanctuary, fellowship hall or playground are not considered “private presence”. However, caution and prudence are still advised even in these situations.

Any form of physical contact with a child (other than an immediate family member) is a sensitive and potentially vulnerable area. While it must be acknowledged that gestures such as a pat on the shoulder or even hug are encouraging and may be supportive and helpful, caution and restraint must be exercised.

At no time will any form of corporal punishment be administered, no matter how seemingly simple, innocent or necessary. This is a parental matter which must be deferred to the parent or responsible adult with whom the child came.

Excessive verbal confrontation must be avoided. The Bible states: “*A soft answer turneth away wrath...*” (Proverbs 15:1). Someone has wisely said, “Shouting to make your child obey is like using the horn to steer your car, and you get about the same results.” If there is an issue, go to or call the child’s parent or responsible adult.

Reporting Procedure

Any suspicion or allegation of physical abuse or sexual abuse of a child by any ministry worker must be immediately reported to the Pastor, Deacons and Leader. In addition, a written witness statement will be requested.

An immediate, thorough investigation will be launched which may include and if evidence warrants will include timely reporting to law enforcement and other appropriate civil authorities as required by law.

The child’s parent(s) or legal guardian will be notified.

The ministry worker alleged to be the perpetrator of the abuse or misconduct will immediately be suspended from working with children and instructed to remain away from the premises during the investigation. This suspension will become permanent for any person found guilty of the alleged abuse or misconduct.

Emergency Procedures

Church Emergency Procedures shall be printed and distributed on an annual basis to all paid staff, volunteers, or members who work with our children’s programs, as these procedures might change from time to time.

Please be very cautious regarding allergy concerns.

In the event of any emergency which requires evacuation of the church building, please immediately and calmly organize and guide children to the front lawn of the church. At least one adult must remain with the children for supervision until their parent(s) can locate and take responsibility for their child(ren).

Section 11. Church Related Auxiliary Organizations—All women's, men's and youth groups shall be under the ultimate control of the church, and the officers of such Other organizations shall be active members of the church. Any proposed organization must be Groups approved by the Board of Deacons. The By-laws of all church related organizations, and any future amendments thereto, shall be submitted to the Board of Deacons for its approval before they are adopted by the organization.

Section 12. When a vacancy or an addition to the Pastoral staff occurs, the Board Pastoral of Deacons shall promptly nominate to the church a Pastoral Search Search Committee consisting of seven members, at least two of whom shall be Deacons, with care being exercised to make the committee representative of the total life of the church. No staff member or employee of the church, including the departing member, may serve as a member of the Pastoral Search Committee. The Pastor may serve in an ex-officio capacity on any committee other than one elected to call a new pastor.

When elected, the Pastoral Search Committee will select a chairman and a secretary from its number, and shall then proceed to select some person whose character and qualifications

fill the requirements stipulated by these church By-laws.

The Committee shall seek pastoral candidates from potential sources, shall hear candidates speak at convenient locations, and shall ascertain their interest and suitability for consideration by this congregation. Persons not on the committee wishing to suggest a possible candidate may contact the committee with recommendations.

When the committee has made a choice, the candidate shall be presented to the Board of Deacons to be interviewed for his suitability to the pastoral office. A suitable candidate must assent to—with no reservations—the Articles of Faith, Church Covenant, and By-laws of the First Baptist Church and shall promise to actively support and promote the goals of this church. The Deacons shall arrange for a suitable candidate to speak at a morning service of the church.

On recommendation of the Board of Deacons, the Pastoral Search Committee shall then proceed to give at least one week's notice in writing to each active church member, of the meeting at which it will submit its report to the church. The Committee shall put before the church only one name at any one time, and no nomination shall be made from the floor.

A quorum necessary for calling a person to serve on the Pastoral staff will be twenty-five percent (25%) of the active church membership. To be elected the person nominated by the Pastoral Search Committee must receive at least three-fourths (3/4) of the votes cast. Should the Committee's report fail to receive the necessary 3/4 vote, the Moderator shall declare the nominee not elected and shall refer the matter back to the Pastoral Search Committee for a further choice, without debate. If the individual nominated is elected by the church, then that new member of the Pastoral staff shall serve for an indefinite term.

Should the church desire to terminate the Pastoral relationship, procedures outlined in Article V, Section 4, must be followed.

ARTICLE IX

Advisory Board

The Advisory Board shall consist of the Moderator, Board of Deacons, Church Treasurer, Collector, Clerk, Auditor, and chairmen of all committees except the Pastoral Search Committee. The Moderator shall preside at all meetings of this board, and the Clerk of the church shall be Clerk of this board.

Section 1. The Advisory Board shall consult with and advise the Pastor in regard to the policies and Duties activities of the church.

The Board shall prepare the warrant for each business meeting of the church stating all articles of business to be acted on by the church at said meeting. Warrants must be posted and read from the pulpit at least one week in advance of the scheduled business meeting. Articles submitted for inclusion in warrant for any business meeting (except Special Meetings referred to in Article X, Section 3) are to be presented to the Advisory Board in writing.

It shall not be deemed necessary that a warrant be required, or advance notice be given, whereby the following can be acted upon at any regular meeting of worship or at meetings of business:

- a) reception of new members.
- b) dismissal of members to other churches.
- c) appointments of delegates to councils, conferences or conventions.

In December of each year, it shall also be the responsibility of the Advisory Board to recommend a slate of at least five candidates to serve on the Nominating Committee for the ensuing year to be elected by the church at the next Annual Meeting. Once the Board has determined its recommendations, this slate of nominees must be submitted to the current Nominating Committee for inclusion on the ballot which they are to prepare for the Annual Meeting.

Section 2. Regular meetings shall be held at such time as the board shall determine.
Calling Meetings Special meetings may be called by the Pastor, the Moderator, or at the request of three members of the board. Proper notice of these meetings must be given to all members.

Section 3. Five members shall constitute a quorum for the transaction of business.
Quorum

ARTICLE X

Meetings

Section 1. Public services shall be held on each Lord's Day and on such other
Worship occasions as the Pastor and Board of Deacons shall determine.

The Lord's Supper shall be administered on the first Sunday of each month. If any occasion arises where it seems wise to change from the first Sunday to a more convenient time, it may be done at the discretion of the Pastor and the Board of Deacons.

Section 2. The church shall hold a business meeting quarterly to hear the reports
Business of the Church Treasurer and to conduct any business which may legally come before it. Dates for these meetings shall be the calendar year. The Annual Meeting shall be held on the last Sunday in February. Advance notice of one week shall be given the church for all business meetings.

Section 3. Special business meetings shall be called by the Pastor, the
Special Meetings Moderator, or in his absence the Clerk may call such a meeting on a written request signed by not less than seven members. Warrants for such meetings shall be read from the pulpit on the preceding Sunday and shall state the matter(s) to be considered. No business is to be transacted except that for which the special meeting was called.

Section 4. Eleven voting members shall constitute a quorum for the transaction of
Quorum business less than \$10,000.00. For transactions greater than \$10,000.00 1) a quorum shall be a number of members equal to or greater than 25% of the eligible active members 2) a 2/3 vote is required for approval and 3) written notification to all eligible members is to be made two weeks prior to the transaction.

Section 5. Any active church member in good standing is entitled to vote at any
Voting Privileges regular or special church business meeting, unless restricted by any other provision of these By-laws. Only members eighteen (18) years of age or over who are physically present at a duly-called meeting of the church shall be entitled to vote. Also, only members eighteen (18) years of age or over shall be qualified to vote on matters affecting the church property or doctrinal basis of the church.

Unless specified otherwise, all votes shall be by a simple majority of the votes cast.

Section 6. All officers and committee members shall be elected by secret ballot
Election Procedures from a slate recommended by the Nominating Committee plus any nominations from the floor.

In the event there is but a single nominee for each office, the clerk may be instructed, by 2/3 vote of the active members present, to cast the electing ballot.

When there are nominations made from the floor, all nominees for all offices must be listed on the ballot. These ballots are given to the tellers who have been appointed by the Moderator. Each teller should be accountable for a specific number of ballots and should distribute only one ballot to each of the valid members assigned to him/her. There shall be no other business taking place during the voting. The Moderator is entitled to cast a secret ballot along with the other members. In voting by ballot, members are not restricted to persons who have been nominated. When voting is completed the tellers gather the ballots, which are then tallied, and the results reported to the Moderator. The Moderator then reports the results to the congregation and declares the officers and committees elected.

In case of a tie for one office, the Moderator calls for another ballot on just that one office. (If the Moderator already voted by secret ballot, he cannot vote to break this tie.) The ballots are distributed, and the vote taken as before. If a tie still results, the decision is made by lot (i.e., flipping a coin).

ARTICLE XI

Order of Business

All meetings for business shall be opened and closed by prayer. The Moderator shall conduct all meetings in an orderly way in accordance with parliamentary rules and shall see to it that all unfinished business is disposed of before any new business is introduced.

The rules contained in Roberts Rules of Order shall govern the conduct of church business meetings in all cases to which they are applicable and in which they are not inconsistent with the By-laws of this church.

ARTICLE XII

Amendments

These By-laws may be amended at any business meeting by a 2/3 vote of active members present and voting, provided that a notice specifying the time of the meeting and the substance of the proposed amendment shall have been given from the pulpit or printed in the calendar on each of the two Sundays immediately preceding said meeting, and written notice having been posted fourteen (14) days previous to the meeting.

Any member of the church wishing to propose a change in the By-laws or policy of the church must submit the same in writing to the Advisory Board. The Advisory Board must then make a recommendation on the proposed change to the church meeting and have a summary of the proposal included in the warrant for the business meeting.

Any member may suggest any change in the By-laws or policy of the church at any business meeting, but such changes must be limited to discussion then referred to the Advisory Board.

ARTICLE XIII

Real Property

All title to real estate of the First Baptist Church of Bellingham, including, but not limited to the land with the church structure thereon, and the land with the parsonage thereon known as 1172 South Main Street and the property at 1194 South Main Street Bellingham, shall be held in the name of "The First Baptist Church of Bellingham, a Massachusetts Corporation, duly established in accordance with Chapter 67 of the Massachusetts General Laws."

Upon the dissolution of the church, when the church has so ordered by a vote in accordance with Article X, the Board of Trustees shall, after paying or making provision for payment of all the liabilities of the church, dispose of all assets of the church to such organization or organizations formed and operated exclusively for religious purposes as shall at the time qualify as an exempt organization or organizations under Section 501 (c) (3) of the Internal Revenue Code of 1986, as the church shall determine. Assets may be distributed only to tax-exempt organizations that agree with the church's Statement of Faith.

ARTICLE XIV

By-Laws of the Slocomb Trust Fund

1. A trust is a separate and distinct entity from its creator, Charlotte Slocomb. A trust holds property and performs acts in its own name for the benefit of one or more parties. In this case the First Baptist Church of Bellingham.
2. The Board of Trustees of the Slocomb Trust Fund shall consist of four life-time members who are custodians of said Fund; a chairman, a clerk, a treasurer and/or an assistant. These trustees or successors in office, shall administer the Slocomb Trust Fund.
3. The fund shall be invested at the discretion of the Board.
4. The \$143,000, plus the money from Duke Energy, including interest (hereafter called the investment fund) will be established with four signatures: at least three signatures and a unanimous agreement will be necessary to make any changes with this investment.
5. The "earned interest account" will be established with four names, any two of the four needed for withdrawal.
6. The earned interest will be divided each year, ready for disbursement at the annual meeting, for that year. One-half portion being given to the church treasury, and one-half portion for charity.
7. The Board of Trustees' recommendation on the charity portion shall be submitted each year in the annual report, ready for disbursement.
8. The Board of Trustees will be allowed to spend up to \$500.00 for charitable emergencies without further approval if the need should arise. The amount will be taken from the yearly allowable portion.
9. When a Trustee is no longer available to serve for whatever reason, the three remaining Trustees will recommend a replacement to the church for appointment.

ARTICLE XV

Racial Nondiscrimination

The church shall have a racially nondiscriminatory policy and, therefore, shall not discriminate against members, applicants, students, and others on the basis of race, color, or national or ethnic origin.

— END —

These By-laws were adopted by a 2/3 vote of the members present and voting at a duly called meeting of the church in which a quorum was present.

These By-laws supersede any other By-Laws of the First Baptist Church of Bellingham.