MUNISING BAPTIST CHURCH
WETMORE, MICHIGAN

CONSTITUTION AND BY-LAWS OF THE MUNISING BAPTIST CHURCH
ADOPTED October 18, 2026.

TABLE OF CONTENTS

PREAMBLE

ARTICLE

I. NAME
II. PURPOSE
III. CHURCH GOVERNMENT AND AUTONOMY
IV. ARTICLES OF FAITH
V. COVENANT
VI. MEMBERSHIP
VII. CHURCH MEETINGS
VIII. OFFICERS, TEACHERS, & STAFF
IX. CHURCH COMMITTEES
X. CHURCH CONTROL & ACTIVITIES
XI. CHURCH MINISTRIES
XII. DESIGNATED CONTRIBUTIONS
XIII. TAX-EXEMPT PROVISIONS
XIV. AMENDMENTS

PREAMBLE

The Bible admonishes, "Let all things be done decently and in order." (I Corinthians 14:40) To this end, we, the members of Munising Baptist Church of Munising Township, Michigan, solemnly and sincerely set forth the following constitution and bylaws by which we willingly and cheerfully agree to be governed.

CONSTITUTION

ARTICLE I - NAME

The corporate name of this organization shall be the Munising Baptist Church of Munising Township, Michigan, Inc.

ARTICLE II - PURPOSE

This organization is a charitable, religious, and educational institution whose purpose shall be the preaching of the gospel of Jesus Christ, the maintaining of regular worship, the observance of the New Testament ordinances, the teaching of the Bible, the spiritual nurture of its members, and the evangelization of people at home and abroad.

ARTICLE III - CHURCH GOVERNMENT AND AUTONOMY

Section 1 - Government

The government of this local church is vested in the body of believers of which it is composed. This congregation functions, not as a pure democracy, but as a body under the headship of the Lord Jesus Christ and the direction of the Lead Pastor as the under-shepherd with the advice and counsel of the Board. Determination of the internal affairs of this church are ecclesiastical matters and shall be determined exclusively by the church's own rules and procedures. The Lead Pastor shall oversee all aspects of this church. The Board shall give counsel and assistance to the pastor.

Section 2 - Autonomy

The Munising Baptist Church shall be and remain independent and autonomous. However, it may participate in association and cooperation with organizations of like faith and practice for the promotion of the gospel of Jesus Christ as long as it does not infringe upon the autonomy of this church.

ARTICLE IV - ARTICLES OF FAITH

Section 1 - The Scriptures

We believe that the Holy Bible was written by men divinely inspired and is a perfect treasure of heavenly instruction; that it has God for its author, salvation for its end, and truth without any mixture of error for its matter; that it reveals the principles by which God will judge us; and that it therefore is and shall remain to the end of the world the true center of Christian union and the

supreme standard by which all human conduct, creeds, and opinions should be tried. (Psalms 19 & 119; Matthew 5:17-19; 2 Timothy 3:14-4:4; 2 Peter 1:16-21.)

Standard translations of the Bible in the tradition of the King James Version, the New King James Version, the New American Standard Bible, and the English Standard Version shall be considered approved translations used by the church.

Section 2 - The True God

We believe that there is one, and only one, living and true God. He is an infinite, intelligent Spirit; the Creator and Supreme Ruler of Heaven and earth, inexpressibly glorious in holiness and worthy of all possible honor, confidence, and love. In the unity of the Godhead there are three persons: the Father, the Son, and the Holy Spirit, equal in every divine perfection, and executing distinct but harmonious offices in the great work of redemption. (Exodus 20:2-3; Genesis 17:1; Isaiah 40:28; Matthew 28:19; John 14:26, 15:26; II Corinthians 13:14; I Peter 1:2; Revelation 4:11)

Section 3 - The Person and Work of Christ

We believe that the Lord Jesus Christ, the eternal Son of God, became man without ceasing to be God, having been supernaturally conceived by the Holy Spirit and born of the Virgin Mary, in order that He might reveal God and redeem man. He was conceived as no other man was ever conceived or can ever be conceived, by the Spirit of God, and He is both the Son of God and God. (John 1:14; Isaiah 7:14, 9:6-7; Genesis 3:15; Matthew 1:18-25; I John 5:20)

We believe Jesus Christ died on the cross as the propitiation (atoning sacrifice) for our sins, and that our justification is made sure by His literal, physical resurrection from the dead. (I John 2:2; I Peter 2:24; Ephesians 1:7; Romans 4:25)

We believe that our Lord Jesus Christ ascended to Heaven and is now exalted at the right hand of God, where, as our High Priest, He fulfills the ministry of Intercessor and Advocate. (Hebrews 7:25; I John 2:1)

Section 4 - The Holy Spirit

We believe that the Holy Spirit is a divine Person, equal with God the Father and God the Son and of the same nature. He was active in the creation of the world; He restrains the evil one in this present age; He convicts of sin, of judgment, and of righteousness; He bears witness to the Truth of the Gospel in preaching and testimony; He is the agent in the New Birth; He seals, endows, guides, teaches, witnesses, sanctifies, and helps the believer; and He gives spiritual gift(s) to every believer. (Genesis 1:1-3; John 14:26, 15:8-13; II Thessalonians 2:1-8; Ephesians 4:30; I Corinthians 13:8; Mark 16:20)

We believe that the baptism of the Holy Spirit takes place at conversion and is that sovereign act by which the individual is organically and vitally joined into Christ and His Body. We believe the filling of the Holy Spirit may occur many times and is essentially a matter of faith and surrender. (John 14:16-17; Matthew 28:19; Hebrews 9:14, 10:14-15; Ephesians 5:18)

Section 5 - The Devil, or Satan

We believe that Satan was once holy and enjoyed heavenly honors, but through pride and ambition to be as the Almighty, he fell and drew after him a host of angels. He is now the malignant prince of the power of the air and the unholy god of this world. We hold him to be man's great tempter, the enemy of God and His Christ, the accuser of the saints, the author of all false religions,

and the chief power behind the present apostasy. He is the lord of the anti-Christ and the author of all the powers of darkness. He is destined for final defeat at the hands of God's own Son and the judgment of everlasting fire in a place prepared for him and his angels. It is the duty of the believer to resist the devil. (Isaiah 14:12-15; Revelation 12:9, 20:10; Ephesians 2:2; Matthew 25:41; I Peter 5:8; James 4:7)

Section 6 - Creation

We believe in the literal Genesis account of creation, and that man was created directly in God's image and after His own likeness. All living things were made directly by God, and God's established law is that they should bring forth only "after their kind." (Genesis 1:1, 11, 26-27; John 1:3)

Section 7 - The Fall of Man

We believe that man was created in innocence under the law of his Maker, but by the voluntary transgression, fell from his sinless and happy state (in consequence of which all mankind are now sinners) not by constraint, but of choice; and therefore is under just condemnation without defense or excuse. (Genesis 3:1-6; Romans 1:32, 5:12; Ezekiel 18:19-20)

Section 8 - The Atonement for Sin

We believe that the salvation of sinners is wholly of grace through the mediatorial offices of the Son of God. He, who by appointment of the Father, freely took upon Himself our nature; yet without sin, honored the divine law by His personal obedience and by His death made a full and vicarious atonement for our sins. His atonement consisted not in setting us an example by His death as a martyr but was the voluntary substitution of Himself in the sinner's place, the Just dying for the unjust. Christ the Lord bore our sins in His own body on the cross. Having risen from the dead, He is now enthroned in Heaven. Uniting in His wonderful Person the tenderest sympathies with divine perfection, He is in every way qualified to be a suitable, compassionate, and all-sufficient Savior. (Ephesians 2:8; Matthew 18:11; Philippians 2:7-8; Isaiah 53:4-12)

Section 9 - Grace in the New Creation

We believe that in order to be saved, sinners must be born again. When a person is born again, he becomes a new creation in Christ. We believe that this new creation is instantaneous and not a process.

When a person is born again, he passes from death to life. He was formerly dead in trespasses and sins but now is made a partaker of the divine nature and receives eternal life, the free gift of God. This new creation is brought about in a manner above our comprehension, not by culture, not by character, nor by the will of man, but wholly and solely by the power of the Holy Spirit in connection with divine truth so as to secure our voluntary obedience to the gospel. The proper evidence of this new creature in Christ is repentance, faith, and newness of life. (John 3:3; II Corinthians 5:17; Luke 5:27; II Peter 1:4)

Section 10 - The Freeness of Salvation

We believe that salvation is the gift of God brought to man by grace and received by personal faith in the Lord Jesus Christ, whose precious blood was shed on Calvary for the forgiveness of our sins. (Ephesians 2:8-10; John 1:12; I Peter 1:18-19; Hebrews 11:1)

Section 11 - Justification

We believe that the believing sinner is justified by faith. This justification gives the believer right standing with God, imputing Christ's righteousness. Justification is not secured by works of righteousness which we have done but comes solely through faith in the Redeemer's blood. (Acts 13:39; Isaiah 53:11; Titus 3:5-7; Romans 1:17)

Section 12 - Repentance and Faith

We believe that Repentance and Faith are solemn obligations and also inseparable graces, wrought in our souls by the quickening Spirit of God. The Spirit convicts the sinner of his guilt, his danger, his helplessness, and his need for salvation. In contrition, confession, and supplication for mercy, the sinner receives Christ as his only and all-sufficient Savior. (Acts 20:21; Mark 1:15; Acts 2:37-38; Romans 10:9-10)

Section 13 - The Church

Composition: We believe that the local church is composed of baptized believers who voluntarily unite together for worship, fellowship, growth, and service. Our service centers around the glorification of God and the commission of Christ to spread the gospel to the uttermost parts of the earth.

Ordinances: We believe that the Lord gave two ordinances to the church to observe "until He comes." The first of these is baptism by immersion, and the second is the Lord's Table. (Ephesians 5:25-27; Colossians 1:18; Matthew 28:19-20; Romans 6:3-5; I Corinthians 11:2, 23-26)

Section 14 - Perseverance and Security of the Saint

We believe that genuine believers endure unto the end, which distinguishes them from superficial professors. The true saint is kept by the power of God through faith unto eternal salvation. We believe the redeemed are secure in Christ forever and cannot lose their salvation. (John 8:31-32; Romans 8:1, 35-39; John 10:27-30; I Corinthians 1:8; Jude 24; I John 2:19)

Section 15 - Things to Come

We believe that this age will culminate in the rapture of the Church, followed by seven years of unprecedented trouble on the earth (The Tribulation, also called the time of Jacob's trouble, and Daniel's seventieth week), which will be followed by the personal return of the Lord Jesus Christ and His saints to establish the Millennial reign of Christ. At the close of the Millennium, Satan will be loosed for a little season, will again (briefly) deceive the nations, but will meet his doom in the lake of fire. The Great White Throne of God's judgment will then take place. Following this, there will be a new heaven and a new earth "in which righteousness dwells." We believe in the everlasting conscious torment of the lost and the everlasting conscious blessedness of the saved. (Jeremiah 30:7; Daniel 9:25-27, 12:1-3; Malachi 3:16-18; I Thessalonians 4:13-18; I Corinthians 15:51-53; Matthew 24:29-31; Luke 1:30-33; Isaiah 9:6-7, 11:1-10; Psalm 2; Revelation 20, 21, 22)

Section 16 - Israel

We believe in the sovereign selection of Israel as God's eternal covenant people and that Israel has been dispersed because of disobedience and rejection of Christ. Israel is being re-gathered in the Holy Land, though evidently in unbelief. Israel will be saved as a nation at the second advent of Christ. (Genesis 13:14-17; Romans 11:1-32; Ezekiel 37)

Section 17 - Separation

We believe that all the saved should live in such a manner as not to bring reproach upon their Savior and Lord and that separation from all religious apostasy, all worldly and sinful pleasures, practices, and associations is commanded by God. (Romans 12:1-2, 14:13; I Corinthians 6; II Corinthians 6:14-7:1; Hebrews 12:1-2; I John 2:15-17; II John 9-11)

Section 18 - Lawsuits Between Believers

We believe that Christians are prohibited from bringing civil lawsuits against other Christians or the church to resolve personal disputes. We believe the church possesses all the resources necessary to resolve personal disputes between members. We do believe, however, that a Christian may seek compensation for injuries from another Christian's insurance company as long as the claim is pursued without malice or slander. (I Corinthians 6:1-8; Ephesians 4:31-32)

Section 19 - Divorce and Remarriage

We believe that God hates divorce and intends marriage to last until one of the spouses dies. Although divorced and remarried persons or divorced persons may hold positions of service in the church and be greatly used of God for Christian service, they may not be considered for the office of pastor or deacon. (Malachi 2:14-17; Matthew 19:3-12; Romans 7:1-3; I Timothy 3:2, 12; Titus 1:6)

Section 20 - Human Sexuality

We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex. (Genesis 2:24, 19:5, 13, 26:8-9; Leviticus 18:1-30; Romans 1:26-29; I Corinthians 5:1, 6:9-20; I Thessalonians 4:1-8; Hebrews 13:4)

We believe that the only legitimate marriage is the joining of one naturally born man and one naturally born woman. (Genesis 2:24; Romans 7:2; I Corinthians 7:10; Ephesians 5:22-23, 25)

We believe that men and women are spiritually equal in position before God but that God has ordained distinct and separate spiritual functions for men and women in the home and the church.

The husband is to be the leader of the home, and men are to be the leaders (pastors and deacons) of the church. Accordingly, only men are eligible for licensure and ordination by the church. (Galatians 3:28; Colossians 3:18; I Timothy 2:8-15, 3:1-15)

Section 21 - Abortion

We believe that human life begins at conception and that the unborn child is a living human being. Abortion constitutes the unjustifiable, inexcusable taking of unborn human life. Abortion is murder. We reject any teaching that abortions due to rape, incest, birth defects, gender selection, birth or population control, or the mental well-being of the mother are acceptable. (Psalm 51:5, 139:14-16; Isaiah 44:24, 49:1,5; Jeremiah 1:5; Luke 1:44)

Section 22 - Civil Government

We believe that God has ordained and created all authority consisting of three basic institutions: 1) the home; 2) the church; and 3) the state. Every person is subject to these authorities, but all (including the authorities themselves) are answerable to God and governed by His Word. God has given each institution specific Biblical responsibilities and balanced those responsibilities. The

home, the church, and the state are equal and sovereign in their respective biblically assigned spheres of responsibility under God. (Romans 13:1-7; Ephesians 5:22-24; Hebrews 13:17; I Peter 2:13-14)

Section 23 - Gifts, Giving, and Missions

We believe that God is sovereign in the bestowment of all His gifts. Gifts of the Spirit are often referred to as spiritual gifts. Spiritual gifts are a supernatural endowment of ability by the Holy Spirit for the edification and growth of the universal and local church, given to each believer in kind and number as the Holy Spirit sees fit. (Romans 12:3-8; I Corinthians 12:4-11; II Corinthians 12:12; Ephesians 4:7-12)

We believe that the gifts of apostleship, prophecy, healing, tongues, interpretation of tongues, and other sign gifts (Ephesians 4:11; Romans 12:6; I Corinthians 12:8-10) were temporary gifts that have ceased. These gifts were given in the early church to authenticate God's work and to provide new or clarifying revelation to the church until Scripture was completed. (I Corinthians 13:8-12; II Corinthians 12:12; Ephesians 2:20)

We believe that the spiritual gifts of administration, giving, showing mercy, faith, exhortation, service, teacher, pastor-teacher, and evangelist are enduring and are sufficient for the saints today. (Romans 12:6-8; I Corinthians 12:28-29; Ephesians 4:11)

We believe Scriptural giving is expected of all saints and that God loves a cheerful giver. (Leviticus 27:30; Malachi 3:10; Acts 4:34-37; I Corinthians 16:2; II Corinthians 8:1-9, 9:6-7, 9:8-15; Hebrews 7:2-4)

We believe the command to give the gospel to the world is clear and unmistakable and that this Great Commission is given to the churches. (Matthew 28:19-20; Mark 16:15; John 20:21; Acts 1:8; Romans 10:13-15)

ARTICLE V - COVENANT

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

We covenant to this assembly:

We will strive for the advancement of this church in knowledge, holiness, and comfort; promote its increase and spirituality; sustain its worship, ordinances, discipline and doctrines; give it a sacred importance over all institutions of human origin; regard this fellowship as priority above worldly pursuits; and contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the Gospel through all nations.

We covenant to holiness:

We will not engage in sinful or worldly activities which will damage our testimony for Christ or cause another brother to stumble. We will abstain from pursuits which do not please and exalt our God. We will cast off the desires, thoughts, and motivations of this world. We will instead pursue the eternal things of God. And we will continuously strive to bring our hearts, minds, and lives into full submission to the Word of God.

We covenant to fellowship in unity:

Our fellowship shall be for the purpose of encouraging and aiding one another to increase in the imitation of and obedience to Christ. We will fellowship with unity and harmony together. We will humble and submit ourselves to one another. And we will value and prefer each other above ourselves and our own interests.

We covenant to admonish one another:

We will willingly submit ourselves to the direction and discipline of this body, recognizing that such discipline is for our benefit and growth in Christ. We will admonish and assist our fellow members who have fallen into sin without a critical or condemning spirit, having first considered our own selves. And we will always engage the confrontation and discipline process with the aim of full restoration with an erring brother.

We covenant to edifying service with humility:

Our relationship together will not be for our personal benefit, but we will use the gifts given us by God to edify and complete the body of Christ. We will speak to one another profitably, using our conversation as a means to teach one another the truths of God's Word, and we will use our fellowship as a means to provoke one another to greater love for Christ and His church and to greater manifestation of His grace in our lives.

We covenant to kindness and grace:

We will watch over one another in brotherly love; remember each other in prayer; bear one another's burdens; aid each other in sickness and distress; offer our hospitality freely and without complaint; be patient with one another, slow to take offense, and slow to anger; be kind to one another; quickly offer forgiveness to repentant brethren; and confess our sins one to another as we ought.

We covenant to build the church:

We will witness to the lost in both deed and word, seeking to win them to saving faith in Christ, to bring them into the fellowship of the church, and aid one another in the proclamation of the gospel. We moreover covenant that when we remove from this place, we will as soon as possible unite with some other church of like faith and practice where we can carry out the spirit of this covenant and the principles of God's Word.

ARTICLE VI - MEMBERSHIP

Section 1 - Qualification for and Admission of Members

The membership of this church shall consist of believers in the Lord Jesus Christ who have been baptized by immersion, who are in agreement with and adhere to the Articles of Faith, who have met with the Board and the Pastor(s) before whom they have given satisfactory testimony of their salvation and who are at least nineteen years old. (see also Section 3)

Section 2 - Status of Members

Members of Munising Baptist Church are expected to faithfully attend the regularly scheduled services of the church unless providentially hindered. In order to be considered an active

member of this church in good and regular standing, a member must attend at least one service monthly, and not be under church discipline. These attendance requirements shall not apply to shut-ins, missionaries serving in other areas, those who spend brief periods out of the area, and other exceptions which may be approved by the Board and the Pastor(s). A member who moves from this area is expected to identify with a church of like faith and practice as soon as possible. Those who fail to make contact with the church during a one-year period following a move may, by church action, be dropped from the church roll. Only members in good standing shall have voting privileges.

Section 3 - Reception of Members

Prospective members will meet with the Board and the Pastor(s) to share their personal testimonies of their faith in Christ. The Board shall, at the same or next regular board meeting, vote on recommending them to the church. If recommended, their names shall then be printed in the bulletin for two consecutive weeks, whereafter they may be presented and voted on at any regular or special business meeting.

Section 4 - Duties of Members

A. Each member shall be expected to conduct himself/herself in daily life so as to give evidence of being possessed by the Spirit of Christ. Each member is also expected to be in agreement with the Articles of Faith. (See Article IV)
B. Each member should regularly attend the services of the church and participate cheerfully and regularly in giving as the Lord may prosper him/her.
C. Each member is expected to volunteer to serve as he/she is able.

Section 5 - Discipline of Members

In all matters of discipline or doctrinal heresy, this church must adhere faithfully to the teaching of our Lord in Matthew 18:15-17, and differences between members need to be settled by this rule.

In a case of gross and flagrant violation of Christian conduct such as the Scriptures forbid, and after counsel by the Lead Pastor and Deacons, an errant member may be dismissed from the church membership by vote of the church, for conduct unbecoming of a Christian or violations of the Articles of Faith.

Church action shall take place only after due notice has been given to said member.

Section 6 - Termination of Membership

The name of any member shall be removed from the church roll when one of the following conditions exists:

A. All members in good standing shall be eligible for letters of transfer to churches of like faith and practice. Board action is required. The Church shall be informed.
B. Upon death.
C. Upon request of the member, who must be in good standing. No church action is required, but the removal must be reported at the next regular business meeting.
D. Continuous inactivity as described under Section 2. Church action is required.
E. Disciplinary action as described under Section 5. Church action is required.
F. The membership of any individual member shall automatically terminate without notice if

the deacons or pastor become aware of a member's open and unrepentant involvement in any sexual misconduct described in Article IV, Section 20, or if a member files a lawsuit in violation of Article IV, Section 18. No church action is required.

In cases requiring church action (D & E), there shall be a recommendation to the church presented by the Board at any regular or special business meeting.

ARTICLE VII - CHURCH MEETINGS

Section 1 - For Worship

Unless otherwise scheduled, the church shall meet each Lord's Day for Worship. Normally, the ordinance of the Lord's Supper will be observed once a month.

Section 2 - For Business

A. The fiscal year of the church shall close on the last day of September.
B. The annual business meeting of the church for the election of officers shall be held after the regularly scheduled services on the first Sunday of October.
C. The annual business meeting of the church for the presentation of annual reports, adoption of the budget for the ensuing year, and other business shall be held after the regularly scheduled services on the third Sunday of October.
D. A quarterly business meeting shall be held after the regularly scheduled services on the third Sunday of January, April, and July. Quarterly reports shall be presented, and other business transacted. Exception to these dates requires the vote of the Board.
E. Only members who are in good standing shall be entitled to vote.
F. Robert's Rules of Order shall be the parliamentary guide in matters of business.
G. All business meetings shall be opened with prayer and shall be conducted in the Spirit of Christ. Normally, the Lead Pastor, an Assistant Pastor, or the Vice-Chairman of the Board shall be the moderator.
H. Special meetings for business may be called by the Lead Pastor or Board. Normally, such meetings must be announced on the two consecutive preceding Sundays with the purpose of the meeting being stated, and business shall be restricted to the specified matters. Urgent business that requires immediate action may be presented at the discretion of the Board and the Pastor(s).
I. A quorum shall consist of twenty-five percent (25%) of the members in good standing. Church action shall be determined by the majority of those voting except as otherwise specified in this constitution.
J. Ballot voting may be called for by the moderator or any voting member on any item of business.

ARTICLE VIII - OFFICERS, TEACHERS, AND STAFF

Section 1 - Officers, Teachers, and Staff Expectations

Believing that with larger responsibility there comes a larger accountability and even a greater need for a credible testimony, the following expectations are listed for the officers, teachers, and staff of Munising Baptist Church.

We believe that officers of the church have a solemn responsibility for maintaining the church's loyalty to the Word of God for subsequent generations. Therefore, officers, teachers, and staff are expected to wholeheartedly support the doctrines and position of the Munising Baptist Church as outlined in the church's constitution. They are expected to faithfully attend the regularly scheduled services of the church unless providentially hindered.

Munising Baptist Church and School expects all "staff" (paid, volunteer, elected, or appointed) to adhere to a moral code of conduct, in harmony with orthodox Scriptural teaching. Honesty and integrity are essential, and all forms of sexual activity (including pornography) outside of marriage are forbidden and are grounds for immediate dismissal.

All "staff" are expected to conduct themselves as godly examples and must refrain from behaviors that might hinder the walk of other believers. They must refrain from the use of any substance, legal or illegal, that is non-medicinal and impairing or physically damaging (I Corinthians 6:12). It is also expected of our "staff" to refrain from unwholesome entertainment that could be damaging to their personal testimony or the testimony of the ministry. Engaging in these behaviors is grounds for disciplinary action up to and including dismissal.

It is expected that all teachers shall make careful preparation of lessons by study and prayer and endeavor to improve their teaching ability by attending regular and special teacher meetings and training classes. Teachers should make every effort to see that their students come to know Jesus Christ as personal Lord and Savior.

It is also expected that the church body shall be able to count on its officers, teachers, and staff members for constructive evaluation, enthusiastic support, and demonstrated loyalty. If at any time an officer, teacher, or staff member is not able to provide this, he or she is under obligation to voluntarily relinquish that position.

Section 2 - Officers

The officers of the church shall be a Lead Pastor, the Deacons, the Trustees, a Clerk, a Treasurer, a Sunday School Director, a Head Usher, the Communion Stewardesses, and any Assistant Pastor(s).

Section 3 - Lead Pastor

The Lead Pastor shall be a man meeting the qualifications found in I Timothy 3:1-7. He shall be called at a special or regular meeting of the church, public notice of such action having been given from the pulpit two Sundays immediately preceding the date of the meeting. The vote shall be taken by secret ballot. A 75% majority shall be required to issue the call.

At the beginning of a pastorate, the Board and the new Lead Pastor shall work out a written agreement relating to his provisions and benefits, such as parsonage, vacation, etc.

The Lead Pastorate may be terminated in one of two ways:

A. At the pleasure of the Lead Pastor. The Lead Pastor shall give to the church at least one month's notice of the termination of his duties. The resignation of the Lead Pastor may be submitted to the church at any regular service, and a vote by the church is not necessary to make it effective.
B. A vote of the church upon recommendation of the Board using the procedure in Article VII, Section 2, H. Vote shall be by secret ballot. A simple majority shall rule. If the outcome of the vote is to terminate, due notice shall be given to the Lead Pastor that his term of office

shall cease at a time not more than two months from the date of the vote. However, the Board shall have authority to terminate the Lead Pastor's ministry at any time within the two-month period, should they deem it to be for the best interest of the church to do so.

The duties of the Lead Pastor, in addition to those outlined in other portions of this constitution, shall be to:

1. Have the oversight of the total church and all its ministries. (Acts 20:28)
2. Preach the Word. (II Timothy 4:2)
3. Feed the flock of God. (I Peter 5:2)
4. Watch for the soul as one that must give account. (Hebrews 13:17)
5. Warn and teach that every man may be mature in Christ Jesus. (Colossians 1:28)
6. Have oversight of the total church staff.
7. Be an ex officio member of all church committees and organizations.
8. Officiate at such occasions as usually fall to the Pastor of a church.
9. Supervise the administration of the ordinances.
10. It shall be his privilege, with the approval of the Deacons, to designate other "men of God" to supply the pulpit.

Section 4 – Assistant Pastor

An Assistant Pastor shall be a man meeting the qualifications found in I Timothy 3:1-7. He shall be called at a special or regular meeting of the church, public notice of such action having been given from the pulpit two Sundays immediately preceding the date of the meeting. The vote shall be taken by secret ballot. A 75% majority shall be required to issue the call.

At the beginning of a Pastorate, the Board and the new Assistant Pastor shall work out a written agreement relating to his provisions and benefits, such as parsonage, vacation, etc.

An Assistant Pastorate may be terminated in one of two ways:

A. At the pleasure of that Assistant Pastor. The Assistant Pastor shall give to the church at least one month's notice of the termination of his duties. The resignation of an Assistant Pastor may be submitted to the church at any regular service, and a vote by the church is not necessary for it to take effect.
B. A vote of the church upon recommendation of the Board using the procedure in Article VII, Section 2, H. Vote shall be by secret ballot. A simple majority shall rule. If the outcome of the vote is to terminate, due notice shall be given to the Assistant Pastor that his term of office shall cease at a time not more than two months from the date of the vote. However, the Board shall have authority to terminate the Pastor's ministry at any time within the two-month period, should they deem it to be for the best interest of the church to do so.

The duties of an Assistant Pastor, in addition to those outlined in other portions of this constitution, shall be to:

1. Assist the Lead Pastor in the oversight of the church and its ministries. (Acts 20:28)
2. Assist the Lead Pastor in preaching the Word. (II Timothy 4:2)
3. Assist the Lead Pastor in feeding the flock of God. (I Peter 5:2)
4. Watch for the soul as one that must give account. (Hebrews 13:17)
5. Warn and teach that every man may be mature in Christ Jesus. (Colossians 1:28)

6. Assist in the oversight of the church staff.
7. Assist the Lead Pastor in officiating on such occasions as usually fall to the Pastor of a church.
8. Assist the Lead Pastor in the administration of the ordinances.
9. See to the duties described in his employment agreement and job description, and other duties as assigned by the Board or the Lead Pastor.

Section 5 - Ordination

Any male member of this church who gives evidence of a genuine call of God into the work of the ministry and possesses the qualifications stated in I Timothy 3:1-7 and Titus 1:6-9, may be ordained as a minister of the Gospel.

The procedure shall be as follows:

A. Upon conference with the Lead Pastor and the Deacons and after recommendation of the candidate to the church for ordination, the church shall call a council to examine and pass on the qualification of the candidate. The ordination council shall consist of ordained ministers of like faith invited to participate in the examination of the candidate.
B. If the candidate is found called and qualified for ordination by the council, the council may recommend that the church ordain the candidate. A two-thirds majority vote of the church is required for the church to proceed with ordination.
C. The Lead Pastor and the Deacons shall arrange for the ordination service.

Section 6 - Deacons

The Deacon Board shall ordinarily consist of four men, who meet the qualifications found in I Timothy 3:8-13. Only adult men who have been members in good standing for at least six months preceding the election shall be eligible for the office. The term of office shall be two years and so arranged that there shall be two vacancies per year. It shall be their duty to assist the Lead Pastor in the oversight of the spiritual interest of the church and the administration of the ordinances. The Deacons and the Pastor(s) shall appoint any non-elective personnel that may be advisable for the orderly conduct of the church functions. The Deacons shall exercise a special Christian care and watchfulness over the members; they shall cooperate with and assist the Lead Pastor in his duties. The Deacons may also assist Trustees in their duties as the need arises.

Section 7 - Trustees

The Trustees shall ordinarily consist of three men. One elected to this position shall be a member in good standing with a reasonable testimony of integrity, faithfulness, and godliness. The Trustees shall be entrusted with the counting of offerings and seeing that they are properly secured. Their duties are further defined in their function as part of the Board. The term of office shall be three years and so arranged that there shall be one vacancy per year.

Section 8 - The Board

The Pastors, Deacons, and Trustees meeting jointly shall constitute the Board. The temporal affairs of the church are entrusted to its guidance, in addition to any other matters which Pastors, Deacons, or the congregation may commit to its advisement or action. For corporate functions involving the laws of the State of Michigan, the combined membership of the Board shall act as

Corporate Trustees. The chairman shall normally be the Lead Pastor. A vice-chairman (one who holds an office of Deacon) shall be elected by the Board. A secretary (one who holds an office of Trustee) shall be elected by the Board. The Vice-Chairman and Secretary shall be elected annually soon after the annual business meeting for the election of officers. In the absence of a Lead Pastor, an Assistant Pastor or the Vice-Chairman shall serve as moderator of Board meetings. The Vice-Chairman shall also be chairman of the pastoral search committee.

Note 1: Board members must be citizens of the United States and 21 years of age or older.

Note 2: All expenditures involving over $5,000.00 shall be brought to the congregation for approval.

Note 3: The Board shall review the Pastors' and staff's salaries and benefits prior to each annual business meeting, and they shall have the authority and responsibility to adjust salaries and benefits accordingly.

Note 4: Munising Baptist School is a ministry of Munising Baptist Church. As such, the church's Board is also the School Board. School Board meetings are closed and shall not be separate occasions from the normal function of the Board.

Section 9 - Clerk

The clerk shall hold office for three years and until a successor is elected. It shall be the duty of the clerk to take charge of the church records, not allowing them to pass from his/her possession except upon vote of the church. The clerk shall preserve a correct record of the business transactions of the church and other items of interest that occur in its history; shall keep a correct list of the members; and shall present a report of the membership statistics at the annual meeting. The clerk shall attend to the correspondence of the church involving membership and shall perform such other duties as are entrusted to the clerk by the church.

Section 10 - Treasurer

The treasurer shall hold office for three years. The treasurer shall keep an itemized account of the receipts and the current expenses of the church and shall make monthly reports for the benefit of the church. No funds shall be paid out except upon the order of the church or its Board.

Note 1: The Board shall decide the nature of the regular report given. Audits or a checking of the accounts may be requested at any time by the Board. Trustees shall, at the Board's request, be available to audit the accounts.

Section 11 - Sunday School Director

The Sunday School Director shall hold office for two years and shall be charged with the conduct of the Sunday School in cooperation with the Pastor(s). He/She shall be privileged to attend any Board meeting directly involving Sunday School teachers. He/She shall meet regularly with the Sunday School staff.

Note 1: Sunday School teachers and officers shall be subject to the approval of the Pastor(s) and Board, and none shall be eligible except church members in good standing, who are in harmony with the Articles of Faith (Article IV).

Note 2: All Sunday School materials used are subject to the advisement of the Pastor(s) and Board.

Section 12 - Head Usher

The Head Usher shall hold office for two years. It shall be his duty to perform the following functions:

- Ensure there are ushers available for each service.
- Encourage visitors to fill out a visitor card.
- Pass out the bulletins.
- Find seating for latecomers and visitors.
- Turn off the lights and lock up the building at the end of each service.
- Perform the "security" checks during Sunday School and Junior Church.

Section 13 - Communion Stewardesses

The Communion Stewardesses shall hold office for two years. They shall be responsible for the preparing of the Lord's Supper, keeping an ample supply of the elements, providing clean linens, and cleaning up utensils after Communion services. They shall also be responsible for assisting at baptismal services. They shall assist the Lead Pastor in sending flowers to those who are sick in the hospital and to bereaved families at times of funerals.

Section 14 - CPL Holders and the Security Team

To maintain a safe environment while respecting lawful concealed carry, all CPL holders must be approved by the Board to carry on the premises or at church functions. A Security Team shall be formed in accordance with the church's written CPL Policy.

Section 15 - Filling an Unexpired Term or Vacant Office

When an office of the church is vacated for any reason, the Pastor(s) and Board shall nominate one or more candidates to fill the vacancy. The church shall vote on the candidate(s) at a quarterly business meeting or a special business meeting (see Article VII). A simple majority shall be sufficient to elect.

Section 16 - Other Offices

Other offices may be created by the church as the need arises.

ARTICLE IX - CHURCH COMMITTEES

Section 1 – Pastoral Search Committee

Whenever a vacancy in a pastorate occurs, or if a new pastoral position is created, the Board shall present to the church the names of three male members at large for approval to serve with the Deacons as the Pastoral Search Committee. The Pastoral Search Committee shall thoroughly investigate the man being considered for the pastoral office. They shall inquire concerning his reputation for honesty, sincerity, and piety. If he has had pastoral experience, they shall look into his record of ministry. They shall carefully study the man in the light of the qualifications found in I Timothy 3:1-7, Titus 1:6-9, and I Peter 5:2-3. They shall determine that he is a true disciple of Jesus Christ, sound in the faith, with a love for the Word of God. They shall watch for evidences that he is

conscientious, discreet, and sensible. They shall find if he is earnest and industrious in his work. They shall know that he wisely governs his family and personal affairs. He should evidence a true love for people and the Lord's work. Once satisfied that he is a man who has the qualifications to be a suitable pastor for ministry at Munising Baptist Church, the Pastoral Search Committee shall present him to the Board. After consideration, the Board may present the man to the church, giving opportunity for him to answer the questions of the people. Candidates will be considered only one at a time (see also Article VIII, Sections 3 and 4).

Section 2 - Nominating Committee

This committee shall consist of the Lead Pastor, two Deacons, one Communion Stewardess, and two members at large to be elected at the July quarterly business meeting. The Deacons shall be selected by the Deacon board; the Communion Stewardess shall be selected by the Communion Stewardesses. The members at large will be asked to express his/her desire to serve to one of the board members prior to the July business meeting. The members at large will then be voted on at the July quarterly business meeting.

They shall prayerfully and thoughtfully consider each vacancy for the upcoming election and shall approach prospective nominees about their willingness to run for election. Two weeks before the annual election, they shall publish the slate of nominees to be considered.

Section 3 - Missions Committee

This committee shall consist of at least five members appointed biannually by the Lead Pastor and approved by the Board. The duties of the committee shall be:

1. Assist the Lead Pastor in planning and promoting an annual Missions Conference.
2. Interview missionary candidates, discussing with them doctrine, policies, and practices.
3. Meet with those who are returning home on furlough to assess needs and burdens.
4. Consider and make recommendations to the Board about increases or changes in missions expenditures.
5. Make every effort to energize the entire church body in missions endeavors.

Section 4 - Membership Committee

This committee shall consist of at least five members, including the clerk, appointed biannually by the Lead Pastor and approved by the Board. The committee shall review the membership list some time prior to the quarterly business meeting to determine membership status as defined by the attendance requirements specified in Article VI, Section 2, and make appropriate recommendations to the Board.

Section 5 - Other Committees

Other committees shall be appointed by the Lead Pastor and approved by the Board as the occasion may require.

ARTICLE X - CHURCH CONTROL AND ACTIVITIES

Section 1 - Control by Other Corporations

This Corporation (church) shall not be controlled by any other corporation. It is entirely independent and sovereign in all its actions.

Section 2 - Church Activities

All the activities of the church, whether conducted through committees or otherwise, are a part of the single church organization, and the Pastor(s) and Board shall have general oversight of them all.

ARTICLE XI - CHURCH MINISTRIES

The various ministries of the Munising Baptist Church shall include—but not be limited to—the Sunday School, children's outreach ministries, teen ministries, Munising Baptist School, and the missionary program.

ARTICLE XII - DESIGNATED CONTRIBUTIONS

From time to time the church, in the exercise of its religious, educational, and charitable purposes, may establish various funds to accomplish specific goals. Contributors may suggest uses for their contributions, but all suggestions shall be deemed advisory rather than mandatory in nature. All contributions made to specific funds or otherwise designated shall remain subject to the exclusive control and discretion of the Pastor and the Board or the church. No fiduciary obligation shall be created by any designated contribution made to the church other than to use the contribution for the general furtherance of any of the purposes stated in Article II.

ARTICLE XIII - TAX EXEMPT PROVISIONS

Section 1 - Private Inurement

No part of the net earnings of the church shall inure to the benefit of or be distributable to its members, trustees, officers, or other private persons, except that the church shall be authorized and empowered to pay reasonable compensation for the services rendered and to make payments and distributions in furtherance of the purposes set forth in Article II hereof.

Section 2 - Political Involvement

No substantial part of the activities of the church shall be the carrying on of propaganda or otherwise attempting to influence legislation. The church shall not participate in or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

Section 3 - Dissolution

Upon the dissolution of the church, the trustees shall, after paying or making provision for payment of all liabilities of the church, dispose of all of the assets of the church to such organization or organizations formed and operated exclusively for charitable, educational, and religious purposes as shall at the time qualify as an exempt organization or organizations under Section 501C (3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law), as the trustees shall determine (see Article VIII, Section 7). Assets may be distributed only to organizations which agree with the church's statement of faith.

Section 4 - Racial Non-Discrimination

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

ARTICLE XIV - AMENDMENTS

This constitution may be amended by a two-thirds vote of the members present at any annual business meeting or at a special business meeting, provided that the notice of the proposed amendment(s) shall have been posted and announced from the pulpit for the two Sundays prior to the meeting.