



As of 10-24-12

Constitution and ByLaws

[Oakdale Baptist Church](#)
[13037 US 64 Alt West Hwy](#)
[Rocky Mount, NC 27801](#)
Office: 252-442-6587
Fax: 252-442-6587
info@obcbaptist.org

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CONSTITUTION

PREAMBLE

For the purpose of preserving and making secure the principles of our faith and to the end that this body be governed in an orderly manner, consistent with the accepted tenets of the Missionary Baptist Churches affiliated with the North Roanoke Baptist Association, the Baptist State Convention and the Southern Baptist Convention, and for the purpose of preserving the liberties inherent in each individual member of the church, and to set forth the relationship of this body to other bodies of the same faith, we do declare and establish this constitution.

NAME

This body shall be known as the Oakdale Baptist Church, Inc. of Edgecombe County, 13037 U.S. 64 Alt. W. Hwy, Rocky Mount, North Carolina, 27801-6441.

MISSION (As Amended 6-9-2010)

"Our Mission is to KNOW [Jesus](#), SERVE [Jesus](#), and SHARE [Jesus](#)."

"To KNOW [Jesus](#)" means having a personal relationship with [HIM](#) and growing in [HIM](#) daily.
(Salvation and Discipleship)

"To Serve [Jesus](#)" means every member working together as the [Body of Christ](#)
(Ministry)

"To Share [Jesus](#)" means reaching out to our community and the world
(Outreach and Missions)

All of the ministries, activities, programs, services, etc. support the above mission statement at Oakdale Baptist Church.

PURPOSE (As Amended 6-9-2010)

We see ourselves as a Center for making disciples and spiritual renewal of each individual member and family of Oakdale Baptist Church.

We are committed to:

- 1) A greater Knowledge of Jesus Christ through the experiences of:
 - a) Worship
 - b) Bible Study
 - c) DiscipleLife
 - d) Missions
- 2) Serving by:

- a) Doing the work of the ministry together with all our hearts
 - b) Giving away our life in Christ to share it with others
 - c) Ministry to Families in all their diversity of needs with loving service and compassion.
 - d) Training and Encouraging people for Spiritual Leadership
- 3) Sharing Jesus daily through:
- a) Personal Testimony
 - b) Ministry through Missions and Evangelism to all in our community, Rocky Mount, North America, and the world
 - c) Empowering and enabling individuals, couples and families to discover the power of the Holy Spirit through an active faith in their life.

STATEMENT OF BASIC BELIEFS (APRIL 1, 2009)

We affirm the Holy Bible as the inspired word of God and the basis for our beliefs. This church subscribes to the doctrinal statement of The Baptist Faith and Message as adopted by the Southern Baptist Convention in 2000. We voluntarily band ourselves together as a body of baptized believers in Jesus Christ personally committed to sharing the good news of salvation to lost mankind. The ordinances of the church are believer's baptism and the Lord's Supper. (See Article VI. of the Bylaws.)

CHURCH COVENANT

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

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

We also engage to maintain family and secret devotions; to bring up our children in the nurture and admonition of the Lord; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to avoid all tattling, backbiting, and excessive anger; to abstain from the sale of and use of drugs, pornography, and intoxicating drinks; and, to be zealous in our efforts to advance the Kingdom of our Saviour.

We further engage to watch over one another in brotherly love; to remember one another in prayer; to aid one another in sickness and distress; to cultivate Christian sympathy in feeling and courtesy in

speech; to be slow to take offense, but always ready for reconciliation and mindful of the rules of our Savior to secure it without delay.

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

POLITY AND RELATIONSHIPS

The government of this church is vested in the body of believers who compose it. Persons duly received by the members shall constitute the membership. (see Article I of the bylaws.)

All internal groups created and empowered by the church shall report to and be accountable only to the church, unless otherwise specified by church action.

This church is subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligations of mutual counsel and cooperation which are common among Baptist churches. Insofar as is practical, this church will cooperate with and support the association, the state convention, and the Southern Baptist Convention.

BYLAWS

ARTICLE I. CHURCH MEMBERSHIP

Section 1

The membership of this church shall be composed of persons who have given evidence of regeneration, who have been baptized by immersion, who have subscribed to the covenant and constitution of the church, and who have been received by vote of the church.

Section 2

A member of another Baptist Church of like faith and order may be received by vote of the church upon a letter of dismissal from that church.

Section 3

Anyone who has once been a member of a Baptist Church, and in consequence of peculiar circumstances has no regular letter of dismissal, may be received into our fellowship upon a statement satisfactory to the church.

Section 4

Letters of dismissal may be granted to any church of like faith and order for members in good standing. When letters are granted, membership in this church will terminate.

Section 5

When a member of this church joins a church of different faith and order, membership in this church will terminate.

Section 6

In considering the duties involved, members are expected, first of all to be faithful in all duties essential to the Christian life; to attend regularly the services of the church; to give regularly and systematically to its support and Kingdom causes; and to share in its organized work.

Section 7

In considering the rights involved, members, and members only, may act and vote in the transactions of the church.

ARTICLE II. CHURCH OFFICERS AND COMMITTEES

SECTION 1 - CHURCH OFFICERS

The officers of this church shall be a pastor (and other vocational leadership as needed), deacons, a clerk, a treasurer, and such other officers as shall be required for the work of the church in any of its departments or organizations. All of these shall be elected by the church and shall be members in good standing.

Pastor (As amended on 05/09/2012)

Whenever a vacancy occurs, a pastor shall be called by the church to serve until the relationship is dissolved at the request of either the pastor or the church. In either case, thirty days notice shall be given of termination of the relationship, unless otherwise mutually agreed, with both the pastor and the church seeking to follow the will of God and leadership of the Holy Spirit. The call of the pastor shall take place at a meeting especially set for that purpose of which at least one week's notice has been given the membership by publication in the regular Sunday morning worship service bulletin. The election shall be upon the recommendation of a Pulpit Search committee appointed to seek out and nominate as pastor a minister of the Gospel whose Christian character and qualifications fit him for the office of pastor of this church. The committee shall bring only one name at a time for consideration of the church, and no nomination shall be made except that of the committee. Election shall be by ballot with an affirmative vote of **at least 90%** of those present and voting necessary for a call. Should the one recommended by the committee fail to receive **at least 90%** vote, the committee will be instructed to seek out another minister, and the meeting shall be adjourned without debate. The pastor shall have in charge the welfare and oversight of the church; he shall be an ex-officio member of all organizations, departments, and committees; he may call a special meeting of the deacons or any committee according to procedures which may be set forth in the By-Laws; he shall conduct religious services on stated and special occasions, administer the ordinances, minister to members of the church and community, and perform other duties that usually pertain to that office; he shall have special charge of the pulpit ministry of the church and shall, in cooperation with the search committee or the Deacons, provide for pulpit supply when he is absent and arrange for workers to assist in revival meetings and other special services. He shall be the administrative head of the church.

Associate Pastor (As amended on 05/09/2012)

Associate Pastor(s) may be elected by the church as the needs of the church change. The call of the associate pastor(s) shall take place at a meeting especially set for that purpose of which at least one week's notice has been given the membership by publication in the regular Sunday morning service bulletin. The election shall be upon the recommendation of a Search committee appointed and elected by the church to seek out and nominate as associate pastor(s) a minister of the Gospel whose Christian character and qualifications fit him for the office of associate pastor(s) of the church. The committee shall bring only one name at a time for consideration of the church, and no nomination shall be made

except that of the committee. Election shall be by ballot with an affirmative vote of **at least 90%** of those present and voting necessary for a call. The associate pastor(s) duties will be designated in a job description for that individual (Associate Pastor/Youth; or Associate Pastor/Children; or Associate Pastor/Senior Citizens: etc.) In addition to the specific duties assigned in the job description, the associate pastor(s) may at various times be asked by the Senior Pastor or Deacons to assume other duties as needed by the church.

Deacons (as amended May, 2007)

There will be nine (9) deacons who will be elected from the adult male membership of Oakdale Baptist church, who possess the scriptural qualifications as found in I Timothy 3:8-13 and Acts 6: 1-8. Deacons will be elected for a term of three years with one-third of the number being elected each year. After the completion of a full three year term no deacon will be eligible for reelection until after the lapse of one year. On the first two Sundays in June a form will be offered for those who wish to have their names removed from consideration as Deacons for the current year or permanently. On the third Sunday in June, a sample ballot with a list of men of the church who have been actively involved for at least one year and are willing to serve as deacons will be passed out to the congregation. On the last Sunday in June, the deacons will present to the church for election a ballot with a list of men of the church who have been actively involved for at least one year and are willing to serve as deacons. These ballots will provide blank spaces for the nomination of six eligible men for the office of a deacon, along with the scriptural qualifications. A committee comprising the Deacons and Pastor(s) of the church will tabulate these ballots according to the number of votes each one receives. This committee, by majority vote, will review the top names to see if indeed they meet the qualifications and criteria for the office of a deacon, and then ascertain their willingness to serve as deacons in keeping with the expectations of the church, the duties, and the qualifications of the office. Upon the refusal of any of these men to serve, the committee will then interview the man receiving the next highest number of votes. Up to six nominees for the office will then be presented to the church for election on the third Sunday in July.

The installation and/or ordination of newly elected deacons will follow shortly thereafter. Vacancies on the board of deacons will be filled by the alternate with the highest number of votes to the end of that deacon's term. Any unordained deacon will first be interviewed by a committee appointed by the chairman of the deacons to determine their spiritual qualifications. This interview will take place before the announcement and ordination of any elected deacon. The remaining candidates will then serve as alternates for a period of one year. The newly elected Deacons will begin their terms as Deacons on the first Sunday in September.

Deacons will at all times consider themselves as servants of the church. With the pastor, and as the Holy Spirit may direct, they are to consider and make recommendations to the church in all matters pertaining to its work and progress: including oversight of the discipline of the church; assisting the pastor in the observance of the ordinances, having general oversight over the upkeep, repair and use of the church property, and supervising the financial program of the church. They will arrange for regular meetings and such committees as are necessary for the discharge of their duties. The pastor, or the chairman of deacons, may call the deacons into a special session whenever a need for such arises. Deacons will have the authority to institute a salary and car expense increase for the pastor(s) up to the cost of living as established per published documents. Any increase above the cost of living is to be presented to the Church for its consideration.

Board of Directors and Corporate Officers: (As Amended 6-18-08)

The Board of Directors of the Church shall be the Nine (9) elected Deacons. The officers of the current active Deacon body shall serve as the officers of the corporation with the Chairman of Deacons serving as the President, the Vice-Chairman as the Vice-President; and the Secretary as the Secretary of the corporation.

The Board of Directors shall, as provided by law and the action of the church hold in trust the title to all property of the church and shall represent the church in all matters of legal responsibility regarding the purchase, improvement and disposal of church property. They shall execute all legal instruments relating to the church and to the community as the church may direct. They shall have no power to buy, sell, mortgage, lease, or transfer any property of the church without a specific vote of the church authorizing such action; neither shall they have any control over the use of the church property except by vote of the church.

The Pastor and Associate Pastor (s) shall serve as ex-officio members of the Board or Directors.

Clerk

The clerk shall be elected annually. It shall be his or her duty to attend, or be represented at all church business meetings, to keep an accurate record of all business transactions and to prepare the minutes of the business meetings for the secretary to keep on file.

Treasurer

The treasurer shall be elected annually. It shall be the duty of the Treasurer to receive, keep in a bank, and see that checks are disbursed upon proper authority, all money or things of value that are given to the church, and see that account of all receipts and disbursements are kept at all times and itemized; rendering regular account to the church to be preserved by the church secretary. The Treasurer's books shall be audited by the Budget and Finance Committee at the end of each calendar year. This audit shall be completed no later than March 31st of the said calendar year and the findings reported to the church. An exception shall be when there is a change of Treasurer during the course of the year, when an audit shall be made at that time in lieu of the regular audit. In any event, an annual audit shall be made. The Budget and Finance Committee shall have the authority to call for an audit at any time it deems necessary. At any time an audit is made, a typewritten report shall be read at the following regular church business conference. All books, records, and accounts, supervised by him or her shall be considered the property of the church. The Treasurer shall be bonded by the church. The Treasurer shall, upon invitation, meet with the deacons, and shall be an ex-officio member of the Budget and Finance Committee.

Secretary

The Secretary shall receive the empty offering envelopes after the money has been removed and counted by the proper person, and from these shall give each contributor individual credit as provided in the record system approved by the church. Individual family records shall be mailed out annually. She

may keep the envelopes for reference as the church directs. She shall keep records of the receipts from the envelopes, plate or loose, and miscellaneous or special offerings.

The Secretary shall maintain books, records and accounts for the Treasurer and prepare checks for the Treasurer's signature and review. The Secretary shall be bonded by the church.

The Secretary shall perform clerical work at the direction of the Pastor. All requests for clerical functions by the church organizations shall be made through the Pastor or the Chairman of the Deacons.

It shall be the Secretary's responsibility to prepare the annual associational letter and to notify all officers, members of committees and messengers of their election or appointment. He or she shall issue letters of dismissal as authorized by the church, preserve all papers and valuable letters and records that belong to the church, and preserve a true history of the church. It shall also be the duty of the secretary to see that an accurate roll of the church membership is kept with dates and methods of admission and dismissal, change in name, correct mailing addresses and other pertinent information. At the direction of the Pastor it shall be the duty of the secretary to prepare and provide to persons offering themselves for membership in the church printed material containing the Constitution, Articles of Faith, Church Covenant, and any other information or material prescribed by the church.

It shall be the duty of the secretary to send floral tributes to funerals in the name of the church. A floral wreath shall be sent in the name of the church to the funeral of any member of the church or any member of a church member's immediate household, not to exceed a reasonable cost.

SECTION 2 – COMMITTEES AND MINISTRY TEAMS (As amended 2-8-2012)

The church shall elect such standing committees as may be deemed necessary to carry on the various phases of the program of the church efficiently and effectively. It shall be the responsibility of each standing committee to meet as necessary to obtain the following goals: 1. to elect a chairperson and co-chairperson of the committee; 2. to discuss any goals or activities involving the committee for the upcoming church year; 3. to prepare a budget, if necessary, to support the proposed goals and activities; 4. to submit the budget request to the Finance Committee by the second Sunday in October on the Committee Meeting Form. If a committee does not submit a budget request to the Finance Committee by the second Sunday meeting in October then their budget **WILL BE FUNDED AT THE OPTION OF THE BUDGET AND FINANCE COMMITTEE**. Funds that are needed after the current budget is voted on must be approved by the Finance Committee. Funds that are not budgeted, or request that are above the budgeted amount for the year, must be approved by the Finance Committee. The church shall at all times have the following standing committees: Nominating, Budget and Finance, Building and Grounds, and Offering Counting Committee.

Nominating Committee

This committee shall consist of at least three persons plus the four hereinafter designated. Throughout the year, this committee shall have the responsibility of nominating to the church, persons to serve in the various capacities and positions of the church and its organizations, and on standing and special committees, vacated from time to time, by removal, death, expiration of term of office, or failure to function. The first report of the new committee each shall consist of nominations for the office of Sunday School Director, Discipleship Training Director, Woman's Missionary Union Director, and Baptist Men Director. Upon their election these persons shall become members of the Nominating Committee, to assist with the selection, of other personnel for the organizations and committees of the church. The report of the committee shall be suggestive to the church, and any member of the church will have the privilege of a nomination from the floor. The Nominating committee shall nominate to the church persons to serve for the succeeding year on the standing committees, except the Nominating committee. The church will then elect the personnel of the several committees. The members of the Nominating committee shall be appointed by the Board of Deacons BY THE 1ST SUNDAY IN MAY. Upon their election by the church (at the first business meeting following the appointment of the Nominating Committee) the Sunday School Director, The Discipleship Director, the Woman's Missionary Union Director, and the Baptist Men Director, shall automatically become members of the Nominating committee.

Budget and Finance Committee (As Amended 2-8-2012)

The Budget and Finance Committee shall be composed of nine members, at least one-half of whom shall not be deacons. In any event, at least three deacons shall be members of the committee.

The duties of this committee shall be to prepare a proposed budget; to meet regularly to consider the financial condition of the church and report same to the church; to consider and make

recommendations for purchases; and to meet with department heads and committee chairman to advise them of their responsibilities insofar as the budget is concerned.

This committee shall start functioning immediately following their election to prepare a proposed budget including local expenses, education, missions, and benevolences. It will be the responsibility of department heads and committee chairmen to advise the Budget and Finance Committee as to the amount of funds they will require for the next calendar year. The Budget and Finance Committee should use the previous year's budget as a guideline for preparing the proposed budget, making alterations as they deem necessary. On the last night of the final drafting of the proposed budget, the active deacons will meet with the Budget and Finance committee for recommendations and considerations. The Chairman of the Budget and Finance Committee will give a copy of the proposed budget to the person who prepares the bulletin so copies can be prepared.

On the first SUNDAY in November, copies of the proposed budget will be given to all members of Oakdale Baptist church who are present at the SUNDAY **MORNING** SERVICE. Extra copies will be kept by the Budget and Finance Committee and made available to church members upon request.

At the regular business conference in November the proposed budget will be discussed with the Budget and Finance Committee acting as a panel. Any questions that anyone may have regarding the proposed budget will be answered by this committee at the said business conference. If there are any changes that need to be made in the proposed budget, they will be made by the Budget and Finance Committee and will be presented along with the proposed budget on the NEXT SUNDAY MORNING WITHOUT DISCUSSION for adoption by the church .

The vote shall be by secret ballot. The ballot shall be a copy of the proposed budget with spaces provided for voting YES___NO___ for each major division of the budget. The majority vote on each division will determine the status of that division. The Budget and Finance Committee will count all ballots and report back to the church on the fourth SUNDAY in November along with their recommendations for divisions of the proposed budget not accepted, if any. This vote will be by a show of hands with the majority vote determining whether or not the recommendations are accepted.

Anytime that a proposed budget is not adopted by the church, it shall be understood that the church shall continue operating on the previous budget until such time as the Budget and Finance Committee can rework the proposed budget.

After this proposed budget is adopted by the church it then becomes the working budget of Oakdale Baptist church for the following calendar year or for the remainder of that year if passed after January first. The responsibility of carrying out this budget will lie with the Budget and Finance Committee, committee chairmen and department heads.

The Budget and Finance Committee shall audit the Treasurer's book at the end of each calendar year. This audit shall be completed no later than March 31st of the said calendar year end and the findings reported to the church. The committee shall also have the authority to call for an audit by an approved public accountant at any time it deems necessary.

Building Team (As Amended June 9th, 2010)

This ministry team shall have no less than **(7) members** and shall consist of both men and women. It shall meet at least quarterly. It shall be the duty of this committee to give attention to and study the condition and state of repair and appearance of the buildings and making such repairs and improvements authorized by the church and included in the church budget. All matters of major repairs, or improvement and items of equipment exceeding \$500.00 shall be referred to the Budget and Finance Committee for recommendation to the church.

The ministry team shall be responsible for the work of the janitor and all other persons employed in the capacity of caring for the building. The chairman of the ministry team shall be responsible for purchasing janitor's supplies.

The janitor, or janitors, shall be recommended to the church by the Building ministry team for employment by church action. It shall be the janitor's duty to so care for the physical plant as to contribute helpfully to the comfort and well being of the members at all services. He shall see to the cleanliness, ventilation, and upkeep of the building.

Grounds Ministry Team (As Amended June 9th, 2010)

This ministry team shall have no less than **(7) members** and shall consist of both men and women. It shall be the duty of this ministry team to oversee the care and upkeep of the grounds of the church to include all sidewalks, parking lots, play grounds, and grass areas. It will be their duty to make sure that the grounds are kept in a manner that promotes safety as well as overall appearance.

It shall be the duty of this committee to recommend a lawn maintenance person(s) to keep the in such a way as to be in keeping with what would be expected of God's House.

Transportation Team (As Amended June 9th, 2010)

This ministry team shall consist of **(4) members**. This ministry team shall be responsible for the upkeep and repairs of all vehicles owned and operated by the church.

It will be the responsibility of this committee to recommend replacement of vehicles as needed.

Offering Counting Ministry Team (As amended 2-8-2012)

This ministry team shall be composed of four members, **AND TWO ALTERNATES**. They should alternate in pairs each month. None of the members of this ministry team shall be of the same household. Each member of this ministry team shall be bonded by the church. The duties of this ministry team shall be to count all offerings of the church. This ministry team shall receive all offerings from the Sunday School Secretary after necessary information has been secured from the large envelopes. The large envelopes are not to be opened by anyone except the Offering Counting ministry team. This ministry team shall be the sole counters of all offerings received in the collection plates of the church. All bank deposits shall be prepared by this ministry team for the Treasurer.

Social Ministry Team

The Social Ministry Team shall be composed of at least five members and shall be in charge of making arrangements for such socials as the church as a whole deem necessary, including treats at Christmastime if such are desired by the church, Wednesday night suppers, and Homecoming.

Hostess Ministry Team

The Hostess Ministry Team shall have at least five members and shall be in charge of making arrangements for the lodging and board of visiting ministers, missionaries, and speakers. They shall also be in charge of contacting church members to help serve a meal at the home of a deceased church member on the day of the funeral. Also, if this Ministry Team deems it the Christian duty of Oakdale Baptist Church they may also arrange to serve a meal at the home of deceased members of Oakdale community--provided no other church is serving. This ministry team will be responsible for checking with the deceased's family, and or members of their household, in order to meet their needs.

Constitution and By-Laws Committee (as amended 10-24-12)

This Committee shall be composed of at least seven members and shall review the Constitution and By-Laws yearly and recommend any revisions that may be necessary to the church in the manner prescribed in this Constitution. This committee shall be responsible for interpreting this Constitution and BY-Laws for the church and shall act as parliamentarians at business conferences.

This Committee will also be in charge of the Church Operation Manual to include church policies and 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 to any member of the church. Addition, revision, or deletion of church policies requires: (1) recommendation of the church officer or organization to whose areas of assignment the procedures relate, (2) approval by the church council, and (3) approval of the church.

Purchasing Approval Committee (as amended 10-24-12)

This committee shall be composed of the Senior Pastor, Chairman of the Deacons, **Chairman of the Budget and Finance Committee**, and the Treasurer. Duties are to approve purchase orders submitted by heads of organizations and committees of the Church. Any budgeted purchase totaling \$500.00 or more must be approved by the Purchasing Approval Committee. Any not-budgeted item of \$499.00 or less must be approved by the Purchasing Approval Ministry Team with any non-budgeted item of \$500.00 or more approved by the church with the exception of designated funds.

Survey and Planning Committee

This committee shall consist of at least twelve members that shall serve for a four year term. The purpose of this committee is to study, evaluate, and determine property and program space needs and recommend to the church actions to implement successful building projects. The duties of the

committee will be determined by the nature of the project and estimated length of time to complete the project.

Audiovisual Ministry Team

This ministry team shall consist of at least three members. The purpose of this ministry team is to maintain all audio-visual equipment owned and operated by the church. The ministry team shall be responsible for any recommendations relating to major repair of existing equipment or purchase of new equipment.

Personnel Committee

This committee shall consist of at least 5 members. The purpose of this committee is to help the church in matters that relate to personnel administration and management. Those matters include employment procedures, salary plans, personnel benefits, services and legal regulation of all church employees except the pastor. This committee shall serve in an advisory capacity to the pastor in all staffing matters. Duties include: recommending additional staff positions, preparing and updating Job descriptions, recruiting, interviewing and recommending prospective employees, and developing and recommending a salary program under the advice of the Budget and Finance Ministry Team.

It shall be the responsibility of this ministry team to see that the goals and objectives jointly established and agreed upon by the staff member, Pastor, Associate Pastor, ministry team chairperson and ministry team members, are reviewed quarterly with the staff members. The Pastor, Associate Pastor, and Ministry team Chairperson will conduct this review. Some staff positions may not have a ministry team chairperson such as Associate Pastor or Upward Director. In these cases a Personnel ministry team member may be asked to assist with the quarterly review. Copies of the reviews are to be provided to the personnel ministry team on December 1st, March 1st, and June 1st. Staff members' year-end evaluations are to be conducted in September after the close of the current church year. The year-end evaluation will be conducted by a Personnel Ministry team member and when applicable the ministry team chairperson. Careful review and consideration of the quarterly reviews will be an integral part of the year-end evaluation. Year-end evaluations will be recorded on the "Oakdale Church Performance Appraisal Document" and a copy will be provided to the personnel ministry team by October 1st of the new church year. This will in turn be utilized to provide salary input information for the Budget and Finance Ministry Team.

J.O.Y. Ministry Team

This Ministry Team shall consist of at least six members. The purpose of this ministry team is to plan activities involving the senior citizens of the church. It is the responsibility of this ministry team to see that all events involving the JOY group are planned and publicized.

Children Ministry Team (Amended 11/16/2011)

The ministry team shall consist of at least six members. The purpose of this ministry team is to plan activities for and involving all children between the ages of kindergarten and 5th grade. At the discretion of the ministry team activities may be held monthly, quarterly or in conjunction with holidays. This ministry team shall help plan and supervise a week of summer camp, and shall oversee an After School/Summer Day Camp program.

It will be the responsibility of this ministry team to assist the Pastor, Associate Pastor, Ministry Team Chairperson, and Children's Minister in developing yearly performance goals and objectives. It will further be the responsibility of the Ministry Team Chairperson to meet quarterly with the Pastor, Associate Pastor and Children's Minister to review said goals and objectives.

Student Ministry Team

This ministry team shall consist of all duly elected leaders of student activities from Grades 6 thru 12. This ministry team shall have the responsibility along with the Youth/Associate Pastor in organizing youth activities, organizing fund raisers for these activities and to insure all youth events are properly chaperoned. It shall also be the responsibility of this ministry team to interact with the parents of youth to encourage involvement with the youth programs. Appropriate input is to be solicited from the students regarding the student ministry.

It will be the responsibility of this ministry team to assist the Pastor, Youth/Associate Pastor, and Ministry Team Chairperson in developing yearly performance goals and objectives. It will further be the responsibility of the Ministry Team Chairperson to meet quarterly with the Pastor and Youth/Associate Pastor to review said goals and objectives.

Baptism Ministry Team

This Ministry Team shall consist of four members, two males and two females and shall work under the supervision of the pastor. This ministry team shall be responsible for the preparation of each Baptismal service. They shall see that the baptistry is filled and the water is heated. It shall also be the responsibility of this ministry team to be on hand to assist the candidate in preparation of Baptism.

Lord's Supper Ministry Team

This ministry team shall consist of not less than four members and shall work under the supervision of the pastor. It shall be the responsibility of this ministry team to prepare for the Lord's Supper to be held regularly on the 1st Sunday of the 2nd month in each quarter and at any other specified time. It shall

also be the responsibility of this ministry team to see that all needed items such as tablecloths, juice and bread are on hand.

Nursery Ministry Team (As Amended 6-9-2010, Amended 11-16-2011)

The nursery ministry team shall consist of at least 6 adult members. It shall be the duty of this ministry team to provide a safe and clean environment for the newborn **to four** year old children and to provide responsible Christian caregivers for the regular and special services scheduled by OBC.

Ushers Ministry Team

This ministry team shall consist of not less than five members, but shall include the assistance of all men of the church. The primary function of the ushers is to be of service to the congregation and guests before, during and after each of the church services. They shall assist in maintaining a worshipful atmosphere in the church. Duties include: greeting the people, seating those needing assistance, distributing bulletins, receiving offerings, and to be alert to the needs of the people during the service.

Wedding Ministry Team

This ministry team shall consist of five members, with one member being chairperson. The wedding ministry team shall be responsible for keeping the guidelines for weddings updated under the direction and discretion of the Pastor. They shall have meetings as necessary, before weddings and vote on purchases directly related to wedding items. At least one member shall meet with the prospective couple once or more in the planning stages for use of the facilities. One member must also be present for all functions of the wedding.

Music Ministry Team

This ministry team shall consist of five members. It is the responsibility of this ministry team to oversee the music library including the literature and equipment, to review and approve the purchase of new music and to make sure there are accompanists available for all regular and special worship services.

Christian Citizenship Ministry Team (Added 12-16-09)

The Christian Citizenship Ministry Team will keep the Church informed on moral issues and challenges facing our community and nation. They will challenge the Church to be involved in presenting a Biblical view concerning current issues. This team will also lead our Church in praying for spiritual awakening in our nation.

SECTION 3 - OTHER STANDING COMMITTEES AND MINISTRY TEAMS

Other standing committees or ministry teams, shall be elected as desired by the church and serve for the purpose designated. Duties of all committees and ministry teams desired by the church shall be defined and adopted as a part of the By-Laws.

SECTION 4 – ELECTIONS (ADOPTED 04-01-09)

The Nominating committee shall present nominations on the first Wednesday in July in printed form. Any nominations from the floor or any discussion of nominations will be made DURING A SPECIAL CALLED BUSINESS CONFERENCE ON THE 3rd Wednesday IN JULY. No discussion or further nominations will be accepted on the Wednesday on which the vote is taken. The Election of teachers, officers, and committee members shall be DURING THE AUGUST QUARTERLY BUSINESS CONFERENCE. Newly elected teachers, officers, and committee members shall assume their responsibilities on the first Sunday in September.

ARTICLE III. CHURCH PROGRAM ORGANIZATIONS

In addition to those named in Article II, other officers of the church shall be a Sunday School Director, Director of Discipleship Training, Director of Baptist Men, Director of Woman's Missionary Union, Director of Music, Pianist-Organist, and such other officers as may be desired. All officers of the church and its organizations, unless otherwise specified, shall be elected for a term of one year, upon the recommendation of the Nominating Committee. It shall be the responsibility of these officers and /or their committees to: prepare a list of expenses, goals and activities for the upcoming church year; Prepare a budget, if needed to support the proposed expenses, goals and activities; and to submit the budget request to the Finance Committee by the second Sunday in October on the Committee Meeting Form. If an officer and/or his/her committee does not submit a budget request to the Finance Committee by the second Sunday meeting in October then their budget will reflect as a zero line item amount for the new budget year. Funds that are needed after the current budget is voted on must be approved by the Finance Committee. Funds that are not budgeted, or request that are above the budgeted amount for the year, must be approved by the Finance Committee.

SECTION 1 - SUNDAY SCHOOL DIRECTOR

The Director of the Sunday School shall have general oversight of the entire school, and shall administer its affairs in cooperation with, and according to, the plans and methods of the Sunday School Board of the Southern Baptist Convention, subject to the approval of the local church. He shall acquaint himself with the best methods of religious education and endeavor to adopt them in this school. It shall be his duty to counsel weekly or monthly with his teachers and officers through officers' and teachers' meetings, in the work of the school, giving advice and receiving suggestions from his co-workers. He shall see that a full and accurate report is made of the work of the Sunday School in the regular business meeting of the church.

SECTION 2 - DISCIPLESHIP TRAINING DIRECTOR

The Discipleship Training Director shall have charge of the activities of the Discipleship Training. He shall acquaint himself with the program and methods outlined by the Sunday School Board of the Southern Baptist Convention for this organization and shall endeavor to adopt such programs in this church, subject to the approval of the church. He shall see that a full and accurate report is given at the regular business meeting of the church.

SECTION 3 - DIRECTOR OF THE BAPTIST MEN (AMENDED 12-16-09)

The Director of the Baptist Men shall promote the work of the Baptist Men as outlined by the Baptist Men Commission of the Southern Baptist convention, seeking to enlist the men and boys of the church in an active program for Christ. He shall see that a full and accurate report is given at the regular business meetings of the church.

SECTION 4 - DIRECTOR OF THE WOMAN'S MISSIONARY UNION

The Director of the Woman's Missionary Union shall seek to enlist all the women and girls of the church in a program of missions, training, giving, and activity according to plans promoted by the Woman's Missionary Union, Auxiliary to the Southern Baptist Convention. She shall see that a full and accurate report is given at the regular business meeting of the church.

SECTION 5 - MUSIC DIRECTOR

The music Director shall be responsible for providing worshipful music at all services. He or she is to direct the choir, or choirs, in practice and public singing and is to cooperate with the pastor and other leaders in the selection of suitable music, and the devising of appropriate musical programs for all occasions where such services are needed.

SECTION 6 - PIANIST/ORGANIST

The Pianist/Organist shall play for all public services and shall assist the music director in a suitable program of music for the church.

ARTICLE IV. CHURCH COUNCIL (As amended 05/09/2012)

The church council shall serve the church by leading in planning, coordinating, conducting, and evaluating the ministries and programs of the church and its organizations.

The primary functions of the church council shall be to recommend to the church suggested objectives and church goals; to review and coordinate ministry and program plans recommended by church officers, organizations, and committees; to recommend to the church the use of leadership, calendar

time, and other resources according to program priorities; and to evaluate achievements in terms of church objectives and goals.

Regular members of the church council shall be the Pastor, other church staff members, directors of church program organizations, the Chairman of Deacons, church officers, and chairmen of church committees.

All matters agreed upon by the council which call for action not already approved shall be referred to the church for approval or disapproval.

The church council will meet at least once each quarter during the first month of the church calendar quarter (September, December, March, and June.)

ARTICLE V. CHURCH ORDINANCES

Section 1 - Baptism

This church shall receive for baptism any person who has received Jesus Christ as Saviour by personal faith, who professes him publicly at any worship service, and who indicates a commitment to follow Christ as Lord.

(1) Baptism shall be by immersion in water.

(2) The Pastor, or whomever the church shall authorize, shall administer baptism. The deacons shall assist in the preparation for, and the observance of, baptism.

(3) Baptism shall be administered as an act of worship during any worship service of the church.

(4) A person who professes Christ and is not baptized after a reasonable length of time shall be counseled by the pastor and/or staff or deacons. If negative interest is ascertained on the part of the candidate, he shall be deleted from those awaiting baptism.

Section 2 - The Lord's Supper

The church shall observe the Lord's Supper on the first Sunday morning of the second month of the quarter, unless otherwise scheduled by the church.

ARTICLE VI. CHURCH MEETINGS

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.

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 (Adopted 04-01-09)

The church shall hold QUARTERLY BUSINESS meetings on the second Wednesday night in the following months: February, May, August, and November. At this time the material and spiritual conditions of the church will be discussed, and plans projected for progress in Kingdom endeavors. The Chairman of Deacons shall serve as Moderator of the business sessions of the church. In his absence, or upon his request, the chairman of the Deacons may appoint a Moderator.

Due to the importance of the business meeting, there will be no other church activities scheduled for the night of the regular business conference that will conflict with the conference.

Section 4 - Special Business Meetings

Special business meetings may be called by the pastor or the chairman of the Deacons at such time as they may be needed, with reasonable notice of the time and place of meeting given to the congregation.

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.

Section 6 - Parliamentary Rules

Rules of Order

For the Conduct of church Business Meetings, "Let all things be done discreetly and in order."

Regular Business Meeting

I. ITEMS USUALLY CONSIDERED IN A REGULAR BUSINESS MEETING

- A. Prayer and meditation
- B. Reading of minutes of previous meeting
- C. Report of church treasurer
- D. Report of other church officers, Sunday School, Discipleship Training, Woman's Missionary Union, Baptist Men, or any other organizations.
- E. Unfinished business:
- F. (Note: A motion to consider is not necessary. The matter is before the Church and should be acted upon unless a motion to postpone is acted upon.)
- G. Report of Committees
 - a. (Note: These reports should be adopted, together with any amendments that may be made unless a motion to postpone is carried. In such case, such reports remain as unfinished business for the next meeting.)
- H. New business
 - a. (Note: It is the privilege of any member to present any matter which, in his or her judgment, should claim the attention of the church. However, such procedure is usually unwise unless the one presenting the matter is prepared to make a motion to consider the matter, and unless the counsel of others has previously been sought.)
 - b. Consideration of recommendations of the deacons.
 - c. Authorization of expenditure of money.
 - d. The acceptance of resignations and employment of new workers.
 - e. Consideration of new buildings, repairs and replacements.
- I. The granting of letters of dismissal

II. ITEMS USUALLY CONSIDERED IN A SPECIAL BUSINESS MEETING

(Note: No items of business should be considered in such meetings except the one for which the meeting is called, except that by unanimous consent other matters may be considered which were not specified in the call.)

III. PROCEDURES TO BE FOLLOWED CONCERNING REPORTS, MOTIONS, RESOLUTIONS, ETC.

- 1) A matter may not be discussed until a motion has been made and duly seconded; and, unless withdrawn by the one making and the one seconding it, must be voted on.
- 2) During the discussion of a motion a new motion dealing with another subject matter may not be presented.
- 3) An amendment to a motion changes neither the meaning nor the purpose of the original motion. It is concerned with method, clarification, time, place, persons, etc. At times an amendment, or an amendment to an amendment, has the effect of changing the meaning and purpose of the original motion. In such cases it is the duty of the moderator to rule that the adoption of such amendment, or amendments, would in effect deny the meaning and purpose of the original motion and consequently is out of order. In such an event, unless the ruling of the moderator is overruled by an

appeal to the floor, a substitute motion would be in order. If an amendment to a motion is accepted by the mover, no vote on the amendment is necessary. When therefore, an amendment is accepted or voted upon then the motion to adopt the original motion, following free discussion, is in order. There are other motions which are always in order when a matter is under discussion.

These are:

- a) a motion "to lay on the table"
 - b) a motion "to commit to a committee"
 - c) a motion "to postpone action"
 - d) a motion "to call for the previous question"
 - e) a motion "to adjourn"
 - f) a motion "to reconsider"
- 4) None of these motions can be made or acted upon while a member is speaking or a vote is being taken. Such motions are always in order, but it is most often unwise to make use of them (comments on each type as listed above follows.)

Comments:

- i) The effect of a motion "to lay on the table" is to postpone action; and once a motion is laid on the table it may be considered at a subsequent meeting, but as though it was new business. Such a motion is not debatable unless some mention of time, place, or purpose forms a part of the motion.
- ii) The effect of a motion to "commit to a committee" is to postpone action in the belief that the matter under discussion merits further study. It means that the maker of such motion, and those who are inclined to favor, believe that careful study by a smaller group would be profitable to all.
- iii) A motion to "postpone action" on a matter differs from that of a motion "to commit to a committee" to study only to the extent that the committee to study is not provided in the matter.
- iv) A "call for the previous question" is a call for the cessation of debate and immediate action on the motion before the body. It should be used sparingly in a democratic body because the effect of it is to deny full debate to what may be a large majority. When such a motion is made, the moderator may say "shall the main question now be put?" If the vote is affirmative the motion without debate must be acted upon by the body. Such a motion is not open to debate unless the original motion contains some condition as to time, place, or purpose.
- v) The effect of a motion "to adjourn" is to cut off further debate without any opportunity for a vote. Such a motion should not often be made in a democratic body. It is not debatable unless there is a motion containing some condition as to time, place, or purpose. However, if the body decided to adjourn at a given time, it is the duty of the moderator, without a motion, to adjourn the meeting when the hour arrives.
- vi) A motion "to reconsider" has reference to a motion which has been formerly adopted. Such a motion can be made only by a person who voted with the majority when the original

motion was passed. If such a motion prevails, the original motion is before the body as though it had never been acted upon.

- 5) Any member has the right to appeal from the decision of the moderator, although such an action should be rare. In such a case the moderator should say, "Shall the appeal be sustained?" If a majority votes to sustain the moderator, then his ruling stands. If a majority does not vote to sustain, the ruling made by the moderator does not stand.
- 6) It is the business and duty of a moderator to call to order any member who in debate or otherwise violates any regular rule or order. Moreover, any member has a right to make a point of order if in his or her judgment the moderator has failed to observe, or has wrongly interpreted recognized rules of order or procedure. In this event the moderator may refuse to recognize the point of order as raised. Then in such an event an appeal to his decision as outlined above may be made.
- 7) All members of the church must stand and be recognized by the Moderator before speaking to any motion or matter in a regular Church Business Conference. Before any motion or matter is presented to the church, recognition must be obtained from the Moderator in a Christ like Spirit by an individual member. A Christ like Spirit shall be sought by the Moderator throughout all Business Conferences.

IV. MISCELLANEOUS MATTERS

- A. In stating a motion, or when one is being made and acted upon, the Moderator should stand.
- B. In the event of a "tie vote" the moderator may vote or decline to vote. If he declines the matter is decided in the negative.
- C. No member is entitled to speak on a matter or a motion preparatory to making a motion unless he or she is explaining why in his or her judgment such a motion should be made. However, it is better to make a motion, get a second to it, and then explain the motion.
- D. In case there are several nominees for an office, the moderator should call first for a vote on the nominee last named, and so on.
- E. All reports from committees, and all motions and resolutions of any considerable length should be written out and handed to the clerk.

ARTICLE VII. Church Finances

Section 1 - Budget

The Budget and Finance committee, in consultation with the church council, shall prepare and submit to the church for approval an Inclusive budget, indicating by items the amount needed and sought for all local and other expenses. Offering envelopes will be provided for members' use.

It is understood that membership in this church involves financial obligation to support the church and its causes with regular, proportionate gifts.

Section 2 – Accounting Procedures

All funds received for any and all purposes shall pass through the hands of the church treasurer and be properly recorded on the books of the church. Those who have responsibility that involves actual handling of funds shall be bonded, the church paying the bond (see Article II, Section 1, (5), Treasurer, and Section 2, (4), Offering Counting Committee).

A system of accounting that will adequately provide for the handling of all funds shall be the responsibility of the Budget and Finance Committee.

Section 3 - Fiscal Year

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

ARTICLE VIII. Church Operation Manual (deleted 10-24-12 and added to Constitution and By-Laws committee)

ARTICLE IX. General

Section 1 - License

When a member announces to the church that he feels the call to the ministry, the church, by majority vote, may license him as an acknowledgment of his call to the ministry and encouragement to make preparation for it. The clerk of the church may furnish the member with a copy of the minutes or a certificate of license as his credential. It is understood that the performance of civil duties by the member shall be governed by state law.

Section 2 - Ordination

In the event this church has been requested to ordain a member who has been called as pastor of a Baptist church the following procedure shall be followed: the church will express its approval by a vote of three-fourths of the member present at any regular arranged business meeting of the church. Then the church shall invite the Associational Council on Ordination to examine the candidate and report to the church. Then in the event the report of the committee if favorable, the church shall proceed with the ordination.

Section 3 - Affiliation with Associations and Conventions

We recognize that there is mutual helpfulness in the association of churches who are in such agreement in faith and practice as to encourage the spirit of fellowship and goodwill. We also recognize that there have been devised, through the voluntary cooperation of churches of like faith and order, organizations whose purpose it is to implement the missionary, educational, and benevolent interests and obligations of the individual Christian and his church family.

Believing that the North Roanoke Association of Missionary Baptists, the Baptist State Convention of North Carolina, and the Southern Baptist Convention are organizations which have as their sole purpose the promotion and support of missions, education and benevolence of the character and in keeping with the spirit of the Constitution and the Articles of Faith of this church, we therefore agree to participate in these organizations through our duly elected messengers and our support of the causes which these organizations represent; provided, however, this church pursuant to basic Baptist tenet that each congregation is an independent, self-governing body, may withdraw its affiliation from any one or more of the foregoing organizations upon a majority vote of the members present at a meeting called for that purpose, as hereinafter set out. The vote shall be by ballot. A quorum at such meeting shall consist of not less than two-thirds of the resident membership of the church present and voting.

Notice of a meeting called for the purpose of considering a proposed withdrawal from any one or more of the aforesaid organizations shall be given for two consecutive Sundays preceding said meeting in the regular Sunday Worship Service bulletin.

Section 4 - Property Holding

It is agreed that the securing and maintaining of real property, buildings, and equipment by this church shall be for the express purpose of providing facilities for public worship and for the engagement upon the missionary, educational, and benevolent interest of this church, of the character and in the spirit of the Constitution and Articles of Faith of this congregation.

The property of this church shall be and remain vested in the membership of this church. In the event of a schism, the property of the church shall inure to that portion of the membership representing a majority voting in accordance with principles and provisions of the Constitution.

No real property of this church shall be encumbered, sold, given or pledged without the concurrence of a majority of the members present at a meeting called for the special purpose of considering said transfer of property. The notice shall be given two weeks prior to said meeting, stating the purpose and time by publication in the regular Sunday Worship Service bulletin.

ARTICLE X. Adoption and Amendments (As Amended 6-9-2010)

Changes in the constitution and bylaws may be presented at any regular business meeting of the church, **and provided to the membership in writing. Motion will automatically be tabled and the vote will be taken at a special called meeting no less than 30 days after the amendment has been presented.** Amendments to the constitution shall be by two-thirds vote of church members present. Amendments to the bylaws shall have a concurrence of a majority of the members present and voting.

ARTICLES OF FAITH

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.

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 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 Savior, 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.

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.

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 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; 1 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. 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 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 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; 1 Corinthians 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.

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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