

Bylaws of Northwest Langley Baptist Church

PART 1 – DEFINITIONS AND INTERPRETATION

Definitions

1.1 In these Bylaws:

“**Act**” means the *Societies Act* (British Columbia) as amended from time to time;

“**Business meeting**” means the Annual General Meeting, the Spring Business Meeting, and any duly called Extraordinary Business Meeting;

“**Bylaws**” means these Bylaws as amended from time to time;

“**Church**” means Northwest Langley Baptist Church;

“**Consensus minus one**” means an action of the Church Board that is approved when not more than one voting member votes against it;

“**Elected board members**” means the Church’s elders and deacons who are elected by the members and who for all purposes serve as the directors (as defined and required by the *Societies Act*) of the Church for the time being;

“**Ordinary resolution**” means a resolution or motion passed at a meeting of the Church or Board by a simple majority of the votes cast by those members present and entitled to vote at such a meeting;

“**Registrar**” means the Registrar of Companies of the Province of British Columbia;

“**Society**” means the society known as Northwest Langley Baptist Church;

“**Special resolution**” means a resolution as defined in the *Societies Act* (British Columbia) from time to time in force and all amendments to it, as being a special resolution. Unless otherwise specified in these Bylaws, a special resolution requires a two-thirds majority of the votes cast by those members present and entitled to vote.

Definitions in Act apply

1.2 The definitions in the Act apply to these Bylaws.

Conflict with Act or regulations

1.3 If there is a conflict between these Bylaws and the Act or the regulations under the Act, the Act or the regulations, as the case may be, prevail.

PART 2 – PATTERN OF AUTHORITY

The membership of Northwest Langley Baptist Church, hereinafter referred to as the Church, is under the authority of the Head of the Church, the Lord Jesus Christ. The Church Board, hereinafter usually referred to as the Board, is accountable to the membership of the Church for

the entire ministry of the Church. The Board delegates that authority to the Lead Pastor and other employees, ministry teams, internal organizations, and volunteers.

PART 3 – MEMBERSHIP

Requirements for membership

- 3.1** Those who desire to become members of the Church must meet the following requirements:
- (a) trusted Jesus Christ as Saviour and Lord;
 - (b) publicly expressed faith in Christ through baptism;
 - (c) be in agreement with the Statement of Faith of the Church;
 - (d) be sixteen years of age or older.

Responsibilities of membership

- 3.2** Every member must uphold the Constitution of the Church and must comply with these Bylaws.
- 3.3** Every member will strive to
- (a) continually grow as a Christian (Gal. 5:22-26);
 - (b) express Jesus' love in deeds and words in the world in which they live (Matt. 28:19-20);
 - (c) meet regularly with the Church family (Ps. 150:1; Eph. 5:19-20);
 - (d) support the Church financially (2 Cor. 9:6-15);
 - (e) be responsive to and supportive of the leadership of the Church (Heb. 13:17);
 - (f) love, encourage, support, and pray for the other Church members (Rom. 12:10);
 - (g) use his or her spiritual gifts to advance the mission of the Church.

Applications for membership

- 3.4** Applications for membership shall be made through the Board, with the exception of pastors and their spouses, who by nature of their call to serve the Church are granted membership.
- 3.5** An applicant for membership shall be interviewed by two board members to determine if the applicant meets the membership requirements and is willing to abide by the Church's Constitution and Bylaws.
- 3.6** Upon a satisfactory interview, the interviewers shall make a recommendation to the Board that the applicant be accepted into membership.
- 3.7** Upon approval by the Board (consensus minus one), the name of the prospective member shall be published or posted for at least two consecutive weeks for the Church

to consider, after which, assuming there are no unresolved objections, the applicant will be declared to be a member.

Membership roll

- 3.8** The Church membership roll shall be in two sections:
- (a) the resident roll: all members resident in the area who participate in and support the programs and work of the Church;
 - (b) the non-resident roll: all members not resident in the area who, for reasons acceptable to the Board, wish to maintain their identification with the Church. Non-resident members are not permitted to vote.
- 3.9** The Church membership roll shall be reviewed annually by the Board to ensure that all members who have not demonstrated their support of the Church for a period of one year are contacted. If no satisfactory response is received, the members shall cease to be in good standing.
- 3.10** Placement on the resident or non-resident roll may be done by the Board.

Member not in good standing

- 3.11** All members are in good standing except
- (a) a member who, in the opinion of the Board, has failed to remain active in the Church by being absent from the normal activities of the Church for a period of a year or more and who has not communicated an interest in remaining a member of the Church;
 - (b) a member who is under discipline or suspension.
- 3.12** A member who is not in good standing may not vote at a business meeting.

Care and discipline

- 3.13** Caring for members is one of the primary responsibilities of the pastors, elders, and deacons. Therefore, when appropriate, they may counsel members in order to strengthen their testimony and that of the Church. Counsel offered in a spirit of love should be received by members with appreciation and self-examination.
- 3.14** When further discipline of Church members is necessary, its object shall be correction that leads to repentance and full restoration to fellowship within the Church and the protection of the spiritual life and testimony of the Church within the community.
- 3.15** When serious differences arise between members, the responsibility for reconciliation is incumbent upon the members involved. The procedure to be followed is outlined in Matt. 18:15-22, and the attitude to be adopted is outlined in Matt. 7:1-5; 1 Cor. 6:1-11; 2 Cor. 5:11-21; and Gal. 6:1.
- 3.16** From time to time, by special resolution, the Church may provide for a process of discipline, expulsion, and suspension, as well as dispute resolution between the Church and any member, or between or among any members, which process or processes shall be communicated to all members of the Church and thereafter be binding on all members.

Termination of membership

- 3.17** The Board may vote (consensus minus one) to expel, suspend, or otherwise discipline any member who, in the Board's opinion, is guilty of conduct that is improper or unbecoming for a member of the Church, is likely to endanger the interests or reputation of the Church, or is in breach of these Bylaws. The member shall first be notified and given an opportunity to be heard.
- 3.18** A person shall cease to be a member of the Church by
- (a) requesting in writing that their name be removed from the Church membership roll;
 - (b) being expelled;
 - (c) having been for three consecutive months a member not in good standing due to inactivity;
 - (d) death.
- 3.19** Any person who ceases to be a member of the Church forfeits all rights, claims, privileges, or interest arising from membership in the Church.

PART 4 – MEETINGS OF MEMBERS

Annual General Meeting

- 4.1** An Annual General Meeting shall be held within sixty days of the fiscal year-end for the purpose of conducting the following ordinary business:
- (a) celebration of what God has been doing in and through the ministry of the Church;
 - (b) acceptance of the financial reports and statements;
 - (c) approval of the budget for the ensuing year;
 - (d) other business as required, including any matters about which notice has been given to the members in the notice of meeting.
 - (e) in extenuating circumstances, business usually conducted at the Annual General Meeting may be conducted at the next Spring Business Meeting, at the discretion of the Board.

Spring Business Meeting

- 4.2** A Spring Business Meeting shall be held in May or June for the purpose of conducting the following ordinary business:
- (a) celebration of what God has been doing in and through the ministry of the Church;
 - (b) election of elders and deacons;
 - (c) election of the Nominating Committee;
 - (d) election or ratification of any other positions, at the discretion of the Board;

- (e) other business as required, including any matters about which notice has been given to the members in the notice of meeting;
- (f) in extenuating circumstances, business usually conducted at the Spring Business Meeting may be conducted at the next Annual General Meeting, at the discretion of the Board.

Extraordinary Business Meetings

- 4.3** Every business meeting, other than the Annual General Meeting and the Spring Business Meeting, is an Extraordinary Business Meeting.
- 4.4** Extraordinary Business Meetings may be called by the Board as needed.
- 4.5** The Board must call an Extraordinary Business Meeting upon receiving a written request signed by at least 10 percent of the resident members in good standing, with a specific statement of the purpose of the meeting and the business intended to be conducted.

Electronic Meetings

- 4.6** At the discretion of the Board, business meetings may be conducted, in whole or in part, by electronic means provided reasonable measures are taken to permit all participants to communicate adequately with each other during the meeting. The Board shall establish the procedures for the meeting, including providing proper notice, verifying membership, voting, and any other procedures necessary for an orderly meeting.

Notice

- 4.7** At least two weeks' written notice or an announcement for two successive weeks during the worship services is required for all Church business meetings.
- 4.8** A notice of a business meeting must state the nature of any business, other than ordinary business, to be transacted at the meeting, in sufficient detail to permit a member receiving the notice to form a reasoned judgment concerning that business.
- 4.9** The accidental omission to give notice of a meeting to, or the non-receipt of a notice by, any of the members entitled to receive notice does not invalidate proceedings at that meeting.

Chair of business meetings

- 4.10** The chair for all business meetings shall be determined by the Board.

Agenda of business meetings

- 4.11** The agenda for all business meetings shall be determined by the Board, except that 5 percent of the resident members in good standing may request that a matter be put on the agenda of an Annual General Meeting or Spring Business Meeting.

Rules of order

- 4.12** The current edition of *Robert's Rules of Order* shall apply for all business meetings.

Quorum

- 4.13** A quorum for any business meeting of the Church is 20 percent of the resident members in good standing.
- 4.14** If a quorum is not present, no business other than the election of a chair and the adjournment or termination of the meeting may be conducted.
- 4.15** If, after thirty minutes from when the meeting was scheduled to convene, a quorum is not present,
- (a) in the case of a meeting convened on the request of members, the meeting is terminated;
 - (b) in any other case, the meeting stands adjourned to the same day in the next week, at the same time and place, and if, at the continuation of the adjourned meeting, a quorum is not present within thirty minutes from the time set for holding the continuation of the adjourned meeting, the voting members who are present constitute a quorum for that meeting, provided that there are never fewer than three members present at all times.

If a quorum ceases to be present

- 4.16** If, at any time during a business meeting, there ceases to be a quorum of voting members present, business then in progress must be suspended until there is a quorum present or until the meeting is adjourned or terminated.

Notice of continuation of an adjourned business meeting

- 4.17** It is not necessary to give notice of a continuation of an adjourned business meeting unless the business meeting is adjourned for thirty days or more.

Voting

- 4.18** Only members sixteen years of age or older are eligible to vote at any Church business meeting.
- 4.19** Voting will generally be by show of hands, except that if two or more voting members request a secret ballot or a secret ballot is directed by the chair of the meeting or by these Bylaws, voting must be by secret ballot. Voting for elders or deacons, or for any other contested position, shall be by secret ballot.
- 4.20** The chair of a business meeting must announce the outcome of each vote, and that outcome must be recorded in the minutes of the meeting.

Voting by proxy

- 4.21** Voting by proxy is not permitted.

Digital voting

- 4.22** At the discretion of the Board, voting at business meetings may be done by digital means providing
- (a) all participants can be involved in any discussion regarding any motions being voted upon;

- (b) there are adequate means of ensuring that only members entitled to vote are voting;
- (c) there are adequate means of ensuring confidentiality of secret ballot votes.

Matters decided at a business meeting by ordinary resolution

- 4.23** A matter to be decided at a business meeting shall be decided by ordinary resolution unless the matter is required by the Act or these Bylaws to be decided by special resolution or by another resolution having a higher voting threshold than the threshold for an ordinary resolution.

PART 5 – CHURCH BOARD

Composition

- 5.1** The Church Board shall consist of the Lead Pastor and not fewer than five and not more than eight elected board members. The elected board members shall serve as the directors of the society for the purposes of the *Societies Act*.
- 5.2** The Lead Pastor is a voting member of the Board, but he will recuse himself from any discussions or votes about his compensation or, at the request of the Board, his job performance.

Accountability

- 5.3** The Board is accountable to the membership for all matters within its areas of responsibility. The Board may exercise all the powers that the Church may exercise, except where these Bylaws or an applicable statute require it to be exercised by the Church membership in a business meeting, but subject, nevertheless, to
- (a) all laws and statutes affecting the Church;
 - (b) these Bylaws;
 - (c) rules, not being inconsistent with these Bylaws, which are made from time to time by the Church in a business meeting.

Legal responsibilities

- 5.4** The Board shall be responsible for
- (a) safeguarding the Church's assets, including all Church properties;
 - (b) ensuring that the property and operations of the Church are adequately insured, including directors' insurance;
 - (c) safeguarding the Church seal, if applicable;
 - (d) taking charge of all records and valuable documents;
 - (e) ensuring that the Church's annual report is filed with the Registrar within thirty days of the Annual General Meeting.

Leadership responsibilities

- 5.5** The Board shall be responsible for
- (a) defining, clarifying, and approving the mission, vision, and strategic plans of the Church;
 - (b) ensuring that the Church is actively implementing its agreed-upon mission, vision, and strategic plans;
 - (c) maintaining an effective organizational structure;
 - (d) holding the Lead Pastor accountable for the mutually agreed-upon job description.

Spiritual responsibilities

- 5.6** The Board shall be responsible for
- (a) ensuring that the Bible is the final arbiter of decisions and issues within the Church;
 - (b) maintaining dependence upon God through times of corporate prayer;
 - (c) providing godly counsel, wisdom, and care to the staff;
 - (d) ensuring that pastoral care is available to the Church family.

Financial responsibilities

- 5.7** At the Annual General Meeting, the Board shall present to the membership for its consideration a financial report and an annual budget that supports the mission and ministry of the Church.
- 5.8** As required throughout the year, the Board shall provide reports on the progress of the mission and ministry of the Church, including financial updates.
- 5.9** The Board may approve any non-emergency unbudgeted expenditure of \$5,000 or less.
- 5.10** An unbudgeted expenditure of an emergency nature of \$5,000 or less may be approved by the Lead Pastor and the chair of the Board, or in the absence of the chair by two other members of the Board. "Emergency" is defined as a situation that, if not acted upon immediately, will result in significant harm to the Church's facilities or ministries.
- 5.11** Unbudgeted expenditures must be reported to the membership at the next business meeting

Board Positions

- 5.12** The Board at its first meeting after the Spring Business Meeting shall select from among its elected members a chair, vice-chair, secretary, and treasurer. Such positions are to be held until the first meeting of the Board following the next Spring Business Meeting. Office-holders are eligible for reappointment in subsequent years.

Chair

5.13 The chair shall work with the Lead Pastor to set the agenda for all meetings of the Board and Church. The chair shall be responsible for the operational effectiveness of the Board.

Vice-chair

5.14 The vice-chair shall, in the absence of the chair, possess all of the powers and perform all of the duties of the chair. The vice-chair may have other responsibilities as the Board may specify.

Secretary

5.15 The secretary shall carry out or cause to be carried out the following on behalf of the Board and Church:

- (a) conducting the necessary correspondence of the Board and Church;
- (b) issuing notices of meetings of the Board and Church;
- (c) taking minutes of all meetings of the Board and Church;
- (d) safeguarding Board and Church records;
- (e) maintaining the membership roll;
- (f) filing with the registrar the annual report of the Church and making any other filings required by the Act.

Treasurer

5.16 The treasurer shall carry out or cause to be carried out the following on behalf of the Church and Board:

- (a) receiving and banking monies collected from the members or other sources;
- (b) keeping accounting records in respect of the Church's financial transactions;
- (c) preparing the Church's financial statements;
- (d) making the Church's filings respecting taxes, when applicable.

5.17 If no elected board member is able to fill the treasurer's position, the Board may appoint another member in good standing to be the treasurer. That individual will not be a board member, but may be invited, from time to time, to attend meetings of the Board.

Meetings and proceedings

5.18 The Board may regulate its meetings and proceedings as it sees fit, including meeting when, where, and how it sees fit, including by telephone or other digital alternative.

5.19 The quorum for the transaction of business at a meeting of the Board is a majority of voting members.

5.20 The chair shall be the chairperson of all meetings of the Board. In the chair's absence, the vice-chair will be the chairperson. If neither is present, the board members present may choose one of their number to be the chairperson at that meeting.

- 5.21** Questions arising at a meeting of the Board, unless otherwise prescribed in these Bylaws, shall be decided by a majority vote, recognizing, however, that all decisions should be made, when possible, by consensus.

PART 6 – BOARD MEMBERS

Elders – Qualifications and Duties

- 6.1** Elders must meet the eligibility criteria for directors listed in section 44 of the *Societies Act*:
- (a) must be eighteen years of age or older;
 - (b) must not be an undischarged bankrupt;
 - (c) must not have been found by a court to be incapable of managing the individual's own affairs;
 - (d) must not have been convicted of certain fraud or trust-related criminal offences.
- 6.2** Elders must be men who have been members in good standing of the Church, or a sister church, for at least one year, and who possess the spiritual and character qualifications for overseers/elders listed in Scripture: 1 Tim. 3:1-7; Titus 1:6-9. Elders must be able to teach and apply the Scripture.
- 6.3** In addition to their governance responsibilities as a member of the Board, elders will assist the Lead Pastor in giving spiritual leadership to the Church, usually leading in an area of ministry.
- 6.4** An elder must be in harmony with the Church's Statement of Faith. If at any time he is at variance with it, he shall resign.

Deacons – Qualifications and Duties

- 6.5** Deacons must meet the eligibility criteria for directors listed in section 44 of the *Societies Act*:
- (a) must be eighteen years of age or older;
 - (b) must not be an undischarged bankrupt;
 - (c) must not have been found by a court to be incapable of managing the individual's own affairs;
 - (d) must not have been convicted of certain fraud or trust-related criminal offences.
- 6.6** Deacons must be men or women who have been members in good standing of the Church, or a sister church, for at least one year, and who possess the spiritual and character qualifications for deacons listed in Scripture: 1 Tim. 3:8-13.
- 6.7** Deacons must be in harmony with the Church's Statement of Faith. If at any time he or she is at variance with it, he or she shall resign.

6.8 In addition to their governance responsibilities as a member of the Board, deacons will usually also provide leadership in areas of ministry or facilities/financial management, under the direction of the Lead Pastor.

Selection

6.9 As outlined in Part 7 of these Bylaws, at the Spring Business Meeting, the Nominating Committee shall present a list of qualified individuals who are willing to stand for election as elder or deacon.

6.10 Board members shall be elected by secret ballot, in which members vote for no more names for deacon than the number of positions to be filled, and for no more names for elder than the number of positions to be filled. A ballot where more names are voted for than there are positions to be filled will be considered spoiled and not counted.

6.11 A board member must receive at least 75 percent of the votes cast by members present and entitled to vote.

Term

6.12 Board members shall be elected for a term of three years. In extenuating circumstances, to allow for staggered terms, at the discretion of the Board, terms can be up to one year shorter or longer than the usual three-year term.

6.13 The terms of board members shall be arranged so that, as nearly as possible, one-third of the board members shall complete their terms in a given year.

Term limits

6.14 A board member shall serve no more than two consecutive terms, after which a period of at least one year must pass before that person is eligible for re-election as a board member.

Conduct

6.15 Board members are expected to conduct themselves in the following ways:

- (a) serve as a model of a devoted follower of Jesus Christ;
- (b) pray regularly for the Church;
- (c) demonstrate a concern for those who do not yet know Jesus Christ as Saviour;
- (d) give regularly and generously of time and resources in support of the mission and ministry of the Church;
- (e) come to board meetings well prepared;
- (f) maintain confidentiality concerning sensitive issues;
- (g) speak and act in unison as a board.

Remuneration

6.16 A board member shall not be remunerated for being a board member, other than reimbursement for expenses reasonably incurred in the discharge of his or her duties,

but the Church may, subject to the *Societies Act*, remunerate a board member for services provided to the Church by the board member in another capacity.

Termination

6.17 A board member shall cease to be a board member

- (a) on the effective date in the board member's letter of resignation delivered to the registered address of the Church;
- (b) if the board member ceases to be a member of the Church in good standing;
- (c) if the board member no longer meets the eligibility criteria specified in the *Societies Act*, as listed in 6.1 and 6.5 of these Bylaws;
- (d) if, upon the recommendation of the Board, at a meeting duly called for that purpose, the Church members pass by majority vote a resolution to remove the board member from office.

Vacancies

6.18 If a vacancy arises on the Board between Spring Business Meetings, the Board may instruct the Nominating Committee to bring nominations to a duly called business meeting to elect a member to complete the term of the board member being replaced.

PART 7 – NOMINATING COMMITTEE

Composition

7.1 The Nominating Committee shall consist of five members, selected as follows:

- (a) two of the members of the committee shall be board members, usually one elder and one deacon, selected by the Board, whose terms are not expiring that year;
- (b) three of the members of the committee shall be members at large;
- (c) after receiving suggestions from the membership, three members at large shall be nominated by the Board for election at the Spring Business Meeting;
- (d) for election, the members at large must meet a threshold of 75 percent of the votes cast by members present and entitled to vote;
- (e) the members of the Nominating Committee will choose one of their number to serve as chair.

Term

7.2 Nominating Committee members shall be elected at the Spring Business Meeting to serve until the completion of the next Spring Business Meeting.

7.3 There is no limit to the number of successive terms that a Nominating Committee member may serve.

Vacancies

- 7.4 If a vacancy arises among the members at large, the Board may appoint another member at large to fill the vacancy until the next Spring Business Meeting.

Responsibilities

- 7.5 The primary responsibility of the Nominating Committee is to present a slate of candidates for the positions of elder and deacon, and any other positions at the discretion of the Board, for consideration at the Spring Business Meeting. At the Board's direction, the Nominating Committee will also identify candidates for positions that become vacant between Spring Business Meetings.
- 7.6 Church members may submit to the committee, in writing, the names of prospective elders or deacons. Recommendations can be made at any time during the year, but must be received no later than four weeks prior to the Spring Business Meeting.
- 7.7 Individuals who, in the opinion of the Nominating Committee, meet the requirements for the position of elder or deacon will be asked to participate in an interview with at least two members of the Nominating Committee, one of whom being a current board member.
- 7.8 The Nominating Committee shall present a final list of nominees to the Board for its review. The Board may not veto a nominee except on moral or theological grounds.
- 7.9 After the review of the Board, the Nominating Committee shall include the list of individuals to be nominated with the notice of the Spring Business Meeting.
- 7.10 At the Spring Business Meeting the chair of the Nominating Committee shall present a report listing the names of candidates who have agreed to stand for election.
- 7.11 No additional nominations from the floor shall be permitted for the position of elder or deacon.

PART 8 – OTHER COMMITTEES

Standing, special, and ad hoc committees

- 8.1 The Board may create such task forces or standing, special, and ad hoc committees as may be required, including, when necessary, a pastoral search committee. Any such committee shall limit its activities to the purpose for which it is appointed.
- 8.2 Unless specifically designated as a standing committee, any special committee shall be dissolved when the specified time period expires or the task for which it is created is completed, whichever comes first.

PART 9 – EMPLOYEES

Powers of the Board

- 9.1 Except for the position of Lead Pastor, the Board shall have the power, with input from the Lead Pastor, to appoint and promote all employees of the Church and to suspend or terminate all employees of the Church. The Board may delegate those powers from time to time, as it sees fit.

- 9.2** The Board shall have the power to fix the remuneration of all employees of the Church. The Board may delegate that power from time to time, as the Board sees fit.

Lead Pastor

- 9.3** The Lead Pastor shall have the following qualifications:

- (a) a man prepared by God who clearly possesses the qualifications listed in Scripture: 1 Tim. 3:1-7; Titus 1:6-9;
- (b) in harmony with the Church's Statement of Faith. If at any time he is at variance with it, he shall resign.

Duties of the Lead Pastor

- 9.4** The Lead Pastor shall be charged with the duties of ruling (1 Tim. 5:17); shepherding the flock (1 Pet. 5:2); equipping the saints for the work of ministry (Eph. 4:12); defending, preaching, and teaching the truth of God's Word (Tit. 1:9); setting a Christ-like example (1 Pet. 5:3); administering the ordinances of baptism and communion; and prayer (Acts 6:4).
- 9.5** The Lead Pastor shall be responsible to provide both spiritual and operational leadership to the Church's paid staff and volunteer leaders, so that the Church's mission and vision are accomplished.
- 9.6** All employees of the Church, other than the Lead Pastor, shall be accountable to, and under the leadership of, the Lead Pastor.
- 9.7** The Lead Pastor may, at his discretion, attend all committees of the Church as a non-voting member, except the Nominating Committee.

Accountability

- 9.8** The Lead Pastor shall be accountable to the Board.

Calling of a Lead Pastor

- 9.9** The calling of a Lead Pastor shall be done in all cases upon the recommendation of the Board to the Church at a business meeting called for that purpose. Approval to extend a call to a Lead Pastor candidate requires a majority of not less than 75 percent of the votes cast by members present and entitled to vote. Voting to call a Lead Pastor shall be by secret ballot.

Pastoral search committee

- 9.10** To assist with the pastoral search, the Board shall appoint a pastoral search committee to identify and interview prospective candidates. The committee shall consist of a minimum of five members. At least one member, but not more than two, shall be from the Board. Before appointing the committee, the Board shall invite Church members to submit recommendations.

Dismissal of a Lead Pastor

- 9.11** The dismissal of a Lead Pastor shall be upon the recommendation of the Board to the Church, and approved by a majority of the votes cast by members present and entitled to vote, at a business meeting called for that purpose.

Hiring of other pastors

- 9.12** The hiring of a pastor to perform the biblical duties of pastor in a specified area of ministry, under the leadership of the Lead Pastor, shall be done upon the recommendation of the Lead Pastor to the Board. Approval requires a vote of not less than consensus minus one of the voting members of the Board.

Dismissal of other pastors

- 9.13** The dismissal of a pastor other than the Lead Pastor shall be upon the recommendation of the Lead Pastor, and requires a vote of not less than consensus minus one of the voting members of the Board.

PART 10 – BORROWING

- 10.1** The Church may, from time to time, by resolution of a business meeting of the Church, raise or borrow any sum of money for the purpose of the Church, provided that such sums so raised or borrowed are not secured.
- 10.2** The Church may, from time to time, by special resolution of a business meeting of the Church, raise or borrow and secure the payment of any sum or sums of money for the purpose of the Church, and for that purpose may execute mortgages, debentures, or bonds, or give or execute any other form of security whatsoever of real property of the Church or any part thereof.

PART 11 – GENERAL REGULATIONS

Affiliation

- 11.1** The Church shall be affiliated with the Fellowship of Evangelical Baptist Churches in British Columbia and Yukon, as well as with the Fellowship of Evangelical Baptist Churches in Canada.

Statement of Faith

- 11.2** The Statement of Faith of this Church shall be that of the Fellowship of Evangelical Baptist Churches in British Columbia and Yukon as of the date these bylaws come into effect. Changes to that statement shall not change the Church's statement without a special resolution.

Amendments

- 11.3** No alterations shall be made to the Church's Constitution or Bylaws except by special resolution at a business meeting called for that purpose. Special resolutions to change the Constitution or Bylaws, including the Statement of Faith, shall be by secret ballot and shall require a majority of not less than 75 percent of votes cast by members present and entitled to vote.

Books and records

- 11.4** With the exception of the personal giving record of donors and the minutes of the Board, all the books and records of the Church may be inspected by any member during normal business hours at the place where the records of the Church are kept.

Charitable purposes

- 11.5** The Society shall be carried on without purpose of gain for its members, and any profits or other accretions to the Society shall be used in promoting its purposes. The directors shall serve without remuneration, and the directors shall not receive, directly or indirectly, any profits from their positions as directors, but may be reimbursed for expenses incurred by them in the performance of their duties.

Organic division

- 11.6** In the event of organic division within the membership, the assets will belong to those members who abide by the constitution and bylaws of the Society. In the case where two or more parties claim to abide by the constitution and bylaws, the Church Board shall request that the Fellowship of Evangelical Baptist Churches in British Columbia and Yukon (or its successor by name change) arbitrate the dispute, and its decision will be final.

Dissolution

- 11.7** Upon dissolution of the Society, the assets remaining after payment of all costs, charges, and expenses properly incurred in the dissolution, and after payment to the employees of any arrears of salaries or wages including severances, and after payment of any other debts of the Society, shall be distributed to the Fellowship of Evangelical Baptist Churches in British Columbia and Yukon (or its successor by name change), a charitable organization registered under the provisions of the *Income Tax Act*.