

FIRST BAPTIST CHURCH OF LEADVILLE

CONSTITUTION AND BY-LAWS

CONSTITUTION

PREAMBLE

As a body of believers, reposing our faith in the Lord Jesus Christ for salvation, and holding the historical Baptist belief that a Scriptural church is a democracy of believers meeting in some local place, sovereign and autonomous in deciding matters of church policy and affiliation, and composed only of persons who profess to have been born-again, and having been immersed in water upon their confession of faith in our Lord Jesus Christ as personal Saviour, and believing in those great distinctive principles for which Baptists have ever stood, we, therefore, band ourselves together as an independent local Baptist Church in Jesus Christ, and adopt, ordain, and establish for our government and plan of worship and service the following declaration of faith, covenant, constitution, and by-laws. We hereby revoke all previous constitutions and by-laws and action contrary to this constitution, by-laws, and standing rules.

ARTICLE I – NAME

The name of this organization shall be:
The First Baptist Church of Leadville, Colorado

ARTICLE II – OBJECT

The object of this organization shall be:

1. To promote the preaching of the Gospel of the Lord Jesus Christ in order to win people to a personal faith in Him as Saviour.
2. To provide for the worship of God, the preaching and teaching of the Word of God, to administer the ordinances of the New Testament, to seek the spiritual improvement of its members, to maintain a Baptist Church to minister to its own community, and to extend a ministry of the Gospel unto all the earth.
3. To educate believers in a manner consistent with the scriptures, both in Sunday and week day schools of Christian education.
4. To engage in any other ministry which the Church may decide from time to time to pursue in obedience to the will of God and mandates of Scripture as we understand it. This could include but is not limited to a parsonage, school, radio or TV ministry, rescue or addiction ministry, nursing home ministry, cemetery, camp or other ministries.

ARTICLE III – DOCTRINAL STATEMENT

The Doctrinal Statement of this Church is as follows:

1. We believe that the Holy Bible was written inerrant in the original manuscripts by men divinely inspired of God, and that it is therefore verbally and plenary inspired, and it is our sole authority for faith and practice (Rev. 22:18-19; II Tim. 3:16-17; II Peter 1:19-21).
2. We believe there is one triune God eternally existent in three persons: Father, Son, and Holy Spirit (Gen. 1:1; John 10:30; John 4:24)
3. We believe that the Scriptures should be interpreted in their normal, natural, literal sense and that they reveal that God worked with men in different ages giving different responsibilities and stewardships. Salvation is always by faith; the glory of God is the object. We are now in the dispensation of the Church.
4. We believe in the Deity of Christ (John 10:33), His Virgin Birth (Is. 7:14; Matt. 1:23; Luke 1:35), His sinless humanity (II Cor 5:21, I Jn. 1:1), His shed blood for atonement (Eph. 1:7; Col. 1:14), His bodily resurrection (John 11:25), His ascension (Acts 1:11), His imminent, personal, pre-tribulation return in the clouds for the Church (I Thess. 4:16-18), and after the seven year period known as the Tribulation Period, His personal, premillennial return to the earth with His saints to establish His thousand year kingdom on earth (Rev. 19:11-16; Matt. 24:29-31; I Thess. 5:1-11). The Great White Throne judgment will follow the final rebellion at the end of the Millennium and the new heaven and new earth of Revelation 21, 22 then begin and exist eternally.
5. We believe that the Holy Spirit is the divine third person of the trinity who convicts of sin, righteousness and judgment (Jn 16:8), makes believers children of God through the new birth. He baptizes them into the Body of Christ (I Cor. 12:13) assures them of Heaven, and by His indwelling enables Christians to live a godly life (John 16:8; I Cor. 3:16; 12:13; 6:19-20). A duty of every believer is to be filled with the Holy Spirit. The Holy Spirit gave sign gifts, such as tongues and healings which were temporary, and today are not a necessary or common sign of the indwelling, baptizing, filling or second blessing of the Holy Spirit. The Holy Spirit does give spiritual gifts to believers and spiritually gifted believers to the church (Rom. 12:3-8, I Cor 12:4-11,28, Eph 4:7-1, I Pet 4:10).
6. We believe that all men are by nature sinful and lost, and that for salvation, Holy Spirit regeneration is absolutely essential (Rom. 3:19; John 3:3, 5). Men are created in the image and likeness of God but has been alienated from God by the sin of Adam and by each man's choice to sin in this life (Romans 3:9-20, 23; 5:12-21)..
7. We believe that Satan is a person and was judged at the cross, though not then executed, and that he, an usurper, now rules as the "god of this world", that, at the second coming of Christ Satan will be bound and cast into the abyss for a thousand years, and after the thousand years he will be loosed for a little season and then "cast into the lake of fire and brimstone" where he shall "be tormented day and night forever and ever" (Col. 2:15; Rev. 20:1-3, 10).
8. We believe that men are justified on the single ground of faith in the blood of Jesus Christ, and that salvation is all of grace. We believe that Christ died for all men, for the sins of the whole world, not just for a chosen few, and that "He is not willing that any should perish." Christ's death, through the vicarious, substitutionary atonement, made salvation available for all mankind. We do not hold to the doctrine of "Limited Atonement" nor "Irresistible Grace" (Acts 13:38; Eph. 2:8-9; Gal. 2:16; 3:11; John 1:29; I John 2:2; John 3:14-18; I Tim. 1:15).

9. We believe in the assurance of salvation and perseverance of the saints (John 5:24; I John 5:11-13; John 10:27-29). However, we believe that the Bible clearly forbids using these doctrines, as well as the doctrines of Christian liberty as an occasion to sin Rom. 6:1-2, 15).
10. We believe that a New Testament Church is an organized body of baptized believers practicing the Scriptural ordinances of Baptism and the Lord's Supper, and actively engaged in fulfilling the Great Commission (Acts 2:41-42, 47; Matt. 28:19-20; I Cor. 11:23-34). We believe in the autonomy of the local church free of any external authority or control.
11. We believe that baptism is a Scriptural ordinance requiring immersion (Acts 8:38-39) of believers only (Acts 2:41) to be administered by a New Testament Church (Rom. 6:3-5; Matt. 3:15-16).
12. We believe that the Lord's Supper is a Scriptural ordinance of the Church to be partaken of by obedient Christians (I Cor. 11:23-34).
13. We believe in the rapture of the Church. We believe there will be a resurrection of all, first the just at the coming of Jesus Christ, and finally the unjust after the millennium. The saints are raised to be forever with the Lord, and the unsaved will be confined for eternity in the Lake of Fire (Matt. 24:46; I Cor. 15—entire chapter; John 5:28-29).

ARTICLE IV

COVENANT

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Saviour, and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now in the presence of God, angels, and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.

We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this Church in knowledge, holiness, and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline and doctrines; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the Gospel through all nations.

We also engage to maintain family and secret devotions; to train our children in the fear and admonition of the Lord; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to avoid all tattling, backbiting, and excessive anger; to avoid all practices which may result in unjustifiable harm to their body or jeopardize their faith or the faith of others; and to be zealous in our efforts to advance the cause of Christ

We further engage to watch over one another in brotherly love; to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy in speech; to be slow to take offense, but always ready for reconciliation, and mindful of the rules of our Saviour, to secure it without delay.

We moreover engage that, when we remove from this place, we will as soon as possible unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word.

ARTICLE V – MEMBERSHIP

Section 1 Receiving Members:

The membership of this Church shall consist of believers in the Lord Jesus Christ who have been immersed, who have acknowledged agreement with the faith, practice and covenant of this Church, and have been received into the fellowship by regular action of the Church. Baptized believers who come to the church for membership "with a letter," will be received in the same way. An effort will be made to contact their previous church in writing to tell them they have joined The First Baptist Church of Leadville.

Section 2 Dismissing Members:

- a. By Letter: A letter of dismissal may be granted upon request of any member of the church roll.
- b. By Erasure: The Church, upon the recommendation of the Deacons, may vote to remove from the church roll or the active roll of the Church the names of those who have persistently shown no interest in the Church, or who have had no contact with the Church for a period of at least 12 months. Reinstatement shall be made only by action of the Church upon recommendation of the Deacons.
- c. By Exclusion: Should a member become an offense to the Church and to its good name by reason of immoral or unchristian conduct, or by persistent breach of his covenant vows, the Church may terminate his membership, but only after due notice and hearing and faithful efforts have been made by the Pastor and Deacons to bring such member to repentance and amendment, attempting to follow Matthew 18:15-20. In the case of a member in public known sin which is a public offense to the church, the member may be excluded by immediate vote of the church as Paul admonished the Corinthians in I Corinthians 5 and especially verse 13, after it is determined by the church to be such a case.
- d. When a person unites with any other church, his membership shall automatically cease.

Section 3 Requirements for Voting Eligibility:

- a. Voting Age – The minimum voting age shall be 18.
- b. Any member who fails to manifest interest by attendance (any exceptions must be approved by the Deacons) at the regularly scheduled meetings of the Church for a period of three (3) months shall lose his or her right to vote at any meeting of the Church whatsoever, and shall be moved to the inactive list. Records will be kept of the attendance of every member of the Church. The Deacons shall attempt to re-establish the member to active membership. Whenever such persons shall indicate a desire to be re-instated by their regular attendance at the services of the Church and a willingness to come before the Deacons to testify to them that they would again become active and cooperate in all the activities of the Church, they may again be granted voting and speaking privileges at all meetings of the Church.

Section 4 Requirements for Church Leadership:

All Church officers, teachers, and leaders of any organization within the Church shall be members of the Church, with exceptions to be allowed as deemed advisable by a quorum of church members at any regularly scheduled business meeting of the church.

ARTICLE VI – OFFICERS

The normal officers of this Church are: Pastor, Pastoral Assistants, Deacons, Trustees, Deaconesses, Clerk Treasurer, and Financial Secretary. Pastor will be considered President of the corporation, the Church Clerk shall be the Church Clerk of the corporation, the Treasurer shall be the Treasurer of the corporation, the Chairman of the Deacons shall be the Vice President and the Trustees shall be considered the Trustees of the Corporation. The By-Laws shall determine their election, term, and succession. The Church shall elect and appoint to the various forms of service indicated by their titles and as defined in the By-Laws such other officers as are deemed advisable.

ARTICLE VII – MEETINGS

Meetings for worship, prayer, praise, fellowship, business, and special purposes shall be held as set forth in the By-Laws.

ARTICLE VIII – RELATIONSHIPS

Believing in the sovereignty of the local Church as an autonomous body of believers under the leadership of the Holy Spirit, this Church by official action shall determine the maintaining of fraternal fellowship and cooperation with Churches of like faith and practice, or with organized groups of Baptists or inter-church relationships, when our cardinal beliefs will not be compromised. To such groups, this Church may send statistical reports and may be represented in their meetings. No financial support is to be given to any work or workers whose doctrinal position is not substantially in keeping with the Preamble of this Constitution.

ARTICLE IX – SPEAKERS

Any speaker for any meeting of the Church or for any organization which is a part of the Church must be in substantial agreement with the Doctrinal Statement and Covenant of the Church, and must be approved by the Pastor and/or Deacons of the Church.

ARTICLE X – AMENDMENTS

All Constitution and By-Law articles, except The Constitutional articles III and IV, of this Constitution and By-Laws may be amended at any Annual Meeting of the Church by a 2/3 vote of the members present, providing that notice of proposed change has been communicated to the membership at least one month in advance and read from the pulpit on the Sunday preceding the meeting. Articles III and IV entitled “Doctrinal Statement” and “Covenant”, may be amended as above except that three (3) months notice shall be required and a 3/4 vote of all members present.

In the event of a legal emergency, the membership may change parts of the Constitution and By-Laws by giving notice at both Morning and Evening Services one week before the proposed change can be presented to the Church for authorization. The Church Doctrinal Statement Covenant can not be changed with an emergency vote. The Pastor, Trustees and Deacons must agree that it is needed to avoid or mitigate immanent legal concerns or legal problems.

BY-LAWS

ARTICLE I – MEETINGS

Section 1 Sunday – The Church shall normally meet regularly at least twice each Lord’s Day for the public worship of Almighty God.

- Section 2 The ordinance of the Lord’s Supper shall be observed on the first Sunday of each month, but may be postponed or cancelled if necessary.
- Section 3 Prayer Meeting shall normally be held on Wednesday evening of each week except when there are youth ministries on Wednesday night during the school year.
- Section 4 A regular Quarterly Business Meeting shall be held on Sunday or Wednesday of the last full week of January, April, July, and October. The time and date of the meeting shall be communicated two successive Sundays ahead. This meeting may be changed by consent of the church.
- Section 5 Special Business Meetings may be held at any time, on request of the Pastor, Deacons or Trustees, providing notice of the same and its purpose shall have been publicly announced from the pulpit, except that application for admission or dismissal which may be voted upon at any regular meeting of the Church. Individual members desiring a special meeting shall consult with Pastor, Deacons and Trustees.
- Section 6 The Annual Election Meeting shall be held in conjunction with the quarterly meeting held the last full week of January. At this meeting, officers shall be elected, the budget presented, and such other business transacted as may properly be brought before the Church. At the Annual Business Meeting, annual reports in writing shall be presented by the officers, departments, and committees, covering their activities during the year. Committees and Sunday School teachers appointed by the officers shall be approved by the Pastor(s) and Deacons of the Church. The budget shall be considered for adoption. The fiscal year of the Church shall begin January 1st.
- Section 7 The Pastor shall preside as Moderator, or in his absence, the Chairman of the Deacons. In the absence of these, the Church shall elect a Moderator. The Moderator shall relinquish the chair during the consideration of matters in which he is personally involved.
- Section 8 A quorum of one-fourth (1/4) of the active membership 18 years of age or older is necessary to transact Church Business provided proper notice has been given
- Section 9 Emergency Powers; Incidents deemed emergencies by the Pastor and Deacons and Trustees may be acted upon and resolved by the aforementioned officers and disclosed to the church at the next regularly scheduled or special meeting.

ARTICLE II – ELECTION OF OFFICERS

The term of the Pastorate shall be indefinite. In case the Pastor or the Church desires to terminate the Pastoral relationship, a notice of two months shall be given unless there is a mutual agreement to terminate the relationship on a shorter notice. If the Pastor is voted out of office, he shall be dismissed immediately from his pulpit, pastoral and administrative duties with four (4) weeks’ salary and use of any housing for thirty (30) days. If the Pastor is found guilty of heresy or immorality, he shall be dismissed immediately (shall not preach, [or] pastor, or administrate the Church) with two (2) weeks’ salary and the use of any housing for (thirty) 30 days. He shall be ex-officio member of all committees and boards of the Church. The Pastor(s) shall be given a yearly vacation of two (2) weeks, including two (2) Sundays for the first five (5) years of tenure and three (3) weeks, including three (3) Sundays, from the sixth (6) to the tenth (10) year. After the tenth (10) year, he (they) shall be given four (4) weeks including four (4) Sundays. The time of the vacation is at the discretion of the Pastor(s). He may be permitted additional time from his duties in the Church for outside ministries, or personal or other reasons upon the recommendation of the Deacons and vote of the Church. In cases where there is not sufficient time for Church action, the Deacons may grant such permission.

Section 1

- a. The highest office of the local New Testament Church is that of the Pastor (I Peter 5:2-4). The Biblical synonyms for this office are: Bishop (Overseer – the Office, what he does; Titus 1:5-7; Acts 20:28; I Tim. 3:1); Elder (President of the Assembly – the Man, what he is; I Tim. 5:1); Minister (Servant; II Tim. 2:24; Col. 1:25). The Pastor (meaning “Shepherd”) shall meet all of the Biblical requirements for this high and holy office (see I Tim. 3:1-7).
- b. A majority of those present at any business meeting is necessary to elect all officers except the Pastor, which shall be a 65% vote to call and a majority vote by ballot to dismiss.
- c. An Interim Pastor shall be under the authority of the Pastoral Assistants, the Deacons, and the Trustees. The church will be informed and consulted at Special Business Meetings (for special meetings see By-Laws Article. I, Section 5).

Section 2

All officers and Committees elected or appointed shall hold office for the period of one (1) year from January 1st, except Deacons, Trustees, and Deaconesses, whose term shall be three (3) years, and pastoral assistants who will normally hold the office in accordance with the annual recommendations of the pastor and leadership team. During the year, special elections may be held at any Quarterly or Special Business Meeting. The Church Leadership Team shall consist of the Lead Pastor, Pastoral Assistant(s), Deacons, and Trustees.

- a. Pastoral Assistant(s) Election – For the enhanced ministry of pastoral care within the church, pastoral assistants may be added to the church leadership in order to assist the pastor in normal pastoral ministry functions. Under the leadership of the Pastor, pastoral assistants may be placed as overseers of particular ministries. Based on the level of involvement and pending annual approval through a church vote, pastoral assistants may or may not receive remuneration. Upon the required recommendation of the Leadership Team (and primarily the Pastor), Pastoral Assistants will be added or dismissed through church vote and will hold to the same termination procedures as the Pastor. In the case of an Interim Pastor, the standing Pastoral Assistants will graciously aid the Interim Pastor in the normal ministry functions of the church, with a required annual recommendation of the Deacons and Trustees.
- b. Deacon’s Election – Two (2) or more Deacons with a maximum of seven (7) shall be elected for three (3) year terms, so arranged that their terms expire on alternate years. All men elected to the office of Deacon shall meet the Scriptural requirements as set down in I Timothy 3:8-13 and Acts 6:3. If a Deacon resigns, one will be elected to fill his unexpired term at the next regularly scheduled or special business meeting if a qualified man is available for service.
- b. Trustee’s Election – Three (3) or more with a maximum of five (5) shall be elected for three (3) year terms, so arranged that their terms expire on alternate years. If a Trustee resigns, one will be elected to fill his unexpired term at the next regularly scheduled or special business meeting if a qualified man is available for service (I Timothy 3:8-13; Acts 6:3).
- c. Deaconesses’ Election – Three (3) or more with a maximum of six (6) shall be elected for three (3) year terms, so arranged that their terms expire on alternate years. If a Deaconess resigns, one will be elected to fill her unexpired term [at the next regularly scheduled business or special meeting if a qualified lady is available for service (I Tim 3:11, cf. Titus 2:3-5).
- d. Officers may hold more than one office at a time, except the Pastor who may only hold the office of Pastor. The Treasurer may not hold the office of Financial Secretary at the same time.

Section 3 Election of Pastor shall be by ballot.

Section 4 All other elections shall be by ballot except when only one nomination is made for the office. In that case, the Church shall decide the manner of election. A majority of those present at any business meeting is necessary to elect all officers except the Pastor,

Section 5 Any officer or teacher in any department of the Church may be recalled from his office by reason of un-Christian conduct, a change in doctrinal belief, or failure to reasonably discharge his duties. Recommendation for such action shall be presented to the Church Body by the Pastor and/or Deacons. The majority vote shall be necessary to recall any officer or teacher.

ARTICLE III

ELECTIVE OFFICERS, THEIR DUTIES AND THE ORGANIZATION AND FUNCTION OF THEIR DEPARTMENTS OR COMMITTEES

Section 1 Pastoral Assistants and Deacons – The Pastoral Assistants and Deacon shall be associated with the Pastor in the furtherance of the spiritual ministry of the Church. Their duties shall include but are not limited to:

- a. Serving the Lord's Supper. During the time of vacancy in the Pastorate, the ordinance shall be administered by a Pastoral Assistant or the chairman of the Deacons. In their absence, other Deacons, Trustees or others may administer the ordinance.
- b. Assisting in the Baptismal services. During the time of vacancy in the Pastorate, the ordinance shall be administered by a Pastoral Assistant or the chairman of the Deacons.
- c. Calling ministry in the home
- d. Providing Pulpit supply
- e. Recommending licensing of ministers
- f. Ministering to those who are seeking Christ and those who desire membership in the Church. In the event that the Church is without a Pastor, a Pastoral Assistant and representatives of the Deacons shall examine applicants for membership
- g. Ministering to the poor and needy members of the Church
- h. Cooperating with and assisting the Pastor in performance of his duties
- i. All matters of Church discipline must come before the Pastor, Pastoral Assistants, and Deacons before being presented to the Church. The Pastor, Pastoral Assistants, and Deacons may consider any problem affecting the spiritual welfare of the Church.
- j. The Head Deacon is responsible for the Deacon report at the annual meeting.

Section 2 Trustees – Their duties shall be:

- a. Performing duties as prescribed by the Church and by Federal and State Law when not in conflict with our Church Covenant, Church beliefs and Sound New Testament doctrine). They may perform other duties concerning finances and properties as required.
- b. Having general oversight of the Church property, and shall keep it in repair.

- c. Having the right to decide if any question arises as to the use of the Church building for purposes other than regular services except in extraordinary circumstances when a decision may be appealed to the Church at a Business Meeting.
- d. Having charge of the financial affairs of the Church, except those dealing with the Pastor's salary and benevolences, but shall make no contract calling for the expenditure of more than \$1000 at one time without the authorization of the Church except for payment of bills relative to emergency church repairs.
- e. Keeping the Church informed as to its financial condition and shall make a ~~written~~ report of their activities at the Annual Business Meeting of the Church.

Section 3 Deaconesses - The Deaconesses shall be elected by the Church at the Annual Election Meeting. Their duties shall be:

- a. To assist in the preparation for the administration of the ordinances, spiritual and charitable visitation, provide flowers for the decoration of the pulpit, sickness, and funerals in the Church and other responsibilities as required or requested.
- b. They shall assist the Pastor in classifying and filing the Church registration cards.
- c. They shall maintain a registration book for Church visitors.
- d. Together with the Deacons, they shall arrange receptions for new Pastors, Missionaries, or Guests.
- e. They shall elect their own chairman and secretary at their first meeting immediately after the Annual Election.
- f. At a mutually accepted time, the Deaconess Committee shall normally meet once a month.
- g. They shall minister to, teach and help in the spiritual support of the women and children of the Church family.

Section 4 Treasurer, Assistant Treasurer, Financial Secretary:

- a. The Treasurer shall disburse all money of the Church, with the exception of special funds whose direction is under the Deacons, and pay all bills as ordered by the Trustees or by the Church. He/she shall keep a faithful record of all receipts and expenditures and make a monthly report to the Trustees and to the Church in the Quarterly and Annual Business Meetings. The Treasurer shall attend Trustee meetings.
- b. The Assistant Treasurer shall carry out the duties of the Treasurer in the absence of the Treasurer. He/she shall also attend Trustee meetings in the absence of the Treasurer.
- c. The Financial Secretary shall receive and care for all money of the Church, and shall supply a deposit receipt to the Treasurer promptly. He/she shall keep a confidential record of individual giving and other duties as needed or requested to keep the records in order.
- d. No member of the First Baptist Church of Leadville, Colorado, may make any expenditures, commitments, or obligations concerning the material things of the church without the previous approval of a majority of the Trustees.

Section 5 Church Clerk– the Clerk shall keep a true and official record of the business of the Church according to the proceedings of all regular and special business sessions. Except as otherwise

directed by the Church, he/she shall take charge of all records, keep a revised list of the membership and report it at the annual meeting, post all notices, and perform such other duties as the Church shall direct from time to time. He/she shall be a member of the Pulpit Committee and its secretary.

Section 6 Head Usher – The Head Usher shall be responsible for ushering at all general meetings of the church and shall appoint assistants as required. He shall be in charge of the work of sergeant at arms/security patrol and safety officer during services as well as other duties that may be assigned or necessary.

Section 7 Church Historian – The Church Historian shall keep a chronological record of important events related to the progress and development of the Church and shall make a report thereof at the Annual Meeting.

Section 8 Other officers and descriptions of duty may be voted by the church, and the officers mentioned in the sections above are not necessarily limited to the duties delineated above.

ARTICLE IV – COMMITTEES

Section 1 Official Board – The Official Board of the Church shall consist of the following: Pastor, Deacons, Trustees, Treasurer, and Assistant Treasurer and Clerk.

Section 2 Nominating Committee – The Nominating Committee shall consist of: Pastor, Church Clerk, representatives from the following: Deacons, Trustees, Deaconesses, Sunday School, Young People, and Ladies' Groups. They shall prepare a slate of nominations in advance of the Annual Election Meeting and prepare ballots, leaving spaces for nominations from the floor.

Section 3 Pulpit Committee – The Pulpit Committee shall include at least one member from each of the following: Deacons, Trustees, Deaconesses, Ladies' Groups the Church Clerk, who is the secretary of the Pulpit Committee, and from the Church at large.

a. The Pulpit Committee shall be responsible to the church that any candidate for Pastor meets all of the Biblical qualifications of the important office in the Local Church of Jesus Christ.

b. The Pulpit Committee shall thoroughly investigate and prayerfully consider all candidates and make a report to the congregation at least once a month. As the Holy Spirit leads, they shall present the name of one candidate at a time for approval given by the Church at a Special Meeting called for that purpose. Before the candidate is presented to be voted upon, the Pulpit Committee must secure his permission and present to the Church, at the time of voting, a signed statement by the proposed candidate signifying his unreserved acceptance of the Church's Covenant and Doctrinal Statement.

c. The Calling of an Assistant Pastor – The same procedure used in calling a Pastor shall be employed in calling Assistants to the Pastor, including Christian Education workers, youth workers, etc., who receive all or part of their financial support from the Church, except in no case shall anyone be considered without the recommendation of the Pastor. These individuals shall be responsible to and under the direction of the Pastor.

Section 4 Finance Committee – The Finance Committee of the Church shall be made up of the Pastor(s), Treasurer, Trustees, and Deacons. The Committee shall prepare the Annual Budget and present it to the Church at the Annual Business Meeting. Other meetings may be held as necessary to review the financial situation of the Church, and be responsible for guiding the Church in accordance with the budget.

Section 5 Auditing committee – The Moderator shall appoint an auditing committee preceding the annual business meeting.

ARTICLE V – BUILDING, PROPERTY, AND FINANCES

Section 1 At no time will it be permissible to serve or drink any alcoholic beverage on or in property owned by the First Baptist Church. No dances will be permitted at any time.

Section 2 The buildings owned and used by the First Baptist Church will be under the supervision of the Trustees. Permission to use the buildings for any function other than regular Church activities must be secured from the Trustees.

Section 3 No part of the net earnings of this corporation shall ever inure to the benefit of any donor, director, or officer, nor shall any private individual be entitled to share in the distribution of corporate assets. Upon dissolution, any assets of the corporation must be distributed to one or more organizations of like faith and practice recognized by the Internal Revenue Service as one organized exclusively for religious, charitable, scientific, literary, or educational purposes.

Section 4 The Church is not obligated to use designated funds and designated gifts as designated. The Church may ask a donor to consider changing the designation or may return the designated gift if it cannot in good conscience give the gift as designated. Otherwise, the Church will attempt to use funds as designated but reserves the right to use the designated funds in ways other than designated by the donor.

ARTICLE VI – POLITICAL ACTIVITIES CLAUSE

Political Activities: No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

ARTICLE VII- INDEMNIFICATION OF DIRECTORS, OFFICERS AND EMPLOYEES

The Ministry shall indemnify any Director, officer or employee, committee member or former Director, officer or employee of the Ministry, or any person who may have served at its request as a Director, officer, committee member, or employee of another church or ministry, against expenses actually and necessarily incurred by him or her in connection with the defense of any action, suit or proceeding in which he or she is made party by reason of being or having been such Director, officer, committee member, or employee, except in relation to matters as to which he or she shall be adjudged in such action, suit or proceeding to be liable for negligence or misconduct in the performance of duty. The Ministry may also reimburse to any Director, officer, committee member, or employee the reasonable costs of settlement of any such action, suit or proceeding if it shall be found by a majority of a Committee composed of the Directors not involved in the matter in controversy (whether or not a quorum) that it was to the best interest of the Ministry that such settlement be made and that such Director, officer, committee member, or employee was not guilty of negligence or misconduct. Such rights of indemnification and reimbursement shall not be deemed exclusive of any other right to which such Director, officer, committee member or employee may be entitled under any Bylaw, agreement, or otherwise.

ARTICLE VIII-SUPERSEDING CLAUSE

All preceding constitutions, by-laws and resolutions are hereby superseded and disavowed by this current constitution and by laws.

Accepted as amended by the church April 28, 2013

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**This index is not part of the Constitution and By-Laws, has not been voted on by the church and is surely subject to errors, additions, deletions and corrections! May God bless this document and the next Pastor who works on it and fixes our errors! April 30, 2013 RB