

**INTERNATIONAL BAPTIST CHURCH OF SINGAPORE  
SCHEDULE OF AMENDMENTS  
TO THE CONSTITUTION**

| ARTICLE NO. | EXISTING ARTICLE   | NEW ARTICLE | AMENDMENTS  | REASONS FOR AMENDMENTS   |
|-------------|--|-------------|---|--|
| II          | Territorial limits of IBC will be the Republic of Singapore. The place of business and its address for correspondence shall be at "81 King's Road, Singapore 266358", or such other address as may subsequently be decided upon by the officer of IBC and approved by the Registrar of Societies. IBC shall carry out its activities only in places and premises which have the prior written approval from the relevant authorities, where necessary. | NIL         | Territorial limits of IBC will be the Republic of Singapore. The place of business and its address for correspondence shall be at 81 King's Road, Singapore 266358, or such other address as may subsequently be decided upon by the Board of Elders and approved by the Registrar of Societies. IBC shall carry out its activities only in places and premises which have the prior written approval from the relevant authorities, where necessary. | Change from "Officer of IBC" to "Board of Elders".   |
| III         | The mission of IBC is to persuade people to become disciples of Jesus Christ, to baptize believers and to invite them to join our church for worship, for Bible study and for fellowship so that believers may become spiritually mature and involved in IBC's mission in Singapore and the rest of the world (Matthew 28: 18-20).   | NIL         | IBC's mission is to make disciples of Jesus Christ, baptizing them in the name of the Father and of the Son and of the Holy Spirit, grounding them in a biblically-based and prayer-focused personal relationship with Christ as Lord, and equipping them to be united in diversity and in proclaiming the gospel.  | Rephrased.   |
| IV          | IBC is a multinational and multicultural congregation living in unity and harmony, empowered by the Holy Spirit for witness, compelled to fulfill IBC's mission and to maintain its International Identity.  | NIL         | IBC is God's home for the nation that seeks to unite all people to Christ in love by making disciples for the glory of God.   | Rephrased.   |
| V           | Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Saviour, and on the profession of our faith having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now in the presence of God, angels and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.  | NIL         | Deleted.  | The Articles of Faith have considerably expanded, and there is greater attention to theological reasoning throughout all of the proposed revisions to the constitution. Thus the Church Covenant content has become redundant. In addition, there is no need for the Church Covenant |

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|             | <p>We pledge therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this Church, in knowledge, worship, ordinances, discipline and doctrines.</p> <p>To contribute cheerfully and regularly to the support of the ministry, the expenses of the Church, the relief of the poor, and the spread of the Gospel through all nations.</p> <p>We also pledge to maintain family and secret devotions; to educate our children in the Christian faith; to seek the salvation of our kindred and acquaintances.</p> <p>To walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to avoid all tattling, back-biting and excessive anger; to refrain from using, selling or promoting products detrimental to the body which is the temple of the Holy Spirit; to be zealous in our efforts to advance the kingdom of our Saviour.</p> <p>We further pledge to watch over one another in brotherly love, to remember each other in prayer; to aid one another in sickness and distress; to cultivate Christian sympathy in feeling, courtesy in speech, to be slow to take offense but always ready for reconciliation and, mindful of the rules of our Saviour, to secure it without delay.</p> <p>We moreover pledge that when we remove from this place, we will, as soon as possible, affiliate with another Church where we can continue to</p> |             |            | <p>to appear in the Constitution. The constitution should be a document that efficiently expresses how IBC carries out its mission.</p> |

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|                          | carry out the spirit of this covenant and the principles of God's Word.   |                       |   |   |
| VI                       | Heading-Articles of Faith   | V                     | NIL   | Re-numbered in view of deletion of Article V.               |
| VI Section 1 - The Bible | We believe that the Holy Bible, consisting of sixty-six books, is the inspired Word of God. We accept it as our authoritative and sufficient guide in all matters of Christian faith and conduct and Church order.  | V Section 1-The Bible | We believe that the Bible is the inspired word of God which the Holy Spirit guided its human authors to write (2 Pet 1:19-21). The whole and each individual part of Old and New Testament Scripture is God-breathed (2 Tim 3:16) – they are the words of God. As such, they are true, inerrant, authoritative, and sufficient. We believe in all that it affirms, obey all that it commands, and hold on to all that it promises.      | (1) Renumbered.<br>(2) Rephrased for clearer understanding. |
| VI Section 2 - God       | We believe that there is one true and living God. He is the Creator, Redeemer, Preserver and Ruler of the universe. He is a personal Spirit, who is holy and loving, all-wise, all-powerful, and present everywhere. This God has revealed Himself to us as Father, Son, and Holy Spirit. | V Section 2-God       | We believe that our God is the one true God (Deut 6:4) who eternally exists (Rev 1:8) in three Persons – the Father, the Son, and the Holy Spirit (Matt 28:19; 2 Cor 13:14).  | (1) Renumbered.<br>(2) Rephrased and re-worded.             |
| NIL                      | NIL   | V Section 3-Trinity   | <ul style="list-style-type: none"> <li>• The Father is the Divine Source of all existence. He has life in Himself and gives life to all else through the Son and the Spirit. He is also Sovereign Ruler (Eph 1:3-6; 1 Tim 6:15-16), Holy Judge (2 Pet 3:10-12), and Compassionate Reconciler (John 3:16; Rom 3:24; 2 Cor 5:18-19).</li> <li>• The Son is the only begotten of God, ontologically equal yet distinct from God</li> </ul> | (1) Renumbered.<br>(2) Definition of Trinity                |

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|             |                  |             | <p>the Father as a Person (Heb 1:3; Col 2:9). He is the divine Word through whom all things are created, our Lord Jesus Christ who took on the human nature at the Incarnation to be our substitutionary atonement to reconcile us with the Father (John 1:14-18). We believe that Jesus suffered and died on the cross, then decisively defeated the power of sin and death three days later in his bodily resurrection, is now ascended back to the Father, and will one day return to earth to establish His earthly kingdom (1 Cor 15).</p> <ul style="list-style-type: none"> <li>• The Holy Spirit is our Advocate and Comforter (John 14:16; Rom 8:26), the Giver of Life (Gen 1:2; Job 32:8; Ps 33:6), who restrains (2 Thess 2:7) and convicts of sin, righteousness, judgment (John 16:8-11), and inspires Scripture (2 Tim 3:16; 2 Pet 1:20- 21). He accomplishes our indwelling and regeneration (John 3:5-7; Rom 8:9-16), sealing (Eph 1:13-14; 4:30), anointing (1 John 2:27), and is the vehicle of the love from the Father through the Son to humanity and the source of the love in believers toward one another (Rom 15:30; 2 Cor 13:14).</li> </ul> <p>These three Persons of the Godhead are one in mind, will, and activity, yet distinct in consciousness and personal relationships, each indwelling the other (John 7:37-39; 14:7-11; 16:13-</p> |                        |

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|                                |  |             | 15; 20:22). They have precisely the same nature, attributes, and perfections, and worthy of precisely the same faith and obedience (John 1:14; Acts 5:3-4). Our God is holy (Isa 6:1-5; Rev 4:8), transcendent, eternal, infinite, all-powerful, all-knowing, and immanent (Ps 139:7-10). |   |
| VI Section 3 - Jesus Christ    | We believe that Jesus Christ is the unique Son of God. He is the eternal Word who became flesh. He paid the penalty for our sins and made possible our salvation by suffering and dying on the Cross of Calvary. He was buried, but on the third day, God raised Him from the dead. He ascended into Heaven where He is enthroned and is making intercession for us. One day He will return in power and glory to judge the world. Meanwhile we have accepted Him as our Saviour and Lord. | NIL         | Deleted.  | Deleted and replaced by new Article V Section 3.      |
| VI Section 4 - The Holy Spirit | We believe that the Holy Spirit is the abiding presence and power of God in the midst of His people. His work is to convict the world of sin, of righteousness, and of judgment, to reveal Christ's truth to men, and to guide, sanctify, comfort, and empower us who believe in Christ.   | NIL         | Deleted.  | Replaced by new Article V Section 3.                  |
| VI Section 5 - Man and Sin     | We believe that man was created by God in His own image, but because of disobedience, he fell into sin. All men because of corrupt nature and actual transgressions are now separated from God and stand in need of salvation.   | NIL         | Deleted   | Replaced by new Article V Section 4-Humanity and Sin. |

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| NIL                          | NIL  | V Section 4 -<br>Humanity and<br>Sin | We believe that we were created male and female in the image of God to fill the earth with His rule. Because of human rebellion against God, sin came into the world and corrupts every person and every human endeavor (Gen 1-3). As a consequence, we are all separated from God, becoming spiritually dead, rendered completely incapacitated and unable to remove sin, and destined for physical death and an eternity removed from God (Rom 1:18-32; Eph 2:1-3).   | New Section to replace the old Article VI Section 5. |
| VI Section 6 -<br>Salvation  | We believe that salvation is by God's grace through man's faith in the redeeming work of Jesus Christ. This grace was fully revealed when Jesus Christ died for our sins on the cross. Through personal faith, each individual can receive the benefit of Christ's atonement and can return to God as a redeemed child   | V Section 5-<br>Salvation            | We believe that Jesus Christ is the only sufficient, atoning sacrifice for sin (John 14:6; Acts 4:12). Through his death, burial, and resurrection, Jesus brought reconciliation between God and humanity and a new life for all who would repent and believe in Him as Saviour and Lord (Rom 3:21-26). Salvation is possible only by responding to God's gracious gift through faith and apart from works (Eph 1:7; 2:8-9).  | (1) Renumbered.<br>(2) Rephrased.                    |
| VI Section 7 -<br>The Church | We believe that the Church of the Lord Jesus Christ can be best understood when viewed in two ways. In its totality it is the body of which Christ is the Head and all who truly belong to Christ are members. In a particular locality, however, it is an organized body of baptized believers who have voluntarily banded themselves together for worship, fellowship, mutual spiritual encouragement, service and proclamation of the Gospel of Christ to the world. Membership in such a Church is a | V Section 7-<br>The Church           | We believe that the Church is the universal body of Christ, of which He is the head and all who have placed their faith in Him are the members (1 Cor 12:12-27; Eph 1:20-23). Followers of Christ are to be in community with one another in an autonomous, local assembly, preaching the gospel, spurring one another on to spiritual maturity (Heb 10:24-25), serving one another with our spiritual gifts (Rom 12:4-8), and keeping the unity of the Spirit in a bond of peace and communal fellowship (Acts 2:42-46; Eph 4:3- | (1) Renumbered.<br>(2) Rephrased.                    |

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|             | <p>privilege and responsibility properly extended only to those who have personally accepted Jesus Christ as Saviour and have openly confessed Him by means of believer’s baptism. Leadership in such a Church is an additional privilege and responsibility which is entrusted by the body to some of its members for the good of all. Leaders are not to be regarded as rulers, however, since Christ Himself exercises direct Lordship over His body and its members. His Lordship is best effected in the government of a Church when its members, led by His Spirit, govern themselves through ordinances. One of these is baptism of new believers by immersion. The other is the Lord’s Supper. Both of these ordinances are symbolic expressions of the message of salvation. Local Churches are autonomous bodies and are competent to fulfill their local ministries under the leadership of their Lord. However, the Churches may wisely co-operate together with other Churches of like faith and order to achieve goals which pertain to all of them, but cannot be achieved by any one of them alone.</p> |             | <p>6; Col 3:14-15).<br/>The two ordinances of the church commanded by Jesus Christ--the immersion baptism of disciples of Jesus and the Lord’s Supper—are symbol-laden acts that embody and proclaim the gospel (Matt 3:11-15; Rom 6:1-5; Mark 14:22-25; John 6:53-54; 1 Cor 11:23-30), which we partake in as part of our carrying out His commission to us to make disciples of all nations (Matt 28:19-20; John 17:18; Acts 1:8).</p> |                        |

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| VI Section 8 - The Christian Life | We believe the Christian life is intended to be one of continuous growth towards spiritual maturity. Such growth is stimulated by means of daily Bible study and prayer, regular church attendance, Christian witnessing, faithful stewardship of God's blessings, and complete submission to the guidance of the Holy Spirit. The Christian life is also intended to be one of constant service to others for the sake of Christ. | V Section 6- The Christian Life   | We believe that having died to sin and been born again into a new life in Christ (Rom 6:1-14), we are called to walk not after the flesh but in submission to the Holy Spirit (Rom 8:4, 12-13; Gal 5:16-23), growing in the likeness of Christ by the power of the Spirit indwelling in us (John 17:17; 2 Cor 3:18; 1 Thess 5:23, Heb 12:10), and walking in the good works which God prepared beforehand for us to do (Eph 2:10).<br>We affirm the biblical definition of marriage to be one man and one woman for life (Gen 2:24-25; Mark 10:6-9; Eph 5:22-25). | Renumbered and insertion of a new paragraph on affirmation of the biblical definition of marriage.  |
| NIL                               | NIL  | V Section 8- The Future   | We believe that the blessed hope of all followers of Jesus Christ includes His physical return (Acts 1:9-11; 1 Thess 4:16-17) to gather all who trusted in Him for salvation in their lifetimes to spend eternity with Him (John 14:1-3) and to worship God forever.  | New Section.  |
| VII -Membership                   | NIL  | VI - Membership   | NIL   | Consequential renumbering in view of deletion of Article V -The Church Covenant.  |
| VII Section 1 - General           | The Church is the universal Body of Christ consisting of all born-again Christians made one by the indwelling Holy Spirit and comprised of local churches around the world such as IBC.  | NIL   | Deleted   | Replaced by V Section 6-The Church.   |
| VII Section 2 - Qualifications    | Membership in IBC shall be open to Christians resident in Singapore who have undergone a Believer's Baptism and who give a declaration of personal faith in Christ Jesus for his/her eternal salvation, who are committed to consistently living under the Lordship of Christ  | VI Section 1 - sub-section 1.1 Definition on Voting and Non-Voting Members and Qualifications | Unless otherwise indicated, the terms "a Voting Member" and "a Non-Voting Member" and "Voting Members" and "Non-Voting Members" shall hereafter be collectively referred to as "a member" or "Members".   | (1) Renumbered and insertion of new sub-section.<br>(2) Membership classification.<br>(3) To provide definition on voting and non-voting members. |



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|             | Jesus, and who are in agreement with the Mission of IBC, the Vision Statement, the Church Covenant and the doctrinal position as set forth in the Articles of Faith. Persons who are below 18 years of age shall not be accepted as members without the written consent of their parent or guardian. |                                |  |   |
| NIL         | NIL  | VI Section 1 - sub-section 1.2 | To become a member of IBC, a person must:-<br>(a) live in Singapore;<br>(b) have declared faith in Jesus Christ for his or her own eternal salvation;<br>(c) have received the immersion baptism of disciples of Jesus.<br>(d) commit to living consistently under the Lordship of Christ Jesus; and<br>(e) agree with the Mission, Vision Statement and Articles of Faith of IBC. | (1) Renumbered and insertion of new sub-section.<br>(2) Rephrased membership requirements.                                    |
| NIL         | NIL  | VI Section 1 - sub-section 1.3 | Persons who are below eighteen (18) years of age shall not be accepted as members of IBC without the written consent of their parent or guardian. All members who are below the age of twenty-one (21) shall hereafter be referred to as "Non-Voting Members".   | Renumbered and insertion of new sub-section.  |
| NIL         | NIL  | VI Section 1 - sub-section 1.4 | Upon attaining the age of twenty-one (21), a Non-Voting Member must become a Voting Member in order to remain a member of IBC. All candidates to become Voting Members must sign the Articles of Faith.  | (1) Renumbered and insertion of new sub-section.<br>(2) To provide on process of Non-Voting Members to become Voting Members. |

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| VII Section 3 - Process         | Sub-Heading   | VI Section 2 - Process to Become a Member | NIL  | (1) Renumbered.<br>(2) Amendment of sub-heading for clarity.  |
| NIL                             | NIL   | VI Section 2 sub-section 2.1 General      | A person can choose to join IBC through baptism, transfer, or statement, as set out in the following sections. The prospective member shall meet the Senior Pastor or his designated representative to evaluate if the prospective member meets the qualifications for membership. With the approval of the Senior Pastor or his designated representative, the candidate shall be presented for approval by vote at a Congregational Meeting. | (1) Insertion of new sub-heading and new sub-section.<br>(2) Setting out the detailed processes of becoming a member. |
| VII Sub-section 3.1 By Baptism. | A prospective member shall notify the Senior Pastor or in his absence any pastoral staff or Elder as to his/her desire to be baptized. The Senior Pastor or in his absence any pastoral staff or Elder shall arrange for the prospective member to attend the New Members Orientation. After completing the orientation and giving testimony to the Senior Pastor or in his absence any pastoral staff or Elder of having met the qualifications, the candidate shall be presented to the Adult Members to be baptized and for approval by consensus vote. Upon acceptance of such person and upon signing the Church Covenant and Articles of Faith, he/she shall be added to the Members' register. | VI Section 2 sub-section 2.2 By Baptism   | If the candidate has not previously received immersion baptism after having trusted Christ as Saviour and Lord, the candidate will testify to his or her faith through immersion baptism conducted by the Senior Pastor or his designated representative.  | (1) Renumbered.<br>(2) Rephrased.   |

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| VII Sub-section 3.2<br>By Transfer. | A prospective member shall ask his/her previous church of like faith and order to provide a letter of transfer of membership. The Senior Pastor or in his absence any pastoral staff or Elder shall arrange for the prospective member to attend the New Members Orientation. After completing the orientation and giving testimony to the pastoral staff and/or Elder of having met the qualifications, the candidate shall be presented to the Adult Members for approval by consensus vote. Upon acceptance of such person and upon signing the Church Covenant and Articles of Faith, he/she shall be added to the Members' register.  | VI Section 2<br>sub-section 2.3<br>By Transfer  | A candidate may request his or her previous church of similar faith to provide a letter of transfer of membership to IBC.   | (1) Renumbered.<br>(2) Rephrased to simplify the process of transfer of membership.                                  |
| VII Sub-section 3.3<br>By Statement | A prospective member shall give a statement describing his/her experience of salvation and his/her subsequent Believer's Baptism. The Senior Pastor, or in his absence any pastoral staff or Elder, shall evaluate such statement and upon acceptance by the Senior Pastor or in his absence by any pastoral staff or Elder, shall arrange for the prospective member to attend the New Members Orientation. After completing the orientation and giving testimony to the pastoral staff and/or Elder of having met the qualifications, the candidate shall be presented to the Adult Members for approval by consensus vote. Upon acceptance of such person and upon signing the Church Covenant and Articles of Faith, he/she shall be added to the Members' register. | VI Section 2<br>sub-section 2.4<br>By Statement | A candidate shall describe his or her experience of salvation and subsequent immersion baptism as a disciple of Jesus Christ. In order to encourage the discipline of church membership for foreigners in Singapore, IBC allows its members to retain their membership in churches in other countries to which they plan to return after their stay in Singapore. | (1) Renumbered.<br>(2) Rephrased and to allow IBC members who are foreigners to retain their home church membership. |

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| VII Section 4 - Responsibilities  | Sub-heading.   | VI Section 3 - Responsibilities of IBC Members        | NIL   | (1) Renumbered.<br>(2) Amendment of sub-heading.  |
| VII Sub-section 4.1 General.      | Scripture places a high importance upon the believer's participation in the life of a local assembly in order to grow and mature in his/her faith and Christ Jesus. Members of the Church, relying upon prayer and the power of the Holy Spirit in their lives, and not through their own strength, seek to fulfill this biblical command of continued growth and maturity towards Christ's example.   | VI Section 3 sub-section 3.1 General                  | Scripture teaches every believer's participation in the life of a local assembly. Members of IBC, relying not upon their own strength but upon prayer and the power of the Holy Spirit, seek continual growth and maturity in Christ.   | (1) Renumbered.<br>(2) Rephrased.   |
| VII Sub-section 4.2 Participation | Members have the responsibility to participate regularly in the worship, Sunday school, cell groups offered by IBC and congregational meetings (Hebrews 10:24-25). Participation in IBC worship, Sunday school and cell groups, however, is not a substitute for individual and family devotions, Bible Study and quiet time with the Lord. Members also have the responsibility to participate in supporting IBC through their tithes and offerings (1 Corinthians 9:13-14; 2 Corinthians 9:10-12). | VI Section 3 sub-section 3.2 Participation            | Members will participate regularly in corporate worship and various discipleship activities of IBC, including but not limited to Bible study and small group meetings. Members will also engage in individual and family devotions, Bible study and quiet time with the Lord. Members will support IBC through tithes and offerings. (1 Cor 9:13-14; 2 Cor 9:10-12)               | (1) Re-numbered.<br>(2) Rephrased to summarize members' participation in the activities of IBC. |
| VII Sub-section 4.3 Communion     | All members of IBC and those members of the universal Church who are not members of IBC are invited to partake of the symbols of Christ as expressed in the Holy Communion (Matthew 28:18-20; 1 Corinthians 11:17-34; 12:13).  | VI Section 3 sub-section 3.3 Taking the Lord's Supper | All disciples of Jesus Christ may participate in eating and drinking the elements of the Lord's Supper at IBC (Matt 28:18-20; 1 Cor 11:17-34; 12:13). Just as there is no biblical justification for refusing the immersion baptism of disciples of Jesus, there is also no biblical justification for excluding non-baptized Christians from participating in the Lord's Supper. | (1) Renumbered and amendments to sub-heading.<br>(2) Rephrased.                                 |

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| VII Sub-section 4.4 Submission | Members have the responsibility to uphold and follow the leadership of IBC, as God has instructed, so long as that leadership is following the teachings of the Bible (Hebrews 13:17). Members also have the responsibility to submit to guidance, instruction, and, if he or she should fall into serious moral disobedience or serious doctrinal error, the discipline of God through IBC (Matthew 18: 15-20; James 5: 19-20). | VI Section 3 sub-section 3.4 Submission | Members will joyfully submit to the full authority and sufficiency of Scripture. Members should uphold IBC leaders in prayer and submit to their biblical teaching and guidance, working within the context of IBC to resolve any perceived issues or conflicts that may arise. They will submit to church discipline as a means of seeking grace and restoration from God in cases of moral failure or doctrinal error. | (1) Renumbered.<br>(2) Rephrased. |
| VII Sub-section 4.5 Ministry   | Members have the responsibility to serve the body of Christ Jesus, as currently evidenced on earth in the form of the Christian community, by using the gifts and abilities God has given them for the good of IBC, the expansion of IBC, and the advancement of Christ's purposes, so that IBC as a body of believers can mature (1 Peter 4:10).  | VI Section 3 sub-section 3.5 Ministry   | Members will serve the body of Christ by using the gifts and abilities God has given them for the good of IBC and the advancement of Christ's purposes, so that IBC as a body of believers can mature (1 Pet 4:10).  | (1) Renumbered.<br>(2) Rephrased. |
| VII Sub-section 4.6 Witness    | Members have the responsibility to be salt and light, to go to the lost, explaining how they may have their sins forgiven and receive the free gift of eternal life and show the love of Christ in tangible ways (Matt 5:13-16; 28:18-20). Such acts of witnessing include worldwide missions and members can take part through praying, giving, encouraging one another, and by going into the mission field (Acts 1: 8).       | VI Section 3 sub-section 3.6 Witness    | Members will be salt and light, show the love of Christ in tangible ways, go intentionally to the lost, and explicitly share the gospel message (Matt 5:13-16, 28:18-20). Such witnessing acts include local and worldwide missions, and members will take part by praying, giving, and going personally into mission fields as they are able (Acts 1:8).  | (1) Renumbered.<br>(2) Rephrased. |
| VII Sub-section 4.7 Purity     | Members have the responsibility to live daily under the Lordship of Christ Jesus as revealed in a lifestyle characterized by holiness before God and integrity before the world so that Christ's name will not be dishonored (Col. 1:9-10; 1 Peter 2:12).  | VI Section 3 sub-section 3.7 Purity     | Members will daily live under the Lordship of Christ Jesus through a lifestyle characterized by holiness before God and integrity before the world, so that Christ's name will receive honor (Col 1:9-10; 1 Pet 2:12).   | (1) Renumbered.<br>(2) Rephrased. |

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| VII Sub-section 4.8 Unity                | Members have the responsibility to love the church for which Christ Jesus died, to promote unity and fellowship within IBC as a visible demonstration to a watching world that God changes the hearts of selfish men and women who are made new in Christ Jesus (Phil. 2: 1-2; John 13:35). | VI Section 3 sub-section 3.8 Unity         | Members will love IBC for whom Christ died, and promote unity and fellowship within IBC as a visible demonstration to a watching world that God changes the hearts of selfish men and women who are made new in Christ (Phil 2:1-2; John 13:35). | (1) Renumbered.<br>(2) Rephrased.   |
| VII Sub-section 4.9 Voting Rights.       | Only members who are above 21 years of age shall have the right to vote and to hold office in IBC.  | VI Section 3 sub-section 3.9 Voting Rights | Only Voting Members shall have the right to vote and to hold office in IBC.  | (1) Renumbered.<br>(2) Rephrased and defined rights of Voting Members.              |
| VII Section 5 - Termination              | Membership in IBC shall be terminated as follows:   | VI Section 4 - Termination                 | The following situations shall result in the removal of the name of a member from the Register of Members, and thus the termination of IBC membership.   | (1) Renumbered.<br>(2) Rephrased on termination of membership.                      |
| NIL                                      | NIL   | VI Section 4 sub-section 4.1 By Death      | -The transfer of a member of IBC to the face-to-face presence of Christ to await the resurrection.   | New sub-section to provide for termination of membership on the demise of a member. |
| VII Section 5 Sub-section 5.1 By Letter. | Upon a member's request for a letter of recommendation to join another church, such letter may be granted for a member in good standing. When such a letter is granted, the member's name shall be removed from the Members' register and his or her membership in IBC shall terminate.     | VI Section 4 sub-section 4.2 By Letter     | -Granting the request of a member for a letter of recommendation to join another church.   | (1) Renumbered.<br>(2) Rephrased.   |
| VII Section 5 Sub-section 5.2 By Request | Upon a member's request, his or her name shall be removed from the Members' register and his or her membership in IBC shall terminate.  | VI Section 4 sub-section 4.3 By Request    | -At the request of a member.   | Renumbered and rephrased.   |

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| VII Section 5 Sub-section 5.3 By joining another church.          | Upon receiving reliable evidence that a member has joined another church without the prior written approval of the Board of Elders, the member's name shall be removed from the Members' register and his or her membership in IBC shall terminate.  | VI Section 4 sub-section 4.4<br>By joining another Church in Singapore | - Evidence that a member has joined another church in Singapore.   | (1) Renumbered.<br>(2) Minor amendments to sub-heading and rephrased.  |
| VII Section 5 Sub-section 5.4 By failing to participate.          | A member who has been an infrequent participant in the activities of IBC for a significant period of time shall be contacted by the Elders or their representative to ascertain the circumstances. Infrequent participation in the life and service of IBC for reasons other than justifiable reasons shall prompt an informal inquiry by the Elders as to the member's commitment to the health and welfare of IBC. Where the Elders determine such infrequent participation is the result of spiritual neglect and indifference, restoration shall be attempted by the Elders, Deacons, or other designated members of IBC. Where such an attempt is not successful, and upon the consensus of the Elders, the member's name shall be removed from the Members' register and his or her membership in IBC shall be terminated. | VI Section 4 sub-section 4.5<br>By Inactivity                          | A member who has been an infrequent and/or inactive participant in the activities of IBC shall be contacted by the Elders or their representative to determine the circumstances. Infrequent participation in the life and service of IBC for non-justifiable reasons shall prompt an informal inquiry by the Board of Elders regarding the commitment of the member to the health and welfare of IBC. When the Board of Elders determines such infrequent and/or inactive participation is the result of spiritual neglect or indifference, the Board of Elders, Deacons or other designated members of IBC shall attempt restoration. On grounds of inactivity, a decision to terminate a person's membership will be based upon the consensus of the Board of Elders. | (1) Renumbered and amendment on sub-heading.<br>(2) Rephrased to align the use of the terms of "Elders" and "Board of Elders." |
| VII Section 5 Sub-section 5.5 By removal under Church discipline. | Members of IBC, through the power of the Holy Spirit, are expected to conduct their lives in accordance with biblical standards of holiness as they grow to become more Christ like. When a member knowingly and unrepentantly ignores the direct commands and discipline found in such passages as Matthew 18:15-17; Galatians 6:1; 2 Thess. 3:1 and Corinthians 5; discipline, as set  | VI Section 4 sub-section 4.6<br>By removal under Church Discipline.    | Members of IBC, through the power of the Holy Spirit, are expected to conduct their lives in accordance with biblical standards of holiness as they grow to become more Christlike. When a member knowingly and unrepentantly disregards the direct commands and discipline found in such passages as Matt 18:15-17, Gal 6:1, 2 Thess 3:1, and 1 Cor 5,  | (1) Renumbered.<br>(2) Rephrased and insertion of written notification of removal of membership to member concerned.           |

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|                                      | <p>forth in Matthew 7: 1-5, 18:15-17 shall be lovingly applied under the guidance of the Elders. Members of the early church were subject to confrontation for reasons such as: unwillingness to become reconciled to an offended brother (Matthew 18:15-17); unwillingness to engage in work (2 Thess. 3:6-15); divisiveness in the church (Romans 16:17, 18; Titus 3:9,10); sexual immorality (1 Corinthians 5:1-13); false teachings (1 Timothy 1:20, 2 Timothy 2:17-18); and general sinful conduct (Galatians 6: 1). A decision to terminate a person’s membership will be based upon the consensus of the Elders. The member’s name shall be removed from the Members’ register and his or her membership in IBC shall be terminated.</p> |  | <p>discipline as set forth in Matt 7:1-5, 18:15-17 shall be lovingly applied under the guidance of the Board of Elders. Members of the early church were subject to confrontation for reasons such as: unwillingness to become reconciled to an offended brother (Matt 18:15-17); unwillingness to work (2 Thess 3:6-15); divisiveness in the church (Rom 16:17-18; Tit 3:9,10); sexual immorality (1 Cor 5:1-13); false teachings (1 Tim 1:20, 2 Tim 2:17-18); and general sinful conduct (Gal 6:1). On grounds of Church discipline, a decision to terminate a person’s membership will be based upon the consensus of the Board of Elders. Written notice of removal from membership shall be given to such member forthwith.</p> |  |
| VII Section 5 Sub-section 5.6 Appeal | <p>A member who is removed from membership under Section 5.5 above may make a written appeal to the Adult Members through the Board of Elders within one month of receipt of notice of such removal. The Adult Members shall consider such appeal at the next quarterly Congregational Meeting and at least two-thirds of the Adult Members present must be in favour of the appeal for the member to be reinstated.</p>  | VI Section 4 sub-section 4.7 Appeal of Removal under Church Discipline | <p>A person removed from membership under sub-section 4.6 above may make a written appeal to the Board of Elders within one (1) month of receipt of notice of such removal. Upon receipt of the written appeal, the Board of Elders will have the discretion of accepting the appeal and reinstating the former member by consensus vote without convening an Extraordinary Congregational Meeting. If the appeal is rejected, the Board of Elders shall convene an Extraordinary Congregational Meeting to vote on the appeal and all Voting Members present must vote in favour of the appeal for that member to be reinstated.</p>  | <p>(1) Renumbered and minor amendments of sub-heading.<br/>(2) Amended to provide for appeal to the Board of Elders and votes required at the Extraordinary Congregational Meeting for membership reinstatement.</p> |



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| VII Section 6 – Membership Register                  | There shall be an annual review of the Members’ register carried out by the Elders to remove names of former members if the same have not been removed and to update the particulars of existing members and this shall commence two months prior to the annual and be completed one month prior to the annual meeting. The update shall require members to verify their personal particulars and for the removal from the register of names of persons whose membership have been terminated or whom are no longer contactable. | VI Section 5 - Register of Members             | There shall be an annual review of the Register of Members carried out by the Board of Elders to remove names of former members, if the same have not been removed and to update the particulars of existing members. The review of Register of Members shall commence two months prior to the Annual Congregational Meeting and be completed one month prior to the Annual Congregational Meeting. The update shall require the members to verify their personal particulars and remove from the Register of Members, the names of persons whose membership have been terminated or who are no longer contactable. | <ul style="list-style-type: none"> <li>(1) Minor amendments on sub heading.</li> <li>(2) Renumbered.</li> <li>(3) Amended to provide clarity that the annual review on members is to be carried out by the Board of Elders.</li> </ul>  |
| VII Section 7 – Membership in IBC and other churches | A member of IBC shall not be a member of any other church in Singapore or elsewhere unless there are special circumstances and approval of membership in another church has been granted by the Board of Elders upon written request by the member or prospective member.  | NIL  | Deleted   | <ul style="list-style-type: none"> <li>(1) IBC does not accept members having more than one church membership in Singapore.</li> <li>(2) The provision is also covered in renumbered Article VI Section 4 Sub-section 4.4 on Termination.</li> </ul>                          |
| VII Section 8 – Discretion to Refuse Membership      | The Board of Elders may at their discretion refuse to permit any person from becoming a member of IBC if such refusal is deemed necessary for the harmony, unity and well-being of IBC.  | VI Section 6 - Discretion to Refuse Membership | The Board of Elders may, at its absolute discretion, refuse to approve any person from becoming a member of IBC without assigning any reason whatsoever. It shall report its decision to the Voting Members at a quarterly or Annual Congregational Meeting.  | <ul style="list-style-type: none"> <li>(1) Amendments on sub-heading.</li> <li>(2) Renumbered.</li> <li>(3) Amended to empower the Board of Elders to refuse any membership application without assigning any reason and to report its decision to Voting Members.</li> </ul> |

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| VII Section 9 – Non-members | A non-member of IBC may take part in the worship services, Sunday School classes, cell groups, prayer meetings, and congregational meetings of IBC subject to their orderly conduct. A non-member may teach or assist in a Sunday School class, cell group or take part in any of the ministries of IBC subject to the approval and authority of the pastoral staff and subject to being in agreement with the Church Covenant and the Articles of Faith. A non-member may not chair a committee of the church but may be a member of a committee subject to the approval of the Board of Elders and the committee chair. A non-member may not take on any leadership roles in IBC specified in Articles IX, X and XII. A non-member who wishes to take part in any of the activities of IBC shall submit to church authority and shall maintain the standards required for discipline, purity and unity as required of members. | VI Section 7- sub-section 7.1 Non-Members | Non-Members refer to friends and visitors of IBC.  | Renumbered and division into 2 sub-sections.                  |
| VII Section 9 – Non-members | A non-member of IBC may take part in the worship services, Sunday School classes, cell groups, prayer meetings, and congregational meetings of IBC subject to their orderly conduct. A non-member may teach or assist in a Sunday School class, cell group or take part in any of the ministries of IBC subject to the approval and authority of the pastoral staff and subject to being in agreement with the Church Covenant and the Articles of Faith. A non-member may not chair a committee of the church but may be a member of a committee subject to the approval of the Board of Elders and the committee chair. A non-member may not take on any leadership roles in IBC   | VI Section 7- sub-section 7.2             | A non-member of IBC may take part in the worship services, discipling ministries, prayer meetings, and as observers at official Congregational Meetings of IBC, subject to their submission to IBC’s authority and the standards of discipline, purity, and unity required of members. A non-member may not take any teaching or leadership role without the approval of the Senior Pastor or his designated representative, and in no case may serve in a role specified in Articles VII, IX, and XI. A non-member may be a member of a committee other than chairperson with the approval of the committee chair and the Board | Rephrased on obligations of Non-Members and their privileges. |

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|                                     | specified in Articles IX, X and XII. A non-member who wishes to take part in any of the activities of IBC shall submit to church authority and shall maintain the standards required for discipline, purity and unity as required of members.   |                                   | of Elders.  |   |
| VIII - Finances                     | NIL   | XII Finances.                     | NIL   | Renumbered.   |
| VIII Section 1 - The Financial year | The financial year for IBC shall run from January 1 to December 31.   | XII Section 1 -The Financial Year | The financial year for IBC shall be from January 1 to December 31.  | Renumbered and rephrased in line with the requirements of the Registrar of Societies. |
| VIII Section 2 - The Budget         | The Board of Elders shall present at the annual meeting the budget for the following year for approval by the Adult Members. The budget shall state the receipts, expenditure and originally budgeted amounts for the current year for each ministry and the proposed budgeted expenditure for the following year for each ministry.  | XII Section 2- The Budget         | The Board of Elders shall present the budget for the following year, before the end of November of each year, for approval by the Voting Members at a Congregational Meeting. The budget shall state the receipts, expenditure and originally budgeted amounts for the current year for each ministry and the proposed budgeted expenditure for the following year for each ministry. | Renumbered and rephrased.   |
| VIII Section 3 - Use of Funds       | As a non-profit organization, funds received by IBC shall be used for the payment of the salaries and benefits for the pastoral staff, staff, administrative expenses, building program for additions or alterations to IBC's immovable property and for Christian missions, charitable and community service projects. The Board of Elders and those authorized by them shall have authority to dispense the funds subject to the limits imposed by the approved budget. | NIL                               | Deleted   | Use of funds is generally the responsibilities of the Board of Elders.                |

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| VIII Section 4 –<br>Collection of<br>Funds    | There shall be no collections of funds by any member, pastoral staff or others for or on behalf of IBC for the benefit of IBC or others without the prior approval of the Board of Elders.   | NIL                       | Deleted  | These are strictly prohibited unless otherwise determined by the Board of Elders and made known to the members. |
| VIII Section 5 –<br>Audits                    | The books of accounts for IBC shall be audited by an external auditor at least once each year. The Treasurer shall make monthly reports regarding the finances of IBC to the Adult Members, and at the end of each financial year, a summary report. This report shall have been audited by the budget and audit committee. The books shall be available for inspection by any Adult Member in accordance with the procedure set by the Board of Elders. | XII Section 3 –<br>Audits | The books of accounts of IBC shall be audited by a firm of Public Accountants and Chartered Accountants annually. The Treasurer shall submit a summary report regarding the finances of IBC to the Voting Members at the end of each financial year. This report shall have been reviewed and endorsed by the Finance Committee. | (1) Renumbered.<br>(2) Rephrased in line with the requirements of the Registrar of Societies.                   |
| VIII Section 6 –<br>Deposits                  | The Elders shall determine the official depository or depositories. Such depository or depositories must be independent, well established financial institutions in Singapore or elsewhere.  | NIL                       | Deleted  | This is provided in the new Article IX Section 2 sub-section 2.2.   |
| VIII Section 6 –<br>Authorized<br>Signatory   | The Treasurer and other persons designated by the Board of Elders shall be made authorized signatories to sign checks in payment of the obligations of IBC.  | NIL                       | Deleted  | This is covered in the new Article IX Section 2 sub-section 2.3.  |
| VIII Section 7 –<br>Substitute<br>Signatories | In situations where the Treasurer cannot execute checks in a timely manner, for whatever reason, the Board of Elders may designate substitute signatories. In such situations the Board of Elders may prescribe limits on such person’s authority as they see fit.   | NIL                       | Deleted  | This is provided in the new Article IX Section 2 sub-section 2.3  |

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| IX - Governance, Leadership and Officers | <p>The supreme authority of the Society is vested in a Congregational Meeting of members.</p> <p>While affirming the privileges and spiritual duties of fellowship and ministry with all believers, IBC is an independent church body that shall not be accountable to any other ecclesiastical or denominational body. Final authority over the ministry and witness of IBC as well as the property of IBC shall be retained by the members acting in accord with the procedures and through the leadership as set forth in this Constitution.</p> <p>In accord with generally accepted Baptist Church polity, the congregation shall have high authority in the life of IBC. The Adult Members shall retain the authority to affirm, by vote, God's call and dismissal of the Senior Pastor, the appointment of Elders, Deacons, and committee members and shall approve the fiscal budget of IBC. The Adult Members grant by delegation of authority and subject to this Constitution to the pastoral staff, Board of Elders and other persons of authority to carry out the execution of the approved budget and the daily administration of IBC.</p> | IX - Governance and Officers           | <p>The supreme authority of IBC is vested in a Congregational Meeting of Voting Members.</p> <p>While affirming the privileges and spiritual duties of fellowship and ministry with all believers, IBC is an independent church that shall not be accountable to any other ecclesiastical or denominational body. Final authority over the ministry and witness of IBC as well as the property of IBC shall be retained by the Voting Members acting in accord with the procedures and through the leadership as set forth in this Constitution.</p> <p>In accordance with generally accepted Baptist Church polity, the Congregational Meeting of Voting Members shall have high authority in the life of IBC. The Voting Members shall retain the authority to affirm, by vote, God's call of the Senior Pastor, the election of Elders, Deacons, and committee members, and shall approve the fiscal budget of IBC. The Voting Members grant by delegation of authority and subject to this Constitution to the pastoral staff, Board of Elders and other persons of authority to carry out the execution of the approved budget and the daily administration of IBC.</p> | <ol style="list-style-type: none"> <li>(1) Amendments to heading.</li> <li>(2) Change of term from "the Society" to "IBC".</li> <li>(3) Rephrased including change of terms "Adult Members" to "Voting Members", "dismissal" to "removal" and "appointment" to "election."</li> <li>(4) Grammatical amendment.</li> </ol> |
| IX Section 1 - Officers                  | The officers of IBC shall be the Senior Pastor, the Chairman, Vice-Chairman, and Secretary of the Board of Elders, the Treasurer and the Church Clerk.  | IX Section 1 - sub-section 1.1 General | The officers of IBC shall be the Chairman and Vice-Chairman of the Board of Elders, the Treasurer, the Secretary and the Church Clerk. Foreign Diplomats shall not serve as officers of IBC.   | Insertion of new sub-section 1.1 to include "Foreign Diplomats shall not serve as officers of IBC" in compliance with the requirements of the Registrar of Societies.   |

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| IX Section 1 - Officers                      | The officers of IBC shall be the Senior Pastor, the Chairman, Vice-Chairman, and Secretary of the Board of Elders, the Treasurer and the Church Clerk.   | IX Section 1 - sub-section 1.2               | The Board of Elders shall elect a Chairman, Vice--Chairman, and Secretary of the Board of Elders who shall serve with the Senior Pastor as officers of IBC.   | Insertion of new sub-section 1.2 to provide for election of office bearers in the Board of Elders.                    |
| IX Section 1 - Officers                      | The officers of IBC shall be the Senior Pastor, the Chairman, Vice-Chairman, and Secretary of the Board of Elders, the Treasurer and the Church Clerk.   | IX Section 1 - sub-section 1.3               | The duties of the Chairman, Vice-Chairman and Secretary are as follows:-<br>(i) The Chairman shall chair all meetings of the Board of Elders. He shall also represent IBC in its dealings with outside persons and other organisations.<br>(ii) The Vice-Chairman shall assist the Chairman and deputise for him in his absence.<br>(iii) The Secretary shall keep all records, except financial, of IBC and shall be responsible for their correctness. He will prepare and keep minutes of all meetings of the Board of Elders. | Insertion of new sub-section 1.3 to define the respective roles of the office bearers.                                |
| IX Section 2- Elders Sub-section 2.1 General | The Elders are a group of biblically qualified men who are charged with leading IBC under the leadership of Christ Jesus. God raises up and selects men to be Elders; IBC recognizes God's calling through the confirmation/affirmation process described below. The Senior Pastor shall be a member of the Board of Elders, and shall serve in the role of teaching Elder but shall not hold the position of Chairman, Vice-Chairman or Secretary of the Board of Elders. | VII Section 1 Elders sub-section 1.1 General | The Board of Elders is a group of biblically-qualified men who are charged with leading IBC under the leadership of Jesus Christ. God raises up and selects men to be Elders. IBC recognizes God's calling through the confirmation/affirmation process described below. The Senior Pastor shall be a member of the Board of Elders but shall not hold the position of Chairman, Vice-Chairman or Secretary.  | (1) Renumbered and amendments on heading.<br>(2) Rephrased.<br>(3) Change of term from "Elders" to "Board of Elders". |
| IX Section 2 Sub-section 2.2                 | A nominee for Eldership shall have been an Adult Member of IBC for at least six months in active   | VII Section 1 sub-section 1. 2               | A nominee for eldership shall have been a Voting Member of IBC and actively serving IBC   | (1) Renumbered.<br>(2) Change of term from  |

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| Qualifications                                | service prior to the date of his nomination. The biblical qualifications for this position are set forth in 1 Timothy 3:1-7; Titus 1 :6-9; and 1 Peter 5:2-3.   | Qualifications                                 | for at least six (6) months prior to the date of his nomination. The biblical qualifications of elders are set forth in 1 Tim 3:1-7, Tit 1:6-9, and 1 Pet 5:2-3.  | "Adult Member" to "Voting Member."<br>(3) Deletion of "active service" prior to date of nomination and minor rephrasing.   |
| IX Section 2 Sub-section 2.3 Responsibilities | The Elders are responsible for the general oversight of all matters pertaining to the work of IBC (1 Tim 5:17); shall protect against doctrinal error (Acts 15:6-29; Titus 1:9); shall lead IBC (1 Pet 5:3); shall pray for the sick (James 5:14); shall preach and teach (1 Tim 5:17); shall appoint leaders (1 Tim 4:14); shall accept and distribute money (Acts 11:29-30); shall welcome visitors (Acts 15:4); shall supervise themselves and all IBC members (Acts 20:28); and maintain church discipline (1 Thess 5:12). As part of the general oversight, the Elders shall establish the policies of IBC. The Elders shall report to the congregation on a quarterly basis the affairs and status of IBC and its ministries. | VII Section 1 sub-section 1.3 Responsibilities | The Elders are responsible for the general oversight of all matters pertaining to the work of IBC (1 Tim 5:17), shall protect against doctrinal error (Acts 15:6-29, Tit 1:9); shall lead IBC (1 Pet 5:3), shall pray for the sick (James 5:14), shall preach and teach (1 Tim 5:17), shall appoint leaders (1 Tim 4:14), shall accept and distribute money (Acts 11:29- 30), shall welcome visitors (Acts 15:4), shall supervise themselves and all IBC members (Acts 20:28), and maintain church discipline (1 Thess 5:12). As part of the general oversight, the Elders shall establish the policies of IBC. The Elders shall report to the Congregation on a quarterly basis, the affairs and status of IBC and its ministries. | Renumbered.  |
| IX Section 2 Sub-section 2.4 Term             | Elders shall serve a three (3) year term commencing in January. An Elder may serve a maximum of two consecutive terms and thereafter shall be required to relinquish his position for one year before being eligible to be re-elected. There shall be a minimum of 2 Elders rotated off each year and election for at least 2 replacements. The Senior Pastor is a voting member of the Board of Elders by virtue of his position and is not subject to the term limit stipulated in this subsection.   | VII Section 1 sub-section 1.4 Term             | Elders shall serve a term of three (3) years that begins upon election at the Congregational Meeting. For ease of computation, the term of three (3) years will be calculated from 1 July when the appointment is in the preceding first half of the calendar year, or 1 January when it is in the second half of the preceding year. An Elder may serve a maximum of two consecutive terms and thereafter shall be required to relinquish his position for one (1) year before being eligible to be re-elected. The Senior Pastor is a Voting Member of the Board of Elders by   | (1) Renumbered.<br>(2) Rephrased to provide for computation of term of office of Elders.<br>(3) Deletion of the minimum number of Elders rotated off each year and election for at least 2 replacements. |

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|  |  |  | virtue of his position and is not subject to the term limit stipulated in this subsection.  |   |
| IX Section 2 Sub-section 2.5 Number    | The optimal number of Elders including the Senior Pastor shall be seven (7).   | VII Section 1 sub-section 1.5 Number   | NIL   | Renumbered.   |
| IX Section 2 Sub-section 2.6 Selection | Selection of Elders shall take place at the annual meeting or at such other times as the serving Elders determine that a new Elder is needed to replace an Elder who has relinquished his position. An Elder who is appointed to replace another Elder who has served part of his term shall serve for the remainder of that term and this term shall not count towards the two term limit imposed under section 2.4 above. The selection process shall be as follows: | VII Section 1 sub-section 1.6 Election | Election of Elders shall take place at a Congregational Meeting. An Elder who is elected to replace another Elder who has served part of his term shall serve for the remainder of that term and this term shall not count towards the limit of two terms prescribed in Sub-section 2.4 below. The election process shall be as follows:- | (1) Renumbered.<br>(2) Change of term from "Selection" to "Election" and "annual Meeting" to "Congregational Meeting".<br>(3) To provide for term of office of an elder who is elected to replace another Elder and election process. |
| IX Section 2 Sub-section 2.6.1         | Notice of the commencement of the Elder selection process shall be given to the Adult Members who shall have two (2) weeks to submit recommendations in writing for Eldership to any of the Elders.  | VII Section 1 sub-section 1.6.1        | Notice of the commencement of election of Elders shall be given to the Voting Members who shall have two weeks to submit their recommendations in writing for Eldership to any of the Elders.   | (1) Renumbered.<br>(2) Rephrased and change of "Adult Members" to "Voting Members."   |
| IX Section 2 Sub-section 2.6.2         | Thereafter the Elders shall consider and/or interview prospective Elder(s) to determine whether the prospective Elder(s) meets the qualifications of Eldership and whether he is willing to serve.   | VII Section 1 sub-section 1.6.2        | Thereafter, the Board of Elders shall consider and/or interview the prospective candidate(s) to determine whether the prospective candidate(s) meets the qualifications of eldership and determine their willingness to serve.  | (1) Renumbered.<br>(2) Change of term from "Elders" to Board of Elders".<br>(3) Rephrased.  |



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| IX Section 2 Sub-section 2.6.3 | Upon consensus among the Elders that a man or men meet(s) the qualifications for Eldership, the Elders shall then present to the Adult Members the name(s) of those men whom the Elders agree possess the biblical qualifications for Eldership and who have agreed to serve as Elder under the Lord's direction if subsequently confirmed by the Adult Members.   | VII Section 1 sub-section 1.6.3 | Upon consensus among the Board of Elders that the candidate(s) meet(s) the qualifications for Eldership, the Board of Elders shall determine the date of a Congregational Meeting for election of the Elders and present the name(s) of those candidates whom the Board of Elders agree possess the biblical qualifications for eldership and who have agreed to serve as Elders under the Lord's direction if subsequently elected by the Voting Members.  | (1) Renumbered.<br>(2) Rephrased to provide for eligible candidates to be elected at a Congregational Meeting.  |
| IX Section 2 Sub-section 2.6.4 | Upon presentation of the candidate(s), Adult Members shall have two (2) weeks to prayerfully consider the prospective Elder(s) and if any of the Adult Members have any reservations about a man's qualifications for Eldership, they should discuss those reservations with the individual and if not satisfactorily resolved, bring the matter(s) to the attention of the Elders. The Adult Members shall indicate their vote and/or express their views on the Elder Confirmation Form. The Elder Confirmation Forms shall be made available at the Sunday Worship Service and at the church office and must be completed and returned during this two week period. | VII Section 1 sub-section 1.6.4 | Upon presentation of the candidate(s) with written introduction(s) and photograph(s) at a Worship Service of IBC, the Voting Members shall have two weeks to prayerfully consider the candidate(s). If any of the Voting Members has any reservation about a candidate's qualifications for eldership, the Voting Member should discuss those reservations with the candidate and if the reservations are not satisfactorily resolved, the Voting Members should refer the matter to the Board of Elders which shall determine whether to present the candidate(s) for election.<br><br>On the date of election, IBC shall hand out the official Polling Paper for Election of Elders to the Voting Members present to cast their votes. The closing time for submission of the Polling Paper for Election of Elders will be determined by the Board of Elders. | (1) Renumbered.<br>(2) Amended to provide for introduction of candidates for election as Elders and change of term from "Adult Members" to "Voting Members".<br>(3) Amendments on election process by use of Polling Paper and provision on closing time for submission of Polling Paper. |

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| IX Section 2 Sub-section 2.6.5        | The Elders shall meet to review and count the Elder Confirmation Forms. The available Elder position(s) shall be filled by the candidate(s) with the highest votes as reflected in the Elder Confirmation Forms subject to the candidate receiving at least a consensus vote from the Adult Members and from the Elders. Should all of the prospective candidates be excluded through this process, the selection process shall start anew, if deemed necessary by the Elders. | VII Section 1 sub-section 1.6.5                        | After the closing time for submission of the Polling Paper, the Board of Elders shall meet to count the votes cast. Candidates who attain a consensus vote from the votes cast, shall be considered as being elected to hold office as Elders. In the event the candidates do not attain the requisite votes, the Board of Elders would schedule another Congregational Meeting to elect the candidates to meet the number required by the Board of Elders. | (1) Renumbered.<br>(2) Rephrased and insertion of a provision to ensure the number of Elders required by the Board of Elders are elected. |
| IX Section 2 Sub-section 2.6.6        | Upon confirmation of acceptance by the Elders and the Adult Members via the above procedure, the new Elder(s) shall be confirmed and commissioned for service before the Lord by the laying on of hands of the Elders before the congregation.   | NIL  | Deleted.  | Confirmation and commissioning is provided in the renumbered Article VIII on Ordination.  |
| IX Section 2.7<br>Removal of an Elder | NIL  | VII Section 1.7<br>Resignation and removal of an Elder | NIL   | Renumbered and amendments to sub-heading.   |
| IX Section 2.7 Sub-section 2.7.1      | An Elder may relinquish his position prior to the expiration of his term upon his request.   | VII Section 1.7 sub-section 1.7.1                      | An Elder may relinquish his position prior to the expiration of his term by submitting one (1) month's written notice to the Board of Elders.   | (1) Renumbered.<br>(2) Amended to state notice period required to relinquish position as an Elder.  |
| IX Section 2.7 Sub-section 2.7.2      | Any Adult Members may request the removal of an Elder and such request shall be placed before the Board of Elders for consideration on whether there is sufficient cause. The Board of Elders may remove an Elder from his position if two-thirds of the Elders so vote.   | NIL  | Deleted   | Change on process of removal of Elders provided in renumbered Article VII Section 1.7, sub-sections 1.7.2, 1.7.3 and 1.7.4.               |

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|                                     |   |                                      |   |   |
| IX Section 2.7<br>Sub-section 2.7.3 | If an Elder is to be removed from his position other than upon his own request, the Elder shall be given at least two (2) weeks notice of the meeting before the Board of Elders specified in clause 2.7.2 above.   | VII Section 1.7<br>sub-section 1.7.2 | If an Elder is to be removed from his position other than upon his own request, the Elder shall be given at least two (2) weeks' written notice to meet the Board of Elders.  | (1) Renumbered and punctuation correction.<br>(2) To provide for written notice to ensure clarity.  |
| IX Section 2.7 Sub-section 2.7.4    | At the meeting the Elder shall be given an opportunity to defend his qualifications before the Board of Elders and be given due process as set out in Matthew 18 and other biblical passages related to church discipline and fitness to serve.   | VII Section 1.7<br>sub-section 1.7.3 | At the meeting specified in sub-section 1.7.2, the Elder shall be given an opportunity to defend his qualifications before the Board of Elders and be given due process as exemplified in Matt 18:15-17 and other biblical passages related to church discipline and fitness to serve.  | (1) Renumbered.<br>(2) Insertion of the specific verses in Matthew 18.  |
| IX Section 2.7 Sub-section 2.7.5    | If the Board of Elders finds that there is sufficient cause for dismissal, but does not have a two-thirds majority but has at least a consensus, they shall convene a special congregational meeting for the Adult Members to vote on the dismissal. A minimum of two-thirds of the Adult Members must cast their votes of which a minimum of two-thirds of the votes cast must be in favor of the removal. | VII Section 1.7<br>sub-section 1.7.4 | If the Board of Elders finds by consensus that there is sufficient cause for removal but does not have a two-thirds (2/3) majority, it shall convene a Congregational Meeting for the Voting Members to vote on the removal. A minimum of two-thirds (2/3) of the Voting Members present must cast their votes in favor of the removal. | (1) Renumbered.<br>(2) Change of term from "dismissal" to "removal" for consistency.<br>(3) Change of terms "special congregational meeting" to "Congregational Meeting" and "Adult Members" to "Voting Members". |

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| NIL                              | NIL  | VII Section 1.7 sub-section 1.7.5 | Any Elder absenting himself from three (3) meetings consecutively without satisfactory explanations shall be deemed to have withdrawn from the Board of Elders. A Voting Member can be co-opted to the Board of Elders by the remaining Elders to replace an Elder who has withdrawn from the Board of Elders before the end of his term and will serve his office until the next Annual General Meeting. Any change relating to an Elder who is an officer of IBC shall be notified to the Registrar of Societies and the Commissioner of Charities within two (2) weeks of the change. | (1) New provision to provide for withdrawal from the Board of Elders and to empower the Board of Elders to co-opt an Elder for replacement and computation of term of office of the replacement Elder.<br>(2) To provide for notification on change to the Registrar of Societies and the Commissioner of Charities. |
| IX Section 2.7 Sub-section 2.7.6 | The Elder shall only be removed if the Board of Elders or the Adult Members, in the case of a specially called meeting, agree that he no longer satisfies the biblical qualifications for Eldership or is otherwise incapable of continuing.   | NIL                               | Deleted.   | Redundant as grounds for removal are covered in the term "there is sufficient cause for removal" in the renumbered Article VII Section 1.7 sub-section 1.7.4   |
| IX Section 2.8 Officers          | The Board of Elders shall select a Chairman, Vice-Chairman and Secretary of the Board of Elders who shall serve with the Senior Pastor when necessary for legal or other purposes as the officers of IBC. In their capacity as officers, they shall have the duties and responsibilities attendant to officers under the Societies Act, subject to the express limits and reservations set forth in this Constitution. The Chairman of the Board of Elders shall, whenever required by law or practice, serve as the President of the society, having, however, only such express powers as are granted by IBC, and having no power absent | NIL                               | Deleted.   | These are covered in the new provisions in Article IX Section 1 above.   |

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|  | such express authorization to bind the society in any matter or act for it. In a similar manner, and subject to the same limitations, the Vice-Chairman of the Board of Elders shall be authorized to act as the Vice-President of the society. The Secretary of the Board of Elders shall act as the Secretary of the society. |   |   |   |
| IX Section 2.9<br>Meetings of the Elders | Elders will meet regularly for study, prayer, and oversight of IBC. Unless otherwise specified in this Constitution, majority vote shall decide all questions presented before the Elders.  | IX Section 1 sub-section 2.1<br>Meetings of the Elders                          | A meeting of the Board of Elders shall be held at least once every three (3) months after giving seven (7) days' notice to the Elders. The Chairman may call a meeting of the Board of Elders at any time by giving three (3) days' written or verbal notice. At least half (1/2) of the Elders must be present for its proceedings to be valid.  | (1) Renumbered.<br>(2) Amended to provide for frequency and mode of notice of meetings of the Board of Elders and the requisite quorum. |
| NIL                                      | NIL   | IX Section 1 sub-section 2.2<br>Meetings of Board of Elders by electronic means | The Board of Elders may meet together either in persons or by telephone conference, video conference, skype, televisions, electronic means or other similar communication equipment or any other form of audio or audio-visual instantaneous communications by which all members of the Board of Elders and/or persons participating in the meeting are able to hear and be heard by all other participants for the dispatch of business and adjourn and otherwise regulate their meetings as they think fit. The quorum of such teleconferencing meetings shall be the same as the quorum required of a meeting of the Board of Elders provided under this Constitution. Unless he has previously obtained the consent of the Moderator of the meeting, an Elder may not leave the teleconferencing meeting by disconnecting his telephone or other electronic communication | New provision to provide for meetings of the Board of Elders to be conducted by electronic means.                                       |

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|   |   |  | equipment and shall be conclusively presumed to have been present and to have formed part of the quorum throughout the meeting. The meeting shall be deemed to have been validly conducted notwithstanding that an Elder's telephone or other electronic communication equipment is accidentally disconnected during the meeting and the proceedings thereof shall be deemed to be valid as if the telephone or other electronic communication equipment had not been disconnected. A resolution passed pursuant to such a conference shall, notwithstanding that the Elders are not present together at one place at the time of the conference, be deemed to have been passed at a meeting of the Board of Elders held on the day and the time at which the conference was held and shall be deemed to have been held at the office of IBC, unless otherwise agreed, and all members of the Board of Elders participating at that meeting shall be deemed for all purposes of this Constitution to be present at that meeting. |  |
| IX Section 2.10<br>Removal from Committees. | The Board of Elders may by consensus remove any person from any ministry or committee position. Before such removal, the Board of Elders shall speak with the person affected and give that person the right to be heard before the Board of Elders. Vacancies that arise in any ministry or committee may be filled by the pastoral staff in charge or by the committee chair as the case may be but shall be subject to the consensus of the Board of Elders. | IX Section 1 sub-section 2.3<br>Removal from Committee or Ministry | NIL  | Renumbered and amendment to sub-heading. |

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| IX Governance, Leadership and Officers<br>Section 3 – Deacons | NIL   | VII Section 3 – Deacons                           | NIL  | (1) Renumbered.<br>(2) Change of heading to “Deacons”.  |
| IX Section 3.1<br>General.                                    | The Deacons are biblically qualified men who are elected to assist the Elders and to ease the administrative load of the Elders (Acts 6:1-7). It is a position of servant-hood and Deacons serve under the direction of Christ Jesus and the supervision of the Elders. The biblical qualifications for this position are set forth in 1 Timothy 3:8-13 and Acts 6:3-4.   | VII Section 3 sub-section 3.1<br>General          | Deacons are biblically qualified men who are elected to assist the Board of Elders. (Acts 6:1-7). It is a position of servanthood, and Deacons serve under the direction of Jesus Christ and the supervision of the Board of Elders. The biblical qualifications for this position are set forth in 1 Tim 3:8-13 and Acts 6:3-4.   | (1) Renumbered.<br>(2) Amendment of term from “Elders” to “Board of Elders” and rephrased.  |
| IX Section 3.2<br>Responsibilities.                           | The Deacons are responsible for the administrative and financial affairs of IBC. They shall be responsible to prepare the church budget, approve capital and operational expenditure, carry out audits, oversee building maintenance, spearhead evangelistic activities, organize fellowship lunches, provide representation on committees and with the Elders shall jointly welcome visitors. The Deacons shall also undertake such work as given to them by the Elders. | VII Section 3 sub-section 3.2<br>Responsibilities | The Deacons shall undertake such duties as may be assigned to them by the Board of Elders from time to time.   | (1) Renumbered.<br>(2) Rephrased.   |
| IX Section 3.3<br>Term  | Deacons shall serve a three (3) year term commencing in January. A Deacon may serve a maximum of two consecutive terms and thereafter shall be required to relinquish his position for one year before being eligible to be re-elected. There shall be a minimum of 5 Deacons rotated off each year.  | VII Section 3 sub-section 3.3<br>Term             | Deacons shall serve a term of three (3) years that begins upon ordination or formal presentation to the congregation. For ease of computation, the term of three (3) years will be calculated from 1 July when the ordination or presentation is in the preceding first half of the calendar year, and 1 January when it is in the | (1) Renumbered.<br>(2) Rephrased to provide for term of office and computation of term of office of Deacons.<br>(3) Deletion of the minimum number of Deacons rotated |

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|                             |   |  | second half of the preceding year. A Deacon may serve a maximum of two (2) consecutive terms and thereafter shall be required to relinquish his position for one (1) year before being eligible to be re-elected.  | off each year.  |
| IX Section 3.4<br>Number    | The optimal number of Deacons shall be 15.  | VII Section 3<br>sub-section 3.4<br>Number       | NIL  | Renumbered.   |
| IX Section 3.5<br>Selection | Selection of Deacon(s) shall take place at the annual meeting or when the Elders determine that additional Deacons are necessary and that qualified eligible candidates exist. The Elders shall appoint a Nominating Committee from among the Adult Members to carry out interviews and present recommendations on a list of candidates to the Board of Elders. At a congregational meeting, the Adult Members shall elect the requisite number of Deacons from among the list of candidates presented. | VII Section 3.5<br>Election<br>sub-section 3.5.1 | Election of Deacon(s) shall take place at a Congregational Meeting or when the Board of Elders determines that additional Deacons are necessary and that qualified and eligible candidates exist. The Board of Elders may appoint a Nominating Committee from among the Voting Members to carry out interviews and present their recommendations on a list of candidates to the Board of Elders. Upon consensus among the Board of Elders on the list of candidates, the Board of Elders shall determine the date of a Congregational Meeting for election of the Deacons and present the names of the candidates with a written introduction and photograph(s) to the Voting Members at the Worship Service of IBC. | (1) Renumbered.<br>(2) Insertion of a new sub-section.<br>(3) Change of term from "Selection" to "Election" and "annual meeting" to "Congregational Meeting" and "Adult Members" to "Voting Members". |
|                             |   | VII Section 3.5<br>sub-section 3.5.2             | Election of Deacons(s) by the Voting Members at a Congregational Meeting shall be by a show of hands. Upon attaining a majority of the votes cast, the candidates shall be considered as being elected to hold office as Deacon(s).  | (1) Re-numbered and insertion of a new sub-section,<br>(2) Amended to provide for introduction of candidates for election as Deacons and the provision of election by a show of hands.                |



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|                                     |   | VII Section 3.5 sub-section 3.5.3                 | In the event the candidates do not attain the requisite votes, the Board of Elders would schedule another Congregational Meeting to elect the candidates to meet the requisite number of Deacons prescribed by the Board of Elders. | (1) Re-numbered.<br>(2) Amendments to provide when candidates do not attain requisite votes.                                     |
| IX Section 3.6<br>Removal of Deacon | NIL   | VII Section 3.6 Resignation and Removal of Deacon | NIL   | (1) Renumbered.<br>(2) Amendment of sub-heading.   |
| IX Section 3.6 Sub-section 3.6.1    | A Deacon may relinquish his position prior to the expiration of his term upon his request.  | VII Section 3.6 sub-section 3.6.1                 | A Deacon may relinquish his position prior to the expiration of his term by submitting one (1) month's written notice to the Board of Elders.   | (1) Renumbered.<br>(2) Amended to provide for notice period to relinquish position as a Deacon.                                  |
| IX Section 3.6 Sub-section 3.6.2    | Any Adult Member may request the removal of a Deacon and such request shall be placed before the Board of Elders for consideration on whether there is sufficient cause. The Board of Elders may remove a Deacon from his position if two-thirds of the Elders so vote. | NIL   | Deleted   | Change on process of removal of Deacons provided in the renumbered Article VII Section 3.6, sub-sections 3.6.2, 3.6.3 and 3.6.4. |
| IX Section 3.6 Sub-section 3.6.2    | If a Deacon is to be removed from his position other than upon his own request, the Deacon shall be given at least two (2) weeks notice of the meeting before the Board of Elders specified in clause 3.6.2 above.  | VII Section 3.6 sub-section 3.6.2                 | If a Deacon is to be removed from his position other than upon his own request, the Deacon shall be given at least two (2) weeks' written notice to meet the Board of Elders.   | (1) Renumbered.<br>(2) To provide for written notice to ensure clarity.  |

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| IX Section 3.6 Sub-section 3.6.3                              | At the meeting the Deacon shall be given an opportunity to defend his qualifications before the Board of Elders and be given due process as set out in Matthew 18 and other biblical passages related to church discipline and fitness to serve.  | VII Section 3.6 sub-section 3.6.3                  | At the meeting specified in sub-section 3.6.2, the Deacon shall be given an opportunity to defend his qualifications before the Board of Elders and be given due process as exemplified in Matt 18:15-17 and other biblical passages related to church discipline and fitness to serve.  | (1) Renumbered.<br>(2) Insertion of the specific verses in Matthew 18.   |
| IX Section 3.6 Sub-section 3.6.5                              | If the Board of Elders finds that there is sufficient cause for dismissal, but does not have a two-thirds majority but has at least a consensus, they shall convene a special congregational meeting for the Adult Members to vote on the dismissal. A minimum of two-thirds of the Adult Members must cast their votes of which a minimum of two-thirds of the votes cast must be in favor of the removal. | VII Section 3.6 sub-section 3.6.4                  | If the Board of Elders finds by consensus that there is sufficient cause for removal but does not have a two-thirds (2/3) majority, they shall convene a Congregational Meeting for the Voting Members to vote on the removal. A minimum of two-thirds (2/3) of the Voting Members present must vote in favor of the removal.                            | (1) Renumbered.<br>(2) Change of term from "dismissal" to "removal" for consistency.<br>(3) Change of terms "special congregational meeting" to "Congregational Meeting" and "Adult Members" to "Voting Members".      |
| IX-Governance, Leadership and Officers Section 4 - Treasurer. | NIL   | IX - Governance and Officers Section 2 - Treasurer | NIL  | Renumbered and change of heading.  |
| IX Section 4 Sub-section 4.1                                  | The Adult Members shall at the Annual Meeting elect a person to serve as the Treasurer for a one (1) year term commencing in January.   | IXSection2 sub-section 2.1                         | The Voting Members shall elect a Voting Member at the Annual Congregational Meeting to serve as Treasurer for a term of two (2) years commencing in January. To be elected as Treasurer, the candidate must attain a majority of the votes of the Voting Members present. The Treasurer may be re-elected to serve a further term of two (2) years only. | (1) Renumbered.<br>(2) Change of term "Adult Members" to "Voting Members".<br>(3) Amended to provide for votes required to be elected as Treasurer.<br>(4) To provide for the Treasurer to serve a maximum of 2 terms. |

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| IX-Section 4 Sub-section 4.2 | It shall be the duty of the Treasurer to receive, keep in a bank, and disburse, all monies committed to IBC. The Treasurer shall be responsible, at all times, for an itemized account of all receipts and disbursements. The Treasurer shall issue reports to IBC regarding IBC's finances monthly.        | IX Section 2 sub-section 2.2 | The Treasurer shall be the custodian of the funds of IBC and shall collect and disburse all monies on behalf of IBC under the direction of the Board of Elders. He/She shall keep an account of all monetary transactions and shall be responsible for their correctness. He/She shall submit monthly reports regarding IBC's finances to the Board of Elders or a committee designated by the Board of Elders. He/She will not keep more than One Thousand Dollars (\$1,000.00) in the form of cash and money in excess of this will be deposited in a bank to be decided by the Board of Elders. | (1) Renumbered.<br>(2) Amended to comply with the requirements of the Registrar of Societies.<br>(3) Amended to require the Treasurer to submit monthly reports to the Board of Elders or a committee designated by the Board of Elders. |
| IX Section 4 Sub-section 4.3 | All books, records, and accounts kept by the Treasurer shall be the property of IBC and may be audited as directed by the Elders.   | IX Section 2 sub-section 2.3 | All cheques for withdrawal(s) from the bank(s) shall be signed by the Treasurer and countersigned by the Chairman, or the Vice-Chairman or the Secretary or by such other persons as may be designated by the Board of Elders.   | (1) Renumbered.<br>(2) Amended to comply with the requirements of the Registrar of Societies.<br>(3) Change of term from "Elders" to "Board of Elders".  |
| IX Section 4 Sub-section 4.4 | The Treasurer shall, upon relinquishing his position whether through resignation, election of his successor or otherwise, promptly deliver to the elected successor or, if none, to the Chairman of the Board of Elders, all books, records and accounts he is relinquishing as well as all copies thereof. | IX Section 2 sub-section 2.4 | The Treasurer shall, upon relinquishing his/her position whether through resignation, election of his successor or otherwise, promptly deliver to the elected successor or, if none, to the Chairman of the Board of Elders, all books, financial records and accounts.  | (1) Renumbered.<br>(2) Deletion of "as well as all copies thereof".  |
| IX Section 4 Sub-section 4.5 | The Treasurer may be removed from office by consensus vote of the Elders or upon his written resignation.   | IX Section 2 sub-section 2.5 | The Treasurer may be removed from office by the Voting Members at a Congregational Meeting at which two-thirds (2/3) of the Voting Members present must vote in favour of the  | (1) Renumbered.<br>(2) Amended to provide for the Treasurer to be removed by the Voting Members as he is   |

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|                              |  |                              | removal by consensus.  | elected by the Voting Members.   |
| IX Section 4 Sub-section 4.6 | The Treasurer may be elected to serve a further one (1) year term but shall not be permitted to serve two (2) consecutive terms.   | NIL                          | Deleted.   | This is incorporated in the re-numbered Article IX Section 2 sub-section 2.1   |
| IX Section 5- Church Clerk.  | NIL  | IX Section 3 - Church Clerk  | NIL  | Renumbered.  |
| IX Section 5 Sub-section 5.1 | The Church Clerk holds an administrative position and the Adult Members shall elect at the Annual Meeting a person to this position for a one (1) year term commencing in January.   | IX Section 3 sub-section 3.1 | The Voting Members shall elect a Voting Member at the Annual Congregational Meeting to serve as the Church Clerk for a term of two (2) years commencing in January. To be elected as the Church Clerk, the candidate must attain a majority of votes of the Voting Members present. The Church Clerk may be re-elected to serve a further term of two (2) years only.  | <ul style="list-style-type: none"> <li>(1) Renumbered and rephrased.</li> <li>(2) Change of “Adult Members” to “Voting Members” and “Annual Meeting” to “Annual Congregational Meeting.”</li> <li>(3) To ensure clarity that the Church Clerk must be a Voting Member of IBC.</li> <li>(4) To provide for the Church Clerk to serve a maximum of 2 terms.</li> </ul> |
| IX Section 5 Sub-section 5.2 | The Church Clerk shall keep a record of all decisions of IBC made at congregational meetings; keep and update regularly a register of names of members, with dates of admission and termination of membership, together with a record of baptisms. These books shall be opened for inspection by any Adult Member following the procedures set by the Board of Elders. The Clerk shall also notify all members of committees and office bearers of their election or appointment. The Clerk shall preserve on file all | IX Section 3 sub-section 3.2 | The Church Clerk holds an administrative position. The Church Clerk shall keep records of all decisions of IBC made at Congregational Meetings; keep and update regularly, a Register of Members containing the names of the members, their dates of admission and termination of membership and a record of baptisms. The Church Clerk shall also notify all members of committees and office bearers of their election or appointment. The Church Clerk shall keep records of all written communications | <ul style="list-style-type: none"> <li>(1) Renumbered.</li> <li>(2) Rephrased and amended from “Clerk” to “Church Clerk” for consistency.</li> </ul>   |

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|------------------------------|---|----------------------------------|--|--|
|                              | communications and written reports, and give notice of all meetings where such notice is necessary.       |                                  | and reports related to all Congregational Meetings and give notice of all Congregational Meetings when necessary.  |  |
| IX Section 5 Sub-section 5.3 | The Clerk may be removed from office by consensus vote of the Elders or upon his/her written resignation. | IX Section 3 sub-section 3.3     | The Church Clerk may be removed from office by the Voting Members at a Congregational Meeting at which two-thirds (2/3) of the Voting Members present must vote in favour of the removal.  | (1) Renumbered.<br>(2) Amended from "Clerk" to "Church Clerk" for consistency and to provide for the Church Clerk to be removed by the Voting Members as he is elected by the Voting Members.                  |
| IX Section 5 Sub-section 5.4 | The Clerk may be re-elected to serve further one (1) year terms.  | NIL                              | Deleted.   | This is incorporated in the re-numbered Article IX Section 3 sub-section 3.1   |
| NIL                          | NIL   | IX Section 4 - Vacancy in office | The Board of Elders shall have powers, at any time and from time to time, to co-opt any suitably qualified Voting Member of IBC to fill any vacancy arising from the resignation or cessation of any officer of IBC until the next Annual Congregational Meeting. Any change in the officers shall be notified to the Registrar of Societies and the Commissioner of Charities within two (2) weeks of the change. | New Section to empower the Board of Elders to co-opt any suitably qualified Voting Member to fill any vacancy and notification of such change to the Registrar of Societies and the Commissioner of Charities. |
| X Pastoral Staff             | NIL   | NIL                              | Deleted.   | This is provided in the renumbered Article VII under Section 2-Senior Pastor.  |
| X Section 1 - Senior Pastor  | NIL   | VII Section 2 - Senior Pastor    | NIL  | Renumbered.  |

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| X Section 1 Sub-section 1.1 Senior Pastor Search Committee. | Whenever there is a need for the call of a Senior Pastor, the Board of Elders shall appoint a Senior Pastor Search Committee ("SPSC") comprising of 2 Elders, 1 Deacon and 2 Adult Members. The SPSC shall specify the qualifications in accordance with such scripture as 1 Tim 3:1-7.   | VII Section 2 sub-section 2.1 Senior Pastor Search Committee       | Whenever there is a need for the call of a Senior Pastor, the Board of Elders shall appoint a Senior Pastor Search Committee ("SPSC") comprising of 2 Elders, 1 Deacon, and 2 other Voting Members. The SPSC shall specify qualifications for the Senior Pastor in accordance with such Scripture as 1 Tim 2:12, 1 Tim 3:1-7, Tit 1:5-9, and 1 Pet 5:1-4. Therefore only a biblically-qualified man may serve as Senior Pastor of IBC. | (1) Renumbered.<br>(2) Change of "Adult Members" to "Voting Members" and insertion of additional scriptural requirements for qualifications of the Senior Pastor. |
| X Section 1 Sub-section 1.2 Call of Senior Pastor.          | The Board of Elders shall call a special congregational meeting for the Adult Members to cast their votes for the call of the Senior Pastor. A minimum of two-thirds of the Adult Members must cast their votes of which a minimum of two-thirds of the votes cast must be in favor of the candidate.   | VII Section 2 sub-section 2.2 Call of Senior Pastor                | The Board of Elders shall call a Congregational Meeting for the Voting Members to cast their votes for the call of the Senior Pastor. For IBC to call a candidate to become Senior Pastor, a minimum of two-thirds (2/3) of the Voting Members present must vote in favour of the candidate.   | (1) Renumbered.<br>(2) Change from "special congregational meeting" to "Congregational Meeting" and "Adult Members" to "Voting Members".<br>(3) Rephrased.        |
| X Section 1 Sub-section 1.3 Restriction to the male gender. | The office of the Senior Pastor shall be held by a man and shall never be open to a woman. God has imposed His requirement that a woman shall not have authority over men (1 Tim. 2:12) and IBC acknowledges that this applies to the highest position of leadership, shepherding and teaching which is the office of the Senior Pastor.  | NIL  | Deleted  | This is redundant and the requirement for the pastor to be a man is provided in the re-numbered Article VII Section 2 sub-section 2.1 above.                      |
| X Section 1 Sub-section 1.4 Responsibility                  | The Senior Pastor leads the congregation in the execution of its mission, the pursuit of its vision, and the efficient and productive implementation of all church programs through a ministry staff that he selects and supervises. The Senior Pastor is the Moderator of all congregational meetings except in cases where he is the object of the meeting convened for his censure or dismissal. | VII Section 2 sub-section 2.3 subsubsection 2.3.1 Responsibilities | As he fulfills the call of God to shepherd IBC, the Senior Pastor is directly accountable to the Board of Elders and ultimately to the congregation.   | (1) Renumbered and insertion as a new subsubsection.<br>(2) Rephrased to define the Senior Pastor's accountability.   |

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|  | The Senior Pastor reports to the congregation through the Board of Elders and/or directly to the congregation whenever it is convened for meeting.   |  |   |   |
| X Section 1 Sub-section 1.4 Responsibility | The Senior Pastor leads the congregation in the execution of its mission, the pursuit of its vision, and the efficient and productive implementation of all church programs through a ministry staff that he selects and supervises. The Senior Pastor is the Moderator of all congregational meetings except in cases where he is the object of the meeting convened for his censure or dismissal. The Senior Pastor reports to the congregation through the Board of Elders and/or directly to the congregation whenever it is convened for meeting. | VII Section 2 sub-section 2.3 subsection 2.3.2 | He leads the congregation in the execution of its mission, the pursuit of its vision, and the efficient and productive implementation of all IBC programs through a ministry staff that he selects and supervises.                                    | (1) Renumbered and insertion as a new subsection.<br>(2) Rephrased to define the Senior Pastor's responsibilities.                    |
| X Section 1 Sub-section 1.4 Responsibility | The Senior Pastor leads the congregation in the execution of its mission, the pursuit of its vision, and the efficient and productive implementation of all church programs through a ministry staff that he selects and supervises. The Senior Pastor is the Moderator of all congregational meetings except in cases where he is the object of the meeting convened for his censure or dismissal. The Senior Pastor reports to the congregation through the Board of Elders and/or directly to the congregation whenever it is convened for meeting. | VII Section 2 sub-section 2.3 subsection 2.3.3 | The Senior Pastor must become a member of IBC and the process of obtaining membership by baptism, by transfer, or by statement in Article VI Section 2 shall apply. Upon signing the Articles of Faith, he shall be added to the Register of Members. | (1) Renumbered and insertion as a new subsection.<br>(2) Insertion of the requirement that the Senior Pastor must be a member of IBC. |
| X Section 1 Sub-section 1.4 Responsibility | The Senior Pastor leads the congregation in the execution of its mission, the pursuit of its vision, and the efficient and productive implementation   | VII Section 2 sub-section 2.3 subsection       | The Senior Pastor is the Moderator of all Congregational Meetings, except in cases in which the meeting concerns his potential  | (1) Renumbered and insertion as a new subsection.   |

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|   | of all church programs through a ministry staff that he selects and supervises. The Senior Pastor is the Moderator of all congregational meetings except in cases where he is the object of the meeting convened for his censure or dismissal. The Senior Pastor reports to the congregation through the Board of Elders and/or directly to the congregation whenever it is convened for meeting. | 2.3.4                                     | censure or removal.   | (2) Change of “dismissal” to “removal.”  |
| X Section 1 Sub-section 1.5 Termination | NIL   | VII Section 2 sub-section 2.4 Termination | NIL   | Renumbered.  |
| X Section 1 Sub-section 1.5.1           | The Senior Pastor may relinquish his position prior to the expiration of his term upon his request.   | VII Section 2 sub-section 2.4.1           | The Senior Pastor may resign his position in accordance with the terms of his employment agreement with IBC and be released from service to IBC as the Board of Elders directs.   | (1) Renumbered.<br>(2) Amended to provide for resignation by the Senior Pastor.  |
| X Section 1 Sub-section 1.5.2           | Any Adult Member may request the removal of the Senior Pastor and such request shall be placed before the Board of Elders for consideration on whether there is sufficient cause.   | NIL                                       | Deleted.  | Change on process of removal of the Senior Pastor provided in the renumbered Article VII Section 2, sub-sections 2.4.2, 2.4.3 and 2.4.4. |
| X Section 1 Sub-section 1.5.3           | If the Senior Pastor is to be removed from his position other than upon his own request, the Senior Pastor shall be given at least two (2) weeks notice of the meeting before the Board of Elders specified in clause 1.5.2 above.  | VII Section 2 sub-section 2.4.2           | If the Senior Pastor is to be removed from his position other than upon his own request, he shall be given at least two weeks’ written notice to meet the Board of Elders for consideration on whether there is sufficient cause. | (1) Renumbered.<br>(2) To provide for written notice to ensure clarity.  |



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| X Section 1 Sub-section 1.5.4 | At the meeting the Senior Pastor shall be given an opportunity to defend his qualifications before the Board of Elders and be given due process as set out in Matthew 18 and other biblical passages related to church discipline and fitness to serve.   | VII Section 2 sub-section 2.4.3 | At the meeting with the Board of Elders mentioned in sub-section 2.4.2 above, the Senior Pastor shall be given an opportunity to defend his qualifications and be given due process as exemplified in Matt 18:15-17 and other biblical passages related to church discipline and fitness to serve. | (1) Renumbered.<br>(2) Insertion of the specific verses in Matthew 18.  |
| X Section 1 Sub-section 1.5.5 | If the Board of Elders finds that there is sufficient cause for dismissal, they shall convene a special congregational meeting for the Adult Members to vote on the dismissal. A minimum of two-thirds of the Adult Members must cast their votes of which a minimum of two-thirds of the votes cast must be in favor of the removal. | VII Section 2 sub-section 2.4.4 | If the Board of Elders finds that there is sufficient cause for removal, they shall convene a Congregational Meeting for the Voting Members to vote on the removal. A minimum of two-thirds (2/3) of the Voting Members present must vote in favour of the removal.                                | (1) Renumbered.<br>(2) Change of term from "dismissal" to "removal" for consistency.<br>(3) Change of terms "special congregational meeting" to "Congregational Meeting" and "Adult Members" to "Voting Members". |
| X Section 1 Sub-section 1.5.6 | Removal shall take effect on the date of the congregational meeting to dismiss the Senior Pastor, however pay and benefits shall continue for not less than thirty (30) days after the date of removal.   | VII Section 2 sub-section 2.4.5 | Removal shall take effect on the date of the Congregational Meeting to remove the Senior Pastor, and should be in accordance with the terms and conditions of his employment agreement with IBC.   | (1) Renumbered.<br>(2) Change of term from "dismiss" to "remove" for consistency.   |
| X Section 2 - Pastoral Staff  | NIL   | NIL                             | Deleted.   | Not required.   |
| X Section 2.1                 | Pastoral staff positions.<br>All pastoral positions shall be created by the Board of Elders upon the recommendation of the Senior Pastor based on the observable needs of the congregation.   | NIL                             | Deleted.   | These are administrative matters which are the responsibilities of the Board of Elders and hence, not required to be specified in the Constitution.   |

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| X Section 2.2<br>Selection          | The choice and appointment of all pastoral personnel shall be the prerogative of the Senior Pastor. Upon finding the right person for a position, the Senior Pastor shall inform the Board of Elders of his selection and the Board of Elders shall advise the Senior Pastor on the appointment. If the Board of Elders, but not including the Senior Pastor, unanimously oppose the Senior Pastor's decision, the matter shall be brought before the Adult Members at a congregational meeting for a final vote by consensus.  | NIL         | Deleted.   | These are administrative matters which are the responsibilities of the Board of Elders and hence, not required to be specified in the Constitution. |
| X Section 2.3<br>Staff supervision. | All pastoral personnel shall be under the supervision of the Senior Pastor who shall be advised by the Board of Elders. Periodic evaluations shall be conducted by the Senior Pastor together with the Board of Elders.   | NIL         | Deleted.   | These are administrative matters which are the responsibilities of the Board of Elders and hence, not required to be specified in the Constitution. |
| X Section 2.4<br>Termination.       | The Senior Pastor may exercise his prerogative to terminate any employee and shall inform the Board of Elders of his decision and the Board of Elders shall advise the Senior Pastor on the termination. If the Board of Elders, but not including the Senior Pastor, unanimously oppose the Senior Pastor's decision, the matter shall be brought before the Adult Members at a congregational meeting for a final vote by consensus. In addition, any Adult Members may request the dismissal of a member of the pastoral staff and such request shall be considered by the Board of Elders who shall advise the Senior Pastor on whether there is sufficient cause. Removal shall take effect on the date of the | NIL         | Deleted.   | These are administrative matters which are the responsibilities of the Board of Elders and hence, not required to be specified in the Constitution. |

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|                                  | Senior Pastor's decision if not opposed by the Board of Elders and on the date of the congregational decision if so voted by the Adult Members, however pay and benefits shall continue for not less than thirty (30) days after the date of removal.   |  |   |   |
| X Section 3<br>Membership at IBC | The permanent pastoral staff members are required to be members of IBC and the process of obtaining membership by baptism, by transfer or by statement shall equally apply to the pastoral staff. Upon signing the Church Covenant and Articles of Faith, he/she shall be added to the Members' register.   | NIL  | Deleted.  | These are administrative matters which are the responsibilities of the Board of Elders and hence, not required to be specified in the Constitution. |
| XI Congregational Meetings       | NIL   | X Congregational Meetings                                | NIL   | Renumbered.   |
| NIL                              | NIL   | X Section 1  | "Congregational Meeting" refers to the Annual Congregational Meeting or Extraordinary Congregational Meeting. | (1) Renumbered<br>(2) New provision to define Congregational Meetings.  |
| XI Section 1 - Annual Meeting    | The membership shall meet at least annually in November for the election of Elders, Deacons, committee chairs and members, the approval of the budget and for the purpose of evaluating the progress of IBC towards its stated purposes. The Elders shall set the date, time, and place of the annual meeting and shall give notice of the annual meeting and the agenda at least two weeks in advance. | X Section 2<br>Annual General Meeting<br>sub-section 2.1 | An Annual Congregational Meeting shall be held within six (6) months from the close of IBC's financial year.  | Renumbered to provide for timeline for holding the Annual Congregational Meeting.   |

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| NIL                    | NIL   | X Section 2<br>sub-section 2.2 | At least two (2) weeks' written notice by electronic mail or post shall be given of an Annual Congregational Meeting to all Voting Members and the particulars of its agenda must be provided at least seven (7) days prior to the Meeting.   | New provision to provide for mode of notice of Annual Congregational Meeting.   |
| NIL                    | NIL   | X Section 2<br>sub-section 2.3 | The following matters will be considered at the Annual Congregational Meeting:-<br>(a) the previous financial year's accounts and annual report.<br>(b) where applicable, the election of officers, Treasurer and Church Clerk.<br>(c) where applicable, the appointment or re-appointment of a firm of public accountants and Chartered Accountants as Auditors for the following term.<br>(d) Where applicable, the election of trustees. | New provision to include matters routinely dealt with at Annual Congregational Meetings.  |
| NIL                    | NIL   | X Section 2<br>sub-section 2.4 | Any Voting Member who wishes to place an item on the agenda of an Annual Congregational Meeting may do so provided he gives notice to the Church Clerk one (1) week before the meeting is due to be held.   | New provision to accord Voting Members the right to place an item on the agenda of an Annual Congregational Meeting subject to notice period. |
| XI Section 4<br>Quorum | A quorum shall consist of not less than 30 Adult Members or 25% of the Adult Members, whichever is the lesser, present in person. | X Section 2<br>sub-section 2.5 | At least twenty-five (25) percent of the total Voting Membership or not less than thirty (30) Voting Members of IBC must be present at an Annual Congregational Meeting to form a quorum.   | 1. Renumbered.<br>2. Rephrased and change of "Adult Members" to "Voting Members".   |

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| NIL         | NIL              | X Section 2<br>sub-section 2.6                             | In the event of there being no quorum at the commencement of an Annual Congregational Meeting, the meeting shall be adjourned for half (1/2) an hour and should the number then present be insufficient to form a quorum, those present shall be considered a quorum, but they shall have no power to amend any part of the existing Constitution.  | New provision on no quorum at an Annual Congregational Meeting to comply with the requirements prescribed by the Registrar of Societies. |
| NIL         | NIL              | X Section 2<br>sub-section 2.7                             | All resolutions or decisions of an Annual Congregational Meeting shall be decided by a majority of votes of the Voting Members of IBC present at such meeting when put to vote.   | New provision on votes required for decisions at an Annual Congregational Meeting.   |
| NIL         | NIL              | X Section 3<br>Extraordinary<br>Congregational<br>Meetings | NIL   | Renumbered and new section   |
| NIL         | NIL              | X Section 3<br>sub-section 3.1                             | At other times, an Extraordinary Congregational Meeting must be called by the Chairman on the request in writing of not less than twenty-five (25) percent of the total Voting Membership or fifty (50) Voting Members, whichever is the lesser, and may be called at any time by order of the Board of Elders. The notice in writing shall be given to the Church Clerk setting forth the business that is to be transacted. The Extraordinary Congregational Meeting shall be convened within two (2) months from the date of receipt of the request to convene the Extraordinary Congregational Meeting. | New provision on requisition for an Extraordinary Congregational Meeting.  |

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| NIL         | NIL              | X Section 3<br>sub-section 3.2 | If the Board of Elders does not, within two (2) months after the date of the receipt of the written request proceed to convene an Extraordinary Congregational Meeting, the Voting Members who requested for the Extraordinary Congregational Meeting shall convene the Extraordinary Congregational Meeting by giving ten (10) days' written notice by electronic mail or post to the Voting Members setting forth the business to be transacted and the agenda.  | (1) Renumbered. (Old Article XI Section 2)<br>(2) Rephrased and change from "Adult Members" to "Voting Members" and "Called Meeting" to "Extraordinary Congregational Meeting." |
| NIL         | NIL              | X Section 3<br>sub-section 3.3 | In the event of there being no quorum at the commencement of an Extraordinary Congregational Meeting, the meeting, if convened upon the requisition of Voting Members shall be dissolved. In any other case, it shall stand adjourned to the same day in the next week, at the same time and place, or to such other day and at such other time and place as the Board of Elders may determine, and if at the adjourned meeting a quorum is not present within thirty (30) minutes from the time appointed for the meeting, the Voting Members present shall be the quorum but they shall have no powers to amend this Constitution. | New provision to cover situations where there is no commencement at an Extraordinary Congregational Meeting.  |
| NIL         | NIL              | X Section 3<br>sub-section 3.4 | At least twenty-five (25) percent of the total Voting Membership or not less than thirty (30) Voting Members of IBC must be present at an Extraordinary Congregational Meeting to form a quorum.   | New provision to provide for quorum at an Extraordinary Congregational Meeting  |

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| NIL                                  | NIL  | X Section 3<br>sub-section 3.5 | All resolutions or decisions of an Extraordinary Congregational Meeting shall be decided by a majority votes of the Voting Members of IBC present at such meeting when put to vote. | New provision to stipulate the votes required for decisions at the Extraordinary Congregational Meeting. |
| XI Section 2 -<br>Called Meetings    | Called meetings may be held at the direction of the Board of Elders or by a request of no less than 50 Adult Members submitted in writing to the Board of Elders. The Board of Elders shall also call for meetings on a quarterly basis. Notice of the date, time, place and agenda for the called meeting shall be provided to the membership at least two (2) weeks in advance. If the Board of Elders does not within two (2) months after the date of the receipt of the written request proceed to convene the Called Meeting, the members who requested for the Called Meeting shall convene the Called Meeting by giving ten (10) days' notice to voting members setting forth the business to be transacted and simultaneously posting the agenda on IBC's notice board. | NIL                            | Deleted.  | Replaced by new Article X Section 2.   |
| XI Section 3 -<br>Emergency Meetings | In the case of an emergency, and upon the consensus of the Elders, a called meeting may be held immediately and without notice solely for the purpose of taking such action as is required by the emergency. Every effort shall be made to advise the membership, and where possible, the meeting shall be held in conjunction with a Sunday morning service.  | NIL                            | Deleted.  | Emergency Meetings are classified as "Extraordinary Congregational Meetings" in new Article X Section 2. |
| X Section 4 -<br>Quorum              | A quorum shall consist of not less than 30 Adult Members or 25% of Adult Members, whichever is the lesser, present in person.  | NIL                            | Deleted.  | This is provided in the re-numbered Article X Section 2 sub-section 2.5                                  |

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|             |                  |  |  |   |
| NIL         | NIL              | X Section 4<br>Congregational Meetings by electronic means | All Voting Members of IBC may meet together either in persons or by telephone conference, video conference, skype, televisions or other similar communication equipment or any other form of audio or audio-visual instantaneous communications by which all Voting Members and/or persons participating in the Congregational Meeting are able to hear and be heard by all other Voting Members and/or persons. The quorum of such teleconferencing meetings shall be the same as the quorum required of a Congregational Meeting provided under this Constitution. Unless he has previously obtained the consent of the Moderator of the meeting, a Voting Member may not leave the teleconferencing meeting by disconnecting his telephone or other communication equipment and shall be conclusively presumed to have been present and to have formed part of the quorum throughout the Congregational Meeting. The Congregational Meeting shall be deemed to have been validly conducted notwithstanding that a Voting Member's telephone or other communication equipment is accidentally disconnected during the meeting and the proceedings thereof shall be deemed to be valid as if the telephone or other communication equipment had not been disconnected. A resolution passed pursuant to such a conference shall, notwithstanding that the Voting Members are not present together at one place at the time | New provision on holding Congregational Meetings by electronic means. |



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|                          |  |                       | of the conference, be deemed to have been passed at a Congregational Meeting held on the day and the time at the premises of IBC, at which the conference was held and shall be deemed to have been held at the premises of IBC, unless otherwise agreed, and all the Voting Members participating at that Congregational Meeting shall be deemed for all purposes of this Constitution to be present at that meeting.   |   |
| XI Section 5 - Moderator | The Senior Pastor shall preside as moderator at all congregational meetings. In the absence of the Senior Pastor, the Chairman of the Board of Elders shall preside as moderator. In the absence of the Chairman, the Vice-Chairman of the Board of Elders shall preside as moderator. In the absence of the Vice-Chairman, the Secretary of the Board of Elders shall preside as moderator. In the absence of all four, the Adult Members present at the meeting shall elect a moderator who is a male Adult Member.  | X Section 5 Moderator | The Senior Pastor shall preside as Moderator at all Congregational Meetings but if he is absent, the Chairman of the Board of Elders shall preside as moderator. In the event the Chairman is absent, the Vice-Chairman of the Board of Elders shall preside as moderator but if the Vice-Chairman is absent, the Secretary of the Board of Elders shall preside as moderator. In the absence of all four (4), the Voting Members present at the meeting shall elect a Voting Member as moderator. | (1) Renumbered.<br>(2) Amended to provide for Chairman at Congregational Meetings and change from "Adult Members" to "Voting Members".  |
| XI Section 6 - Voting    | Only Adult Members whose names appear on the Members' register are entitled to vote at congregational meetings. Voting may be by hand vote, by ballot, by written proxy or by absentee ballots. The Elders shall determine the mode(s) of voting for the meeting and/or the matters on the agenda. For votes by proxy, the non-voting member shall have signed and given the proxy form to a voting member and such form shall be checked and retained by IBC before the meeting. In the case of absentee ballots, the member shall be responsible for obtaining the ballot from IBC | X Section 6 Voting    | Only Voting Members whose names appear on the Register of Members are entitled to vote at Congregational Meetings. Voting may be by show of hands or by secret ballot. The Board of Elders shall determine the mode(s) of voting for the Congregational Meeting.   | (1) Renumbered.<br>(2) Change from "Adult Members" to "Voting Members" and "Elders" to "Board of Elders".<br>(3) Rephrased and amended the mode of voting by deletion of voting by written proxy. |

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|---|---|--|--|---|
|   | and shall ensure that the completed ballot reaches the IBC office at least two days before the meeting.   |  |  |   |
| XI Section 7 -<br>Committee<br>Appointments | The Board of Elders shall determine the committees required for IBC, shall select the committee chairs and members of the committees and shall present the slates to the Adult Members at the annual meeting. Nominations for committee positions may be made to the Board of Elders by any Adult Member at anytime prior to the selection by the Elders. The Adult Members shall by consensus vote to affirm or reject the slate for each committee selected by the Elders. If a slate is rejected by the Adult Members, the Elders shall present a new slate to the Adult Members at a called congregational meeting within one month of the annual meeting and shall repeat this process until the slate is approved by consensus vote of the Adult Members. The Board of Elders shall specify which committees may include non-members. Non-members may not chair or form the majority in any committee. The composition, duties, term and other characteristics of each ministry shall be in writing and maintained at the church office. The Elders shall maintain a Ministry Handbook at the church office which contains the specific ministry descriptions and their responsibilities. | X Section 7<br>Committee<br>Appointments | The Board of Elders shall determine the committees required for IBC, shall nominate the candidates for committee chairs and members of the committees and shall present the slates to the Voting Members for election at the Annual Congregational Meeting at a date determined by the Board of Elders. Nominations for committee positions may be submitted to the Board of Elders by any Voting Member at any time prior to the selection by the Board of Elders. The Voting Members shall by consensus vote to affirm or reject the slate for each committee selected by the Board of Elders. If a slate is rejected by the Voting Members, the Board of Elders shall present a new slate to the Voting Members at an Extraordinary Congregational Meeting within one (1) month of the Annual Congregational Meeting and shall repeat this process until the slate is approved by consensus vote of the Voting Members. The Board of Elders shall specify which committees may include non-members. Non-members may not chair or form the majority in any committee. The composition, duties, term and other characteristics of each ministry shall be in writing and maintained at IBC's office. The terms of appointment and terms of reference of the committees shall be determined by the Board of Elders. | (1) Renumbered.<br>(2) Amendments from "Adult Members" to "Voting Members" and "Elders" to "Board of Elders."<br>(3) Rephrased. |

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| XI Section 8 - Adjournments   | A meeting may be adjourned at any time to any other date or time as the Adult Members may determine and such adjourned meeting may be held in conjunction with or after a Sunday Worship service if necessary. Adult Members who had not cast their vote in the prior meeting(s) may cast their vote at the adjourned meeting(s) but shall not be permitted to vote twice on the same issue. | NIL  | Deleted.  | These are provided in the renumbered Article X Sections 2.6 and 3.3.                                   |
| XI Section 9 - Point of Order | An Adult Member may raise a point of order concerning the proper procedure during the congregational meeting for determination and the decision reached in that congregational meeting by the chair shall be binding. IBC adopts the customary parliamentary procedure   | X Section 8 Point of Order                         | A Voting Member may raise a point of order concerning the proper procedure during the Congregational Meeting for determination and the decision reached at that Congregational Meeting by the Moderator shall be binding. IBC adopts the customary parliamentary procedure. | (1) Renumbered.<br>(2) Change from "Adult Member" to "Voting Member" and grammatical amendments.       |
| XII- Trustees                 | NIL  | XI- Trustees                                       | NIL   | Renumbered.  |
| XII Section 1 Purpose         | IBC may purchase, lease and otherwise acquire immovable properties of any description in Singapore (whether freehold, leasehold or otherwise) or any interest therein and may build, rebuild, alter and/or construct upon such property. If IBC acquires any immovable property, such property shall be vested in trustees subject to a declaration of trust.                                | XI Section 1 Trustees to sign Declaration of Trust | If at any time IBC acquires any immovable property, such property shall be vested in the trustees subject to a declaration of trust.  | (1) Renumbered.<br>(2) Rephrased in accordance with the Registrar of Societies' prescribed provisions. |

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| XII Section 2 Powers        | The Trustees shall not purchase nor carry out any sale or mortgage the properties without the prior approval at a congregational meeting by at least 50% of all the Adult Members on the Members' register.  | NIL  | Deleted.   | This is provided in the renumbered Article II Section 2(c).  |
| XII Section 3 - Appointment | The Trustees shall be elected by the Adult Members. The number of Trustees shall not be less than two and not more than four and the Trustee shall be ordinarily resident in Singapore. He/she shall be elected by the Adult Members when one of the current Trustees wishes to resign, or is removed, or is otherwise not able to continue in the position. Upon stepping down as Trustee, he/she shall take the necessary steps to remove himself/herself as a Trustee and hand over all trust property and documents to the new Trustee(s). | XI Section 2 Number and election of Trustees | The trustees of IBC shall:-<br>(a) not be more than four (4) and not less than two (2) in number;<br>(b) be elected by a majority votes of the Voting Members present at an Annual Congregational Meeting of IBC;<br>(c) not effect any sale or mortgage of property without the prior consent and authority of the Congregational Meeting of Voting Members.                            | (1) Renumbered.<br>(2) Rephrased in accordance with the Registrar of Societies' prescribed provisions.<br>(3) Change from "Adult Members" to "Voting Members". |
| NIL                         | NIL  | XI Section 3 Cessation as Trustees           | The office of the trustee shall be vacated if the trustee:<br>(a) dies or of unsound mind;<br>(b) is absent from the Republic of Singapore for a period of more than one (1) year;<br>(c) resigns from office by giving one (1) month's written notice to that effect; and<br>(d) is guilty of misconduct of such a kind as to render it undesirable that he/she continues as a trustee. | New provision.   |

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| XII Section 4<br>Removal           | The office of the Trustee shall be vacated if the Trustee dies or is of unsound mind; is away from Singapore for a period of more than one year; is guilty of misconduct of such a kind as to render it undesirable for him to continue as a Trustee; or if he submits notice of resignation from his trusteeship.  | XI Section 4<br>Removal of Trustee | Notice of any proposal to remove a trustee from his/her trusteeship or to appoint a new trustee to fill a vacancy must be given by providing to the Voting Members a written notice containing such proposal, at least two (2) weeks before the Congregational Meeting at which the proposal is to be discussed. The result of such Meeting shall then be notified to the Registrar of Societies. | Renumbered and amendments on removal of trustees.  |
| XII Section 5<br>Continuing powers | In the event of IBC moving to another locality, the powers hereby vested in the Trustees with regards to the trust premises shall not thereby be suspended or in any manner be impaired or affected.  | NIL                                | Deleted.  | Redundant.   |
| XII Section 6<br>Notification      | The address of each immovable property, name of each Trustee and any subsequent change must be notified to the Registrar of Societies.  | XI Section 5<br>Notification       | IBC shall notify the Registrar of Societies and the Commissioner of Charities, the address of its immovable properties, the names of trustees and any subsequent changes made thereto.  | (1) Renumbered.<br>(2) Rephrased to include notification to the Commissioner of Charities. |
| XIII Ordination                    | In the event IBC is requested to ordain a member who has been called into the ministry of the Gospel, the following procedure shall be followed: the member seeking ordination shall contact the Elders with the request for ordination. After prayerful consideration of the candidate if the Board of Elders, who shall serve as an ordination council, unanimously agree that the candidate should be considered for ordination by IBC, the candidate will be presented to the Adult Members for approval by consensus. Upon approval, an ordination service shall be held by IBC. | NIL                                | Deleted.  | New provisions on Ordination are covered in the renumbered Article VIII Sections 1 to 4.   |

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| NIL         | NIL              | VIII Ordination<br>Section 1-<br>General      | Ordination at IBC formally affirms God's call upon a scripturally-qualified man to serve in the ministry of the gospel of Jesus Christ.  | New provision.         |
| NIL         | NIL              | VIII Section 2 -<br>Transfer or<br>Transition | If a candidate for the office of Deacon, Elder or Pastor at IBC has already received ordination from another church, or if a Deacon will transition to the office of Elder /Pastor, the Board of Elders will decide whether to affirm the candidate's previous ordination or to proceed with an IBC ordination process. In either case, the decision of the Board of Elders must be unanimous. If the Board of Elders decides to affirm a previous ordination, <u>it</u> will present the candidate to a Congregational Meeting for approval by consensus. | New provision.         |
| NIL         | NIL              | VIII Section 3 -<br>By Request                | If a Voting Member requests ordination to facilitate serving in a ministry outside of IBC, the Voting Member must meet the biblical qualifications of an Elder. The Board of Elders will prayerfully consider whether to proceed with an IBC ordination process. The decision of the Board of Elders to proceed with an IBC ordination process must be unanimous.  | New provision.         |
| NIL         | NIL              | VIII Section 4 -<br>Process                   | The IBC ordination process is as follows:-<br>(1) The Board of Elders will serve as the Ordination Council, scheduling meetings as necessary to interview the candidate, examine the candidate's qualifications and discuss his calling.<br>(2) If the Board of Elders unanimously recommends the candidate for ordination, it will present the candidate to a   | New provision.         |

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|                           |  |                    | <p>Congregational Meeting for approval by consensus of the Voting Members.</p> <p>(3) Upon receiving the Voting Members' consensus approval, the Board of Elders will schedule an ordination service for the candidate, during which there may be more than one ordination according to the needs of IBC. The ordination service may also optionally include affirmations of previous ordinations.</p> |   |
| XIV Prohibitions          | NIL  | XVIII Prohibitions | NIL  | Renumbered.   |
| XIV Section 1<br>Gambling | Gambling of any kind, whether for stakes or not, is forbidden on IBC's premises. The introduction of materials for gambling into the premises is prohibited.   | XVIII Section 1    | Gambling of any kind, excluding the promotion or conduct of a private lottery which has been permitted under the Private Lotteries Act, Cap. 250., is forbidden on IBC's premises. The introduction of materials for gambling or drug taking into the premises is prohibited.  | (1) Renumbered.<br>(2) Amended in line with the requirements of the Registrar of Societies. |
| XIV Section 2<br>Fines    | The funds of IBC shall not be used to pay the fines of members.  | XVIII Section 2    | The funds of IBC shall not be used to pay the fines of members who have been convicted in court of law.  | (1) Renumbered.<br>(2) Amended in line with the requirements of the Registrar of Societies. |
| XIV Section 3<br>Unions   | IBC shall not attempt to restrict or in any other manner interfere with trade or prices or engage in any Trade Union activities as defined in any written law relating to trade unions for the time being in force in Singapore. | XVIII Section 3    | IBC shall not engage in any trade union activity as defined in any written law relating to trade unions for the time being in force in Singapore.  | (1) Renumbered.<br>(2) Amended in line with the requirements of the Registrar of Societies. |

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| XIV Section 4<br>Lottery            | IBC shall not hold any lottery, whether confined to its members or not, in the names of IBC, of its office-bearers, committees or members.   | XVIII Section 5 | IBC shall not hold any lottery, whether confined to its members or not, in the name of IBC or its office-bearers, Board of Elders, Deacons or members unless with the prior approval of the relevant authorities.                       | (1) Renumbered.<br>(2) Amended in line with the requirements of the Registrar of Societies. |
| XIV Section 5<br>Political Activity | IBC shall not participate in any political activity or allow its funds and/or premises to be used for political purposes.  | XVIII Section 4 | IBC shall not indulge in any political activity or allow its funds and/or premises to be used for political purposes.   | (1) Renumbered.<br>(2) Amended in line with the requirements of the Registrar of Societies. |
| XIV Section 6<br>Fund-Raising       | IBC shall not raise funds from the public for whatever purposes without the prior approval in writing of the Assistant Director Operations, Licensing Division, Singapore Police Force and other relevant authorities.                     | XVIII Section 6 | IBC shall not raise funds from the public for whatever purposes without the prior approval in writing of the Assistant Director Operations, Licensing Division, Singapore Police Force and other relevant authorities, where necessary. | (1) Renumbered.<br>(2) Amended in line with the requirements of the Registrar of Societies. |
| XV Definitions                      | NIL  | NIL             | Deleted.  | No longer required.   |
| XV Definitions                      | "Adult Members" shall mean those members who are at least 21 years of age as at the date of the congregational meeting and whose names appear on the Members' register.  | NIL             | Deleted.  | No longer required.   |
| XV Definitions                      | "Articles of Faith" shall mean the doctrinal position that IBC adopts, set out by the Board of Elders and to which all members of IBC shall agree to.  | NIL             | Deleted.  | No longer required.   |
| XV Definitions                      | "Believer's Baptism" shall mean that the person has accepted the Lord Jesus as his/her personal Lord and Savior at an age when that person was capable of understanding the reason behind the death, burial and resurrection of Christ and | NIL             | Deleted.  | No longer required.   |



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|                | capable of making an informed and rational decision for becoming a Christian and shall undergo the ordinance of water baptism through full immersion.  |             |            |  |
| XV Definitions | "Consensus" shall mean a simple majority (more than 50%) of the votes cast.  | NIL         | Deleted.   | No longer required.                        |
| XV Definitions | "Deacons" are men appointed as set forth in Article IX of this Constitution.   | NIL         | Deleted.   | No longer required.                        |
| XV Definitions | "Elders" are men appointed as set forth in Article IX of this Constitution.  | NIL         | Deleted.   | No longer required.                        |
| XV Definitions | "Elder Confirmation Form" shall contain a section on the details of each Elder candidate setting out his personal and family background, conversion, history of service at IBC and other churches, and areas of interest within IBC; a section for the member to indicate his vote; and a section for comments to be made. | NIL         | Deleted.   | No longer applicable.                      |
| XV Definitions | "IBC" means the International Baptist Church of Singapore.   | NIL         | Deleted.   | Not required as it is stated in Article 1. |
| XV Definitions | "International Identity" means the earthly citizenship of the members of IBC comprising Singaporeans and non-Singaporeans that form the congregation of IBC.   | NIL         | Deleted.   | No longer applicable.                      |

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| XV Definitions | "Members' register" shall be a record of all the members and shall include the name, address, contact details, date of birth, date of membership, date of baptism, and nationality of the member. The register shall also designate those who are Adult Members.  | NIL         | Deleted.   | No longer required.    |
| XV Definitions | "New member's orientation" shall be the course or process that a new believer or prospective member undertakes as directed by the Senior Pastor or pastoral staff/elders in the absence of the Senior Pastor concerning the call to discipleship and to inform the individual of the doctrinal position of IBC together with its mission, vision statement, covenant and the individual's responsibility as a member. | NIL         | Deleted.   | No longer required.    |
| XV Definitions | "Notice" as used herein shall mean either written notice to each member, written notice given in the Sunday Worship Service Bulletin, written notice placed on the church notice board, or oral announcement from the pulpit at a Sunday Morning Worship Service, unless the precise mode has been specified elsewhere in this Constitution.  | NIL         | Deleted.   | No longer required.    |
| XV Definitions | "Pastoral Staff" includes the Senior Pastor and full/part-time paid staff carrying out ministerial duties at IBC.   | NIL         | Deleted.   | No longer required.    |

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| XV Definitions      | "Senior Pastor" is an Elder and full-time paid staff who has spiritual authority over the staff and congregation. He is the senior shepherd of IBC to lead, guide and instruct IBC and to have oversight over the Worship services and congregational meetings.  | NIL                | Deleted.   | No longer required.   |
| XVI Amendments      | This Constitution may be amended and shall require a two-thirds vote of all the Adult Members whose names are on the Members' register. Any proposed amendment(s) shall be presented in writing by an Adult Member to the Board of Elders for consideration. The Board of Elders shall consider the proposal prayerfully and shall if necessary appoint a constitution review committee to consider the proposed amendment(s) and any other amendments where appropriate. If the Board of Elders considers that the proposed amendment(s) are necessary, they shall present the proposal to the Adult Members in writing at a specially called meeting. Thereafter and not earlier than two (2) weeks later, the Board of Elders shall call for a congregational meeting for the Adult Members to vote on the proposed amendment(s). Any alterations or additions shall not come into force without the prior sanction of the Registrar of Societies of Singapore. | XIII Amendments    | Where necessary, the Board of Elders shall appoint a Constitution Review Committee to review the Constitution of IBC. IBC shall not amend its Constitution without the prior approval in writing of the Registrar of Societies and the Commissioner of Charities. No alteration or addition/deletion to this Constitution shall be made except at a Congregational Meeting and with the consent of two-thirds (2/3) of the Voting Members present at the Congregational Meeting. | (1) Renumbered.<br>(2) Rephrased and to include approval by the Commissioner of Charities.                |
| XVII Interpretation | In the event of any question or matter requiring the interpretation of the Constitution which arises out of any point which is not expressly provided for in the Constitution, the Elders shall use their own discretion in reaching an interpretation and   | XIV Interpretation | In the event of any question or matter pertaining to day-to-day administration which is not expressly provided for in this Constitution, the Board of Elders shall have powers to use its own discretion. The decision   | (1) Renumbered.<br>(2) Change from "Elders" to "Board of Elders" and "Adult Members" to "Voting Members". |

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|                   | shall report the question or matter and the interpretation reached by the Board of Elders to the Adult Members.  |                          | of the Board of Elders shall be communicated to the Voting Members and such decision shall be final unless it is reversed at a Congregational Meeting of Voting Members.  | (3) Rephrased and amended to provide that the decision of the Board of Elders on matters not provided for in the Constitution is final unless such decision is reversed.                                       |
| XVIII Dissolution | IBC shall not be dissolved except with the consent of not less than seventy-five (75) percent of the Adult Members. In the event of the dissolution of IBC, the net assets after due payment of all liabilities shall not be distributed to the members but shall be given to other churches or charitable organizations as determined by no less than seventy-five percent of the Adult Members. Notice of dissolution of IBC shall be given to the Registrar of Societies and other government authorities as appropriate, within seven (7) days of the meeting. | XV Dissolution Section 1 | IBC shall not be dissolved, except with the consent of not less than three-fourths (3/4) of the total Voting Membership of IBC for the time being resident in Singapore expressed, either in person or by proxy, at a Congregational Meeting convened for the purpose.  | (1) Renumbered with new sub-sections.<br>(2) Amended to include voting by proxy for dissolution of IBC, as permitted by the Registrar of Societies.  |
| XVIII Dissolution | IBC shall not be dissolved except with the consent of not less than seventy-five (75) percent of the Adult Members. In the event of the dissolution of IBC, the net assets after due payment of all liabilities shall not be distributed to the members but shall be given to other churches or charitable organizations as determined by no less than seventy-five percent of the Adult Members. Notice of dissolution of IBC shall be given to the Registrar of Societies and other government authorities as appropriate, within seven (7) days of the meeting. | XV Section 2             | In the event of IBC being dissolved as provided above, all debts and liabilities legally incurred on behalf of IBC shall be fully discharged, and the remaining funds shall be donated to an approved charity or charities with similar objectives in Singapore, which is or are registered under the Charities Act., as determined by the Voting Members at an Extraordinary Congregational Meeting. | Inclusion of a provision on donation of surplus funds after dissolution and discharge of debts and liabilities, in line with the requirements of the Registrar of Societies and the Commissioner of Charities. |

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| XVIII Dissolution                    | IBC shall not be dissolved except with the consent of not less than seventy-five (75) percent of the Adult Members. In the event of the dissolution of IBC, the net assets after due payment of all liabilities shall not be distributed to the members but shall be given to other churches or charitable organizations as determined by no less than seventy-five percent of the Adult Members. Notice of dissolution of IBC shall be given to the Registrar of Societies and other government authorities as appropriate, within seven (7) days of the meeting. | XV Section 3 | A Certificate of Dissolution shall be given within seven (7) days of the dissolution to the Registrar of Societies and the Commissioner of Charities. | Rephrased and amended to include giving the Certificate of Dissolution to the Commissioner of Charities. |
| XIX Transitional                     | NIL  | NIL          | Deleted.  | No longer applicable.  |
| XIX Section 1<br>Duty of Elders      | The Deacons' Council constituted under the previous Constitution and existing when these amendments were made shall carry out the functions specified under the selection process at Article IX, Section 2.6 and 3.5, 4 and 5. Where anything is to be done by the serving Elders as specified in the Constitution, the Deacons' Council shall be charged with that duty.  | NIL          | Deleted.  | No longer applicable.  |
| XIX Section 2<br>Treasurer           | The current Treasurer shall hand over all documents to the in-coming Treasurer within one month of this Constitution coming into force.  | NIL          | Deleted.  | This is provided in the renumbered Article IX Section 2.4.   |
| XIX Section 3<br>Elders rotating off | Upon the establishment of the first Board of Elders, the Elders shall determine the length of term for each Elder on the first Board in order to allow for rotating off. The first Board of Elders shall be divided into 3 groups with one group serving for 3 years, one for 2 years, and one for   | NIL          | Deleted.  | No longer applicable.  |

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|   | 1 year. The period of service for all Elders shall be deemed to commence on 1 January 2006 regardless of whether the establishment of the first Board of Elders takes place before or after 1 January 2006, provided that the first Board of Elders is established by 1 April 2006.  |             |            |                        |
| XIX Section 4<br>Deacons rotating off       | Upon the election of the Deacons, the length of term for each Deacon shall be determined by the Elders in order to allow for rotating off. The first group of Deacons shall be divided into 3 groups with one group serving for 3 years, one for 2 years, and one for 1 year. The period of service for all Deacons shall be deemed to commence on 1 January 2006 regardless of whether the election takes place before or after 1 January 2006, provided that the elections take place by 1 April 2006. | NIL         | Deleted.   | No longer applicable.  |
| XIX Section 5<br>Treasurer and Church Clerk | The period of service for the Treasurer and the Church Clerk shall be deemed to commence on 1 January 2006 regardless of whether he/she is selected to the position before or after 1 January 2006 provided that the Treasurer and Church Clerk respectively are elected by 1 April 2006.  | NIL         | Deleted.   | No longer applicable.  |
| XIX Section 6 –<br>Financial Year           | The financial year under the previous constitution which runs from April 1 to March 31 shall continue to apply until March 31, 2006. With the changeover, the financial year shall run from April 1, 2006 to December 31, 2006. Thereafter the financial year of IBC shall run from January 1 to December 31 annually.   | NIL         | Deleted.   | No longer applicable.  |

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| XIX Section 7 End of transitional provisions | With the exception of Sections 3, 4, 5 and 6 above, these transitional provisions shall cease once the first Board of Elders has been appointed.               | NIL                         | Deleted.  | No longer applicable.  |
| XX Disputes                                  | In the event of any dispute arising amongst members, they shall attempt to resolve the matter at a Congregational Meeting in accordance with this Constitution | XVI<br>Dispute Resolution   | In the event of any dispute arising amongst the members, they shall attempt to resolve the matter according to biblical principles but if they fail to resolve the dispute, they shall seek the assistance of the Board of Elders and/or the Senior Pastor. In the event such an attempt fails, they shall refer the matter to a Congregational Meeting of Voting Members failing which they may refer the dispute to mediators to be agreed between the parties. | (1) Renumbered.<br>(2) Amended to include processes of resolution of disputes according to biblical principles |
| NIL  | NIL  | XVII<br>Visitors and Guests | Visitors and guests may be admitted into the premises of IBC but they shall not be admitted into the privileges of IBC. All visitors and guests shall abide by IBC's rules and regulations.   | New Article to include a provision in line with the requirements of the Registrar of Societies.                |
| NIL  | NIL  | IX<br>Borrowing Powers      | Subject to the approval of two-third (2/3) of the Voting Members of IBC present at a Congregational Meeting, the Board of Elders shall have powers to borrow or raise funds on behalf of IBC for the purposes of IBC and to mortgage or charge its undertakings and property, or any part thereof, whether outright or as security for any debt, liability or obligation of IBC.  | New provision to empower borrowing by IBC subject to approval of the Voting Members.                           |