

# **Immanuel Baptist Church**

**Truro, NS**

## ***ByLaws***

**Approved 2023**

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## **Article I:     Name and Description**

### **Section 1.01. Name and Description**

The church shall be known as Immanuel Baptist Church of Truro, Nova Scotia. Immanuel is a diverse fellowship of Christian believers from many walks of life and various ethnic and economic backgrounds. The congregation celebrates a Baptist heritage that dates back to seventeenth century beginnings in England. Along with early Baptists, Immanuel believes in; the Lordship of Jesus Christ, the Bible as its only rule of faith, believer's baptism, the priesthood of all believers, congregational church government, separation of church and state, and religious liberty for all.

Having a rich heritage in the town of Truro and surrounding area, Immanuel builds on the legacy of a small band of Christian believers who founded the congregation in 1890. Since its beginning Immanuel has had as its mission to spread the good news of Jesus Christ to the local community and beyond. Today Immanuel Baptist enjoys a vibrant ministry of people working together to develop committed disciples of Christ who will fulfill His mission on earth. There are numerous ministries happening within all age groups participating each week.

Immanuel Baptist Church works cooperatively in the Northeast Nova Baptist Association. It is also a member of the Canadian Baptists of Atlantic Canada through which it joins with approximately 450 churches working interdependently throughout Atlantic Canada and the world to advance the Kingdom of God.

### **Section 1.02 Doctrinal Statement**

The Doctrinal Statement known as the "The Basis of Union of 1905" remains the basis upon which we work together within the Canadian Baptists of Atlantic Canada. (See Appendix I)

## **Article II:     Purpose, Vision & Mission Statements**

### **Section 2.01. Purpose Statement**

Under the Lordship of Jesus Christ, God the Son, we the believers of Immanuel Baptist Church are committed to make disciples of people Jesus is calling to Himself and whom the Holy Spirit can reach through our members and ministries. Disciples will be baptized in the name of the Father and of the Son and of the Holy Spirit and we, with God's help, will teach them to obey everything that He has commanded.

Through inspirational worship, fervent prayer, scriptural teaching, nurturing and caring, loving fellowship, and consistent outreach, we anticipate God's blessing in the salvation of the lost, growth of the church, strengthening of the family, involvement of every believer in ministry, and participation in world mission.

## **Section 2.02. Vision Statement**

Our vision is to be a Jesus-centered community learning to love God, one another, and the world around us.

## **Section 2.03. Mission Statement**

Our mission is to help people encounter and follow Jesus in our homes, our neighbourhoods, our region, and the world.

## **Article III: Core Values**

### **Section 3.01. Core Values**

These nine values are the Core Values of Immanuel Baptist:

1. *PREACHING AND TEACHING THE SCRIPTURES*
2. *BIBLE KNOWLEDGE* - A Familiarity with the Scriptures.
3. *WORSHIP* - Attributing worth to God.
4. *PRAYER*- Communicating with God.
5. *COMMUNITY* - Caring about and addressing the needs of others.
6. *ENCOURAGEMENT* - Giving hope to people who need some hope.
7. *GIVING* - Providing a portion of one's resources including finances to support the ministry.
8. *EVANGELISM* - Telling others the Good News.
9. *MOBILIZED LAITY* - Christians actively serving in the ministries of their church.

The first four values are fundamental to the Evangelical Church, and most certainly to our Baptist heritage. Preaching and Teaching, Bible Knowledge, Prayer and Worship. The second group all relate to how we express our faith - Through Community, caring about and for others; Encouragement, giving hope to those who need some hope; Giving of ourselves and our finances; Evangelism, telling others of the Good News; and Mobilized Laity, actively serving in the church ministries.

## **Article IV: Membership**

### **Section 4.01. Reception of Members**

Individuals desiring membership should express their interest to one of the Pastors or Elders. The individual must be interviewed by at least two Elders who will make a recommendation to the Board of Elders for acceptance provided that one of the following applies to that person:

- a. The individual has been baptized by immersion upon profession of their faith in Jesus Christ;

- b. The individual is transferring their membership from another Canadian Baptists of Atlantic Canada church;
- c. By experience upon recommendation of the Board of Elders, having been previously baptized by believer's baptism.

#### **Section 4.02. Dismissal of Members**

Dismissal from membership may be affected as follows:

- a. By letter to another church of the same faith and order;
- b. By letter or certificate of membership to a church of another denomination;
- c. By request from a member that their name be removed from the membership roll; and
- d. By withdrawal of fellowship for disciplinary reasons by a two-thirds vote of members present at any special business meeting.

#### **Section 4.03 Privileges of Members**

Under the Lordship of Jesus Christ, it is understood that the membership of the church is the source of authority in the church. The membership is ultimately responsible for the affairs of the church and is accountable to Jesus Christ. The membership discharges its authority to govern by voting at legally constituted Meetings of Members. The membership is entitled to vote on the following items inclusive:

- a. all proposed by-law amendments;
- b. election of the Elders and authority to hold the Elders wholly accountable;
- c. election of all other nominated leadership positions
- d. the annual budget of the church;
- e. the acquisition and disposal of church real property;
- f. debenture issuing and contracting of indebtedness;
- g. the examined annual financial statements of the church;
- h. the call and dismissal of the Lead Pastor;
- i. the call of pastoral staff; and
- j. transactions of such other business as may be properly brought before a meeting.

### **Article V: Meetings, Quorum, Voting and Conduct**

#### **Section 5.01. Church Meetings**

- a. Church business meetings will be held as required to conduct church business and to keep the congregation informed of church activities. There will be at least three congregational meetings each year. The Fall Budget Meeting will be to approve the budget for the upcoming fiscal year and to transact other church business deemed necessary by the Board of Elders. The Winter Annual General Meeting will be held to receive the financial reports and financial examining ministry reports and to transact other church business deemed necessary by the Board of Elders. The Spring Nominating Meeting will be held for annual nominations and appointments, and to transact other church business deemed necessary by the Board of Elders.
- b. The Board of Elders may call special meetings for business. Special business meetings may also be requested in writing by twenty (20) church members and this meeting must be held no later than one month from the time the written request is presented to the chair of the Elders Board .
- c. Meeting Notice: The Board of Elders is required to provide advance notice of all business meetings. Advance notice consists of announcements from the pulpit and in church communications two (2) successive Sundays prior to such meeting, stating the date, time and purpose of the meeting.
- d. Candidates for membership may be approved at any business meeting or Board of Elders meeting.
- e. In every case, decisions by church members at a properly noticed meeting shall supersede those of the Board of Elders and Board of Management.

### **Section 5.02. Quorum and Adjournment**

Thirty (30) members shall constitute a quorum for a business meeting and any meeting may be adjourned by majority vote of those members present. Business may not be conducted if a quorum is not present. A majority of members present shall constitute a quorum for all other meetings.

### **Section 5.03. Decision Rule - Consensus & Voting**

Consensus shall be the primary mode of decision making for the Congregation, Board of Elders, and all ministries, working groups, task forces, and committees. If consensus is deemed not possible, or if there is an issue with legal implications, then matters shall be decided by majority vote of the members, unless otherwise specified. Upon request a secret ballot may be used with the support of at least five (5) members. All members are eligible to vote at church congregational meetings.

### **Section 5.04. Conduct of Congregational Meetings**

The Vice-Chair of the Board of Elders shall preside at meetings of the congregation. In that person's absence, the Board of Elders shall appoint another person to preside. The Secretary of the Board of Elders shall act as the recorder of all meetings of the congregation. In the Secretary's absence, the Chair of the meeting shall appoint a substitute.

## **Article VI: Board of Elders**

### **Section 6.01. Description**

- a. The Board of Elders shall be responsible for the spiritual welfare of the church, its members, and adherents. The Board of Elders shall have the general oversight of all aspects of the church and its ministries, and shall prayerfully determine the overall vision and future direction of the church. The Board of Elders shall prayerfully implement what they believe to be God's will for the church, keep the church's vision before the congregation, develop policies, and deal with such church business as cannot be delegated.
- b. The Board of Elders shall be responsible to ensure the church's teachings and practices reflect accurate biblical theology.
- c. The Board of Elders shall assess pastoral leadership and needs on an ongoing basis. The Board of Elders shall be responsible for providing direction, annual evaluation, leadership, and support to the Lead Pastor. Through the Pastor(s), the Elders will provide direction, leadership, and support to staff, and Ministry Team Leads.
- d. In the absence of the pastors, the Board of Elders shall attend to the supply of the pulpit.
- e. Upon resignation of the Lead Pastor, it shall be the responsibility of the Board of Elders to establish a search committee. The search committee shall consist of three (3) members of the Board of Elders, a member at large and two (2) Ministry Team Leads. The mandate of the group will be to search for and recommend to the church a new pastor to fill the vacancy.
- f. The Lead Pastor is accountable to the Board of Elders to ensure the Purpose, the Vision, and the Mission are being carried out.
- g. The Board of Elders shall intentionally seek out young adults to mentor and to provide an opportunity for them to participate in the work of the Board of Elders.
- h. The Board of Elders shall annually review the by-laws and recommend any changes deemed necessary arising from congregational input.
- i. The Board of Elders shall be responsible for providing avenues for conflict resolution and discipline on a case-by-case basis with the goal of reconciliation, restoration, and mutual encouragement.
- j. The Board of Elders shall appoint one Elder (the Treasurer) to serve on the Board of Management.
- k. The Board of Elders has responsibility for the oversight of all monies belonging to the church.

- i. In the event of an emergency requiring expenditure in excess of the budget, the Board of Elders shall have the authority to act on behalf of the church.
  - ii. The Board of Elders may authorize budgeted expenditure increases of up to \$2,000 without seeking approval from the members. All unbudgeted expenditures by any Ministry Team Lead or sub-ministry group, of up to \$2,000 must be submitted to the Board of Management for possible recommendation of approval by the Board of Elders. The Board of Elders may not authorize more than \$10,000 per year without receiving approval from the congregation.
- l. The Board of Elders shall plan for and encourage an active, ongoing outreach ministry in Truro and the surrounding area.
  - m. The Board of Elders shall administer the ordinances of baptism and communion.
  - n. The Board of Elders shall oversee and receive new membership. (See section 4.01)
  - o. The Board of Elders shall establish consistent communication with the congregation, to ensure transparency and foster trust in the leadership of the church.

## **Section 6.02. Composition of Board of Elders**

- a. Elders, excluding the Pastor(s), shall be elected by the membership of the church, through the nomination process.
- b. The serving of elected Elders on the Board of Elders shall be in staggering succession to ensure continuity of spiritual care and oversight of church ministries.
- c. The Board shall consist of seven to nine (7-9) Elders, depending on size and needs of the church, and include in that number the Lead Pastor and up to two (2) full-time Associate Pastors.
- d. Four (4) Elders, excluding the Pastor(s), shall hold the title of Officers. The Officers of the church are:
  - i. **Chair.**  
The Chair shall preside as chairperson of the Board of Elder meetings, call meetings, set the agenda, and ensure the board is functioning effectively. The Chair shall have such other duties as may be required by these by-laws, or as may be assigned by the Board of Elders from time to time.
  - ii. **Vice-Chair.**  
The Vice-Chair shall preside as chairperson of the Board of Elder meetings in the absence of the Chair. They shall preside as chair at all business meetings of the congregation. The Vice-Chair shall have such other duties as may be required by these by-laws, or as may be assigned by the Board of Elders from time to time.



iii. **Secretary.**

The Secretary shall record the minutes for all meetings of the church and the Board of Elders and manage correspondence arising from meetings. The Secretary shall have such other duties as may be required by these by-laws, or as may be assigned by the Board of Elders from time to time.

iv. **Treasurer.**

The Treasurer shall serve as a member of the Board of Management, acting as liaison between the boards. The Treasurer shall have such other duties as may be required by these by-laws, or as may be assigned by the Board of Elders from time to time.

e. The Officers are the Trustees of Immanuel Baptist Church. (see Appendix II)

f. All Elders, including the Pastor(s), will have an equal vote on all decisions.

g. **Lead Pastor**

- i. The church shall have one Lead Pastor and any number of additional pastors as the congregation may approve. The Lead Pastor, as an equal member of the Elders Board, shall have spiritual oversight of the church in the ministry of the Word in the pulpit and among the people. They shall be an ex-officio member of all Ministries.
- ii. They will be called to pastoral oversight by not less than a 75% vote at a special business meeting. They will continue as pastor for as long as may be determined by the Lead Pastor or the church membership.
- iii. The Lead Pastor shall be accountable to the Board of Elders. All other staff will serve under the supervision of the Lead Pastor.

**Section 6.03. Qualifications and Term Limits for Board of Elders**

- a. The members of the Board of Elders shall hold membership in the church and shall be actively involved in ministry within the church. Elders may not serve on the Board of Elders and as a Ministry Team Lead concurrently.
- b. Elders must meet Biblical qualifications of Elders (Titus 1:5-9, 1 Tim. 3:1-7, 1 Peter 5:1-4), demonstrating spiritual maturity, and modeling Christian spiritual disciplines. Elders shall be required to sign the Leadership Covenant (see Appendix III).
- c. Elders must be committed to serving the church and its members; and shall be in agreement with the Purpose, Vision, Mission, and the Doctrinal Statement (see Appendix I).
- d. Elected Elders shall hold office for a term of three (3) years, and are eligible to serve two (2) consecutive terms, if so elected by the church membership. After two (2) terms the Board member will be ineligible to serve on the Board for a minimum of one year.

- e. The makeup of the Board of Elders should represent the diversity of the congregation as much as possible, with a variety of knowledge and experience, sufficient to meet the needs of the Church and its Purpose, Vision, and Mission.

#### **Section 6.04. Appointment**

Members of the Board of Elders shall be elected by the members at meetings of the church held for that purpose. Nominations to fill vacancies on the Board of Elders shall be provided by the Nominating Team and included in the notice of meeting published to members.

#### **Section 6.05. Meetings of Board of Elders**

- a. Meetings of the Board of Elders shall be held as required, with a minimum of ten (10) per year.
- b. All members and adherents are invited to approach any Elder with matters they wish to have discussed by the Board of Elders.
- c. The Board of Elders shall have the ability to meet without the pastoral staff present. In the interest of transparency and open communication, all members of the Board of Elders shall be informed of all meetings and proposed agendas.
- d. Meetings of the Board of Elders may be called by the Chair, the Vice-Chair, or any two (2) Elders. The Chair of the Board of Elders shall preside at meetings, or in that person's absence, the Vice-Chair. The Chair shall prepare the agenda for meetings.
- e. A majority of the membership of the Board of Elders will constitute a quorum for the transaction of business at any meeting.
- f. If a member of the Board of Elders is absent for three consecutive regularly scheduled meetings, the position may be considered vacant, at the discretion of the Board.

#### **Section 6.06. Ministries**

- a. The Board of Elders may establish ministries as may be necessary for the proper functioning of the church.
- b. Ministry Team Leads are accountable to the Board of Elders through the Pastor(s).
- c. Ministry Team Leads shall be authorized to organize their areas of ministry in terms of small work teams, task forces, committees, and/or individuals with delegated responsibility.
- d. The Ministry Team Leads of each ministry may invite church members, adherents, and/or other interested individuals with complementary spiritual gifts, to serve as Ministry Team members.

## **Article VII: Standing Ministries**

### **Section 7.01. The Nominating Team**

- a. The Nominating Team shall be composed of six (6) members, three (3) members of the church, (one to serve as Coordinator) and three (3) members of the Board of Elders, including the Lead Pastor.
- b. Members of the Nominating Team shall be members of Immanuel Baptist Church, actively attending and engaged in-person in the life of the church. This is to ensure that the Nominating Team members are familiar with the church family and those who could be potential leaders and the best fit (through careful prayer and discussion) to fill vacancies.
- c. Members of the Nominating Team, excluding the Elders, shall hold office for a term of three (3) years, and are eligible to serve two (2) consecutive terms, if so elected by the church membership. After two (2) terms the member will be ineligible to serve on the team for a minimum of one year.
- d. They will be responsible for nominating vacancies in the following boards/teams/positions:
  - i. Board of Elders
  - ii. Nominating Team (congregational members)
  - iii. Chair of the Board of Management
  - iv. Property Manager
  - v. Finance Manager
  - vi. Financial Examiner(s)
  - vii. Abuse Prevention Policy Auditor
- e. The report of the Nominating Team shall be filed with the Secretary and published to the congregation at least thirty (30) days before the Spring Nominating Meeting.
- f. Seven (7) members of the church may make an alternative nomination with that alternative nominee's approval to fill a vacancy. Such a nomination shall be submitted to the Secretary in writing, over the signature of the seven (7) nominators, with the nominee's approval indicated by an affixed signature, at least fifteen (15) days before the Spring Nominating Meeting. The Secretary will publish the nomination to the congregation. No nominations will be accepted from the floor of the meeting.
- g. The Board of Elders shall call a special business meeting as necessary to act on nominations to fill vacancies in a timely manner.

### **Section 7.02. The Board of Management**

The Board of Management shall consist of the Chair of the Board of Management, the Treasurer (who is the Board of Elders representative), the Property Manager, the Finance Manager, and the Financial Secretary. With the exception of the Treasurer and the Financial Secretary, these aforementioned positions shall be filled through the nominating process. They shall be members of Immanuel Baptist Church. They shall hold office for a term of three (3) years, and are eligible to serve two (2) consecutive terms. After two (2) terms the member will be ineligible to serve on the board for a minimum of one (1) year. In addition to these members, a minimum of three (3) other congregants appointed by the Board of Management, and approved by the Board of Elders shall also serve on the Board of Management.

Subject to the authority of the Board of Elders, the Board of Management shall have the following duties:

- a. Responsibility of all church property, holding and administering any trust funds, negotiating the borrowing and lending of its money – in short, carrying on the business of the church.
- b. Responsibility for the financial stewardship of the church; for the tabulation and expenditure of all church funds.
- c. Preparation of the annual budget. Upon acceptance by the Board of Elders, the Board of Management shall present the budget to the congregation for final approval.
- d. Preparation of recommendations to the congregation for the long-range planning of the financial and physical needs of the church.
- e. Responsibility for all upkeep and maintenance of the church buildings and property.

### **Section 7.03. The Roles of the Board of Management**

- a. The Chair shall preside as chairperson of the Board of Management meetings, call meetings, set the agenda, and ensure the board is functioning effectively.
- b. An Elder representative (Treasurer) shall function as liaison between the Elders and Board of Management.
- c. The Property Manager shall be responsible for maintenance and management of all facilities and physical property of the church.
- d. The Finance Manager shall have the following duties and responsibilities:
  - i. Keep an accurate record of all receipts and expenditures;
  - ii. Arrange for payment of all invoices after certification by the Officer or Ministry incurring the expense;
  - iii. Present an examined financial report to the Winter Annual General Meeting (see Section 7.04); and

- iv. Report all receipts and expenditures to the Board of Management and, as requested, to the church or Board of Elders.
- e. The Financial Secretary shall be appointed by the Board of Management to carry out the following:
  - i. Keep records of all tithes and offerings.
  - ii. Send out year-end receipts for income tax purposes.
  - iii. Keep records of, order, receive, and distribute church envelopes before each new year and as required during the year.
  - iv. Assist the Finance Manager when necessary and perform the duties of the Finance Manager in their absence.

#### **Section 7.04. Financial Examiner(s)**

- a. The Financial Examiner(s) shall consist of one (1) or two (2) people elected annually by the congregation.
- b. The Financial Examiner(s) shall examine the financial books of the church and shall present a report on their findings at the Annual General Meeting.

#### **Section 7.05. Abuse Prevention Policy Auditor**

- a. The Abuse Prevention Policy Auditor shall consist of one (1) individual elected annually by the congregation.
- b. The Abuse Prevention Policy Auditor shall conduct an annual review of the implementation of the Abuse Prevention Policy and present a written summary to the Board of Elders.

### **Article VIII: Miscellaneous**

#### **Section 8.01. Amendments to the by-laws**

These by-laws may be changed or amended at any duly announced business meeting of the church, provided written notice of the proposed amendment has been communicated to the congregation and announced from the pulpit at least two (2) successive Sundays prior to the meeting. A two-thirds majority vote of the members present is required to amend or change the by-laws.

## **Appendix I**

### **Doctrinal Statement**

#### **Excerpt from The Basis of Union A Statement of Agreed Doctrine and Church Polity (1905-1906)**

**The Scriptures** - The Holy Scriptures of the Old and New Testaments have their authority from God alone, and are given to us by divine inspiration. They are the only perfect, supreme, infallible and sufficient standard of faith and practice.

**God** - There is one true and living God; He is an infinite Spirit; self-existent, omnipresent, omniscient, omnipotent, good, wise, just and merciful. He is the creator, preserver, and sovereign of the universe; He is inexpressively glorious in holiness, and worthy of all honour, confidence and love. In the Godhead there are three persons in one: the Father, the Son and the Holy Spirit, who are equal in every divine perfection, and who execute distinct but harmonious offices in the great work of redemption.

**Jesus Christ** - Jesus Christ, the Son of God, is the person of the trinity who, by virtue of His sacrificial work, is the world's redeemer and the saviour of all who believe. He is at present the intercessor of all His people at the right hand of the Father, and is to be the judge of all men.

**The Holy Spirit** - The Holy Spirit is the third person of the trinity, by whom all saving, comforting and sanctifying power is exerted upon human hearts.

**State and Fall of Man** - Man was created sinless. By his own disobedience he fell into sin. Through his fall into sin, an evil nature was transmitted to the whole race, revealing itself in actual transgression, and bringing all under the reign of condemnation and death.

**Atonement** - The perfect life, vicarious death and resurrection of Jesus Christ, have removed the obstacles in the way of the Holy Spirit's regenerating power and of the Father's forgiving grace being extended to the sinner, and constitute for every believing soul an all prevailing plea and sufficient ground for righteousness before God.

**Regeneration** - In regeneration a new life principle is begotten in the soul of man by the Holy Spirit through the word of truth, producing a disposition to joyful obedience to Christ and to holy conduct in life.

**Repentance** - In repentance the sinner, having seen his sin, being moved by the energy of the Holy Spirit, is led to grieve for and hate it as an offence against God, and apprehending the grace of our Lord Jesus Christ, he lovingly returns to God to walk in the way of His commandments.

**Faith** - Faith is a conviction of the intellect that God will perform all that He has promised and an implicit trust of the heart in Christ as a personal saviour. It includes a hearty concurrence of the will and affections with the whole plan of salvation as revealed in the gospel, and is a condition of justification and of cleansing from the pollution of sin and of all subsequent gospel blessings.

**Justification** - Justification is an act of God wherein He accepts as righteous the sinner, to whom is imputed the perfect righteousness of Christ, on the condition of faith alone.

**Sanctification** - The Scriptures teach that sanctification is the process by which, according to the will of God, Christians are made partakers of His holiness; that it has its beginning in regeneration, and that it is carried on in the hearts of believers by the presence and power of the Holy Spirit, in the continual use of the appointed means: the Word of God, self-examination, self-denial, watchfulness and prayer.

**The Christian Sabbath** - We believe that the first day of the week is the Lord's day or Christian Sabbath and is to be kept sacred to religious purposes by abstaining from all secular labour and sinful recreations, by the devout observance of all means of grace, both private and public, and by preparation of that rest that remains for the people of God.

**A Gospel Church** - We believe that a church of Christ is a congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the ordinances of Christ, governed by His laws; and exercising the gifts, rights and privileges invested in them by His Word. In the more general sense, the word church is used to designate all whose names are written in the Lamb's Book of Life. The only scriptural officers are bishops (pastors), and deacons, whose qualifications, claims and duties are defined in the epistles of Timothy and Titus.

**Baptism** - This is the immersion of believers in water into the name of the Father, Son and Holy Spirit, in which are represented their death to the world, the washing of their souls from the pollution of sin, their resurrection to newness of life, the burial and resurrection of Christ, their resurrection at the last day, and their engagement to serve God.

**The Lord's Supper** - The Lord's Supper is an ordinance of Christ, to be observed by the churches in the manner indicated by Him in Matt. 26:26-30.

**Death** - At death our bodies return to dust, our souls to God who gave them. The righteous being then perfected in happiness are received to dwell with God, awaiting the full redemption of their bodies. The wicked are cast into Hades reserved unto the judgement of the great day.

**Resurrection** - There will be a general resurrection of the bodies of the just and of the unjust; the righteous in the likeness of Christ, but the wicked to shame and everlasting contempt.

**General Judgement** - There will be a judgement of the quick and dead, of the just and unjust, on the principles of righteousness, by the Lord Jesus Christ, at His second coming. The wicked will be condemned to eternal punishment, and the righteous received into fullness of eternal life and joy.

CHAPTER 143.

An Act to incorporate the Trustees of the Immanuel Baptist Church of Truro, in the County of Colchester.

(Passed the 30th day of April, A. D. 1892.)

SECTION.

1. Trustees incorporated.
2. Trustees may sue and be sued, etc.
3. Property vested in trustees.
4. Power to hold real estate, etc.

SECTION.

5. Vacancy, how filled.
6. Record of proceedings to be kept.
7. Act, how to be construed.

Be it enacted by the Governor, Council, and Assembly, as follows:

Trustees incorporated.

1. John Hay, Alexander M. Rennie, Norman J. Layton, Alexander C. Schurman, and Joseph J. Wallace, and their successors in office duly appointed as hereinafter provided, are hereby constituted a body corporate, by the name of "Trustees of the Immanuel Baptist Church."

Trustees may sue and be sued, etc.

2. Such trustees, in all cases concerning the real and personal estate of the said church, may sue and be sued by their corporate name as such trustees, and no action shall abate by reason of the removal or death of the trustees, or any of them, but shall be proceeded with by or against the surviving and succeeding trustees, with the same consequences as if they had been the original parties to the action.

Property vested in trustees.

3. All the real estate and personal property in which the said Immanuel Baptist Church, or any person or persons in trust for said church, are now or at any future time may be interested, including the legal estate of and in the lot of land on which the house of worship of said church is being erected, is vested in the said trustees and their successors for the use and benefit of said church.

Power to hold real estate, etc.

4. Such trustees and their successors in office shall have power to purchase, take, hold and enjoy real estate and personal property for the use of said church, and may (when not contrary to any trust by which the same is held) sell, convey, mortgage and lease the same, and may invest any moneys that may come into their hands for the use and benefit of such church, provided that a business meeting of the church, of which public notice, stating the time, place and object thereof, has been previously given at any regular service of the church on each of two succeeding Sundays next preceding such meeting, shall sanction and require such sale, conveyance, mortgage or lease of such property.

5. The members of said church may at any business meeting of the church, by a majority vote of its members present, appoint a trustee or trustees to fill any vacancy caused by the death or resignation of any trustee or trustees, and may remove any trustee from office and appoint another trustee to fill his place, provided that a like public notice of such meeting and the objects thereof, as is required by the proviso of the next preceding section, has been previously given.

6. At any such meeting for the appointment or removal of trustees, or for giving the sanction required under section 4 hereof, a record of the proceedings shall be kept and entered in the church books, by the church clerk or a secretary appointed by the meeting, and signed by such clerk or secretary, and proof of such entry shall be presumptive evidence of the facts declared therein and of the regularity of the proceedings.

7. Nothing herein contained shall be construed to interfere with, alter or affect the rights of any body corporate or private individual.

CHAPTER 144.

An Act to incorporate the Trustees of Falmouth Street Presbyterian Church, Sydney, C. B.

(Passed the 30th day of April, A. D. 1892.)

SECTION.

1. Trustees incorporated.
2. Power to make by-laws, etc.
3. Property vested in trustees.
4. Power to hold real estate, etc.

SECTION.

4. Power to make by-laws, etc.
5. Definition of word congregation.

Be it enacted by the Governor, Council, and Assembly, as follows:

1. Alexander D. MacGillvray, Frederic Falconer, and Angus McLeod, and their successors in office, members of such church, are hereby constituted a body corporate and politic, by the name of the "Trustees of Falmouth Street Presbyterian Church, Sydney, C. B."

2. All the real and personal estate in which the said Falmouth Street Presbyterian Church, or any person or persons in trust for said church, are now or at any future time may be interested in or entitled to, is vested in the corporation hereby established, for the use and benefit of such church.



Leadership Covenant

As people reconciled to God by the life, death and resurrection of His Son, Jesus Christ, we believe that we are called to live together, treat one another, and respond to conflict in ways that honour God and bring glory to His name. In all interaction with one another, we will strive to be Christ-like so that our thoughts, attitudes, and actions reflect Him well.

We, who are called to leadership roles at Immanuel Baptist Church, agree to the following Biblical principles, God being our helper,

1. To acknowledge the Lordship of Jesus Christ in our words and actions.
2. To continue to grow in our walk with God through prayer, the reading and teaching of scripture, and fellowship with His people.
3. To pursue a life before God and others that is above reproach. This includes adhering to Biblical sexual ethics; and abstaining from sexual misconduct, occult practices, the use of illegal substances, the abuse of addictive substances, addictive behaviors, criminal misconduct, domestic abuse, and financial mismanagement.
4. To seek God's will and His purposes for our church.
5. To support our church in faithful attendance, testimony, and giving.
6. To honour each other as persons made in the image of God with gifts that have been given to us by the Holy Spirit.
7. To encourage and affirm one another as we serve in Christ's name.
8. To be respectful toward, patient with, and kind to one another.
9. To extend forgiveness to one another and others by following Christ's instruction as outlined in Matthew 18 with the goal of achieving reconciliation.
10. To maintain confidentiality in matters that are personal and private.
11. To seek that which will best advance the Kingdom of God, not our personal desires.

I hold myself accountable and expect to be held accountable to the Board of Elders. If I do not honour this Covenant, I agree to meet with the Elders to discuss the concerns and a process that, by the grace of God, will lead to restoration and reconciliation. If the Elders deem it necessary, I will withdraw from my leadership role during this undertaking, since the action being followed has its basis in scripture (such as Matthew 18:15-20; Gal. 6:1; 1 Cor. 5:12; 2 Cor. 2:5-8; 2 Thess. 3:15). If restoration and reconciliation cannot be accomplished, I will gracefully remove myself from leadership at Immanuel Baptist Church.

Before God and with His help, I commit myself to keep the terms of this Leadership Covenant. The desire of our church is to advance the Kingdom of God so that His will is done on Earth as it is in Heaven. May He find us faithful.

Name: \_\_\_\_\_ Signature: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

## Consensus Model for Decision Making

**Purpose:** The consensus process is referred to in the proposed draft, Section 5.03. The ultimate goal in the consensus process is to make discerning judgments that are faithful to the Holy Spirit and to the dynamic Biblical and Baptist heritage of which we are a part.

**Process:** Open and honest participation by everyone is vital for consensus to work. The process calls for the awareness of the precious value of both people and time. Consensus is arrived at through a process whereby issues are fully aired, participants are given a voice and listened to, and no individual or subgroup shall influence the group unduly. The consensus process requires participants to be emotionally present and engaged, frank in a loving and respectful manner, sensitive to each other, and to discipline personal passions and views for the sake of inclusive conversation.

**General Consensus:** General consensus is used to find out if membership is ready to resolve an issue or approve a proposal. The Chair will ask: "Do we have general consensus?" three times. If no one asks for further clarification or asks for polling, then general consensus is assumed. In other words, silence gives consent. If you have a question, if you are unclear on the proposal being discussed, you feel not all the concerns have been addressed, you have an obligation to the rest of the members to raise it at this time. Your opinion is important and needs to be heard.

**Polling for Consensus:** Polling is generally used for more important issues if a variety of opinions are anticipated or to gain clarification of how the meeting feels about an issue under discussion. Anyone can request polling at any time. The Chair will normally go to polling upon request but may delay polling temporarily, if the Chair feels that polling is premature

**Polling Options:** When polling is done, the meeting is given 5 options:

1. *Fully Agree:* You are in full support of the proposal.
2. *Agree with Reservations:* You agree in principle but have questions or concerns.
3. *No Opinion:* You can not come to a decision on the proposal, or just don't have an opinion on the matter.
4. *Disagree but will Not Block:* You disagree with the proposal but you do not want to block the remainder of the meeting from reaching a decision or your disagreement is not based on Biblical principles.
5. *Disagree and Block:* You have a principled disagreement with the proposal based on your understanding of Biblical principles.

# Organizational Flow Chart

