

CONSTITUTION OF MOSAIC BAPTIST CHURCH

Ontario, Canada

Established 2007

NAME: The name of this church is Mosaic Baptist Church, a non-profit corporation organized under the laws of the Province of Ontario, hereinafter referred to as "the church". It will "do business as" and publicly identify as Mosaic Baptist Church.

PURPOSE: The purpose of this church shall be:

- To proclaim and preserve the Gospel of Jesus Christ through religious gatherings and worship services;
- To preach, teach, promote, disseminate, advance, demonstrate and implement the tenets of the teachings of Jesus Christ through practicing the values and observance associated with the Christian faith;
- To organize activities that contribute to the well-being of the neighborhood community as an expression of Christian values;
- To exemplify Christians' concerns for those in need by actively participating and contributing in relief actions and community services.

VISION & GOALS:

The church exists for disciples of Jesus Christ who are moved to help others becoming disciples. The church gathers to love God through the worship services, love others through the life groups and serve humanity through the community services.

Statement of Faith

As followers of Jesus Christ, we affirm the following as a summary of what we believe to be basic truths of our faith:

The Bible

Throughout history God has revealed himself in a variety of ways, and God has pre-served the substance of this revelation in the Bible. When we say "the Bible," we mean the sixty-six books of the Old Testament and New Testament. These books were written by divinely chosen authors as they were prompted and guarded by the Spirit of God. Although those writers were genuine authors and in most cases not just secretaries taking dictation, the work of the Spirit was so complete that everything written in the biblical books taught the truth without any errors.

Strictly speaking, this inerrancy of the Bible, applies to its books as originally written, but we can be confident that we have the original text of the Bible in the copies and translations we possess today because God has preserved those writings. In any attempt to define what we ought to believe or how we ought to live, only the Bible can be used as a final authority. Traditional interpretations of the Bible and confessions of faith are useful guides, but they are always open to correction based on further study of the Bible. Any cooperation with others who profess to be Christians must be based on a shared commitment to the unique authority and complete truthfulness of the Bible. (Matthew 5:17-18; John 16:12-15; 2 Timothy 3:16-17; 2 Peter 1:20-21)

God

There is one, and only one, God, who is the creator of this universe. God, who is a God of love and justice, has always existed and will always exist. He is the ultimate authority over all persons and things, and he answers to no higher being or principle. In biblical terms we affirm that he is "holy," which means that he is in every way unique and in a category all his own, free from all the limits and imperfections experienced by creatures.

In both the majesty of his being and the moral purity of his nature and action, he is uniquely perfect. Although God is one in his being, he exists eternally in three divine persons: the Father, the Son, and the Holy Spirit. The idea of the Trinity is a mystery beyond our full comprehension, we are compelled by the person of Jesus Christ to affirm it. (Genesis 1-2; Deuteronomy 6:4-5; Matthew 28:19-20; 2 Corinthians 13:14)

Christ

The supreme revelation of God is found in Jesus Christ, the God-Man. The Son of God is a fully divine person of the Trinity who has existed eternally. In order to save human beings he added to his divinity a full and perfect human nature and became Jesus of Nazareth. Jesus was miraculously conceived by the power of the Holy Spirit in the womb of a Jewish virgin, Mary. He lived a sinless life in obedience to God the Father, and his obedience culminated in his death as a payment of the penalty for the disobedience of sinful humans. God vindicated him when he raised him bodily from the

dead, and he ascended to heaven where he is free from the limits of this world. He now intercedes for us who believe in him and preserves us in our relationship with the Father while we await his personal return. (Matthew 1:18-23; John 1:1-18; Romans 5:12-19; 1 Corinthians 15:1-8)

The Holy Spirit

The Holy Spirit is a fully divine person, not just an impersonal force. The Spirit makes the work of Jesus Christ effective in us by convincing us that we have sinned against God, that we therefore fail to meet God's standard for human life, that we are subject to God's judgment for that reason, and that Christ is the answer to our need. Christ gives the Spirit to indwell all those who believe in him, and the Spirit gives to believers a new spiritual ability to understand God's Word and live in obedience to it. By indwelling us he sets us apart as God's children; he continues to transform us into faithful followers of Christ; and he will in the end make us fully like Christ. (John 7:37-39; 14:16-17; Romans 8:9; 1 Corinthians 12:13)

Angels

Angels are a different order of created beings by God before the creation of the earth. They are localized, accountable to God, limited in knowledge, do not procreate, greater in intelligence, strength, and swiftness, and not subject to physical death. They are to serve God in worship, in ministry, in being God's messengers, to act in God's government, protecting God's people and executing God's judgment. Although all angels are created good, there are now two moral classifications: holy and elect and evil and unclean. They are either aligned with God or with Satan. (Job 38:7; Matthew 22:28-30, 24:36, 25:41; Mark 8:38; Luke 8:2; John 1:51, 16:11; Colossians 1:16; 1 Timothy 5:21; Hebrews 2:5-7; 2 Peter 2:11)

Satan

Satan (also called the Devil) exists as an evil, personal, spirit-being who opposes the work of God in the world. He originated rebellion against God and continues to use his real but limited power to oppose all that would serve the glory of God and the good of humanity. (Genesis 3:1-15; Job 1:6-12; 2 Corinthians 11:13-15; 1 Peter 5:8-9)

Humanity

Human beings were created by God to be like him in every way. This is necessary in order to be in relationship with him. They serve as God's visible representatives in the exercise of responsible dominion over the created world. Our first parents sinned by disobeying an explicit divine command and thus brought ruin on the human race. The Bible describes this ruin in terms of "death": spiritual, physical and eternal death. Spiritual death involves corruption at the core of our being, so that human beings are by nature totally incapable of pleasing God. Physical death is the destiny of all humanity. And ultimately eternal death involves permanent separation from God as the destiny of all those who refuse to repent and respond to God's offer of grace. (Genesis 1:26-27; 3:1-24; Romans 5:12-19; Ephesians 2:1-3)

Salvation

Although God could have left all human beings in their sin and guilt, in love, he freely and graciously chose to deliver us from our ruined condition. He provided his eternal Son to become human in order to save us. Christ's saving work focused on his death, in which he bore the penalty which is justly ours, thus satisfying the demands of God's moral law and turning away the wrath of God which is poured out on unrepentant sinners. God signified his approval of Christ's work by raising him from the dead and exalting him as Lord in heaven. On the basis of this work of Christ on our behalf, God accepts as perfectly righteous all those who trust in Christ who died and rose again. We come to believe in Christ because God does a special work of grace to overcome our sinful disposition and draw us to himself. Then God continues this work of grace, so that all who have been drawn to faith in Christ will be preserved in faith and salvation and will enter into the perfect conditions of eternal life in the age to come. (John 6:35-40; Romans 3:19-26; 8:28-30; 1 Peter 1:18-23)

Future Things

We believe that Jesus Christ will return personally, bodily, and gloriously, just as he promised and his apostles affirmed. In the end, Christ will raise from the dead all who have ever lived, and he will declare God's perfect judgment concerning every person. Those who have been saved will live eternally in the perfect, renewed creation, and those who have been unrepentant will exist eternally in the conscious punishment of hell. (Matthew 25:31-46; John 5:28-29; 1 Thessalonians 4:13-18; Revelation 20-22)

The Church

The universal Church, the community of believers in Christ, is manifested in local Churches throughout the world. A properly ordered local Church is a loving community of persons who have confessed their faith in Christ by being immersed in Christian baptism, and who by their baptism have committed themselves to one another as well as to Christ. Together they seek to proclaim the gospel of Christ, to build up each other as growing followers of Christ, to transmit the Christian faith to succeeding generations, and to worship God as his people called to be a distinct society in this world.

Each local Church is called to acknowledge Christ as Lord and Head of the Church and to use its divinely given abilities and opportunities to make Christ known in its community. Each Church needs to be served by two kinds of leaders: some who carry out a ministry of teaching and governing (known in the Bible as Elders, overseers, or pastors), and some who lead in the practical implementation of ministry (known in the Bible as Deacons). (Romans 12:3-8; Ephesians 4:1-16; 1 Timothy 3:1-15; 1 Peter 2:9-10)

Symbols of the Gospel

Among the things commanded by Christ, there are two visible symbols of the gospel, which he instituted for observance by his followers until he returns, one as a sign of Christian initiation and the other as a means of ongoing nurture.

Baptism is the immersion in water of a confessing believer, designed to occur at the beginning of Christian experience as the formal means of response to the gospel and initiation as a follower of the Lord Jesus Christ. The act is a powerful symbol of union with Christ in his death, burial, and resurrection, with all that this implies about our death to our old life and our spiritual rebirth. (Matthew 28:19-20; Romans 6:3-4)

The Jesus Meal is a symbolic meal in which believers together partake of bread and wine as a tangible reminder of the body and blood of Christ, which were offered up for our salvation. By this act of eating and drinking, the whole community of believers proclaims the Lord's death until he returns. (Luke 22:19-20; 1 Corinthians 11:23-34)

Marriage

As a matter of belief, doctrine, and religious practice, the church defines "marriage" as a covenant relationship between one man and one woman to the exclusion of all others. Pastors and members of our staff will be allowed to arrange for, officiate at or take part in the solemnization or celebration of marriage only when it conforms to this definition.

Church Covenant

Having, as we trust, been brought by Divine Grace to repent and believe in the Lord Jesus Christ and to give up ourselves to Him, and having been baptized upon our profession of faith, in the name of the Father and of the Son and of the Holy Spirit, we do now, relying on His gracious aid, solemnly and joyfully renew our covenant with each other.

We will protect the unity of our church

...by acting in love toward other members

(Romans 14:19)

...by refusing to gossip

(Ephesians 4:29)

...by following the leaders

(Hebrews 13:17)

We will share the responsibility of our church

...by praying for its growth

(1 Thessalonians 1:1-2)

...by inviting the unchurched to attend

(Luke 14:23)

...by warmly welcoming those who visit

(Romans 15:7)

We will serve the ministry of our church

...by attending faithfully

(Hebrews 10:25)

...by living a godly life

(Philippians 1:27)

...by giving regularly

(1 Cor. 16:2)

We will support the testimony of our church

...by discovering our gifts and talents

(1 Peter 4:10)

...by developing a servant's heart

(Philippians 2:3-4:7)

...by being equipped to serve

(Ephesians 4:11-12)

May the grace of the Lord Jesus Christ, and the love of God, and the fellowship of the Holy Spirit be with us all. Amen.

GENERAL BY-LAW NO. 1

A by-law relating generally to the transaction of the affairs of MOSAIC BAPTIST CHURCH, a corporation without share capital incorporated under the Ontario Corporation Act.

INTERPRETATION

1. Definitions

In this by-law, all other by-laws and the resolutions of the Church, unless the context otherwise requires:

- (a) "Act" means the Corporations Act (Ontario) and any act that may hereinafter be substituted therefore, as from time to time amended;
- (b) "Chair of the Church Board" means the president of the Church;
- (c) "Church Board" means the board of directors of the Church and comprise of the Deacons;
- (d) "Church" means the corporation without share capital incorporated under the Act by letters patent dated the 19th day of January, 2007 and named MOSAIC BAPTIST CHURCH;
- (e) "Deacon" means a director of the Church and he has all the powers, duties and liabilities of a director as set out in the Act. The term "Deacon" and "director" may be used interchangeably;
- (f) "General Meeting" includes an annual meeting of members and a special meeting of members;
- (g) "Letters Patent" means the letters patent incorporating the Church as from time to time amended and supplemented by supplementary letters patent;
- (h) "Pastoral Staff" means a member or members of the pastoral team but excluding the Lead Pastor;
- (i) "Special Resolution" means a resolution passed by the Deacons and confirmed with or without variation by at least two-thirds of the votes cast at a general meeting of the members duly called for that purpose, or in lieu of such confirmation, by the consent in writing of all the members entitled to vote at such meeting.

2. Save as aforesaid, words and expressions defined in the Act have the same meanings when used herein; and

3. In this by-law, all other by-laws and the resolutions of the Church, unless the context otherwise requires, words importing numbers include the singular and plural; words importing gender include the masculine, feminine and neuter genders.

HEAD OFFICE

4. The head office of the Church shall be in the Regional Municipality of York, in the Province of Ontario. The Church Board may by special resolution, from time to time, determine the specific location and municipality of the head office.

FISCAL YEAR

5. The fiscal year of the Church shall begin on first day of each year and end on last day of December in each year.

SEAL

6. There shall be a corporate seal for the Church. An imprint of the corporate seal shall be in the form impressed hereon.

EXECUTION OF DOCUMENTS

7. All cheques and other negotiable documents for the payment of money shall be signed by two signing officers, one of whom shall be the treasurer, the other signing officer shall be one other member of the Church Board.
8. Save as aforesaid, by-laws, deeds, transfers, assignments, contracts, obligations, certificates and other instruments shall be signed on behalf of the Church by the president and one other member of the Church Board. In addition, the Church Board may, from time to time, direct the manner in which any particular instrument or class of instruments may or shall be signed. Any person authorized to sign an instrument on behalf of the Church may affix the corporate seal thereto.

FINANCE AND BANKING ARRANGEMENTS

9. All moneys received by the Church shall be counted by two members, (hereinafter referred to as the "Tellers") who shall not be the treasurer and who shall be appointed by the Church Board, and deposited by a person appointed by the Church Board in a financial institution in an account in the name of the Church. Disbursement of moneys shall be by cheque, with the exception of the petty cash fund, which amount is to be determined by the Church Board.
10. Unless the by-laws otherwise provide, the banking business of the Church shall be transacted with such banking institutions as may from time to time be designated by or under the authority of the Church Board. Such banking business or any part thereof shall be transacted under such agreements, instructions and delegations of powers as the Church Board may from time to time prescribe or authorize.

MEMBERS

11. Membership in the Church shall consist of anyone whose application for admission as a member has received the approval of the Church Board.
12. The following persons who have attained the age of eighteen (18) years shall be eligible to apply to the Church Board for membership in the Church:
 - (a) individuals who have been baptized by believer's baptism (unless baptism is medically inadvisable);
 - (b) individuals who fully subscribe to the Statements of Faith of the Church; Articles of Incorporation, By-Laws, and
 - (c) individuals who submit a written membership application to the Church Board.
13. Every member in good standing is entitled:
 - (a) to attend the general meeting of the Church; and
 - (b) to vote at the general meeting of the Church.
14. A member shall not vote by proxy.
15. Each member is entitled to one vote at the general meeting of the Church. The chair of the general meeting is entitled to a casting vote in addition to his or her original vote in the event of a tie on any matter put forth during such general meeting that has been voted upon by the members.
16. Renewal of membership

Membership shall be renewed annually. A member who does not submit his annual membership application

prior to the next annual general meeting shall cease to be a member of the Church but may re-apply to the Church Board for membership at any time. This requirement to renew shall not apply to members who have been members of the Church for less than a consecutive twelve (12) months period.

17. Membership shall cease:
 - (a) Upon death of a member;
 - (b) If the member has been a member of the Church for a period of not less than twelve (12) consecutive months and has not renewed his or her membership prior to the next annual general meeting;
 - (c) if the member resigns by written notice given to the secretary;
 - (d) if the member no longer qualifies for membership in accordance with the by-laws of the Church; or
 - (e) if the membership has been terminated by a vote of at least two-thirds of the members at a meeting duly called for that purpose. Notice of the meeting shall be served upon the member and shall set out the grounds for the proposed termination of his or her membership.
18. Membership shall not be transferable from one member to another person.

BAPTISM

19. An individual who has expressed his or her intention to be baptised may be accepted upon satisfying the Lead Pastor or the pastoral staff that he or she has professed his or her faith in Jesus Christ. Parental consent shall be required for such individuals who are under the age of eighteen (18) years.

MEETINGS OF MEMBERS

20. The annual general meeting of the Church shall be held no later than 18 months after its incorporation and no later than sixty (60) days after the last fiscal year end in the subsequent years.
21. The following business shall be transacted at the annual general meeting:
 - (a) reading and adoption of the minutes of the previous annual general meeting;
 - (b) reading of the financial reports;
 - (c) reading of the report of the auditor;
 - (d) appointment of the auditor and fixing or authorizing the Church Board to fix the remuneration of the auditor; and
 - (e) any other business that may properly be brought before the meeting.
22. The Church Board may, from time to time, call a general meeting. The Church Board shall call a general meeting of the Church to transact the following business:
 - (a) election of Deacons, an affirmative vote cast by at least three-fourths of the members present at such general meeting is required to pass the resolution;
 - (b) removal of Deacons, an affirmative vote cast by at least two-thirds of the members present at such general meeting is required to pass the resolution;
 - (c) removal of the auditor, an affirmative vote cast by at least two-thirds of the members present at such general meeting is required to pass the resolution;

- (d) the election and removal of the treasurer, an affirmative vote cast by at least a majority of the members present at such general meeting is required to pass the resolution;
- (e) appointment and fixing of the remuneration of the Lead Pastor or pastoral staff, an affirmative vote cast by at least three-fourths of the members present at such general meeting is required to pass the resolution;
- (f) removal of the Lead Pastor or the Pastoral Staff, after a moderation process to be recommended by the Fellowship Evangelical Baptist Churches of Canada, an affirmative vote cast by at least three-fourths of the members present at such general meeting is required to pass the resolution.
- (g) to purchase, sell, charge, mortgage, lease or rent (for a lease or rental term exceeding one year) of all or any of the real property of the Church, an affirmative vote cast by at least three-fourths of the members present at such general meeting is required to pass the resolution; or
- (h) any single expenditure exceeding the sum of three thousand dollars that is not included in the budget, an affirmative vote cast by at least a majority of members present at such general meeting is required to pass the resolution.

Voting with respect to the matters set out in this section shall be by ballots.

- 23. Save as aforesaid, the chair of the general meeting may require a show of hands to be taken with respect to any matter to be decided at the general meeting. After the show of hands, the chairman may require, or any person entitled to vote on the matter may demand, a poll thereon, in which event the voting of such matter shall be by ballots.
- 24. Unless the Act or by-laws otherwise provide, a majority of votes cast at a general meeting shall decide the resolution.
- 25. Not less than ten (10) per cent of the members of the Church entitled to vote at a general meeting may request the Church Board to call a general meeting for any purpose connected with the affairs of the Church that is not inconsistent with the Act. Such requisition shall state the general nature of the business to be presented at the general meeting and shall be deposited at the head office of the Church.
- 26. Upon deposit of the requisition, the Church Board shall call forthwith a general meeting of the members for the transaction of the business stated in the requisition.
If the Church Board does not within twenty-one days from the date of the deposit of the requisition call and hold such general meeting, any of the requisitionists may call such general meeting which shall be held within sixty days from the date of the requisition.
- 27. Notice of the annual general meeting or of a general meeting shall be given to the members by the secretary at least ten (10) days before the date of the general meeting.
- 28. Quorum for the annual general meeting or for a general meeting of the Church shall be twenty (20) percent of the members of the Church present in person, provided that for the appointment, removal or the fixing of remuneration of the Lead Pastor or a Pastoral Staff, thirty (30) per cent of the members of the Church shall constitute a quorum.
- 29. Attendance at the annual general meeting or the general meeting of the Church shall be open to the members, the auditor of the Church and others who, although not members, are entitled or required under any provision of the Act or the letters patent or by-laws to be present at the meeting. Any other person may be admitted with the consent of the Chair of the general meeting.
- 30. Any general meeting of the Church may be adjourned to any time and from time to time. No notice shall be required for any adjournment. An adjournment may be made with or without a quorum being present. The general meeting shall be adjourned if a quorum has not been reached within thirty minutes of the posted time.

NOTICE

31. Any notice required to be given under the Act, the Letters Patent, the by-laws shall be deemed to have been given if it is:
 - (a) Delivered personally to the person to whom it is to be given;
 - (b) Delivered to the person's address as recorded in the Church's records;
 - (c) Mailed to the person's address as recorded in the Church's records by prepaid ordinary mail; or
 - (d) Sent to the person's address as recorded in the Church's records by any means of prepaid transmitted, delivery or recorded communication.
32. Notice shall be deemed to have been given when it is delivered personally to the person's address, or three (3) days after it was mailed or transmitted. In computing the date when notice must be given under any provision requiring a specified number of days' notice of any meeting or other event, the date of giving the notice shall be excluded and the date of the meeting or other event shall be included
33. The notice shall specify the date, time, place and business to be attended to at the annual general meeting, the general meeting or the meeting.

CHURCH BOARD

34. The affairs of the Church shall be managed by its Church Board.
35. Until changed, from time to time, by special resolution of the members in accordance with the Act, the Church Board shall consist of the same number of Deacons as the number of the first directors of the Church. In no event shall the number of Deacons be fewer than three.
36. The Church Board shall elect from among themselves the Chair of the Church Board and a secretary who shall serve until the next annual general meeting or until he or she is removed from office by resolution of the Church Board.
37. The Church Board may, on behalf of the Church, exercise all the powers that the Church may legally exercise under the Act, the Letters Patent or otherwise, unless the Church Board is restricted by law or by the members from exercising those powers. Unless the by-laws otherwise provide, these powers include, but are not limited to, the power:
 - (a) to enter into contracts or agreements;
 - (b) to make banking and financial arrangements;
 - (c) to execute documents;
 - (d) to direct the manner in which any other person or persons may enter into contracts or agreements on behalf of the Church;
 - (e) to acquire by purchase, contract, donation, legacy, gift, grant, bequest or otherwise, any personal property and to enter into and carry out any agreements, contracts or undertakings incidental thereto, and to sell, dispose of and convey the same, or any part thereof, as may be considered advisable by the Church Board;
 - (f) to acquire by purchase, lease, devise, gift or otherwise, real property and to hold such real property or interest necessary for the actual use and occupation of the Church or for carrying on the Church's

charitable activities and when no longer necessary, to sell, dispose of and convey the real property or any part of it;

- (g) to issue, sell or pledge securities of the Church;
- (h) subject to compliance with the Charities Accounting Act and its regulations, to purchase insurance to protect the property, rights and interests of the Church and to indemnify the Church, its directors and officers from any claims, damages, losses, or costs arising from or related to the affairs of the Church.

38. Each Deacon shall be a member of the Church for at least 2 consecutive years at the time of his or her election and shall remain a member throughout his or her term of office and shall:

- (a) have been baptized by immersion;
- (b) at least 18 years of age;
- (c) not be an undischarged bankrupt;
- (d) not be a mentally incompetent person; and
- (e) be disqualified if he or she has an interest, direct or indirect, in any contract or proposed contract with the Church.
- (f) Agree to the biblical exhortation on the office of deacons as set fourth in 1 Timothy 3 and Titus.

39. Nomination form of a candidate for Deacon shall be signed by five other members together with the written consent of the candidate.

40. Each Deacon shall be elected by the members in a general meeting to hold office for a term of two (2) years or until his or her successor shall have been duly elected. All Deacons shall retire at the expiration of his or her term of office, but each is eligible for re-election if he or she is otherwise qualified to be a Deacon. A person shall not remain in the office of a Deacon longer than four consecutive years.

41. In the event of any vacancy occurring in the Church Board, the remaining Deacons then in office shall call a general meeting of the Church to fill the vacancies, or if there are no Deacons then in office, the meeting may be called by any member.

42. The office of a Deacon shall be vacated upon the occurrence of any of the following events:

- (a) if he ceases to be a member of the Church;
- (b) a receiving order is made against him or if he makes an assignment under the Bankruptcy Act;
- (c) if an order is made declaring him to be a mentally incompetent person or incapable of managing his affairs;
- (d) on death;
- (e) if by notice in writing to the secretary he resigns his office; or
- (f) if he is removed from his office of a Deacon. The members of the Church may, remove a Deacon before the expiration of his term of office, by a resolution passed by at least two-thirds of the votes cast at a general meeting for which notice was given and may, by a majority of votes cast at that general meeting, elect any person who is qualified to be a Deacon in his or her stead for the remainder of the term.

43. The Deacons shall serve without remuneration and no Deacon shall directly or indirectly receive any profits from his or her position as such, provided that a Deacon may be reimbursed for reasonable expenses incurred by

him or her in the performance of his or her duties.

MEETING OF THE CHURCH BOARD

44. A quorum for a meeting of the Church Board shall be two-thirds of the Church Board. The Church Board may hold its meetings at any place in Ontario as it may, from time to time, determine.
45. Meetings of the Church Board may be called by the Chair of the Church Board or any two members of the Church Board.
46. No formal notice of any meeting of the Church Board shall be necessary if all the elected Deacons are present or if those absent have signified their consent to such meeting being held in their absence.
47. The Church Board may appoint a day or days in any month or months for regular meetings at any hour to be named. If regular meetings are scheduled, no additional notice is required. A meeting of the Church Board may also take place without notice immediately after an annual general meeting or a general meeting to transact any business. Save as aforesaid, notice of the Church Board meeting shall be given to those entitled to attend at such Church Board meeting at least ten (10) days before the date of the Church Board meeting. Notwithstanding anything aforesaid, not less than four (4) meetings of the Church Board shall be called during the calendar year.
48. No error or omissions with respect to notice for a meeting of the Church Board shall invalidate the meeting or invalidate or make void any proceedings taken or had at the meeting.
49. The Deacons shall vote on any resolution arising at any meeting of the Church Board. A majority of votes shall decide the resolution. In case of a tie vote the Chair of the meeting shall have a casting vote in addition to his or her original vote.
50. A declaration by the secretary that a resolution has been carried and an entry to that effect in the minutes shall be admissible in evidence as prima facie proof of the fact without proof of the number of proportions of the votes recorded in favour or against any resolution.

LEAD PASTOR

51. The Lead Pastor must be a member of the Church. The Lead Pastor shall be an ordained minister of the Gospel and shall have been baptized by immersion. The Lead Pastor shall be a believer in and a preacher of the essential doctrines of faith, as outlined in the Statements of Faith, and adhere to biblical principles. It shall be the function of the Lead Pastor to faithfully preach the Gospel of Jesus Christ, model the priority of discipleship within the Church, administer the ordinances and provide spiritual leadership to the Church in conjunction with the Church Board. The Lead Pastor shall supervise all Pastoral Staff.

52. The Lead Pastor shall have the following rights:

With respect to all meetings of the Church, including but not limited to meeting of the Church Board and the general meeting, the right to:

- (a) notice to all such meetings;
- (b) attend all such meetings;
- (c) speak to all matters at such meetings;
- (d) to provide advice and guidance at such meetings; and
- (e) to be consulted with all matters related to doctrinal and governance of the Church.

The Lead Pastor shall not have the right to vote at any meeting of the Church Board.

53. The Lead Pastor shall be appointed at a general meeting.

54. Upon the vacancy of the Lead Pastor's position, the Deacons shall make recommendation to the members at a general meeting. An affirmative vote cast by at least three-fourths of the members present at such general meeting is required to appoint a Lead Pastor;
55. The remuneration of the Lead Pastor shall be decided by a resolution passed at a general meeting.
56. The Lead Pastor is accountable to the Church Board. All other Pastoral staff are responsible to the Church Board through the supervision of the Senior Pastor.
57. The term of appointment for the Lead Pastor shall continue until such time that:
 - (a) the Lead Pastor resigns, or
 - (b) the Lead Pastor is removed from office by a resolution passed at a general meeting called for the purpose of his removal and for which notice was given. A moderation process as recommended by the Fellowship Evangelical Baptist Churches of Canada has to be exercised prior to the call for such meeting. An affirmative vote cast by at least three-fourths of the members present at such general meeting is required to remove a Lead Pastor.
58. At the general meeting called for the purpose of the removal of a Lead Pastor, the members may, by at least three-fourths of the votes cast at such general meeting, elect any qualified person to be Lead Pastor.

PASTORAL STAFF

59. Pastors, ordained or unordained, may be added to the Pastoral Staff to give direction and support to specific areas of ministry within the Church, under the direction of the Lead Pastor. The Pastor Staff must be a member of the Church. He or she shall be a believer in and a preacher of the essential doctrines, as outlined in the Statements of Faith and adhere to biblical principles. It shall be the function of the Pastor Staff, in assistance to the Lead Pastor, to faithfully preach the Gospel of Jesus Christ and administer the ordinances.
60. The term of appointment for any Pastoral Staff shall continue until such time that:
 - (a) the Pastoral Staff resigns, or
 - (b) the Pastoral Staff is removed from office by a resolution passed at a general meeting called for the purpose of his removal and for which notice was given. An affirmative vote cast by at least three-fourths of the members present at such general meeting is required to remove a Pastoral Staff.
61. The Pastor Staff shall have the following rights:

With respect to all meetings of the Church, including but not limited to meeting of the Church Board and the general meeting, the right to:

 - (a) notice to all such meetings;
 - (b) attend all such meetings;
 - (c) speak to all matters at such meetings;
 - (d) to provide advice and guidance at such meetings; and
 - (e) to be consulted with all matters relate to doctrinal and governance of the Church.

The Pastor Staff shall not have the right to vote at any meeting of the Church Board.

62. At the general meeting called for the purpose of the removal of a Pastoral Staff, the members may, by at least three-fourths of the votes cast at such general meeting, elect any qualified person to be Pastoral Staff.
63. The remuneration of the Pastoral Staff shall be decided by a resolution passed at a general meeting.

AGENTS AND EMPLOYEES

64. The Church Board may appoint any agents and retain any employees that it considers necessary. The persons appointed or retained shall have the authority and shall perform the duties prescribed by the Church Board.
65. Unless the by-laws otherwise provide, the remuneration for any agents or employees shall be fixed by the Church Board by resolution.

PRESIDENT, SECRETARY, TREASURER

66. The president shall:
 - (a) be the Chair of the Church Board who shall serve until the next annual general meeting or until he or she is removed from office by resolution of the Church Board;
 - (b) chair all meetings of the Church and of the Church Board, when present in person and able; have general supervision of the affairs of the Church; perform all duties set out elsewhere in the by-laws and perform any other duties which the board may, from time to time, assign.
67. The secretary shall:
 - (a) be a member of the Church Board who shall serve until the next annual general meeting or until he or she is removed from office by resolution of the Church Board;
 - (b) keep and maintain the records and books of the Church, including the registry of officers and Deacons, the registry of members, the minutes of the annual general meeting, general meetings and meetings of the Church Board, the by-laws and resolutions; have custody of the corporate seal; certify copies of any record, registry, by-laws, resolutions or minute; give any notices required for the annual general meeting, general meetings and meetings of the Church Board; perform all duties set out elsewhere in the by-laws and perform any other duties which the Church Board may, from time to time, assign.
68. The treasurer shall:
 - (a) be a member of the Church, but need not be a Deacon and be elected by the members at a general meeting of the Church and shall serve until the next annual general meeting or until he or she is removed from office by resolution passed at a general meeting. An affirmative vote cast by at least majority of the members present at such general meeting is required to elect or remove the treasurer;
 - (b) receive all moneys of the Church after same has been counted by two Tellers, keep and maintain the financial records and books of the Church; work with the auditor in the preparation of the financial statement of the Church; perform all duties set out elsewhere in the by-laws and perform any other duties which the Church Board may, from time to time, assign;
 - (c) serve without remuneration and shall not directly or indirectly receive any profits from his or her position as such, provided that a treasurer may be reimbursed for reasonable expenses incurred by him or her in the performance of his or her duties.

MINISTRY STAFF

69. From time to time, the Church may form and delete various ministries to run various functions of the Church ministry as the need arises. The formation and deletion of a ministry shall be based on the recommendation of the Church Board. The Ministry Staff shall supervise the various ministries of the Church as may be formed from time to time. The Ministry Staff may, but need not be, Deacons of the Church but shall be member of the Church.
70. The Ministry Staff shall serve without remuneration, provided that such ministries may be reimbursed for reasonable expenses incurred by him or her in the performance of his or her duties.

LIFE GROUPS AND LIFE GROUP LEADERS

71. From time to time, the Church may form and delete life groups as the need arises. The decision as to formation and deletion of such groups shall be at the discretion of the Church Board. The Life Group Leader shall be member of the Church.
72. The Life Group Leader shall serve without remuneration, provided that such position may be reimbursed for reasonable expenses incurred by him or her in the performance of his or her duties.

WORSHIP MINISTRY

73. Worship ministry is considered to be a leadership-type ministry at Mosaic Baptist Church. It is ordinarily not a place for new or immature Christ followers. Worship leader in the area of singing, instrument playing, scripture reading, praying, drama, dance or art performances must be baptised if over 18 years of age.

All who are leading or participating in worship leading must commit:

- to being spiritually prepared to minister
- to excel in their area of expertise
- to grow spiritually
- to grow with the team
- to being a witness outside of the church

USE OF PREMISES AND PROPERTIES

74. The church reserves the right to rent or allow use of our premises and properties only by individuals and groups not incompatible with our goals, values, and statements and for purposes which are not incompatible with our goal, values, and statements.

INDEMNIFICATION

75. Upon having been satisfied that the Charities Accounting Act and its regulations have been complied with, and provided that the directors and officers have acted honestly and in good faith, the Church shall indemnify and save harmless the directors, officers, their heirs, executors and administrators, and estates and effects, respectively from time to time and at all times from and against:
 - (a) all costs, charges and expenses whatsoever that he or she sustains or incurs in or about any action, suit or proceeding that is brought, commenced or prosecuted against him or her, for or in respect of any act, deed, matter or thing whatsoever made, done or permitted by him or her in or about the execution of the duties of his or her office; and
 - (b) all other costs, charges and expenses that he or she sustains or incurs in or about or arising from or in relation to the affairs of the Church, except costs, charges or expenses thereof as are occasioned by his or her own wilful neglect or default.

AMENDMENTS

76. By-laws of the church may be enacted, repealed, amended, added to or re-enacted by the members of the Church in accordance with the provision of the Act.

PASSED by the Church Board and sealed with the corporate seal this day of March 11, 2007.

President

Secretary

By-Law No. 2

1. BORROWING POWERS

The Church Board may:

- (c) borrow money on the credit of the Church;
- (b) issue, sell or pledge securities of the Church;
- (c) charge, mortgage hypothecate or pledge all or any of the real or personal property of the Church, including book debts, rights, powers, franchises and undertakings to secure any securities or any money borrowed, or other debt, or any other obligation or liability of the Church;
- (d) delegate the powers under this clause to an officer or offices of the Church as the Church Board considers appropriate.

Provided that, except where the Church borrows on the security of its real or personal property, its borrowing power shall be limited to borrowing money for current operating expenses.

