



Constitution & By-laws

**CONSTITUTION
FIRST BAPTIST CHURCH, ROCKWOOD, TENNESSEE**

PREAMBLE

We, the members of First Baptist Church of Rockwood, Tennessee, a church which is duly organized and existing as a non-profit corporation under the laws of the State of Tennessee (the "Church"), do hereby declare and establish this amended and restated Constitution to provide for the preservation and security of the principles of our faith, and to ensure that this body may be governed in an orderly manner. This Constitution will preserve the liberties of each individual member of this Church and the freedom of action of this body in its relation to other churches.

NAME

This body shall be known and is legally incorporated as FIRST BAPTIST CHURCH OF ROCKWOOD, INC., which is presently located at 309 North Chamberlain Avenue, Rockwood, Tennessee 37854. Any reference to the Church in this Constitution shall include, in all respects, all activities and functions of the Church on all property owned or under the control of the Church, wherever they may be located within, or outside of, the State of Tennessee.

OBJECTIVE

The Objective of *First Baptist Church of Rockwood, Inc.* is:

To worship God, who is worthy of all praise and glory.

To serve God locally, nationally and internationally by fulfilling the Great Commission of Jesus Christ as set forth in Matthew 28:19-20.

To minister to the needs of the members and others as the church is able to do so.

To do any and all things related to and in connection with the carrying out of the purposes of a New Testament Church.

ARTICLES OF FAITH AND DOCTRINE

The Holy Bible is the inspired, inerrant and infallible Word of God and is the basis for any statement of faith. The church subscribes to the doctrinal statement of "The Baptist Faith and Message" as adopted by the Southern Baptist Convention June 14, 2000. We band ourselves together as a body of baptized believers in Jesus Christ personally committed to sharing the good news of salvation to all men. The ordinances of the church are baptism and the Lord's Supper.

"The Baptist Faith and Message" is attached as Appendix I.

RELATIONSHIPS

The government of this church is vested in the body of baptized believers who compose it. It is subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligations of mutuality and cooperation which are common among Southern Baptist churches.

MARRIAGE AND HOMOSEXUALITY

We believe the term "marriage" has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity should occur outside of a marriage between a man and a woman.

We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, bestiality, incest, pornography or any attempt to change one's sex, or disagreement with one's biological sex, is sinful and offensive to God.

We believe that in order to preserve the function and integrity of the church as the local Body of Christ, and to provide a biblical role model to the church members and the community, it is imperative that all persons employed by the church in any capacity, or who serve as volunteers, should abide by and agree to this Statement on Marriage and Sexuality and conduct themselves accordingly.

Because we believe in the biblical teaching that marriage is between one man and one woman, marriages outside those parameters will not be performed by church ministers or on church property.

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.

AMENDMENTS

Changes in this Constitution may be made at any regular business meeting of the church, provided each amendment shall have been presented in writing at a previous meeting and copies of the proposed amendment have been made available in print form through the church office. Proposed amendments should be made to the appropriate committee for consideration and recommendation to the church. Amendment to the Constitution requires a two-thirds vote of all members of the church present and entitled to vote.

MISSION STATEMENT

- TO KNOW JESUS AND TO MAKE HIM KNOWN -

CHURCH MEMBER'S COVENANT

I come to make a covenant with this local congregation of the Church, which is the body of those on whom the call of God rests, to witness to the grace and truth of God.

I recognize that the function of the church is to glorify God in adoration and sacrificial service and to be God's missionary to the world, bearing witness to God's redeeming grace through Jesus Christ.

I believe that Jesus is the Christ, the Son of the Living God. I commit my life and destiny to Christ without reservation or constraint, promising to give Him priority in all the affairs of my life. I will seek first the Kingdom of God and His Righteousness.

I commit myself, regardless of the expenditure of time, energy, and material resources, to becoming an informed, mature Christian. I will study God's word so that I may know and obey His commandments. In furtherance of this promise, I commit to faithfully attend worship services and Bible study so long as I am physically able.

I believe that God is the total owner of my life and resources. I give God the throne in relation to the material aspect of my life, acknowledging that God is the origin of all that I have. Because God is a lavish giver, I too shall be lavish and cheerful in my regular gifts.

Realizing that Jesus taught and exemplified a life of love, I will seek to be loving in all relations with other individuals, groups, classes, races, and nations, and will seek to be a reconciler, living in a Christ-like manner.

I will seek to bring every phase of my life under the Lordship of Christ.

In this church, I will seek to love others as Christ loved us, honor one another above ourselves, be kind and compassionate to one another, encourage and build up one another, comfort one another, and offer hospitality to one another.

I will commit myself to have a spirit of unity based on our common bond in Christ, be united in mind and convictions, meet together regularly, have equal concern for each other, suffer when one suffers and rejoice when another is honored, and consider others more important than ourselves.

I will seek to move beyond the walls of the Church and commit myself to become a person who walks with Jesus between the worlds of the saved and the lost, building bridges of love and trust.

When I move from this place, I will join with some other congregation where I will seek to live out this commitment and principles of God's Word.

BY-LAWS
FIRST BAPTIST CHURCH, ROCKWOOD, TENNESSEE

ARTICLE I. MEMBERSHIP

SECTION A. GENERAL

This is a sovereign and democratic Southern Baptist Church under the Lordship of Jesus Christ. The membership retains unto itself the exclusive right of self-government in all phases of the spiritual and temporal life of this church. The membership reserves the exclusive right to determine who shall be members of this church and the conditions of such membership.

SECTION B. CANDIDACY

Any person, prior to, offering himself/herself as a candidate for membership in this church shall be examined and shall be presented to the church at any regular church service for membership in any of the following ways:

1. By profession of faith and for baptism.
2. By promise of a letter of recommendation from another Southern Baptist church.
3. Upon statement of prior conversion experience and baptism by immersion. (Belief in baptism for remission of sin or salvation shall not be an acceptable form of immersion baptism.)
4. Those who desire membership in this church but, who find it physically impracticable to be present, shall submit to the church in writing a request for membership pursuant to one of the stated methods. Following a visit by the pastor and/or the chairman of the deacons, a request shall be presented to the church.
5. A majority vote of those church members present and voting shall be required to elect any candidate to membership.

SECTION C. DUTIES

Duties of church members shall be as outlined in the Church Member's Covenant, which is included in the Constitution.

SECTION D. VOTING RIGHTS OF MEMBERS

1. Every member of the church, age 13 or above, is entitled to vote at all elections and on all questions submitted to the church in conference provided the member is present. No church members are entitled to vote by proxy.
2. If questions arise concerning whether a person who voted is a member or old enough to vote, that question can be asked and determined immediately following a vote. If the person is found to not be a member or old enough to vote, that person's vote will be subtracted from the vote tally, and the new tally will stand.

SECTION E. TERMINATION OF MEMBERSHIP

Membership shall be terminated in the following ways:

1. Death
2. Transfer to another Southern Baptist church.
3. Written request of the member to be removed from the church roll.
4. Exclusion by action of this church.

SECTION F. DISCIPLINE

1. It shall be the basic purpose of the First Baptist Church to emphasize to its members that every reasonable measure will be taken to assist any troubled member. The Pastor, other members of the church staff and deacons are available for counsel and guidance. Redemption rather than punishment should be the guideline which governs the attitude of one member toward another.
2. Should some serious condition exist which would cause a member to become a liability to the general welfare of the church, every reasonable measure will be taken by the Pastor and by the Deacons to resolve the problem. All such proceedings shall be pervaded by a spirit of Christian kindness and forbearance. But, if the Pastor and Deacons determine that the welfare of the church will best be served by the suspension of membership rights or complete exclusion of the member, the church, in accordance with the biblical standards set forth in 1 Corinthians 5, may take this action by a two-thirds vote of the membership at the meeting called for this purpose and the church may proceed to declare the offender to be either no longer eligible to vote or participate in leadership activities of the church or to be in the membership of the church.
3. Any person whose membership's rights have been suspended or whose membership has been terminated for any condition which has made it necessary for the church to discipline him or her may request, in accordance with the biblical standards set forth in 1 Corinthians 5, restoration of membership or membership rights. Upon evidence of repentance and reformation, restoration to membership or restoration of membership rights shall be granted by affirmative vote by the majority of the members present.

ARTICLE II. CHURCH OFFICERS AND STAFF

The officers of this church shall be the pastor, ministerial staff, active deacons, moderator, clerk, treasurer, trustees and hospitality director. All elected church officers must be active members of the church.

SECTION A. PASTOR

The Pastor is responsible for leading the church to function as a New Testament church. The Pastor shall be responsible for leading the staff of all ministries and activities of the congregation as set forth in the Constitution, proclaim the gospel to believers and unbelievers, and care for the church's members and other persons in the community.

A pastor shall be chosen and called by the church whenever a vacancy occurs. His election shall take place at a called meeting for that purpose, of which at least one week's notice has been given. Those members present wanting to call the Pastor will vote for him by standing up, those opposed likewise. An affirmative vote of three-fourths of those members present and voting is necessary for election.

A Pastor Search Committee shall be elected by the church with the sole purpose and function of following the leadership of the Holy Spirit in selecting a candidate for pastor for the church. The

Deacons will oversee the formation of this committee pursuant to the following rules for establishing staff search committees:

The Search Committee shall reflect the membership of the church and shall be made up of one individual from five categories of the church leaders, such as but not limited to, teachers, committee members, program directors, deacons, and officers. Nominees will be generally grouped as follows: Male leaders 50 or above; Female leaders 50 or above; Male leaders below 50; Female leaders below 50; and a student leader of any age. The lists of each leadership category will be compiled by the church secretary and made available at the church at least one week prior to the election, which will take place by secret ballot at the end of the morning worship service. Up to three names from each list may be selected. (Members may substitute any active church member's name not on the list of leaders if desired.) The Deacons will count the ballots and contact the individual from each list with the most votes to determine his or her willingness to serve. Anyone accepting a position on the Search Committee may be excused from service on the Church Council if the Search Committee work causes the Church Council member to miss council meetings. (The Church Council will determine if such replacement is necessary.) The individual with the most votes willing to serve from each list will be a member of the Search Committee. The Search Committee will conduct its first meeting with the Deacons to discuss duties and responsibilities. At an appropriate time, the Search Committee will schedule and meet with the Personnel Committee and the Finance Committee to discuss terms of employment prior to extending a call to a prospective pastor. In the event someone is unable to serve while the Search Committee is performing its duty, the next person from the category from which the individual was elected will be the substitute, in order to maintain the diversity of the committee. The Search Committee shall bring to the consideration of the church only one name at a time.

The person, thus elected, if he accepts the call, shall serve as the Pastor of the Church for an indefinite period of time at the will of the Church or until the relationship is terminated by mutual consent or at the pastor's request or at the request of the congregation. Both the Pastor and the Church shall at all times seek to follow the will of God and the leadership of the Holy Spirit in reference to such matters. A Pastor seeking to resign or retire shall give written notice to the Personnel Committee and to the congregation at least two (2) weeks before relinquishing his responsibilities as Pastor of the Church, unless a shorter time is mutually agreeable. Recommendation of termination for the pastor shall come from the deacons, in accordance with the duties of the deacons related to church discipline. This recommendation shall be voted upon by the church at a special business meeting called for that purpose. An affirmative vote for termination shall require three-fourths of those members present and voting. The vote shall be held by secret ballot. If termination of the pastor occurs, then the pastor shall immediately be removed from all pastoral responsibilities. The terminated pastor shall receive at least two (2) week's salary and paid for any unused, accrued vacation, unless the termination is due to any sexually immoral or criminal behavior.

SECTION B. DEACONS

1. CATEGORIES OF DEACONS

- A. Active Deacons - Active deacons are those deacons who have been elected by the church and are currently serving in an active capacity.
- B. Inactive Deacons - Inactive deacons are those deacons who have been elected by the church but who are not presently serving as an Active Deacon.

- C. Life Deacons - Life deacons must be at least 65 years of age and has been faithful to the church in regular attendance and has served as a deacon for at least 20 years. Life deacons will be afforded the rights and privileges of an Active Deacon even if life circumstances hinder him from being able to fully serve as other Active Deacons.

2. QUALIFICATIONS

- A. All deacons must meet the qualifications as described in Acts 6:3 and 1 Timothy 3:8-13.
 - a. Acts 6:3 Wherefore, brethren, look ye out among you seven men of honest report, full of the Holy Ghost and wisdom, whom we may appoint over this business.
 - b. 1 Timothy 3:8-13 8 Likewise must the deacons be grave, not double-tongued, not given to much wine, not greedy of filthy lucre; 9 Holding the mystery of the faith in a pure conscience. 10 And let these also first be proved; then let them use the office of a deacon, being found blameless. 11 Even so must their wives be grave, not slanderers, sober, faithful in all things. 12 Let the deacons be the husbands of one wife, ruling their children and their own houses well. 13 For they that have used the office of a deacon well purchase to themselves a good degree, and great boldness in the faith which is in Christ Jesus.

3. DUTIES OF THE DEACONS

- A. In accordance with the meaning of the word and practice of the New Testament, deacons are to be the servants of the church and shall perform the following duties:
 - a. They are to be zealous to guard the unity of the spirit within the church in the bonds of peace.
 - b. They shall serve as a council of advice and conference with the Pastor in all matters pertaining to the welfare and work of the church.
 - c. In cooperation with the Pastor, they are to help consider and formulate plans for the constant effort and progress of the church in all things pertaining to the saving of souls, the development of Christians, and the extension and growth of the Church of the Lord Jesus Christ.
 - d. By proper organization and method among themselves, they are to establish and maintain personal fraternal relations with and watchcare over all the membership of the church. Especially are they to seek to know the physical needs and the moral and spiritual struggles of the brethren and sisters, and to serve the church in relieving, encouraging, and developing all who are in need.
 - e. In cooperation with the Pastor, and by such methods as the Holy Spirit may direct, in accordance with New Testament teachings, the deacons are to have oversight of the discipline of the church. In administering discipline, they are to be guided always by principles set forth in Matthew 18:15-17, 1 Corinthians 5:9-13, 1 Thessalonians 5:12-14. The Deacons shall be free to call upon any member of the church to aid in reconciliation.

4. ELIGIBILITY FOR ACTIVE DEACONSHIP

- A. Any male member of the church who has been an active member a minimum of one year at the time of the election is eligible for consideration for deaconship, subject to the qualifications of deacons as outlined in Article II above.

5. METHOD OF NOMINATING AND ELECTING DEACONS

- A. A call for new deacons can be specifically requested by the pastor and deacons or generally by church members at a church business meeting. This request must be

- agreed upon by a vote of the church during a business meeting session.
- B. A list will be provided to church members of all the current elected and ordained deacons (both active and inactive) who do not need to be nominated.
 - C. Nominations for new deacons can be submitted in written form by any church member in good standing at a designated time determined by the church or designated church leaders.
 - D. Church members can nominate any man of the church meeting the eligibility requirements.
 - E. Pastor and deacons will assess the list of nominations. Interviews of potential candidates will be conducted. After the pastor and deacon body reaches agreement on those who should serve, these men will be presented to the church for approval.
 - F. The church will cast a "yes or no" vote on each individual nominee with each nominee having to receive at least a 75% affirmative vote. (Unmarked ballots for a nominee will not count either way on this final tally.)
 - G. Upon approval by the church, these men will serve 1 year as a "yokefellow" under the guidance of an active deacon. After the designated time, then the Active and Life Deacons can approve or not approve the yokefellow for ordination (if needed) and active service.

SECTION C. MODERATOR (PRESIDENT)

The Senior Pastor shall be the moderator. However, in the absence of the Senior Pastor, the Chairman of the Deacons shall call the church to order and serve as acting Moderator. The Senior Pastor may designate an acting Moderator for specific meetings. The Moderator shall be the Chief Executive Officer of the Church and shall serve as the President of the Church for corporate purposes. The Moderator shall be ex-officio member of all committees and Church Council.

SECTION D. CLERK (SECRETARY)

The church shall elect a Church Clerk annually. The church-elected Clerk shall keep in suitable form a record of all the actions of the church. The clerk is responsible for keeping a register of the names of members, with dates of admission, dismissal, or death, together with a record of baptisms. The Church Clerk shall issue letters of transfer or membership voted by the church and insure the preservation of all communications and written official reports. All church records are church property and must be filed in the church office. An Assistant Church Clerk can be elected annually by the church to assist the Church Clerk.

SECTION E. TREASURER

A Church Treasurer and Assistant Church Treasurer shall be elected annually by the church. It shall be the duty of the Church Treasurer to sign all checks and assure the keeping of an itemized report of all receipts and disbursements regularly provided to the Finance Committee. The Church Treasurer will insure that any unbudgeted expenses exceeding \$1000 has been authorized by the Finance Committee. The Church Treasurer shall review all financial accounts at least semi-annually. The Assistant Church Treasurer shall perform these duties in the absence of the Church Treasurer.

SECTION F. TRUSTEES

Three trustees shall be elected annually by the church who will hold in trust the church property.

They shall have no power to buy, sell, mortgage, lease, or transfer any property without a specific vote of the church authorizing each action. It shall be the function of the trustees to affix their signatures to legal documents involving the sale, mortgage, purchase, or rental of property or any other legal documents where the signatures of trustees are required. Notwithstanding the requirements above, the trustees, as individuals, will not be held personally liable in the event legal action is commenced against the church so long as the church has authorized the trustees to act. At least two of the three trustees shall be present, at any time, to enter the safety deposit box at the bank to place documents into or to retrieve anything from the box. Signatures shall be furnished to the bank from these trustees.

SECTION G. HOSPITALITY DIRECTOR

A Hospitality Director shall be elected annually. The Hospitality Director, in coordination with the Pastor and Church Staff, shall oversee the kitchen facilities and supplies used by church ministries, as well as, oversee any kitchen or food issues at church-wide fellowships. All ministries utilizing the church kitchen(s) or kitchen supplies shall work with the Hospitality Director in order to maintain proper quantities of supplies and the avoidance of facility scheduling conflicts.

SECTION H. CHURCH STAFF

1. This church shall call or employ such ministerial and other staff members as the church deems appropriate. A job description shall be written by the Personnel Committee and presented to the Church Council for majority approval before being presented to the church for majority approval.
2. MINISTERIAL -
Ministerial staff members shall be presented to the church for consideration by a search committee selected in accordance with the same method as the Pastor Search Committee. The election process shall likewise be the same as the Pastor election. At least two weeks' notice at the time of resignation should be given. The church may terminate the services of any staff member in the same manner as for the Pastor. All ministerial staff shall reside within the boundaries of the County School District for Rockwood.
3. OTHER STAFF –
 - A. Ministerial Support - Secretaries and Accompanists
 - B. Facility Support - Nursery Workers and Custodians
 - C. All facility support staff shall be employed and/or terminated by the Personnel Committee, in agreement with the pastor. If the Personnel Committee and pastor do not agree, then the final decision for employment or termination shall be made by a majority vote of the Church Council.

ARTICLE III. Church Council, Committees and Ministry Teams

SECTION A. CHURCH COUNCIL

The Church Council shall be made up of eight 3 person committees totaling 24 members on the council. No individual can serve on more than one Church Council committee at a time. These

eight committees shall be separated into Administrative and Ministry Committees. Additional 3 person committees can be added to the Church Council by the majority vote of the church increasing the total number of Church Council members.

Church Council meetings shall be conducted monthly or as regularly as the church deems necessary. A quorum of the Church Council consists of a majority of Church Council members present.

Members of the Church Council shall be elected annually by the church. The senior pastor shall serve as ex officio on the Church Council.

The primary purpose of the 3 person committees shall be to fulfill the general and specific tasks assigned to those committees by the church. When major ministry course changes or large monetary expenditures are desired beyond the church's assigned ministry direction and budget, then committees and/or ministerial staff members shall seek majority approval of the Church Council before presenting requests to the church. In emergency situations, committee and/or ministerial staff requests can be made directly to the church in a regular or special-called business meeting if approved by the senior pastor.

Ad hoc committees may be appointed for a specific assignment and for a limited duration by the Church Council or church. Members of these ad hoc committees shall not sit on the Church Council.

Ministry Teams shall be established and overseen by the vocational staff in conjunction with the members of the Church Council. Members of these ministry teams shall not require the election of the church.

SECTION B. COMMITTEES

1. ADMINISTRATIVE COMMITTEES

A. Finance Committee

The Finance Committee shall work with church staff, officers, leaders, and committees to develop a yearly budget. The proposed budget shall first be presented to Church Council for majority approval prior to the church's final majority approval. The proposed budget shall be made available 2 weeks before the church vote. All unbudgeted expenses over \$1000 must be presented to the Finance Committee for consideration and recommendation to the church for approval unless the Finance Committee determines an emergency situation exists relating to church properties demanding an immediate decision. In such cases, the Finance Committee shall seek a majority approval by the Church Council.

B. Nominating Committee

The Nominating Committee shall work with church staff, officers, and leaders to nominate, for church majority approval, elected church officers, program directors, and teachers who oversee and work in the church's programs and committees. The Nominating Committee, with the majority approval of the Church Council, are to present church officers and program directors at the November business meeting for church majority approval. These officers, directors, and committee members will commence their duties on January 1. The

Nominating Committee, with the majority approval of the Church Council, are to present teacher nominations at the May business meeting for church majority approval. These teachers will commence their duties on June 1. All teachers, committee members, program directors and officers must be church members in good standing.

Major church program leaders should be considered for committees related to their areas of service, such as but not limited to, the church treasurer on the Finance Committee, the church clerk on the Nominating Committee, a trustee on the Property Committee, the Sunday School Director on the Discipleship Committee, the Hospitality Director on the Ministry Committee, and the Men's and Women's Missions Directors on the Mission Committee. Additionally, the Nominating Committee shall strive to nominate at least one deacon per committee if possible.

The Nominating Committee shall be responsible to monitor throughout the year unelected volunteer placements. The Nominating Committee shall work with staff or program leaders to resolve any questionable volunteer selections. If a situation arises the Nominating Committee deems inappropriate, then the issue shall be considered by the Church Council. If the Church Council cannot remedy the issue with a majority decision, then the issue shall be brought before the church as a whole.

C. Property Committee

The Property Committee shall work with church staff, officers, and leaders to oversee the maintenance, repairs, minor renovations, and upkeep of all church buildings and grounds. The Property Committee shall be responsible for the recruitment and oversight of contracted or volunteer personnel necessary for the fulfillment of the aforementioned responsibilities. The Property Committee shall use budgeted monies to fulfill their responsibilities. The Property Committee must request permission from the Finance Committee for expenses beyond assigned budgeted monies in accordance with procedures assigned to the Finance Committee by the church.

D. Personnel Committee

The Personnel Committee assists the church in matters related to employment of paid church personnel. The Personnel Committee can assess and present recommendations, such as but not limited to, staffing needs, employee salaries, benefits, and job descriptions. The recommendations shall first be presented to Church Council for majority approval prior to the church's final majority approval. Church employees can lodge concerns and/or complaints related to job conditions to the Personnel Committee. If a situation arises the Personnel Committee deems beyond their ability to handle, the Personnel Committee shall present the issue to the Senior Pastor and Deacons who are responsible for unity and church discipline within the church in accordance to proper procedures assigned to the Senior Pastor and Deacons by the church.

2. MINISTRY COMMITTEES

A. Worship Committee

The Worship Committee shall work with the church staff for the preparation, implementation, and continuation of orderly and meaningful worship experiences for both regularly scheduled

worship services and special events. The Worship Committee's work shall be related to, but not limited to, greeters, ushers, technology personnel, and musicians. The Worship Committee shall assist without conflicting with the church staff's general directions and decisions. The Worship Committee shall help recruit, train, organize, and oversee personnel needed to accomplish the committee's assigned tasks, as well as, help with the maintenance and oversight of all worship equipment and supplies.

B. Discipleship Committee

The Discipleship Committee shall work with the church staff and leaders for the preparation, implementation and continuation of orderly and meaningful discipleship experiences consisting of, but not limited to, Bible study groups, prayer groups, and mentoring groups. The Discipleship committee shall assist without conflicting with the church staff's general directions and decisions. The Discipleship Committee shall help recruit, train, organize, and oversee personnel needed to accomplish the committee's assigned tasks, as well as, help with the maintenance and oversight of discipleship equipment and supplies.

C. Ministry Committee

The Ministry Committee shall work with the church staff and leaders for the preparation, implementation and continuation of orderly and meaningful ministry activities among the church membership. The Ministry Committee's tasks shall be related to, but not limited to, organizing church members to help fellow church members in times of crisis, sickness, death and other significant conditions or events. The Ministry Committee shall assist without conflicting with the church staff's general directions and decisions. The Ministry Committee shall help recruit, train, organize, and oversee personnel and projects related to the committee's assigned tasks.

D. Missions Committee

The Missions Committee shall work with the church staff and leaders for the preparation, implementation and continuation of orderly and meaningful Missions activities outside the church membership. The Missions Committee's tasks shall be related to, but not limited to, local, state, national, and international fundraising and Missions/outreach endeavors. The Missions Committee shall assist without conflicting with the church staff's general directions and decisions. The Missions Committee shall help recruit, train, organize, and oversee personnel and projects related to the committee's assigned tasks.

SECTION C. MINISTRY TEAMS

1. Ministry teams shall be organized to accomplish the work of the church beyond the purview of existing church leaders, church programs, the Church Council, and church committees. For example: Decorating Team, Drama Team, Transportation Team, etc....
2. Ministry teams shall fall under the oversight and authority of the pastor, staff, and Church Council.
3. Ministry team volunteers do not have to be voted upon by the church.

ARTICLE IV. MAJOR PROGRAM ORGANIZATIONS

SECTION A. GENERAL

All program organizations of the church shall be under church control with all program officers and directors being elected by the church and reporting regularly to the church. The elimination of any major type of church program must be affirmed by a majority vote of the church council followed by a majority vote of the church in a business meeting.

SECTION B. TYPES OF PROGRAMS

1. There shall be weekly worship services to promote the preaching of God's Word, the corporate worship of God through music and other acceptable artistic expressions, and the evangelizing of church guests.
2. There shall be a church music program. The music program shall promote the training, organization, and implementation of music for worship and other church related events.
3. There shall be a Sunday School for all ages and discipleship programs to promote the study of God's Word and the reaching of people with the gospel for Christ and church membership.
4. There shall be ministry and mission organizations to promote the education, organization, and implementation of the funding and engagement of ministry and mission actions. For example: WMU, Women's Ministry, Men's Ministry, Seniors Ministry, etc...

ARTICLE V. ORDINANCES

SECTION A. BAPTISM

After counseling with the pastor or other designated church leader, a person, who received Jesus Christ as Savior by personal faith, who professes Him publicly at any worship service and who indicates a commitment to follow Christ as Lord shall be received for baptism.

1. Baptism shall be by immersion in water.
2. Baptism shall be administered by the ordained ministers of the church or others authorized by the church.
3. Baptism shall be administered as an act of worship during any church service.

Southern Baptists believe that baptism is the first act of obedience after acceptance of Christ. Baptism is for believers only, for those depending on Christ for salvation. This time-honored ordinance is one of the distinguishing marks of Baptists. This church shall not accept the baptism of any person who believes that baptism helps save the individual, for such a person's profession does not indicate the person to be trusting wholly and solely in the atonement of Christ. Baptists believe a person should be baptized because that person has been saved and not in order to be saved.

SECTION B. THE LORD'S SUPPER

The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and fruit of the vine, commemorate the death of Jesus Christ and anticipate His Second Coming.

1. The Lord's Supper shall be observed at least quarterly.
2. All professing Christians who are baptized believers are invited to join in the partaking of the Lord's Supper.
3. The pastor, other ordained staff members, and deacons shall be responsible for the administration of the Lord's Supper.

ARTICLE VI. CHURCH MEETINGS

SECTION A. WORSHIP SERVICES

The church shall meet regularly each Sunday morning, Sunday evening, and Wednesday evening for preaching, instruction, evangelism, worship and praise of Almighty God. These meetings will be open for the entire membership of the church and for all people.

SECTION B. SPECIAL SERVICES

All other services, including revivals, dramas, and other gatherings which promote the objectives and mission of the church shall be placed on the church calendar.

SECTION C. BUSINESS MEETINGS

1. Regular business meetings shall be held quarterly, as determined by the church on the third Sunday or Wednesday night in February, May, August, and November. If circumstances do not allow the business meeting to be conducted at one of these determined times, then the moderator shall reschedule that business meeting and publicly notify the church of the rescheduled date and time.
2. Special business meetings may be held to consider special matters of significant nature. A one-week notice of the subject, date, time and location must be given for the called business meeting unless extreme urgency renders such notice impracticable.
3. If the moderator believes the church is not sufficiently informed to handle a business item, the moderator may table the item and send it to the Church Council for further consideration. The Church Council may choose to act or not act upon the business item. If the item is reintroduced in a following business meeting, then the Church Council's decision shall be presented to the church.

SECTION D. QUORUM

For purposes of regular or special called business meetings, a quorum shall be deemed at least

10 church members who are present.

SECTION E. PARLIAMENTARY RULES

Robert's Rules of Order, Revised is the authority for parliamentary procedure for all business meetings of the church.

ARTICLE VII. CHURCH FINANCES

SECTION A. BUDGET

1. The Finance Committee shall prepare and first present an annual budget to the church council for majority approval. Afterward, the budget shall be presented to the church for majority approval. The committee will begin preparations for the budget in September of each year and submit it to the Church Council in October and the church for final approval in November at the regularly scheduled business meeting.

SECTION B. FISCAL YEAR

The fiscal year shall begin January 1 and end December 31.

ARTICLE VIII. AMENDMENTS

Changes in this Constitution and Bylaws may be made at any business meeting of the church, provided each amendment shall have been presented in writing at a previous meeting and copies of the proposed amendment have been made available at the church office for at least 2 weeks.

Proposed amendments first shall be presented to the Church Council for consideration. After majority approval by the Church Council, the proposed amendment shall be presented to the church for final approval. Amendments to the Constitution requires a two-thirds vote of members of the church present and entitled to vote. Amendments to the Bylaws shall be by simple majority of the members present and entitled to vote.

ARTICLE IX. PRE-SCHOOL

SECTION A.

1. There shall be a Preschool Program under the direction of a Preschool Director and a Pre-School Committee until such time the church votes to eliminate the program.
2. The Preschool Program shall be a self-sustaining group receiving no monies from the church.
3. The Preschool Director and Preschool Committee members shall be nominated by the church Nomination Committee for majority approval first by the Church Council and second

by the church as a whole. The Preschool Director or Preschool Committee members may submit recommendations to the Nominating Committee for any vacant positions.

SECTION B.

1. The Preschool Program's purpose shall be to provide a Christian weekday education for children 3, 4, and 5 years old who are bathroom trained.
2. The purpose shall be accomplished by the following:
 - A. Christian environment in which young children will be given the opportunity to grow and develop as God would have them to do by emphasizing intellectual, social, spiritual, emotional, and physical growth in specific ways according to age, understanding, and needs.
 - B. Offer to parents a facility where they can be assured that their children will receive the best of care from well qualified loving Christian adults.
 - C. Ministering to the parents of the children and when appropriate, attempting to involve the whole family in the life and ministry of the church.

ARTICLE X. EFFECTIVE DATE

This Constitution and Bylaws shall become effective upon its adoption.

REVISION LOG

02/21/2018 Complete review and restructure to ByLaws, with major changes to Church Council and Committee structure.