

**CONSTITUTION OF
PERRY HALL BAPTIST CHURCH, INC.**
(Revised 3/17/2024)

1. STATEMENT OF NAME

The name of this church shall be Perry Hall Baptist Church, located at 3919 Schroeder Avenue in Perry Hall, Maryland, incorporated in the State of Maryland on February 29, 1960.

2. COVENANT

Having been brought by divine grace to repentance and to accept Jesus Christ as Savior and Lord, we do now solemnly covenant with one another as God shall enable us by His Holy Spirit, that we will walk together in brotherly love; that we will exercise Christian care and watchfulness over one another, and faithfully warn, rebuke, or admonish one another as the case may require; that we will participate in one another's joys, and endeavor with tenderness and sympathy to bear one another's burdens; that we will walk circumspectly, denying ungodliness and every worldly lust; that we will not forsake assembling for divine worship, nor omit the great duty of prayer; that we will cheerfully contribute for the maintenance of a faithful evangelical ministry among us for the aid of the poor and for the spreading of the Gospel over the world; and that through life we will seek to witness and live to the glory of Him who has called us out of darkness into His marvelous light.

3. CONSTITUTION

The Perry Hall Baptist Church Constitution and Perry Hall Baptist Church Bylaws, adopted April 16, 1962, are established for and in accordance with the Articles of Incorporation for the Perry Hall Baptist Church, Incorporated. The Articles of Incorporation were approved and received for recording by the State of Maryland, Department of Assessments and Taxation, on February 29, 1960 and were also received and recorded in the records of Baltimore County, August 17, 1960. On November 22, 2015, the Perry Hall Baptist Church members approved an addendum to the Articles of Incorporation, and on or about December 24, 2015 the revised Articles of Incorporation were filed with the State of Maryland. On March 17, 2024, the Perry Hall Baptist Church members approved to amend and restate the Articles of Incorporation in its entirety, and on or about April 30, 2024, the restated Articles of Incorporation were filed with the State of Maryland.

ARTICLE ONE

This assembly shall be known as the Perry Hall Baptist Church of Maryland. Its government is vested in the body of believers who compose it. It is subject to the control of no other ecclesiastical body.

ARTICLE TWO – STATEMENT OF PURPOSE

The purpose of this church shall be:

- A. To obey the Great Commandment of Christ to love God with all our hearts, souls, and minds, and our neighbor as ourselves.
- B. To obey the Great Commission of Christ to reach the lost, by individually and corporately giving witness to the power of Christ, and by promoting the ministry of the Word at home and abroad.
- C. To carry out the Great Commission of Christ in discipling the believer, by maintaining regular services for both instruction and public worship, by administering the ordinances of the New Testament, and by providing such institutions and organizations as would equip our people to better serve Christ.

Matt 22:37-39; Matt 28:19-20

ARTICLE THREE - DOCTRINE

Section A. – The Scriptures

We believe that the Holy Bible is the inspired Word of God without error in the original manuscripts and is a perfect treasure of heavenly instruction; that it has the Holy Spirit of God for its author, truth as its matter and salvation for its end; that it reveals the principles by which God will judge us and, therefore, is and shall remain unto the end of the world, the supreme standard by which all human conduct and creeds shall be tried.

2 Timothy 3:16-17; 2 Peter 1:21; Revelation 22:18-19.

Section B. – The Trinity

God is known to men as three persons – Father, Son and Holy Spirit – executing distinct but harmonious offices in the work of redemption.

1. The Father

We believe in the personal existence of God, the Supreme Being Who is infinite and perfect. He possesses the attributes of eternity, self-existence, immutability, omnipotence, omnipresence, omniscience, holiness, righteousness, justice, love, mercy, and grace. In holy love, He created and sustains by His immediate presence, all things. He is the Father of our Lord and Savior Jesus Christ.

Genesis 1:1; Malachi 3:6; Matthew 3:17; Titus 2:11-12.

2. The Son

We believe in the Person of the Lord Jesus Christ, Who is the Son of God, very God of very God; Who, in order to redeem fallen man from sin took on the form of man by the process of the virgin birth; that He was tempted in all points as we are, yet without sin; that He lived in perfect harmony with God and His laws; that He voluntarily suffered death and in so doing was the vicarious sacrifice for the sin of the race; that He physically and literally rose from the dead, ascended up on high and is now enthroned at the right hand of God as the Mediator between God and the sinner and as the High Priest and Advocate of the saint; that He shall return to take into His eternal presence all those who have accepted Him as Savior and have therefore been born again.

John 1:14; 8:58; Acts 1:11.

3. The Holy Spirit

We believe in the Person of the Holy Spirit; that He is equal with God the Father and God the Son and of the same nature; that He was active in Creation; that in His relation to the unbelieving world He restrains Satan until God's purpose is fulfilled; that He convicts of sin, of righteousness and judgment; that he bears witness to the gospel in preaching and testimony; that He is the Agent of the New Birth; that He baptizes, seals, endues, guides, teaches, witnesses, sanctifies and helps the believer.

John 15:26; 16:7-14; Acts 5:3-4.

Section C. – Man

We believe that man was created in the image of God; that He has a threefold nature, physical, mental and spiritual; that his distinctive mark is his spiritual nature; that this is of like nature to God Himself and is immortal and capable of immediate knowledge of God; that conscience and will make him morally a responsible being and that as such God deals with him.

We believe that man was created innocent, in perfect harmony with the moral government of God; that by voluntary transgression of the will of God and submitting to the Devil, he broke that harmony and became sinful; that without exception the race of man is morally corrupt; that by reason of conscience and will the individual is guilty and merits the wages of sin which is death; and that if persisted in, sin will work out complete and final ruin to him who does not forsake it in the experience of the new birth.

Gen. 1:26-27; 2:7; 3:1-7; I Cor. 15:44-45; Rom. 3:10-11, 23; 6:23.

Section D. – Salvation

We believe that it is impossible for man to save himself; that in order to be saved he must realize his need for the Savior, repent and receive Christ as his Savior, and thus be born again; that the new birth results in a new creation in Christ Jesus; that it is instantaneous and not a process; that in the new birth the one dead in trespasses and sins is made a partaker of the divine nature and receives eternal life, the free gift of God; that the new creation is brought about in a manner above comprehension, not by culture, character or the will of man, but wholly and solely by the power of the Holy Spirit in connection with divine truth, so as to secure our voluntary obedience to the Gospel; that its proper evidence appears in the holy fruits of repentance, faith and newness of life.

John 1:12; 3:16; 2 Corinthians 5:17; Ephesians 2:8-9.

Section E. – The Church

We believe that the church universal is an organism, the Body of Christ, those who have been redeemed out of every kindred, tongue, people and nation, and comprise the Bride of Christ. We believe that the local church is a body of professed believers in Jesus Christ as the Son of God, Savior and Lord who have covenanted together for worship, mutual edification and to work for the spreading of the Gospel to the uttermost parts of the earth.

The financial budget of the church will solely be supported by the free will giving of friends and members of the church. According to Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally to their local church for the advancement of the Redeemer's cause on earth.

We believe that 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.

We believe that the ordinances of the church are two—Baptism and the Lord's Supper. Both ordinances are commanded by Christ and should faithfully be observed only by His followers. Baptism is the immersion in water of a believer in the name of the Father, Son and Holy Spirit to show forth in a solemn and beautiful emblem our faith in the crucified, buried and risen Savior, and is symbolic of our death to sin and our resurrection to a new life in Him. We believe that it is a prerequisite to church membership. The Lord's Supper or Communion is the highest act of worship. It is a memorial of Christ's death for us and a symbol of His sustaining of our spiritual life and growth.

Matthew 16:18; Acts 2:41-42; 1 Corinthians 12:12-27; Matthew 28:19-20; 1 Corinthians 11:23-30.

Section F. – Last Things

We believe in the literal bodily Second Coming of our Lord Jesus Christ, including the Rapture of His church prior to the Tribulation and Millennium, the resurrection of the just and of the unjust, and that the Lord Jesus Christ will judge the quick and the dead at His coming.

We believe that acceptance or failure to accept Jesus Christ as Savior seals eternal destiny; that there is no second chance to believe after death and that the future happiness of the righteous in Heaven and the future misery of the wicked in Hell will be complete and eternal.

Acts 1:11; 2 Corinthians 5:10; 1 Thessalonians 4:13-18.

ARTICLE FOUR – STATEMENT ON MARRIAGE, GENDER, SEXUALITY, AND SANCTITY OF LIFE

Marriage - We believe that the term “marriage” has only one meaning: the uniting of one biological man and one biological woman in a single, exclusive union, as delineated in Scripture (*Gen. 2:18-25*). We believe that God intends for sexual intimacy to occur only between a biological man and a biological woman who are married to each other (*1 Cor. 6:18; 7:2-5; Heb. 13:4*). We believe that God commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

Gender - We believe God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (*Gen. 1:26-27*). Rejection of one’s biological sex is a rejection of the image of God within that person.

Sexuality - We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God (*Matt. 15:18-20; 1 Cor. 6:9-10*).

We believe that in order to preserve the function and integrity of Perry Hall Baptist Church as the local Body of Christ, and to provide a biblical role model to the Perry Hall Baptist Church members and the community, it is imperative that all persons employed by Perry Hall Baptist Church in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality (*Matt. 5:16; Phil. 2:14-16; 1 Thess. 5:22*).

Sanctity of Life – We believe that human life occurs at conception, and that the unborn child is a living human being created in God’s image (*Genesis 1:26-27, 9:5-6*). Abortion constitutes the unjustified, inexcusable taking of unborn human life (*Exodus 21:22; Job 3:16; Psalm 139:14-16; Isaiah 44:24, 49:1,5; Jeremiah 1:5; Luke 1:44*). Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (*Psalm 139*)

ARTICLE FIVE - MEMBERSHIP

NOTE: Throughout this document, references to “members” and “membership” signify “active voting members.” A member in good standing is one who confesses Jesus Christ as Lord and Savior and has been baptized by immersion as a testimony of his/her faith. All members are expected to conduct themselves in a manner that glorifies Christ, faithfully and consistently attend worship services of the church, give regularly for its support and charities, and participate in ministries of the church. To be an “active voting member,” one must be at least 18 years of age.

Section A. Procedure for Membership

The procedure for an applicant for initial membership or reinstatement to membership shall be as follows:

1. He/She shall express the desire for membership.

2. He/She shall have completed the Perry Hall Baptist Church membership course and execute the “PERRY HALL BAPTIST CHURCH MEMBERSHIP COVENANT” (Attached to this Constitution as APPENDIX I).
3. He/She shall give testimony of faith in Jesus Christ as Lord and Savior to the Elders who shall, upon Elder acceptance, recommend him/her to the church members for membership.
4. He/She shall be accepted by the church members by way of a verbal affirmation during either a worship service or other called membership meeting.

Section B. Termination, Discipline, and Restoration

Termination of membership can be initiated by a member, or by the church, subject to the following principles under the direction of the Elders:

1. Member-Initiated Termination

Any member in good standing who desires to terminate his/her membership may request a letter of recommendation to another church of like faith and is entitled to have such letter forwarded by the church to a named assembly, upon the member’s written request. Also, any member who has informed the Elders that he/she will no longer be attending Perry Hall Baptist Church will be removed from the church membership roll.

2. Church-Initiated Termination, Discipline, and Restoration

It is a significant responsibility of the church to protect the Name of Jesus Christ and the purity of His church, both of which are stained by sin in the lives of its members. If a member becomes an offense to the church and to its good name by reason of known persistent and unrepentant sin, other immoral or unchristian conduct, or by persistent breach of their covenant vows, the Elders may elect to initiate the process of church discipline. The goal of church discipline is to guide a member to repentance for their sin and to preserve or restore him or her to fellowship with the church. *Matthew 18:15-17* presents the process that Perry Hall Baptist Church will follow in such cases.

Any member who is absent from the worship services of the church for a period of one year or who has become a member of another church will be removed from the church membership roll unless a satisfactory explanation is given to the Elders. Such persons, if possible, shall have first been contacted by the Elders.

ARTICLE SIX - OFFICERS

Perry Hall Baptist Church recognizes two categories of officer. The first is “scriptural officers” as found and described in the Bible, specifically the offices of Elder and Deacon. The second is “corporate officers” as defined in ARTICLE FOUR of the Perry Hall Baptist Church Bylaws.

Section A. General Rules

1. Those members who hold office at Perry Hall Baptist Church shall subscribe to the Perry Hall Baptist Church doctrinal statement as found in ARTICLE THREE of this Constitution. Any church officer who shall change their belief shall submit their resignation from office.
2. All church officers shall conduct themselves in such a manner as to be above reproach in their Christian testimony and live a godly life, as evidenced by loving God, His Word, and His people.
3. The seating of all scriptural officers shall occur immediately upon their affirmation by the church’s membership.

Section B. Pastors

The lead pastor shall have in his charge the spiritual welfare of the congregation. He shall preach the Word and visit the flock. He shall also have in his care the stated service of public worship. He shall administer the ordinances and shall preside at all meetings of worship, except when excused for reasons that would include, but not be limited to vacation, sickness, or bereavement. He shall be an ex-officio member of all ministry teams.

1. Calling

A lead pastor shall be called as a vacancy occurs. A single candidate to fill the position shall be selected and approved by the Elders and presented to the church members for affirmation at a properly called special meeting for that purpose.

Should associate/assistant pastors be required, the position(s) will be approved by the Elders and affirmed by the church membership. Candidates to fill the position(s) shall be selected by the lead pastor, approved by the Elders, and presented to the church members for affirmation at a special membership meeting called for that purpose. Their duties shall be outlined and assigned by the lead pastor. They shall be supervised and held accountable by the lead pastor.

2. Termination

A pastor can be dismissed if he becomes spiritually unqualified, physically incapacitated, or his inability to serve is established. The removal of a pastor will be either by the unanimous vote of the Elders (in which case the pastor(s) will forfeit his right to vote) or by vote of the church members at a special meeting called for that purpose.

Section C. Scriptural Officers

1. Elders

Perry Hall Baptist Church recognizes two categories of Elders: The staff Elder (those named and called specifically as “Pastors”) and the lay Elder (those members of the church who have accepted the Lord’s call and received the members’ affirmation to serve). Elders must satisfy all qualifications found in *1 Timothy 3:1-7*, and *Titus 1:6-9*.

Under the Lordship of Jesus Christ, an Elder carries biblical authority to provide leadership and guidance in all matters related to the spiritual health of the Perry Hall Baptist Church family and the proper functioning of the institution of the church. The Bible uses several titles for Elders, including “shepherd” and “overseer,” to emphasize their leadership role. Elders will give an account for those under their care (Hebrews 13:17). Elders have the weighty responsibilities of leading, feeding, nurturing, and protecting the flock that God has entrusted to them (*1 Peter 5:2*, *John 21:15-16*, *Acts 20:28*), and of “*equip[ping] the saints for the work of ministry, for building up of the body of Christ*” (*Ephesians 4:12*).

The Elders shall exercise jurisdiction over matters pertaining to all ministries of Perry Hall Baptist Church, including Perry Hall Christian School. They shall appoint those individuals that they deem necessary to assure that all ministries are kept on the highest spiritual plane and are conducted in keeping with the high standards of the church. An Elder may be appointed to serve as an observer on each church ministry team.

They shall elect annually from among their number a chairman, secretary, and such other team leaders as shall be deemed necessary. A quorum is necessary to conduct an Elder meeting. A majority of sitting Elders constitutes a quorum for an Elder meeting.

a. Calling

Sitting Elders will identify and thoroughly screen candidates from among members for the office of lay Elder. Elders will prayerfully and thoughtfully apply all biblical criteria to those men. Those men whose lives demonstrate fidelity to all requirements and who have experienced a clear leading by the Holy Spirit to the office of Elder will be recommended to the church members who will then be invited to affirm Elder candidates' appointments to office by vote at either the semi-annual meeting or a properly called special meeting for that purpose.

b. Duties and Responsibilities

In their role as Elders, all willingly and soberly accept the following responsibilities and duties:

1. Teaching (*1 Timothy 3:2, 5:17; Titus 1:9*) – While not all Elders are called to preach, each should be active in teaching through small groups, Bible studies, discipleship groups, and other activities. In the role of teacher, Elders have the privilege of training up the next generation of teachers.
2. Caring – As shepherds, Elders play a significant role in the soul care of the church body. This includes pastoral care, praying for the sick and troubled, exhortation, and, when necessary, discipline.
3. Equipping – In accord with *Ephesians 4:11-16*, Elders are concerned with the spiritual growth and maturity of the flock, teaching the truth in love, so each member will be ever-increasing in Christlikeness.
4. Protecting – Elders have the very important role of protecting the flock from outside influences of the enemy and from false doctrine, guarding the truth, and administering church discipline.
5. Governing – Elders have the responsibility of developing/determining church policy and overseeing the work of the church in all respects.
6. Additional Elder expectations include the following:
 - a. Interview thoroughly all applicants for baptism and membership.
 - b. Give thoughtful and prayerful consideration to any charges that are brought against a member or members, investigate all cases thoroughly, and hear testimony from all parties involved in deciding the most appropriate resolution of the matter.
 - c. See that a leader is provided for prayer meetings and pulpit supply on the Lord's Day in the event of the absence of the pastor(s).
 - d. In the event of the pastor's resignation or death, the Elders shall be responsible for the administration of all church affairs.
 - e. In the event of a pulpit vacancy, the Elders shall locate and select a candidate to whom they feel unanimously drawn by the Holy Spirit. They shall present only one nominee at a time to be affirmed by the church membership.
 - f. In the event of unforeseen circumstances or significant ministry opportunities, the Elders may annually authorize the investment or reallocation of church funds of up to 5% of the then-current church budget. They shall notify the membership of such action in a timely manner.
 - g. Responsible for the administration of church personnel. Elders may delegate these tasks as they deem necessary.
 - h. The authority to take offerings and the designation of purpose thereof shall reside with the Elders.

c. Duration of Service

An Elder's active service may continue until:

1. He elects to retire from active service, or
2. He requests an opportunity for a sabbatical period, or

3. His removal by the unanimous action of all other sitting Elders is required because of behavior inconsistent with biblical Eldership, or
4. The church membership votes to dismiss an Elder from office at a special meeting called for that specific purpose.

2. Deacons

The scriptural office of deacon exists, primarily, to assist the Elders in promoting the physical welfare of the church, to exercise special and prudent care for the church membership, and to welcome new members into the congregation. Deacons shall be in full communion with the church, of mature judgment, of unquestioned Christian character, loyal to the Lord Jesus Christ, and committed to advancing the welfare of the church family. Deacons must satisfy all qualifications found in *1 Timothy 3:8-13*.

a. Calling

The Elders will identify men and women from among active church members to serve the church in the role of deacon. They will be examined by the Elders with respect to their biblical qualifications, heart for service, and calling by the Holy Spirit. When found to satisfy these criteria, Elders will ask the church members to affirm the appointment of these men and women to the office of deacon by vote at either the semi-annual meeting or a properly called special meeting for that purpose.

b. Duties and Responsibilities

In their role as Deacons, all willingly and soberly accept the following responsibilities and duties:

1. To assist the Elders in the administration of the ordinances.
2. To visit the sick and distressed members of the church and to welcome new members.
3. To support Elders, as needed, in the worship, fellowship, and educational activities of the church.
4. As directed by the Elders, to provide leadership to the church's ministry teams.
5. In concert with the Elders, Deacons may, when necessary, assist in the relief of the sick and/or distressed by making grants of money from the fellowship fund, or by other means.

c. Duration of Service

After three (3) years of a Deacon's uninterrupted active service, the Elders may re-affirm their continuing service in the office. In addition to the periodic affirmation by the Elders, their service may continue until one of the following events occurs:

1. He/She elects to retire from active service, or
2. He/She requests an opportunity for a sabbatical period, or
3. His/Her removal by the unanimous action of the sitting Elders is required as a consequence of behavior inconsistent with biblical leadership and servanthood.

Section D. Corporate Officers

See the Perry Hall Baptist Church Bylaws ARTICLE FOUR for the definition of "Corporate Officers".

ARTICLE SEVEN – CHURCH MINISTRIES AND TEAMS

The church regards, as integral parts of itself, all ministries formed for the purpose of furthering the mission of the church. The Elders shall exercise oversight of all such ministries. The purpose of these ministries shall be as follows:

1. To bring others to a saving knowledge of the Lord Jesus Christ.

2. To strengthen others in their faith.
3. To provide meetings for Christian fellowship and inspiration.
4. To cooperate with the Elders and other church ministries in advancing the cause of Christ.

Section A. General Rules

1. Perry Hall Baptist Church ministry team members and missionaries shall subscribe to the Perry Hall Baptist Church doctrinal statement as found in ARTICLE THREE of this Constitution. Any church ministry team member or missionary who shall change their belief shall submit their resignation from their position.
2. Ministry team leaders and missionaries shall conduct themselves in such a manner as to be above reproach in their Christian testimony and live a godly life, as evidenced by loving God, His Word, and His people.

Section B. Discipleship Ministry

“Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you.” (Matt 28:19-20)

Disciple-making – intentionally entering into someone’s life to help them know and follow Jesus and teach them to obey His commands – is at the heart of ministry at Perry Hall Baptist Church. In carrying out Christ’s Great Commission, Perry Hall Baptist Church will provide discipleship experiences and opportunities for members, guests, and regular attenders of all age groups, to include Bible study, equipping for service, prayer, accountability, and fellowship.

All Perry Hall Baptist Church members are expected to participate in one or more components of the discipleship ministry.

Section C. Trustees

The responsibilities of the Trustees are defined in ARTICLE THREE of the Perry Hall Baptist Church Bylaws.

Section D. Missions

Perry Hall Baptist Church holds that its most important responsibility is to preach the gospel of repentance and remission of sins among all nations and to disciple all nations as it has been sent to do by the Lord Jesus Christ. Therefore, the Elders will seat a missions team from among active church members to support the Elders in the church’s missions ministry. The composition of the missions team and duration of service on the team will be determined by the Elders with input from existing missions team members as appropriate. Members of the missions team may continue to serve until retirement or dismissal by the Elders from the missions team.

The role of the missions team is to stimulate and encourage a missionary spirit in the church, to investigate such missionaries or projects as might be worthy of support, and to make recommendations to the Elders pertaining thereto. If the Elders concur with the recommendation, the matter shall be jointly presented to the church members for affirmation.

Annually, prior to April 1st, after presentation to the Elders and with the concurrence of the Elders, the missions team shall elect from among its members a chairperson. The missions team shall also elect a vice chairperson, secretary, and such other team members as shall be deemed necessary. A quorum is necessary to conduct a missions team meeting. A majority of current missions team members constitutes a quorum for a missions team meeting.

The basic duties of the missions team shall be as follows:

1. Interview and recommend new candidates for acceptance into the Perry Hall Baptist Church missionary family.
2. Monitor and recommend support changes.
3. Minister to the needs of the missionaries.
4. Keep the church family abreast of their missionary activities.

5. Continually monitor all missionary societies, boards, supported missionaries, and church missionary activities to ascertain their conformity to church doctrinal position and biblical teaching.
6. Encourage current members to be involved in missions.
7. Direct, support, and organize Perry Hall Baptist Church missions trips.

Section E. Perry Hall Christian School

Perry Hall Christian School, consisting of an elementary, middle, and a high school, was founded to provide a quality Christ-centered education. It is to promote the Christian beliefs and lifestyle as set forth in this Constitution.

The Perry Hall Christian School, Inc. is a separate corporate entity doing business as Perry Hall Christian School. The Elders shall approve the corporate charter, the Bylaws, and any future changes to these documents for Perry Hall Christian School, Inc.

The Perry Hall Christian School is to be governed by the Perry Hall Christian School board and administered by a Head of School. Except for at-large members, the members of the school board will be appointed by the Elders from among active church members with input from existing school board members and Head of School as appropriate. Members of the school board may continue to serve until retirement or dismissal by the Elders from the school board. The head of school is to be chosen by the school board with the concurrence of the Elders of Perry Hall Baptist Church. The faculty and staff will be chosen by the Head of School and approved by the school board.

The school board shall ensure that the school's program is maintained with the approval of a recognized educational accrediting group. The budget for the school year shall be prepared by the school board in conjunction with the church's Trustees and presented to the Elders for approval. At its semi-annual meeting (August), the Perry Hall Baptist Church membership will be asked to affirm the budget.¹

Because of the unique ministry of Perry Hall Christian School, school board members shall be in full accord with the criteria for all church officers as well as give evidence of genuine commitment to Christian education as a Christian day school.

Annually, prior to April 1st, after presentation to the Elders and with the concurrence of the Elders, the school board shall elect from among its members a chairperson. The school board shall also elect a vice chairperson, secretary, and such other team members as shall be deemed necessary. The school board will maintain a board policy manual and other manuals as necessary for proper operation of the school. A quorum is necessary to conduct a school board meeting. A majority of current school board members constitutes a quorum for a school board meeting.

The Perry Hall Christian School board may include up to four (4) non-Perry Hall Baptist Church members, so long as the Perry Hall Baptist Church members maintain a simple majority. This restriction is effective at the time of appointment and any unforeseen changes to the board's membership mid-term will not result in the dismissal of an at-large member. In the event of mid-year changes that would impact the simple majority of the church members, requisite positions would be filled with qualified individuals by the Elders. Non-Perry Hall Baptist Church members will be voting members of the board and may serve a maximum term of three years. Upon completion of such term, the member may be eligible to continue to serve on the school board at the discretion of the Elders. Non-Perry Hall Baptist Church members may not serve as board chairperson or vice chairperson. All non-Perry Hall Baptist Church members shall be appointed by the school board, approved by the Elders, and subscribe to and sign the Perry Hall Christian School statement of faith.

Section F. First Impressions

The first impressions team is charged with making everyone who enters Perry Hall Baptist Church for worship, or an event, know they are an important member of our family. The composition of the first impressions team and duration of service on the team will be determined by the Elders. The basic duties of the first impressions team are as follows:

1. Greeting people at entrances being used.
2. Assisting guests to the sanctuary.

3. Providing visitor cards to non-members/regular attenders.
4. Staffing the guest information table.
5. Assuring that the Perry Hall Baptist Church virtual/online presence communicates our story effectively.

Section G. Hospitality

The hospitality team is responsible for making both members and guests feel comfortable while attending services and Perry Hall Baptist Church sponsored events. The composition of the hospitality team and duration of service on the team will be determined by the Elders. The basic duties of the hospitality team are as follows:

1. Assisting candidates in baptismal services.
2. Preparing the elements for the Lord's Table.
3. Assuming responsibility for the refreshments in connection with any social gatherings of the church, other than those sponsored by non-church organizations (If unbudgeted expense is required, they shall secure approval of the Elders of estimated miscellaneous expenses in connection with such occasions before incurring the same).
4. Decorating the church as appropriate to seasons and events.

Section H. Ushers

Perry Hall Baptist Church ushers have as a primary role assisting worshippers and guests during services and special events in the sanctuary. The composition of the ushers team and duration of service on the team will be determined by the Elders. The basic duties of the ushers are as follows:

1. Helping worship service and event guests locate facilities and services in the building.
2. Taking offerings, both regular and special.
3. Ensuring the smooth movement of worshippers and guests primarily within the sanctuary, rear hallway, and foyer during worship services and special events.
4. Assisting at special events such as Christmas Eve service and funeral services.

Section I. Additional Church Ministries and Teams

Additional service and administrative ministry teams will be created at the discretion of the Elders based on current and anticipated needs of the church. As the need for a team decreases, it may be dissolved by the Elders. The composition of each team and duration of service on the teams will be determined by the Elders.

ARTICLE EIGHT - MEETINGS

Section A. Meetings

See ARTICLE TWO of the Perry Hall Baptist Church Bylaws regarding semi-annual meetings and special meetings.

At the discretion of the Elders, informational and/or town hall type meetings may be called prior to membership meetings to allow for further explanation and discussion of proposed motions.

Section B. Quorum

See ARTICLE TWO of the Perry Hall Baptist Church Bylaws.

Section C. Voting

See ARTICLE TWO of the Perry Hall Baptist Church Bylaws.

Section D. Church Clerk

The Elders shall select a church clerk from among active church members, who may continue to serve until retirement or dismissal from the office by the Elders. The church clerk shall record all business proceedings of the church. The church clerk shall read the minutes from the previous meeting. A copy of the approved minutes shall be filed in the church office by the church clerk.

Section E. Worship

The church shall regularly meet at least every Lord's Day for public worship. It may also assemble at other times as prescribed by the Elders.

Section F. Lord's Supper

The ordinance of the Lord's Supper shall ordinarily be observed on the first Sunday of each month or at other times designated by the Elders.

ARTICLE NINE – COMMISSIONING, LICENSING, ORDAINING

Section A. Commissioning

Members of the church who are missionary candidates accepted and assigned by the missions board, or who are candidates for Christian service, or circumstances where this designation applies, may make request to the Elders for commissioning. The Elders or their designee(s) shall examine and approve candidates as appropriate and recommend their affirmation to the church. If affirmed by the church membership, a public service may then be convened, and a certificate issued.

Section B. Licensing

Members of the church who are students for the Christian ministry shall make a request to the church for a minister's license. The Elders or their designee(s) shall examine and approve candidates as appropriate and recommend their affirmation to the church. If affirmed by the church membership, a minister's license will be granted. This license shall be valid for one year.

Section C. Ordaining

When it shall be proposed to ordain any member to the work of the ministry, the Elders or their designee(s) shall examine and approve candidates as appropriate and recommend their affirmation to the church. If affirmed by the church membership, the candidate shall be ordained to the ministry.

ARTICLE TEN - MISCELLANEOUS

As it relates to ARTICLE TWO of the current Perry Hall Baptist Church Bylaws, all lessors and/or users of the Perry Hall Baptist Church property shall agree to the "Perry Hall Baptist Church Facility Use Policy" and execute the "PHBC and PHCS Building Event Request Form" as approved by the Elders. The "Perry Hall Baptist Church Facility Use Policy" is attached to this Constitution as Appendix II.

ARTICLE ELEVEN - AMENDMENT

Any amendment to this Constitution must be approved by affirmative vote of three-fourths (3/4) of ballots cast by members of Perry Hall Baptist Church at a properly called meeting. Prior to conducting a meeting to cast ballots to amend this Constitution, all proposed amendments shall first be presented to the members of Perry Hall Baptist Church at a separate and properly called meeting of the members.

The appendices that follow are not integral to the church Constitution and may be changed as needed by unanimous action of the Elders.

APPENDIX I. PERRY HALL BAPTIST CHURCH MEMBERSHIP COVENANT

I have received Christ as my Lord and Savior, and I have been baptized as a believer. I covenant to live my life according to the Bible. I have read the Perry Hall Baptist Church Constitution, and I agree with its statements and beliefs. I now feel led by the Holy Spirit to unite with this church family. In doing so, I commit myself to God and to the other members of this church to do the following:

I will protect the unity of my church
...By acting in love toward others
John 13:34-35, 1 John 3:14-18
...By not gossiping about others
Matthew 18:15, Psalm 15:1-3
...By submitting to the leadership of the church
Hebrews 13:17, 1 Thessalonians 5:12-13

I will serve the ministry of my church
...By discovering my gifts and talents
Romans 12:6, 1 Corinthians 12:4-11
...By being equipped to serve
Ephesians 4:11-12, 2 Timothy 3:16-17
...By joyfully serving
Matthew 25:40, Galatians 5:13

I will share the responsibility of my church
...By praying for its growth
Romans 1:9-12, Ephesians 1:15-23
...By inviting the unchurched to attend
Luke 14:23, John 1:45-46
...By warmly welcoming those who visit
James 2:1-4, 1 Corinthians 14:23-25

I will support the testimony of my church
...By attending faithfully
Acts 2:42-47, Hebrews 10:24-25
...By living a godly life
Romans 12:1-2, Titus 2:12
...By giving sacrificially and regularly
1 Corinthians 16:2, 2 Corinthians 9:7

The Elders commit to faithfully lead, love, serve, pray for, and keep watch over the flock that God has entrusted to them.

Pastor

Member Signature

Date

APPENDIX II.

PERRY HALL BAPTIST CHURCH FACILITY USE POLICY

This church facility use policy was approved by the Trustees of Perry Hall Baptist Church at a regularly called Trustee meeting on October 19, 2015. A revised version of this policy was approved at a regularly called Trustee meeting on 1/22/2024.

The church's facilities were provided through God's benevolence and by the sacrificial generosity of church members. The church desires that its facilities be used for the fellowship of the Body of Christ and to bring God glory. Although the facilities are not generally open to the public, we may make our facilities available to approved non-members as a witness to our faith, in a spirit of Christian charity, and as a means of demonstrating the Gospel of Jesus Christ in practice.

Facility use will not be permitted to persons or groups holding, advancing, or advocating beliefs or practices that conflict with the church's faith or moral teachings, which are summarized in ARTICLES THREE and FOUR of the church's Constitution. Nor may church facilities be used for activities that contradict, or are deemed inconsistent with, the church's faith or moral teachings. The Elders, or their designee, are the final decision-makers concerning the use of church facilities.

This restricted facility use policy is necessary for two important reasons. First, the church may not in good conscience materially cooperate in activities or beliefs that are contrary to its faith. Allowing its facilities to be used for purposes that contradict the church's beliefs would be material cooperation with that activity and would be a grave violation of the church's faith and religious practice. (*2 Corinthians 6:14, 1 Thessalonians 5:22*)

Second, it is very important that the church present a consistent message to the community and that the church staff and members conscientiously maintain that message as part of their witness to the Gospel of Jesus Christ. Allowing facilities to be used by groups or persons who express beliefs or engage in practices contrary to the church's faith would have a severe negative impact on the message that the church strives to promote. It could also cause confusion and scandal to church members and the community because they may reasonably perceive that by allowing use of our facilities, the church agrees with the beliefs or practices of the persons or groups using its facilities.

Therefore, in no event shall persons or groups who hold, advance, or advocate beliefs, or advance, advocate, or engage in practices that contradict the church's faith use any church facility. Nor may church facilities be used in any way that contradicts the church's faith. This policy applies to all church facilities, regardless of whether the facilities are connected to the church's sanctuary because the church sees all of its property as holy and set apart to worship God. (*Colossians 3:17*)

Approved Users and Priority of Use

The Elders, or their designee, must approve all uses of church facilities. Generally, priority shall be given to church members, their immediate families, and organized groups that are part of the ministry, organization, or sponsored activities of the church. Church facilities and equipment will be made available to non-members or outside groups meeting the following qualifications:

1. Groups or persons requesting facility use must affirm that their beliefs and practices and planned uses of the facilities are consistent with the stated beliefs of the church as summarized in ARTICLES THREE and FOUR of the church's Constitution.
2. The group or person seeking facility use must submit a "PHBC AND PHCS BUILDING EVENT REQUEST FORM."
3. The group or person seeking facility use must be willing to take responsibility for the facilities and equipment used and must agree to abide by the church's rules of conduct for facility use, as stated below and as described in any additional instructions by church staff.

Facility Use Hours

Please see the “PHBC AND PHCS BUILDING EVENT REQUEST FORM” for normal hours of availability for facility use. Use of the facility outside of normal hours may be approved by the Elders, or their designee.

Scheduling Events

Facility use requests shall be made to the Elders, or their designee, by submitting the “PHBC AND PHCS BUILDING EVENT REQUEST FORM.” The event will be reserved and placed on the church calendar only when the Elders, or their designee, approve the use.

Fees

Use of church facilities is subject to a use and maintenance fee as outlined in the “PHBC AND PHCS BUILDING EVENT REQUEST FORM”. This fee helps to pay for the upkeep of church facilities. Church members are not required to pay a fee for usage because maintenance of the facilities is derived from member tithes and offerings.

Facility Use Guidelines

1. Alcohol Policy: Alcohol is prohibited on church property.
2. Smoking Policy: Smoking is not permitted in any church facility.
3. Groups are restricted to only those areas of the facility that the group has reserved.
4. Food and beverages in classrooms, the church sanctuary, or anywhere not specifically designated for use is not allowed.
5. Church equipment, such as tables and chairs, must be returned to the original placement, unless arranged otherwise prior to the event.
6. All lights must be turned off and doors locked upon departure.
7. Abusive or foul language, violent behavior, and drug or alcohol use are strictly prohibited on church premises. Any person exhibiting such behavior will be required to leave the premises.
8. Any person or group must complete and submit the “PHBC AND PHCS BUILDING EVENT REQUEST FORM” prior to reservation of church facilities.

Insurance

For all non-church-sponsored events, the group or person using the facilities must obtain liability insurance coverage in the amount of at least One Million Dollars (\$1,000,000.00) naming Perry Hall Baptist Church as an additional insured. This coverage is only required to be in effect for the date(s) of the event.

Having read and understood the Perry Hall Baptist Church Facility Use Policy, I affirm all of the following:

1. I understand that the church does not allow its facilities to be used in a way that contradicts its faith or by persons or groups holding beliefs that contradict the stated beliefs of the church as summarized in ARTICLES THREE and FOUR of the church’s Constitution.
2. To the best of my knowledge the purpose for which I am requesting use of church facilities will not contradict the stated beliefs of the church as summarized in ARTICLES THREE and FOUR of the church’s Constitution, and I commit to promptly disclose any potential conflict of which I am aware or become aware to church staff.

3. I am not aware of any beliefs that are professed by me or the organization I represent, which is requesting use of the church's facilities that contradict the stated beliefs of the church as summarized in ARTICLES THREE and FOUR of the church's Constitution. I agree to promptly disclose any potential conflicts in belief to church staff.

4. I understand that upon approval of my facilities use request I will need to obtain a certificate of insurance for at least One Million Dollars (\$1,000,000) of coverage naming Perry Hall Baptist Church as an additional insured and any other fees required by the church. This coverage is only required to be in effect for the date(s) of the event.

5. I understand that the church does not allow its facilities to be generally available to the public and that my use of these facilities is subject to the Elders', or their designee's approval, which is conditioned in part on my agreement to the requirements in the "Perry Hall Baptist Church Facility Use Policy," a copy of which I have read and understood.

6. I understand that I will be responsible for all damage to the church facilities resulting from this proposed use of facilities.

7. The church believes disputes are to be worked out between parties without recourse to the courts. See, generally, *Matthew 18 and 1 Corinthians 6*. Accordingly, users of the facility agree to attempt resolution of any disputes through Christian mediation.

Applicant for Facility Use:

Name, Individual

Date

If Applicant is a business entity:

Name of Entity: _____

By: _____

Name

Date

Title/Office: _____

Approved:

On Behalf of Perry Hall Baptist Church

Date