



SPOTSWOOD
BAPTIST CHURCH

Constitution and Bylaws

Table of Contents

CONSTITUTION	3
PREAMBLE	3
ARTICLE I. NAME	3
ARTICLE II. PURPOSE	3
ARTICLE III. STATEMENT OF FAITH	3
ARTICLE IV. THE MEMBERSHIP COVENANT	3
ARTICLE V. POLITY AND DOCTRINE	4
Section 1. Polity	4
Section 2. Doctrine	4
ARTICLE VI. AMENDMENTS	4
BYLAWS	5
ARTICLE I. GOVERNANCE	5
Section 1. General	5
Section 2. Officers	5
Section 3. Pastoral Staff	6
Section 4. Administrative and Support Staff	8
Section 5. Deacons	8
ARTICLE II. MEMBERSHIP	8
ARTICLE III. COMMITTEES	10
Section 1. Creation of Ministries and Committees	10
Section 2. Permanent Committees	10
ARTICLE IV. THE CHURCH AS EMPLOYER	11
Section 1. At Will Employment	11
Section 2. Religious Employer	12

ARTICLE V. PROPERTY HOLDINGS	12
ARTICLE VI. MEETINGS	12
Section 1. Annual Church Business Meeting	12
Section 2. Special Church Business Meetings	12
Section 3. Quorum	12
Section 4. Voting	12
Section 5. Rules of Order	12
ARTICLE VII. EMERGENCY BYLAWS	12
ARTICLE VIII. FISCAL YEAR	13
ARTICLE IX. ECCLESIASTICAL AUTHORITY	13
ARTICLE X. MUTUAL INTEREST	13
ARTICLE XI. NON-PROFIT STATUS	13
Section 1. Private Inurement	13
Section 2. Political Involvement	13
ARTICLE XII. CONFLICT OF INTEREST	13
ARTICLE XIII. INDEMNIFICATION AND ELIMINATION OF LIABILITY	13
ARTICLE XIV. DISSOLUTION	14
Section 1. Dissolution	14
Section 2. Winding Up	14
ARTICLE XV. OTHER ENTITIES	14
ARTICLE XVI. AMENDMENTS	14



PREAMBLE

For the purpose of preserving and making secure the principles of our faith and to the end that this body may be governed in an orderly manner, consistent with the Word of God, and for the purpose of preserving the liberties inherent to each individual member of this Church and the freedom of action of this body with respect to its relation to other churches of the same faith, we do declare and establish this constitution of Spotswood Baptist Church of Fredericksburg, Virginia, which was constituted February 19, 1956.

ARTICLE I. NAME

This body will be known as Spotswood Baptist Church of Fredericksburg, Virginia.

ARTICLE II. PURPOSE

Spotswood Baptist Church ("Church") exists to be a community of light by making disciples who love God and love their neighbor. The Church accomplishes this mission through vertical worship, transformational teaching, biblical community, missional living, and sacrificial service.

ARTICLE III. STATEMENT OF FAITH

The Bible, God's inerrant and infallible Word, is the final authority in all matters of faith and practice. The Church's beliefs are best expressed in the Baptist Faith and Message 2000.¹

ARTICLE IV. THE MEMBERSHIP COVENANT

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

- We will walk together in brotherly love (John 13:34-35).
- We will exercise a Christian care and watchfulness over each other, and faithfully encourage, warn, and rebuke one another as the case requires (2 Tim. 2:15; 1 Cor. 5:1-2; Heb. 3:12-14).
- We will not forsake the assembling of ourselves together, nor omit the great duty of prayer for both ourselves and for others (Heb. 10:24-25; 1 Cor. 11:23-26; James 5:16).
- We will participate in each other's joys, and endeavor with tenderness and sympathy to bear each other's burdens and sorrows (Gal. 6:2; James 2:14-17).
- We will earnestly endeavor to bring up those who may be under our care in the discipline and instruction of the Lord (Titus 2:1-6; Deut. 6:4-7; Eph. 6:1-4).
- We will seek divine aid to enable us to walk circumspectly and watchfully in the world, denying ungodliness and every worldly lust (Eph. 5:15-21; 1 Pet. 2:11-12; 1 John 2:15-17).

¹Southern Baptist Convention. 2000. "Baptist Faith and Message 2000." <https://bfm.sbc.net/bfm2000/>.

- We will strive together to support the missional focus of the Church (Phil. 1:27; 1 Cor. 15:58).
- We will endeavor, by example and effort, to win souls to Christ (Acts 1:8; Matt. 4:19; 5:12-16).
- We will endeavor through life, in good and bad circumstances, to live to the glory of Him Who has called us out of darkness into His marvelous light (Col. 1:11-14; Gal. 1:1-5).
- We will endeavor to be devoted to the teaching of God's Word, biblical community, prayer, and the Church ordinances of baptism and communion (Acts 2:38, 42).
- We will endeavor to faithfully support the work of the Church financially (1 Cor. 16:2; 2 Cor. 9:7).

ARTICLE V. POLITY AND DOCTRINE

Section 1. Polity

This Church is an independent, autonomous church with full and final authority to determine all matters related to its life. These matters include, but are not be limited to, its financial affairs, affiliations, ownership and uses of property, and pastoral staff.

Though independent, this Church also recognizes the benefit of mutual counsel and cooperation which are common among Baptist churches.

Section 2. Doctrine

This Church receives the Bible as its final authority in all matters of faith and practice as best expressed in the Baptist Faith and Message 2000.

ARTICLE VI. AMENDMENTS

This Constitution may be amended by a two-thirds majority vote of the members present and voting at any duly called and noticed Church business meeting, provided the amendment has first been approved by a two-thirds vote of the pastoral staff and has been provided to the membership not less than two (2) weeks before the vote is to be taken.



ARTICLE I. GOVERNANCE

Section 1. General

Spotswood Baptist Church is to be recognized as a Jesus ruled, pastor led, and congregationally accountable church in accordance with the principles laid down in the New Testament. As it relates to compliance with the Virginia Nonstock Corporation Act, the pastoral staff serves as the Board of Directors of the corporation and the senior pastor serves as president of the corporation and chair of the Board of Directors, overseeing the day-to-day operations of the Church. The members of the Church are the members of the corporation with all the rights and responsibilities prescribed in these Bylaws.

Section 2. Officers

The Church will have the following officers: president, secretary, and treasurer. The chairperson of the Personnel Committee and the Stewardship Committee will also serve as officers of the Church.

1. President: The senior pastor will serve as president. Clarification on his selection, term, duties, and removal can be found in Section 3.
2. Secretary
 - a. Selection: The pastoral staff will seek recommendations and involvement from the Church congregation in the nomination process. The pastoral staff will present a candidate to the Church, and any member with reason to believe that a nominated candidate is unqualified for an office should privately express such concern to the pastoral staff. The pastoral staff will elect by simple majority vote a secretary for the corporation. The secretary will not be required to be a director. The secretary will be a member who is faithful to the Membership Covenant of the Church.
 - b. Term: The secretary will serve a term of one year and may serve an indefinite number of terms.
 - c. Duties: The secretary will: (a) maintain the official membership list of the Church, (b) maintain all corporate records and documents of the Church, and (c) maintain minutes of all Board and annual and special Church business meetings.
 - d. Removal and Vacancy: The secretary's term of office may be terminated by resignation or dismissal upon a simple majority vote of the pastoral staff, and any vacancy will be filled pursuant to the selection process in this section.
3. Treasurer
 - a. Selection: The pastoral staff will seek recommendations and involvement from the Church congregation in the nomination process. The pastoral staff will present a candidate to the Church, and any member with reason to believe that a nominated candidate is unqualified

for an office should privately express such concern to the pastoral staff. The pastoral staff will elect by simple majority vote a treasurer. The treasurer will not be required to be a director. The treasurer will be a member who is faithful to the Membership Covenant of the Church.

- b. Term: The treasurer will serve for a term of one year and may serve an indefinite number of terms.
- c. Duties: The treasurer will administer the financial management of the Church, under the direction of the Stewardship Committee, and provide necessary reports to the pastoral staff and Church members.
- d. Removal and Vacancy: The treasurer's term of office may be terminated by resignation or dismissal upon a simple majority vote of the pastoral staff, and any vacancy will be filled pursuant to the selection process in this section.

Section 3. Pastoral Staff

1. Qualifications

- a. All Pastors: The pastors are men (1 Tim. 3:2) who meet the qualifications for the office of pastor set forth in 1 Tim. 3:1-7 and Tit. 1:6-9. Each pastor must be a member who is faithful to the Membership Covenant of the Church.
- b. Senior Pastor: The senior pastor must meet the qualifications of a pastor described above and must be recognized by the Church as gifted and called to the full-time ministry of preaching and teaching.

2. Selection

- a. All Pastors: Pastoral positions that need to be filled outside the senior pastor will be selected by the current pastoral staff, with advisement from the Personnel Committee. The Personnel Committee must be given adequate opportunity to assess the gifts of any potential pastor and interview him prior to confirming his appointment. To provide an opportunity for congregational input, the candidate will be presented to those involved in the ministry he will be leading. The congregational input will be discussed by the pastoral staff and the Personnel Committee prior to a vote for approval. A pastor will be hired upon the two-thirds approval of the pastoral staff and two-thirds approval of the Personnel Committee.
- b. Senior Pastor: Nominations for senior pastor will come from a specially appointed search committee, which will be established by the current pastors and the Personnel Committee. The search committee will present one candidate to the Church congregation at a time. The congregation will be given adequate notice, time, and opportunity to meet the candidate and hear him preach. The election will be held by ballot in a duly called and noticed annual or special Church business meeting. If the candidate receives at least a three-fourths affirmative vote from the members attending the meeting, he will be invited to serve as the Church's senior pastor. If the candidate fails to receive a three-fourths vote, the committee will be instructed to seek out another candidate, and the meeting will be adjourned without debate.

3. Term: Pastors are not subject to term limits. They will serve until death, resignation, or removal.

4. Duties

- a. All Pastors: In keeping with the principles set forth in Acts 6:1-6; 1 Tim. 3:1-7; 5:17; Tit. 1:5-9; Jas. 5:14; and 1 Pet. 5:1-4, the pastors will seek the mind of Christ through the guidance of the Holy Spirit and the Word of God as they undertake the work of shepherding God's flock. The pastors will teach and exhort; refute those who contradict the truth; pray for the sick; care for the Church's members; administer the ordinances; devote themselves to prayer and to the governance of the Church and ministry. The pastors will faithfully fulfill the specific requirements of their jobs as outlined in their job descriptions.
- b. Senior Pastor: In addition to the aforementioned duties, the senior pastor will have the final authority concerning the welfare and oversight of the Church. He is an ex-officio member of all organizations, departments, and committees. The senior pastor will preside at all annual and special Church business meetings except as otherwise provided in the Bylaws. Provided there is not a conflict of interest, as determined by the Personnel Committee, the senior pastor will be the final arbitrator of any decisions as pertains to the Church staff. In the case where there is a conflict of interest, the Personnel Committee will be the final arbitrator. He may call a meeting of the deacons or any committee according to the procedures set forth in the Bylaws. He will have special charge of the pulpit ministry of the Church and will provide for the pulpit supply when he is absent. He will arrange for workers to assist in revival meetings and other special services. The senior pastor will have primary responsibility for the supervision and evaluation of staff members. The senior pastor may choose to temporarily delegate any of his responsibilities at his discretion.

5. Removal and Vacancy

- a. All Pastors: Employment may be terminated by resignation or dismissal upon a recommendation of the senior pastor and the two-thirds vote of the Personnel Committee. Vacancies will be filled pursuant to the selection process in this section.
 - b. Senior Pastor: Employment may be terminated at any time by resignation or by dismissal. Recommendation to the Church members for dismissal of the senior pastor can occur by two-thirds vote of the pastoral staff, excluding the senior pastor, and two-thirds vote of the Personnel Committee. This recommendation will be brought before the Church at a duly called and noticed annual or special Church business meeting. A three-fourths majority vote of the members present and voting at a duly called and noticed Church business meeting shall be required for dismissal. Reasons for dismissal and details regarding severance procedures are outlined in the Personnel Policy Manual. In the absence or incapacity of the senior pastor, the Personnel Committee will temporarily appoint one of the other pastors as an interim senior pastor.
6. Grievances: Any two members with reason to believe that a pastor no longer meets the qualifications to be a pastor should bring their concern to the Personnel Committee. The Personnel Committee will then take further action abiding by the instructions of Matt. 18:15-17 and 1 Tim. 5:17-21, state law, and these Bylaws.

Section 4. Administrative and Support Staff

The establishment of additional administrative and support staff positions such as directors, associates, ministry assistants, and custodians will be recommended by the pastoral staff and approved by the Personnel Committee. Job descriptions and procedures for hiring and terminating are found in the Personnel Policy Manual.

Section 5. Deacons

Deacons are ordained servants of the Church who demonstrate care for the congregation. Their role is to care for the needs of the Church as determined by the pastoral staff.

1. Qualifications: The qualifications of deacons are described in 1 Tim. 3:8-13 and Acts 6:3. Deacons are men who are members faithful to the Membership Covenant of the Church.
2. Selection: Church members may present deacon nominations to a pastor. The pastoral staff will review the nominations and present a list of approved candidates to the senior pastor. The senior pastor will contact those nominated to complete the application process and present those willing to serve to the Church prior to their term of service.
3. Term: Deacons will serve terms as determined by the pastoral staff.
4. Duties: Deacons serve in the Church body in capacities deemed necessary by the pastoral staff. These roles have historically included, but are not limited to: praying for the needs of the Church, praying over the offering, assisting with communion, serving the widows and widowers in the body, visiting people in the hospital, and caring for shut-ins.
5. Removal and Vacancy: A deacon's term of office may be terminated by resignation or by dismissal by a majority vote of the pastoral staff.
6. Grievances: A member with reason to believe that a deacon should be dismissed should express such concern to the pastoral staff. If at any time the pastoral staff determines that a deacon no longer meets the biblical requirements, the deacon will be asked by the senior pastor to step down immediately.

ARTICLE II. MEMBERSHIP

1. Membership
 - a. The membership of this Church will be composed of persons who confess Christ as Savior and Lord, who have been baptized by immersion as believers in Jesus Christ, and who agree to abide by the Constitution and Bylaws of this Church. The process for accepting new members will be determined by the pastoral staff.
 - b. Letters of transfer will be accepted from any church of like faith and order for members in good standing. When letters are received, membership in this Church will be granted upon completion of Church membership requirements.
 - c. Letters of transfer will be granted to any church of like faith and order for members in good standing. When letters are granted, membership in this Church will be terminated.

d. In considering the rights involved, only members 18 and older may act and vote in Church matters.

2. Duties and Privileges of Membership

- a. In accord with the duties enumerated in the Membership Covenant, each member will be privileged and expected to participate in and contribute to the ministry and life of the Church, consistent with God's leading and with the gifts, time, and material resources each has received from God.
- b. It is the privilege and responsibility of members to attend annual or special Church business meetings and vote on the election of officers, annual budget, and other matters submitted for a vote.

3. Church Discipline

- a. Any member consistently neglectful of his or her duties or guilty of conduct by which the name of the Lord Jesus Christ may be dishonored, and so opposing the welfare of the Church, will be subject to the admonition of the pastoral staff and the discipline of the Church, according to the instructions of the Lord in Matt. 18:15-17, and the example of Scripture. Church discipline should be ordinarily contemplated after individual, private admonition has failed. Church discipline can include admonition by the pastoral staff, removal from leadership role, and removal from membership (Matt. 18:15-17; 2 Thess. 3:14-15; 1 Tim. 5:19-20; 1 Cor. 5:4-5). The goal of corrective discipline is for the restoration, reconciliation, holiness, and good of the one being disciplined.
- b. It is desirable in the case of public sin that a confession be made before the Church in a special Church business meeting so that the Church can freely extend forgiveness. Public confession is necessary in the case of pastors and deacons (1 Tim. 5:19-20; Gal. 2:11-14).

4. Termination of Membership – Membership may be terminated in any of the following ways:

- a. If a member personally requests to terminate membership;
- b. If a transfer of letter to another church is requested;
- c. If it is verified that the member has joined another church;
- d. If a member does not participate in corporate worship, a connect group, or other Spotswood ministry, or contribute to the Church's support for one year or longer, the member will be contacted to determine the reason for lack of participation in the life of the Church. Unless good cause for such neglect can be shown, the member will be removed from Church membership. If said member is unable to be contacted or fails to respond to contact attempts for a period of 90 days, the member will be removed from membership;
- e. If Church discipline necessitates the member's removal on biblical grounds; or
- f. If the member dies.

ARTICLE III. COMMITTEES

Section 1. Creation of Ministries and Committees

The pastoral staff under the leadership of the senior pastor will establish such ministries and committees as necessary to fulfill the Church's purpose.

Section 2. Permanent Committees

There will be two permanent committees: A) Stewardship Committee and B) Personnel Committee.

1. Stewardship Committee:

- a. Qualifications: Committee members will be members who are faithful to the Membership Covenant of the Church.
- b. Selection: The pastoral staff will solicit nominations from the Church members. The pastoral staff will elect by simple majority vote an odd number of no fewer than five persons to be presented to the Church for approval by majority vote.
- c. Term: The committee members will serve a term of one year and may serve an indefinite number of terms.
- d. Duties
 - i. Select a chairperson annually from among committee members by majority vote;
 - ii. Serve as the committee of management of the financial resources of the Church;
 - iii. Seek to develop in church members an understanding of and commitment to the biblical concepts of individual and corporate stewardship;
 - iv. Establish and oversee the approved Church budget and guide the use of all financial resources within the Church, its affiliates, and ministry partners. The Stewardship Committee will present the annual budget to church members for approval during a scheduled Church business meeting;
 - v. Meet quarterly, or as determined by the committee, utilizing all the resources of the Church to accomplish its duties.
- e. Removal and Vacancy: A member with reason to believe that a committee member should be dismissed should express such concern to the pastoral staff, who will then bring the concern to the senior pastor. A committee member's term of office may be terminated by the senior pastor upon a simple majority vote of the pastoral staff and a simple majority vote of the church members present and voting at any duly called and noticed Church business meeting or by resignation. Any vacancy will be filled pursuant to the selection process in this section.

2. Personnel Committee:

- a. Qualifications: Committee members will be members who are faithful to the Membership Covenant of the Church.
- b. Selection: The pastoral staff will solicit nominations from Church members. The pastoral staff will elect by simple majority vote an odd number no fewer than five persons to be

presented to the Church for approval by a majority vote.

- c. Term: The committee members will serve a term of one year and may serve an indefinite number of terms.
- d. Duties
 - i. Select a chairperson annually from among the committee members by majority vote;
 - ii. Serve as the committee of management to guide the human resources of the Church, including all staff and volunteers, to ensure the ministry operation is compliant with the Church Constitution and Bylaws, and state and federal laws;
 - iii. Establish and approve all Church employee job descriptions, compensation, job levels, employee benefits, the performance management and evaluation process, and reward and recognition programs for all staff members, within the approved budget for all staff members;
 - iv. Establish and implement all employee-related policies, procedures, and processes within the Church;
 - v. Receive grievances concerning pastors and take action deemed necessary abiding by the instructions of Matt. 18:15-17 and 1 Tim. 5:17-21, state law, and these Bylaws;
 - vi. In the absence or incapacity of the senior pastor, temporarily appoint one of the other pastors as an interim senior pastor;
 - vii. Provide guidance, resources, and oversight for interviewing, hiring and the onboarding process for new employees; provide recommendations for staff training and professional development, as needed;
 - viii. Seek to develop in Church members an awareness and commitment to the biblical concepts of leadership, service, and accountability;
 - ix. Meet monthly, or as determined by the committee, utilizing all the resources of the Church to accomplish its duties.
- e. Removal and Vacancy: A member with reason to believe that a committee member should be dismissed should express such concern to the pastoral staff, who will then bring the concern to the senior pastor. A committee member's term of office may be terminated by dismissal by the senior pastor upon a simple majority vote of the pastoral staff and a simple majority vote of the church members present and voting at any duly called and noticed Church business meeting or by resignation. Any vacancy will be filled pursuant to the selection process in this section.

ARTICLE IV. THE CHURCH AS EMPLOYER

Section 1. At Will Employment

The Church is an at will employer and has the right to terminate any employee at any time, pursuant to the requirements of the Bylaws and the laws of the United States and the Commonwealth of Virginia. Any document to the contrary is superseded by this Bylaw.

Section 2. Religious Employer

The Church is a religious employer and deems every employee necessary to fulfill its religious purposes. Every employee is required to adhere to the Church's Statement of Faith and moral teachings. Failure to do so is grounds for immediate dismissal.

ARTICLE V. PROPERTY HOLDINGS

All real and personal property will be held in the name of the Church or under the control of the Church. The purchase, sale, or encumbrance of any real property will be approved by two-thirds majority of the members present and voting at a duly called and noticed annual or special Church business meeting.

ARTICLE VI. MEETINGS

Section 1. Annual Church Business Meeting

There will be an annual Church business meeting held each November. Notice and purpose of the meeting will be provided on at least two Sundays prior to the meeting.

Section 2. Special Church Business Meetings

A majority of the pastoral staff, one of the permanent committees, or the senior pastor may call a special Church business meeting. Notice of the meeting will be provided on at least two Sundays prior to the meeting.

Section 3. Quorum

Those members 18 and older present at a duly called and noticed annual or special Church business meeting will be considered a quorum.

Section 4. Voting

Only members in good standing and 18 or older are permitted to vote.

Section 5. Rules of Order

Annual and special Church business meetings will follow Roberts Rules of Order, these Bylaws will supersede Robert's Rules of Order in the event of a conflict.

ARTICLE VII. EMERGENCY BYLAWS

In the event of an emergency that prevents the membership from physically meeting to conduct the business of the Church, and provided that the nature of the meeting is time sensitive and cannot be postponed, the Board of Directors may adopt Emergency Bylaws to provide for the continued operation of the Church. These provisions include, but are not limited to, changing or postponing dates for membership meetings, extending the terms of current directors, officers, committee members, and the like, and appointing new directors, officers, and committee members as necessary. Extended terms under the Emergency Bylaws will end once the membership is physically able to meet again, and all decisions made using the Emergency Bylaws will be disclosed to the membership at the subsequent Church business meeting. All Emergency Bylaws, including term extensions, will expire upon a physical meeting of the membership. This Article will not be construed to eliminate any other provision of the Virginia Nonstock Corporation Act regarding Emergency Bylaws so long as that provision is not in conflict with this Article.

ARTICLE VIII. FISCAL YEAR

The fiscal year will be from January 1 through December 31.

ARTICLE IX. ECCLESIASTICAL AUTHORITY

Any disputes that arise over the interpretation of the Church's Constitution, Bylaws, doctrine, and/or moral teachings shall be deferred to the highest authority of the Church, the pastoral staff.

ARTICLE X. MUTUAL INTEREST

The behavior of anyone in fellowship with this Church is of common interest to the pastoral staff and the membership (Gal. 6:1). The Church requires that every director, employee, ministry leader, and volunteer adhere to a lifestyle that is consistent with the Statement of Faith and moral teachings of this Church as taught in the Bible.

ARTICLE XI. NON-PROFIT STATUS

Section 1. Private Inurement

No part of the net earnings of the Church will inure to the benefit of, or be distributable to, its members, trustees, officers, or other private persons, except that the Church will be authorized and empowered to pay reasonable compensation for the services rendered.

Section 2. Political Involvement

The Church will not participate in, nor intervene in (including publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

ARTICLE XII. CONFLICT OF INTEREST

No director, officer, staff member, committee member, or other such person in a position of leadership will be disqualified, by reason of his or her office, from dealing or contracting with the Church, either as vendor, purchaser, or otherwise.

No lawful transaction or contract of the Church will be void or voidable on the grounds that any such person or entity in which such person has any financial interest or membership, is in any way interested in the transaction or contract, provided that: (1) the person's interest in the transaction was disclosed or known to the pastoral staff or the appropriate committee thereof prior to the transaction or contract being approved, and (2) the pastoral staff or committee thereof authorized, approved or ratified the transaction or contract without counting in the vote any such interested person; and (3) the transaction or contract was fair to the Church.

No accounting of profit/loss from the transaction or contract will be required of a director, officer, staff member, committee member, or other such person in a position of leadership when approval is granted under the conditions of this article.

ARTICLE XIII. INDEMNIFICATION AND ELIMINATION OF LIABILITY

To the full extent allowed by the laws of the Commonwealth of Virginia in force on the date of these Bylaws, the Church will indemnify against liability and advance reasonable expenses to any individual who was, is, or is threatened to be named a defendant or respondent in any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, and whether formal or informal, because he is or was a director or officer, or while a director or officer, is or was serving at the Church's request as a director, officer, partner, trustee, employee, or agent of

another corporation, partnership, joint venture, trust, employee benefit plan, or other enterprise. As authorized by the laws of the Commonwealth of Virginia, the provisions of this article are in addition to and not in limitation of the specific powers of a church to indemnify agents set forth therein.

ARTICLE XIV. DISSOLUTION

Section 1. Dissolution

Any recommendation for dissolution must be approved by the senior pastor and a two-thirds vote of the pastoral staff. Once approved, the recommendation must be approved by a two-thirds vote of the membership at a duly called and noticed annual or special Church business meeting.

Section 2. Winding Up

Upon the dissolution of the Church, none of its funds or assets will be distributed to any officer, director, or any other individual. The pastoral staff will, after paying or making provision for the payment of all of the liabilities of the Church, dispose of all of the funds and assets of the Church by conveying the same to another church or denominational entity of like faith and practice as stated in the Baptist Faith and Message 2000, provided that at the time, the Church or denominational entity meets the requirements for an exempt organization under section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provisions of any future United States Internal Revenue Law).

ARTICLE XV. OTHER ENTITIES

The Church by action of its pastoral staff and a majority vote of the Stewardship Committee may create other such legal entities as necessary to further the purpose of the Church, including but not limited to additional non-profit corporations, non-profit holding companies, and for-profit companies (whether a corporation or limited liability company) designed to promote the Church's stated purposes, but which may not qualify for tax-exempt status pursuant to the Internal Revenue Code of 1986.

ARTICLE XVI. AMENDMENTS

These Bylaws may be amended by a simple majority vote of the members present and voting at any duly called and noticed Church business meeting, provided the amendment has first been approved by a simple majority vote of the pastoral staff and has been provided to the membership not less than two (2) weeks before the vote is to be taken.