Hebron Baptist Church Regulations

Effective: February 24, 2024

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Bylaws Description: Regulations is a document enacted by special resolution, providing policies, rules, and regulations for the conduct of some aspect of the Church's operations.

ARTICLE 1 - ORGANIZATION

Section 1 - Name

This church, organized in April, 1837, shall be known as Hebron Baptist Church

Section 2 - Affiliation

This church shall be affiliated with the Canadian Baptists of Atlantic Canada, The Canadian Baptist Ministries and the Baptist World Alliance.

This church shall, wherever possible, send delegates to regular assemblies of the Canadian Baptists of Atlantic Canada.

This church shall lend support to the mission program of Canadian Baptist Ministries, with financial support as the Lord enables.

Section 3 - Government

The government of this church is vested in its members.

ARTICLE 2 - DOCTRINE AND PRACTICES

Section 1 - Purpose Statement

The purpose of this church is to glorify God and advance His kingdom in the power of the Holy Spirit, through worship, fellowship, discipleship, proclamation of the Gospel, witnessing, ministering and serving.

Section 2 - Statement of Faith and Doctrine

2.1 The Scriptures – The Holy Scriptures of the Old and New Testaments have their divine authority from God alone, and are given to us by divine inspiration. They are the only perfect, supreme, infallible, and sufficient standard of faith and practice.
(Psalm 19:7-11; 1 Thessalonians 2:13; 2 Timothy 3:15-17; Hebrews 4:12; 2 Peter 1:19-21)

2.2 God -There is only one true and living God. He is an infinite Spirit, self-existent, omnipresent, omniscient, omnipotent, good, wise, just and merciful. He is the creator, preserver and sovereign of the universe; He is inexpressibly glorious in holiness, and worthy of all honor, confidence and love. In the Godhead there are three persons in one—the Father, the Son and the Holy Spirit, who are equal in every divine perfection, and who execute distinct but harmonious offices in the great work of redemption. (Deuteronomy 4:32-35; 6:4,5; Psalm 115:3; Isaiah 43:11,12; 44:6-8; 46:10; Daniel 4:25,34,35; Matthew 28:19; John 4:24; 14:9-11,15-17; 2 Corinthians 13:14; 1 Timothy 1:17)

2.3 Jesus Christ - Jesus Christ is the Son of God, the second person of the Trinity who, by virtue of his sacrificial work, is the world's Redeemer and Savior of all who believe. He is at present the intercessor of all His people at the right hand of the Father, and is to be the judge of all men.
(John 1:1-3,14,18; 5:16-18;10:27-33; Romans 3:25,26; Philippians 2:5-11; Colossians 1:15-17; 2:9; Hebrews 1:3; 4:14-16; 7:25; 9:14;10:10-14; 1 Peter 1:18,19;)

2.4 The Holy Spirit – The Holy Spirit is the third person of the Trinity, by whom all saving, comforting and sanctifying power is exerted upon human hearts.
(Matthew 3:16,17; 28:19; John 15:26;16:12-15; Acts 1:8; 4:31; Galatians 4:6; 1 Thessalonians 1:4,5; Titus 3:5,6)

2.5 State and Fall of Man – Man was created sinless. By his own disobedience he fell into sin. Through his fall into sin, an evil nature was transmitted to the whole human race, revealing itself in actual transgression, and bringing all under the reign of condemnation and death. (Genesis 1:26,27; 3:1-24; Romans 5:12-21; 3:9-18)

2.6 Atonement – The perfect, vicarious death and resurrection of Jesus Christ have removed the obstacles in the way of the Holy Spirit's regenerating power and the Father's forgiving grace being extended to the sinner, and constitute for every believing soul an all-prevailing plea and sufficient ground for righteousness before God.
(Romans 3:21-26; 5:6-11; 2 Corinthians 5:21; Colossians 1:19-22; 2 Thessalonians 2:13,14; Hebrews 10:5-14; 1 Peter 1:18-21; 2:24,25)

2.7 Regeneration – In regeneration a new life principle is begotten in the soul of man by the Holy Spirit through the word of truth, producing a disposition to joyful obedience to Christ and to holy conduct in life.
(John 3:3; 2 Corinthians 5:17; Titus 3:4,5; James 1:18; 1 Peter 1:3,23)

2.8 Repentance – In repentance the sinner, having seen their sin, being moved by the conviction of the Holy Spirit, is led to grieve for and hate it as an offense against God, and apprehending the grace of our Lord Jesus Christ, they lovingly return to God to walk in the way of His commandments.
(Matthew 4:17; John 16:8-11; Acts 2:38; 11:18;17:30; 2 Corinthians 7:10,11; 2 Timothy 2:25; Titus 2:11,12)

2.9 Faith – Faith is the conviction of the intellect that God will perform all that He has promised and an implicit trust of the heart in Christ as personal Savior. It includes a hearty concurrence of the will and affections with the whole plan of salvation as revealed in the gospel, and is a condition of justification and of cleansing of the pollution of sin and all subsequent gospel blessings.
(Romans 3:21,22;10:8-10; Ephesians 2:8,9; Titus 1:1-3; Hebrews 11:1-6)

2.10 Justification – Justification is an act of God wherein He accepts as righteous the sinner, to whom is imputed the perfect righteousness of Christ, on the condition of faith alone. (Romans 3:21-26; 5:1,9; Galatians 2:15,16; 3:7-9; Titus 3:3-7)

2.11 Sanctification – The Scriptures teach that sanctification is the process by which, according to the will of God, Christians are made partakers of His holiness; that it has its beginning in regeneration and that it is carried on in the hearts of believers by the presence and power of the Holy Spirit, in the continual use of the appointed means– the Word of God, self-examination, self-denial, watchfulness and prayer.
(John 17:17-19; 1 Corinthians 1:2; 2 Corinthians 3:18; 7:1; 1 Thessalonians 5:23,24; Titus 2:11-14; 1 Peter 1:13-16)

2.12 Evangelical – We believe that a church of Christ is a congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the ordinances of Christ, governed by His laws; and exercising the gifts, rights and privileges invested in them by His Word. The scriptural officers are pastors (elders) and deacons, whose qualifications, claims and duties are defined in the epistles of Timothy and Titus.
(Acts 20:17, 28; Ephesians 2:19-22; 3:10,11; 4:11-13; 5:22-27 1 Timothy 3:15)

2.13 Baptism – This is the immersion of believers into water in the name of the Father, the Son, and the Holy Spirit, in which are represented their death to the world, the washing of their souls from the pollution of sin, their resurrection to newness of life, the burial and resurrection of Christ, their resurrection at the last day, and their commitment to serve God. (Matthew 28:19,20; Acts 2:38; 8:26-39; Romans 6:1-4)

2.14 The Lord's Supper – The Lord's Supper is an ordinance of Christ, to be observed by the church in the manner indicated by Him in Matthew 26:26-30.
(Matthew 26-26-30; 1 Corinthians 10:16,17,21; 11:23-26)

2.15 Death – At death our bodies return to dust, our souls to God who gave them. The righteous being then perfected in happiness are received to dwell with God, awaiting the full redemption of their bodies. The wicked are cast into Hades, reserved unto the judgment of the great day.
(Genesis 3:19; Luke 16:23,24; 23:43; Acts 13:36; 2 Corinthians 5:1,6,8; Philippians 1:23; 1 Peter 3:19; Jude 6,7)

2.16 Resurrection – There will be a general resurrection of the bodies of the just and the unjust; the righteous in the likeness of Christ, but the wicked to shame and contempt.
(John 5:28,29; Acts 24:15; 1 Corinthians 15:51,52; Philippians 3:20,21; 1 Thessalonians 4:17)

2.17 Final Judgment – There will be a judgment of the living and dead, of the just and unjust, on principles of righteousness, by our Lord Jesus Christ. The wicked will be condemned to eternal punishment, and the righteous received into the fullness of eternal life and joy. (Matthew 12:36; 25:31-46; Acts 17:31; Romans 14:10,12; 2 Corinthians 5:10; 2 Thessalonians 1:6-10; 2 Timothy 4:8)

2.18 Marriage and the Family
We believe
- That God's intention for marriage is established throughout the scriptures of the Old and New Testaments;
- That God ordained marriage as a voluntary union for life of one man and one woman;
- That sexual intimacy is legitimate only within the bounds of marriage;

- That Christian marriage is not simply a contract between two persons, but it is a covenant ratified in the presence of God;
- That in Christian marriages, the church acts as an agent of God's blessing, as a primary witness and supportive community; and
- That a healthy marriage is the best foundation for families and the raising of children

(Gen. 2:18-25; Ex. 20:14; Mal. 2:14-16; Mt. 19:1-8; 1 Cor. 6:9-11, 16-18; 7:1-7; Heb. 13:4)

Section 3 - Ordinances

3.1 Baptism - This church shall practice baptism of believers by immersion.

3.2 The Lord's Supper - This church shall regularly observe the Lord's Supper, which is commemorative of the Lord's death and which is the privilege of all believers.

Section 4 - Church Covenant

- In the spirit of love, we have banded together to form this local church, which is the body of those upon whom the call of God rests to witness to the grace and truth of God.
- Because we believe that Jesus is the Christ, the Son of the living God, we will seek to bring every phase of our lives under His Lordship.
- We unreservedly and with abandon commit our lives and destiny to Christ, promising to give Him priority in all the affairs of life. We will seek first the kingdom of God and His righteousness.
- We believe that God is the total owner of our lives and resources. We give God the throne in relation to the material aspects of our lives. Because God is a lavish giver, we too will be lavish and cheerful in our regular gifts.
- We commit ourselves, regardless of the expenditure of time, energy and money to become informed, mature Christians.
- We will seek to be Christ-led in relations with all humanity, regardless of race, color, class or creed.
- We commit ourselves to watch over one another in brotherly love; to pray for each other; to aid one another in sickness and distress.
- We recognize that the function of this church is to glorify God in adoration and sacrificial service, and to be God's missionaries in the world, bearing witness to God's redeeming grace in Jesus Christ.
- We commit that when we remove from this place we will, as soon as possible, unite with some other church, where we can carry out the spirit of this covenant and the principles of God's Word.

ARTICLE 3 - MEMBERSHIP

Section 1 - Composition

1.1 Membership shall consist of persons who give credible evidence (as expressed in the church doctrine and practices) of new life in Christ and have been baptized by immersion on profession of faith in the Lord Jesus Christ. Where sufficient health reasons of the applicant makes baptism by immersion inadvisable, the requirement may be waived by the Pastor and/or Deacons and upon vote of the membership.

1.2 Persons may be received into membership from other evangelical churches after they have satisfactorily related their Christian experience to the Pastor and/or Deacons and upon vote of the membership.

1.3 All new members shall receive the right hand of fellowship and a certificate of membership from the Pastor or Deacons.

Section 2 - Responsibilities of Members

2.1 Having received Jesus Christ as Saviour and Lord, we recognize that our spiritual growth is our responsibility before God. All members, except for reasons of infirmity, are encouraged to / strive to;

a) be in regular attendance at worship services
b) actively participate and/or contribute to church ministries
c) engage in opportunities that promote growth in Bible knowledge
d) live a Biblical Christian lifestyle
e) be a supportive, encouraging, positive member of the Body of Christ
f) participate in the ordinances of baptism and the Lord's Supper
g) actively participate with the church in its effort to spread the Gospel
h) cheerfully tithe **within** their means as God enables for the support of the work of the church.

Section 3 - Discipline and Reconciliation

3.1 If the member, as decided by the Pastor/Deacons, is found to be in violation of the Responsibilities of Members and/or not adhering to the Doctrine and Practices (Article 2) the member will be placed on an inactive list for a period of 6 months. The Pastor/Deacons may prayerfully consider exceptions/exemptions of discipline based on extenuating circumstances in each individual situation.

3.2 When a member is placed on the inactive list they cease to have voting privileges in the business of the church.

3.3 During the 6 month time period the Pastor/Deacons will attempt to reconcile the relationship with the inactive member.

3.4 If after the 6 month period the inactive member has not reconciled with the church, the Pastor/Deacons will terminate the individual's membership and report it to the Secretary/Clerk to be brought forward as an Ordinary Resolution at the next business meeting.

3.5 If the member, following the 6 month period of time, desires to bring their situation to a members meeting they may do so, with written notification to the Pastor, Moderator, Deacons, within the one year from the initial inactive status.

3.6 Conflict within the Body and the Process of Reconciliation:

a) Members having grievances shall settle them according to our Lord's direction in Matthew 18:15.
b) Should they continue in a state of alienation toward each other, other members should seek to restore them in the spirit of the Apostle's advice in Galatians 6.
c) Failing this, the matter should be brought to the Pastor/Deacons who, upon examination of the issues, shall determine what is the appropriate action to be taken in the spirit and process of Matthew 18.
d) Members persisting in practices or beliefs that are in serious violation of the church covenant, statement of faith, and/or doctrine will have their status changed to that of inactive member by a vote by the Pastor and Deacons Board.

Section 4 - Termination of Membership

4.1 Termination of Membership will take place

a) as defined the the By-laws

b) when members are eligible for termination if they are not meeting the Responsibilities of Members, adhering to the Doctrine and Practices (Article 2), and/or are not willing to participate in the reconciliation process.

4.2 All letters of transfer shall be granted by the Pastor/Deacons for persons wishing to unite with some other Christian church. Such letters shall be prepared and transmitted by the Secretary/Clerk. Information on the member's status may accompany the letter of transfer.

ARTICLE 4 - CHURCH ORGANIZATIONAL STRUCTURE

Section 1 - Deacons

1.1 Criteria for Deacons;
a) shall consist of up to eight members including the Pastor
b) members of the church in good standing and primarily considered to be persons of high ideals, morals and practices, mature in their faith (1 Timothy 3:8-9, 12-13 & Titus 2):
c) able and willing to give of their time, talents and gifts in the performance of their duties
d) expected to attend meetings regularly

Section 2 - Directors and Officers

2.1 Criteria for Directors and Officers;
a) shall consist of; Moderator, Secretary/Clerk, Treasurer, and Directors
b) shall be members in good standing of the church
c) shall follow the Responsibilities of Members
d) shall adhering to the Doctrine and Practices

2.2 The roles and responsibilities of the Directors and Officers will be defined in the Policies and Procedures.

2.3 Any contract, loans, deeds, bills of exchange and other instruments and documents may be executed on behalf of the Church by any two Officers/Directors once they are approved by the Church.

2.4 Establish a Maintenance Committee

2.5 Directors will be removed from their role following Article 3 - Section 3.

Section 3 - Christian Education

3.1 Criteria for Christian Education shall;
a) consist of up to six members in good standing of the church
b) appoint lead(s) of the Plan to Protect Policy and oversee their effectiveness
c) provide or appoint individuals to lead Biblical learning opportunities for children/youth
d) work collaboratively with the Pastor/Deacons to create adult Biblical learning opportunities
e) to appoint a member to the Nominating Committee
f) if a member is not in good standing with the church they will cease serving on Christian Education
g) if for any reason this group is unable to perform their duties and responsibilities, the Deacons and/or Directors will be appointed leads until the committee is able to resume their role.

Section 4 - Playground Ministry

4.1 The Playground Committee shall;
a) consist of up to six members, adherents, or community partners one of which is a Deacon/Director of the church
b) shall oversee maintenance and care of the playground
c) shall initiate and oversee capital development projects for the playground once funding has been committed and obtained
d) shall adhere to the Doctrines and Practices of the church
e) if for any reason this group is unable to perform their duties and responsibilities, the Deacons and/or Directors will be appointed leads until the committee is able to resume their role.

ARTICLE 5 - STAFF AND PASTOR(S)

Section 1 - Staff

1.1 All Staff employed by Hebron Baptist Church are willing to adhere to;

a) the Doctrine and Practices of the church
b) the Plan to Protect Policy and Procedures
c) the Policies and Procedures document
d) the duties and responsibilities set out in their job description
e) and complete a 3 month probationary employment period

1.2 Employment of Staff;

a) Recommendation(s) by the Pastor/Deacons and/or Directors for hiring Staff will be brought forward at a business meeting for ratification by the membership
b) Job descriptions will be created collaboratively by the Ministry Lead(s) in conjunction with the Pastor/Deacons and/or Directors (excluding the Pastoral Search process)
c) the church will abide by all Federal and Provincial financial requirements or acts

Section 2 - Pastor(s)

2.1 The Pastor(s) of the church shall;
a) be a Baptist minister or a person accredited by an evangelical denomination
    i) accepted by the Deacons
    ii) accepted by the members
c) who commits to work within the framework of the Canadian Baptists of Atlantic Canada
d) who does meet or will meet within a prescribed schedule the requirements of the Credentials Committee of the Convention, unless not required by the Deacons and church members

Section 3 - Pastor(s) Duties

3.1 The Pastor(s) shall;

a) minister to the spiritual needs of the congregation
b) give creative leadership to the organization of the church
c) may be an ex officio member of all boards and committees of the church
d) work collaboratively with the Deacons as per Policies and Procedures and/or Pastoral Call document(s)

Section 4 - Calling of a Pastor

4.1 When the pastorate is vacant the Board of Deacons shall nominate a Pastoral Search Committee

4.2 The Pastoral Search Committee shall;

a) consist of 5-10 members in good standing including Deacons
b) a minimum of 50% of the Search Committee shall be members in good standing
c) represent a cross-section of the church's membership
d) the church shall vote on the Pastoral Search Committee at a duly called members meeting
e) may seek counsel, advice and guidance from the appropriate staff at the Canadian Baptists of Atlantic Canada

4.3 The Pastoral Search Committee shall bring forward a recommendation to the membership for consideration and ratification at a members meeting.

Section 5 - Voting for a Pastor

5.1 An affirmative vote of ¾ (Special Resolution) of those qualified voters who are present shall be necessary to extend a call to a Pastor.

5.2 The voting shall be by secret ballot.

Section 6 - Term of Office

6.1 A Pastor shall serve for an indeterminate period of time.

6.2 The relationship of Pastor and church may be dissolved by three months notice by either party.

6.3 In cases where it is not practical or appropriate to give three months' notice, any remuneration payable upon termination shall be at the sole discretion of the church, as recommended by the Deacons, subject only to the requirements of the applicable employment acts.

Section 7 - Termination of Employment

7.1 Staff and/or Pastor(s) who fail to meet the objectives set out in their job description including; duties, responsibilities and/or behaviour and conduct not conducive with the Doctrine and Practices will;

a) within their probationary period with every effort to reconcile any difficulties or performance concerns their employment could be terminated
b) after their probationary period, be given one documented verbal warning and two written warnings, including details of duties not being met or concern of conduct before termination of employment
c) if the action or violation, as per Nova Scotia Labour Standards, warrants immediate dismissal, employment will be terminated.

7.2 Termination of employment for Staff will be done by Pastor/Deacons and/or Directors

7.3 Termination of employment for a Pastor will be an ordinary resolution with a vote by secret ballot of the members brought to a members meeting.

ARTICLE 6 - MEMBERS MEETINGS

Section 1 - Members Meetings

1.1 the church shall hold an annual members meeting, the date of which shall be set by the Pastor, Deacons and/or Directors

1.2 reports will be received normally in written form for Annual Business meetings

1.3 the membership will annually select an individual to Chair the members meetings

1.4 the Hebron Baptist Church Plan to Protect: Child, Youth & Vulnerable Adult Abuse Prevention Policy will be read annually at a members meeting

1.5 A semi-annual members meeting shall be held approximately mid term of the fiscal year, at which time reports may be received in written and/or verbal form.

1.6 Notice of members meetings shall be given at least two weeks prior to the meeting date, stating the subject of the business to be discussed

ARTICLE 7 - AMENDMENTS

Section 1 - Amendments

1.1 this Hebron Baptist Church Regulations may be amended at any regular or members meeting by a special resolution.

1.2 notice of such a meeting, containing the proposed amendments, shall be posted and/or otherwise distributed to all members at least three months prior to the meeting date.

1.3 a ¾ affirmative vote of those present, meeting the quorum requirements, is required to pass an amendment.

ARTICLE 8 - POLICIES & PROCEDURES

Section 1 - Policies & Procedures

The Hebron Baptist Church Policies and Procedures;
1.1 will outline roles & responsibilities and procedures for officers, committees and ministries.

1.2 is a policy statement established by the authority of the church members

1.3 reflects policies, procedures, doctrines and practices, and expectations of church staff and volunteers

1.4 may be adjusted and/or improved from time to time under the direction of the congregation or the committees within their jurisdiction.