

First Baptist Church of Whitesboro, Texas, Inc. Constitution

Article I Name

The name of the church shall be First Baptist Church of Whitesboro, Texas, Inc. It is a non-profit corporation organized under the Texas Non-Profit Corporation Act. The official location of the church shall be at 129 Center Street, Whitesboro, Texas.

Article II Purpose

The purpose of the church is to glorify God by fulfilling the Great Commandment (Matthew 22:36-40) and the Great Commission (Matthew 28:18-20).

We are, therefore, engaged in the preaching of the Gospel, the witnessing of our Christian faith and experience, the education and spiritual enrichment of the fellowship, the ministry of benevolent services, and the establishing of God's Kingdom throughout all nations.

In Acts 2:42-47 the first church in Jerusalem models the way to function as a healthy, vibrant church. The results are shown in verse 47, "the Lord added to their number daily those who were being saved."

In all we do, either in ministry or in service for our church, our message must be Biblical and our mission balanced. Each of the five New Testament purposes of the church must be in equilibrium for the health of our church to flourish.

These five purposes demonstrated in Acts 2:42-47 define why the church exists:

1. **Worship** – The church exists to worship God. Through worship we grow *stronger*.
2. **Ministry** – The church exists to minister to all people. Through ministry we grow *broader*.
3. **Discipleship** – The church exists to edify and educate God's people. Through discipleship we grow *deeper*.
4. **Fellowship** – The church exists to provide fellowship for believers. Through fellowship we grow *warmer*.
5. **Evangelism** – The church exists to communicate God's Word. Through evangelism we grow *larger*.

May all we do in every activity, either in ministry or in service through committee work, focus on fulfilling one or more of these five purposes that we might remain in God's favor.

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Article III Declaration of Faith

This church is a congregation of people who have accepted the Lord Jesus Christ as their personal Savior, who have been baptized in obedience to His command, and who are united as one body in Christ.

The sole basis of our belief is the Bible, composed of the 66 books of the Old and New Testament. We hold that the Scriptures are infallible and inerrant in the original manuscripts and originated entirely with God. Scripture is the final authority on all matters of faith and practice, and there are no other writings similarly inspired by God.

We believe in one God, existing as Father, Son, and Holy Spirit. Jesus Christ, God's only begotten Son, was born of a virgin, lived a sinless life, and died a substitutionary, sacrificial death. He rose from the dead on the third day and offers salvation to sinful man through personal trusting faith. Those saved are indwelt by the Holy Spirit and become members of the true church, the Body of Christ, until He returns for His own.

This church subscribes to The Baptist Faith and Message, as adopted by the Southern Baptist Convention on June 14, 2000, as its statement of faith.

Article IV Church Government

The government of this church is vested in the body of believers who compose its membership. Each member is entitled to an equal voice and vote in the meetings of the church. This church is subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligation of mutual counsel and cooperation which are common among Baptist churches. Specifically, this church shall be a cooperating member of the Southern Baptist Convention, the Southern Baptists of Texas Convention, and the Grayson Baptist Association.

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Article V Membership

The membership reserves the exclusive right to determine who shall be members of this church and the conditions of such membership. The membership of this church shall consist of those persons who have received Jesus Christ as personal Savior and Lord and who have been received as members of this church in one of the following ways:

- a. On profession of faith in Christ and acknowledgment of His Lordship through baptism by immersion.
- b. On receipt of a letter confirming membership in another church of like faith and order.
- c. On statement of prior profession of faith in Christ and acknowledgment of His Lordship through the symbolic act of baptism by immersion.

Article VI Church Ordinances

The ordinances of this church shall be Baptism and the Lord's Supper.

Article VII Church Officers

The scriptural officers of this church shall be the Pastor and the Deacons. The qualifications of the scriptural officers shall be as stated in the New Testament:

- a. Pastor – I Timothy 3:1-7
- b. Deacons – I Timothy 3:8-13 and Acts 6:3

Non-scriptural officers shall be a Clerk, a Treasurer, an Assistant Treasurer, and Trustees. New non-scriptural officers may be added as the church determines the need for such offices. The By-Laws shall contain a description of the duties and method of selection for each officer. All officers must be members of the church.

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Article VIII By-Laws

This church shall adopt a separate document containing By-Laws to give practical effect to this Constitution. The By-Laws shall be in every way subject to and in harmony with the letter and the intent of this Constitution.

Any member of the church may propose additions or changes to the By-Laws. The Deacons shall review all proposed amendments to ensure consistency with the spiritual and scriptural mission of our church. A two-thirds vote of the Deacons present and voting shall be required to present any proposed amendment to the church membership.

The membership must be notified of any proposed amendment at least 30 days prior to voting on the amendment. Written copies of the proposed amendment shall be distributed to the membership and posted prominently in the church facilities during the 30 days prior to the vote. The By-Laws may be amended by a two-thirds vote of the members present and voting at a regular or called business meeting.

Article IX Constitutional Amendments

Any member of the church may propose additions or changes to this Constitution. The Deacons shall review all proposed amendments to ensure consistency with the spiritual and scriptural mission of our church. An 80% vote of the Deacons present and voting shall be required to present any proposed amendment to the church membership.

The membership must be notified of any proposed amendment at least 30 days prior to voting on the amendment. Written copies of the proposed amendment shall be distributed to the membership and posted prominently in the church facilities during the 30 days prior to the vote. This Constitution may be amended by a ballot vote of 80% of the members present and voting at a regular or called business meeting.

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Article I Membership

Section 1. General

Members of this church shall be persons who have professed Jesus Christ as their personal Savior, who have been baptized by immersion, who have subscribed to the Declaration of Faith outlined in Article III of the Constitution, and who have been received by a majority of the church membership present and voting at any church worship service.

Section 2. Admission of Members

Any person may offer himself or herself as a candidate for membership in this church. Each candidate shall be presented to the church at any regular church service in one of the following ways:

- A. On profession of faith in Christ and acknowledgment of His Lordship through baptism by immersion.
- B. On receipt of a letter confirming membership in another church of like faith and order.
- C. On statement of prior profession of faith in Christ and acknowledgment of His Lordship through the symbolic act of baptism by immersion.

Section 3. Duties and Rights of Members

Members are encouraged to be faithful in the Christian life, to pursue opportunities for Christian growth, to regularly attend services of the church, to provide financial and prayer support for the church, and to actively participate in the work of the church.

Each member of the church is entitled to vote at 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.

Section 4. Termination

Membership in this church may be terminated in one of the following ways:

- A. By letter: By the church granting, upon request, a letter of recommendation directed to any other church of like faith
- B. By erasure:
 1. By joining another church
 2. By voluntary resignation
 3. By exclusion by action of this church
 4. By death

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Section 5. Discipline

It shall be the practice of this church to emphasize to its members that every reasonable measure will be taken to assist any troubled member. The Pastor, other members of the church staff, and Deacons are available for counsel and guidance. The attitude of members toward one another shall be guided by a concern for redemption rather than punishment.

Should some serious condition exist which would cause a member to become a liability to the general welfare of the church, the Pastor and Deacons will take every reasonable measure to resolve the problem in accord with Matthew 18:15-17. However, finding that the welfare of the church will best be served by the exclusion of the member, the church may take this action by a three-fourths majority vote of the members present at a meeting called for this purpose in accordance with Article IV of these By-Laws, and the church may proceed to declare the individual no longer in the membership of the church.

The church may restore to membership any person previously excluded, upon request of the excluded person, and by three-fourths (3/4) vote of the church members present and voting at any regular church service.

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Article II Church Officers and Staff

Section 1. Scriptural Officers

A. Pastor

1. Duties

The Pastor is responsible for leading the church to function as a New Testament church. The Pastor shall work in accordance with this Constitution and By-Laws to:

- a. Lead the staff, organizations, and congregation in performing their tasks
- b. Work with the staff and Deacons in carrying out pastoral ministries in the church and community
- c. Lead the church to engage in a fellowship of worship, witness, education, ministry, and application of biblical principles
- d. Proclaim the Gospel to believers and unbelievers

The Pastor shall be an ex-officio, non-voting member of all committees and organizations of the church.

2. Method of Call

A Pastor Search Committee shall be elected by the membership for the purpose of finding and recommending a qualified candidate for the position of Pastor for the church. The Pastor Search Committee shall be composed of a maximum of eight (8) members – four men and four women.

Guidelines for electing the Pastor Search Committee shall be as follows:

- a. The Deacons shall be responsible for conducting and overseeing the election process.
- b. All resident church members who are not members of the church staff (either ministerial or non-ministerial) and who are at least 18 years of age at the time the election process begins shall be eligible to serve on the committee.
- c. Election ballots shall be distributed by mail to all resident church members within six weeks following the vacancy of the office of Pastor.
- d. A listing of church members who are eligible to serve on the committee shall accompany the ballot.

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- e. Church members shall be directed to vote for no more than four (4) men and no more than four (4) women to serve on the committee.
- f. Church member shall have at least 3 weeks to complete and return their ballots.
- g. Because ballots are distributed by mail, church members shall be directed to sign their ballots to ensure each member has only one vote. Only signed ballots will be counted.
- h. Deacon representatives will canvas the ballots returned and determine the number of votes received by each church member.
- i. At least 20% of the resident membership must return their ballots or the election will be declared invalid. In the event of an invalid election, all returned ballots will be destroyed and the election process will begin again.
- j. Deacon representatives shall contact the four men and four women with the highest number of votes to confirm whether he or she is willing to serve on the committee. If anyone chooses not to serve, the individual (male or female, as appropriate) with the next highest number of votes will be asked to serve. This process will continue until four (4) men and four (4) women have agreed to serve. In the event of a tie, the Deacons shall select the nominee that best serves the demographic needs of the committee.
- k. A husband and wife may not serve together on the committee. Should both a husband and his wife be elected to serve, one of them must decline.
- l. The committee shall be presented to the church during the first possible Sunday morning worship service(s) for a corporate prayer of dedication seeking God's leadership throughout the search process.
- m. If the number of active members of the Pastor Search Committee falls below six (6), the Deacons shall nominate and present to the church for approval the number of additional members required to replenish the committee to eight members (4 men and 4 women).

Guidelines for the operation of the Pastor Search Committee shall be as follows:

- a. Upon election, the committee shall meet and choose their own chairman and secretary.
- b. The committee shall make periodic reports to the church body.

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- c. The committee shall work with the Personnel Committee and the Treasurer to define guidelines for the Pastor's compensation package.
- d. The committee shall work with the prospective pastor to define the detail, within the approved guidelines, of the Pastor's compensation package. The final compensation package will require approval by the church body.
- e. The church shall support the Pastor Search Committee financially in the performance of their duties.
- f. The committee shall bring one recommendation at a time to the church body, and the recommendation shall be considered as a nomination to the church.
- g. The committee shall present the recommended Pastor for consideration by the church body. The prospective pastor shall preach at all Sunday morning worship services. At least one (1) week's notice of such a presentation shall be given to the church body.
- h. On the Sunday evening or Wednesday evening prior to the Sunday services during which the prospective pastor is scheduled to preach, the Chairman of Deacons shall moderate a business meeting to:
 - 1. Present, discuss, and approve the prospective pastor's compensation package, and
 - 2. Present background and biographical information regarding the prospective pastor.
- i. The committee shall arrange for the prospective pastor to meet the church body at a fellowship anytime prior to the Sunday morning worship services.
- j. Immediately after each Sunday morning worship service during which the prospective pastor preaches, the Chairman of Deacons shall moderate a business meeting for the purpose of voting on the prospective pastor. The Pastor Search Committee shall formally nominate the prospective pastor. Voting shall be by ballot, and an affirmative vote of at least eighty percent (80%) of those voting is necessary for approval of the nomination.
- k. Upon approval by the church body, the Pastor Search Committee shall work with the newly elected Pastor regarding the date he is to assume his duties.

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3. Method of Termination

- a. Resignation of Pastor
- b. Dismissal by the church

The Personnel Committee and the Council of Deacons must bring a joint recommendation to the church regarding the dismissal of the Pastor. This recommendation shall be presented to the church at a meeting called for that purpose, and at least one (1) week's notice of the meeting shall be given to the church body. The vote shall be taken by ballot: a vote of at least two-thirds (2/3) of those voting shall be necessary for dismissal.

B. Deacons

1. Duties

In accordance with the New Testament, Deacons are to be servants of the church. Their task shall be to serve with the Pastor and the church staff to:

- a. Care for the church's members and other persons in the community
- b. Provide spiritual leadership and guidance to the various ministries and committees of the church

All committee recommendations shall be presented to the Deacons for their review and input before the recommendations are presented to the church. The purpose of this review shall be to ensure that all recommendations are consistent with the spiritual and scriptural mission of our church.

The Deacons shall also serve as the Finance Committee of the church.

2. Deacon Classifications

- a. The church shall have three types of Deacons:
 1. Active Deacons
 2. Senior Deacons
 3. Inactive Deacons
- b. Active Deacons

Deacons who are not classified as Inactive or Senior Deacons shall be considered Active Deacons. Active Deacons are expected to regularly participate in the activities and ministries of both the church and the Council of Deacons, including:

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1. Regular, systematic attendance at Sunday School and corporate worship and prayer services
2. Regular, systematic attendance at meetings of the Council of Deacons
3. Regular, systematic attendance at church business meetings.

c. Senior Deacons

Senior Deacon status is available for Deacons who are unable to fully participate in Deacon ministry due to age or health concerns. Senior Deacons shall be invited to attend and shall be welcome at all Deacon meetings, ministries, and functions; however, they shall not be subject to any attendance requirements. Senior Deacons who are in attendance shall be entitled to vote on any and all items of business presented at any meeting of the Council of Deacons.

We recognize that the collective wisdom, leadership, and experience of Senior Deacons is a valuable asset to our church. Accordingly, Senior Deacon status shall be considered a gesture of respect and gratitude in recognition of the Deacon's service to our Lord. Senior Deacon status is intended to allow the Deacon to serve as he is able without the guilt and pressure of expected attendance and service requirements. Senior Deacon status shall not be construed to be a mandatory or suggested retirement, nor shall it be used to force Deacons from active service.

Therefore, Senior Deacon status must be requested by the Deacon himself; it cannot be imposed by the Council of Deacons. Such a request shall be made by the Deacon (either in person or in writing) at any meeting of the Council of Deacons. A majority vote of the Council of Deacons shall be required to grant Senior Deacon status. Revocation of Senior Deacon status shall be made in like manner.

d. Inactive Deacons

Deacons may request a temporary leave of absence from active Deacon ministry to attend to health, family, or other personal concerns. Such a request shall be made by the Deacon (either in person or in writing) at any meeting of the Council of Deacons. The request should include the reason for the leave of absence and the expected date of return to active Deacon ministry, if known. A majority vote of the Council of Deacons shall be required to grant Inactive Deacon status.

Deacons may also be involuntarily placed on inactive status. This action shall only be taken when:

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1. The Deacon has not participated in any Deacon activity for one year, and
2. Counseling efforts by the Chairman of Deacons (or his designee) are unsuccessful in restoring the Deacon to active service.

The Chairman of Deacons shall recommend individuals for Inactive status at any meeting of the Council of Deacons. A majority vote of the Council of Deacons shall be required to grant Inactive Deacon status.

Inactive Deacons shall not be entitled to vote on any items of business presented at any meeting of the Council of Deacons, nor shall they be allowed to participate in the serving of the Lords' Supper.

Inactive Deacons may request to return to Active status. Such a request shall be made by the Deacon (either in person or in writing) at any meeting of the Council of Deacons. A majority vote of the Council of Deacons shall be required to grant Active Deacon status.

3. Method of Selection

- a. It is God, not man, who calls Deacons into service. The goals of Deacon election process shall be to:
 - i. Enable each prospective Deacon to recognize God's call on his life.
 - ii. Assist the church membership in recognizing those God has called.
 - iii. Affirm those God has called by ordaining them into service.
- b. The Council of Deacons shall consist of the number of members required to successfully perform its ministries. However, at no time shall the number of active Deacons fall below 20.
- c. When the number of Active Deacons falls below a comfortable level, the Council of Deacons shall request that the Committee on Committees form a Deacon Election Committee to schedule and conduct a Deacon Election. As a general rule, a Deacon Election should not be held unless three or more Deacons are needed.
- d. Any male church member (excluding members of the church ministerial and non-ministerial staff) age twenty-five (25) or over who has been a member of the church for at least one (1) year at the time of the election and who meets the scriptural

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qualifications set forth in Article VII of the Constitution shall be eligible for election as a Deacon.

- e. The Deacon Election Committee shall be composed of no less than six (6) members. At least one of the members must be an Active Deacon. As soon as is practical, the Committee on Committees shall bring to the church a recommended list of six (6) nominees for the Deacon Election Committee including the choice of committee chairman. The church may elect a Deacon Election Committee during any regular or specially called business meeting.
- f. The Deacon Election Committee shall operate according to the following guidelines:
 - i. The Council of Deacons shall provide input to the Deacon Election Committee regarding the number of Deacons needed.
 - ii. The committee, under the leadership of the Holy Spirit, shall make the final decision regarding the number of Deacons elected by evaluating:
 - 1. The results of the nomination process
 - 2. The results of the election
 - 3. The interviews with each of the prospective Deacons
 - iii. Throughout the process, the committee shall refrain from announcing or disclosing the number of Deacons expected to be elected.
 - iv. The committee, under the guidance of the Pastor, shall educate the church family about (1) the qualifications and duties of a Deacon and (2) the Deacon Election process. The church membership shall also be provided with a list of current Deacons.
 - v. The committee shall gather written nominations from the church membership to compile the ballot for the election. The membership shall not be provided a list of eligible men.
 - vi. The committee shall contact the individuals receiving a sufficient number of nominations (as determined by the committee) to verify their willingness to be candidates for election. Each nominee shall be provided with:
 - 1. the scriptural qualifications and duties of a Deacon

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2. a copy of the church's Statement of Faith described in Article III of the Constitution.
 3. A copy of the church's statement of belief regarding the Office of Deacon
- vii. Nominees who accept the nomination within the time period set by the committee shall become candidates for election. Each individual who accepts the nomination shall affirm:
1. He feels called by God to serve as Deacon
 2. He meets the scriptural qualifications
 3. He subscribes to the church's Statement of Faith
 4. He agrees with the church's statement of belief regarding the Office of Deacon
- viii. The committee shall construct the ballot for the election by listing the candidates in alphabetical order. Any candidate who has been previously ordained shall be noted as such on the ballot.
- ix. The committee shall conduct a single election. Runoff elections are discouraged and should be avoided.
- x. The results of both the nomination and election process must be kept confidential. The committee shall not discuss individual nominees with anyone other than the Pastor or Council of Deacons.
- xi. Following the election, the committee shall interview the elected candidates. The candidate's wife shall be present for the interview. During the interview, the committee shall determine whether the candidate:
1. Feels God's call to serve
 2. Meets the scriptural qualifications of a Deacon
 3. Subscribes to the church's Statement of Faith described in Article III of the Constitution.
 4. Agrees with the church's statement of belief regarding the Office of Deacon

The candidate shall have the opportunity to ask questions of the committee and discuss any concerns or doubts that the candidate may have. If concerns arise among the committee as a result of the interview process, they should be discussed privately with the Pastor and/or the Council of Deacons.

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- xii. The list of candidates elected by the church and recommended by the Deacon Election Committee shall be presented to the Ordination Council.

4. Ordination Council

At least two weeks prior to the Deacon Ordination and Induction Service, an Ordination Council will convene. All ordained men who are members of First Baptist Church are welcome to participate in the Ordination Council.

The purpose of the Ordination Council will be to examine each candidate with respect to qualifications. A candidate must be approved by at least 80% of the Deacons present at the Ordination Council before being recommended to the church.

5. Deacon Ordination and Induction Service

A Deacon Ordination and Induction Service shall be held as soon after the election as is practical, under the guidance of the Pastor, to ordain those men selected and recommended as Deacons for the first time and to induct all newly selected and recommended members of the Council of Deacons for the upcoming year. Previous ordination in another church of like faith shall suffice for this church. The purpose of the Deacon Ordination and Induction Service shall be to dedicate the newly elected Deacons to the task for which they have been elected, to recognize the fitness of the men elected to serve, to pray for God's blessing of wisdom and guidance for these men, to educate the church membership with respect to the office of Deacon, and to share a time of fellowship between the church members and the newly elected Deacons. A letter will be sent to the Grayson Baptist Association Office and to each church within the Grayson Baptist Association inviting their ordained persons to participate in the Ordination and Induction Service.

6. Deacon Reinstatement

An individual who has previously been a member of the Council of Deacons of this church may be reinstated to this Council of Deacons, provided that all of the following conditions are met:

- a. The Deacon's membership was terminated due to the transfer of letter to another church of like faith and order.
- b. At least six months have elapsed since the Deacon re-joined our church.
- c. 80% of the Deacons present and voting at a regular or special Deacon's meeting approve the reinstatement.

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- d. A majority of church members present and voting at a regular or special business meeting approve the reinstatement.

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7. Deacons Ordained in Other Churches

A Deacon ordained in another church may be admitted to the Council of Deacons if all of the following conditions are met:

- a. The Deacon was ordained by a church of like faith and order.
- b. At least six months have elapsed since the Deacon joined our church.
- c. The Pastor and Deacon Officers gather positive recommendations from the Deacon's former Pastor and/or Chairman of Deacons regarding his prior service
- d. The Pastor and Deacon Officers interview the Deacon to determine whether he:
 - i. Meets the scriptural qualifications of a Deacon
 - ii. Subscribes to the church's Statement of Faith as described in Article III of the Constitution
 - iii. Agrees with the church's statement of belief regarding the Office of Deacon
- e. The Pastor and Deacon Officers unanimously recommend admission to the Council and 80% of the Deacons present and voting at a regular or special Deacon's meeting approve.
- f. A majority of church members present and voting at a regular or special business meeting approve the Deacon's admission to the Council.

Section 2. Other Officers

A. Trustees

1. Duties

The Trustees shall advise and represent the church in all legal matters and transactions which arise or are required as a consequence of the church as an organized entity. This shall include serving as officers of the corporation. The Trustees shall recommend engagement of professional legal counsel as required.

The Trustees shall negotiate and execute contracts, insuring adequacy and legality of such instruments as bonds, liability insurance, deeds, sale of real property, purchases of property, leases or rental of property, and other such legal documents related to church-approved matters. The Trustees shall maintain an up-to-date accurate and adequate record of all legal transactions and documents including, but not limited to, all items mentioned above. The Trustees shall make

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provisions for and assure the safekeeping of these transactions and documents in a bank safety deposit box.

The Trustees shall only act as they have been empowered by the church or the Council of Deacons. The Council of Deacons shall have the authority to empower the Trustees to enter into legally binding contracts and agreements concerning ordinary matters that arise in the normal course of church business (such as bonds and insurance policies.) The church membership must grant the Trustees authority in transactions concerning unusual or non-recurring matters (such as purchases and sales of vehicles or real property).

2. Method of Selection

The church shall at all times have a minimum of three (3) Trustees nominated by the Council of Deacons and approved by the church. Trustees may be replaced or the body of Trustees may be expanded as required due to the death, resignation, or incapacitation of one or more Trustees. The church shall approve the list of corporate officers annually at the January business meeting.

B. Clerk

1. Duties

The Clerk shall be responsible for keeping minutes of all official actions of the church, except as otherwise herein provided. The Clerk shall be responsible for keeping a register of names of members, with dates of admission, dismissal, death, or erasure, together with a record of baptisms. The Clerk shall issue letters of dismissal voted by the church, preserve on file all communications and written official reports, and give required notice of all meetings where notice is necessary, as indicated in these By-Laws. The Clerk shall be responsible for preparing the annual letter of the church to the association.

The church may delegate some of the clerical responsibilities to a church secretary who will assist the elected Clerk. All church records are church property and shall be kept in the church office.

2. Method of Selection

The church shall elect a Clerk annually. The Nominating Committee shall nominate a candidate each year, term of office to begin on October 1 and to end on September 30.

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C. Treasurer

1. Duties

It shall be the duty of the Treasurer to receive, preserve, and pay out, upon receipt of vouchers approved and signed by authorized personnel, all money or things of value paid or given to the church, keeping at all times an itemized account of all receipts and disbursements. It shall be the duty of the Treasurer to render to the church at each regular business meeting an itemized report of the receipts and disbursements of the preceding period. The Treasurer's report and records shall be audited annually by an auditing committee or public accountant. The Treasurer shall be bonded, the church paying for the bond.

Upon rendering the annual account at the end of each fiscal year and its acceptance and approval by the church, the records shall be delivered by the Treasurer to the church Clerk, who shall keep and preserve the account as a part of the permanent records of the church.

2. Method of Selection

The church shall elect a Treasurer annually. The Nominating Committee shall nominate a candidate each year, term of office to begin on October 1 and to end on September 30. The Treasurer must be an Active Deacon.

D. Assistant Treasurer

1. Duties

It shall be the duty of the Assistant Treasurer to support the Treasurer in the execution of his duties. The Assistant Treasurer shall be under the direction of the Treasurer, and shall be able to act in the Treasurer's behalf during his absence. The Assistant Treasurer shall be bonded, the church paying for the bond.

2. Method of Selection

The church shall elect an Assistant Treasurer annually. The Nominating Committee shall nominate a candidate each year, term of office to begin on October 1 and to end on September 30.

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Section 3. Staff

A. Ministerial Staff (Minister of Education, Minister of Music, Minister to Senior Adults, Youth Minister, etc.)

The ministerial staff shall be called and employed as the church determines the need of such offices. A job description shall be written by the Personnel Committee in cooperation with the Pastor. A search committee shall be elected by the membership to work with the Pastor for the purpose of finding and recommending a qualified candidate. A three-fourths (3/4) vote of members present and voting at a regular or special business meeting is required for election to the ministerial staff. Written notice of the planned election shall be given to all church members at least one (1) week prior to the meeting. Termination of employment shall be handled in a like manner except that a two-thirds (2/3) vote shall be sufficient. Termination of employment requires a joint recommendation of the Personnel Committee and the Council of Deacons. The search committee shall be composed of a maximum of seven (7) members. The Committee on Committees shall bring to the church a recommended list of nominations for election to the search committee who meet the following qualifications:

1. Are active in major church organizations
2. Are representative of the church membership
3. Have agreed to serve if elected

The search committee must contain a minimum of one (1) representative from each of the Personnel and Finance committees, and representatives from the ministry areas in which the proposed ministerial staff will serve. If the number of active members of the search committee falls below five (5), the committee shall be replenished to seven (7) members by the procedure just defined, except the number of nominations shall be that of the vacancies to be filled. This committee will follow the same basic operational guidelines as outlined by Article II, Section 1, items a - f for the Pastor Search Committee. Upon approval by the church body, the search committee shall work with the newly elected staff member regarding the date when their duties will begin.

Each ministerial staff member will be under the direction of the Pastor, who is the principal executive officer of the church, or designated ministerial staff member as defined by the Pastor with approval of the Personnel Committee. The compensation package for each staff member shall be as recommended by the Personnel Committee and Finance Committee and approved by the church body.

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B. Non-Ministerial Staff (Secretaries, Custodians, etc.)

Non-ministerial staff members shall be employed by the church as the need arises. The Personnel Committee in coordination with the Pastor shall have the authority and responsibility for employment and termination of all non-ministerial staff members. Job descriptions and compensation packages shall be determined by the Personnel Committee within the constraints of the church budget for non-ministerial staff.

Section 4. Delegates

A. Delegates

1. Duties

The church may, from time to time, elect delegates to represent the church at various meetings and conventions. Delegates shall be mindful that they represent the entire church in such meetings, and they shall ensure that all of their votes, proposals, and discussions are consistent with the spiritual and scriptural mission of our church.

2. Method of Selection

Delegates shall be nominated by the Nominating Committee or the Council of Deacons and approved by the church at any regular or specially called business meeting.

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Article III

Church Ministries

In or to fulfill the purpose of the church outlined in Article II of the Constitution, the church shall maintain programs of Bible teachings; member training; church leader training; new member orientation; mission education, action, and support; and music education, training, and performance. All organizations related to the church programs shall be under church control, all officers and lay leaders being members of the church, elected by the church, and reporting regularly to the church, and all program activities subject to church coordination and approval. Notwithstanding the previous sentence, any person who is not a member of the church but is serving in a lay leadership position at the time of the adoption of these By-Laws may continue to serve in that position. Lay leaders for all church Ministries shall be recommended by the Nominating Committee and approved by church.

A special committee of the church shall develop a Church Ministry Handbook. The Committee on Committees shall be responsible for nominating the members for this special committee. The Church Ministry Handbook Committee shall coordinate their work with the Pastor, Ministerial Staff, and appropriate lay leaders. For each ministry, the handbook shall contain:

1. A description of the ministry
2. The purpose(s) of the ministry as outlined in Article II of the Constitution
3. The ministry's mission or vision statement
4. The individuals or groups that the ministry serves or benefits
5. The Ministerial Staff member(s) responsible for guiding the ministry
6. The lay leader(s) or committee(s) responsible for leading the ministry
7. A listing of the lay leaders to be recruited by the Nominating Committee

After adoption, the Ministerial Staff or the Council of Deacons shall review the handbook at least annually and recommend changes for the church to consider. All additions, revisions, or deletions to the Church Ministry Handbook shall require approval by a majority of those present and voting at a regular or called business meeting.

Ministries shall be allowed to operate on a temporary or trial basis for up to six months without amending the Church Ministry Handbook.

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Article IV Church Meetings and Worship Services

Section 1. Worship Services

The church shall meet regularly each Sunday morning, Sunday evening, and Wednesday evening for the worship of Almighty God. Prayer, praise, preaching, instruction, and evangelism shall be among the ingredients of these services. The Pastor shall direct the services for all the church members and for all others who may choose to attend. It shall be the responsibility of the Council of Deacons to arrange for pulpit supply and/or an interim Pastor during the vacancy of the office of Pastor.

Section 2. Special Services

Revival services and any other church meetings essential to the advancement of the church's objectives shall be placed on the church calendar.

Section 3. Regular Business Meetings

The church shall hold regular business meetings once each quarter.

Section 4. Special Business Meetings

The church may conduct called business meetings to consider matters of special nature and significance. These meetings may be called by the Pastor or the Council of Deacons. A one (1) week notice must be given for the specially called business meeting unless extreme urgency renders such notice impractical. The notice must be given in such a manner that all resident members have opportunity to know of the meeting.

Section 5. Quorum

The quorum consists of those members who attend the business meeting, provided it is a stated meeting or one that has been properly called.

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Section 6. Parliamentary Rules

Robert's Rules of Order, Revised is the authority for parliamentary rules of procedure for all business meetings of the church. Unless otherwise stated in the Constitution or By-Laws, a majority is required for approval of nominations and motions. The moderator for all business meetings shall be the Pastor or his designee. In the absence of a Pastor, the Council of Deacons shall be responsible for designating a moderator. A written ballot shall be required for any election in which more than one candidate is nominated for the same office. In the case of a tie vote on a motion, the motion is lost. The moderator shall not cast the deciding vote.

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Article V Church Committees

Section 1. List of Standing Committees

The following church committees shall function on a regular basis to assist the church in achieving its mission:

- Audio / Visual Committee
- Benevolence Committee
- Bereavement Committee
- Budget Committee
- Building and Grounds Committee
- Bus Committee
- Children's / Preschool Committee
- Committee on Committees
- Decorations Committee
- Fellowship Committee
- Finance Committee
- Library Committee
- Long-Range Planning Committee
- Missions Committee
- Nominating Committee
- Ordinance Committee
- Personnel Committee
- Senior Adult Advisory Committee
- Technology Committee
- Teller Committee
- Usher / Welcoming Committee
- Youth Advisory Committee

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Section 2. General Policies

Terms of all standing committees will begin on January 1 of each year.

- New members of the Personnel Committee will serve four (4) year terms.
- New members of the Senior Adult Advisory Committee shall serve one (1) year terms.
- New members of all other standing committees will serve three (3) year terms.
- A person filling an unexpired term on any committee will serve the remainder of that specific unexpired term.
- Except as otherwise provided in these By-Laws, the initial committee members of any new standing committees will draw for a one-, two-, or three-year term.

A person shall serve as an at-large member on no more than two (2) standing committees at a time, except for the following:

1. Members of the Usher / Welcoming Committee are permitted to serve on two (2) committees in addition to the Usher / Welcoming Committee.
2. Members of the Teller Committee are permitted to serve on two (2) committees in addition to the Teller Committee.
3. Members who are automatically placed on a committee as a result of their role or position in another church organization or committee shall be able to exclude the role-based committee from the two-committee limitation. Committees with role-based members are as follows:

Committee	Role-Based Members
Budget	Treasurer Assistant Treasurer Sunday School Superintendent Chairman of the Personnel Committee Chairman of the Missions Committee Chairman of the Youth Advisory Committee Chairman of the Children's / Preschool Committee
Finance	Deacons
Missions	Women on Mission Director Brotherhood Director

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Committee	Role-Based Members
Children's / Preschool	Preschool Division Sunday School Director Children's Division Sunday School Director Preschool & Children's Choir Directors AWANA Commander ARK Director Nursery Coordinator

No person shall serve as chairman of more than one standing committee at a time.

All standing committees are subject to expansion and their duties may be changed as the need arises. New standing committees shall be established as the need arises. All such changes shall be made in accordance with Article VIII of the Constitution.

All standing committees shall cooperate and coordinate their work with the Pastor, who is an ex-officio member of all standing committees.

The chairman of each standing committee shall be nominated by the Committee on Committees for approval by the church, except as otherwise noted in Section 3. Committee Organizations and Functions. A person may serve as chairman of the same standing committee no more than two (2) years in succession.

Any committee (both standing and non-standing) recommendation to the church requires a majority vote of the entire committee membership.

Any committee (both standing and non-standing) may operate temporarily without the number of members required in these By-Laws, provided that the Committee on Committees is notified of the deficiency. Should a deficiency persist for more than 6 months, the committee must request the approval of the church to continue operating without the prescribed number of members. Should the committee wish to permanently reduce the required number of members, these By-Laws must be amended in accordance with Article VIII of the Constitution.

All members of both standing and non-standing committees must be members of the church. However, any person who is not a member of the church but is serving on a committee at the time of the adoption of these By-Laws may continue to serve on that committee.

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Section 3. Committee Organization and Functions

A. Audio / Visual Committee

1. Organization

The Audio Committee shall be composed of not less than six (6) at-large members nominated by the Committee on Committees and approved by the church.

2. Functions

The committee minister to the church through the maintenance, operation, and use of audio visual equipment to enhance worship, ministry, discipleship, fellowship, and evangelism. The committee shall enlist and train operators for the sound and media equipment used during church functions. The committee shall operate the worship center sound equipment during all church functions as needed. The committee shall evaluate equipment needs such as repair and purchase of equipment. The committee shall establish guidelines for the use of all sound and video equipment, including equipment used outside the worship center. The committee shall work closely with the Minister of Music and the Pastor in the execution of meaningful worship.

3. Reporting

The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.

B. Benevolence Committee

1. Organization

The Benevolence Committee shall be composed of not less than three (3) at-large members nominated by the Committee on Committees and approved by the church.

2. Functions

The committee shall oversee the church's benevolent ministries which benefit church members and area residents. The committee shall administer the James 1:27 Fund, including promoting fundraising efforts as required and approving all disbursements.

3. Reporting

The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.

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C. Bereavement Committee

1. Organization

The Bereavement Committee shall be composed of not less than six (6) at-large members nominated by the Committee on Committees and approved by the church.

2. Functions

The committee shall work with the Pastor, staff, and Deacons to minister to the needs of bereaved church members.

3. Reporting

The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.

D. Budget Committee

1. Organization

The Budget Committee shall be composed of the following: Treasurer, Assistant Treasurer, Sunday School Director, Chairman of the Personnel Committee, Chairman of the Missions Committee, Chairman of the Youth Advisory Committee, Chairman of the Children's / Preschool Committee, and two (2) at-large members nominated by the Committee on Committees and approved by the church. The Treasurer shall serve as chairman of this committee.

2. Functions

The committee shall, in consultation with the appropriate church staff and church organizations, prepare the annual church budget. All Ministerial Staff members shall be required to meet with the committee to present and discuss their ministries' budget requirements.

3. Reporting

The committee shall submit a preliminary budget to the Council of Deacons at their regular October meeting. The committee shall submit the budget to the church annually at the business meeting indicated on Attachment 1.

E. Building and Grounds Committee

1. Organization

The Building and Grounds Committee shall be composed of not less than six (6) at-large members nominated by the Committee on Committees and approved by the church.

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2. Functions

The committee shall minister to the church by maintaining church facilities so that they are welcoming, pleasant, and in sound working order. The committee shall be responsible for the maintenance and repair of all church buildings, equipment and grounds, including purchases of maintenance supplies and equipment. The committee shall be responsible for all landscaping and ground keeping. The committee shall recommend and, after approval by the church, enforce policy concerning the renovation of any or all part(s) of the church owned building(s). The committee shall be responsible for the maintenance and use of all church owned equipment not assigned to other committees. The committee shall maintain an inventory of all church property.

3. Reporting

The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.

F. Bus Committee

1. Organization

The Bus Committee shall be composed of not less than six (6) at-large members nominated by the Committee on Committees and approved by the church.

2. Functions

The committee shall recommend and, after approval by the church, enforce policy concerning the scheduling and use of church-owned vehicles. The committee shall maintain an inventory of all church vehicles. The committee shall be responsible for the maintenance, inspection, and licensing of all church-owned vehicles. The committee shall also be responsible for initiating any retirements, sales, or purchases of church-owned vehicles.

3. Reporting

The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.

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G. Children's / Preschool Committee

1. Organization

The Children's / Preschool Committee shall be composed of the Preschool Division Sunday School Director, the Children's Division Sunday School Director, all Preschool and Children's choir directors, the AWANA Commander, the ARK Director, the Nursery Coordinator, and two at-large parents (a mother and a father from different families) nominated by the Committee on Committees and approved by the church. The Minister to Children shall serve as Chair of this committee. If this ministry position is not currently staffed, the recommendation of a chair shall revert to the Committee on Committees.

2. Functions: Assist the Minister to Children in ministering to the children of our church and community.

- a. Provide opportunities for sharing information about concerns in each of the program areas.
- b. Provide opportunities to resolve philosophical, procedural, and scheduling problems.
- c. Develop procedures for cooperative use of equipment, supplies, and space.
- d. Plan for training of workers, as appropriate.
- e. Coordinate age-division visitation, enlistment, and activities.
- f. Refer appropriate matters to the church staff and Council of Deacons.
- g. Recommend and publicize policies and procedures.
- h. Support the Vacation Bible School Director in the delivery of the church's Vacation Bible School ministry.

3. Reporting

The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.

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H. Committee on Committees

1. Organization

The Committee on Committees shall be composed of not less than eight (8) at-large members – two representatives from each of the four adult Sunday School departments (Adult I, II, III, and IV). For the purpose of electing the Committee on Committees, the Sanctuary Class shall be considered to be part of Adult III, the Ladies (Parlor) Class shall be considered part of Adult II, and the College and Career Class shall be considered part of Adult I.

The Committee on Committees shall be elected through the Sunday School departments on the first Sunday in October, as follows:

- a. The Chairman of the Committee on Committees shall be responsible for insuring that the election takes place in the appropriate Sunday School departments. The chairman shall contact the appropriate Sunday School department director(s) and inform them of the need to conduct an election at least four (4) weeks in advance of the election date.
- b. The Sunday School department director(s) shall prepare ballots listing all of the Sunday School department's members who are eligible for election to the Committee on Committees. Only those individuals who are members of the church are eligible for election to the Committee on Committees.
- c. The Sunday School department director(s) shall take care to include all associate members (those who are teaching in other areas) in the election process. Associate members should be included on the ballot and be given an opportunity to vote with their home department.
- d. The director shall announce the upcoming election at least two weeks in advance and encourage members to be in attendance on election day.
- e. The ballot shall direct members to vote for two representatives. The Sunday School department director shall tally the results and report to the chairman of the Committee on Committees. The chairman shall contact the individuals receiving the highest number of votes and confirm their willingness to serve. If an individual declines to serve, the individual receiving the next highest number of votes will be asked to serve. This process will continue until the required number of representatives has been confirmed.
- f. Members must be in attendance in order to vote. There is no provision for absentee or proxy voting.

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- g. The committee shall be presented to the church prior to January 1 for approval.
- h. The Committee on Committees shall elect its own chairman annually. An individual can serve no more than two consecutive terms as chairman.

If the number of committee members falls below eight, the Committee on Committees shall be replenished by conducting an election, using the procedures described above, to fill the unexpired term(s) of the vacant position(s). Such election shall be held as soon as is practical in the appropriate Sunday School departments.

Upon the initial formation of the committee following the approval of these By-Laws, the current members of the Committee on Committees shall become the representatives of their Sunday School departments. An election shall be held as soon as is practical in accordance with the procedures prescribed above to elect the additional representatives required. The representatives from Adult I and Adult II shall serve a one-year term, the representatives from Adult III shall serve a two-year term, and the representatives from Adult IV shall serve a three-year term. The terms of the existing committee members shall be modified as necessary to conform to this rotation schedule. Thereafter, all committee members shall serve three-year terms.

2. Functions

The Committee on Committees shall minister to the church by recommending all members of all standing committees (except for the Senior Adult Advisory Committee), including members to fill vacancies. The committee is also responsible for staffing special committees as indicated elsewhere in these By-Laws (e.g., Deacon Election Committee, Ministerial Staff Search committees, etc.) All recommendations by the committee shall be brought to the church for approval.

3. Reporting

The committee shall bring written reports of its recommendations to the church as follows:

- a. Nominations for all standing committees at (or before) the business meeting indicated on Attachment 1.
- c. All other nominations to fill vacancies on an as needed basis.

I. Decorations Committee

1. Organization

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The Decorations Committee shall be composed of not less than six (6) at-large members nominated by the Committee on Committees and approved by the church.

2. Functions

The committee shall minister to the church by enhancing worship through the use of decorations. They shall be responsible for securing, arranging, and disposing of all decorations in the church auditorium and other church facilities.

3. Reporting

The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.

J. Fellowship Committee

1. Organization

The Fellowship Committee shall be composed of not less than six (6) at-large members nominated by the Committee on Committees and approved by the church. The chairman of this committee shall serve as the Church Host(ess).

2. Functions

The committee shall minister to the church by developing activities and programs which foster an atmosphere of fellowship and Christian love. They shall arrange all church-wide social events such as fellowships, receptions, denominational activities, seasonal socials, anniversaries, and other special occasions. The committee shall coordinate their activities for such events with other committees and organizations of the church. The committee shall make arrangements for such social events in relation to preparation of facilities, food, serving, and restoring orderliness and cleanliness to the facilities. The committee shall be responsible to the church for the storage, safekeeping, maintenance and use of such equipment relating to social events (silver service, punch bowl, glassware, etc.).

3. Reporting

The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.

K. Finance Committee

1. Organization

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The Council of Deacons shall serve as the Finance Committee of the church. The Council of Deacons may, at its discretion, delegate certain financial responsibilities to a sub-committee of Deacons.

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2. Functions

The committee shall review the financial transactions of the church and, in conjunction with the appropriate members of the church organizations, make recommendations to the church in establishing the financial policies of the church. The committee shall review and approve the annual church budget prior to presentation to the church. The committee shall review and approve the Treasurer's report prior to presentation to the church. The committee shall review and approve any non-budgeted expenditures. Non-budgeted expenditures in excess of \$5,000 shall be presented to the church for final approval.

3. Reporting

In addition to the Treasurer's report, the committee shall report to the church on an as-needed basis.

L. Library Committee

1. Organization

The Library Committee shall be composed of not less than three (3) at-large members nominated by the Committee on Committees and approved by the church.

2. Functions

This committee facilitate the Christian growth and discipleship of church members by maintaining the Church Library. They shall select, receive, and organize both printed materials and audio visual materials for the Library shall be responsible for promoting the use of the Library and its resources.

3. Reporting

The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.

M. Long-Range Planning Committee

1. Organization

The Long-Range Planning Committee shall be composed of not less than six (6) at-large members nominated by the Committee on Committees and approved by the church.

2. Functions

This committee shall, with the guidance of the Pastor and other ministerial staff, formulate and recommend the framework upon which our church will grow and develop. This committee shall develop both near- and long-term plans and establish priorities. Areas to be addressed will include but not be limited to:

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- a. Physical plant
 - b. Additions to the ministerial staff
 - c. Areas of ministry
 - d. Mission Outreach
3. Reporting

The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.

N. Missions Committee

1. Organization

The Missions Committee shall be composed of the Director of Women on Mission, the Director of Brotherhood, and six (6) at-large members of the congregation.

2. Functions

This committee shall lead the church in the establishment of mission programs, emphases, education, and activities in accordance with Acts 1:8. They shall assist the men's and women's mission organizations in promoting and coordinating church-wide mission programs. The committee will lend assistance as needed to any existing church elected committee for the purpose of strengthening missions beyond the local church. The committee shall represent the church in matters pertaining to missions with Grayson Baptist Association, Southern Baptist of Texas Convention, International Mission Board, and North American Mission Board. The committee shall recommend representatives to the church to serve on community-wide mission boards, activities, and/or projects. The committee shall communicate and promote missions and missionary activities, needs, and successes. The committee shall communicate and promote mission opportunities for individuals, groups, or the church collectively. The committee shall assist the Finance Committee in recommending mission expenditures in the church budget. The committee shall establish goals for the various denominational mission offerings (e.g., Lottie Moon, Annie Armstrong, Reach Texas, etc.).

3. Reporting

The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.

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O. Nominating Committee

1. Organization

The Nominating Committee shall be composed of not less than six (6) at-large members nominated by the Committee on Committees and approved by the church.

2. Functions

This committee shall enhance and strengthen the ministries of the church by prayerfully recommending all organizational lay leaders to the church for election. The committee will be responsible for informing all lay leaders of their specific duties before election by the church. The committee will make sure that all lay leaders have personally accepted their respective leadership roles before recommending them to the church for election. Finally, the committee shall notify lay leaders of their election by the church.

3. Reporting

The committee shall bring written reports of its recommendations to the church as follows:

- a. Nominations for all Sunday School and Church Training staff at (or before) the business meeting indicated on Attachment 1.
- b. All other nominations on an as needed basis.

P. Ordinance Committee

1. Organization

The Ordinance Committee shall be composed of not less than six (6) at-large members nominated by the Committee on Committees and approved by the church.

2. Functions

The committee shall enhance worship by assisting in the administration of the ordinances of the church: Baptism and the Lord's Supper. They shall assist the Pastor in scheduling baptism, and shall assist the Pastor or his appointees and the baptismal candidate(s) during the ordinance of baptism. The committee shall be responsible for arranging for the preparation of the baptistery and for robe and towel laundry and storage. The committee shall obtain and prepare the elements used during the Lord's Supper. The committee shall be responsible for the maintenance, cleaning, and storing of the equipment and supplies used during the Lord's Supper.

3. Reporting

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The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.

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Q. Personnel Committee

1. Organization

The Personnel Committee shall be composed of four Deacons and two female members nominated by the Committee on Committees and approved by the church. The term of service for each shall be four years, and alternating terms shall be established. The Church Treasurer shall be one of the members of the committee, or he must be consulted by the committee before it makes decisions involving finances.

2. Functions

The committee shall assist the church in matters relating to employed personnel selection and administration. The committee shall define and document duties and responsibilities for all staff members. The work of the committee includes such areas as determining staff needs, employment, salaries, benefits, other compensation, policies, job descriptions, and personnel services. The committee shall be responsible for writing and maintaining a personnel manual.

3. Reporting

The committee shall bring written reports to the church on an as needed basis and annually at the business meeting indicated on Attachment 1. The annual report shall summarize committee activities, accomplishments, and plans.

R. Senior Adult Advisory Committee

1. Organization

The Senior Adult Advisory Committee shall be composed of not less than eight (8) at-large members elected by the Senior Adults and approved by the church. The Minister to Senior Adults shall be responsible for conducting the election and presenting the members of the committee for church approval at the business meeting indicated in Attachment 1. This presentation should be done in conjunction with the committee's annual written report, as discussed below. All members of the committee shall serve one-year terms. The Minister to Senior Adults shall serve as chairman of the committee.

2. Functions

The committee shall assist the Minister to Senior Adults in coordinating and promoting the Senior Adult Ministry. They shall be responsible for developing an annual calendar of events, appointing the necessary officers and directors for the Ministry's monthly luncheons, evaluating the effectiveness of current ministries, recommending new ministries, and securing the appropriate ministry volunteers.

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3. Reporting

The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.

S. Technology Committee

1. Organization

The Technology Committee shall be composed of not less than six (6) at-large members nominated by the Committee on Committees and approved by the church.

2. Functions

The committee shall minister to the church by purchasing, installing, and maintaining the technological equipment and resources that support the various ministries and administrative functions of the church. They shall be responsible for the purchase, installation, and maintenance of the computer hardware and software used by the church. The committee shall also be responsible for establishing and maintaining Internet access, e-mail, and the church web site.

3. Reporting

The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.

T. Teller Committee

1. Organization

The Teller Committee shall be composed of not less than six (6) at-large members nominated by the Committee on Committees and approved by the church.

2. Functions

The Teller Committee shall monitor receipt of all contributions, open and verify all offering envelopes, count money, document distribution of offerings, and prepare and make all bank deposits. These duties shall be performed with at least two (2) committee members present. The committee may secure additional church members to help under the committee's supervision on a limited basis, that limited basis being: opening and verifying offering envelopes and counting money. Persons shall not participate in the above activities who are responsible for posting or maintaining accounting records of the church. The committee shall make reports of all receipts to the Church Treasurer, the Financial Secretary, or other properly designated persons. The committee shall be alert to the necessity of protecting against robbery while counting or transporting funds and

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shall establish procedures to mitigate this possibility. The committee shall, in carrying out its duties, comply with written procedures and internal controls established by the Finance Committee.

3. Reporting

The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.

U. Usher / Welcoming Committee

1. Organization

The Usher / Welcoming Committee shall be composed of not less than six (6) at-large members nominated by the Committee on Committees and approved by the church. There will be a chairman and vice-chairman.

2. Functions

The Usher / Welcoming Committee shall minister to the church and its guests by creating a friendly, welcoming environment at all church services including revivals, special music programs, and other services as included in scheduled church-wide events. The committee shall be responsible for staffing the guest Welcome Center and escorting visitors to the appropriate Sunday School and worship locations. The committee shall promote a reverent atmosphere in the sanctuary during worship services. The committee shall assist members and guests before and after the services at appropriate locations on the church campus and facilities.

3. Reporting

The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.

V. Youth Advisory Committee

1. Organization

The Youth Advisory Committee shall be composed of not less than six (6) at-large members nominated by the Committee on Committees and approved by the church. The Youth Minister shall serve as chairman of the committee.

2. Functions

The committee shall assist the Youth Minister in ministering to the youth of our church and community. They shall coordinate their efforts with any student-led youth leadership organization.

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3. Reporting

The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.

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Article VI

Church Policies and Procedures

A special committee of the church shall develop a church policy and procedure manual to include church policies, procedures, and organization charts depicting lines of responsibility in the administration of the church. The manual shall be kept in the church office and made available for use there by any member of the church. The church secretary shall maintain the manual. The Council of Deacons or a special committee shall review the manual at least annually, with authority to recommend changes for the church to consider. Any church member or church organization may initiate suggested changes in the manual.

Addition, revision, or deletion of church policies must be approved by the Council of Deacons and by the church. Addition, revision, or deletion of the church procedures require approval by the Council of Deacons but do not require church approval unless such approval is deemed appropriate by the Council of Deacons. Prior to approval, all changes to church policies or procedures are to be discussed with the church officer or organization to whose area of assignment the policy or procedure relates.

The Committee on Committees shall be responsible for nominating the members for this special committee.

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Article VII

Church Finances

Section 1. Budget

The church shall operate on a budget adopted by the church. No staff member or organization within the church shall exceed the budget unless authorized. The Finance Committee shall have the authority to approve non-budgeted expenditures of \$5,000 or less. Non-budgeted expenditures in excess of \$5,000 must be approved by both the Finance Committee and the church.

The Budget Committee, in consultation with the Council of Deacons and other organizations within the church, shall prepare the budget and submit it for approval by the Council of Deacons and the church. The budget shall be inclusive, indicating by category / account the amount needed for all expenses.

Section 2. Accounting Procedures

All church funds received for any and all purposes shall pass through the hands of the church Treasurer or Financial Secretary to be properly recorded on the books of the church. Those who have responsibility for handling of funds shall be bonded, the church paying the bond.

All books, records, and accounts of the church shall be open to inspection at any time by any member of the church upon request to the Finance Committee, except that all pledge cards or member contribution records shall be kept strictly confidential and shall be open to inspection only by the Treasurer or Financial Secretary. A system of accounting policies and procedures that will adequately provide for the proper handling of all church funds shall be the responsibility of the Finance Committee.

Section 3. Fiscal Year

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

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Article VIII Theological Distinctives

Section 1. Marriage

The Scriptures define marriage as the permanent, exclusive, comprehensive, and conjugal "one flesh" union of one man and one woman.

We believe that God wonderfully and immutably creates each person as either male or female, and that these two distinct, complementary sexes together reflect the image and nature of God.

We believe marriage is instituted by God, not government, is between one man and one woman, and is the only context for sexual desire and expression.

We believe marriage is the uniting of one genetic male (hereinafter referred to as "man") and one genetic female (hereinafter referred to as "woman") in covenant commitment for a lifetime.

Section 2. Church Marriage Policy

Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, this Church will only recognize marriages between a biological man and a biological woman. Further, identifying as a different biological sex does not change someone's biological sex. Therefore, the pastors and staff of this Church shall only participate in weddings and solemnized marriages between one man and one woman. Furthermore, the facilities and property of this Church shall only host weddings between one man and one woman.

Section 3. Sexual Identity

God created mankind in His image: male (man) and female (woman) at birth, sexually different but with equal personal dignity. We believe that this creation is a fixed matter of human biology, not individual choice. We believe that God created marriage to be exclusively the union of one man and one woman, and that intimate sexual activity is to occur exclusively within that union. Therefore, all individuals should affirm their biological sex at birth and refrain from any and all attempts to physically change, alter, or disagree with the same.

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Section 4. Pronouns

The Church will refer to members by their biological pronouns, as per the created order, revealed in Scripture. Personal requests for pronoun usage, inconsistent with one's biological sex, will not be entertained.

Section 5. Restrooms

Accordingly, it is required that individuals will use the restroom facility that is designated for their genetic makeup. Identifying as an opposite biological sex is not an exception to this rule.

Section 6. Biological Sex Representation

We affirm that gender identity is determined by God through biological sex and not by self-perception. Therefore, the Church will not participate in any deceptive biological sex representations. Identifying as a biological sex does not make someone that biological sex. Church leadership will not knowingly or willingly attempt to deceive its members of someone's biological sex. The Church has the right to inform members and parents concerning any attempts to deceive others concerning biological sex. Minors who present as an opposite sex may be denied permission to attend certain trips and activities if it is in the best interest and protection of the Church.

Section 7. Social Transitioning Policy

The Church counsels against social transitioning. A social transition includes changing dress or grooming, or changing a name or pronouns, to present oneself as other than his or her biological sex at birth. The Church advises that those who socially transition may experience some Church restrictions for the duration of this transition attempt.

Section 8. Sexual Abuse Policy

This church will restrict leadership opportunities to anyone who has committed sexual abuse. The church is expected to be a place free from such entanglements. This church will have a zero tolerance for sexual abuse. This church will be a safe and protected place for all.

This church will run background checks on those working with children. For those who have a history of sexual abuse that does not show up on a background check, they are expected to disclose this to church leadership before assuming any roles beyond mere attendance. While church attendance is available to all, church leadership has a higher standard.

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Those who have been guilty of, convicted, or credibly accused of sexual abuse, may be put on a "church safety plan" by church staff. This safety plan may limit places and age groups this person may be involved with at our church. This plan will be drafted by leadership and signed in order to attend church.

This church encourages anyone who has been a victim of abuse by its personnel to report it to authorities. We also regularly ask that anyone in the church who (a) believes he or she has personally experienced child abuse or sexual harassment, or (b) observes it happen to someone else, bring this conduct into the light by means of a secure report to church leadership.

Anytime the church receives a report of suspected child abuse or sexual harassment, the church will investigate those situations immediately and, if warranted, take the appropriate action to report it to local authorities and remove individuals from church leadership.

In the case of child sexual abuse, if we conclude that one of our leaders has committed child sexual abuse, that individual will be removed from leadership immediately. If the church leadership believes that any leader or member has committed child abuse, our practice is to make a report to Child Protection Services.

Moreover, the church is committed to complying with mandatory reporting requirements and cooperating with any criminal investigations of abuse.

Further, we are committed to providing compassionate care to anyone who has experienced child abuse or sexual harassment.

Section 9. Sexual Morality Policy

In fulfillment of its mission as the Body of Christ, this Church shall operate under the Lordship of Jesus Christ and be governed by His laws. The Bible (Scripture) is the authority for all matters of faith and practice in the Church, and the Church shall operate in accordance with Scriptural principles specifically relating to marriage, the family and sexual morality. We believe the Church's Sexual Morality Policy is based upon God's will for human life as conveyed to us through the Holy Scriptures, upon which this Church has been founded and anchored, and this Policy shall not be subject to change through popular vote; referendum; prevailing opinion of members or the general public; influence of or interpretation by any government authority, agency, or official action; or legal developments on the local, state, or federal level.

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We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary sexes together reflect the image and nature of God (Gen. 1:26-27). Rejection of one's biological sex is a rejection of the image of God within that person.

We believe the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen. 2:18-25). We believe that marriage between one man and one woman, for life, uniquely reflects Christ's relationship with His Church (Eph. 5:21-33). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Cor. 6:18; 7:2-5; Heb. 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe that any form of sexual immorality is sinful and offensive to God (Matt. 15:18-20; 1 Cor. 6:9-10).

We believe that in order to preserve the function and integrity of this Church as the local Body of Christ, and to provide a biblical role model to Church members and the community, it is imperative that all persons employed by this Church, in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage and Sexuality (Matt 5:16; Phil 2:14-16; 1 Thess 5:22).

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Acts 3:19-21; Rom 10:9-10; 1 Cor 6:9-11).

We believe that every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31).

We believe God has ordained the family as the foundational institution of human society. It is comprised of persons related to one another by marriage, blood or adoption. It is God's unique gift to reveal the union between Christ and His Church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race. The exercise of sexual expression outside the biblical definition of marriage in any manner, including, but not limited to, homosexuality, adultery, or extramarital sex or cohabitation, is contradictory to the teachings of Scripture and the principles governing the Church. The Church will address circumstances involving deviation from these biblical principles in accordance with Scripture.

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If it appears to the Church that the general welfare of the Church, its members or employees, is jeopardized by the conduct of any person inconsistent with the mission or principles of the Church, including, but not limited to, those principles described herein including the exercise of sexual expression outside the biblical definition of marriage in any manner, the Church may take actions it deems appropriate and necessary in accordance with Scripture and the By-Laws, including, but not limited to, disallowing the person from accessing or entering the facilities and/or property belonging to the Church (the "Property"). Accordingly, it is expected that individuals will use the restroom facility that is designated for their genetic makeup.

It is also the policy of the Church that all of the Church's assets and Property shall be used to glorify God in fulfillment of the mission of the Church. Accordingly, the Church may disallow any use of the Property, formal or informal, by those affiliated with the Church or otherwise, for any purpose that is inconsistent with the mission or principles of the Church, including, but not limited to, those principles described herein. For example, the Church may refuse to host a wedding, civil union, or any other type of ceremony in which the man and/or woman are acting outside the biblical definition of marriage, or the Church may refuse to allow groups who do not hold the values or adhere to the principles of the Church to utilize the Property.

Section 10. Facilities Usage

The church's facilities were provided through God's benevolence and by the sacrificial generosity of church members. The church desires that its facilities be used for the fellowship of the Body of Christ and to bring God glory. Although the facilities are not generally open to the public, we may make our facilities available to approved non-members as a witness to our faith, in a spirit of Christian charity, and as a means of demonstrating the Gospel of Jesus Christ in practice. But facility use will not be permitted to persons or groups holding, advancing, or advocating beliefs or practices that conflict with the church's faith or moral teachings, which are summarized in, among other places, the church's constitution and bylaws. Nor may church facilities be used for activities that contradict, or are deemed inconsistent with, the church's faith or moral teachings. The pastor, or his official designee, is the final decision-maker concerning use of church facilities.

This restricted facility use policy is necessary for two important reasons. First, the church may not in good conscience materially cooperate in activities or beliefs that are contrary to its faith. Allowing its facilities to be used for purposes that contradict the church's beliefs would be material

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cooperation with that activity, and would be a grave violation of the church's faith and religious practice. (2 Cor 6:14; 1 Thess 5:22.)

Second, it is very important that the church present a consistent message to the community, and that the church staff and members conscientiously maintain that message as part of their witness to the Gospel of Jesus Christ. Allowing facilities to be used by groups or persons who express beliefs or engage in practices contrary to the church's faith would have a severe, negative impact on the message that the church strives to promote. It could also cause confusion and scandal to church members and the community because they may reasonably perceive that by allowing use of our facilities, the church agrees with the beliefs or practices of the persons or groups using its facilities.

Therefore, in no event shall persons or groups who hold, advance, or advocate beliefs, or advance, advocate, or engage in practices that contradict the church's faith use any church facility. Nor may church facilities be used in any way that contradicts the church's faith. This policy applies to all church facilities, regardless of whether the facilities are connected to the church's sanctuary, because the church sees all of its property as holy and set apart to worship God. (Col 3:17.)

Section 11. Statement on the Sanctity of Human Life

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (Ps. 139.)

Section 12. Church Disruptions

Any person deemed or perceived by a Pastor to pose a physical or psychological threat to any person or to the Church, or to be causing or about to cause disruption to the religious services and activities of the Church, shall be considered a trespasser on Church property and may be ejected summarily. No Church employee, Deacon, or volunteer serving under the direction of Pastoral Staff shall incur any liability for acting in good faith in the interests of the Church pursuant to this section.

First Baptist Church of Whitesboro, Texas, Inc. Committee Reporting Schedule

Number of Reports	Q1 Feb	Q2 May	Q3 Jul	Q4 Nov
	6	6	6	7
Audio / Visual	X			
Benevolence		X		
Bereavement		X		
Budget				X
Building & Grounds			X	
Bus		X		
Children's / Preschool			X	
Committee on Committees				X
Decorations	X			
Fellowship		X		
Finance	X	X	X	X
Library	X			
Long-Range Planning				X
Missions				X
Nominating			X	
Ordinance	X			
Personnel				X
Senior Adult				X
Technology	X			
Teller			X	
Usher / Welcoming		X		
Youth Advisory			X	

The Baptist Faith and Message

I. The Scriptures

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, 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. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11,89,105,140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.

II. 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. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, 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; 15:11ff.; 20:1ff.; 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 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 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.

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B. 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 human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary 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, fully God, fully man, in whose Person is effected 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 18:1ff.; Psalms 2:7ff.; 110:1ff.; 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; 10:30,38; 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; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 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.

C. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Saviour, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer 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; Psalms 51:11; 139:7ff.; 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; 15:28; 16:6; 19:1-6; Romans 8:9-11,14-16,26-27; 1 Corinthians

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2:10-14; 3:16; 12:3-11,13; 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 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.

III. Man

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's 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 inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are 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 own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 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.

IV. Salvation

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Saviour, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

A. 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 wrought 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 Saviour.

B. 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 unto a relationship of peace and favor with God.

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C. 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 maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

D. 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; 27:22-28:6; 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; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18,30; 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; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.

V. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, 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 the 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 comforts, and 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 31:31ff.; 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 11:39-12:2; James 1:12; 1 Peter 1:2-5,13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.

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VI. The Church

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are pastors and deacons. While both men and women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture.

The New Testament speaks also of the church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

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 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.

VII. 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 Saviour, 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 and to 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, 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; 20:7; Romans 6:3-5; 1 Corinthians 10:16,21; 11:23-29; Colossians 2:12.

VIII. 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 include exercises of worship and spiritual devotion, both

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public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

Exodus 20:8-11; Matthew 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3,33-36; John 4:21-24; 20:1,19-28; Acts 20:7; Romans 14:5-10; I Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.

IX. 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, childlike 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; 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 15:24-28; 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.

X. 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 reward 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; Romans 14:10; 1 Corinthians 4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1,8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.

XI. 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.

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Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by 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; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8,16; 17:15; 20:21; 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; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.

XII. Education

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate 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 education 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 19:7ff.; 119:11; Proverbs 3:13ff.; 4:1-10; 8:1-7,11; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff.; 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 5:12-6:3; James 1:5; 3:17.

XIII. Stewardship

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a 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

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cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4,19-21; 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; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.

XIV. 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; 18:17ff.; 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; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 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.

XV. The Christian and the Social Order

All Christians are under obligation to seek to make the will of Christ supreme in our own lives 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 Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote

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

XVI. 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. Christian people throughout the world should pray for the reign of the Prince of Peace.

Isaiah 2:4; Matthew 5:9,38-48; 6:33; 26:52; Luke 22:36,38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.

XVII. 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 ends. 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; 16:26; 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; 1 Peter 2:12-17; 3:11-17; 4:12-19.

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XVIII. The Family

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption.

Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.

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Organization

The Missions Committee shall be composed of the Director of Women on Mission, the Director of Brotherhood, and six (6) at-large members from the congregation.

2. Functions

This committee shall lead the church in the establishment of mission programs, emphases, education, and activities in accordance with Acts 1:8. They shall assist the Baptist Women and Baptist Men's organizations in promoting and coordinating church-wide mission programs. This committee shall study, recommend, and coordinate any church-wide mission efforts outside the church. The committee will lend assistance as needed to any existing church elected committee for the purpose of strengthening missions beyond the local church. The committee shall represent the church in matters pertaining to the association missions committee. The committee shall recommend to the church representatives to serve on community-wide mission boards, activities, and/or projects. The committee shall assist the finance committee in recommending mission expenditures in the church budget. The committee shall establish goals for the various denominational mission offerings (e.g., Lottie Moon, Annie Armstrong, Mary Hill Davis, etc.). The committee shall oversee the scheduling and use of the Missionary Residence(s).

3. Reporting

The committee shall bring a written report to the church annually at the business meeting indicated on Attachment 1. The report shall summarize committee activities, accomplishments, and plans.