

We, the members of Mogadore Baptist Church (hereinafter the AChurch@), do ordain and establish the following Constitution and Bylaws to which we voluntarily submit.

Article I. Organization

The formal name of this local church shall be (To be determined). The meaning of our existence is to provide and maintain a place of worship (Acts 2:41-47), discipleship (Colossians 1:9-12), service (Ephesians 4:11-13) and evangelism (Matthew 28:18-20; Acts 1:8) for the glory of God (1 Corinthians 10:31), as defined in Article II. In all matters, this Church shall be governed by the Doctrinal Statement, attached hereto as Appendix A and incorporated herein by reference.

In all matters of Church polity and practice, we shall act upon our conviction that the New Testament local Church is not dependent upon the leading of any ecclesiastical or denominational organization but an autonomous, self governing fellowship, directly submitted to the authority of Christ as the Head of the Church, the agency of the Holy Spirit as the Helper, and the Word of God as conclusive in all matters of faith, fellowship and function.

In addition, we recognize the richness of our historic Baptist heritage and its great doctrinal distinctive: the authority of the Holy Scriptures, which are God breathed and no human endeavor or decree can override; the autonomy of the local Church in which the local Church is accountable to Christ as the Head of the Church and the mandates of Scripture; the priesthood of believers in which every believer has access to our Great High Priest, Jesus Christ through prayer: the ordinances of believer=s baptism by immersion and the observance of the Lord=s Supper or Communion; and, Church membership, which individuals who have a believable testimony in Christ and have publicly identified themselves through believer=s baptism choose to fellowship with the local Church in which a oneness in Christ exists, and the members can endeavor to keep the unity of the Spirit in the bond of peace. This Church will continue to hold fast to these doctrinal truths and the richness of our heritage; and in essence always be a church of historical Baptist Traditions and will be led by God-ordained elders assisted by godly deacons.

According to I Timothy and II Timothy as well as other scriptural texts; we recognize that the church is the Household of God and is organized as a family of believers. Elders shepherd and care for the believers, being careful not to lord it over them but rather seeking to be an example in family, community, life and in character. The church is organized as a “household of households.”

Article II Statement of Purpose

Section 1: Existence

This Church exists to glorify God by bringing people to know intimately and bear witness to Christ through the proclamation of God=s Word, making of disciples, establishing new churches and expanding congregations and strengthening the body of Christ.

Section 2: Authority

The Elders are the governing body of this Church.

Section 3: Incorporation

To implement this purpose legally the Church is incorporated under the laws of the State of Ohio, so that it may own, provide and/or maintain a place of worship (including suitable real estate and buildings), receive, hold and disburse gifts, bequests and funds, and do all things necessary to carry on the purposes of this fellowship

Article III. Membership

Section 1: Eligibility

Any person who has been regenerated by the Holy Spirit as evidenced by their faith in the Person and work of Jesus Christ and has been baptized as an act of obedience to Christ is eligible for membership (John 1:12; 3:16; 6:37; Romans 10:9-10; Titus 3:5).

Section 2: Procedure

All individuals who desire membership in this church must be interviewed by at least two elders (or appointee), complete and sign an application for membership, complete a short course of instruction about membership, and agree to abide by and adhere to the doctrinal practices of this Church as outlined in this Constitution and By-laws. The Elders will seek affirmation from the Congregation as candidates for membership will be publicly presented as new members.

If, upon review of an application for membership or after meeting with prospective members, the Elders determine that the applicant does not confess Jesus Christ as his or her Lord and Savior, or lacks the evidence of a godly lifestyle, membership shall be denied. The decision made by the Elders at that time shall be final and binding upon all persons and there shall be no further appeal. (I Peter 5:1-4)

Section 3: Responsibilities

The responsibilities of all members in this Church are summarized in the following Church Covenant.

Having been led, as we believe by the Spirit of God, to receive the Lord Jesus Christ as Lord and Savior, we do now in the presence of God and this Church most solemnly and joyfully enter into this **Church Covenant** with one another as one body in Christ. We therefore engage by the aid of the Holy Spirit:

- A. To walk together in Christian love (Ephesians 5:2; Colossians 3:14);
- B. To exercise Christian care and watchfulness over one another (1 Corinthians 12:25);
- C. To pray with and for one another, sharing our burdens, sorrows, and joys (Acts 2:42; 1 Timothy 2:1; James 5:16; Galatians 6:2; Romans 12:15; 1 Corinthians 12:26);
- D. To be thoughtful and courteous to one another, to be slow to take offense, and to be quick to forgive and seek forgiveness; (Ephesians 4:25, 32; Colossians 3:13; Matthew 5:23-24);
- E. To guard the spiritual and Scriptural purity, peace, prosperity of the local Church, and to promote its usefulness as a witness to the saving grace of God and Christ Jesus; (1 Corinthians 6:13; 2 Timothy 1:13-14; Matthew 18:15-20; Ephesians 4:11-16; Matthew 5:16);
- F. To assist, through the gifts of the Spirit, in the work of the Church. (Romans 12:3-8; 1 Corinthians 12:7; 1 Peter 4:10);
- G. Under the direction of the Lord, contribute to the financial support of this local Church, the relief of the needy, and the evangelism of all people; (2 Corinthians 9:7; Deuteronomy 15:11; Galatians 2:10; Philippians 4:15-16);
- H. To love and to pray for all believers in the Lord Jesus Christ; (John 13:34-35; 1 Thessalonians 3:12; 1 Timothy 2:1; James 5:16);
- I. To engage regularly in personal Bible reading, study and prayer; (2 Timothy 2:15; 1 Peter 2:2; Matthew 6:6; James 1:5);
- J. To bring up children as they are entrusted to our care in the nurture and admonition of the Lord (Proverbs 22:6; Ephesians 6:4);
- K. To walk circumspectly in the world, to provide things honest in the sight of all men, to be faithful in engagements, exemplary in deportment, denying ungodliness and worldly lusts (Colossians 4:2-6; Titus 2:11-12, 3:8; 1 Peter 2:12);
- L. To endeavor by example, by word, and by prayer to win others to Jesus Christ as Savior and Lord (1 Thessalonians 1:7-8; Matthew 5:16; 1 Peter 2:12);
- M. To commit to regularly pray for, loyally support and properly submit to the leaders of this Church in the keeping of any and all principles of Scripture (1 Thessalonians 4:12-13; Hebrews 13:7, 17).

Section 4: Status of Membership

The members of this Church shall be classified as follows:

- A. Active Member - An Active Member is one who is actively involved in the worship and service of the Church and who is entitled to all membership privileges including the holding of office (as deemed appropriate by the elders). Members shall affirm . . .
1. . . . any and all amendments to the Constitution and By - Laws of the Church.
 2. . . . All New Members
 3. . . . faithful support of the Annual Budget.

Only Active Members constitute the basis for establishing a quorum at any official meeting of the Church.

- B. Associate Member - An Associate Member is one who is actively involved in the worship and service of the Church. Such a member is entitled to all the membership privileges of the Church except
1. . . . the holding of office
 2. . . . affirming any and all amendments to the Constitution and By-Laws of the Church.

An Associate member desiring active status may be promoted by an unanimous decision of the Elders. Examples of associate members are baptized believers who have not reached the age of eighteen, and/or students or persons who have temporarily relocated to our area for school or employment purposes and who wish to keep their active membership with their Ahome@ Church.

- C. Non-Active Member - A non-active member is a former active or associate member who has been inactive for a period of at least six months and is currently not active in attendance. Such a member is not entitled to any of the membership privileges of the Church.
- An active or associate member may be transferred to non-active member status by request or by action of the Elders. A non-active member may be promoted to active or associate status by unanimous decision of the Elders. Examples of non-active members are missionaries, military personnel, shut-ins, or members temporarily displaced due to work or school and who expect to return as active or associate members in the future.

The Elders will remove any person from Membership whose status does not reflect one of the above categories during the annual meeting or sooner if circumstances warrant removal from all affiliation with the church as stated below in section 5.

There shall be an annual review of membership. The purpose of this review is to maintain an active and vibrant membership involved in all aspects of the church family life.

Section 5: Discipline and Restoration

The purpose of Church discipline and restoration is to affect a return to a Biblical standard of conduct and doctrine in a member who errs (Galatians 6:1-5), to maintain purity in the local Church (1 Corinthians 5:6), and to deter sin (1 Timothy 5:20). Any member of this Church who teaches or insists on holding false or divisive doctrine; Who persistently conducts himself /herself in a manner inconsistent with biblical teaching; or who persists in disturbing the unity or peace of the Church shall be counseled and disciplined as follows, according to Matthew 18:15-18;

- A. It is the duty of any member of this Church who has knowledge of an erring member=s heresy or misconduct to lovingly confront and admonish the erring member(s) in private, offer biblical counsel seeking his/her repentance and restoration.
- B. If the erring member does not heed this admonition, the confronting member shall again go to the erring member accompanied by one or two other members (recommendation would be elders) as witnesses to establish the facts seeking repentance and restoration.
- C. If the erring member still refuses to repent, the matter shall be brought to the attention of all the Elders, who upon careful and prayerful investigation, shall make an appropriate report to the Church encouraging the congregation to pray for repentance and restoration of the erring member.
- D. If the erring member still refuses to repent upon the admonition of the Elders and the Church, he or she shall be dismissed from the Church as stated in the Scriptures and treated as an unbeliever (Matthew 18:17; 2 Thessalonians 3:6). The Congregation shall be encouraged to pray for the repentance and restoration of the erring member.

The ultimate goal of discipline is the restoration of the erring one into fellowship again. It is to be clearly understood that the discipline process will continue to conclusion whether the erring member leaves the Church or otherwise seeks to withdraw from membership. There shall be no appeal of the discipline process, which shall be final and binding upon all persons. (Matthew 18:18; Galatians 6:1-2)

Section 6: Termination

Membership may be terminated in one of three ways:

- A. By transfer. When it is requested, the Elders may grant to a departing member in good standing, a letter of transfer to the fellowship of another Church. No such letter may be given to a member who is at the time under the corrective discipline of this Church. The Elders may refuse to grant a letter of transfer to any Church, which is, in their judgment contrary to our doctrinal statement. (Jude 3);
- B. By exclusion: If a member habitually (for one year) absents himself or herself from the services of the Church without valid reason, or if due to relocation that member

ceases to maintain a vital contact with the Church, that member may be excluded from membership. If an excluded member applies again for membership, the procedures set forth will again be followed (Article III, Sec. 2);

- C. By dismissal as a final step of Church discipline. The Board of Elders shall only apply the above-mentioned dismissal in strict accordance with the Scriptures.

Article IV. Church Polity

The offices of this Church shall be Elders and Deacons. All members desiring to serve in these offices must be Active Members of the Church and meet the Biblical qualifications.

The leadership and stewardship of this Church, the conduct of its business (finances, management of all personnel), the supervision of its general work, its organizations and its spiritual life, shall be vested with the Elders under the guidance of the Holy Spirit.

Section 1: Elders

A. Qualification of Elder

An Elder must be a man who is above reproach and meets the qualifications described in 1 Timothy 3:1-7 and Titus 1:6-9 and be an active member of this Church. He shall be desirous of serving in that office (1 Timothy 3:1; 1 Peter 5:2) and shall be:

1. Blameless as a steward of God; above reproach (1 Timothy 3:2; Titus 1:6-7);
2. Husband of one wife: a one-woman man (1 Timothy 3:2; Titus 1:6);
3. Temperate, sober, vigilant (1 Timothy 3:2);
4. Sober-minded, prudent (1 Timothy 3:2; Titus 1:8);
5. Of good behavior, orderly, respectable (1 Timothy 3:2);
6. Given to hospitality (1 Timothy 3:2; Titus 1:8);
7. Able to teach, willing to exhort believers and refute false teaching, sound in doctrine (1 Timothy 3:2; Titus 1:9);
8. Not given to strong drink (1 Timothy 3:3; Titus 1:7);
9. Not violent, not pugnacious (1 Timothy 3:3; Titus 1:7);
10. Patient, moderate, forbearing, and gentle (1 Timothy 3:3);
11. Not a brawler, not contentious, not soon angry or quick-tempered (1 Timothy 3:3; Titus 1:7);
12. Not covetous, not a lover of money, not greedy of base gain (1 Timothy 3:3; Titus 1:7);

13. Rules well his own house, his children are faithful, not accused of rebellion to God (1 Timothy 3:4; Titus 1:7);
14. Not a novice, not a new convert (1 Timothy 3:6);
15. Has a good report or reputation with outsiders (1 Timothy 3:7);
16. Not self-willed (Titus 1:7);
17. A lover of what is good (Titus 1:8);
18. Just (Titus 1:8);
19. Holy, devout (Titus 1:8); and
20. Self-controlled (Titus 1:8).

B. Duties of an Elder

As overseers, stewards and leaders of the local church, and, specifically, this Church, it shall be the duty of the Elders to:

1. Be devoted to prayer and the study of God=s Word and sustain a caring ministry for the flock, which involves serving to help facilitate the Church=s spiritual growth and praying for the sick and visiting the congregation (Acts 6:4; 2 Timothy 2:15; James 5:14; Acts 20:28, 20:35; Hebrews 13:7);
2. Teach and exhort as well as refute those who contradict the truth, which involves ensuring that all instructors, Bible teachers, children=s teachers and student ministry leaders are properly qualified (John 21:15-17; 1 Timothy 3:2; Titus 1:9; Acts 20:28-31; 1 Timothy 4:13, 5:17; Hebrews 13:7);
3. Lead by Christ-like example, which involves
 - a). consistently modeling spiritual character, attitudes, values, and behavior among the congregation.
 - b). providing and inviting the opportunity for frequent and ongoing contact with members of the congregation.
 - c). conducting the affairs of the Church in an atmosphere of openness and mutual sensitivity, focusing as much on nurturing one another as on decision-making (1 Peter 5:1-3; Hebrews 13:7; 1 Timothy 4:6-16; 2 Corinthians 2:4)
4. Oversee or delegate the overseeing of the functions of the church (Acts 20:28, 15:22; 1 Timothy 3:1-7, 4:14, 5:17; Titus 1:7; 1 Peter 5:1-2) as follows:
 - a). Maintain the legal status and care for the Church, exercise biblical stewardship of all church property and assets;

- b). Be responsible for the direction of all disbursements and securing of all funds necessary to meet the current expenses of the Church;
 - c). Conduct the business and congregational meetings of the Church;
 - d). Conduct Church services and determine the times of all services;
 - e). Develop and present the budget to the congregation at the annual congregational meeting of the Church for affirmation;
 - f). Approve and appoint elders and deacons of the Church and present them to the Church for affirmation;
 - g). Approve all candidates for Church membership and present them to the congregation for affirmation;
 - h). Interview and appoint the Pastor-Teacher(s) and present for affirmation;
 - i). Recognizing the calling of God in their life, appoint any and all Elders, vocational (paid) and non-vocational (unpaid) to meet the needs of the congregation;
 - j). Be responsible for the employment, terms and compensation of employment, assignment of responsibilities, direction, oversight and termination of employment of all Church staff (Elders, Administrative, and all other workers) as deemed necessary. The Pastor-Teacher may be removed from office only with the unanimous vote of the elders and the affirmation of the church.
 - k). Approve, encourage and edify all subordinate ministries, organizations, and counsels of the Church; and,
 - l). Regularly, communicate to the congregation about the activities, vision, decisions and concerns, of the Elders as well as other business of the Church.
5. Perform other constitutional, Scriptural, and general duties of oversight (Acts 20:28, 15:22ff; 1 Timothy 3:1; 1 Peter 5:1-3; 1 Thessalonians 5:12-13).
6. The Elders shall recognize gifted men from the congregation who may serve as Elders for the purpose of teaching and preaching with at least one man designated as Senior Pastor-Teacher.

The Pastor-Teachers are gifted men for the purpose of perfecting the saints, for the work of the ministry, and edifying the Body of Christ (Ephesians 4:11-12). His primary responsibilities are the systematic teaching and preaching of the Word of God (1 Timothy 4:13) and to labor in the Word and in doctrine (1 Timothy 5:17). As Elders, the Pastor-Teacher(s) of this Church shall:

- a). Give themselves to prayer and the study of the Word of God;
- b). Preach and expound the Word of God.

The other Elders, along with the Pastor/Teacher, both vocational (paid) and non-vocational (unpaid) shall assist with;

- a). Administration of the Ordinances in accordance with the Word of God;.
- c). Share in the pastoral care of the congregation;
- d). Perform marriages as deemed appropriate in accordance with the laws of God and the State of Ohio;
- e). Officiate at funerals of members of the Church and non-members as appropriate;
- f). Maintain Church discipline;
- g). Participate in the installation of newly designated Elders;
- h). Perform other constitutional, Scriptural, and general pastoral duties.

Section 2: Deacons

- A. Deacon shall be called from among the active male membership of the church.
 1. The men who hold this office are to be approved by the Elders and recommended to the Congregation for affirmation during a service or meeting at any point during the year. Upon the affirmation of the congregation the affirmed candidate will be recognized by the Elders.
 2. A Deacon shall serve an indefinite period of time, subject to his ability and availability to serve. A Deacon who is unable to carry out regular assignments, may at the direction of the Elders, be required to step down from the office. When he is willing and able to once again fulfill his calling, he may resume his position as Deacon with the approval of the Elders.
 3. A Deacon may be removed from office, based upon an unanimous decision of the Elders and affirmation of the congregation based upon moral, doctrinal, or other biblical qualification (1 Tim. 3:7-13) or failure to fulfill his responsibilities as Deacon. A Deacon will be subject to the biblical process of Church discipline (Matt. 18:15-20).
 4. There shall be no limit to the number of Deacons.

5. The Deacons shall consist of male members possessing the qualifications as described in I Timothy 3:8-13. A Deacon shall be a man of dignity, not double-tongued, not addicted to strong drink, not fond of sordid gain, holding to the mystery of the faith with a clear conscience, first tested and found above reproach.
6. The Deacon shall assist the Elders in the shepherding of the saints, aid in the general spiritual care of the Church, take oversight in the upkeep of the Church's facility and perform such other duties as assigned by the Elders. Deacons, even though they hold an "office", are not officers of the Church.
7. The Deacons shall care for widows and orphans.

Section 3: Selection and Dismissal of Officers and Pastoral Staff

A. Elders

1. An Elder shall be chosen from among the male, active members by a unanimous decision of the present Elders. Elder candidates for this position must desire to serve (1 Timothy 3:1); be qualified to serve (1 Timothy 3:1-6; Titus 1:7-9); be examined and affirmed by the other Elders by an established process (as outlined in the policy manual) (1 Timothy 3:10, 5:22); and maintain themselves in a manner worthy of their calling and in accord with the moral and ethical standards of the Word of God, both in the administration of their office and in their personal lives (1 Timothy 5:18-20).
2. The Elders tenure shall be for an indefinite period of time, subject to his ability and availability to serve. An Elder who is unable to carry out regular assignments, may at the direction of the other Elders, be required to step down from the office of Elder for a period of time, until he is able to once again fulfill his calling. Elders may request a sabbatical subject to the policy manual.
3. An Elder may be removed from office, based upon an unanimous decision by the other remaining Elders and affirmation of the Church, at any time based upon moral, doctrinal, or other biblical disqualification (1 Timothy 3:1-6; Titus 1:7-9); or failure to fulfill the biblical responsibilities of the office of Elder. All Elders are subject to the biblical process of Church discipline (Matthew 18:15-20); and if unresponsive to the correction of the Church will be publicly rebuked in the presence of the entire congregation (1 Timothy 5:19-20).
4. The Elders shall consist of men meeting the qualifications of scripture and appointed as needed in the ministry of the Church. The number of Elders shall be determined by need in overseeing, shepherding and leading the ministries of the Church. The Elders shall make themselves available for questions and concerns of the congregation upon request and seek to have informational meetings once a quarter.

B. Pastor-Teacher (Senior Pastor)

1. In the event that a new Pastor-Teacher is needed to serve at the Church, the Elders may serve as or appoint a search committee to pursue suitable Pastoral candidates. Selected candidates will be invited to preach and meet with the congregation. When a Pastoral candidate has gained unanimous approval from the Elders, he will be presented to the congregation. The Elders may recommend only one Pastoral candidate at a time to the congregation for affirmation. The Pastoral candidate shall be presented to the active membership at a properly convened meeting of the church for a vote of affirmation, notice of which shall have been given from the pulpit two successive Sundays proceeding this meeting. The purpose of this meeting is to allow the active membership to voice any major concerns they may have concerning his Scriptural qualifications. The church will then vote to affirm or not affirm the candidate. A seventy-five percent affirmative vote will be considered congregational affirmation.

2. The Pastor-teacher shall be free to resign as he discerns God's will, but shall give a thirty-day written notice to the Church, unless otherwise mutually agreed upon with the Elders.

3. The Pastor-teacher=s tenure shall be for an indefinite period of time, subject to his ability and availability to serve. In the event the Pastor-Teacher is unable to carry out his regular assignments, he may by the unanimous decision of the other Elders, be required to step down from service for a period of time, until he is able again to fulfill his calling. The Elders shall determine if any whole or partial compensation shall continue during any temporary inability to perform his duties. The Pastor-Teacher may be removed permanently only with the affirmation of the congregation.

4. The Pastor-Teacher may also be removed from office, based upon an unanimous decision of the remaining Elders, at any time based upon moral, doctrinal, or other biblical disqualification (1 Timothy 3:1-6; Titus 1:7-9) or failure to fulfill the biblical responsibilities of the Pastor-Teacher and with the affirmation of the members of the congregation. The Pastor-Teacher is subject to the biblical process of Church discipline (Matthew 18:15-20) and if unresponsive to the correction of the Church will be publicly rebuked in the presence of the Congregation (1 Timothy 5:19-20).

C. Other Pastoral Staff - Additional and qualified Staff may be added at any time by the unanimous decision of the Elders based upon the identified needs for the necessary operation of the Church and its ministries.

1. The tenure of the Pastoral Staff shall be for an indefinite period of time, subject to their ability and availability to serve. In the event that any of the Pastoral Staff are unable to carry out regular assignments, they may by the unanimous decision of the Elders, be required to step down from service for a period of time, until they are able to once again fulfill their calling.

2. Any Pastoral Staff may be removed from office and/or service, based on an unanimous decision of the remaining Elders, at any time based upon moral, doctrinal, or other biblical disqualification (1 Timothy 3:1-6; Titus 1:7-9); or failure to fulfill the biblical responsibilities of that designated Pastor Staff position. All Pastoral Staff will be subject to the biblical

process of Church discipline (Matthew 18:15-20); including any holding the office of Elder (Vocational Elder), and if unresponsive to the correction of the Church will be publicly rebuked in the presence of the Congregation (1 Timothy 5:19-20).

D. Officers

The officers of the Church shall be a Chairman, Vice-Chairman, Secretary and a Treasurer. The Church may also have, at the discretion of the Board of Elders, other officers as may be from time to time appointed by the Elders in accordance with the provisions of this article. All officers shall be non-vocational. This shall be done to avoid any perception of a professional clergy and laity distinction and violate the biblical concept of the priesthood of the believer. All Elders are equal in authority, serving as a plurality of Elders, working and serving together in harmony for the good of the Church and the glory of God.

1. The Chairman: The chairman shall be elected by the remaining Elders and generally supervise and preside at all private and public Church meetings as appropriate. All business of the Church shall be conducted in an orderly fashion as described in I Corinthians 14:40, with all Elders conducting themselves in humility (Philippians 2:2-8). Leadership requires service toward others and sacrifice of self.

2. The Vice-Chairman: A member of the Elder Board, in the absence or disability of the Chairman, shall perform all the duties of the Chairman, and when so acting shall have all the responsibilities of, and be subject to all restrictions upon, the Chairman; the Vice-Chairman shall have such other responsibilities and perform such other duties as may be prescribed for him by the Board of Elders.

3. The Secretary: A member of the Church, appointed by the Elders, shall keep, or cause to be kept, a book of minutes, at the principal office or such other place as the Elders may order, of all meetings of the members, the Board, its committees and all Church meetings described in Article V, with the time and place of holding, whether regular or special, and if special, how authorized, the notice thereof given, and the proceedings thereof. The Secretary shall keep, or cause to be kept, at the principal office the original and a copy of Constitution of this Church, as amended to date. The Secretary shall give, or cause to be given, notice of all meetings of required by this Constitution to be given, shall keep the seal of the Church in safe custody, and shall have such other powers and perform such other duties as prescribed by the Board. The Secretary shall keep, or cause to be kept at the principal office of the Church, a membership register, showing the names of Church members and their addresses.

4. The Treasurer: A member of the Church, appointed by the Elders, shall ensure the stewardship of the physical and financial resources of the Church. The Treasurer shall ensure that all financial activities and transactions of the Church are consistent with this Constitution and By-Laws as well as the laws of the State of Ohio. The Treasurer shall keep and maintain, or cause to be kept and maintained, adequate and correct accounts of the assets and business transactions of the Church. This may include, but not be limited to, the budget, financial records, donor tax receipts, income statements, balance sheets and

statement of cash flow. The books of account shall at all reasonable times be open to inspection by any Elder. The Treasurer shall deposit, or cause to be deposited, all monies and other valuables in the name and to the credit of the Corporation with such depositories as may be designated by the Elders. He shall disburse, or cause to be disbursed the funds of the Church as may be ordered by the Elders. He shall render, or cause to be rendered, to the Chairman and the Elders, whenever they request it, an account of all the transactions and of the financial condition of the Church.

E. Terms of Office

1. The officers of this Church, shall serve a 4-year term, renewable upon unanimous affirmation of the remaining Elders. Any non-vocational Elder may express an interest in any officer position. Only one office shall expire annually on a rotating basis.

2. Any officer may be removed from office and/or service, based upon an unanimous decision of the Elders based upon moral, doctrinal, or other biblical disqualification (1 Timothy 3:1-6; Titus 1:7-9) or failure to fulfill the biblical responsibilities of the designated office or position. All Church officers will be subject to the biblical process of Church discipline (Matthew 18:15-20), including any holding the office of Elder and if unresponsive to the correction of the Church will be publicly rebuked in the presence of the congregation (1 Timothy 5:19-20).

3. Any officer may resign at any time without prejudice to the rights, if any, of the Corporation under any contract to which the officer is a party, by giving written notice to the Board of Elders, or to the Chairman, or to the Secretary of the Elders. Any such resignation shall take effect at the date of the receipt of such notice or at any later time specified therein; and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

4. A vacancy in any office because of death, resignation, removal, disqualification, or any other cause shall be filled in the manner as determined by the Elders through the duration of the current term (see 1 above). In the case of absence or inability to act of any officer of the Corporation and of any person herein authorized to act in his place, the Elders may from time to time delegate the powers or duties of such officer to any other officer whom the Elders may select.

Article V. Meetings

Section 1: Types of Meetings

There shall be three types of designated meetings of this Church:

A. Annual Business Meeting

The Elders shall be responsible for the selection of the date on which the Business Meeting will be held. Notice of the date of the Business Meeting along with an agenda shall be given from the pulpit two successive Sundays prior to the date. Items to be covered in this meeting shall include,

but shall not be limited, to a current financial statement and such other matters as may come before the Congregation. At the time Notice of the meeting is given to the Congregation, the Congregation shall also be asked to submit any other appropriate matters to be discussed at the annual Business meetings. Such matters shall then be addressed at the meeting. A two-third (2/3) majority votes of the Active-Members present at such a meeting shall constitute affirmation of the matters addressed by that vote.

B. Congregational Meetings

May be called at any time deemed necessary by the Elders. Notice of the date of any Congregational Meeting along with an agenda shall be given from the pulpit two successive Sundays prior to the date, unless the Elders shall determine that such advance notice is not practical. There also shall be congregational information meetings held quarterly (see Elder Section 3 letter A above).

C. Elder Meetings

The Elders shall meet on a regular basis throughout the year. There will be accurate minutes recorded and approved of each Elder Meeting. Non-confidential portions of the recorded and approved minutes shall be made available upon request for Congregational review.

Article VI. Amendments to the Constitution and By-laws

The Elders shall upon unanimous agreement recommend proposals to alter, amend, or rescind any provision of this Constitution and By-Laws at a duly held meeting of the Active-Members of the Church. The Active-Members shall be given notice from the pulpit two successive Sundays prior to the date of such a meeting along with an agenda of the revisions recommended by the Elders for affirmation. At all times, the Holy Scriptures are to be the basis for any decision herein.

Any proposal to alter, amend, or rescind any provision of this Constitution and By-laws shall be submitted by any active member of the Church to the Elders. The Elders shall duly consider any such proposal. If such proposal is approved unanimously by the Elders, it will be presented to the Active-Members for affirmation of the constitutional change at an appropriate meeting date determined by the Elders. The presence in person or by absentee ballot of forty percent of the Church active members is required to consider Constitutional or By-laws amendments. The Secretary shall be responsible for determining the number, which accurately represents the total active membership of the Church.

Article VII. Corporate Records and Reports

Section 1: Records

The Corporation shall maintain adequate and correct accounts, books, and records of its business and properties. All such books, records, and accounts shall be kept at the principal place of business in the State of Ohio, as fixed by the Board of Elders from time to time.

Section 2: Inspection of Books and Records

Every Elder shall have the absolute right at any reasonable time to inspect all books, records, documents of every kind, and the assets of this Church, and also of its subsidiary organization, if any.

Section 3: Fiscal Year of the Corporation

The fiscal year of the Church shall begin on the first day of January and end on the last day of December of each year.

Article VIII. Confidentiality of Church Records

Except as provided herein, all members shall have the right, upon adequate notice made to the Elders, to inspect Church records in the presence of one or more Elders.

No member shall have the right to inspect Church records as to

1. . . .the disciplining of any member.
2. . . . the hiring or firing of any employee.
3. . . . the need or problems of any member or employee.
4. . . . the financial contributions of any member.
5. . . . any other records which the Board of Elders may determine in its sole discretion to be in the best interests of the Church to keep confidential.

Article IX. Finance

The Church shall be supported by tithes, offerings, bequests and other gifts given by the congregation and friends and in such other manners as the Board of Elders may determine.

Article X. Settlement of Disputes

In any dispute arising between Church members, pastors, staff pertaining to any matter of spiritual teaching or practices, Church finances, or title to property purchased with Church contributions, the dispute shall be resolved by an unanimous decision of the Elders. A decision shall be reached after prayerful consideration, in a spirit of humility, with each Elder regarding one another before himself and striving to preserve the unity of the Spirit in the bond of peace (Ephesians 4:1-3).

Article XI. Indemnification

The Church shall indemnify and hold harmless to the maximum extent permitted by and according to applicable law any and all officers, Elders, Deacons, and Administrative Staff for any expenses and liability actually and necessarily incurred in connection with any action, suit or proceeding against said persons. This indemnification shall include costs and attorney fees. The indemnification shall occur as the expenses are incurred and in advance of the final disposition of the action, suit or proceedings, on receipt of the indemnified person's promise: (1) to repay the amount advanced if it is proven by clear and convincing evidence in court that the officers, Elders, Deacons, or Administrative Staffs' conduct involved a deliberate intent to injure the Church's best interests, (2) and that person's cooperation with the Church in connection with the action, suit or proceeding. This indemnification shall be available to any of the above-named persons who is made or thereafter to be made a part to any action, suit, or proceeding because of the person's relationship with the Church.

Article XII By-laws and Policy Manuals

The Elders shall maintain (or cause to be maintained) a log of the Bylaws enacted by the Elder Board and affirmed by the members of the Congregation. These bylaws will form the procedures of the local body. They may be reviewed annually.

The Elders shall keep a manual of policies enacted by the board of Elders and affirmed by the members of the Congregation. They may be reviewed annually.

Article XIII. Dissolution

In the event of dissolution of this Church, after all debts and obligations are satisfied, no portion of the assets of the Church shall accrue to the personal benefit of any individual. In the event of dissolution, any remaining assets of the Church shall be transferred to such other church or other religious organization as shall be determined by the Board of Elders, so long as such body is a non-profit entity with similar purposes and is an appropriate entity under applicable laws.

By-Laws of Mogadore Baptist Church

(In accordance with our church Constitution)

A. **Education:**

1. M.B.C. shall operate a Sunday School Program on Sunday mornings. The church will be free to use curriculum that is biblical, age appropriate, and approved by the Board of Elders. The classes will be taught by Sunday School teachers who know the Word and live a consistent Christian life.
2. M.B.C. shall operate a Children's Program for the purpose of outreach, Bible instruction and Bible memorization. The program will operate during the months set by the Board of Elders in a given year. Currently the church uses the AWANA program but may choose another curriculum or write their own curriculum in the future at the discretion of the Board of Elders.
3. M.B.C. currently operates a Christian Day School. The school, called Mogadore Christian Academy is a ministry of M.B.C. Any day school operated on the property of the church must be a ministry of M.B.C. whether now or in the future. The board of that school must be made up of members of M.B.C. or others approved by the M.B.C. Board of Elders.

B. **Missions:**

1. M.B.C. shall support missionaries that have a doctrinal statement that is compatible with the doctrinal statement of our church.
2. M.B.C. shall support missionaries whose sending church is within 300 miles of our church or in a state that borders Ohio.
3. M.B.C. shall support missionaries who are involved in church planting on the foreign field or in home missions.
4. M.B.C. shall support missionaries who are church planters in foreign countries and are foreign nationals in the country where they are doing church planting.
5. M.B.C. will support no missionaries who are not approved by the Board of Elders and affirmed by the church.
6. M.B.C. shall endeavor to use at least 15% of the general fund for the missions program.

C. **Affirmative Voting:**

All issues require a two-thirds majority of the members voting for an issue to be affirmed.

- ADOPTED BY THE CHURCH LEADERSHIP AS OF THE DATE FIRST SET FORTH BELOW:

NAME	TITLE	DATE
_____	_____	_____
_____	_____	_____
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ADOPTED AS OF THE DATE SET FORTH BELOW BY CONGREGATIONAL VOTE APPROVING THIS CONSTITUTION AND BY-LAWS

May 23, 2013