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CONSTITUTION - SECTION ONE

PREAMBLE

To ensure that this church may be governed in an orderly manner, to preserve and secure the principles of our faith, to uphold the liberties inherent in each individual member of this church, and to guarantee the freedom of action of this body in its relations with other churches of the same faith, we do declare and establish this constitution.

I. NAME AND LOCATION

The facilities at 1801 Norwood Drive, Hurst, Texas, shall be the House of God from where the First Baptist Church of Hurst is based.

II. OBJECTIVES

A. General

The First Baptist Church of Hurst, using the Bible as its ultimate source of authority, is a fellowship composed of baptized believers who adhere to a personal commitment to Jesus Christ as Lord and Savior. This church seeks to be a redemptive body in Christ through the power of the Holy Spirit.

1. **FBCH Mission Statement:**

Our purpose is to be redemptive and relevant, lovingly leading others to faith in Jesus Christ and obedience to His Word.

2. **FBCH Vision Statement:**

Under the leadership of God, our preferred future focuses upon the healthy reproduction of Christians, leaders, ministries, and churches.

3. **FBCH Passion Statement:**

To become a spiritual agent of transformation, whereby ordinary people are empowered to become extraordinary followers of Jesus Christ.

B. Statement of Objectives

The following objectives are statements of ultimate goals toward which this church aims its activities. These objectives are the answer of this church to the crucial question: "What do we understand to be God's purpose for the First Baptist Church of Hurst?"

The objectives outline the ministry of this church in general terms and provide direction for its goals, programs, and plans. The objectives are statements of timeless intention to act. They are intended to be reviewed regularly by the congregation. Long range and short term goals shall be developed and carried out in accordance with them from time to time.

The objectives of the members of the First Baptist Church of Hurst shall be as follows:

To worship as a fellowship of believers seeking to provide opportunities for an encounter between God and man;

To worship God according to Christian ordinances;

To practice evangelism by witnessing for and about Jesus Christ in loving words and unselfish deeds to all persons in this community;

To promote home and foreign missions by sharing Jesus Christ through ministries to all people in the community and with all other people throughout the world;

To grow through Christian education as a fellowship of Christians whose learning results in responsible living;

To improve continuously the organizational structure and functional responsibility of church administration so as to meet the goals and objectives of this church; To enlarge the scope of Christian relations by means of a fellowship that uses meaningful dialogue and cooperation with other churches and groups in ministering to the community and to the world.

C. Core Values of First Baptist Church Hurst

The Scriptures - We believe that the Bible is our ultimate source of authority, the application of which is essential for the transformation of our lives.
2 Timothy 3:16-17

Prayer - We believe that prayer is our most fundamental demonstration of dependence upon the Lord and, therefore, is essential to fruitful ministry.
Ephesians 6:18

Relevance - We believe in communicating the life changing message of the Scriptures in culturally relevant ways.
John 1:14; 1 Corinthians 9:22

People - We believe that all believers in the Lord Jesus Christ are to follow His example in building redemptive relationships with the lost.
John 3:16; Luke 19:10

Ministry - We believe that all believers in the Lord Jesus Christ are to use their God given gifts, talents, and abilities in ministry to others.
Ephesians 4:12; 1 Peter 4:10

Evaluation - We believe in the regular evaluation of all facets of our ministry in order to achieve our purpose with excellence.
1 Corinthians 10:31

Leadership - We believe in the critical value of Godly character, personal integrity, ministry skill, and relational health in leadership at all levels of ministry.
Matthew 20:25-28

Giving - We believe that believers are to financially support the ministry according to the resources God has entrusted to them.
Matthew 6:19-21; 1 Corinthians 16:2

Worship - We believe that the ultimate priority of Christ's followers is to personally and corporately worship the Living God.
John 4:23-24

The Body of Christ - We believe that spiritual growth cannot occur outside the context of meaningful relationships with other believers.
Hebrews 10:24-25

III. ARTICLES OF FAITH

The Articles of Faith were taken from The Baptist Faith And Message (Nashville: Convention Press, 1963).

A. The Scriptures

The Holy Bible was written by men divinely inspired and is the record of God's revelation of Himself to men. It is perfect treasure of divine Instruction. It has God for its Author, salvation for its end, and truth, without mixture of error, for its matter. It reveals the principles by which God judges man; and therefore is, and will remain to the end of the world, the true center of Christian union and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. The criteria by which the Bible is to be interpreted is Jesus Christ.

Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalm 19:7-10; 119:11; 89, 105, 140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16 ff.; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:1;-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.

B. God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. To Him we owe the highest love, reverence, and obedience. The eternal God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being,

1. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stress of human history according to the purposes of His grace. He is all powerful, all loving, and all wise. God is Father in truth to those who become Children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:11 ff.; 20:1 ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3, 15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9 ff., 7:11; 23:9; 28:19; Mark 1:9-11; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7.

2. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the Virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself the demands and necessities of human nature and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, partaking of the nature of God and of man, and in whose Person is effected and the reconciliation

between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever-present Lord.

Genesis 18:1 ff.; Psalms 2:7 ff.; 110:1; Isaiah 7:14; 53; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16, 27; 17:5; 27; 28:1-6, 19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18, 29; 10:30; 11:25-27; 12:44-50; 14:7-11; 16:15-16, 28; 17:1-5, 21-22; 20:1-20, 28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5, 20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3, 34; 10:4; 1 Corinthians 1:30; 2:26; 8:6; 15:1-8, 24-28; 2 Corinthians 5:19-21; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-28; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15, 24-28; 12:2; 13:8; 1 Peter 2:21-25, 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.

3. God the Holy Spirit

The Holy Spirit is the Spirit of God. He inspired holy men of old to write the scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts of sin, of righteousness, and of judgment. He calls men to the Savior and effects regeneration. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His Church. He seals the believers unto the day of final redemption. His presence in the Christian is the assurance of God to bring the believers into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

Genesis 1:2; Judges 14:6; Job 26:13; Psalm 51:11; 139:7 ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10, 12; Luke 1:35; 4:1; 18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17, 26; 15:26; 16:7-14; Acts 1:8; 2:1-4, 38; 4:31; 5:3; 6:3; 7:55; 8:17, 39; 10:44; 13:2; 16:6; 15:28; 19:1-6; Romans 8:9-11, 14-16; 26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8, 14; 2 Peter 1:1-21; John 4:13; 5:6-7; Revelation 1:10; 22:27.

C. Man

Man was created by the special act of God, in His own image, and is the crowning work of His creation. In the beginning man was innocent of sin and was endowed by His Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race.

Through the temptation of Satan, man transgressed the command of God and fell from his original innocence, whereby his posterity inherited a nature and an environment inclined toward sin, and as soon as man is capable of moral action, becomes a transgressor under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His image and in that Christ died for man; therefore, every man possesses dignity and is worthy of respect and Christian love.

Genesis 1:26-30; 2:5; 7; 18-22; 3; 9:6; Psalm 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18, 23; 5:6,

12; 19; 6:6; 7:14-25; 8:14-18; 29; 1 Corinthians 1:21-31; 15:19; 21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.

D. Salvation

Salvation involves the redemption of the whole man and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In the broadest sense salvation includes regeneration, sanctification, and glorification.

1. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart brought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ.

Repentance and faith are inseparable experiences of grace. Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Savior. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer into a relationship of peace and favor with God.

2. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual perfection through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.
3. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22 through 28:6; Luke 1:68-69; 2:28-32; John 1:11-14; 29; 3:3-21; 36; 5:24; 10:9; 28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 3:23-25; 4:3 ff.; 5:8-10; 6:1-23; 8:1-18; 29:39; 10:9-10, 13; 13:11-14; 1 Corinthians 11:18, 30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1 ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1 through 12:8; 14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6 through 2:11; Revelation 3:20; 21:1 through 22:3.

E. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, sanctifies, and glorifies sinners. It is consistent with the free agency of man and comprehends all the means in connection with the end. It is a glorious display of God's sovereign goodness and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ and sanctified by His Spirit will never fall away from the state of grace but shall persevere to the end. Believers may fall into sin through neglect and temptation,

whereby they grieve the Spirit, impair their graces and comfort, bring reproach on the cause of Christ and temporal judgments on themselves, yet they shall be kept by the power of God through faith unto salvation.

Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7; 19-22; Isaiah 5:1-7; Jeremiah 31:31 ff.; Matthew 16:18-19; 21:28-45; 24:22; 31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45; 65; 10:27-29; 15:16; 17:6; 12; 17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7, 26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10; 19; Hebrews 11:39 through 12:2; 1 Peter 1:2-5; 13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.

F. The Church

A New Testament Church of the Lord Jesus Christ is a local body of baptized believers who are associated by covenant in the faith and fellowship of the gospel, of serving the two ordinances of Christ, committed to His teachings, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth.

This church is an autonomous body, operating through democratic processes under the Lordship of Jesus Christ. In such a congregation members are equally responsible. Its Scriptural officers are pastors and deacons.

The New Testament speaks also of the church as the body of Christ which includes all of the redeemed of all ages.

Matthew 16:15-19; 18:15-20; Acts 2:41-42, 47; 5:11-14; 6:3-6; 13:1-3; 14:23, 27; 15:1-30; 16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11, 21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 3:1-15; 4:14; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.

G. Baptism and the Lord's Supper

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership.

The Lord's Supper is a symbolic set of obedience whereby members of the church through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; Acts 20:7; Romans 6:3-5; 1 Corinthians 10:16; 21; 11:23-29; Colossians 2:12.

H. The Lord's Day

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should be employed in exercises of worship and spiritual devotion, both public and private, and by refraining from worldly amusement and resting from secular

employments work of necessity and mercy only being excepted.

Exodus 20:8-11; Matthew 12:1-12; 28:1 ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3, 33-36; John 4:21-24; 20:1, 19-28; Acts 20:7; 1 Corinthians 15:1-2; Colossians 2:16; 3:16; Revelation I:10.

I. The Kingdom

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, child-like commitment to Jesus Christ. Christians ought to pray and to labor that the kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

Genesis 1:1; Isaiah 9:6-7; Jeremiah 23:5-6; Matthew 3:2, 3; 4:8-10; 23; 12:25-28; 13:1-52; 25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20-21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Romans 5:17; 8:19; 1 Corinthians 15:14-28; Colossians 1:13; Hebrews 11:10, 16; 12:28; 1 Peter 2:4-10; 4:13; Revelation 1:6, 9; 5:10; 11:15; 21-22.

J. Last Things

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their rewards and will dwell forever in Heaven with the Lord.

Isaiah 2:4; 11:9; Matthew 16:27; 18:8-9; 19:28; 24:27, 30, 36, 44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40, 48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; 1 Corinthians 4:5; 15:24-28; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:11 ff.; 2 Thessalonians 1:7 ff.; 2; 2 Timothy 4:1-8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7 ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1 through 22:13.

K. Evangelism and Missions

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a necessity of the regenerate life and is expressly and repeatedly commanded in the teachings of Christ. It is the duty of every child of God to seek constantly to win the lost to Christ by personal effort and by all other methods in harmony with the gospel of Christ.

Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-50; 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39 through 12:2; 1 Peter 2:4-10; Revelation 22:17.

L. Education

The cause of education in the Kingdom of Christ is coordinate with the causes of missions and general benevolence and should receive along with these the liberal support of the churches. An adequate system of Christian schools is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

Deuteronomy 4:1; 5; 9; 14; 6:1-10; 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7 ff.; 119:11; Proverbs 3:13 ff.; 4:1-10; 8:1-7; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24 ff.; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3, 8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12 through 6:3; James 1:5; 3:17.

M. Stewardship

God is the source of all blessings, temporal and spiritual. Christians have a spiritual debtorship to the whole world, holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

Genesis 14:0; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4; 19-21; 23:23; 25:14-29; Luke 12:16-21; 42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 16:1-4; 2 Corinthians 8:9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.

N. Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word, as revealed in the New Testament.

Exodus 17:12; 18:17 ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19; Mark 2:3; Luke 10:1 ff.;

Acts 1:13-14; 2:1 ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.

O. The Christian and the Social Order

Every Christian is under obligation to seek to make the will of Christ supreme in his own life and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Christ Jesus. The Christian should oppose, in the spirit of Christ, every form of greed, selfishness, and vice. He should work to provide for the orphaned, aged, the helpless, and the sick. Every Christian should seek to bring the industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends, Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalms 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16, 43-48; 22:36-40; Mark 1:29-34; 2:3 ff.; 10:21; Luke 4:18-21; 25:35; Mark 1:29-34; 2:3 ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; I Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23 through 11:1; Galatians 3:26-28; 6:5-9; Colossians 3:12-17; I Thessalonians 3:12; Philemon; James 1:27; 2:8.

P. Peace and War

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ, they should do all in their power to put an end to war.

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations and the practical application of His law of love.

Isaiah 2:4; Matthew 5:9; 38-48; 6:33; 26:52; Luke 22:3; 38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.

Q. Religious Liberty

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom, no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its end. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

Genesis 1:27; 2:7; Matthew 6:6-7; 24; 22:21; John 8:36; Acts 4:19-20;
Romans 6:1-2; 13:1-7; Galatians 5:1; 13; Philippians 3:20; 1 Timothy 2:1-2;
James 4:12; I Peter 2:12-17; 3:11-17; 4:12-19.

IV. CHURCH COVENANT

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Savior; and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Ghost, 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 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 personal devotions; to religiously educate our children; to seek the salvation of our kindred and acquaintances;

To walk honorably 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 abstain from the sale of and use of intoxicating drinks as a beverage, and to be zealous in our efforts to advance the kingdom of our Savior;

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 Savior 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.

V. RELATIONSHIPS

A. Policy

The government of this church is vested in the body of believers who compose it. This church is subject to the control of no other ecclesiastical body; however, it recognizes and sustains the obligations of mutual counsel and cooperation which are common among Baptist churches. Insofar as is practical, this church will cooperate with and support the Tarrant Baptist Association, the Baptist General Convention of Texas, and the Southern Baptist Convention.

B. Doctrine

This church accepts the Scriptures as the authority in matters of faith and practice. The understanding of Christian truth as contained therein is in agreement with the belief of Baptist churches as indicated in the Articles of Faith.

VI. MEMBERSHIP

A. General

This is a sovereign and democratic Baptist church under the lordship of Jesus Christ. The membership retains the exclusive right of self-government in all phases of the spiritual and temporal life of this church.

The membership reserves the exclusive right to determine who shall be members of this church and the conditions of such membership.

B. Candidacy for Membership

Any person may offer himself as a candidate for membership in this church at any regular church service, at the New Member Orientation Class, or in an interview with a pastoral staff member by any of the following ways:

1. by profession of faith, requesting baptism and church membership;
2. by transfer of letter from another Baptist Church of like faith and order;
3. by statement of prior conversion experience and biblical baptism, provided that neither the applicant nor the church can secure a letter of transfer.

C. Granting of Membership

All candidates for membership shall be presented for membership in the church at any regular service or church business meeting. A majority vote of those church members present and voting, provided a quorum is present, shall be required to elect such candidate to membership. Upon the candidate's completion of the New Member Orientation Class, they are granted membership.

Should a concerned member have reason to question the admission of the candidate into the church, action will be deferred until the next regular or called business meeting of the church, at which time the objector may state his reason and a vote shall then be taken.

D. Duties of Membership

Members are expected to be faithful in all duties essential to the Christian life, to attend faithfully the services of the church, to give regularly to its support, and to share in its organized work.

E. Rights of Members

Every member of the church, in full and regular standing is entitled to vote in all elections and on all questions submitted to the church in conference, provided the member is present or provision has been made for absentee balloting.

F. Termination of Membership

Membership shall be terminated in the following ways:

1. death;
2. transfer of letter to another Baptist church;
3. exclusion by action of this church;
4. erasure upon request by the individual.

G. Discipline of Members

It shall be the basic purpose of the First Baptist Church of Hurst to emphasize to its members that every reasonable measure will be taken to assist any troubled member. The pastor, other members of the church staff, and deacons are available for counsel and guidance. Redemption rather than punishment should be the attitude of one member toward another.

The following procedure shall be followed to resolve differences or administer discipline:

1. should any unhappy differences arise between members, the aggrieved member shall follow in a tender spirit the rules given by the Lord in Matthew 18:15-19;
2. should any case of gross breach of covenant or public scandal occur, the deacons shall endeavor to remove the offense and if such effort fail, shall report the case to the church;
3. if the church votes to entertain a complaint (which must be made in writing), it shall appoint a reasonable place and time of hearing and notify the person in question and furnish him with a copy of the charges;
4. at such hearing, the accused member may call to his aid any member of the elected church leaders. If he shall present himself at the time appointed or give satisfactory reasons for his neglect to do so, the church may proceed in his absence;
5. all such proceedings should demonstrate Christian kindness and forbearance, but should an adverse decision be reached, the church may proceed either to admonish or to declare the offender to be no longer in the membership of the church;
6. in case of grave difficulty, the church shall be ready, if requested, to ask the advice of acceptable council from neighboring churches.

VII. AMENDMENTS

This Constitution, adopted by the First Baptist Church of Hurst in conference held May 22, 2005, shall supersede all prior resolutions, procedures, and action of the church not in harmony with its provisions. This constitution can be amended in the following manner:

Any change in the Preamble, Name, Objectives, Articles of Faith, Church Covenant, or Relationships must be made at the annual meeting or at a business meeting called specifically for that purpose. Each proposed amendment must be presented to the church in writing at least one month prior to the time of either a called business meeting or the annual meeting. Printed copies of the changes shall be made available to the membership prior to the proposed action. Notification of the change and date of the vote shall be announced in the church publications and from the pulpit to the proposed action. The change must be approved by a three-fourths vote of all members present at the meeting. A quorum must be present.

BYLAWS - SECTION TWO

I. CHURCH OFFICERS

All church officers shall be members of this church. The church year shall begin April 1 and church officer's terms shall begin at this time. The length of term of office is indicated in each description of office.

The Scriptural officers of this church shall be the pastor and deacons. Its organizational officers shall be such as the church shall deem necessary and proper, with such assistants as may be required, whose number, manner of election terms, and duties shall be determined by the church.

As vacancies occur during the year, they may be filled at any time for the remainder of the church year in accordance with standard practice contained herein.

As needs arise, the church shall create salaried positions on the church staff for the efficient operation of its programs. The officers of the church shall be as follows and shall be elected by the congregation except as provided by the Constitution and Bylaws,

A. Pastor

The pastor shall be responsible for leading the church to function as a New Testament church. The pastor shall lead the congregation, deacons, church staff, program organizations, service organizations, church committees and teams in performing their tasks.

The pastor shall preside at all meetings of the congregation with the exception of electing a Pastor Search Committee.

The pastor shall be the leader of the pastoral ministries of the church. He shall work with the church staff, the deacons, and the church leadership as follows:

1. to lead the church in performing its task;
2. to lead the church to engage in a fellowship of worship, witness, education, ministry, and application;
3. to proclaim the gospel to believers and unbelievers;
4. to care for church members and other persons in the community.

The pastor shall serve for an indefinite period of time with the understanding that he may offer his resignation at a regular or called business meeting. His service may be terminated by a majority vote of the congregation at any business meeting provided that one month notice of intention to vote or to call for a vote on that question shall have been given to the church at any business meeting, or in the event of the pastor's resignation.

The pastor shall be chosen and called by the church whenever a vacancy in the position occurs.

When a vacancy occurs, a Pastor Search Committee shall be elected by the church to seek a substitute pastor. The recommendation shall constitute a nomination, although any church member has the privilege of making other

nominations. The Pastor Search Committee shall bring to the consideration of the church only one name at a time. The election of the pastor shall take place at any business meeting, or a business meeting specifically called for that purpose, provided the Pastor Search Committee has recommended the nominee to the church at least seven days before the vote is taken. Election shall be by secret ballot with an affirmative vote of at least 75 per cent of those present being necessary for a choice.

B. Deacons

1. General

In accordance with the meaning of the word and the practice of the New Testament, as outlined in 1 Timothy 3:8-12, deacons are to be servants of the church. They shall serve as council for advice and confer with the pastor.

Deacons shall be zealous to guard the unity of the spirit within the church in the bonds of peace.

2. Tasks and Objectives

The general tasks and objectives of the deacons are as follows:

- a. to serve with the pastor and church staff in performing the tasks of the pastoral ministries;
- b. to proclaim the gospel to both believers and non-believers;
- c. to care for church members and other members of the community;
- d. to lead the church to engage in fellowship of worship, witness, education, ministry, and application.

3. Qualification for Service

The qualifications for service as deacons are as follows:

- a. one having no reason, scriptural or personal, why they would not care to be considered to serve as a deacon of the First Baptist Church of Hurst;
- b. one who believes that the tithes and offerings are God's plan for support of the church (I Corinthians 16:2; Matthew 23:23);
- c. one who tithes and would promote and encourage tithing at all times (1 Timothy 3:8; Malachi 3:10);
- d. one who believes and practices total abstinence from alcoholic beverages for everyone; and will discourage the sale of intoxicating beverages (I Timothy 3:8; 1 Corinthians 8:12, 13; Church Covenant [Article IV]);
- e. one who believes that being a deacon is a place of service and not necessarily a place of honor and that the place is given a deacon in the church is a place of service beyond the call of ordinary Christian responsibility (Acts 6:2, 3);

- f. one who would support and promote the total church programs by his attendance at the regular services unless providentially hindered (1 Timothy 3:10; Hebrews 10:25);
- g. one who will endeavor to lead his family in daily worship (1 Timothy 3:12; 1 Thessalonians 17:18);
- h. one who realizes that a deacon should be a spiritual man with an understanding heart who, in the event of any misunderstanding between himself and any other church member, would go to that individual and endeavor to come to an understanding with his Christian brother (Galatians 6:1);
- i. one who believes the cardinal truths of the Bible, the Virgin Birth, the death and resurrection of Christ, His literal coming again (1 Timothy 3:9-10);
- j. one who would keep the contents of the deacons' meeting confidential and within the confines of his own home and see that his family does the same (1 Timothy 3:8);
- k. one who would, if he realizes that he must consistently miss the regular church service and deacons' meetings, voluntarily resign (1 Timothy 3:10);
- l. one who makes a conscious effort to win the lost to Christ (1 Timothy 3:12);
- m. one whose wife is faithful in the spiritual support of her husband (1 Timothy 3:11);
- n. one who is the husband of one wife (1 Timothy 3:12);
- o. one who has been a resident church member for at least six months.

4. Method of Selection

Deacons shall be selected as needed. The method of selection shall be as follows:

- a. the deacon body shall be responsible for presenting the church body, at least seven days prior to the church selection, a list of names that to the best of their knowledge are eligible to become deacons.
- b. the church body shall vote by secret ballot on the persons for whom they feel led to vote, whom they feel are qualified.
- c. the ballots shall be presented to a screening committee from the deacon body. The screening committee shall consult with the individuals selected by the church. The numbers of individuals required that are both qualified and willing to serve shall be elected to the deacon body.

5. Resignation and Removal

A deacon may resign or be removed from office as follows:

- a. a deacon may resign by written resignation addressed to the church and delivered to the Chairman of Deacons;
- b. a deacon may be removed by the members of the church whenever in the judgment of the members the best interest of the church would be served thereby.

6. Deacon Emeritus

Upon recommendation of the deacon body, a member of the church having a record of distinguished service as a deacon may be designated by the members as a Deacon Emeritus.

7. Organization

The whole body of deacons shall be organized as a unit for the consideration of all larger problems and general policies and shall meet periodically. The deacons may organize themselves into such committees as their wisdom may direct for efficiency in service.

The deacons shall elect bi-annually their own chairman and other officers which they deem necessary to perform their duties.

C. Moderator

The pastor shall be the moderator. In the absence of the pastor, the chairman of the deacons shall preside, or in the absence of both, the business administrator shall call the church to order and a moderator pro tem shall be elected.

D. Clerk

The clerk of the church shall keep in a suitable book a record of all the actions of the church except as otherwise provided herein. The clerk shall see that a record of baptisms and a register of names and addresses of members is kept with dates of admission or death.

The clerk shall also be responsible for the notification of all officers, members of committees, and messengers of their election or appointment. The clerk shall issue letters of dismissal noted by the church, preserve on file all communications and written official reports, and give legal notice of all meetings where such notice is necessary as is dictated in these Bylaws.

All church records are church property and should be filed and protected in the church office.

These duties are to be performed or assigned by the Assistant to the Pastor.

E. Treasurer

The church shall elect a church treasurer annually in the event there is no business administrator; however in the event that the church has a business administrator on staff the treasurer shall assist the business administrator in performing his duties and reporting to the church.

It shall be the duty of the treasurer to receive, preserve, and disburse all money

received by the church. The treasurer shall keep records of all receipts, deposits, and disbursements in accordance with generally accepted book-keeping practices. The treasurer's records and record books shall be audited by the finance committee at the close of every church year and a report of the audit shall be made to the church.

The treasurer shall pay only bills as have been properly authorized by the church through the budget upon receipt of vouchers signed by authorized personnel, or upon approval of the finance committee, or upon direct action of the church.

The treasurer shall serve as the chairman of the teller committee. He shall see that an accurate account is kept of offerings.

The treasurer shall be bonded for an amount of money commensurate with the amount of money to be kept by him. Burglar and fire insurance, adequate to properly insure all funds of the church, shall be kept by the church.

F. Trustees

Three trustees elected by the church shall hold the church property in trust. They shall have no power to buy, sell, mortgage, lease, or transfer any property without a specific vote of the church authorizing each action. It shall be the function of the trustees to affix their signatures to legal documents involving the sale, mortgage, purchase, or rental of property. They shall also sign other legal documents which require the signature of trustees. Trustees shall serve on a rotating basis with one new trustee being elected each year. They shall hold the Property in trust until their successors shall be elected.

II. CHURCH STAFF

This church shall call and employ such staff members as the church program requires. A job description shall be written when the need for a staff member is determined. These job descriptions shall be kept in the church operations and procedures manual and shall be reviewed and revised when necessary.

Called staff members, other than the pastor, shall be sought by the personnel committee cooperating with the pastor. Their recommendation shall constitute a nomination, and the call shall be extended by the church. The election of any staff member shall take place at any business meeting, or a business meeting specifically called for that purpose. Provided the personnel committee has recommended the nominee at least seven days before the vote is taken. Election shall be by secret ballot with an affirmative vote of at least 75 percent.

At least two-week notice from the time of resignation should be given by any called staff member before the date of resignation is effective.

The secretaries, maintenance staff, food service personnel, child care, and other employees shall be hired by the Personnel Committee working with the related committees, the pastor, and the appropriate staff members. A report of this employment shall be made to the church.

III. COMMITTEES

A. General

All church committee members shall be members of this church and shall be recommended by the Committee on Committees and elected by the church, unless otherwise indicated in the description that follows. The members shall be enlisted by the Committee on Committees and committed to serve, if elected, before their names are presented to the church for election.

The chairman of a committee shall notify ex officio members when matters relating to their work is to be discussed or when they may contribute to the work of the group.

There are three types of committees: Standing, Teams and Special.

A standing committee is one that functions throughout the year and has a standing list of duties that require regular performance or progress reports. It meets at regular intervals carries out responsibilities that have continuity and reports to the church.

Any church member that is affirmed by the church and is eligible for team membership, will not have a rotating term. Anyone that is interested can participate at any time on the team. It will be the responsibility of the chairman to keep the church office informed of the current members of the teams. All teams will have no more than 12 active members at one time.

A special committee is one that is authorized by the church to fulfill a special need or function that terminates at a specific time. When the assignment is completed, the committee is dismissed. When this committee is authorized, its special function and related duties shall be clearly outlined and be placed in the church minutes. While functioning, it shall be considered a by-law committee.

After serving a term (if applicable), a committee member may be re-elected to a committee after one year's absence from the committee unless otherwise indicated. Committees shall serve during the normal church year unless otherwise indicated.

The Committee on Committees shall nominate each committee chairman. A person may serve as chairman of only one committee at any time. Each chairman shall be responsible for seeing that his committee remains active. A committee member is eligible to be elected chairman after having served on the committee for one year.

The called staff member is considered an ex officio member of the committees which relate to his area of ministry. Each committee shall be responsible for recommending a budget for its area of work. A quorum shall consist of at least one-half of the committee members currently serving.

Every committee member must be adequately notified of each meeting.

Each committee shall work through the appropriate related committees, deacons, staff, and individuals when carrying out its duties.

All qualified men and women, age eighteen and up, will be considered by the Committee on Committees. No specific ratio by age or sex is necessary. Detailed minutes of all meetings shall be written in order to keep a record and to provide a history of what was done. Minutes shall be turned over to the administrator at the end of the year for filing and future reference by committee and staff.

B. Standing Committees

A regular or standing committee is one that functions throughout the year and has a standing list of duties that require regular performance or progress reports. It meets at regular intervals carries out responsibilities that have continuity and reports to the church. The Standing Committees are:

1. Personnel Committee
2. Finance Committee
3. Committee on Committees

1. Personnel Committee

Principal Function

The Personnel Committee shall assist the church in matters related to employee personnel administration. Its work shall include the areas of determining staff needs, employment, salaries, and personnel services.

Membership

The Personnel Committee shall consist of seven members elected by the church. The pastor shall make recommendations to the Committee on Committees on the individuals nominated for the Personnel Committee. Each member shall serve a term of three years with two members rotating off the committee each year. A member may be reelected to the committee after a year's absence. Whenever possible, the members should have expertise in personnel administration. The pastor and business administrator are ex officio members and will work carefully with the committee.

Duties

The Personnel Committee shall

- a. survey the need for additional and new positions and make recommendations to the church;
- b. prepare job descriptions for new employees, regularly review and rewrite old descriptions as necessary, and prepare and keep current an organizational chart for all employees;
- c. develop and recommend salaries, services, and employee benefits for both called and non-called staff members and keep this information on file;
- d. consider problems involving personnel as they arise;

- e. develop, recommend, and update the personnel policies and procedure manual as needed;
- f. meet regularly and submit written reports to the church.

2. Finance Committee

Principal Function

The Finance Committee shall review, direct, and coordinate the financial transactions of the church. Its work shall include supervision of disbursements of all funds for the current fiscal year, the planning of the budget for the coming year, and subscription of the current budget.

Membership

The Finance Committee shall consist of seven members elected by the church. Each member shall serve for a term of three years with two members rotating off the committee each year. A member may be reelected to the committee after a year's absence. Whenever possible, the members should have experience in finance or accounting. The pastor, business administrator, and treasurer are ex officio members and will work closely with the committee.

Duties

The Finance Committee shall

- a. review budget expenditures within the framework of the approved church budget and current financial policies;
- b. review budget categories periodically in terms of budget allocations and call attention to any unusually high or low expenditures;
- c. see that a annual audit or review is made of the financial records and a report of the audit or review is made available to the church;
- d. take responsibility for the insurance program of the church;
- e. determine the amount of bond for the business administrator and treasurer and purchase such bonds;
- f. prepare the annual church budget;
 - (1) estimate the anticipated income based on church income of the previous year, prevailing economic conditions, the giving record of the membership, and anticipated church growth;
 - (2) request that staff, general officers, committee chairmen, and program directors submit an itemized list of budget needs for the year according to approved procedure;
 - (3) establish a calendar for committee consideration of each budget item, and, when necessary, notify church leaders to be present;

- (4) prepare the budget for presentation to the church for approval;
- g. initiate, plan, and direct in cooperation with the pastor and business administrator the plan for subscribing the church budget, following these procedures.

3. Committee on Committees

Principal Function

The Committee on Committees shall coordinate the staffing of the positions of the standing committee members.

Membership

The Committee on Committees shall consist of five members nominated by the Committee on Committees. Each member shall serve for a term of three years. A member may be reelected to the committee after one year's absence.

Duties

The Committee on Committees shall:

- a. select, interview, enlist, and commit nominees for the positions of the standing church committees. (Personnel, Finance, and Committee on Committees). Before being presented to the church all nominees shall agree to serve if enlisted.
- b. Select, interview an enlist the Trustees.

C. Teams

A team is authorized by the church and will not have a rotating term. Anyone that is interested can participate at any time on the team. It will be the responsibility of the chairman to keep the church office informed of the current members of the teams. The team leader and assistant team leader are selected by the members of the ministry team on an annual basis.

- 1. Missions Leadership Team
- 2. Celebration Team
- 3. Baptismal Team
- 4. Usher/Greeter Team
- 5. Teller Team

1. Missions Leadership Team

Principal Function

To formulate a comprehensive mission strategy that simultaneously involves the church reaching our community, state, continent and the world through prayer, teaching, giving and going.

Mandate: Matthew 28:19-20

“Therefore go and make disciples of all nations, baptizing them in the

name of the Father and 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.”

Method: Acts 1:8

“But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.”

Duties/Responsibilities

1. To give supervision to all mission actions of the church;
2. To develop strategies for accomplishing the Act 1:8 challenge;
3. To communicate with the church mission strategies, needs and opportunities;
4. To develop and administer mission budgets;
5. To develop training for mission leaders;
6. To encourage and track activities and results of mission teams and any sub groups;
7. To monitor all mission activities to assure they are coordinated and are in line with overall strategies of the church;
8. To develop communication plans to energize the church and increase mission participation;
9. To approve mission commitments to all third parties.

2. Celebration Team

Principle Function

The Celebration Team shall assume the responsibility for church wide receptions and for hospitality shown to guests. The committee shall establish, review, and communicate policies for the use of the church facilities and resources.

Duties

The Celebration Committee shall:

- a. plan and execute events requested by the pastor or administrator, such as a reception or an open house;
- b. provide hospitality and courtesies for guests;
- c. schedule the use of the facilities in conjunction with church-wide events;
- d. recommend a budget and submit a financial statement to the church

on months when monies are expended;

- e. assist in selection and decorations for special purposes (Easter, Thanksgiving, Christmas, etc.);
- f. maintain Celebration Team room and equipment;
- g. Project needs for the budget and present needs for inclusion into the church budget.

3. Baptismal Team

Principal Function

The Baptismal Team shall coordinate and prepare for the ordinance of baptism.

Duties

The Baptismal Team shall:

- a. check the baptistry for satisfactory equipment on a regular basis and notify the building maintenance superintendent in the event repair is needed;
- b. provide for an adequate number of baptismal robes, towels, and other baptismal materials, and provide for proper cleaning and storing of these materials;
- c. provide assistance to baptismal candidates prior to and during the baptismal service;
- d. assist the pastor prior to and during the baptismal service.

4. Ushering and Greeting Team

Principal Function

The Ushering and Greeting Team shall provide seating of members and visitors in a professional and orderly manner at all worship services, provide copies of programs and special literature for all worship services, take up offerings at all worship services, and serve as greeters before and during the Sunday Morning Bible Study Classes.

Duties

The Ushering and Greeting Team shall:

- a. determine the number of ushers and greeters required for each service, obtain programs to be passed out, and arrange for the seating of visitors;
- b. plan the schedule for permanent ushers and greeters for the worship service;
- d. check with the appropriate church staff for any special instructions for distribution of the programs or reports;

- e. be alert to the needs of each worshiper and visitor and while performing seating duties, observe the proper seating time;
- g. provide greeters at designated entrances to direct visitors to their proper Sunday Morning Bible Study classes;
- l. lock receipts and offerings from collections in the church vault, two team members performing this task. (Members from the teller team can assist).

5. Teller Team

Principal Function

The Teller Team shall be responsible for supervising the receiving, counting, recording, and depositing of all money given to the church.

Duties

- a. deposit the offerings in bank deposit bags in the church vault, following the collection. At least two team members perform this transfer (members from the usher/greeter team can assist);
- b. count the offerings and receipts at the church Monday morning, with at least two team members and one staff person present;
- c. count specific offerings following special services and lock monies in church vault, with at least two team members and one staff person performing the transfer. (Members from the usher/greeter team can assist);
- d. furnish an accurate record of offerings so that the church clerk can record them properly.

D. Special Committees

A special committee is one that is authorized by the church to fulfill a special need or function that terminates at a specific time. When the assignment is completed, the committee is dismissed. When this committee is authorized, its special function and related duties shall be clearly outlined and be placed in the church minutes. While functioning, it shall be considered a by-law committee.

1. Pastor Search Committee

Principal Function

The Pastor Search Committee shall be elected by the church, when the church is without a pastor. The committee shall search for and recommend to the church a suitable candidate for the office of Pastor.

Membership

The Pastor Search Committee shall consist of seven members including the chairpersons of the Deacons, Personnel Committee and Finance Committee and four at large members that shall be elected by secret ballot without open nominations from the floor. The election may be at a regular or called business meeting, but the church must be given a minimum of seven days advance notice about the meeting. The four at large members receiving the highest number of

votes, who will accept, shall be elected to committee.

Duties

The Pastor Search Committee shall:

- a. meet with the Finance Committee to discuss and establish general guidelines that should be followed, when discussing salary and other financial compensation with a candidate for the office of Pastor;
- b. meet with the Personnel Committee to discuss and clarify any questions relating to the job description or responsibilities the Pastor would have;
- c. assemble a list of candidates or resumes from candidates that apply or have been recommended for the office of pastor;
- d. search for and recommend to the church body a suitable candidate for the office of Pastor;
- e. present only one candidate to the church at a time for consideration for election as Pastor, the committee's recommendation constituting a nomination;
- f. outline suggested compensation and responsibilities to the church, and answer any questions asked before a vote is taken;
- g. be responsible, in the election of a Pastor, for the distribution, collection, and counting of the secret ballots;
- h. supply the pulpit during the interim period that the church is without a pastor, the supply possible being an interim pastor.

IV. PROGRAM ORGANIZATIONS

A. General

All program organizations of the church shall be under Church control with all leadership elected by the church.

B. Sunday Morning Bible Study

There shall be a Sunday Morning Bible Study divided into appropriate departmental and classes according to age. It shall be under the leadership of the Associate Pastors of Senior Adult Education, Adult Education, Youth, and Children/Preschool.

The purpose of Sunday Morning Bible Study shall be to study God's Word.

The tasks of the Sunday Morning Bible Study Departments/Classes shall be

1. to teach truths revealed in the Bible;
2. to reach persons for Christ and encourage church membership;

3. to provide an opportunity for spiritual growth of the church membership.

C. Worship and Creative Arts Ministry

Under the leadership of the Associate Pastor of Worship/Music, the ministry exists to:

1. Exalt: Lead Christians to a celebrating worship encounter with the Living Lord.
2. Evangelize: Intentionally pointing seekers to Jesus Christ.
3. Establish: Create opportunities for new members to use their gifts and assimilate into the body of Christ.
4. Equip and Encourage: Provide avenues and resources for continuing music education for all ages.

V. CHURCH ADMINISTRATION

A. Church Business Conference Decisions

The church has certain decisions that must be made regularly by its members to move it forward in its work for Christ. These decisions provide guidance for the work of the church and are decisions that can only be made by the church assembled in business conference. These decisions cannot be delegated to lesser church groups.

These church business conference decisions shall:

1. govern the life and work of the church under the Lordship of Christ;
2. provide and allocate resources for the total work of the church.

B. Administrative Services

Administrative services shall be those business activities which are impossible for the church to perform in conferences but are delegated to the church staff, church officers,

The church staff and church officers shall perform the continuing administrative activities. The church staff, church committees and teams shall study, plan, and recommend administrative procedures and solutions to administrative problems.

Those persons responsible for these administrative services shall:

1. govern the continuing life and work of the church under the Lordship of Christ;
2. establish and coordinate the programs and service of the church;

3. establish and maintain the relationships of the church;
4. conduct studies and prepare plans for the allocation of the leadership, facilities, and the financial resources of the church and administer the approved plans as assigned.

VI. ORDINANCES

A. Baptism

A person who receives Jesus Christ as Savior and Lord by personal faith, who professes Him publicly at any worship service, and who indicates a commitment to follow Christ as Lord, shall be received for baptism.

The requirements for baptism are:

1. the candidate shall be accepted by the church;
2. the candidate shall be immersed;
3. the church's pastors or their designee (or approved and assisted by the pastoral staff) shall administer baptism.
4. baptism shall be administered as an act of worship during any worship service or any specially selected time and/or place as approved by the church's pastors.

A person professing Christ who fails to be baptized after a reasonable length of time shall be counseled by the pastor and/or staff and deacons.

B. The Lord's Supper

The Lord's Supper is a symbolic act of obedience whereby members of the Church, through partaking of the bread and the fruit of the vine, commemorate the death of Jesus Christ and anticipate his Second Coming. These are established procedures for the Lord's Supper:

1. this ordinance shall be observed at least 4 times per year;
2. the Lord's Supper may be observed in any worship service;
3. the pastor and Deacons shall be responsible for administration of the Lord's Supper;
4. the deacons shall be responsible for the necessary physical preparations for the Lord's Supper.

VII. LICENSING, ORDAINING, AND COMMISSIONINGS

This Church has the authority to and will from time to time set apart through licensing, ordaining, or commissioning those who have given evidence that God has called them into the Gospel Ministry.

A. Licensing

As representatives of the church, the Deacon Body shall, by vote of a majority of the members present, have authority to license to the Christian ministry any member of the church, who gives evidence that he or she is called of God to Christian ministry.

B. Ordaining and Commissioning

An individual may be ordained or commissioned to the Gospel Ministry upon the recommendation of the Deacon Body. Upon such recommendation, the Pastor convenes a council of ordained/commissioned ministers and deacons to examine the candidate. The examination takes place before an ordination and/or commissioning service is scheduled. First Timothy 3:1-7 constitutes the primary Scriptural reference for a minister's qualifications. The council reports their recommendation to the church. Upon approval of the recommendation by the church, a service for ordaining/commissioning is scheduled. Those so ordained or commissioned are given the authority to conduct worship and administer the ordinances of the church.

1. Distinctions

- a. The ordination of this Church is valid for the lifetime of the minister
- b. The commissioning of the Church is valid for the duration of the minister's employment by this church and may be recognized by any other church or Christian organization.

C. Revocation

The Church reserves the right to withdraw upon majority vote any licensing, ordination or commission it has issued should the life of the minister cease to bear those qualities required for such recognition.

VIII. CHURCH MEETINGS

A. Worship Service

The church shall meet regularly for preaching, instruction, evangelism, and for worship of Almighty God. These meetings shall be open to the entire church membership and to all others. The worship services shall be conducted under the direction of the pastor or whomever he designates.

B. Special Services

Special services and any other church meetings which will be essential to the promotion of the objectives of the church shall be placed on the calendar. When a special or church wide meeting such as a study course or conference is being conducted, no other church program activity shall be scheduled in conflict.

C. Special Business Meetings

A called business meeting may be held to consider matters of a significant nature. A one-week notice on the subject, date, time, and location must be given for the called business meeting unless extreme urgency renders such notice impractical.

D. Business During Regular Worship Services

At any of the regular meetings for worship, the church may without special notice, act upon the reception of members and upon the appointment of messengers to associational meetings or conventions. Other business matters may be conducted at special business meetings.

E. Annual Meeting

An annual meeting of the church shall be held in March. At this time the annual reports shall be presented, leadership elected, and such other business transacted as may be specified or authorized in the by laws.

F. Quorum

A quorum shall consist of those members present at a called business meeting.

G. Parliamentary Rules

Roberts Rules of Order, Revised, shall be the authority for parliamentary procedure for all business meeting of the church.

IX. CHURCH FINANCES

A. Unified Budget

The church shall have a unified budget which shall support all phases of the operation and program of the church. This budget shall be voted on and accepted by the church.

B. Special Offerings

The special offerings which shall be conducted during the year shall include the World Mission Offering and other offerings as approved by the church.

C. Budget Planning and Support

The Finance Committee shall prepare and submit to the church for approval an inclusive unified budget indicating by ministry categories the amount needed and sought for church expenses.

It is understood that membership in this church involves financial obligation to support the church and its causes with regular, proportionate gifts. Annually, plans shall be put into operation for securing support from the church body.

D. Receiving and Disbursing Gifts

The business administrator shall supervise the receiving, counting, and recording of all money given to the church. The business administrator, under the guidance of the Finance Committee, shall disburse all church money.

If the church does not have a staff position of business administrator at any time, the Finance Committee shall supervise the receiving of all church money and the treasurer, under the guidance of the Finance Committee, shall disburse all church money.

E. Accounting Procedure

The business administrator shall keep all receipts, deposits, and disbursements in accordance with generally accepted accounting practices. The business administrator shall make written reports to the church. The financial records and record books shall be audited or reviewed annually and a report of the audit or review made available to the church. The business administrator, administrative secretary, and any others considered necessary by the Finance Committee shall be bonded.

In the event the church does not have a staff position of business administrator, these duties shall be performed by the treasurer.

X. CHURCH OPERATIONS MANUAL

A. Policies and Procedures

Church policies and procedures shall be described in the church operations manual. The manual shall be kept in the church office and made available to any member of the church. It shall be maintained and kept current by the Personnel Committee. Changes in policies may be initiated by any church member or organization. Additions, revision, or deletion of church policies requires the recommendation of the church officers, organization, committees, or teams to whom the policy relates. Procedures may be changed by addition, revision, or deletion upon recommendation of the appropriate officer or group. The appropriate group determines the necessity for church approval of the change.

XI. AMENDMENTS

These Bylaws, adopted by the First Baptist Church of Hurst in conference held May 22, 2005, shall supersede all prior resolutions, procedures, and action of the church not in harmony with its provisions. These Bylaws may be amended in the following manner:

- A. Changes in the Bylaws may be made at any called business meeting of the church by a majority vote. Each amendment must be presented in writing at a business meeting at least one month prior to the time the vote is taken. Printed copies of the proposed amendments shall be made available to the membership. Notification of the change shall be made in the church publications and announced from the pulpit prior to the proposed action.