

**Constitution
Of
Grace Baptist Fellowship
Greenville, South Carolina
Adopted on the Fourth of May, 2008**

PREAMBLE

Having placed our faith wholly in the Lord Jesus Christ for our salvation, believing in the teaching of the Holy Bible as the plenary and infallible Word of God, and being led by the Holy Spirit to assemble ourselves together as a body of baptized believers, we do adopt this Constitution as a declaration of our convictions so that we may carry on the Lord's work in an orderly manner.

ARTICLE I: NAME

The name of this organization shall be Grace Baptist Fellowship, located in South Carolina. Grace Baptist Fellowship is incorporated as a non-profit corporation under the laws of the state of South Carolina.

ARTICLE II: THE PURPOSE OF THE CHURCH

Our purpose is to glorify God by conducting this Baptist church in accordance with the Word of God, the Statement of Faith, and the Covenant and Constitution of this local Church. We seek to promote the worship of our God, edify believers, teach the whole counsel of God, defend the faith, administer the ordinances, exercise biblical discipline when necessary, seek to win the lost to Christ through personal witnessing and the preaching of the gospel, carry on a vigorous missionary program around the world, establish other local churches, and maintain a good testimony for Christ in our community by godliness and good works.

ARTICLE III: STATEMENT OF FAITH

Holy Scriptures

We believe in the verbal (every word) and plenary (complete) inspiration of the Old and New Testaments, inerrant in the original writings, infallible, and God-breathed. We believe they are the final authority for faith and life and the supreme standard by which all human conduct, creeds, and opinions shall be tried.

2 Timothy 3:15-17; Psalm 119:160; Romans 15:4; 2 Peter 1:19-21; Revelation 22:18-19.

Godhead

We believe in one triune God, the Maker, Preserver, and Ruler of all things, eternally existing in three persons—Father, Son, and Holy Spirit (Holy Trinity)—co-eternal in being, co-identical in nature, co-equal in power and glory, each with distinct personal functions, but without division of nature, essence, or being. God has manifested His essence through His attributes, which may be divided into categories: first, His attributes associated with greatness which include: self-existence, infinity, perfection, omnipotence, omniscience, omnipresence, immutability, and incomprehensibility, and second, His attributes associated with goodness which include: holiness, love, truth, righteousness, faithfulness, justice, mercy and grace.

Genesis 1:26; 2 Corinthians 13:14; 1 John 5:7.

Person and Work of God the Father

We believe that God the Father is Father to all those who have accepted Jesus Christ as personal Savior. We believe that:

- God the Father is the infinite and perfect Spirit in whom all things have their source, support and end.
- He is the creator and nurturer of creation, and the provider for his children.
- In love and for our salvation, He exalted Jesus Christ far above all rule and authority and power and dominion, and above every name that is named, not only in this age but also in the one to come.
- He subjects all things to His Son, and gave him as head over all things to the church.

I Corinthians 1:3; John 4:24; Exodus 3:14; I Kings 8:27; Matthew 5:48; Matthew 19:26; Psalm 139:1-4; Psalm 139:7-12; Malachi 3:16; Romans 11:33; Psalm 99:4-9; I John 4:8,16; I Samuel 15:29; Psalm 11:7; Psalm 36:5; Romans 2:6; Ephesians 2:4; Ephesians 1:7; Ephesians 1:21-22

Person and Work of the Lord Jesus Christ

We believe in the deity of our Lord and Savior Jesus Christ, perfect God and perfect man. We believe that:

- He is God manifested in the flesh, conceived by the Holy Spirit, and born of the virgin Mary.
- He lived a sinless life on earth.
- He died on Calvary's cross as a satisfactory sacrifice for sinners.
- His body was buried in and arose from Joseph's tomb, and He was seen of many.
- He ascended to Heaven and is glorified at God the Father's right hand where He intercedes for believers and is preparing eternal dwelling places for them.
- He is coming again for His own and then to establish His Kingdom on earth.

Isaiah 7:14; 2 Corinthians 5:21; Matthew 1:18-25; John 16:7-8.

Person and Work of the Holy Spirit

We believe the Holy Spirit is the third Person of the Holy Trinity and is co-equal with God the Father and God the Son. We believe that:

- He convicts the world of sin, righteousness, and judgment.

- He is the supernatural agent in regeneration (rebirth); at the moment of regeneration, the baptism of the Holy Spirit takes place and the believer has no further need to seek the Spirit's baptism as an evidence of regeneration.
- He indwells all believers and seals them unto the day of redemption.
- He teaches and guides believers, who, by the filling of the Spirit, are endued with power for life and witnessing.

John 14:16-18; John 16:7-8; John 3:5-7; Romans 8:9; John 14:26; Ephesians 1:13-14; Ephesians 4:30; Ephesians 5:18; I Corinthians 12:13.

Man

We believe man was created by a direct act of God and not by any evolutionary process (Genesis 2:7). We believe that:

- Man was created in God's own image and in a state of innocence.
- Through Adam's transgression, sin entered into the world, and death by sin—not only physical death—but spiritual death, which is conscious and eternal separation from God.
- Consequently, his posterity inherits a corrupt nature, being born in sin and under its condemnation, and as soon as each becomes capable of moral action, each becomes an actual transgressor.

Genesis 3:6-19; Romans 5:12; Psalm 51:5; Jeremiah 17:9.

Marriage

We believe that God ordained the institution of marriage as a covenant relationship between one man and one woman. The teaching of Jesus reiterates God's authoritative design for marriage (Matthew 19:1-6). We believe that:

- Marriage portrays the mysterious, spiritual relationship of Christ to His bride, the Church.
- Marriage was instituted as the only legitimate means of meeting the intimate physical needs of men and women.
- Marriage is the relationship God ordained for producing children.
- Men and women are created as spiritual equals, yet designed in complementary order to assume God-given roles in the home, the church and society.

Genesis 1:26-28; 2:22-25; Matthew 19:1-6; Ephesians 5:22-23; 1 Corinthians 7:1-5; Hebrews 13:4; Galatians 3:28

Salvation

We believe that the Lord Jesus Christ "died for our sins according to the Scriptures; and that He was buried; and that He was raised on the third day according to the Scriptures". We believe that:

- A person is saved when he repents of his sin and exercises faith by accepting the Lord Jesus Christ as his personal Savior.
- Salvation is a gift of eternal life wholly by the grace of God without any merit or works.
- The atonement of Christ is not limited in its availability, but Christ died for the sins of all mankind.
- God desires all to be saved and come to knowledge of the truth, and it is not His will that any should perish, but all should come to repentance.

- Those who are truly the redeemed of God are kept by God's power. As a result of their salvation, they are eternally secure in Christ, forever becoming a member of the family of God, with the assurance that His purposes will be accomplished in the believer now and in eternity.

1 Corinthians 15:3-4; Romans 6:23; Romans 10:9-10; Acts 16:31; 2 Peter 3:9; Ephesians 2:8-9; John 10:27-29; 2 Timothy 1:12; Philippians 1:6.

Sanctification

We believe Christians are sanctified through the offering of the body and blood of Jesus Christ once and for all. We believe that:

- Sanctification is a divine and progressive work of the Holy Spirit which begins at the moment of salvation and continues throughout the life of the believer.
- Sanctification is based on the finished work of Christ on the cross, and His present intercessory ministry.
- Sanctification is the work of God which sets the believer apart and accomplishes, in and through Christ, by means of a submissive will, that which is well-pleasing to Himself.
- Sanctification culminates in the believer being presented faultless before His presence with exceeding joy.

Ephesians 5:13; 1 Peter 3:18; 1 Peter 1:5, 9, 17; Jude 24; James 1:21.

Church

We believe the local New Testament church is comprised of regenerated, baptized believers. We believe that:

- The one and only Head of the church is Christ, who guides the church through the ministry of the Holy Spirit and the Word of God.
- Such believers voluntarily unite together for the purpose of worship, edification, ordinances, fellowship and service.
- The mission of the church is the faithful witnessing of Christ to all men as we have opportunity, starting with the local community, and extending to the uttermost part of the earth, and teaching them to observe all things that Christ has commanded.
- The officers of the local church are pastors and deacons whose respective qualifications and duties are clearly defined in Scripture.
- The local church has the right to self-government, and after seeking Biblical truth and trusting in God's guidance, shall determine matters of membership, policy of government, discipline, benevolence, etc. Such determinations of the local church are final and are to be free from interference of any individual or organizations, religious or political.
- All born-again believers are part of the universal church, of which Christ is the Head.
- Local churches may cooperate with each other in contending for the faith and the furtherance of the Gospel, and each local church must judge the measure and method of its cooperation, based on the Word of God.
- We believe the first day of the week (Sunday) is to be honored as the Lord's Day to commemorate the Lord's resurrection, and is to be the day set aside for regular Christian worship and service.

Acts 2:41-47; Romans 1:7; Colossians 1:2; Acts 20:28-31; 1 Peter 5:1-5; Titus 1:5-8; Acts 1:8; Matthew 28:18-20; Acts 20:7; 1 Corinthians 16:1-2; Hebrews 10:25.

Baptism

We believe the ordinance of Biblical baptism is by immersion. We believe that:

- Baptism is a picture or symbol of the believer's death, burial, and resurrection with Jesus Christ and our union with Him by faith.
- Every believer should be baptized in obedience to the example and command of our Lord.
- There is no saving power in water baptism, but it is an act of obedience by those who are already saved.

Romans 6:3-5; Matthew 3:13-17; Matthew 28:19-20; Acts 8:36-39; Titus 3:5.

Lord's Supper

We believe the Lord's Supper is an ordinance given to the church by the Lord Jesus Christ. We believe that:

- The Lord's Supper is given that we may remember and show forth the Lord's death until He returns.
- The Lord's Supper is open to all regenerated persons living in fellowship with and in obedience to the Lord Jesus.
- The elements used in the Lord's Supper are symbolic and render in themselves no means of grace.

1 Corinthians 11:25-32; Luke 22:14-20.

Satan

We believe that Satan is a created being, a fallen angel, the author of sin, and the cause of the Fall. We believe that:

- He is the open and declared enemy of both God and man.
- He is the "god of this age," the "prince of the power of the air."
- His destiny is eternal punishment in the lake of fire.

Ezekiel 28:1-19; Job 1:6-9; 2 Corinthians 4:4; Matthew 4:1-11; James 4:7; Revelation 20:10.

Hell

We believe in a literal hell, and that the lake of fire and brimstone shall be the place of eternal punishment for Satan, fallen angels, demons, and all unbelievers.

Luke 16:22-26; Revelation 20:12-15; Revelation 21:8.

Heaven

We believe in a literal heaven where God's immediate presence is manifested. We believe that:

- Heaven is where the angels dwell, and where the redeemed shall ultimately abide.

- It is from heaven that Christ descended for his earthly ministry and to where, after the completion of His earthly ministry, He ascended.
- It is in heaven that He makes intercession for the saints.
- It is from heaven that He will judge the living and the dead.

John 14:1-3; Revelation 21.

Eternal State

We believe in the bodily resurrection of all men; the saved to everlasting life in Heaven, and the unsaved to judgment and everlasting punishment in Hell. We believe that:

- The souls of the redeemed are, at death, absent from the body and present with the Lord, where, in conscious bliss, they await the first resurrection when spirit, soul, and body are reunited in a glorified body to be forever with the Lord.
- The souls of the unbelievers remain, after death, in conscious misery and torment until the second resurrection when, with spirit, soul, and body, they shall be cast into the lake of fire, not to be annihilated but to suffer everlasting punishment.

1 Thessalonians 4:13-18; Revelation 20:11-15; 2 Corinthians 5:6-8; 1 Corinthians 15.

Second Coming of Christ and End Times

We believe in the bodily return of the Lord Jesus Christ. We believe that:

- His coming in the air to catch away all believers unto Himself is imminent and will occur before the tribulation period.
- The personal, visible, and glorious return of Christ to the earth will occur at the close of the tribulation period when he will judge the nations and set up His millennial kingdom on earth.
- The final judgment of all men will take place at the end of the millennial reign of Christ to be followed by the creation of the new heaven and new earth.

Acts 1:11; John 14:3; 1 Thessalonians 4:13-18; Matthew 24:42-44.

ARTICLE IV: MEMBERSHIP

Section 1 – Qualifications of Members

The membership of this Church shall be made up of persons who profess their faith in the saving grace of God through faith in Christ's death for their sins, who have been baptized by immersion following their confession of faith in Christ and who have affirmed their acceptance of and adherence to the Statement of Faith, Covenant and Constitution of this Church.

Section 2 – Reception of Members

- A. A person (Candidate) desiring to unite with this Church shall meet with the Senior Pastor and Deacons, shall give testimony of conversion, Christian experience, and baptism by immersion, and shall affirm acceptance of and adherence to the Statement of Faith, Covenant and Constitution of this Church.
- B. A Candidate shall be considered for membership by any of the following three ways: (1) By baptism following conversion. (2) By confession of faith, having been saved and baptized by

immersion. If the Candidate is a member in good standing of another church and if the Candidate is received into membership, the Church Clerk will notify the Candidate's former church that the member has become a member of this Church and will request that his/her name be removed from that church's membership roll. (3) By restoration if the Candidate has been disciplined by this church or any other church. See Section 5H.

- C. A Candidate shall be presented to the Church upon recommendation of the Senior Pastor and Deacons. A three-fourths vote of members present at any Sunday service or business meeting must approve the Candidate for membership, and upon that approval the Candidate is extended the full privileges of a member.
- D. A Candidate may be requested upon recommendation by the Senior Pastor and/or Deacons to attend a new-members class prior to being presented to the Church for its vote of approval.

Section 3 – The Obligation of Members

Members are biblically responsible, first of all, to be faithful to all the spiritual duties essential to the Christian life, including mutual edification, encouragement (Hebrews 10:24), and exhortation (Hebrews 3:13), and to accept and adhere to this Constitution's Statement of Faith. Each member is also biblically responsible to attend faithfully the services of the Church (Hebrews 10:25), to give financially, cheerfully, regularly, and sacrificially to the church ministries (1 Corinthians 16:1-2; 2 Corinthians 8:1-5; 9:7), and to share in the ministry of fulfilling the Great Commission (Matthew 28:18-20).

Section 4 – Removal from Active Membership

- A. Any member absent from the regularly stated services for a period of three months shall be placed on the inactive roll at the discretion of the Senior Pastor and Deacons.
- B. Inactive members shall not vote at any business meeting or be considered when establishing quorum requirements.
- C. An inactive member who desires to return to the fellowship and become active in supporting the ministry may be returned to active status upon the recommendation of the Senior Pastor and Deacons.
- D. Missionaries who are on the field or who are traveling on furlough are exempt from the inactivity provisions stated above.
- E. It is recognized that other extenuating circumstances may occur that will likewise merit exemption from the inactivity provisions stated above, at the discretion of the Senior Pastor and Deacons.

Section 5 – Dismissal from Membership

Names of members are to be removed from the membership rolls for the following reasons:

- A. The death of a member.
- B. A letter by a member requesting a transfer of membership to any church of like faith. Such letter shall be granted by Senior Pastor and Deacons for any member in good standing.
- C. Failure of a member to attend the Church for six months. Member will be removed on the recommendation of the Senior Pastor and Deacons, only after due effort has been made to

restore interest and support. The Church will be informed by posting or public announcement.

- D. Denial by the member of acceptance of and adherence to any one or more of the items making up this Constitution's Statement of Faith set forth in Article III or a member who persists in sinful, unscriptural behavior as set forth in Article IV, Section 6 (Discipline of Membership). Such removal is at the recommendation of the Senior Pastor and Deacons and by a majority vote of the membership. See Article IV, Section 6.

Section 6 – Discipline of Membership

Church discipline must be exercised in a loving, but firm, manner against those members who persist in sinful, unscriptural behavior. Church discipline has as its aim the glory of God, the welfare and purity of the church, and the spiritual growth and restoration of the offender. The procedure of Church discipline shall be according to the Scripture (Matthew 5:23-24; 18:15-17; 1 Corinthians 5; Galatians 6:1-2; 2 Thessalonians 3:6-15; 1 Timothy 5:20).

- A. When a member becomes aware that another member is clearly disobedient to God's Word, he is to go to that brother (Matthew 18:15), and after careful self-examination (Matthew 7:5) and in a spirit of meekness (Galatians 6:1), confront the erring member for the purpose of spiritual restoration.
- B. If initial attempts at spiritual restoration are not successful, the member seeking restoration of the offender should invite one or two other members with knowledge of the offense to accompany him to a meeting with the erring member (Matthew 18:16). Each party should exercise careful self-examination and seek to maintain a spirit of meekness during the process.
- C. If the problem is still unresolved, the Senior Pastor and Deacons, who as officers of the Church are biblically responsible to maintain the spiritual health of the Church, must hear the matter.
- D. If the matter remains unresolved, they must recommend to the Church that members, after examining their own lives concerning this area of offense, participate in prayerful, loving and fervent effort to restore the erring member. If the matter is still unresolved, the Church is to exclude such a member or members who refuses to be restored (Matthew 18:17).
- E. By majority vote the unrepentant party will be excluded from membership and the Lord's Supper and must be notified in writing immediately.
- F. When the unrepentant party is excluded from the membership and the Lord's Supper, all social relationships with him from that point on should be exclusively for the purpose of spiritual restoration (Matthew 18:17; 1 Corinthians 5:11; 2 Thessalonians 3:15).
- G. If the unrepentant party chooses to remove himself during the discipline process, the member's request will be honored. However, removal from membership will be announced publicly at a regular meeting of the Church.
- H. Upon confessing to God his/her offenses and publically giving satisfactory evidence of repentance, those who have been excluded from membership may have their membership restored on the recommendation of the Senior Pastor and Deacons by majority vote of the members present at any regular meeting of the Church.

Section 7 – Associate Membership

Associate Membership is designed to fulfill the needs of those who are temporary residents of the area and who wish to officially associate and participate with our local church while retaining full membership in their home church.

- A. Those believers wishing associate membership must submit to all conditions set forth in Article IV pertaining to regular members.
- B. Associate members may not hold an elected church office.
- C. Associate members may not have voting privileges.
- D. An associate member may become a regular member upon application to, and validation by the deacons and ratification by the congregation.
- E. An associate member will be included in the official associate membership roll. If he chooses to change to regular membership and is approved for such, he will then be included in the regular membership roll.

ARTICLE V: MEETINGS

Section 1 – Public Worship

Knowing we are commanded “not to forsake the assembling of ourselves together” for worship and edification, the following meetings are established for such assembly:

- A. Services on Sunday as recommended by the Senior Pastor and Deacons.
- B. Mid-week prayer meeting and Bible study.
- C. Observation of the Lord’s Supper on the fifth Sunday of the month unless otherwise arranged.
- D. Baptismal services administered during the regular meetings of the Church and as often as necessary.
- E. Bible conferences, missionary conferences, revival and evangelistic services, special prayer meetings, and special speakers as deemed necessary by the Senior Pastor and Deacons.

Section 2 – Business Meetings

In order to conduct the ministry in an orderly matter, the following procedures are established:

- A. The fiscal year shall begin on January 1 and end on December 31 of the same year.
- B. The annual budget shall be approved at a business meeting each year on a Sunday in October (the “October business meeting”).
- C. Election of Officers shall take place at the October business meeting, and their obligation will commence at the beginning of the next fiscal year.
- D. The annual report will be presented and approved at an annual business meeting to be held no later than the third Sunday of February each year (the “February business meeting”).
- E. Upon the recommendation of the Senior Pastor and Deacons, additional business meetings may be called after the Church has received due notice (announced and/or posted at least two (2) weeks prior to the meeting). A business meeting will be necessary to approve any single expenditure in excess of Two Percent (2%) of the annual budget, which expenditure was not previously designated in the annual budget and which is deemed essential for the

ministry. Active members may request items to be added to the agenda of any business meeting, provided such request is made in writing at least two (2) days prior to such meeting. Upon the recommendation of the Senior Pastor and Deacons, such additional agenda item(s) may be presented to the Church.

- F. A special business meeting may also be called by petition. A minimum of thirty percent (30%) of the active membership 18 years of age and older must sign the petition stating the purpose of the requested special business meeting. A minimum two-week notice of any special business meeting must be given to the congregation.
- G. Every active member 18 years of age or older shall be entitled to vote at all business meetings. All business items, except as specified elsewhere otherwise by the Constitution, shall be ratified by a majority vote of those present.
- H. The Senior Pastor and Deacons shall appoint a moderator as necessary for business meetings. The moderator shall follow Roberts Rules of Order during the meetings.

ARTICLE VI: OFFICERS

Section 1 - The Senior Pastor

A. Qualifications

- 1. The Senior Pastor shall be a man called of God to the gospel ministry gives evidence of such a call.
- 2. The Senior Pastor shall meet those qualifications outlined in 1 Timothy 3:1-7, Titus 1:6-9, and 1 Peter 5:1-4.
- 3. The Senior Pastor shall accept and adhere to the Statement of Faith (Article III), Constitution, and Covenant of this Church.

B. Election

- 1. The Senior Pastor shall be called for an indefinite period of time by the Church membership upon the recommendation of the Pulpit Committee. (Article IX)
- 2. The Candidate for Senior Pastor shall affirm in the presence of the deacons, his belief in and acceptance of this Constitution's Statement of Faith before his name shall be presented to the Church for consideration. See Article III.
- 3. The vote to call a Senior Pastor shall be by secret ballot at a regular or special meeting of the Church, after notice to vote on the call of a Senior Pastor has been given at all Church meetings during the two preceding weeks. A Senior Pastor is called by a three-fourths majority vote of the Church.

C. Duties

- 1. The Senior Pastor shall be responsible for the preaching and teaching ministry of the Church, administering the ordinances, watching over the membership, and promoting the spiritual interests of the Church.
- 2. The Senior Pastor shall exercise pastoral oversight of the total ministries of the Church.
- 3. The Senior Pastor shall be ex-officio member of every committee of the Church.
- 4. The Senior Pastor shall arrange for and/or conduct all services related to the Church.

D. Termination

- 1. The Senior Pastor shall continue in office until he resigns of his own free will. He must give sixty (60) days notice to terminate the pastoral relationship.
- 2. The pastoral relationship of the Senior Pastor may be terminated by two-thirds vote of the members present at a special business meeting called for that purpose.

3. If the immediate termination of the relationship becomes necessary by request of the Church, the departing Senior Pastor shall be paid sixty (60) days salary. However, the Senior Pastor whose ministry is terminated for spiritual or moral failure, as determined by the Deacons and Church vote, the termination will be immediate on vote of the Church, and no compensation will be given.
4. If the Senior Pastor should go to be with the Lord, his salary shall be paid to his widow for at least ninety (90) days.
5. At the time of a vacancy for the office of Senior Pastor, a Pulpit Committee shall be formed pursuant to Article IX.

E. Salary

The salary and benefits of the Senior Pastor shall be established by the Deacons and may be adjusted as deemed appropriate and necessary by the Deacons.

Section 2 – Assistant/Associate Pastor(s)

A. Qualifications

Qualifications of Assistant/Associate Pastor(s) are the same as for Senior Pastor as found in Article IV, Section 1.A.

B. Duties

1. The Assistant/Associate Pastor(s) shall assist the Senior Pastor in all areas of spiritual leadership of the Church that the Senior Pastor so directs.
2. In the vacancy of the Senior Pastor, the Assistant/Associate Pastor(s) shall share in the preaching and teaching ministry of the Church, administer the ordinances, watch over the membership, and promote the spiritual interest of the Church.

C. Election

1. The Assistant/Associate Pastor(s) shall be recommended by the Senior Pastor in conference with the Deacons.
2. The vote to call an Assistant/Associate Pastor shall be by secret ballot at a regular or special meeting of the Church, after notice to vote on the call of an Associate/Assistant Pastor has been given at all Church meetings during the two preceding weeks. An Assistant/Associate Pastor(s) is called to this ministry by a three-fourths majority vote of the Church.

D. Termination

1. The Assistant/Associate Pastor's term of office may be ended by him upon thirty (30) days notice of his intent to the Church.
2. The Assistant/Associate Pastor's term of office may be ended by the Senior Pastor in conference with the Deacons for moral failure, doctrinal heresy, or as deemed appropriate and necessary.
3. In the event of the termination of an Assistant/Associate Pastor's services, the salary involved shall continue for thirty (30) days except in the case of moral failure.
4. If an Assistant/Associate Pastor should go to be with the Lord, his salary shall be paid to his widow for at least ninety (90) days.

E. Salary

The salary of the Assistant/Associate Pastor and all other personnel shall be established by the Senior Pastor and Deacons and may be adjusted as deemed appropriate and necessary.

Section 3 – Staff

All other staff positions (such as Church secretary, Sunday School director, mission coordinator, building maintenance, musicians, youth director, etc.), whether paid or volunteer positions, will be responsible to the Senior Pastor. The Senior Pastor, in consultation with the other pastoral staff and the Deacons, will recruit members to serve in these vital capacities and hire personnel as appropriate and fiscally prudent. Salaried personnel may only be hired after the congregation has allocated funds for that position. The Senior Pastor, in consultation with the Deacons, is entrusted with the responsibility of dismissing staff members who violate the conduct expected of the officers of the Church or who are remiss in their duties.

Section 4 – Deacons

A. Qualifications

The qualifications for the office of Deacon shall be according to those outlined in Acts 6:1-7 and 1 Timothy 3:8-13. No man shall be elected to the office of Deacon who does not accept and adhere to this Constitution's Statement of Faith (Article III). They are to be men who are vitally involved in the life of the Church and whose wives and children faithfully attend the services of the Church.

B. Duties

1. The Deacons are helpers to the Senior Pastor. They are to be associated with the Senior Pastor concerning the spiritual interest of the Church, the administration of the ordinances, and fulfillment of the Great Commission. The Deacons shall meet monthly.
2. The Deacons are to work with the Church's shut-ins, prepare for baptisms and the Lord's Supper, have oversight of the property of the Church, and act as trustees representing the Church as its agents.
3. The Deacons shall act as the Finance Committee of the Church. They will review the financial reports provided by the Treasurer. They shall work with the Senior Pastor, the Treasurer, and all ministry leaders to establish the annual budget.
4. The Deacons shall have regard to the discipline of the Church, shall seek out the sick and needy members of the Church and shall have under their administration the funds that the Church provides.

C. Election

1. The total number of Deacons shall be determined by the Church's need and by the number of Spirit-filled men available who meet these qualifications listed in Article IV, Section 4.A. Four qualified men is the desired minimum to serve the Church in this capacity.
2. The number of Deacons shall expand with the growth of the Church. For each 50-person increase in average Sunday morning attendance, the addition of a Deacon will be considered. Upon the recommendation of the Senior Pastor and the current Deacons, an additional Deacon will be elected at the annual business meeting.
3. Deacons shall be "chosen out" from among the Church by election (Acts 6), by following the example of 1 Timothy 3:8-13 and Acts 6:3.
 - Each year the number of Deacons needed to fill open positions shall be announced prior to the October business meeting.

- The voting members of the Church will submit the names of men they believe are qualified to serve as Deacons. Each member may submit as many names as there are open positions.
 - Each man will be contacted to determine his willingness and eligible to serve. The current Deacons will be the screening committee to ensure that the man's life is in conformity with Biblical directives.
 - All men who are willing and qualified to be Deacons will be submitted to the Church at the October meeting and open positions will be filled by the men who receive the most votes.
4. Each Deacon shall be elected for a one three-year term on a rotation system. He may be eligible for re-election of a second three-year term if re-nominated. After a maximum of 2 consecutive three-year terms, twelve months must pass before being eligible to serve.
- D. Termination
- A Deacon who is neglectful or indifferent of his office or who evidences a spirit, in the judgment of the Senior Pastor and Deacons, which is not in keeping with the scriptural demands of his office, may be dismissed by a three-fourths majority vote of the Deacons.

Section 5 – Treasurer

- A. Qualifications
- No man shall be elected to the office of Treasurer who does not accept and adhere to this Constitution's Statement of Faith (Article III). He is to be vitally involved in the life of the Church and faithfully attend the services of the Church. He must be of sound character, have demonstrated discretion, and the ability to maintain confidentiality.
- B. Duties
1. The Treasurer shall be the custodian of all funds belonging to the Church.
 2. The Treasurer is responsible to pay all approved bills and obligations, to balance the checkbook, to maintain appropriate records, and to report periodically the financial status to the Church (a written monthly report to the Senior Pastor and Deacons and a written yearly report at the annual business meeting).
 3. When there is a change of Treasurers, all records shall be turned over to the new Treasurer.
 4. Individuals other than the Treasurer shall count the offering on a rotation basis.
- C. Election
1. The Treasurer shall be elected by two-thirds of the members who attend the October business meeting shall serve a regular term of one year and shall be eligible for reelection.
 2. The Treasurer is not required to be a deacon.

Section 6 – Financial Secretary

The Financial Secretary shall be appointed by the Senior Pastor in consultation with other pastoral staff and Deacons. The Financial Secretary is responsible for keeping records of all monetary gifts. The Financial Secretary shall provide annually to each contributor a copy of the record of that person's contributions. Those persons counting the offerings will submit a report of each week's offering to the Financial Secretary.

Section 7 – Clerk

The Clerk shall be appointed by the Senior Pastor in consultation with other pastoral staff and Deacons. The Clerk shall keep a current and permanent record of all business meetings of the Church, sign all letters of reference, and maintain a register of members in which shall be noted such changes as may occur. When a new Clerk is elected, all records shall be turned over to the new Clerk.

ARTICLE VII - MISSIONS POLICY

- A. Missionaries from the membership will be given priority in the Church's mission budget.
- B. Church planting missionaries in the United States and abroad will be the heartbeat of the Church's missions program, though this does not preclude support of other missionary endeavors consistent with the Church's Statement of Faith and philosophy of ministry and outreach.
- C. All missionary applicants will be interviewed by the Senior Pastor and/or Deacons before being considered for support by the Church.
- D. The Church will keep on file the mission board's doctrinal statement and policies regarding their missionary personnel.
- E. Missionary candidates will present their work to the Church before support will be granted.
- F. Missionaries will be added or removed from the support of this Church at a business meeting by majority vote of the members present at the business meeting.

ARTICLE VIII - THE NOMINATING COMMITTEE

Section 1 – The Committee

The Nominating Committee shall consist of the Senior Pastor, Chairman of Deacons, and two (2) individual active members to be elected by the membership. The Nominating Committee shall be established in September of each year and shall be dissolved after establishing the nominees for the elected offices.

Section 2 – The Nominating Procedure

The Committee will provide to the Church a list of the offices to be filled two weeks prior to the election of officers. Members may suggest qualified persons. The Committee will review all names and add any that they consider qualified. All nominees must have the approval of the Senior Pastor and the Deacons prior to election. All people nominated shall be contacted by the Committee and examined to determine whether or not each meets the qualifications and are willing to accept the position if elected. The Committee will then recommend all qualified persons to the Church for vote. Voting for officers will be done by secret ballot.

ARTICLE IX - THE PULPIT COMMITTEE

Section 1 – The Committee

The Pulpit Committee shall consist of the Deacons and two individual active members to be elected by the Church. Nominees to the Pulpit Committee must have the approval of the Deacons prior to election. A Pulpit Committee chairman will be elected by the Pulpit Committee, and cannot be the Chairman of the Deacons. When a Senior Pastor is elected by the Church, the Pulpit Committee is dissolved.

Section 2 – The Selection Process

The Pulpit Committee shall secure a list of candidates, investigate them, and bring the man they feel most qualified as a candidate to preach for at least two (2) Sundays. Only one man may be considered at a time; each must be voted on prior to permitting another candidate to be considered by the Church. A Senior Pastor is called to this ministry by a three-fourths majority vote of the Church.

ARTICLE X – THE BENEVOLENCE COMMITTEE

Section 1 – The Committee

The Benevolence Committee shall consist of the Senior Pastor, the Deacons and one individual active member to be appointed each year by the Senior Pastor and Deacons.

Section 2 – The Benevolence Process

The benevolence committee shall be responsible for the distribution of funds contained in the benevolence fund, based on the guidelines outlined in the Benevolence Policy.

ARTICLE XI – AFFILIATIONS

This Church is organized and is to remain as an independent, fundamental Baptist church. However, it may participate in fellowship, association, and activity with organizations of like faith and practice as long as those organizations do not infringe upon the independence of this Church.

ARTICLE XII - AMENDMENTS

This Constitution may be revised or amended as recommended by the Senior Pastor and Deacons at any business meeting of the Church provided a two-week notice has been given of such proposed revision or amendment. Amendments become a part of this Constitution upon the recommendation of the Senior Pastor and Deacons and a three-fourths vote of those present at the business meeting.

ARTICLE XIII – PROPERTY, BUILDINGS, AND EQUIPMENT

This Church shall have the right to own, buy, and sell properties and possessions in its own name through properly elected and authorized Church officers. No profit shall ever accrue to the benefit of any persons from the assets, holdings, or other transactions in which this Church may become involved.

ARTICLE XIV - DISSOLUTION

In the event of the dissolution of this Church, all its debts shall be fully satisfied. None of its assets or holdings shall be divided among the members or other individuals, but shall be irrevocably designated to such other non-profit religious organizations as are in agreement with the letter and the spirit of this Constitution's Statement of Faith (Article III).

The dissolution of this corporation shall become effective when a recommendation of the Senior Pastor and/or Deacons is followed by a majority vote of the active Church members present at a business meeting called for this purpose.

Rev. 5/02/2010 by the vote of the congregation to add Article IV, Section 7 – Associate Membership

Rev. 07/29/2012 by the vote of the congregation to increase limit to \$1000. Article 5, Section 2, G Business Meetings. Amended language for the appointment of Financial Secretary. Article 6, Section 6

Rev. 03/24/2013 by vote of the congregation to amend language of the deacon term to allow for two terms of three years. Article VI, Section 4, C, 4.

Rev. 10/19/2014 by vote of the congregation to add Article X – Benevolence Committee and remove Article VI, Section 1, C, 5.

Rev. 02/08/2015 by vote of the congregation to amend language of business meetings to allow for a meeting to be held on any weekend in October. Article V, Section 2, B.

Rev. 02/14/2016 by vote of the congregation to add section on Marriage. Article III.

Rev. 02/10/2019 by vote of the congregation to increase limit to \$5000. Article 5, Section 2, G.

Rev. 07/25/2021 by vote of the congregation for the following changes: annual financial report by third Sunday in February, notice of business meeting at least two weeks prior, deacons may approve an expense up to 2% of the annual budget, quorum consists of all members present, members may request new agenda items up to 2 days prior to a business meeting, remove language that Financial Secretary will distribute offering envelopes, remove "written" from language that offering counters submit a report of each week's offering to the Financial Secretary.