

Constitution and Bylaws
Cornerstone Baptist Church
of
Stafford County Virginia, Inc.



56 McWhirt Loop

Fredericksburg, Virginia 22406

Revised November 18, 2018

**CONSTITUTION AND BYLAWS
OF
CORNERSTONE BAPTIST CHURCH OF STAFFORD COUNTY VIRGINIA**

November 15, 2015
Amended Nov 18, 2018

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CONSTITUTION OF CORNERSTONE BAPTIST CHURCH OF STAFFORD COUNTY VIRGINIA

2nd Edition of Incorporation
Ratified November 15, 2015
First Amendment approved November 18, 2018

PREAMBLE

For the purpose of preserving and making secure the principles of our faith, and to the end that this body be governed in an orderly manner, we do declare and establish this constitution. This constitution will preserve the liberties of each individual church member of this church and the freedom of action of this church body in relation to other churches of like faith.

I. NAME

This body shall be organized as a Virginia church corporation known as Cornerstone Baptist Church of Stafford County Virginia. Hereinafter referred to as "The Church". The primary church office will be located at 56 McWhirt Loop, Fredericksburg, VA 22406.

II. MISSION

The mission of Cornerstone Baptist Church is to glorify God as we carry out the Great Commission of making disciples of Jesus Christ who are continually growing in their walk with the Lord, intentionally helping others become disciples, and using their gifts to build the body of Christ by ministering to others in the spirit of the Great Commission. (Matthew 28:18-20; Mark 12:28-34; 1 Corinthians 10:31; Ephesians 4:12; Colossians 1:10; 2 Timothy 2:2)

III. OBJECTIVES

In order to accomplish our mission, through the enabling of the Holy Spirit, the objectives of Cornerstone Baptist Church shall be:

1. **Worship** – Through Spirit and truth provide a worshipping and prayerful fellowship, with prayer, praise, music, the Lord's supper, baptism, offerings, and using our spiritual gifts - in order to exalt the living God and experience an awareness of God, recognizing His person, and responding in obedience to the leadership of His Holy Spirit. (Proverbs 3:9; John 4:23-24; Romans 12:1; 1 Corinthians 11:23-26; Ephesians 5:19-20; Colossians 4:2; Hebrews 13:15; James 5:16)
2. **Evangelism** – Share the gospel of Jesus Christ in our neighborhood, community, and around the world - firstly through preaching and personal evangelism through the testimony of our loving

relationships and secondly by developing members active in missions so that Christ will become known and more people will follow Him as disciples. (Matthew 28:18-20; John 15:16; Acts 1:8; 2 Corinthians 5:17-21; 2 Peter 3:9)

3. **Discipleship** – Through Bible teaching help members develop toward full Christian maturity and train them for effective ministry by promoting discipleship through personal and spiritual growth. (Ephesians 4:11-13; Matthew 18:20; 2 Timothy 2:1-2)
4. **Fellowship** – Develop personal relationships within the body - through sharing of our lives, meeting each other's needs, encouraging one another, and praying for each other. (John 13:34-35; Acts 2:41-47; Romans 15:5-7; 1 Corinthians 12; Ephesians 4:1-16; Hebrews 10:23-25; 1 John 1:7)
5. **Ministry** – Serve unselfishly in Jesus' name, meeting the physical, emotional, and spiritual needs of those in our church, community, and in the world. (1 Peter 4:10-11; Matthew 25:34-40; 1 Thessalonians 5:11; Galatians 5:13)

IV. DOCTRINAL STATEMENT

We accept the Holy Bible as the inspired Word of God and as the ultimate authority in matters of faith, doctrine and Christian living. This Church accepts The Baptist Faith and Message as most recently adopted by the Southern Baptist Convention as an affirmation of our basic Christian beliefs and as a general statement of our beliefs (See Appendix A).

V. MARRIAGE AND SEXUALITY

In accordance with our Doctrinal Statement, we believe that marriage is a biblical institution established by God as clearly described in the Scriptures. This Church recognizes marriage exclusively as the spiritual and legal union of one genetic male and one genetic female in a lifetime commitment. (Genesis 2:18; Deuteronomy 7:13; Leviticus 18:22; Joshua 23:12-13; Nehemiah 13:23-25; Psalm 128; Proverbs 31:10-11; Romans 1:26-32; Hebrews 13:4)

The Bible teaches that moral sexual relations are exercised solely within marriage. Hence, we believe that sexual activities such as, but not limited to, adultery, cohabitation, fornication, incest, homosexuality, pedophilia and bestiality are sinful and violate the teachings of the Bible. Further, we believe that the creation, distribution and viewing of pornography, as well as efforts to change gender, also violate scriptural admonitions and are sinful. (Genesis 2:24; Genesis 19:5, 13; Genesis 26:8-9; Lev. 18:1-30; Romans 1:26-29; 1 Cor. 5:1; 6:9; 1 Thess. 4:1-8; Hebrews 13:4) Such sinful patterns, if not repented will be a barrier to membership, employment and leadership in this body of believers.

VI. POLITY AND RELATIONSHIPS

Jesus Christ is the Head of His church and the source of all authority and power. He is the Chief Shepherd who cares for His sheep. He exercises this spiritual care by giving each local church a plurality of men to oversee The Church. (Matthew 28:18; Acts 14:23; 20:17-28; John 10:1-18; Ephesians 1:22-23, 4:11; Philippians 1:1; 1 Peter 5:4)

The leaders' responsibility is to lead The Church as directed by the Spirit of God, through His Word. God gives these leaders and His church a safeguard by establishing a plurality of leaders who operate in total accord (Proverbs 11:14; Acts 15:25).

This Church is an independent, self-governing, autonomous organization and is not subject to the control of any other ecclesiastical body, acknowledging only the lordship of Christ, the direction of the Holy Spirit, and the authority of Scripture. This Church recognizes and sustains the obligations of mutual counsel and cooperation among Southern Baptist Convention churches and other Bible believing churches and organizations.

VII. ORDINANCES

This Church acknowledges the two Biblical ordinances of baptism by immersion and the Lord's Supper.

Baptism - A person who receives Jesus Christ as Lord and Savior by personal faith who professes Him publicly; and who indicates a commitment to follow Christ as Lord, shall be received for baptism. Baptism shall be by immersion except in the case of individuals who are physically handicapped or because of serious illness (mental or physical). Exceptions will be made at the discretion of the Pastor and leaders. Baptism shall be administered as an act of worship during any service called for that purpose.

The Lord's Supper - The Lord's Supper is a symbolic act of obedience whereby believers, through partaking of the bread and fruit of the vine, commemorate the death of Jesus Christ and anticipate His second coming. The Lord's Supper shall be regularly observed during Sunday morning or any other service deemed appropriate. The pastor and deacons shall be responsible for the administration of the Lord's Supper. Deacons shall be responsible for the preparation, placement and serving of the Lord's Supper. However, when there aren't enough deacons to serve, the responsibility may be delegated to others, primarily directors or ushers.

VIII. MEMBERSHIP

The membership of this Church shall be composed of those persons who confess Jesus Christ as their Lord and Savior, have been baptized by immersion, and confirmed by the leadership. Every pastor, staff member, and church member affirms their agreement and agrees to conduct themselves in a manner that is consistent with Article III (Objectives), the Baptist Faith and Message and this constitution by signing the Church Covenant.

IX. CHURCH COVENANT

Having been led by the grace of God through the life-giving power of the Holy Spirit to repent from my sin and in faith turn to Jesus Christ as my Lord and Savior and having given public testimony of this faith through baptism, we now joyfully and solemnly enter into this covenant with the members of Cornerstone Baptist Church of Stafford, Virginia:

1. We are united in striving to know the will of God as taught in the Holy Scriptures, and in our purpose to walk in the ways of the Lord, made known to us by those Scriptures.
2. We hold it to be the mission of the Church to proclaim the gospel to all mankind, exalting the worship of the one true God, and to serve the Lord Jesus Christ until He shall come again.
3. We also invite the care and concern of the Church Leadership and the members of the congregation for our lives and will receive counsel from them when necessary.

4. We have read the Articles, Constitution and Bylaws, including but not limited to those policies dealing with Church discipline, conflict resolution and members' privileges and responsibilities and holy covenant and agree to be bound by the Articles, Constitution and Bylaws and accompanying policies and procedures.

X. AMENDMENTS

Members may propose changes to the Constitution that shall be submitted to the Board for consideration and comment. The Board shall present the proposed changes and their comments to the Church at a regular or special business meeting. The Constitution may be amended by a three-fourths (3/4) vote of the active members present and voting at a duly called meeting, provided that the following procedure has been followed:

1. The proposed written amendment has been presented at a previous business meeting;
2. The proposed amendment has been mailed or otherwise made available to the membership at least four (4) weeks before the meeting to act on the amendment; and
3. The proposed amendment has been announced on a previous Sunday worship service at least two (2) weeks before the vote was taken.

BYLAWS

Ratified November 15, 2015

First, Second, Third, and Fourth Amendments approved November 18, 2018

I. CHURCH STRUCTURE

Jesus Christ is the Head of His Church and the source of all authority and power. He is the Chief Shepherd who cares for His sheep. He exercises this spiritual care by giving each local church a plurality of men to lead The Church. (Matthew 28:18; John 10:1-18; Acts 14:23; 20:17-28; Ephesians 1:22-23, 4:11; Philippians 1:1; I Peter 5:4)

Under the lordship of Jesus Christ, who is the head of this church, Cornerstone Baptist Church is governed by The Church Leadership. God gives these men and His church a safeguard by establishing a plurality of men who operate in total accord. The leaders' responsibility is to lead The Church as directed by the Holy Spirit and taught in Scripture. They have the authority to organize, guide, and direct all church activities in accordance with the teaching of the Bible, The Church Constitution and these Bylaws. (Proverbs 11:14; Acts 6:1-6; 11:30; 14:23; 15: 2, 6, 22, 23; 15:25; 16:4; 20:17,18; 21:17-19; Philippians 1:1; 1 Timothy 3:13-18; 4:14; 5:17; Titus 1:5; James 5:14)

The leaders' serve as models of Christian maturity; are responsible for the equipping of the members of this church; pray diligently for The Church and its members and ensure Scripture is taught in accordance with sound doctrine; are responsible for the management of The Church as a father manages his household and the guidance of The Church as a shepherd leads his flock; and are charged to lead by being servants to, not lords over, the members of The Church. (Matthew 20:26-27; I Corinthians 11:1; Galatians 1:6-10; Ephesians 4:12; Philippians 1:9-10; Titus 1:1, 9; Hebrews 13:7; James 1:1; 2 Peter 1:1; Jude 1:1)

This Church is an independent, self-governing, autonomous organization and is not subject to the control of any other ecclesiastical body, acknowledging only the lordship of Christ, the direction of the Holy Spirit, and the authority of Scripture.

This Church recognizes and sustains the obligations of mutual counsel and cooperation among Southern Baptist Convention churches and other Bible believing churches and organizations. Insofar as is possible, this Church will cooperate with and support the Southern Baptist Conservatives of Virginia, and the Southern Baptist Convention as long as they maintain Biblical integrity and are in line with the mission of this Church.

These bylaws and any amendments made hereto shall be the governing documents of this Church but they should always be interpreted and applied in conformity with the Holy Bible.

II. MEMBERSHIP

A. General

The membership of this Church shall be composed of those persons who confess Jesus Christ as their Lord and Savior, have been baptized by immersion, and confirmed by the leadership. Every Pastor, staff member, and church member affirms their agreement and agrees to conduct themselves in a manner that is consistent with the Constitution Article III (Objectives), the Baptist Faith and Message and these

Bylaws by signing the Church Covenant. Active membership is defined as regular attendance of the Sunday services once a month for the most recent six month period.

B. Candidacy

Any person may offer themselves as a candidate for Church membership by evidencing the following:

1. By profession of faith and baptism according to the policies of this Church.
2. Attendance and completion of the Membership Class.
3. Signing the Church Covenant

Members of a Church of like faith may evidence (1) by presentation of a letter of recommendation. All candidates shall be counseled by the Pastor or designated church leader to determine the basis of their beliefs and if consistent with these Constitution and Bylaws.

C. Responsibilities

Membership Responsibilities Include:

1. Seeking to lead a Christian life as described in the Holy Bible.
2. Regular attendance at Church services.
3. Regular scriptural giving in support of The Church's expenses and the causes that it sponsors.
4. Sharing in the work of The Church and its fellowship activities.
5. Acceptance and support of the Constitution and Bylaws.

D. Classes of Membership

The Church shall recognize two classes of membership:

1. Active Members: All those individuals who meet the above qualifications for membership and who regularly fulfill the responsibilities of Membership shall be considered Active Members. Active members in good standing may participate in Church business meetings and may be eligible for lay leadership positions within the Church. Active Members unable to regularly participate due to work assignments (including military service), medical condition, or educational pursuits shall be considered Active Members while the above-mentioned exception exists.
2. Inactive Members: Those members who evidence lack of interest in the Church through inadequate attendance, participation, or contribution for the previous six (6) months may be designated an Inactive Member. Inactive Members shall have no voting rights and privileges and shall be ineligible for lay leadership positions. The Pastor, or his designee, shall contact each Inactive Member, counsel them, and seek to restore them to active fellowship. After an additional 90 days, if no interest in restoration is shown, the individual may be removed from the membership rolls. An Inactive Member may be restored to Active Membership by approval of the Pastor and Deacons.

E. Voting Privileges

All active members present, who are not under Church discipline, shall have equal opportunity to express opinions on business matters at a duly called meeting. Every active member of The Church who is at least eighteen (18) years of age present at the start of a duly called meeting (voting by proxy is prohibited) is entitled to vote on the following matters (majority vote unless otherwise stated):

1. Annual Budget or any ten (10%) percent change in the budget during the year;
2. Call or Removal of Pastoral Staff – three-quarter (3/4) majority;
3. Election of Directors;
4. Election of Deacons;
5. Acquisition, sale, or transfer of real property and related indebtedness – two-thirds (2/3) majority;
6. Merger or dissolution of the Church – two-thirds (2/3) majority;
7. Sale of all or substantially all of the Church's assets – two-thirds (2/3) majority;
8. Amendments to the Constitution and Bylaws – as stated;
9. Any other major event or decision as designated by the Board – majority unless otherwise provided.

F. Termination

Termination of membership shall be in the following ways:

1. Death of the member;
2. Transfer letter/per member request;
3. Action of The Church to expel the member;
4. Affiliation with another church, a church of another faith; or
5. For inactive attendance.

G. Exclusion and Restoration

It shall always be the goal of The Church to maintain a healthy Christian fellowship as required by the Bible. Accordingly, immoral or heretical conduct, in violation of scripture as determined by The Church, shall lovingly be confronted in an effort to bring repentance and restoration following in a tender spirit the rules given by our Lord and Savior in Matthew 18:15-20; 1 Corinthians 5:9-13; and 1 Thessalonians 5:12-14. If a member sins against the Body of believers (the Church) either in sinful moral failure or biblical heresy, the Pastors, Deacons, Directors, and mature Members are available for counsel and guidance.

The Church shall look to the Deacons for the effective functioning and discipline of its members. Members agree that they shall not voluntarily terminate their membership once discipline procedures have commenced. Only after good faith efforts by the Deacons to bring about repentance and reconciliation have proven futile, the Deacons shall give notice to the member of the unrepentant sins, time and place to address the charges. Discipline can include but not be limited to dismissal, censure, suspension or any other measures that the Deacons decide that shall bring about repentance. If the

church member is disciplined by the Pastors and Deacons it may be announced to the members to carry out the Biblical admonitions to bring about repentance and restoration of the disciplined member. Members dismissed by the Deacons shall be restored to full membership privileges by the Deacons according to the spirit of 2 Corinthians 2:7-8 when their conduct is judged by the Pastors and Deacons to be in accordance with the Doctrinal Statement and Biblical repentance. The Senior Pastor will communicate such restoration to the Church in a timely manner.

III. LEADERSHIP

A. Lead Pastor

The Pastor is responsible for equipping The Church body to carry out the Great Commission. The Pastor is the leader of all Pastoral ministries of The Church. The pastor is a permanent non-voting member of the Board of Directors. The Pastor shall recuse himself from meetings wherein his duties and powers are the subject. The Pastor works with the Board, Deacons, Ministry Directors, and Ministerial Staff to:

1. Establish The Church vision and direct the execution of "the vision" in proclaiming the Gospel,
2. Equip The Church for the care of The Church members and others.

Qualifications. The Pastor shall meet the Scriptural qualifications as outlined in I Timothy 3:1-7, shall be a tither, and shall give evidence of having been born-again. He shall be in agreement with this Constitution and these Bylaws.

Calling a Pastor. A Pastor shall be chosen and called by The Church whenever a vacancy occurs. His election shall take place at a meeting called for that purpose, of which at least seven (7) days' notice shall have been given. A Pastor Search Committee appointed by the leadership shall seek out a suitable Pastor, and their recommendation shall constitute a nomination. The Committee shall bring to the consideration of The Church only one man at a time. Election shall be by ballot, an affirmative vote of three-fourths of the quorum (75%) present at a duly called meeting is necessary to extend a call. A Pastor shall serve indefinitely until the earlier of this death, resignation or removal by the Church.

Termination. If any two (2) members (with preference to unrelated persons) have a grievance against a Pastor, those members must present their grievances to the Board of Directors. If the conduct of the Pastor is immoral or egregiously improper, the Board, upon a three-fourths (3/4) vote of the Board members present, shall call a special called meeting of the active membership for vote. The vote shall be by secret ballot, an affirmative vote of three-fourths (3/4) of the quorum present at the duly called meeting is necessary for termination.

B. Associate Pastors

The Associate Pastors are responsible to assist in pastoral ministries as designated by the Lead Pastor.

Qualifications. The Associate Pastor shall meet the Scriptural qualifications as outlined in I Timothy 3:1-7, shall be a tither, and shall give evidence of having been born-again. He shall be in agreement with this Constitution and these Bylaws.

Calling of an Associate Pastor. An Associate Pastor shall be chosen and called by The Church as needed. His election shall take place at a meeting called for that purpose, of which at least seven days' notice shall have been given and a quorum present. The Board, or a designated Pastor Search Committee shall bring to the consideration of The Church only one man at a time. Election shall be by ballot, an affirmative vote of three-fourths (75%) active members present is necessary to extend a call.

Termination. If any two (2) members (with preference to unrelated persons) have a grievance against an Associate Pastor, those members must present their grievances to the Board of Directors. If the conduct of the Associate Pastor is immoral or egregiously improper, the Board, upon a three-fourths (3/4) vote of the Board members present, shall call a special called meeting of the active membership for vote. The vote shall be by secret ballot, an affirmative vote of three-fourths (3/4) of the quorum present at the duly called meeting is necessary for termination.

C. Deacon

The Deacons assist the pastor in overseeing the ministries of The Church and caring for the needs of the congregation. Deacons shall be men who are qualified according to 1 Timothy 3: 8-13, nominated and approved by The Church. The authorized number of Deacons shall be determined from time to time by the Board of Directors.

D. Elders

Lead pastor may appoint one or more men to be elders. Elders shall be qualified according to 1 Timothy 3: 1-7 and Titus 1 5:9 and approved by the church. Elders assist the Senior Pastor in assuring that the Church remains doctrinally sound by teaching, mentoring and lovingly holding members and leaders accountable to Scriptural standards for daily living.

IV. CHURCH MEETINGS

A. Quorum

Fifteen (15%) percent of the active members present at the start of a duly called meeting shall constitute a quorum for the transaction of business. If quorum is not met at that meeting, then another meeting shall be called, with proper notice given. At the second meeting on the same matters, the requirements for quorum are satisfied by any number of active members present.

B. Business Meetings

Business Meetings shall be held annually in November. Notice of the time and place of the meeting shall be given from the pulpit at least two (2) weeks or posted in the Church bulletin at least two (2)

consecutive weeks prior to the meeting, either of which shall be deemed to be a reasonable method of calling the business meeting.

C. Called Meetings

Called Meetings may be scheduled as needed by the Pastor or the Board. Notice of the time, place and purpose of the called meeting shall be given during a regular worship service at least two (2) weeks prior to the meeting and shall be posted in the Church bulletin at least two (2) consecutive weeks before the meeting, either of which shall be deemed to be a reasonable method for calling the meeting.

D. Minutes

Minutes of the regular and called business meetings shall be taken and kept in the Church office under the custody of the Church Secretary.

V. BOARD OF DIRECTORS

A. General Powers

The corporate powers of the church shall be exercised by or under the authority of the Board of Directors (hereinafter also referred to as the "Board" or the "Directors"). The powers, business and property of the Church shall be exercised, conducted and controlled by the Board for the purposes of every effort to oversee the legal, business, financial and administrative affairs of the Church with consensus agreement. If, in the course of the decision-making processes, the Board cannot unanimously agree, then the decisions will be made by majority vote of the Board members present and voting at that meeting.

B. Qualification, Number, Election, and Term

The Board of Directors shall consist of the Pastor, the Officers, and at least three (3) lay Active members from congregation. The authorized number of Board members shall be such number as may from time to time be authorized by the Board, provided that such number shall not be less than three (3). No less than fifty (50%) percent of the Board shall be lay members from the congregation and not related to paid staff.

Members may nominate individuals to the Board for interview and to determine a desire to serve. Qualified candidates shall be presented to the congregation at the Annual business meeting for election by majority vote. Upon election, a Board member shall serve for a term of three (3) years. The Board may shorten the term of any director(s) in order to comply with the intent of this paragraph. There shall be three annual classes of Directors so that approximately one-third (1/3) are up for election every year to maintain continuity and make for smooth transitions within the Board. With the exception of the Pastor, no Board member shall serve for more than two (2) consecutive terms (a total of 6 years) without taking at least one year off before being eligible for re-election.

C. Specific Duties and Responsibilities

The Board shall annually elect a Chairman from among the lay members of the Board to facilitate Board meetings. The Board shall also annually appoint a Church Secretary and Treasurer. Without prejudice to the general powers outlined above, and subject to the same limitations, the Board shall have the following duties and powers:

1. Establish governing principals, policies, and determining practices for the Church, including the creation and maintenance of policy and procedure manuals, which will contain all controlling policies and procedures governing any and all aspects of the Church's affairs, including, but not limited to, committee task descriptions and policies for the handling of funds, use of facilities, and employment policies and practices;
2. Exercising oversight of the Church's financial, business, and property matters and providing counsel;
3. Hearing and considering all reports and recommendations submitted by pastors, ministries, committees, and staff;
4. To review, approve, and coordinate program plans recommended by Church staff, ministries, and organizations; and
5. Conducting such other duties and activities as the Board may determine from time to time that are consistent with the Articles of Incorporation, Constitution, and these Bylaws, including those actions requiring a vote of the Members.

The Board may delegate some of its authority and duties to individual pastoral and non-pastoral staff, ministries, and others as long as the delegation does not breach its fiduciary duties to the Church. The Leaders of other Church ministries and organizations may be non-voting invitees of the Board meetings whenever projects or programs in which their ministry or committee may be involved, for example, the preparation of the annual Church calendar.

D. Vacancies

A vacancy on the Board because of death, resignation, removal, disqualification or any other cause shall be filled by majority vote of the Board for the remainder of the term.

E. Resignation and Removal

Any Board member may at any time deliver a written notice of intent to resign to the Pastor or the Chairman, which shall be effective upon acceptance by the Board. Except for the Pastor, any Officer or Director may be removed at any time with or without cause when, in the sole judgment and discretion of the Board, it is so determined by a three-fourths (3/4) majority of the Board that such Board Member should no longer serve on the Board. In the event any Director is so removed, a new Director may be elected by majority vote of the Board for the remainder of the term.

F. Transactions with Interested Parties

A contract or other transaction between the Church and one or more of its Board Members, Officers, Deacons, or family members thereof (hereinafter "Interested Party"), or between the Church and any

other entity, of which one or more of the Church or its Board Members, Officers, or Deacons are also Interested Parties, or in which entity is an Interested Party has a financial interest – shall be voidable at the sole election of the Church unless all of the following provisions are satisfied:

1. The Church entered into the transaction for its own benefit;
2. The transaction was fair and reasonable as to the Church, or was in furtherance of its exempt purposes at the time the Church entered into the transaction;
3. Prior to consummating the transaction, or any part, the Board authorized or approved the transaction, in good faith, by a vote of a majority of the Directors then in office, without counting the vote of the interested Director(s), and with knowledge of the material facts concerning the transaction and the Interested Parties' interest in the transaction; and
4. Prior to authorizing or approving the transaction, the Board, in good faith, determined after reasonable investigation and consideration, that either the Church could not have obtained a more advantageous arrangement, with reasonable effort under the circumstances, or the transaction was in furtherance of the Church's tax-exempt purposes.

Common or interested Board Members may not be counted in determining the presence of a quorum at a meeting of the Board (or a ministry thereof) which authorizes, approves, or ratifies such contract or transaction. The Board may adopt additional Conflicts of Interest policies that will provide full disclosure of material conflicting interests by Board members, Officer, Pastors, or employees. These policies shall permit the Board to determine whether the contemplated transaction may be authorized as just, fair and reasonable to the Church. Notwithstanding the above, no loan shall be made by the Church to any of its Board Members, Officers, Deacons, or Members.

G. No Compensation for Directors

No salary or compensation shall be paid to any member of the Board in his capacity as Member of the Board, but nothing herein shall be construed to preclude any Board Member from serving the Church in any other capacity and receiving reasonable compensation. Moreover, the Board member may receive reasonable reimbursement for travel and other approved expenses upon request and written documentation.

H. Place and Time of Regular Meetings

Regular meeting of the Board shall be held at least quarterly and at any place that has been designated by the Board and at any time designated by the Board.

I. Special Meetings

Special meetings of the Board may be called by the President, the Chairman, or by a majority of the Board members for whatever purpose or purposes at any time. The transactions of any meetings of the Board however called and notice and wherever held, will be as valid as though at a regular meeting.

J. Notice

Notice of the time and place and in the case of a special meeting the purpose of every meeting of the Board will be in writing and will be duly sent, mailed, or otherwise delivered to each Director not less than five (5) days before the meeting; provided that no notice of any regularly scheduled or adjourned meeting need be given.

K. Quorum

The presence of a majority of the Board members at any Board meeting shall constitute a quorum for the transaction of business, but less than a quorum shall have power to adjourn the meeting from time to time.

L. Manner of Acting

Except as otherwise provided in these Bylaws, the act of the majority of the Directors present at a meeting at which a quorum is present shall be the act of the Board.

M. Action without Meeting

Any action required or permitted to be taken by the Board Members may be taken without a meeting, if all of the Board Members, individually, or collectively, consent in writing to the action. Such action by written consent shall have the same force and effect as the unanimous vote of the Board Members. Such written consent or consents shall be filed with the minutes of the proceedings of the Board Members.

N. Participation by Conference Telephone or Similar Electronic Device

Members of the Board of Directors or of any committee thereof may participate in a meeting of such Board or committee by means of a conference telephone or similar communications equipment whereby all persons participating in the meeting can hear each other. Participation by such means shall constitute presence in person at such meeting. When such a meeting is conducted by means of a conference telephone or similar communications equipment, a written record shall be made of the action taken at such meeting, noting participation of those who were present by means of such communications equipment.

O. Advisory Teams

The Board, by majority vote of all Directors in office, may appoint two or more persons from among its number to serve as special Advisory team, such as the Board may determine are necessary, which shall have such powers and duties as shall from time to time be prescribed by the Board. Except as otherwise provided by law, the Articles of Incorporation, these Bylaws, or by a Resolution of the Board, each Advisory team may not exercise the authority of the Board.

P. Minutes

Minutes of the meetings of the Board shall be recorded and taken by the Secretary who shall have custody thereof and be responsible for circulating copies to the members in a timely manner.

VI. CORPORATE OFFICERS

A. Officers

The officers of the Church shall be the President/the Chairman of the Board, Secretary, Treasurer, and such other officers as the Board may from time to time determine necessary. A person may hold one of these offices as a second office except for that of President and Secretary.

B. Election and Term

The Officers of the Church shall be annually appointed by majority vote of the Board. Officers may be reelected without limitation or until their successor is elected and qualified.

C. President

The Board shall annually appoint a President. He shall see that all orders and resolutions of the Board are put into effect. The President shall serve as Chairperson of the Board and facilitate all Board meetings. The President shall execute any necessary documents and instruments on behalf of the Church, except where the signing and execution thereof shall be expressly delegated by the Board to some other officer or agent of the Church. He shall have such other powers and duties as the Board may prescribe from time to time. He shall be an ex-officio member of all ministries unless he delegates to other individuals. The president of the board shall have general powers and duties of supervision and management usually invested in the president of a corporation.

D. Secretary

The Board shall annually appoint a Secretary. The Secretary shall be a member of the Board but may or may not be a voting Board member. The Secretary shall record and preserve the minutes of all Board meetings. Unless delegated to Church Clerk, the Secretary shall also serve as clerk of the congregation and shall record and preserve the minutes of all congregational meetings, shall maintain an up-to-date Church roll of members, and prepare and forward membership letters. The Secretary shall be charged with the duty of giving proper notice to the church and Board members of the respective Board and congregational meetings.

E. Treasurer

The Board shall annually appoint a Treasurer. The Treasurer shall be a member of the Board but may or may not be a voting Board member. The Treasurer, or his/her designee, shall be responsible for all monies collected and distributed by the Church and shall make financial reports to the Board. They shall ensure that a financial report is made available for members at the annual congregational meeting and such other congregational meetings wherein a financial report is deemed necessary. A copy of the financial records shall likewise be made available to the congregation on at least annual basis. Proper records and books concerning incoming and outgoing funds shall be kept and such records and books shall be available for auditing or inspection.

VII. CHURCH MINISTRIES

A. Standing and Special Ministries

The Board may establish such ministry teams (Standing and Special) as needed to assist them in the performance of their responsibilities. These ministries shall function under the oversight of the Board but shall continue to pursue their delegated responsibilities as defined by the Church and those tasks specifically delegated to them by the Board. A Special team may not exist beyond the duration of one year without reauthorization by the Board.

B. Organization and Responsibilities

The organization and responsibilities of each Standing and Special ministries shall be described more fully in the Church Policy and Operations Manual.

C. Ministry Members and Leaders

Church members may recommend individuals to the Board, or its designee, for consideration for each Standing or Special committee based on an individual's SHAPE (Spiritual gifts, Heart (passion for a particular ministry), Abilities, Personality traits, and Experiences). Qualified candidates shall be appointment by the Board. Unless otherwise stated in these Bylaws, the ministries shall annually elect a Leader from among their membership.

VIII. NON-PASTORAL STAFF

A. Non-pastoral Staff

Non-pastoral staff, including office staff, functions as servants in coming alongside of the pastoral staff and Church body to support them in ministry. It is the Pastor's responsibility to lead ministry staff in the direction that helps the Church accomplishes its goals.

B. Duties and Responsibilities

The duties and responsibilities for all staff positions shall be formulated by the Board, or its designee.

C. Selection of Non-Pastoral Staff

Selection and approval of staff shall be the responsibility of the Pastor with advice and consent of the Board, or its designee.

D. Resignation and Termination

Any staff member may at any time resign by submitting written notice to the Pastor. Any non-pastoral staff member may be terminated upon recommendation by a supervising staff member and approval by the Board, or its designee. Such terminations of staff may be reported to the Members, but does not need Membership approval.

IX. FINANCIAL POLICY

A. Annual Budget

The Board of Directors shall present an annual budget to be approved by The Church membership at the Annual Business Meeting. Any changes to the approved budget of 10% or more require a special called business meeting and simple majority vote in order to pass.

B. Fiscal Year

The Board, in consultation with the necessary ministries, shall have the power to fix, and from time to time to change, the fiscal year of the Church. Unless otherwise determined by the Board, the fiscal year of the Church shall be the calendar year. Accurate records will be kept by all organizations of the Church and report made on the fiscal year basis. All funds handled by any and all organizations will be reported to the Board.

C. Fund Expenditures

All expenditures of funds are to be made in accordance with The Church budget. Any expenditure exceeding a budget line item amount must be approved by the Board of Directors or the Members in accordance with these Bylaws.

D. Accounting Procedures

The Treasurer, or a designated bookkeeper, shall account for all funds, for any and all purposes, and shall properly record such funds and their expenditure on the books of the Church. The expenses of all organizations, as approved by the Church, shall be paid from the general fund as heretofore provided. A system of accounting for handling of all funds shall be the responsibility of the Board, or its designee.

E. Budget Deficits

The Board of Directors shall have the authority to delay payment of any budgeted item that would cause a deficit in The Church accounts.

F. Audits

An independent, outside auditor, selected by the Board of Directors shall audit the books at the close of each fiscal year. A copy of the report will be available at the office in accordance with policy and procedures.

G. Additional Financial Procedures

1. Financial Institutions. The Board of Directors shall select the financial institutions used by The Church.
2. Checks. All checks over the amount of five thousand dollars (\$5000.00) shall require two signatures as authorized by the Board of Directors.
3. Contracts. The President and/or the Chairman can sign contracts to bind the Church once approved by the Board or according to its procedures. However, the Board may authorize any officer or officers, agent or agents of the Church, in addition to these two officers so authorized by these Bylaws, to enter into any contract or execute and deliver any instrument in the name of or on behalf of the Church, including real estate transactions once proper approval has been sought and obtained. Such authority may be general or confined to specific instances. All contracts for major services or expenditures should be reviewed by a competent attorney.
4. Endowments. With church approval, the Board of Directors may establish any endowments for the general purposes or for any special purpose of The Church.
5. Designated Contributions. The Church may accept any designated contribution, grant, bequest or device consistent with its general tax exempt purposes, as set forth in the Articles of Incorporation. Donor designated contributions will be accepted for special funds, purposes or uses as approved by the Board of Directors.
6. Benevolence Fund. The Board shall establish procedures to receive and disburse by check all funds allocated to them in the Benevolence Fund. It shall be the duty of the Board or its designees as a Benevolence Team to determine needs of the congregants or others in the community as they arise. The Board or its designees shall examine the need of the recipients of these designated funds.
7. Purchase or Sale of Property and Borrowing. Neither officers nor agents of the Church may transfer, purchase, or sell real or personal property on behalf of the Church unless authorized by the Board according to these Bylaws. Any borrowing of money must be approved by the Board according to these Bylaws.

H. Partnerships, Joint Ventures, LLC's and Auxiliary Corporations.

The Board of Directors may authorize in writing any officer(s) or agent(s) of The Church to enter into any partnerships or joint ventures or create auxiliary corporations or limited liability companies that the Board of Directors determine will advance the religious purposes and goals of the members as described herein and not violate The Church's tax exempt status.

X. SETTLEMENT OF DISPUTES WITHIN OR AGAINST CHURCH

Any dispute arising between or among Church members may be resolved by The Church Directors (or a duly appointed team from The Church Board) under the Christian Conciliation Rules and Procedures published at www.hispeace.org. All employees, contractors and vendors of The Church shall be asked to sign policies or contracts with the Christian Dispute Resolution clause in it.

Any dispute between a member and The Church, or its agents in their representative capacity, shall be resolved through Christian Conciliation. Christian mediation should be attempted but if it does not resolve the dispute then legally binding Christian Arbitration shall be employed by the Board or individuals selected by the Directors in accordance with the Rules of Procedure for Christian Conciliation found at www.HisPeace.org. A decision shall be reached after prayerful consideration, in a spirit of humility, with each Arbitrator seeking that which most glorifies God and regarding one another before himself.

Judgment upon an arbitration decision may be entered in any court otherwise having jurisdiction. Jurisdiction and venue shall be the county and state where The Church is located and Virginia law will apply to dispute. Members, pastors, staff or third party vendors/contractors shall understand that these methods shall be the sole remedy for any controversy or claim arising against The Church and expressly waive their right to file a lawsuit in any civil court against one another or The Church for such disputes, except to enforce an arbitration decision.

In that case, judgment upon an arbitration award may be entered by any court having competent jurisdiction, in conformity with the laws of the Commonwealth of Virginia. Notwithstanding this above provision, to protect The Church and its members and under its risk policy procedures, The Church is required to maintain liability insurance. Therefore, this conflict provision is conditioned upon agreement by The Church's insurers that, in light of the particular facts and circumstances surrounding the disputed matter, this provision, and the process it establishes will not diminish any insurance coverage maintained by The Church.

XI. INDEMNIFICATION

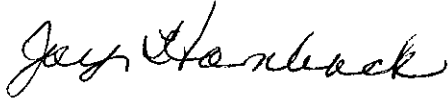
Any person made or threatened to be made a party to any action or proceeding, whether civil or criminal by reason of the fact that he or his testator is or was a Board Member, or officer, employee or agent of The Church, may be indemnified by The Church, and The Church may advance his related expenses, to the full extent permitted by law. The Church may purchase and maintain insurance to indemnify: (a) itself for any obligation which it incurs as a result of the indemnification specified above; and (b) its Board Members, officers and staff.

XII. AMENDMENTS

Members may propose changes to the Bylaws that shall be submitted to the Board for consideration and comment. The Board shall present the proposed changes and their comments to the Church at a regular or special business meeting. These Bylaws may be amended by a two-third (2/3) vote of the members present and voting, provided that the following procedure has been followed:

1. The proposed written amendment has been presented at a previous business meeting;
2. The proposed amendment has been mailed or otherwise made available to the membership at least two (2) weeks before the meeting to act on the amendment; and
3. The proposed amendment has been announced on a previous Sunday worship service at least two (2) weeks before the vote was taken.

I, the undersigned Secretary of Cornerstone Baptist Church of Stafford, Virginia, do hereby certify that the above Constitution and Bylaws were approved by the membership at a duly called meeting on November 18, 2018. Specific amendments to the constitution and bylaws dated November 15, 2015 are delineated in the minutes of that meeting. This Constitution and Bylaws are current and in operation as of November 18, 2018



Joy Hanback
Church Secretary

11-25-18
Date

Appendix A

The Baptist Faith and Message

I. The Scriptures

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11,89,105,140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.

II. God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:11ff.; 20:1ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3,15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7.

B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the Virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on

the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord.

Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; 53; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16,27; 17:5; 27; 28:1-6,19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18,29; 10:30,38; 11:25-27; 12:44-50; 14:7-11; 16:15-16,28; 17:1-5, 21-22; 20:1-20,28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5,20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3,34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15,24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.

C. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Savior, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ.

He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and The Church in worship, evangelism, and service.

Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10,12; Luke 1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17,26; 15:26; 16:7-14; Acts 1:8; 2:1-4,38; 4:31; 5:3; 6:3; 7:55; 8:17,39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Romans 8:9-11,14-16,26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11,13; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8,14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.

III. Man

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin.

Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in

His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.

IV. Salvation

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace. Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Savior.

B. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.

C. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

D. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18,30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.

V. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7,19-22; Isaiah 5:1-7; Jeremiah 31:31ff.; Matthew 16:18-19; 21:28-45; 24:22,31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45,65; 10:27-29; 15:16; 17:6,12,17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7,26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10,19; Hebrews 11:39-12:2; James 1:12; 1 Peter 1:2-5,13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.

VI. The Church

The Church is a New Testament church of the Lord Jesus Christ and is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Its scriptural officers are elders and deacons. While both men and women are gifted for service in The Church, the office of elder is limited to men as qualified by Scripture.

The New Testament speaks also of The Church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

Matthew 16:15-19; 18:15-20; Acts 2:41-42,47; 5:11-14; 6:3-6; 13:1-3; 14:23,27; 15:1-30; 16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11,21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.

VII. Baptism and the Lord's Supper

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby members of The Church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16,21; 11:23-29; Colossians 2:12.

VIII. The Lord's Day

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

Exodus 20:8-11; Matthew 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3,33-36; John 4:21-24; 20:1,19-28; Acts 20:7; Romans 14:5-10; 1 Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.

IX. The Kingdom

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

Genesis 1:1; Isaiah 9:6-7; Jeremiah 23:5-6; Matthew 3:2; 4:8-10,23; 12:25-28; 13:1-52; 25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20-21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Romans 5:17; 8:19; 1 Corinthians 15:24-28; Colossians 1:13; Hebrews 11:10,16; 12:28; 1 Peter 2:4-10; 4:13; Revelation 1:6,9; 5:10; 11:15; 21-22.

X. Last Things

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

Isaiah 2:4; 11:9; Matthew 16:27; 18:8-9; 19:28; 24:27,30,36,44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40,48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Romans 14:10; 1 Corinthians 4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1,8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.

XI. Evangelism and Missions

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.

Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8,16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.

XII. Education

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should

receive along with these the liberal support of The Churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

Deuteronomy 4:1,5,9,14; 6:1-10; 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff.; 119:11; Proverbs 3:13ff.; 4:1-10; 8:1-7,11; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff.; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3,8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17.

XIII. Stewardship

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4,19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21,42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.

XIV. Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over The Churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.

XV. The Christian and the Social Order

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the

regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick.

We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16, 43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; 1 Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.

XVI. Peace and War

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war.

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

Isaiah 2:4; Matthew 5:9, 38-48; 6:33; 26:52; Luke 22:36, 38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.

XVII. Religious Liberty

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God.

The Church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

Genesis 1:27; 2:7; Matthew 6:6-7, 24; 16:26; 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2; 13:1-7; Galatians 5:1, 13; Philippians 3:20; 1 Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.

XVIII. The Family

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption.

Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved The Church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as The Church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.



**CORNERSTONE BAPTIST CHURCH
OF STAFFORD COUNTY, VIRGINIA
56 McWHIRT LOOP
FREDERICKSBURG, VIRGINIA**

MEMBERSHIP COVENANT

Having been led by the grace of God through the life-giving power of the Holy Spirit to repent from my sin and in faith turn to Jesus Christ as my Lord and Savior and having given public testimony of this faith through baptism, I now joyfully and solemnly enter into this covenant with the members of Cornerstone Baptist Church of Stafford, Virginia:

- I am united in striving to know the will of God as taught in the Holy Scriptures, and in our purpose to walk in the ways of the Lord, made known to me by those Scriptures.
- I hold it to be the mission of the Church to proclaim the gospel to all mankind, exalting the worship of the one true God, and to serve the Lord Jesus Christ until He shall come again.
- I also invite the care and concern of the Church Leadership and the members of the congregation for our lives and will receive counsel from them when necessary.
- I have read the Articles, Constitution and Bylaws, including but not limited to those policies dealing with Church discipline, conflict resolution and members' privileges and responsibilities and holy covenant and agree to be bound by the Articles, Constitution and Bylaws and accompanying policies and procedures.

Signature of Member _____ *Date* _____

Pastor or Board President _____ *Date:* _____

November 18, 2018