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CONSTITUTION

of the

Bayside Baptist Church

Superior, Wisconsin

PREAMBLE

We declare and establish this constitution to preserve and secure the principles of our faith and to govern the body in an orderly manner.

“But everything should be done in a fitting and orderly way.” 1 Corinthians 14:40

ARTICLE 1 – ORGANIZATION

Section 1. Name

The name of this church will be Bayside Baptist Church of Superior, Wisconsin.

Section 2. Origin

This church was founded as the Swedish Baptist Church of West Superior, Wisconsin, on August 16, 1888. On April 5, 1943, the name was changed to Ogden Avenue Baptist Temple Church of Superior, Wisconsin. A vote at the annual meeting on January 9, 1952, changed the name to Ogden Avenue Baptist Church of Superior, Wisconsin. A vote on April 13, 1994, changed the name to Bayside Baptist Church of Superior, Wisconsin, which became effective on January 31, 1995.

Section 3. Incorporation

This church is a religious organization initially incorporated on January 30, 1903.

Section 4. Affiliation

This church will maintain affiliation with the Great Lakes Baptist Conference and the Baptist General Conference (or their successors).

ARTICLE 2 – STATEMENTS OF PURPOSE AND VISION

Section 1. Purpose

Recognizing Jesus Christ as the Head of the Church and the Scriptures as the supreme authority in all matters of faith and practice, this church will strive to glorify God and promote the advancement of the kingdom of God.

Section 2. Vision

In obedience to God, this church will intentionally reach out to our world for Christ by providing a nurturing environment where maturing in faith results in effective ministry to others.

ARTICLE 3 – STATEMENT OF FAITH

Section 1. The Word of God

We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct. (2 Timothy 3:16-17; 2 Peter 1:20-21; 1 Corinthians 2:12-13)

Section 2. The Trinity

We believe that there is one living and true God, eternally existing in three persons, that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence, and redemption. (John 14:16-17; 15:26; 1 Corinthians 12:4-6)

Section 3. God the Father

We believe in God the Father; an infinite, personal spirit; perfect in holiness, wisdom, power, and love. We believe that He concerns Himself mercifully in the affairs of each person, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ. (John 1:1-4; Hebrews 1:3; 1 Corinthians 8:6)

Section 4. Jesus Christ

We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles, and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal visible return to earth. (Matthew 1:23; 1 Peter 2:24; John 3:16-18)

Section 5. The Holy Spirit

We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, and empower all who believe Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ and that He is an abiding helper, teacher, and guide. (Romans 8:9, 14, 16, 27; Ephesians 1:13-14; John 16:7-14)

Section 6. Regeneration

We believe that all people are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit. (John 3:18, 36; Romans 10:8-13; Ephesians 2:4-6; Romans 6:23)

Section 7. The Church

We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work, and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the Gospel of Jesus Christ to a lost world. (1 Corinthians 12:12, 20; Colossians 1:18; Ephesians 1:22-23.)

Section 8. Christian Conduct

We believe that Christians should live for the glory of God and the well-being of others; that their conduct should be blameless before the world; that they should be faithful stewards of their possessions; and that they should seek to realize for themselves and others the full stature of maturity in Christ. (1 Corinthians 6:19-20; Philippians 2:15; Ephesians 4:13-15)

Section 9. The Ordinances

We believe that the Lord Jesus Christ has committed two ordinances to the local church; baptism and the Lord's Supper. We believe that Christian baptism is the immersion of a believer in water into the name of the triune God. We believe that the Lord's Supper was instituted by Christ for commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ. (Matthew 28:19-20; Luke 22:15-20; 1 Corinthians 11:23-33)

Section 10. Religious Liberty

We believe that every human being has direct relations with God, and is responsible to God alone in all matters of faith; that each church is independent and must be free from interference by an ecclesiastical or political authority; that therefore, Church and State must be kept separate as having different functions, each fulfilling its duties free from dictation or patronage of the other. (Romans 13:1-7; 1 Peter 2:13-17)

Section 11. Church Cooperation

We believe that local churches can best promote the cause of Jesus Christ by cooperating with one another in a denominational organization. Such an organization, whether a regional or district conference, exists and functions by the will of the churches. Cooperation in a conference is voluntary and may be terminated at any time. Churches may likewise cooperate with interdenominational fellowships on a voluntary independent basis. (2 Corinthians 8:1-9, 18-24)

Section 12. Last Things

We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body, the final judgment, the eternal joy of the righteous, and the endless suffering of the wicked. (Luke 17:26-30; 12:35-40; 1 Thessalonians 4:14-18; 2 Thessalonians 2:1-12)

ARTICLE 4 – CHURCH COVENANT

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Savior; and on the profession of our faith, having been baptized in the name of the Father, and the Son, and 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, to lead a life worthy of the Lord, fully pleasing to Him.

We promise, by the power of the Holy Spirit, to walk worthy of our high calling in Christ together in Christian love; to strive for the advancement of this church in knowledge, holiness, peace, and purity; to sustain as faithful stewards such time, talent, and money in the measure that God gives us toward the expenses of the church, the relief of the poor, and the spreading of the Gospel through all nations.

We will endeavor to maintain a life of devotion and cultivate a walk with God through the spiritual disciplines of Scripture reading and prayer. We will nurture and train our children in the ways of the Lord; seek the salvation of our family and acquaintances; walk with integrity in the world by being just in our dealings, faithful in our commitments, and exemplary in our conduct; avoid unkind words, gossip, and unrighteous substance which produces physical harm and would hinder our testimony for Christ and His church, realizing that our bodies are the temple of God and remembering that whatever we do in word or deed, we should do to the glory of God.

We promise to watch over one another in brotherly love, to remember each other in prayer, to help each other in sickness and distress, to show Christian compassion in action and in speech, to be slow to take offense, but always ready for reconciliation, using the Scriptures as our guide.

If we move from this place, we will, as soon as possible, unite with some other church where we can carry out the spirit of this covenant and the principles of the Word of God.

ARTICLE 5 – CHURCH MEMBERSHIP

Section 1. Qualifications

Every member of this church must have made a personal commitment of faith in Jesus Christ as Savior and Lord, must have been baptized by immersion, and must have professed agreement with the Bayside Baptist Church Statement of Faith and Church Covenant.

Section 2. Responsibilities

Every member of this church must strive to live a biblical Christian lifestyle, render proper respect for their Pastors, follow the spiritual leadership of the church, pray for their Pastors and leaders as well as the ongoing ministries of the church, remain active in the life and ministry of the church, accept positions of service and leadership according to their spiritual gifts and abilities, and give regularly to the church's financial support according to their ability as God provides.

Section 3. Rights

A. Every member in good standing will have equal rights and privileges within this church.

1) **Voting Rights**

All members in good standing that are of legal voting age will have the right to vote on any issue at any Business Meeting of the membership.

2) **Property Rights**

Members of this church have no property rights and are not entitled to any assets of this church.

B. Inactive members have no rights of membership.

ARTICLE 6 – GOVERNMENT

Section 1. Polity

Recognizing Jesus Christ as the only head of the Church, this congregation will seek to ascertain and obey the will of our Lord in all matters of faith and practice. The final governing authority for decisions will be the congregation to whom the Boards and staff are responsible.

Section 2. Church Year

The church will operate on a calendar year.

Section 3. Liability

No Officer, member of the Board or Staff, or Team or Committee member appointed or elected by this church, will be held individually liable for any error or mistake, act or omission for or on behalf of this church, occurring within the scope of his or her duty, except for acts of willful misconduct or violation of law.

Section 4. By-Laws

No By-Law of Bayside Baptist Church of Superior, Wisconsin, will conflict with this Constitution.

ARTICLE 7 – OFFICERS, BOARDS, COMMITTEES, AND TEAMS

Section 1. Names

- A. Church Chair
- B. Church Secretary
- C. Church Treasurer
- D. Church Board
- E. Deacon Board
- F. Administrative Board
- G. Nominating Committee
- H. Special Committees as determined by the church
- I. Teams as listed in the By-Laws

Section 2. Qualifications for All Elected Positions

- A. Be Active members in good standing for at least one year preceding the election
- B. Demonstrate leadership in ministry
- C. Be of legal voting age
- D. Be actively involved in the ministry of Bayside
- E. Have a good reputation in and outside the church

ARTICLE 8 – ELECTIONS

Section 1. Procedure

Prior to December 31, the Nominating Committee will present ballots for elections of Church Officers, Board members, and Team Chairs to be voted on by the church. No nominations will be taken from the floor.

Section 2. Qualifications

Every Officer, Board member, Committee (e.g. Nominating, Call, Building) member, and Team Chair will be an Active member of Bayside Baptist Church.

Section 3. Terms of Office

Administrative and Deacon Board members will be elected for a term of three years. Officers, Nominating Committee members, and Team Chairs will be elected to a one-year term. Special Committee members will be elected for the duration of their assignment.

Section 4: Re-election

Church Officers, Board members, and Team Chairs will not serve in the same capacity for more than six consecutive years, except that a Board member may serve two full consecutive terms after having served a partial term on that Board. Church Officers, Board members, and Team Chairs may be elected to the same office again after taking a one year sabbatical.

Section 5: Vacancies

A vacancy in any elected position will be filled by recommendation of the Nominating Committee and approval of the Church Board. These appointments will be in effect until the next election.

Section 6: Dismissal

Removal of an Officer or Board member must be for biblical grounds or non-performance of duties. A motion for such a vote must be from an agenda item at a Business Meeting.

ARTICLE 9 – BUSINESS PROCEDURE

Section 1. Business Meetings

- A. An agenda will be posted at least one week prior to any Business Meeting.
- B. Annual Business Meetings will be held within ninety days of the end of the year.
- C. Business Meetings will be held quarterly. Quarters will be defined as January—March, April—June, July—September, October—December.
- D. Special Business Meetings
 - 1) Meetings may be called by the Senior Pastor, Church Chair, Church Board, or a signed petition by at least 10% of Active members.
 - 2) Notice of the meeting, with intent, will be given orally or by written material at a worship service, by an announcement in a newsletter, or by a letter sent to members at least two weeks prior to the Meeting.

Section 2. Quorum

Any number of members will constitute a quorum at any Business Meeting except when voting on amendments to the Constitution, calling or dismissing a Pastor, dismissing an Officer or Board member, or a building or real estate transaction. A quorum in these special situations will consist of 20% of the Active membership.

Section 3. **Moderator**

The Church Chair will act as Moderator at all Business Meetings. In his absence, or at his request, the Chair of the Deacon Board, followed by the Chair of the Administrative Board, will act.

Section 4. **Voting**

Any Active member of legal voting age or older will have the right to vote on all matters of church business

Section 5. **Protocol**

The rules contained in Robert's Rules of Order (Revised) will govern the business proceedings unless such rules violate this Constitution. However, it will be the goal of the Moderator and the church to have all Meetings governed by a spirit of Christian love and humility first and foremost. The spirit of all Business Meetings should bring honor to the Lord we serve.

ARTICLE 10 – PASTORAL RELATIONS

Section 1. **Pastoral Qualifications**

All Pastors must strive to meet the biblical qualifications of a Pastor as found in 1 Timothy 3:1-7 and Titus 1:5-9.

Section 2. **Calling of Pastoral Staff**

A. Call Committee

- 1) When it becomes necessary to call a Pastor, a Call Committee will be formed consisting of the Church Chair, a representative from each of the Deacon and Administrative Boards, and four elected members at-large. The Senior Pastor will be involved in the calling of all support staff.
- 2) The at-large members will be elected by ballot from Active members selected by the Nominating Committee.
- 3) Notice of such election, including names, will be made available to the congregation at least one week prior to the Business Meeting.

B. Calling a Pastor

- 1) When a suitable candidate is found, the Call Committee will recommend him to the church for consideration.
- 2) Active members will vote on the Call Committee's recommendation at a Business Meeting.
- 3) A 75% affirmative vote of Active members present will be required for approval and call of the candidate.
- 4) A simple majority of Active members present will be required for approval of the terms of the call (e.g. compensation, insurance, vacation).

Section 3. **Termination of Pastoral Staff**

A. Resignation

A sixty-day notice will precede a severance between the Pastor and the church unless waived by mutual consent. Such resignation will be presented in writing to the Deacon Board, who, after due consideration, will take appropriate action.

B. Dismissal

- 1) All recommendations to dismiss a Pastor must be referred to the Deacon Board for its consideration before any action is taken.
- 2) The church is encouraged to consult with the Great Lakes Baptist Conference (or their successor).
- 3) Recommendation for dissolution of pastoral relations may occur by
 - a. Vote of the Deacon Board and/or
 - b. A petition signed by at least 25% of the Active membership.
 - i. The petition will be brought to the Deacon Board for consideration and consultation.
 - ii. After consultation with the Deacon Board, petitioners may elect to present a motion for dismissal to the congregation at a Business Meeting.
- 4) The pastoral relationship can only be dissolved with a closed ballot vote at a Business Meeting with a two-thirds affirmative vote.

ARTICLE 11 – AUXILIARY ORGANIZATIONS

Section 1. **Approval**

All organizations affiliated with the church must secure approval for organization from the Church Board and be responsible to the church congregation.

Section 2. **Responsibilities**

Auxiliary organizations will present annual reports to the church including financial statement.

Section 2. **Dissolution**

If, for any reason, an organization of the church ceases to function, all monies and properties of such organization will become the property of the church.

ARTICLE 12 – ORDINATION AND LICENSING

Section 1. **Ordination**

It is the privilege of this church to ordain one of its members to the Gospel ministry. Ordination will be recommended by the Deacon Board and voted on by the membership at a Business Meeting following the recognized procedure of the Baptist General Conference and/or Great Lakes Baptist Conference.

Section 2. Licensing

License to preach will be granted to qualified members by a simple majority vote at a Business Meeting upon recommendation of the Deacon Board.

ARTICLE 13 – DISPOSTION OF CHURCH PROPERTY

Section 1. Division

In the event of organic division of the church membership, the church property will belong to those members who abide by this Constitution. In the event of a question as to which group is abiding by the Constitution, the matter will be presented to the Great Lakes Baptist Conference (or their successor) for determination.

Section 2. Dissolution

Should conditions arise when, for any reason, the church work cannot continue, the church property will be transferred to the Great Lakes Baptist Conference (or its successor).

Section 3. Consolidation

Should a condition arise where a consolidation with another church of the same denomination is advisable, the Administrative Board will be authorized by the church to negotiate the terms of such a consolidation, as far as the property is concerned. A report of such an agreement must be made to the church and approval granted by the church before any legal papers are signed.

Section 4. Purchase or Sale

- A. The purchase, sale, or encumbering of church property greater than 3% of the annual budget must first be approved by the church body.
- B. The Administrative Board, as legal representatives of the church, will administer the sale, purchase, or encumbering of property.
- C. The transaction of property will require the signatures of at least two members of the Administrative Board.

ARTICLE 14 – AMENDMENTS TO CONSTITUTION

Section 1. Proposed Amendments

Proposed amendments will be submitted to and considered by the Church Board.

Section 2. Notice

Printed notice of the proposed amendment will be given to all Active members at least two weeks prior to the Annual Meeting.

Section 3. Voting

Introduction of proposed amendments will be through formal motion at a Business Meeting and will be voted on at the Annual Business Meeting. The adoption of the proposed amendment will require 75% affirmative vote of members present.

Section 4. Effective Date

All amendments will be effective from the date of their adoption unless otherwise ordered at the time of their adoption.

BY-LAWS
of the
Bayside Baptist Church
Superior, Wisconsin

ARTICLE 1 – MEMBERSHIP

Section 1. **Procedure of Membership**

- A. Persons interested in becoming members of the church should contact any member of the Deacon Board or Pastoral staff.
- B. Each candidate will participate in a class for instruction in church membership and the doctrines of the church.
- C. If desired, a candidate may then fill out an application formally expressing an interest in becoming a member.
- D. Candidates will then meet with representatives from the Deacon Board to review their application and give testimony of their Christian faith and experience.
- E. The Deacon representative will bring the candidate's application to the Deacon Board where it will be reviewed.
- F. If approved, the candidate's desire to become a member will be listed on the Business Meeting agenda and posted prior to the meeting so that members of Bayside can contact the Deacon Board with any concerns as to why the candidate should not become a member.
- G. The Deacon Board will make a recommendation at the Business Meeting to accept the candidate into membership. After the candidate shares their personal testimony, a vote will be taken where a simple majority of Active members present will be required for acceptance into membership.
- H. A letter will be sent to the church in which membership was previously held, if applicable.

Section 2. **Active / Inactive Membership**

- A. Members of Bayside Baptist Church are considered to be Active members if they are actively involved in the life and ministry of Bayside and fulfilling their membership responsibilities as described in Article 5, Section 2 of the Constitution.
- B. Members of Bayside Baptist Church are considered to be Inactive members if they have not participated in the life and ministry of Bayside in the past six months.

Section 3. **Changes in Membership**

- A. Active / Inactive status
 - 1) After careful review of membership lists and attendance records, members who have not been regularly participating in the life and ministry of Bayside for three months will be contacted by a Deacon or Pastor.

- 2) If a satisfactory reason for the absences is given, the membership will remain Active, but will be reviewed again in three months.
- 3) If a satisfactory reason is not given, reasonable efforts to restore the member to Active participation will be made. If the member has not returned to Active participation by the end of six months, their membership will become Inactive.
- 4) If an Inactive member wishes to change the status of their membership to Active, they must contact a member of the Deacon Board or Pastoral staff. After Active participation in the life and ministry of Bayside for six months, the Deacon Board will change their membership status to Active.

B. Termination of Membership

- 1) Transfer of membership to another church
Upon recommendation of the Deacon Board, a member in good standing will receive a letter of transfer upon request for the purpose of uniting with some other church of like faith and order.
- 2) Resignation of membership by request
Upon receiving a written request for termination of membership, the Deacon Board will investigate. When it is determined that the membership cannot be restored, the Board will recommend that their membership be terminated.
- 3) Death
- 4) Inactive membership for over five years, unless approved by the Deacon Board
- 5) If a member is determined by the Deacon Board to be guilty of unrepentant conduct inconsistent with biblical teaching or the Church Covenant of Bayside Baptist Church, the member will be terminated from membership by a two-thirds affirmative vote by the Deacon Board. Such action will be taken only after reasonable efforts to lovingly restore the member to Christian fellowship following the process outlined in Matthew 18:15-20.
- 6) In all instances (except death), a vote at a Business Meeting will be taken to remove the member's name from the membership roll.
- 7) Restoration of terminated membership will be according to the regular Procedures of Membership.

Section 4. **Discipline of Members**

Members whose conduct or belief is contrary to biblical principles and/or to the Constitution of Bayside and to the name of Christ will be ministered to according to scriptural principles of confrontation for the sake of restoration. (Matthew 5:23-34; 18:15-17; 1 Corinthians 5:1-5, 11; 2 Thessalonians 3:6; 2 Timothy 3:16-17)

Section 5. **Non-Members**

Non-members are encouraged to serve in any position not requiring membership status.

ARTICLE 2 – BOARDS AND COMMITTEES

Section 1. Names

- A. Church Board
- B. Deacon Board
- C. Administrative Board
- D. Nominating Committee
- E. Other special Committees as determined by congregation

Section 2. General Responsibilities

- A. Boards and Committees will elect a Chair and Secretary at their first meeting which will take place within one month of election.
- B. Meetings
 - 1) Meetings will be held on a regular basis as determined by the Chair.
 - 2) Members may meet by conference call.
 - 3) A quorum will constitute at least one-half of members.
- C. Reporting
 - 1) The Secretary will take accurate minutes at each meeting.
 - 2) Reports will be made at Business Meetings as requested.
- D. Specific Responsibilities are listed in the Position Descriptions

Section 3. Terms

- A. Church Board members will be elected to a one-year term.
- B. Deacon and Administrative Board members will be elected to a three-year term.
- C. Nominating Committee members will be elected to a one-year term to be served from July 1 – June 30.
- D. Members elected to special Committees will serve for the duration of the assignment.

Section 4. Boards

- A. The Deacon Board will consist of a minimum of five members and a maximum of nine members as determined by current Board and Pastoral staff.
- B. The Administrative Board will consist of a minimum of six members and a maximum of eight members as determined by the current Board and Pastoral staff.

ARTICLE 3 – ELECTIONS

Section 1. Special Elections

Elections for the Nominating Committee will take place during the second quarter Business Meeting. Other Committee elections will be held at Business Meetings as needed.

Section 2. Notification

Ballots will be publicly communicated to the congregation at least one week prior to the election.

Section 3. Single/Equal Candidates

When the number of candidates equals the number of open positions, a simple majority of those voting is required for election.

Section 4. Effective Date of Service

- A. Officers, Board members, and Team Chairs will assume responsibility on January 1.
- B. Committee members will assume responsibility at the Business Meeting where elected.

Section 5. Voting

- A. Only Active members of legal voting age in good standing have the right to vote at Business Meetings.
- B. Absentee ballots will not be accepted.
- C. In the event of a tie, an additional vote will be taken with only those candidates that tied on the new ballot.

ARTICLE 4 – ORDINANCES

Section 1. Baptism

The Bible teaches that Baptism is to be done by immersion, following salvation, as a one-time act of obedience and identification with Jesus Christ as Lord. Believers interested in being baptized should contact a member of the Deacon Board or Pastoral staff for instruction on Baptism.

Section 2. The Lord's Supper

The Lord's Supper is an ongoing symbol remembering our Lord's death, burial, resurrection and promised return. The Lord's Supper will be observed on the first Sunday of the month unless otherwise designated by the Senior Pastor and/or the Deacon Board.

ARTICLE 5 – AMENDMENTS TO BY-LAWS

Section 1. Proposed Amendments

Proposed amendments will be submitted to and considered by the Church Board.

Section 2. Notice

Printed notice of the proposed amendment will be posted with the agenda one week prior to the Business Meeting.

Section 3. Voting

Introduction of proposed amendments will be made through formal motion at a Business Meeting. The formal motion to adopt the amendments will take place at the next Business Meeting and adoption will take place by a two-thirds vote of those members present.

Section 4. Effective Date

All amendments will be effective from the date of their adoption unless otherwise ordered at the time of their adoption.