

Gethsemane Missionary Baptist Church
719 South Caldwell St.
Salisbury, North Carolina 28144



Gethsemane Missionary Baptist Church,
INCORPORATED
BY LAWS

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By Laws

The following By Laws adopted by the corporation at a meeting in the City of Salisbury, State of North Carolina on the 6th day of July, 2006, shall govern the business of the Corporation except as the same may be from time to time abridged or amended.

ARTICLE I

NAME AND OFFICES

Section 1. Name The name of the Corporation is Gethsemane Missionary Baptist Church, Incorporated. It shall also be known as Gethsemane Missionary Baptist Church.

Section 2. Offices. The principal office of the church shall be in the county of Rowan, City of Salisbury, State of North Carolina. The Corporation may also have offices at such other places as the Corporation may from time to time designate.

ARTICLE II

STATEMENT OF FAITH AND PURPOSES

Section 1. The programs and activities governing the form of worship of Gethsemane Missionary Baptist Church, Incorporated, shall be based upon and at all times shall be consistent with the following Creed and beliefs:

- A. **THE SCRIPTURE.** The Bible is the inspired Word of God, the product of Holy Men of old who spoke and wrote as they were moved by the Holy Spirit. The New Covenant as recorded in the New Testament, we accept as our infallible guide in matters pertaining to conduct and doctrine (II Timothy 3:16, I Thessalonians 2:13, II Peter 1:21).
- B. **THE GODHEAD.** Our God in one, but manifested in three persons—The Father, the Son, and the Holy Spirit (Philippians 2:6, Matthew 3:16-17).

Jesus is the Son of God, One with the Father, the Word flesh-covered, the One Begotten, and has existed with the Father from the beginning (John 1:1, John 1:14, John 10:30).

The Holy Spirit proceeds forth from both the Father and the Son and is eternal (John 15:26).

C. **MAN, HIS FALL AND REDEMPTION.** Man is a created being, made in the likeness and image of God, but through Adam's transgression and fall, sin came into the world. "All have sinned and come short of the glory of God." As it is written, there is none righteous, no not one." Jesus Christ, the Son of God, was manifested to undo the work of the devil and gave His life and shed His life blood to redeem and restore man back to God (Romans 5:12, Romans 3:23, Romans 3:9-10, I John 3:8, Galatians 3:13-14).

Salvation is the gift of God to man, separate from works and the law, and is made operative by grace through faith in Jesus Christ producing works as acceptable to God (Ephesians 2:8).

D. **ETERNAL, LIFE AND NEW BIRTH.** Man's first step toward salvation is Godly sorrow that worketh repentance. The new birth is necessary to all men, and when fulfilled produces eternal life (II Corinthians 7:10, I John 5:12, John 3:3-5).

E. **WATER BAPTISM.** Baptism in water is by immersion and is a direct commandment of our Lord, and is for believers only. The ordinance is a symbol of the Christian's identification with Christ in His death, burial, and resurrection (Matthew 28:19, Romans 6:4, Colossians 2:12, Acts 8:36-39).

The Following recommendation regarding the Water Baptismal formula is adopted, to-wit.

"On the confession of your faith in the Lord Jesus Christ, the Son of God, and by His authority, I baptize you in the name of the Father, son and of the Holy Ghost, Amen."

F. **BAPTISM IN THE HOLY GHOST.** The Baptism in the Holy Ghost and Fire is a gift from God as promised by the Lord Jesus Christ to those who are believers in this dispensation and is received subsequent to the new birth. This experience is accompanied by the initial evidence of the speaking in other tongues as the Holy Spirit Himself gives utterance (Matthew 3:11, John 14:16-17, Acts 1:8, Acts 2:38-39, Acts 19:1-7, Acts 2:4).

G. **SANCTIFICATION.** The Bible teaches that without Holiness no man can see the Lord. We believe in the doctrine of sanctification as a definite, yet progressive work of grace, commencing at the time of regeneration and continuing until the consummation of salvation (Hebrews 12:14, I Thessalonians 5:23, II Peter 3:18, II Corinthians 3:18, Philippians 3:12-14, I Corinthians 1:30).

H. **DIVINE HEALING.** Healing is for the physical ills of the human body and is wrought by the power of God through the prayer of faith, and by laying on of hands. It is provided for in the atonement of Christ, and it is the privilege of every member of the church today (Mark 16:18, James 5:14-20, I Peter 2:24, Matthew 8:17, Isaiah 53:4-5).

- I. RESURRECTION OF THE JUST AND THE RETURN OF OUR LORD.** The Angels said, “This same Jesus shall so come in like manner.” His coming is imminent. When He comes, “The dead in Christ shall rise first; then we which are alive and remain shall be caught up together with them in the clouds, to meet the Lord in the air” (Acts 1:11, I Thessalonians 4:16-17).

Following the tribulation, He shall return to earth, as King of kings, and the Lord of lords and together with His saints, who shall be Kings and Priests, He shall reign a thousand years (Revelation 20:6).

- J. HELL AND ETERNAL RETRIBUTION.** The one who physically dies in his sins without Christ is hopelessly and eternally lost in the lake of fire and therefore, has no further opportunity of hearing the Gospel or for repentance. The lake of fire is literal, the terms, “eternal” and “everlasting” used in describing the duration of the punishment of the damned in the lake of fire, carry the same thought and meaning of endless existence as used in noting the duration of joy and ecstasy of the saints in the presence of God (Hebrews 9:27, Revelation 19:20, Hebrews 6:1-2).
- K. COMMUNION—THE LORD’S SUPPER.** We partake of the Lord’s Supper to show the Lord’s death till He comes (I Corinthians 11:23-31). The bread symbolizes the Lord’s broken body (Isaiah 53:5, I Corinthians 11:24). The cup represents the new covenant in His blood which provides us forgiveness and relationship with God (Hebrews, I Corinthians 11:25). We judge ourselves and realize that this is our salvation and receive it (I Corinthians 11:28-30) for if we receive it unworthy without giving it honor as our salvation--we are guilty of the body and blood of the Lord (I Corinthians 11:27).
- L. LAYING ON OF HANDS.** A simple belief that power or anointing or any other necessary quality can be transmitted from one person touching another. Laying on of hands was practiced by the Levitical Priesthood. Jesus practiced it in Mark 10:13-16 as a blessing, and is our grounds for baby dedication instead of baptism. Laying on of Hand for Healing (Mark 5:23 and 41, Mark 5:28-31, Acts 28:8, Acts 19:11-12)—Laying on of Hands to confer office (Acts 6:2-6)—Laying on of Hands to receive the Holy Ghost (Acts 8:16-18)—Laying on of Hands to believe words spoken, to receive anointing, and to cultivate the anointing (I Timothy 4:14)—Laying on of Hands for Ordination to consecrate and receive the necessary ministry tools (I Timothy 4:14).

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This church shall operate exclusively for religious purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code 1954, as amended or any superseding section in order to:

1. Minister the Word of God;
2. Conduct a regular religious worship service through various forms of ministries;
3. Promote and encourage, through the ministries of the organization, cooperation with other organizations ministering within the community;
4. Spread the Word of the Gospel by ministering to all through seminars, radio, television, and other forms of mass media;
5. To conduct a local and international church by the direction of the Lord Jesus Christ and under the leadership of the Holy Spirit in accordance with all the provisions as set forth in the Holy Bible.
6. To maintain local and missionary church facilities, meaning other churches that we set-up;
7. To conduct a school for the training of ministers;
8. To license and ordain qualified individuals;
9. To provide Sunday school or any other type of school for the religious and educational instruction of the young, as well as for adults under the direction of the church.

This corporation is not organized, nor shall it operate, for pecuniary gain or profit, and it does not contemplate the distribution of gains, profits, or dividends to its members and is organized solely for non-profit purposes. The property, assets, profits and net income of this church is irrevocably dedicated to charitable, educational and religious purposes and no part of the profits or net income of this church shall ever inure to the benefit of any individual. On the dissolution of this corporation, its assets remaining after payment, or provision of payment of, all debts and liabilities of this corporation shall be distributed to a non-profit fund, foundation or corporation that is organized and operated and operated for charitable, educational, ecclesiastical or religious purposes and that has established its tax exempt status under Section 501 (c) (3) of the Internal Revenue Code.

ARTICLE III

POLICY AND RELATIONSHIPS

The government of the corporation is vested in the Body of Believers who constitutes its membership. All auxiliaries or groups shall be approved by the corporation. These auxiliaries must report to and be accountable to the corporation. This corporation is autonomous. It is not governed by any other ecclesiastical body; however, it recognizes and sustains the necessity of mutual counsel and cooperation with other Baptist churches. It also recognizes the need to practice ecumenicity.

This corporation is affiliated with the Rowan Missionary Baptist Association, the General Baptist State Convention of North Carolina, Inc., the Progressive National Baptist Convention, the National Baptist Convention, Inc., the Lott Carey Home and Foreign Missionary Convention, and any other body of baptized believers in Christ to which the church so desires to connect herself.

MEMBERSHIP

Section I. **General Statement.** This corporation is a sovereign and democratic church under the Lordship of Jesus Christ. The membership retains unto itself the exclusive right of self-government in all phases of its temporal life. The establishment of conditions of membership is the exclusive right of this church.

Section II. **Members.** The members of the corporation body shall be the members of the Church. The membership shall meet annually and at other times as may be necessary. Action taken by the pastor and deacon shall be deemed action of the members of the church body.

Section III. **Meetings.** The membership shall meet annually and at other times as may be necessary. There shall be no meeting held by both deacons or trustees of this church without the knowledge or consent of the pastor. If any said person/persons who conduct such a meeting are in violation of these bylaws and are subject to dismissal of their office immediately. They shall have a fair and impartial hearing before a meeting of the church body to establish future action.

Section IV. **Voting.** Each member shall have one vote on any measure as to which the members shall have voting rights. In order for a member to have the right to vote, the following criteria must be met:

- a.) Must be at least 16 years old.
- b.) Regular church membership. To have been an active member for at least 2 months, attendance to Bible Study, Sunday School, Prayer Meeting and/or Worship.
- c.) Regular Tithe and Offering supporter.

Members who do not meet all the criteria outlined above will be considered “inactive” thus have no voting rights.

Section V. **Candidacy.** Any person may present him/herself as a candidate for membership in this church. All such candidates shall be present in any authorized service in one of the following way:

- 1.) By profession of faith or as a candidate for baptism.
- 2.) By presentation of a letter of transfer from another church.
 - a. Candidates from other denominations which practice other forms of baptism other than immersion may become members after having been immersed in water.
 - b. When there are extenuating circumstances persons may become members by profession of faith in Jesus Christ.
- 3.) By restoration.
- 4.) Under watch care.
 - a. Watch care membership will be permitted for one year. Such members have no voting privilege.

Scripture reference for membership:

John 3:16, Romans 10:19, Acts 2:42, Acts 2:41, and Matthew 3:11-12.

Section VI. **New and Restored Membership Orientation.** New and restored members of this corporation must participate in the church's Membership Orientation Program. The pastor, deacons, or New Membership Committee will supervise the program.

- 1.) Each new or restored member will be required to attend 7 sessions of orientation. This orientation must be completed by evidence of a certificate.
- 2.) Each person will be greeted by the pastor, deacons or committee members.
- 3.) Upon completion of the orientation, each new or restored member will be presented to the church (corporation) for Baptism, Communion, and the Right Hand of Fellowship.

Scripture reference:

II Timothy 2:15, Acts 2:41, and Mark 1:15.

Section VII. **Termination of Membership.** Membership may be terminated in one of the following ways:

- 1.) Death of member – I Thessalonians 4:13-18.
- 2.) Transfer of membership to another church – Acts 18:27, Romans 16:1, II Corinthians 3:1 and Ephesians 3:21.
- 3.) Exclusion: By Action of This Church (Corporation) – Any member of this church (corporation) who is absent in body and does not make a regular financial (monthly) contribution to the on going of Kingdom Building through Gethsemane for a period of three months shall automatically be placed into the inactive category.
 - a. A letter of inquiry and visitation will be the means of attempted restoration.
 - b. If a member after having received proper and reasonable contact elects to remain delinquent following a period of one month, the member then shall be dropped from the membership roll.

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- c. Any member having been so designated as “inactive” shall have no voting privileges or be able to hold office or belong to any auxiliary. Such “inactive persons” may be reinstated by acknowledgment of the same at any authorized church service. Galatians 6:1 and II Thessalonians 3:6.

Section VIII. **Discipline of Members.** This corporation shall exercise every reasonable measure to assist any troubled member. The pastor, deacons and other church staff shall be available for counsel and guidance. Disciplinary action (s) shall be carried out by pastor and deacon. The attitude of discipline shall be redemptive rather than punitive.

Discipline of members can be for the following reasons:

- 1.) Teaching false doctrine.
- 2.) Unwed pregnancy for both Mother and Father.
- 3.) Failure to be faithful to membership and respective responsibilities.
- 4.) _____
- 5.) _____

Disciplinary action shall consist of but not limited to:

- 1.) Removal from an auxiliary, organization, club, group, etc.
- 2.) Removal from the leadership of any auxiliary, organization, club group, etc.
- 3.) _____
- 4.) _____
- 5.) _____

Section IX. **Conflicts.** Members are required to have all conflicts between fellow members resolved either by help from the pastor, deacons or other Christian arbitration or counsel.

ARTICLE V

CHURCH OFFICERS

All elected officials/auxiliary leaders shall be bona-fide members of this church. The annual installation of officers/auxiliary leaders shall take place the first Sunday of each year. The officers of the church are the Pastor and Deacons; other approved and elected officials are to be the office of trustee, clerk and treasurer.

Section I. **The Pastor.** The pastor shall be elected by 2/3 majority vote by a show of hands in a business session. As chief executive officer, the pastor shall lead the membership and staff in the performance of their tasks. The pastor shall lead in the total ministry of the church.

As leader, he/she shall work with the deacons and the church staff to:

- 1.) Lead the church in the achievement of its mission to proclaim the Gospel.
- 2.) Care for the membership and the community at large.

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The pastor shall be an ex-officio member of all organizations, departments and committees of the church. He/she shall convene special meetings with the deacons and any auxiliary according to the procedures set forth in these by-laws.

The pastor's compensation package shall be agreed upon by the pastor and deacons and recommended to the corporation. However, if an agreement cannot be reached, the pastor has the privilege to make his/her own presentation to the church. This shall pertain to any and all matters that the pastor deems necessary.

The pastor shall be responsible for conducting religious services on all regular occasions. He/she shall administer the Baptist ordinances and officiate at other special services which shall include weddings, funerals, Bible Study, counseling, and other duties as approved by the corporation.

The pastor shall supervise the pulpit ministry and provide for pulpit supply. He/she shall assist in planning and carrying out other special services required by the corporation. All corporation officers/leaders are under supervision of the pastor. They are required to work with the pastor and deacons for the on going ministry of the corporation. The pastor has all rights to add or eliminate such officers as may/may not be best for the on going operation of the corporation in its ecclesiastical functions.

Section II. **Deacons**. The deacons shall serve as the assistant to the pastor in carrying out the ministries of the corporation. Candidates for the deacon ministry shall be nominated by a deacon nomination committee. This committee shall include the pastor and deacons. Candidates may be recommended to this committee by any church (corporation) member.

All persons recommended will remain a candidate for one year. They will be considered deacons in training. They will be required to complete the prescribed course set by the pastor. At the end of one year, following the satisfaction of a written and oral examination, the candidate or candidates approved by the pastor and deacon nomination committee will be recommended to the church (corporation) as a candidate to be set-apart for the office of deacon. The church will vote by show of hands in a regular business meeting of the corporation to approve all recommendations.

The number of deacons to serve the church will be discretionary. Five year tenure shall be the length of time to serve as chairman of the deacon committee. Following the end of tenure, the pastor and deacons will nominate another deacon to act as chairperson. The length of tenure for one to be an active deacon shall continue until the deacon has reached the state that for reasons beyond his/her control such deacon is not able to serve in the best interest of the church. When such time comes, the said deacon will be honored as deacon emeritus with a special ceremony.

All deacons who reach the status of deacon emeritus shall be able to attend all deacon meetings and other church functions. They will be looked to for the purpose of spiritual counsel, but will have no voting privilege. The deacon shall have the right/authority to oversee any auxiliary or agency in the church with approval and appointment of the pastor.

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Section III. **Trustees.** Trustees shall assist the pastor and deacons in carrying out the ministries of the corporation. The trustees are subject to the pastor and deacons in their role as custodians of the church's property/legal affairs. All candidates for the office of trustee shall be nominated by both pastor and deacons. This committee shall include the pastor and deacon committee. Candidates may be recommended to this committee by any member. The corporate body will vote by show of hands in a regular business meeting of the church, approving such trustees.

The number of trustees shall be discretionary. The trustees shall hold title to all church property. The trustees shall execute all legal documents and other instruments of business as authorized by the corporation. Their direction shall be governed by the pastor and active deacons.

Five year tenure shall be the length of time to serve as chairperson of the trustee committee. Following the end of tenure, the pastor, deacons and chairperson of trustees will nominate another trustee to act as chairperson, if deemed necessary.

The length of tenure for one to serve as an active trustee shall be so long as the trustee is able to serve in the best interest of the church. When a trustee is no longer able to serve (due to conditions beyond his control) said trustee will be honored at a special ceremony. All trustees who reach the status of trustee emeritus shall be able to attend all meetings and other church (corporate) functions.

The trustees shall be responsible for maintenance, legal affairs, and signing of all documents pertaining to corporate matters. All officers of the corporation are to be appointed by the pastor with the knowledge of the deacons. All legal matters requiring a signature representing the corporation will be reported to the Trustees by the pastor and deacons.

Section IV. **Treasurer.** The corporation shall elect a treasurer for five years. Candidates for treasurer shall be nominated by the pastor, deacon and recommended to the corporation for approval. The membership will vote by show of hands in a regular business meeting of the corporation. Before recommendation can be made, an investigation of a candidate's personal background will be the order of business. He/she must be a member in good standing, a regular tither and worship attendee. He/she shall be bonded.

- 1.) A fail-safe plan for receiving, accounting, banking, disbursing and/or distributing all monies and other liquid assets shall be maintained by the pastor and deacons. Detailed reports shall be made upon request and to the church at regular business sessions.
- 2.) Disbursements by the treasurer greater than \$10,000 must be approved by the church. Only in an emergency can the treasurer disburse a larger sum with recommendation being made to the pastor and deacons with their approval in the absence of a church meeting.

Responsibility of Treasurer

- 1.) The responsibility of the church treasurer will be to receive, account, bank and disburse all finances of the church.
- 2.) The treasurer shall always maintain a written voucher of receipts and disbursements of all church financial business. Each voucher should contain the signature of the treasurer, a trustee, deacon and pastor (a minimum of two signatures must appear on any check or voucher).
- 3.) The signing of checks will be the responsibility of the treasurer, along with authorized signatures.
- 4.) Safeguarding of the churches checks will be the responsibility of the treasurer.
- 5.) Detailed reports to the corporation at a regular business meeting or at the pastors' request will be the responsibility of the treasurer.
- 6.) The records of the treasurer will be audited annually by a C.P.A. licensed in the state of N.C.
- 7.) The treasurer's annual report shall be filed by the clerk as part of the permanent records of the corporation.
- 8.) Any disbursement which is not a budgetary item, or which exceeds the budgetary allotment, or which has not been authorized by the corporation must be brought before the pastor, deacons or the membership before being paid.
- 9.) The treasurer and his/her assistant shall be bon-fide members of the church (corporation).

Section V. Church Clerk

- 1.) The clerk shall maintain an accurate and legible record of all official church or corporation business.
- 2.) The clerk or an approved assistant should be present at all regular and specially called business meetings of the church or corporation.
- 3.) In some instances, the clerk may be required to act as secretary to special committees and make minutes a part of the permanent records of the corporation.
- 4.) The clerk shall maintain a register of the membership of the corporation showing all pertinent data such as dates of admission, death or removal.

The clerk shall preserve all written official reports and required data as spelled out or are inherent in these by-laws.

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Section VI. **Church Finance**. The church shall be supported primarily by the tithe as recorded in the Bible.

Genesis 14:20 – And blessed be the most high God, which hath delivered thine enemies into their hand. And he gave him tithes of all.

Genesis 28:22 – And this stone, which I have set for a pillar, shall be God's house; and of all that thou shalt give me I will surely give the tenth unto thee.

Leviticus 27:30 – And all the tithe of the land, whether of the seed of the land, or of the fruit of the tree, is the Lord's: it is holy unto the Lord.

Malachi 3:8-9 – Will a man rob God? Yet he have robbed me. But ye say, Wherein have we robbed thee? In tithes and offerings. Ye are cursed with a curse: for ye have robbed me, even this whole nation.

Matthew 23:23 – Woe unto you, scribes and Pharisees, hypocrites! For ye pay tithe of mint and anise and cumin, and have omitted the weightier matters of the law, judgment, mercy and faith: these ought ye to have done, and not to leave the other undone.

From the Central Treasury of tithes and offerings all accounts payable will be debited along with all other programs of the same.

There is to be no separate treasury except those for the scholarship committee, the special programs committee (ex. building fund, transportation).

Special Days and programs are: (1) to give honor (2) to offer praises to God for His goodness. At no time should these programs be used primarily to raise money to assist in the finances of the corporation. All special days and programs must be approved by the pastor and/or the church. (3) To build the fellowship of the church family.

There is to be a quarterly audit of the church financial records. All funds collected in the Gethsemane Missionary Baptist Church, Inc. will be deposited in the church corporation's central unified treasury.

It is imperative that all elected and appointed officers serving in a leadership role in this corporation including Deacons, Trustees, Church Auxiliary members and Staff Leadership be in regular monthly attendance to Church Worshipful gathering. This applies both to non-salaried and paid staff. Those who cannot comply with these terms shall seek pastoral counsel or resign their commission.

Titus 1:5-7 – For this cause left I thee in Crete, that thou shouldest set in order the things that are wanting, and ordain elders in every city, as I had appointed thee: If any be blameless, the husband of one wife, having faithful children not accused of riot or unruly. For a bishop must be blameless, as the steward of God; not selfwilled, not soon angry, not given to wine, no striker, not given to filthy lucre.

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I Corinthians 16:2 – Upon the first day of the week let every one of you lay by him in store, as God hath prospered him, that there be on gatherings when I come.

I Corinthians 9:13-14 – Do ye not know that they which minister about holy things live of the things of the temple? and they which wait at the altar are partakers with the altar? Even so hath the Lord ordained that they which preach the gospel should live of the gospel.

Section VII. **Church Meetings.**

1. In order to conduct a formal church business/conference meeting there must be members present.

Acts 2:44 – And all that believed were together, and had all things common;

2. Services of worship shall be held every Lord's Day; and at whatever other times as the pastor and church shall decide.

Genesis 2:2-3 – And on the seventh day God ended His work which He had made; and He rested on the seventh day from all His work He had made. And God blessed the seventh day and sanctified it; because that in it He had rested from all His work which God created and made.

I Timothy 2:8 – I will therefore that men pray every where, lifting up holy hands, without wrath and doubting.

3. A weekly prayer meeting shall be held in which the members are expected to participate.

Acts 2:46-47 – And they, continuing daily with one accord in the temple, and breaking bread from house to house, did eat their meat with gladness and singleness of heart. Praising God, and having favour with all the people. And the Lord added to the church daily such as should be saved.

4. The Lord's Supper shall be observed on the first Lord's Day of each month as far as possible and maybe observed at any other needful time. This Church shall welcome to the Lord's Supper to any baptized believers in Jesus Christ.

I Corinthians 11:20 – When ye come together therefore into one place, this is not to eat the Lord's Supper.

I Corinthians 11:24-26 – And when He had given thanks, he brake it, and said, Take, eat; this is my body, which is broken for you: this do in remembrance of me. After the same manner also he took the cup, when he had supped, saying. This cup is the New Testament in my blood: this do ye, as oft as ye drink it, in remembrance of me. For as often as ye eat this bread, and drink this cup, ye do shew the Lord's death till He come.

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Acts 20:7 – And upon the first day of the week, when the disciples came together to break bread, Paul preached unto them, ready to depart on the morrow; and continued his speech until mid-night.

Acts 2:41-42 – Then they that gladly received his word were baptized; and the same day there were added unto them about three thousand souls. And they continued stedfastly in the apostles' doctrine and fellowship, and in breaking of bread, and in prayers.

I Corinthians 11:18-20 – For first of all, when ye come together in the church, I hear that there be divisions among you; and I partly believe it. For there must be also heresies among you, that they which are approved may be made manifest among you. When ye come together into one place, this is not to eat the Lord's Supper.

5. Special membership meetings may be called at anytime by the pastor (or the deacons with the pastor having knowledge of the meeting with a written or oral request). No meeting shall be called without the consent of the pastor and deacons.
6. All auxiliary meetings are to be held in the church's facilities.
7. Any and all business carried on and decided upon by the membership of the corporation shall be considered legal and binding provided a notice be given to the congregation on the Sunday preceding the meeting. Such notice shall be published in the Sunday Church Bulletin.
8. When buying or selling real estate, a notice of such meeting where such matters will be considered shall be placed in the Sunday Bulletin at least two (2) Sundays prior to the meeting.

Titus 1:5-7 – For this cause left in Crete, that thou shouldest set in order the things that are wanting, and ordain elders in every city, as I had appointed thee: If any be blameless, the husband of one wife, having faithful children not accused of riot or unruly. For a bishop must be blameless, as the steward of God; not selfwilled, not soon angry, not given to wine, no striker, not given to filthy lucre.

Acts 20:28 – Take heed therefore unto yourselves, and to all the flock, over the which the Holy Ghost hath made you overseers, to feed the church of God, which he hath purchased with His own blood.

Acts 2:42 – And they continued stedfastly in the apostles' doctrine and fellowship, and in breaking of bread, and in prayers.

Acts 2:44 – And all that believed wee together, and had all things common.

ARTICLE IX

LICENSE AND ORDINATION TO THE GOSPEL MINISTRY

1. Any member who has the scripture specifications by zeal and aptness giving evidence that he/she is called of God to preach the Gospel, and shall have preached before the church, shall be given license to preach the Gospel of Jesus Christ providing the majority of the members present agree thereto under the leadership of the pastor.
2. A licensed preacher of our church shall be considered for ordination when he/she receives the call to become pastor of a church or when circumstances call for such a need being approved by the pastor and deacons. Then the church clerk shall notify the Ordination Council of the Association.
3. A licensed minister of this congregation shall be the responsibility of the pastor and ministers as the pastor so delegates. They are only members who are called to a particular ministry.
4. Any associate minister who preaches for or in the absence of the pastor shall receive compensation of at least \$75.00 and no more than \$100.00 or as reflected in the church budget.

Acts 2:44 – And all that believed were together, and had all things common.

Acts 20:28 – Take heed therefore unto yourselves, and to all the flock over the which the Holy Ghost hath made you overseers, to feed the church of God, which he hath purchase with His own blood.

I Timothy 4:11-16 – These things command and teach. Let no man despise thy youth; but be thou an example of the believers, in word, in conversation, in charity, in spirit, in faith, in purity. Till I come, give attendance to reading, to exhortation, to doctrine. Neglect not the gift that is thee, which was given thee by prophecy, with the laying on of the hands of the presbytery. Meditate upon these things; give thyself wholly to them; that thy profiting may appear to all. Take heed unto thyself, and unto the doctrine; continue in them: for in doing this thou shalt both save thyself, and them that hear thee.

I Corinthians 12:1-31 –

Now concerning spiritual gifts, brethren, I would not have you ignorant.

Ye know that we were Gentiles, carried away unto these dumb idols, even as ye were led.

Wherefore I give you to understand, that no man speaking by the Spirit of God calleth Jesus accursed: and that no man can say that Jesus is the Lord, but by the Holy Ghost.

Now there are diversities of gifts, but the same spirit.

And there are differences of administrations, but the same Lord. And there are diversities of operations, but it is the same God which worketh all in all.

But the manifestation of the Spirit is given to every man to profit withal.

For to one is given by the Spirit the word of wisdom; to another the word of knowledge by the same spirit;

To another faith by the same Spirit; to another the gifts of healing by the same Spirit;

To another the working of miracles; to another prophecy; to another discerning of spirits; to another divers kinds of tongues; to another the interpretation of tongues:

But all these worketh that one and the selfsame Spirit, dividing to every man severally as he will.

For as the body is one, and hath many members, and all the members of that one body, being many, are one body: so also is Christ.

For by one Spirit are we all baptized into one body, whether we be Jews or Gentiles, whether we be bond or free; and have been all made to drink into one Spirit.

For the body is not one member, but many.

If the foot shall say, Because I am not the hand, I am not of the body; is it therefore not of the body?

And if the ear shall say, Because I am not the eye, I am not of the body; is it therefore not of the body?

If the whole body were an eye, where were the hearing? If the whole were hearing, where were the smelling?

But now hath God set the members every one of them in the body, as it hath pleased him.

And if they were all one member, where were the body?

But now are they many members, yet but one body.

And the eye cannot say unto the hand, I have no need of thee: nor again the head to the feet, I have no need of you.

Nay, much more those members of the body, which seem to be more feeble, are necessary.

And those members of the body, which we think to be less honourable, upon these we bestow more abundant honour; and our uncomely parts have more abundant comeliness.

For our comely parts have no need: but God hath tempered the body together, having given more abundant honour to that part which lacked:

That there should be no schism in the body; but that the members should have the same care one for another.

And whether one member suffer, all the members suffer with it; or one member be honoured, all the members rejoice with it.

Now ye are the body of Christ, and members in particular.

And God hath set some in the church, first apostles, secondarily prophets, thirdly teachers, after that miracles, then gifts of healing, helps, governments, diversities of tongues.

Are all apostles? are all prophets? are all teachers? Are all workers of miracles?

Have all the gifts of healing? Do all speak with tongues? Do all interpret?

But covet earnestly the best gifts: and yet shew I unto you a more excellent way.

Acts 1:21-26 –

Wherefore of these men which have companied with us all the time that the Lord Jesus went in and out among us,

Beginning from the baptism of John, unto that same day that he was taken up from us, must one be ordained to be a witness with us of his resurrection.

And they appointed two, Joseph called Barsabas, who was surnamed Justus, and Matthias.

And they prayed, and said, Thou, Lord, which knowest the hearts of all men, shew whether of these two thou hast chosen,
That he may take part of this ministry and apostleship, from which Judas by transgression fell, that he might go to his own place.
And they gave forth their lots; and the lot fell upon Matthias; and he was numbered with the eleven apostles.

Act 9:15 – But the Lord said unto him, Go thy way: for he is a chosen vessel unto me, to bear my name before the Gentiles, and kings, and the children of Israel:

I Timothy 3:1-13 –

This is a true saying, If a man desire the office of a bishop, he desireth a good work. A bishop then must be blameless, the husband of one wife, vigilant, sober, of good behavior, given to hospitality, apt to teach;
Not given to wine, no striker, not greedy of filthy lucre; but patient, not a brawler, not covetous;
One that ruleth well his own house, having his children in subjection with all gravity; (For if a man know not how to rule his own house, how shall he take care of the church of God?)
Not a novice, lest being lifted up with pride he fall into the condemnation of the devil. Moreover he must have a good report of them which are without; lest he fall into reproach and the snare of the devil.
Likewise must the deacons be grave, not doubletongued, not given to much wine, nor greedy of filthy lucre;
Holding the mystery of the faith in a pure conscience.
And let these also first be proved; then let them use the office of a deacon, being found blameless.
Even so must their wives be grave, not slanderers, sober, faithful in all things.
Let the deacons be the husbands of one wife, ruling their children and their own houses well.
For they that have used the office of a deacon well purchase to themselves a good degree, and great boldness in the faith which is in Christ Jesus.

ARTICLE X

AGENCY AND OR AUXILIARY

Section 1. The Church shall regard as an integral part of itself all auxiliaries formed among its members for Christian Education, Fellowship and Christian Service.

Section 2. No agency or auxiliary should consider themselves independent from the authority of the pastor, deacons and or church. Although the pastor will seek to maintain close ties with all agencies and auxiliaries, he/she will not be present for every meeting for every group.

18 By Laws

Section 3. The pastor, respectfully reserves the right to alter, change, or eliminate such agencies and/or auxiliaries as may not reflect the best interest of the church program and the purpose of Christ.

Matthew 28:20- Teaching them to observe all things whatsoever I have commanded you: and, lo I am with you always, even unto the end of the world. Amen.

Titus 1:5-7 – For this cause, left I thee in Crete, that thou shouldest set in order the things that are wanting, and ordain elders in every city, as I had appointed thee:

If any be blameless, the husband of one wife, having faithful children not accused of riot or unruly.

For a bishop must be blameless, as the steward of God; not selfwilled, not soon angry, not given to wine, no striker, not given to filthy lucre;

Weddings

Section 1. Members must notify the pastor of their desire to be married. This can be done by one or both parties (all wedding plans shall be made by first consulting the pastor if the wedding is to be officiated at the Gethsemane Church sanctuary).

Section 2. Both parties are expected to engage in four or more pre-marital counseling sessions with the pastor prior to the wedding.

Section 3. If the wedding is expected to take place in the church, a rehearsal should be conducted at least 24 hours before the ceremony.

Section 4. Marriage is a worship service and as such is open to the attendance of the congregation.

Section 5. Marriages may be conducted in the pastor's home by request and based on the approval of the pastor.

Section 6. Careful selection should be given to the selection of music for the ceremony to ensure that only "worshipful" music is used in the worship service. Selection of music shall be approved by minister of music and pastor.

Section 7. An Honorarium will be set by the pastor for non-members.

Section 8. The use of the sanctuary for non-members will be \$400.00, and shall be paid in advance of the wedding.

a.) Use of the Fellowship Hall \$400.00

b.) Use of both (sanctuary and fellowship hall) \$800.00

Non-Auxiliaries of the church must adhere.

I Corinthians 14:40 – Let all things be done decently and in order.

19 By Laws

Section 9. The pastor shall be notified of all persons expected to officiate or assist with the wedding.

Acts 20:28 – Take heed therefore unto yourselves, and to all the flock, over the which the Holy Ghost hath made you overseers, to feed the church of God, which he hath purchased with his own blood.

I Corinthians 14:33 – For God is not the author of confusion, but of peace, as in all churches of the saints.

Death/Funeral Arrangements

Section 1. In the event of the death of a member the family should call the pastor at once. All arrangements such as time, day and order of service should be made in consultation with the pastor. If pastor is not available the family should consult the church deacons.

Section 2. Memorials may always be appropriately given in the name of the deceased to the church.

Section 3. An honorarium for the pastor should be kindly considered by non-members.

Section 4. The family of members not in good standing and non-members will be expected to pay a fee of \$450 for the use of the sanctuary.

Section 5. The following information should be mutually determined by the family and the pastor or the pastor and mortician:

1. Name of deceased.
2. Date and Place of passing and place of birth.
3. Time desired for the funeral service.
4. Funeral location.
5. Special selections desired at funeral service.
6. Place of burial.
7. Name of casket bearers.
8. Name of floral bearers.
9. Obituary.
10. Type of funeral desired.

Section 6. The acknowledgment/sympathy card should be read by the funeral director or a member of the funeral home staff (one card will be allowed to represent the family at the time of service).

Section 7. Flowers are expected at each funeral. The church will send a floral arrangement at the time of death of a member to the immediate family. The family is hereby recognized as the husband, wife, father, mother, sister, brother, children and grandparents.

ARTICLE XIII

RULES

Section 1. The word constitution and by-laws is here used in the sense of “Constitution” or “Covenant” and shall be the basic governing document of this church and corporation in addition to the New Testament.

Section 2. There shall be one general treasury of the church. All auxiliaries are to make their deposit to the church.

Section 3. All auxiliaries are to contribute to the financial support of the church according to their financial strength. Auxiliaries pursuing projects aside from that of the general church must seek the approval of the pastor and deacons.

Section 4. No auxiliary shall call nor plan any meetings, rehearsals or gatherings at the same hour where public worship is scheduled at the church sanctuary.

Section 5. All church conferences and business meetings of this church are open to the membership of this church corporation only.

Section 6. Installation service for all officers and staff will be held in the month of January of each year.

Section 7. Requisition/approval is necessary for any church member making purchases for the church. Such approval shall be obtained from the pastor, church secretary or treasurer. Requisitions must be submitted to the deacon’s mailbox, and pastor. Three signatures should be submitted or no less than two.

Section 8. All members are expected to be motivated and become titheers.

Section 9. Vacation Bible school and Congress of Christian Education shall be a part of the church educational program.

Section 10. Church special days and programs will be observed according to the schedule of the church calendar.

Section 11. The pulpit is to be filled by the pastor when he/she is away on church business at conventions, association meetings, seminars, on vacation and emergency leave.

Section 12. The pastor is expected to officiate at weddings and funerals for all members of this church. An honorarium is in good order and appropriate for services performed by the pastor at the above mentioned. In the absence of the pastor an ordained associate minister can officiate service for pastoral experience. This is based on the family’s approval.

21 By Laws

Section 13. Fees for local speakers for all programs will be set by the pastor and deacons. Speakers for these programs will be selected by the pastor and committee of the concerned service.

Section 14. Treasurer shall be bonded.

Section 15. The church musician shall play for all public worship services of the church.

Section 16. Janitor Responsibility: See job description

Section 17. The Hiscox Guide for Baptist Churches will be used as a reference for other by-laws, rules and regulations not herein stated.

Section 18. All members shall have the right of input or feed back in all facets of church operations.

Section 19. No auxiliary shall be organized or represented without prior knowledge and approval of the pastor or deacon.

Section 20. Members or auxiliaries must have prior approval of pastor or deacon's office prior to publishing printed literature or materials representative of Gethsemane Missionary Baptist Church.

Section 21. All delegated representatives of the church shall adhere to church guidelines which shall include voting the will of the church in business sessions, and making reports to the church in written or oral form.

Acts 20:28 – Take heed therefore unto yourselves, and to all the flock, over which the Holy Ghost hath made you overseers, to feed the church of God, which he hath purchased with his own blood.

Titus 1:5-7 – For this cause left I thee in Crete, that thou shouldest set in order the things that are wanting, and ordain elders in every city, as I had appointed thee: If any be blameless, the husband of one wife, having faithful children not accused of riot or unruly. For a bishop must be blameless, as the steward of God; not selfwilled, not soon angry, not given to wine, no striker, not given to filthy lucre.

Acts 6:2-5 – Then the twelve called the multitude of the disciples unto them, and said, It is not reason that we should leave the word of God, and serve tables. Wherefore, brethren, look ye out among you seven men of honest report, full of the Holy Ghost and wisdom, whom we may appoint over this business. But we will give ourselves continually to prayer, and to the ministry of the word. And the saying pleased the whole multitude: and they chose Stephen, a man full of faith and of the Holy Ghost, and Philip, and Prochorus, and Nicanor, and Timon, and Parmenas, and Nicolas a proselyte of Antioch:

Acts 2:44 – All that believed were together, and had all things common.

22 By Laws

I Corinthians 14:40 – Let all things be done decently and in order.

I Corinthians 14:33 – For God is not the author of confusion, but of peace, as in all churches of the saints.

Property Use Policy

- A. Office Equipment – The use of the church office is restricted to church business only. Operation of the equipment/machinery is restricted to the church secretary and pastor. Exceptions to these restrictions rest with the pastor, deacons and secretary.
- B. Church Vans – The use of the church vans is restricted to Gethsemane Missionary Baptist Church transportation only. Exception to these restrictions is in the discretion of the pastor, and deacons.
- C. Building – The use of the church building or other facilities by Non-Profit organizations/groups will be negotiated at the time of request. The pastor, deacon and trustee shall handle the negotiations.
 - a. If a church member representing a group or organization, secures the use of the church building, such group will be assessed a fee of \$350. There will be no solicitation in the form of raffles, selling, etc.

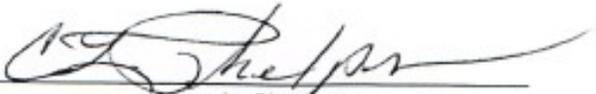
Amendments

The constitution and by-laws maybe amended by a 2/3 majority vote of members of Gethsemane Missionary Baptist Church, Inc. in a regular business meeting with these restrictions.

1. The amendment must be presented in writing in a previous business session with copies for each member present.
2. The vote must be by raising of hands.
3. No voting by proxy.

IN TESTIMONY WHEREOF, this statement is signed in the capacity indicated, this

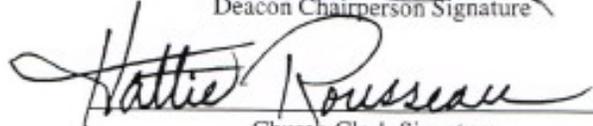
6th day of July, 2006.



Pastor's Signature



Deacon Chairperson Signature



Church Clerk Signature

North Carolina

Rowan County

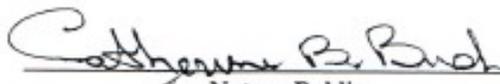
I, Catherine B. Bush, a Notary Public for said County and

State, do hereby certify that C.L. Phelps,

Albert Tinsley and Hattie Rousseau

personally appeared before me this day and acknowledge the due execution of the foregoing instrument.

Witness my hand and official sea, the 6th day of July, 2006.



Notary Public

My Commission expires Sept. 14, 2009