

CONSTITUTION AND BYLAWS
OF
FIRST BAPTIST CHURCH

ARTICLE 1.

Name, Legal Organization and General Powers and Provisions

- 1.1 Name and Legal Organization.** First Baptist Church is a Kansas nonprofit corporation organized for religious purposes with its principal place of business located at 803 S. College, Scott City, Kansas.
- 1.2 General Powers.** First Baptist Church shall have all powers conferred upon a nonprofit corporation by the Kansas Statutes Annotated, to be exercised in accordance with this Constitution and Bylaws, including, but not limited to, the power to receive gifts, bequests and legacies; acquire, buy, hold, improve, rent, lease, mortgage, sell and convey, and otherwise deal in real and personal property; to make contracts and agreements; and to take other actions as may be necessary to conduct the business of the Church and fulfill the stated purpose and mission of the Church.
- 1.3 Affiliation.** First Baptist Church is subject to the control of no other ecclesiastical body, but recognizes and sustains the obligations of mutual counsel and cooperation common among Baptist Churches and to that end shall be affiliated with the American Baptist Churches of the USA, the American Baptist Churches of the Central Region (ABCCR), and the Western Area of the ABCCR.

ARTICLE 2.

Mission, Vision and Values

- 2.1 Core Value:** "Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." Matthew 28:19-20 (NIV).
- 2.2 Mission:** First Baptist Church exists to glorify God and make disciples in Scott City and the surrounding communities by relevantly engaging in people's lives with the gospel of Christ.
- a. **Members:** We will be a church whose members intentionally initiate relationships with the unconvinced, the distracted, and those who are seeking to know God and accept Jesus Christ; who embrace those who need healing, whatever the cause of the wound; who welcome and teach those who are seeking a deeper relationship with Him; and who equip those who are seeking the ever-deepening transformation that comes through surrender to Jesus Christ.
 - b. **Maturity:** We will be a church that equips disciples by teaching the Bible, God's Word, and the power of its application in day-to-day life. We will help nourish the student of God through opportunities to grow in truth.
 - c. **Ministry:** We will be a church that serves Christ in obedience and others with grace, equipping and commissioning disciples for significant ministry by developing their God-given gifts, talents, and experiences.
 - d. **Mission:** We will be a church that equips disciples who recognize their kingdom purpose in daily mission opportunities, whether those opportunities are across the street

or across the world, who respond to the Spirit's leading in their own lives, and who invest in other individuals, thus continuing the movement of the gospel.

- e. **Magnification:** We will be a church that continuously moves disciples to connect with God through worship, to grow in truth, to serve in obedience, and to live fully surrendered to Christ.

2.3 Vision: FBC exists to glorify God and makes disciples by relevantly engaging in people's lives with the gospel of Christ, reflecting Christ in all we do so that we can reveal Christ to all we meet.

ARTICLE 3.

Statement of Faith

First Baptist Church's Statement of Faith is adapted from the Statement of Faith of Converge Worldwide, formerly known as the Baptist General Conference, as adopted by the Conference in 1951, reaffirmed in 1990 and amended in 1998.

3.1 The Word of God. We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct.

Hebrews 4:12 For the word of God is alive and powerful. It is sharper than the sharpest two-edged sword, cutting between soul and spirit, between joint and marrow. It exposes our innermost thoughts and desires.

2 Tim 3:16-17 All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the man of God may be thoroughly equipped for every good work.

3.2 The Trinity. We believe that there is one living and true God, eternally existing in three persons, that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence and redemption. (Matthew 3:13-17; Romans 8:9; Ephesians 1:17, 1 John 5:7, Matthew 28:19)

3.3 God the Father. We believe in God, the Father, infinite, personal in nature, perfect in holiness, wisdom, power and love. He is omnipresent, omniscient, omnipotent, the Creator, Sustainer, and sovereign over all things. We believe that He concerns himself mercifully in the affairs of each person, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ. (Malachi 2:10, 1 Corinthians 8:6, Isaiah 44:6, 8, 21-24, Revelation 1:8)

3.4 Jesus Christ. We believe in the lordship of Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in his virgin birth, sinless life, miracles and teachings. We believe He is the incarnation of God, eternal in nature, the supreme revelation of God, and the supreme ruler over all things. Jesus is the Great High Priest who allows us to come into the presence of God. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal visible return to earth. (2 Corinthians 4:4, John 14:9, Colossians 1:16, Philippians 2:5-7, John 1:1-3, 14, Isaiah 9:6)

3.5 The Holy Spirit. We believe in the Holy Spirit who came from the Father and Son to convict the world of sin, and to regenerate, sanctify, and empower all who believe in Jesus Christ to become followers of Christ Jesus in every way. We believe that the Holy Spirit indwells every believer in Christ, providing

strength and assurance, and that He is an abiding helper, teacher, counselor, and guide. (John 14:26, Acts 1:8, Acts 2:38, Galatians, 5:22, Titus 3:5, Ephesians 1:13, Romans 8:9, 26, 1 Corinthians 12:4)

3.6 Regeneration. We believe that all people are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit.

3.7 Sanctification. We believe that we are sanctified and set apart at salvation. Sanctification is a daily process as we grow in our faith culminating at death when we are fully sanctified in Christ.

3.8 Christian Conduct. We believe that Christians should live for the glory of God and the well-being of others; that their conduct should seek to reflect Christ; that they should be faithful stewards of their possessions; and that they should seek unity in the faith and knowledge of God's Son becoming fully mature in the Lord, measuring up to the full and complete standard of Christ. (Ephesians 4:13, 1 Corinthians 4:2, Galatians 5:16 – 26)

3.9 The Church. We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church, consisting of a community of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the gospel of Jesus Christ to a lost world. We believe that local churches can best promote the cause of Jesus Christ by cooperating with one another.

3.10 The Ordinances. We believe that the Lord Jesus Christ has committed two ordinances to the local church; Believer's baptism and the Lord's Supper.

We believe that Christian baptism follows the example set by Jesus, imitates His death and resurrection, and is the immersion of a believer in water into the name of the triune God. Much like a wedding ring, baptism is an outward symbol of an internal commitment and demonstrates our new life in Christ.

We believe that the Lord's Supper was instituted by Christ for remembrance of His death. This symbolic recognition of Christ's sacrifice brings deep, spiritual truths to life in a very concrete way. At FBC, we observe open communion believing that the ordinance is open to all who are part of the body of Christ, not just those who are members of our local congregation.

We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ.

3.11 Religious Liberty. We believe that every human being has a direct relationship with God, and is responsible to God in all matters of faith; that each church is independent and free from interference by any ecclesiastical or political authority whose intention is to limit the freedom to practice and teach religious beliefs which is granted in the United States Constitution.

3.12 Marriage. We believe that Christian marriage is a sacred institution ordained of God for the happiness of mankind and the propagation of the race. It is a spiritual and physical union into which one man and one woman may enter for the glory of God and, according to the scriptural ideal, is to be broken only by death. As part of the created order, marriage is not open to reinterpretation. The scriptural and historic definition of marriage as a *heterosexual monogamy* – a union of one man and one woman --

has been inviolable over centuries and is recognized worldwide. It is not an arbitrary relationship created by the state, but rather reflects realities as fundamental as human nature and human anatomy.

Scripture reflects that *heterosexuality* is God's revealed will for humankind and that a chaste and faithful expression of this orientation (whether in singleness or marriage) is the ideal to which God calls all people. A homosexual orientation is a result of the fall of humanity into a sinful condition that pervades every person. Scripture teaches there is hope for the person with a homosexual orientation and that Jesus Christ offers a healing alternative in which the power of sin is broken and the person is freed to know and experience his or her true identity in Christ and in the fellowship of his Church. We believe that this freedom is attained through a process which includes recognizing homosexual behavior as sin, renouncing the practice of homosexual behavior, rediscovering healthy, non-erotic friendships with people of the same sex, embracing a moral sexual lifestyle, and in the age to come, rising from the dead with a new body free from every sinful impulse.

We believe recognition of 'gay marriage' or 'same-sex marriage/unions' is public endorsement of homosexual behavior. We believe rather than promoting the common good, that recognition of 'gay marriage' or 'same-sex marriage/unions' promotes emotionally and physically unhealthy behavior. We believe counterfeiting marriage devalues the family and the unique role of men and women in their children's lives. We believe that children are best served when they live in intact families with both a mother and a father, and no child should willfully be deprived of these benefits as a matter of public policy.

[Genesis 1:26-28; Genesis 2:18-25; Genesis 3; Matthew 19:4-6; Mark 10:4-9; Ephesians 5:25-33; Romans 7:2; 1 Corinthians 7:2-3, 10-16; 1 Timothy 3:2, 12; Genesis 19:1-11; Genesis 3:14-15; Romans 3:23; 6:23; Leviticus 18:21-23; 20:13; Judges 19:22-30; Romans 1:18-32; 1 Corinthians 6:8-11; 1 Timothy 1: 9-10; 2 Peter 2:6-10; Jude 7. The Bible also condemns all types of fornication which would therefore include homosexuality [Matthew 15:19; Mark 7:21; John 8:41; Acts 15:20, 29; Galatians 5:19-21; 1 Thessalonians 4:3; Hebrews 13:4].

3.13 The Last Things. We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His Kingdom. We believe in the resurrection of the body, the final judgment, the eternal reward of believers in Heaven in the presence of God, and the endless suffering of those who reject Christ in Hades. (1 Thessalonians 4:13, 2 Corinthians 5:6-8, Revelation 20:12-13, John 5:25, 1 Corinthians 15:3-8, Luke 16:19-31, Daniel 12:2)

ARTICLE 4.

Government and Organizational Structure

In accordance with scripture, the Lord Jesus Christ is the head of this Church. The membership of this church shall exist to provide the ministry of the Lord Jesus Christ. The primary purpose of the organization structure and governance of this Church is to support the membership in fulfilling their role in ministry. The following sections specify the organizational structure and governance thereof, which will assist in the fulfillment of the Mission of the Church.

4.1 Organizational Structure. This Church is organized through the Congregation Members, the Elder Board, the Lead Pastor, the Church Staff and duly-appointed committees, as described below.

- a. The Congregation Members, whose role is to serve as the primary ministers of the church.
- b. The Elder Board also to be known as the Board of Directors for incorporation purposes. The Elder Board shall establish the guiding principles for the Lead Pastor's leadership.
- c. The Lead Pastor, whose role is to provide leadership to the church and to oversee the equipping of the congregation to fulfill the ministry of this church.
- d. The church staff, both paid and volunteer members, whose role is to manage the ministries of the church as directed by the Lead Pastor.
- e. Duly-appointed committees of the church, whose role shall be to fulfill a specific ministry function of the church as established by congregational need and directed by the Lead Pastor. Members of appointed committees shall serve for limited periods of time to fulfill these designated ministry functions, as determined by the ministry leader.

4.2 Governance of this Church. This Church is governed by the Congregation, the Elder Board and the Lead Pastor, as follows:

- a. By the Congregation. The Congregation, defined as the membership of this Church, shall exercise authority in the following areas which shall require the approval of the Congregation by voting in the manner described in Section 9.5 of the Constitution and Bylaws:
 1. Calling or dismissing the Lead Pastor
 2. Amending the Articles of Incorporation or the Constitution and Bylaws
 3. Confirming members to serve on the Elder Board
 4. Ratifying the annual budget in broad categories
 5. Purchasing or selling the primary Church facilities
 6. Dissolving the corporation
 7. Any authority not otherwise granted to the Lead Pastor, Staff, Elder Board, or appointed committees shall be reserved to the congregation.
- b. By the Elder Board:
 1. Adopting, interpreting and enforcing Guiding Principles in a manner consistent with this Constitution and Bylaws
 2. Shall monitor and hold the Lead Pastor accountable to the adherence of the Church's Guiding Principles.
 3. In conjunction with the Lead Pastor and Staff, establish and prepare an annual budget for submission to the Congregation for approval.
 4. Establish audit procedures for a three-person team appointed from the congregation-at-large, not to include Elder Board members or staff. In lieu of an appointed team, the Elder Board may elect to hire a firm to complete an annual audit.
 5. In conjunction with the Lead Pastor, fulfill the responsibilities of Conflict Resolution and Church Discipline described in Article 10.
 6. In partnership with the Lead Pastor, provide leadership to the duly appointed church committees as needed.

- c. By the Lead Pastor:
1. Protect the sanctity of the pulpit as well as the worship services to ensure they are used only to bring glory to God and to further His Kingdom.
 2. Provide oversight, accountability and leadership for all staff members, both volunteer and paid, in fulfilling the mission of the church, at all times consistent with the Guiding Principles.
 3. Evaluate the work of all staff members, both volunteer and paid, in the fulfilling the mission of the church.

ARTICLE 5.
Membership

5.1 Membership and Qualifications for Membership. The voting membership of First Baptist Church for purposes of these Bylaws shall consist of believers in Jesus Christ who are at least a freshman in high school. Believers may commit to membership through baptism, statement of faith, or letter of transfer and agree to uphold the following covenant statements:

I will protect the unity of the Church by:

- * Submitting to the authority of church leadership. (Hebrews 13:17)
- * Practicing love toward other members. (John 13:34)
- * Seeking to maintain peace and unity in the body of Christ. (Ephesians 4:3)
- * Speaking well of others and avoiding gossip. (Ephesians 4:29)
- * Seeking to resolve conflict quickly. (Matthew 18:15-17)

I will faithfully participate in life of worship by:

- * Attending worship services regularly. (Hebrews 10:24-25)
- * Developing lifestyle of worship. (Colossians 3:17)
- * Developing a lifestyle of prayer. (Philippians 1:4)
- * Spending time in God's Word. (2 Timothy 3:16-17)

I will help cultivate a spirit of hospitality and mutual support by:

- * Warmly welcoming those who visit. (Hebrews 13:2)
- * Reaching out to invite the un-churched to attend. (Matthew 25:35)
- * Cultivating Christ-centered relationships with others. (Proverbs 27:17)
- * Partnering with others to advance the kingdom of God. (Philemon 1:17)

I will serve Christ by:

- * Developing a servant's heart. (Philippians 2:3-5)
- * Discovering and using my gifts to serve others. (1 Peter 4:10)
- * Being equipped to serve and build-up the body of Christ. (Ephesians 4:11-13)

I will reach out to others and share my faith in Christ by:

- * Praying for the growth of the church, locally and globally. (Luke 10:5-9)
- * Applying my faith as a marketplace minister. (Colossians 3:23-24)
- * Participating in local, regional and global outreach initiatives. (Matthew 28:16-20)

I will faithfully support the mission of Christ by:

- * Giving generously of my financial resources. (1 Corinthians 16:2)
- * Sharing generously of my material possessions. (Acts 2:45)
- * Living life with a sense of joy and urgency for the things of God. (1 Corinthians 7:29)

5.2 Active Members Those members who faithfully attend, contribute, and participate in the life of our church, with the exception of the sick and infirm, shall be considered "Active Members". Faithfully attend is defined as attending a Sunday morning worship service at least ten times in twelve months. Only active members shall be eligible to teach, hold office, vote on church business, or hold a leadership position.

5.3 Membership Withdrawal. There may come a time when a person moves away or their heart is no longer drawn to the mission and vision of FBC. Members are free to withdraw from membership at any time by submitting a written notice of withdrawal to the Lead Pastor. Members are also provided the opportunity to consider their membership status and commitment to FBC every three years through a card sent to each member in January of that particular year. If the member decides that he or she no longer wishes to continue as a member of FBC, the member may choose to withdraw by signing and returning the card. Any member who withdraws and later desires to again join the membership must reapply for membership.

ARTICLE 6.

Lead Pastor

6.1 Lead Pastor Duties and Responsibilities. The role of the Lead Pastor is to lead the Church to accomplish its mission, which includes oversight of the entire work of the church. The Lead Pastor shall lead the Congregation by teaching biblical truth, casting vision and advancing the mission in accordance with Ephesians 4:11-13 "to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ." The Lead Pastor shall lead the Elder Board by guiding its discussion of Mission and Boundary principles. The Lead Pastor shall lead the Staff by directing them in their management of all Church operations. The Lead Pastor shall have access to the financial records of the church, number and categories of givers-of-record (but not individual giving records or names of givers), and be privileged to attend any meeting. With regard to compensation based on performance, the Lead Pastor shall be accountable to the Elder Board. With regard to job retention and approval of major decisions, the Lead Pastor shall be accountable to the Congregation. The Lead Pastor shall hire, direct, compensate and fire any and all Church Staff in compliance with the Guiding Principles established by the Elder Board.

6.2 Call of the Lead Pastor. In the event of a vacancy in the position of Lead Pastor, the next Lead Pastor shall be called by this process:

- a. **Creation and Composition of a Pulpit Committee.** A Pulpit Committee of five members shall be created consisting of two representatives of the Elder Board and three

members of the church at large. The Chair of the Elder Board shall direct the congregation to begin a nominations process to identify three members of the Church to serve as the at-large members of the Pulpit Committee. The Elder Board shall also select two of its members to serve as members of the Pulpit Committee. All five candidates shall be confirmed by a vote of the membership at a business meeting called for that purpose.

- b. **Purpose of Pulpit Committee.** The purpose of the Pulpit Committee is to prayerfully seek God's direction for finding and calling a new Lead Pastor who has demonstrated the ability to lead His Church to the next level of effectiveness in the achievement of its mission. The Pulpit Committee may seek counsel from other church members and from American Baptist leadership to determine suitable candidates for Lead Pastor.
- c. **Interim Pastor.** The Elder Board shall call an Interim Pastor, recommended by the Executive Pastor of the American Baptist Central Region, to fulfill the role of the Lead Pastor until a permanent Lead Pastor is in place. The Interim Pastor shall not be considered for the position of Lead Pastor.
- d. **Selection of Lead Pastor.** The Lead Pastor shall be called by a vote of the Church at a meeting called for that purpose by the Pulpit Committee. A vote by written ballot of two-thirds of the members present and voting shall be necessary to constitute the calling or dismissal of a Lead Pastor. No candidate for Lead Pastor shall be presented to the membership or voted on while another candidate is under consideration by the membership.
- e. **Compensation of Lead Pastor.** The Pulpit Committee, at the time of presenting a candidate for consideration, will recommend a compensation package which it considers mutually acceptable. After the Lead Pastor salary has been fixed at the time of election, by vote of the Church, it shall not be changed thereafter except through the annual review process as established by Guiding Principles AP1.3. The Lead Pastor shall be entitled to all other terms and conditions of employment as generally applicable to other full time Church employees or as negotiated with the Elder Board which shall not be inconsistent herewith.
- f. **Acceptance of the Call.** The candidate's written acceptance of the call shall establish the pastoral relationship as of the date agreed upon between the Church and the candidate. He shall be called for an indefinite term of office. All other procedural questions concerning the Call of the Lead Pastor can be referred to the Executive Pastor of the American Baptist Central Region.

6.3 Dismissal of the Lead Pastor or Vacancy of the Lead Pastor Position. The employment of the Lead Pastor may be terminated by a two-thirds vote of the membership at a business meeting called for that purpose, or at a time mutually agreed by the Lead Pastor and the Elder Board. The church shall give a pastor either a 60 days notice or 2 months base salary. The Lead Pastor may resign upon written notice to the Chair of the Elder Board, and is asked to give thirty (30) days' notice of resignation. The Lead Pastor position shall be declared vacant by the Elder Board upon the death of the Lead Pastor or may

be declared vacant if the Lead Pastor becomes disabled from performing the functions of the position for a period of six (6) months.

ARTICLE 7.

Staff Composition and Authority

- 7.1** A Staff person appointed by the Lead Pastor shall manage each area of Church operation, including property and finance. The term "Staff" shall apply to all ministry leaders appointed for this management purpose, whether paid or unpaid, part-time or full-time. Among these appointments shall be a Treasurer and Assistant Treasurer for disbursements and a Financial Secretary and Assistant Financial Secretary for receipts of church monies and for preparing annual contribution reports. Staff positions shall be created, filled, vacated, or discontinued based on how effectively they accomplish designated part of the Mission Principles within the means allowed by the Boundary Principles. All such decisions are the responsibility and prerogative of the Lead Pastor, who must answer to the Elder Board as to the effectiveness of the Staff.

ARTICLE 8.

Elder Board Composition, Selection, Role and Officers

- 8.1 Elder Board Composition.** The Elder Board (Board of Directors for state law purposes) shall consist of at least five men who are active members, with seven men preferred, (equivalent to Directors in state law), and the Lead Pastor, who shall be the only Staff person on the Elder Board. Immediate family members (spouse or children) of the Pastor, of paid Staff, or of other Elder Board members shall not serve on the Elder Board. Elder Board members shall serve three year terms. Each Elder Board member may serve one term, and, if nominated and elected, may be eligible to serve a second consecutive three-year term. If two consecutive terms are served, board members will have at least a one year break before serving additional terms. The term of an Elder Board member may be vacated by resignation, by removal as a Church Member, or by action of the Elder Board. The remainder of a vacated term shall be filled following the process outlined in Section 8.2.
- 8.2 Elder Board Member Selection.** Acts 6:3 "But select from among you, brethren, seven men of good reputation, full of the Spirit and of wisdom, whom we may put in charge of this task." Elder Board members (other than the Lead Pastor) shall be active members selected for three-year terms by the following process:
- a. Any active members of the Church may submit a signed letter to recommend a potential Elder Board member of good character and commitment to the mission of the Church.
 - b. Potential Elder Board members must successfully complete a training course taught by the Lead Pastor covering the mission, vision, and structure of the Church.
 - c. Potential Elder Board members must sign a covenant to uphold the highest standards of participation, service, supportiveness, and tithing with regard to the Church.
 - d. A minimum of two weeks before the Annual Meeting in November of each year, the Lead Pastor shall present to the Congregation for approval a selection of candidates who have been certified by the Elder Board as qualified to serve on the Elder Board. The Congregation shall have the opportunity to provide confidential feedback or comment

regarding any of the candidates to the Lead Pastor or the Elder Board prior to the Annual Meeting. There will be no nominations from the floor for Elder Board candidates at the Annual Meeting.

- e. Elder Board members will be elected individually using a written ballot.

8.3 Functional profile of Elder Board members. Elder Board members shall:

- a. Exemplify the biblical profile of leaders as referenced in Article 8.4
- b. Demonstrate a concern about his relationship with God;
- c. Be motivated by faith in God and sensitive to seeing where God is at work;
- d. Active in prayer;
- e. Develop healthy friendships within the church family;
- f. Demonstrate strong character qualities in past ministry responsibilities;
- g. Be dependable and able to carry through on time with responsibilities;
- h. Be a clear thinker; able to make wise decisions;
- i. Be at ease in a team relationship with other board members;
- j. Feel at ease in a supportive, encouraging relationship with church staff;
- k. Participate in regular Bible study, both privately and in a group study;
- l. Understand the importance of unity, confidentiality, and dependability.

8.4 Biblical Profile of Elder Board Members:

- a. **1st Timothy 3:1 – 13** - The saying is trustworthy: If anyone aspires to the office of overseer [church official, church leader, elder], he desires a noble task. Therefore an overseer must be above reproach, the husband of one wife, sober-minded, self-controlled, respectable, hospitable, able to teach, not a drunkard, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own household well, with all dignity keeping his children submissive, for if someone does not know how to manage his own household, how will he care for God's church? He must not be a recent convert, or he may become puffed up with conceit and fall into the condemnation of the devil. Moreover, he must be well thought of by outsiders, so that he may not fall into disgrace, into a snare of the devil. Deacons [church officer, church helper, minister] likewise must be dignified, not double-tongued, not addicted to much wine, not greedy for dishonest gain. They must hold the mystery of the faith with a clear conscience. And let them also be tested first; then let them serve as deacons if they prove themselves blameless. Their wives likewise must be dignified, not slanderers, but sober-minded, faithful in all things. Let deacons each be the husband of one wife, managing their children and their own households well. For those who serve well as deacons gain a good standing for themselves and also great confidence in the faith that is in Christ Jesus.
- b. **Titus 1:5 – 9** - This is why I left you in Crete, so that you might put what remained into order, and appoint elders in every town as I directed you— if anyone is above reproach, the husband of one wife, and his children are believers and not open to the charge of debauchery or insubordination. For an overseer, as God's steward, must be above reproach. He must not be arrogant or quick-tempered or a drunkard or violent or greedy

for gain, but hospitable, a lover of good, self-controlled, upright, holy, and disciplined. He must hold firm to the trustworthy word as taught, so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it.

8.5 Elder Board Role. The Elder Board shall have two primary roles:

- a. To provide support for the Lead Pastor by providing concise Guiding Principles in three categories:
 1. **Mission Principles** shall define for the Lead Pastor what ends the Church exists to achieve.
 2. **Boundary Principles** shall define for the Lead Pastor what means may not be used in pursuit of achieving those ends.
 3. **Accountability Principles** shall define for the Chair (see Article 8.6) how the Elder Board is to establish the Guiding Principles and monitor the Lead Pastor's compliance with them.
- b. To provide accountability to the Lead Pastor by measuring the achievements of the Lead Pastor against the Mission Principles and compliance with the Accountability Principles. The Elder Board shall determine the compensation of the Lead Pastor based on achieving the Mission Principles and respecting the Boundary Principles. The Elder Board shall influence all other operating and financial decisions through written policy in the Guiding Principles only. The Elder Board shall leave the leadership of the Church to the Lead Pastor and shall leave the management of the Church to the Staff under the direction of the Lead Pastor. In matters that require Elder Board action by law, the Elder Board shall routinely approve any motion of the Pastor or Chair without discussion unless an Elder Board member believes it violates the Guiding Principles, in which case the action shall be discussed before a vote. Action of the Elder Board shall be by simple majority of all Elder Board members, whether or not present and voting. Voting shall be conducted in a similar manner as a congregational vote, or as required by state law. A majority of the Elder Board present, which includes participation by electronic or written means, shall constitute a quorum for action by the Elder Board. Elder Board meetings shall occur monthly and at other special times as needed when called by the Lead Pastor or the Chair. All Elder Board members shall be sent at least 24 hours notice of every meeting by electronic, verbal, or written means. However, such notice may be waived by unanimous consent.

8.6 Elder Board Officers. Each year, at the first Elder Board meeting after new Elder Board members are installed, the Elder Board shall appoint a Chair and Secretary. To fulfill state law, the Lead Pastor shall routinely be designated as President of the corporation and the Elder Board Secretary shall routinely be designated as Secretary and Chief Financial Officer of the corporation; these designations shall in no way alter the functioning of the Elder Board as defined in these Bylaws. The Chair shall enforce the Accountability Principles and shall lead the Elder Board when discussing the Pastor's performance and compensation; the Pastor shall lead the Elder Board in all other discussions. The Secretary shall maintain and distribute the current edition of the Guiding Principles and other Elder Board documents, as well as record minutes for church and Elder Board meetings. The Chair may sign legal documents on

behalf of the corporation if (1) so directed by the Pastor; (2) as authorized in compliance with the Guiding Principles; or (3) or as directed by congregational approval when required by Section 4.2(a) of these Bylaws.

ARTICLE 9.

Meetings and Voting

- 9.1 Meetings.** The church shall hold meetings as often as necessary to conduct the business of the Church.
- a. The church shall meet on weekends and at other times as decided by the Lead Pastor for the purposes of worship, teaching, prayer, fellowship, support and encouragement.
 - b. The church shall regularly observe the ordinance of Baptism and the Lord's Supper, as determined by the Lead Pastor.
 - c. The church shall hold an annual business meeting in November for the purpose of celebration, vision setting, confirmation of officers and Elder Board members, review of financial statements and ratification of the budget, and transaction of any other proper business.
 - d. Additional business meetings may be called by the Elder Board or the Lead Pastor.
- 9.2 Notice of Business Meetings.** Notice of the date, time, place and general purpose of all business meetings shall be communicated to the congregation at least ten (10) days prior to the meeting. Each notice of meeting must be communicated to the congregation through at least one electronic and one non-electronic method from the following methods:
- a. Posting of the notice on the Church website;
 - b. Inclusion of the written notice in the Church's weekly service program;
 - c. Email of the notice to all individuals with email addresses in the Church's current directory;
 - d. Announcement of meeting during weekend services;
 - e. Delivery of notice by regular mail to the address for each family in the current directory.
- 9.3 Conduct of Business Meetings.** All business meetings shall be moderated by the Chair of the Elder Board or another person he designates. Meetings shall be conducted as informally as possible, consistent with the need to accomplish the business of the church. If necessary to maintain an orderly flow of business, at the discretion of Chair, all or part of the business at a meeting may be conducted in accordance with Robert's Rules of Order. The Secretary of the Elder Board, or another Elder Board member designated by the Chair, will record minutes of each business meeting.
- 9.4 Voting.** The following provisions shall govern voting at any business meeting of the Church:
- a. Quorum. A quorum shall consist of 25% of the active members of the church. An active member is defined in Article 5.2. The quorum will be determined annually in September by church staff and confirmed by the Chairman of the Elder Board. The existence of a quorum for each meeting shall be determined by the Secretary of the Elder Board, subject to confirmation by the Chair of the Elder Board.
 - b. Membership Required To Vote. Only active members of First Baptist Church at the time a notice of business meeting is issued may vote at any Church business meeting.
 - c. Age. Members must be at least a freshman in high school to vote.

- d. Proxy Voting. Only members who are present at the meeting shall be eligible to vote, and each member may cast only one vote. Voting by proxy shall not be allowed.
- e. Absentee Voting. Members who are unable to be present for a business meeting may vote by absentee ballot provided that ballots are obtained from the office and marked in the presence of a paid staff member; ballots are sealed and placed in the care of the staff member. Absentee ballots will be counted with ballots of the regular meeting, but shall NOT be used to determine a voting quorum.
- f. Method of Voting. Votes taken during meetings may be conducted by voice vote, by visual voting such as standing or a show of hands, or by ballot. The Chair of the Elder Board and two members selected randomly by the Lead Pastor shall be responsible for counting of votes and confirmation of results.

9.5 Votes Required for Action. Unless specified in this section, a simple majority vote of the members present and voting is required for the adoption of any motion or the approval of any action by the Church at a business meeting. The following actions require a vote of two-thirds of the members present and voting as specified in Section 4.2.a:

- a. Purchasing, selling, vacating, dividing, mortgaging or initial leasing of real property;
- b. Calling or dismissal of the Lead Pastor;
- c. Ratification of amendments to the Constitution and Bylaws;
- d. Modification of the Statement of Faith;
- e. Dissolution of the Church.

ARTICLE 10.

Member Conflict Resolution and Discipline

As members in the body of Christ and members of First Baptist Church, and being compelled by Jesus to resolve our conflict with one another, we resolve to follow these principles set forth in Scripture for reconciliation.

We will, in all matters of conflict resolution and discipline, be intent on bringing glory to the Lord by maintaining a loving, merciful, and forgiving attitude. We will take responsibility for our contribution to any conflict with another member. We will seek to resolve any conflict among ourselves first in private, as directed in Matthew 18, and if that fails we will seek to resolve the conflict with the guidance of the Lead Pastor. We will restore one another in a spirit of gentleness as directed in Galatians 6:1-2, and we will actively pursue ongoing peace and reconciliation.

When disciplinary measures are necessary, church members willingly submit themselves to the Lead Pastor and the Elder Board.

ARTICLE 11.

Posting of and Amendments to Constitution, Bylaws and Guiding Principles

11.1 First Baptist Church shall continually post a current copy of its Constitution and Bylaws and Guiding Principles on the church's website, and shall provide the Constitution and Bylaws and Guiding Principles to any interested person upon request.

- 11.2** The First Baptist Church Constitution and Bylaws may be amended only through this process:
- a. Proposed amendments must be communicated through the same methods as the notice of the business meeting at which the proposed amendments will be considered, and such communication must occur at least fourteen (14) days prior to the meeting.
 - b. Adoption of proposed amendments shall require a two-thirds vote of the members present and voting.
- 11.3** The First Baptist Church Guiding Principles may be amended by majority vote of the Elder Board. Amendments to the Guiding Principles shall be reflected in the Elder Board's minutes and shall be posted on the Church's website for a reasonable period of time following the amendment.

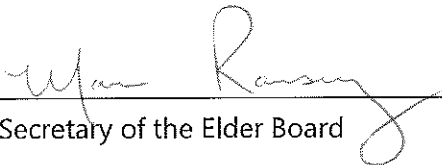
ARTICLE 12.

Dissolution and Distribution of Property

- 12.1 Dissolution of Church.** The Church may be dissolved only by a two-thirds vote of the members present and voting at a business meeting called for the purpose of voting to dissolve the Church.
- 12.2 Division of Church.** In the case of the division of the Church membership, all church property shall be retained by those members who abide by this constitution.

This Constitution and Bylaws are hereby adopted by a vote of the Congregation of First Baptist Church on October 11, 2015 to be implemented beginning January 1, 2016.


Chair of the Elder Board


Secretary of the Elder Board