

CHURCH CONSTITUTION
OF
GLEN MEADOWS BAPTIST CHURCH, INC.

Preamble

Glen Meadows Baptist Church, Inc., (church) is part of the body and bride of Jesus Christ. We affirm that Jesus Christ is the only Son of God, the Head of the body, and the bridegroom, who will return for His bride. We recognize that Glen Meadows Baptist Church, Inc., is a spiritual organization, divinely instituted to share the Gospel of Jesus Christ with all people. We use the Holy Scriptures to:

1. Provide worship, fellowship, and instruction to disciple God's people for Christian living and service; and
2. Present the Gospel of the Lord Jesus Christ at home and abroad to those who have not accepted Him as their personal Savior.

We declare and establish this constitution for:

1. The purpose of preserving and making secure the principles of our faith to the end that this body be governed in an orderly manner consistent with the accepted tenets of the Southern Baptist Convention, and
2. The purpose of preserving the liberties inherent in each individual member of the church.

Article I – Name

This congregation shall be known as Glen Meadows Baptist Church, Inc., located in San Angelo, Texas.

Article II – Purpose

The purpose of this body shall be to:

1. Provide regular opportunities for public worship;
2. Sustain the ordinances, doctrines, and ethics set forth in the Bible for the Church of our Lord Jesus Christ;
3. Nurture its members through a program of Christian Education;
4. Channel its offerings to the support of the objects of the Redeemer's Kingdom; and,

5. Preach and propagate among all people the Gospel of the Revelation of God through Jesus Christ as Savior and Lord.

Glen Meadows Baptist Church, Inc., is a spiritual body empowered by the Holy Spirit to share the love and Gospel of Jesus Christ with our members, our community, and our world. We do this through preaching, teaching, lifestyle, personal evangelism, and cooperative involvement.

We gather in the presence of God for praise, worship, prayer, Bible study, spiritual growth, and fellowship. We purpose to live in a manner that will bring glory to God and encourage others to accept Jesus Christ as their personal Lord and Savior.

Article III – Statement of Faith and Doctrine

We affirm that the Bible is our sole authority for spiritual instruction. We believe that all scripture is inspired by God and is profitable for teaching, rebuking, correcting, and training in righteousness. We reject any teaching, tradition, and/or practice that conflicts with the Word of God.

The “2000 Baptist Faith & Message” (see Appendix), in its entirety, has been adopted by Glen Meadows Baptist Church as its Statement of Faith and expresses our core beliefs. It does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God, speaks with final authority concerning truth, morality, and the proper conduct of mankind. It is the sole and final source of all that we believe.

For purposes of Glen Meadows Baptist Church, Inc.’s, faith, doctrine, practice, policy, and discipline, the Senior Pastor and Deacon Body are the church’s final interpretive authority on the Bible’s meaning and application.

Article IV – Church Government and Relationships

The government of Glen Meadows Baptist Church, Inc., is vested in its members. All internal groups created and empowered by the church shall report and be accountable to the church as a whole.

This church is not subject to the control of any other body or individual, but recognizes and sustains the obligation of mutual counsel and cooperation which is common among Baptist churches. Insofar as agreed to by the church, Glen Meadows Baptist Church, Inc., will cooperate with and support the Concho Valley Baptist Association and the Southern Baptist Convention.

Article V – Church Covenant

WHAT IS EXPECTED OF ME AS A MEMBER?

At Glen Meadows we never ask our members to do more than the Bible clearly teaches. We only expect our members to do what the Bible expects every Christian to do. These responsibilities are spelled out in the *Membership Covenant*.

The Glen Meadows Membership Covenant

This covenant is to be signed with the assurance that our leadership will encourage you, teach you and lead you in your “walk with Christ”. Our members stand ready to love you, help bear your burdens and foster a true sense of belonging. No one at Glen Meadows Baptist Church is perfect, however we all desire to grow together day by day in our obedience to Christ.

“Having received Christ as my Lord and Savior and having been baptized, and being in agreement with Glen Meadows’ statements, strategy, and structure, I now feel led by the Holy Spirit to unite with the Glen Meadows church family. In doing so, I commit myself to God and the other members to do the following:

1. I WILL PROTECT THE UNITY OF MY CHURCH BY:

- refusing to gossip,
- following its leaders,
- walking in agreement with the Baptist Faith & Message 2000 (See Appendix), and
- offering restoration & redemption to any and all who seek it.

“So let us concentrate on the things which make for harmony, and on the growth of our fellowship together.” Romans 14:19 (Ph)

“Live in complete harmony with each other – each with the attitude of Christ toward each other.” Romans 15:5 (LB)

“Have a sincere love for your fellow believers, love one another earnestly with all your hearts.” 1 Peter 1:22 (GN)

“Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according, to their needs...” Ephesians 4:29

“Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be no advantage to you.” Hebrews 13:17

2. I WILL SHARE THE RESPONSIBILITY OF MY CHURCH BY:

- praying for its growth,
- inviting the unchurched to attend,

- warmly welcoming those who visit,
- participating in baptism after my conversion, and
- participating in the Lord's Supper consistently

*"To the church...we always thank God for you and pray for you constantly."
1 Thessalonians 1:2*

*"Go out into the country...and urge anyone you find to come in, so that my house will be full."
Luke 14:23 (LB)*

"So, warmly welcome each other into the church, just as Christ has warmly welcomed you; then God will be glorified." Romans 15:7 (LB)

3. I WILL SERVE THE MINISTRY OF MY CHURCH BY:

- joining a Life Group, Sunday School class, or both,
- discovering my gifts and talents,
- being equipped to serve by my pastors and teachers, and
- developing a servant's heart through a consistent devotional life.

*"Serve one another with the particular gifts God has given each of you..."
1 Peter 4:10 (Ph)*

*"God gave...some to be pastors and teachers to prepare God's people for works of ministry, so thus the body of Christ may be built up..."
Ephesians 4:11-12*

*"Each of you should look not only to your own interests, but also to the interests of others. Your attitude should be the same as that of Jesus Christ...who took on the very nature of a servant..."
Philippians 2:3-4, 7*

4. I WILL SUPPORT THE TESTIMONY OF MY CHURCH BY:

- attending faithfully,
- giving regularly,
- living a Godly life as seen in Article XV of the BF&M 2000* (see Appendix), and
- willing to be lovingly restored if I drift from my commitment as a Disciple of Christ.
(according to article 1 section 7 - GMBC Constitution and Bylaws)

*"Let us not give up the habit of meeting together...but let us encourage one another."
Hebrews 10:25*

*But whatever happens, make sure that your everyday life is worthy of the gospel of Christ."
Philippians 1:27 (Ph)*

"Each one of you, on the first day of each week, should set aside a specific sum of money in proportion to what you have earned and use it for the offering."

1 Corinthians 16:2

“You must each make up your own mind as you should give. Don’t give reluctantly or in response to pressure. For God loves the person who gives cheerfully.”

2 Corinthians 9:7

**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.

**BYLAWS
OF**

GLEN MEADOWS BAPTIST CHURCH, INC.

Article 1 – Church Membership

Section 1 – General

Glen Meadows Baptist Church, Inc., is a sovereign and democratic Southern Baptist Church under the Lordship of Jesus Christ. The membership retains unto itself the exclusive right of self-government in all phases of the spiritual and temporal life of this church.

The members of Glen Meadows Baptist Church, Inc., have been reconciled to God through the acceptance of Jesus Christ as personal Savior. They have made a profession of faith and followed His example and instruction for baptism by immersion. The membership reserves the exclusive right to determine who shall be members of this church and the conditions of such membership.

Section 2 – Additions to Membership

Any person may become a candidate for membership in Glen Meadows Baptist Church, Inc., at any church service in one of the following ways:

- a. By profession of faith and baptism by immersion;
- b. By promise of a letter of recommendation from another Baptist church or a like-minded church in doctrine and practice having proclaimed faith in Jesus and been baptized by immersion; or
- c. By statement of prior profession of faith and baptism by immersion when no letter is obtainable.

Any person seeking membership by statement will attend the new members class (Starting Point) and sign the Church Covenant Membership Agreement (Article XI). If and when the Senior Pastor or other designated staff or lay person is satisfied that such profession of faith and baptism are in accordance with the teachings and example set forth by our Lord and Savior Jesus Christ as written in the Bible, then candidates for membership may be received into full membership without further baptism.

The vote to accept said candidates for membership into Glen Meadows Baptist Church, Inc., will occur during a regular business meeting by vote of the membership of the congregation present at said meeting.

Should there be any dissent concerning a candidate for membership, such dissent shall be referred to the church office for investigation. A recommendation will be made to the church within thirty days after completing the investigation. An affirmative vote of two-thirds of those in attendance at another duly called and held special or regular business meeting, with proper notice, shall be required to elect such candidates to membership.

Section 3 – Responsibilities of Members

Members of Glen Meadows Baptist Church, Inc., commit themselves to the Lordship of Jesus Christ in their personal, private, and public lives. Members are expected to be faithful to God and support the ministry of Glen Meadows Baptist Church, Inc., in worship, prayer, Bible study, ordinances, fellowship, ministry, and missions along with providing regular financial support.

All members are expected to use their spiritual gifts, abilities, resources, time, and money to strengthen the ministry of this church.

Section 4 – Designations of Members

There are two designations of membership in the church. The first designation of membership is identified as the “active” members. Names of the members included in this designation shall be placed on the active membership roll upon signing the Church Covenant Membership Agreement (Article XI) and agreeing to all the statements shown therein.

The second designation of membership is referred to as “inactive” members. The names of those members identified with this designation include those who have not signed the Church Covenant Membership Agreement (Article XI) and those whose names have been placed in the “inactive” designation.

Note: Members are designated “inactive” when they are not actively involved in the church regardless of Church Covenant Membership Agreement status.

Any member whose designation appears as “inactive” may request that his or her designation be transferred to the “active” designation by making such request to the church office. However, the member must sign the Church Covenant Membership Agreement and become actively involved in the church again. Such transfer to “active” designation shall be effective thirty days after said request is received and verified.

Section 5 – Rights of Members

Every active member of Glen Meadows Baptist Church, Inc., fifteen years of age and above is entitled to vote in all elections and on all questions submitted to the church. The member must be present to vote except for the vote to call a Senior Pastor or ordained ministerial staff

member. In those cases, absentee votes will be accepted prior to the business meeting in accordance with the procedures in effect at that time.

Section 6 – Termination of Membership

Membership in Glen Meadows Baptist Church, Inc., can be terminated in the following ways:

- a. Death of a member;
- b. Transfer to another Baptist or like-minded church by letter;
- c. Exclusion by action of this church (Refer to Section 7 – Discipline); or
- d. Erasure upon request or proof of membership in a church of another denomination.

Section 7 – Discipline

It is the practice of Glen Meadows Baptist Church, Inc., to use every reasonable measure to assist any troubled member. The Senior Pastor, Deacon Body, and other staff members are available to any member for counsel and guidance.

Member's attitude toward one another will be guided by concern for redemption rather than punishment. (1 Thessalonians 5:12-22; Philippians 2:5-8)

Should a serious condition arise which would cause a member to become a liability to the spiritual or general welfare of the church (1 Corinthians 5:9-13), when identified by the Senior Pastor and/or Deacon Body, the Senior Pastor and Deacon Body will take every reasonable measure to resolve the problem in accordance with the spirit and teachings of the eighteenth chapter of Matthew and/or Titus 3:10.

If it becomes necessary for the church to take action to exclude a member, after prayer and discussion, an affirmative vote of two-thirds majority of those church members attending and voting in a duly called and held special meeting shall be required prior to implementation of such action. Upon receiving such a vote, the church may proceed to declare the person to no longer be a member of the church. All proceedings of this nature will be conducted in a spirit of Christian kindness and forbearance.

Submitting to the discipline of God through His Holy Spirit is accomplished by:

- a. Following the biblical procedures for church discipline when sin is evident in another with the hope of such discipline being repentance and restoration; and
- b. Receiving righteous and loving discipline when approached biblically by fellow believers. (Psalm 141:5; Matthew 18:15-20; 1 Corinthians 5:9-13; Hebrews 12:5-11)
 - i. The Lord Jesus Christ has entrusted the local church with the authority and responsibility to discipline members for flagrant sin or serious doctrinal error

with the goal being the restoration of the offender. This discipline is entrusted to the Senior Pastor and the Deacon Body and will follow the biblical pattern as set forth in Matthew 18:15-20; 1 Corinthians 5:2; 2 Corinthians 2:7-8; Galatians 6:1; 2 Thessalonians 3:6; Titus 3:10-11; and 2 John 7-11.

- ii. Any member of this church who practices or affirms a doctrine or conduct that, in the judgment of the Senior Pastor and Deacon Body is opposed to the teaching of the Word of God or is threatening to the testimony of this church or is divisive to the body, may be subject to church discipline.
- iii. Discipline will follow the biblical pattern in an effort to bring the individual to repentance and protect the church from unrepentant sin. Discipline may involve exclusion from participation in ministry and communion as well as dismissal from the fellowship of this church.

An individual may be disciplined by the Senior Pastor and Deacon Body short of dismissal from the fellowship, as they deem appropriate, for the specific circumstance. For example, an individual may remain, in certain circumstances, a member of this church but be denied the privilege of serving in a particular ministry.

- iv. The Senior Pastor and Deacon Body, as required by Scripture, may report to the congregation the names of those who have lost membership by reason of church discipline and the reason for that discipline when deemed appropriate. (Matthew 18:15-20)

- v. Members of the church agree to submit any legal dispute with the church for mediation before a mutually agreed upon mediator, or if none can be agreed upon, one selected by Peacemaker Ministries.

Lawsuits between believers or threats of lawsuits between believers are a matter of grave concern to the church and contrary to biblical and church teaching. Mediation is an effort to resolve disputes in biblical fashion. (1 Corinthians 6:1-7)

Note: Mediation will be governed by the Rules of Procedure for Christian Conciliation of the Institute for Christian Conciliation (ICC Rules) unless modified as stipulated and agreed by both parties. Refer to <http://www.peacemaker.net> to access the ICC rules. In particular, subject to the more detailed provisions of the ICC rules, mediator(s) will attempt to assist the church in reaching a voluntary settlement of any disputes through mediation.

The confidentiality of the mediation process will be protected and these matters will not be discussed with people who do not have a need to know. If settlement can be agreed upon, the mediator(s) may, at their discretion, issue an advisory opinion. Neither the opinion nor any communications exchanged in the

mediation process will be admissible for any purpose in any subsequent legal proceeding.

The church may restore to membership any former member previously excluded upon request of the excluded individual. The request for restoration shall be referred to the Senior Pastor and Deacon Body for investigation. A recommendation will be made to the church within thirty days. (Galatians 6:1-5; 1 Thessalonians 5:14-22)

After prayer and discussion, an affirmative vote of two-thirds majority of those church members attending and voting in a duly called and held special meeting will be required in order to restore membership.

Section 8 – Statement on Marriage, Gender, and Sexuality

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31) Hateful and harassing behavior or attitudes directed toward any individual are not in accord with Scripture nor the doctrines of Glen Meadows Baptist Church, Inc.

We believe that God wonderfully and immutably creates each person as male or female. These two distinct complementary genders together reflect the image and nature of God. (Genesis 1:26-27)

Rejection of one's biological sex is a rejection of the image of God within that person.

- Definition: Gender is a spiritual/biological aspect of a person, established by God in a person's creation, revealed most fundamentally in a person's biological sex and rooted in the reality that God made both male and female in His image and likeness (Genesis 1:27). Furthermore, the full breadth of what it means to be either male or female is comprehensively revealed in the Scriptures as Biblical masculinity and Biblical femininity, each involving character, duties, and responsibilities before God. In other words, men and women need the Bible in order to fully understand and realize what it means to be male or female as God intends.
- Gender is a state, objective, fixed spiritual and biological reality. A person's gender remains permanently fixed in the fundamental doctrine of creation as an image-bearer made as either male or female, revealed in the person's biological sex at birth. Gender is not subjective, fluid, user-selectable, or based upon the feelings or perceptions of the individual.

- For all functions at Glen Meadows Baptist Church, Inc., such as counseling, church offices (Pastor and Deacon), nursery workers, and Bible studies or other events or facility usage (including restrooms) that are gender specific, a person's gender will be defined according to the above definition.

We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. (Genesis 2:18-25) We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. (1 Corinthians 6:18; 1 Corinthians 7:2-5; Hebrews 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 including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography is sinful and offensive to God. (Matthew 15:18-20; 1 Corinthians 6:9-10)

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

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

Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, Glen Meadows Baptist Church, Inc., will only recognize marriages between a biological man and a biological woman. Further, the Senior Pastor, staff, and Deacon Body of Glen Meadows Baptist Church, Inc., shall only participate in weddings and solemnize marriages between one man and one woman. Finally, the facilities and property of Glen Meadows Baptist Church, Inc., shall only host weddings between one man and one woman.

Article II – Church Officers

All who serve as officers of Glen Meadows Baptist Church, Inc., shall be active members of this church.

Section 1 – Elected Officers

The officers of this church shall be a Senior Pastor and other vocational leaders as needed including Deacons, trustees, and other such officers as required for the work of the church in any of its departments or organizations. All of these officers shall be elected by the church and must be active members in good standing.

Section 2 – Election and Duties

a. Senior Pastor

Qualifications - The qualifications of the Senior Pastor shall be consistent with those listed in 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4.

Responsibilities – The Senior Pastor is responsible for leading the church to function as a New Testament church. His responsibilities fall into the following areas: preaching, teaching, pastoral counseling, administration, planning, and guiding the church to grow and fulfill its purposes.

The Senior Pastor is the leader of the church. As such, he works with the Deacon Body and church staff to:

1. Lead the church, the organizations, and all other leaders of the church in performing their tasks in worship, proclamation, education, and evangelism;
2. Proclaim the Gospel to believers and non-believers;
3. Care for the church's members and other persons in the community; and,
4. Lead the church in the achievement of its purpose. (Refer to Constitution – Article II)

The Senior Pastor may call special meetings of the Deacon Body or any church committee or team in accordance with procedures which are set forth in the church bylaws. 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 which usually pertain to the office of Senior Pastor.

He shall have special charge of the pulpit ministry of the church and shall, in cooperation with the Deacon Body, provide for pulpit supply when absent. He shall also arrange for workers to assist in revival meetings and other special services as necessary.

The Senior Pastor shall preside at all meetings of the church except as otherwise stated in the church bylaws. He is the administrative head of the church.

Call – Whenever a pulpit vacancy occurs, a Pastoral Search Team of five members and two alternates shall be elected by the church. This team, under the direction and leadership of the

Holy Spirit, will seek out and nominate as Senior Pastor a minister of the Gospel whose Christian character and qualifications fit him for the office of Senior Pastor of this church.

Any church member has the privilege of making recommendations to the Pastoral Search Team. The recommendation from the Pastoral Search Team constitutes a nomination. The Pastoral Search Team will consult with the Personnel and Finance Committees concerning compensation and benefits for the prospective Senior Pastor.

The Pastoral Search Team shall bring to the church congregation only one candidate at a time for consideration by the church. After prayer and discussion, election to the office of Senior Pastor will be by secret ballot. An affirmative vote of three-fourths of those church members casting ballots either in person or by absentee ballot, voting in a duly called and held special meeting during a Sunday morning worship service, shall be required to call the prospective Senior Pastor.

Term of Service – The Senior Pastor, thus duly elected, shall serve until the relationship is terminated either by his or the church's request. In either case, at least two weeks' notice will be required unless otherwise mutually agreed.

The Senior Pastor may relinquish the office of Pastor by giving at least two weeks' written notice to the church of his intent to resign. The church may then declare the office of Senior Pastor vacant and the Senior Pastor's employment terminated. Such action shall take place at a meeting called for that purpose and designated as a "Special Business Meeting". This meeting may be called upon the recommendation of a majority of either the Personnel Committee or by a written petition signed by not less than one fourth of the active church members.

A moderator for this meeting shall be designated by the members present at the meeting and requires a majority vote. That individual shall be someone other than the Senior Pastor. The vote to declare the office vacant shall be by secret ballot with an affirmative vote of three-fourths of the members present required in order to declare the office vacant and the Senior Pastor's employment thereby terminated.

Except in instances of gross misconduct by the Senior Pastor, after the church declares the office vacant, the church will compensate the Senior Pastor with no less than one twelfth of his total annual compensation.

Interim Pastor – In the event of the permanent departure of the Senior Pastor, the Personnel Committee will be responsible to contact appropriate institutions or individuals for pulpit supply. For administration, the Deacon Body in conjunction with the Personnel Committee, will nominate a current staff member to assume responsibilities for the administration of day to day operations. These arrangements will continue until a Senior Pastor is chosen and in place.

b. Ordained Pastoral Staff

Ordained pastoral staff shall be called and employed as the church determines the need for such offices. A job description shall be written by the Personnel Committee and placed in the church's "Operations Manual" when the need for a staff member is determined.

New staff members shall be recommended to the church by the Personnel Committee. After prayer and discussion, an affirmative vote of three-fourths majority of those church members attending and voting in a duly called, with proper notice, and held special meeting following a Sunday worship service shall be required to call the prospective candidate to the ministerial staff.

An ordained pastoral staff member may resign by giving a minimum of two weeks' notice to the church.

Upon receiving a recommendation from the Personnel Committee, the church may vote to vacate an ordained pastoral staff position. After prayer and discussion, an affirmative vote of two-thirds of those church members attending and voting in a duly called, with proper notice, and held special meeting following a Sunday worship service shall be required in order to declare an office of the ordained pastoral staff vacant.

Administrative staff and those that work in the church office and neither ordained nor licensed are hired by ordained pastoral staff. Staff identified as administrative are not subject to the approval of a church vote. (Refer to the "Operations Manual")

c. Deacon Body

Qualifications – The nominating, screening, calling, and serving in the office of Deacon is a very sacred responsibility. In accordance with the meaning of the work and practice as described in the Bible, deacons are to be servants of the church. (Acts 6:1-7; 1 Timothy 3:8-13).

Their task is to serve with the Senior Pastor and staff in performing the pastoral ministry tasks of proclaiming the Gospel to believers and non-believers, caring for the church's members and other persons in the community, and leading Glen Meadows Baptist Church, Inc., in the achievement of its purpose. (Refer to Constitution Article II)

Election – Deacon candidates shall be elected for ordination as the need arises. After completing a study of the biblical qualifications for a deacon as they are described in 1 Timothy 3:8-13, each church member present may nominate candidates by writing their names on a nomination form. This nomination process shall take place at a meeting called, with at least a week's notice, for that purpose.

The Deacon Body shall constitute the counting and screening team unless otherwise designated by the church at the meeting.

Those nominated for the office of Deacon may be screened by utilizing a period of training and direct experience serving with an active Deacon.

After prayer and discussion during a Sunday worship service, final approval of the church shall be obtained. This approval requires an affirmative vote of three-fourths majority of those church members attending and voting in a duly called and held, with proper notice, special or regular business meeting.

Ordination – Those approved and called to the office of Deacon of Glen Meadows Baptist Church, Inc., shall be ordained to the office with prayer and a “laying on of hands” in a special service duly called for that purpose.

There shall be no obligation to authorize, as a Deacon of Glen Meadows Baptist Church, Inc., one who has been a Deacon in another church. In such instance, if such an individual is called by Glen Meadows Baptist Church, Inc., to serve as a Deacon, his previous ordination by another church of like faith and order would suffice for Glen Meadows Baptist Church, Inc.

Deacons, including those who served as Deacons in a different church, must be members of Glen Meadows Baptist Church, Inc., for at least six months before they can be considered as a candidate for Deacon of this church.

Recommendations for any such actions involving the office of Deacon must be presented to the church by the chairman of the Deacon Body for approval.

Deacon Status – A Deacon may be considered inactive at his request or by need as determined by the Senior Pastor and/or Deacon Body. A Deacon will continue to hold the office of Deacon unless he chooses to formally resign for personal reasons or he fails to meet the qualifications of the office of Deacon. The Deacon Body may choose to place Deacons on an inactive list due to inactivity, failure to attend meetings, no longer a member of Glen Meadows Baptist Church, Inc., or any other reason deemed appropriate by the Deacon Body.

Upon either a recommendation from two-thirds of the Deacon Body or by a written petition signed by not less than one-fourth of the active church members, the church may vote to remove a Deacon from the office. An affirmative vote of two-thirds majority of those church members attending and voting in a duly called, with proper notice, and held special meeting following a Sunday worship service, shall be required to remove a Deacon from office.

Deacon Meetings and Decision Making – Official decisions of the Deacon Body are governed by:

- a. Meetings of the Deacon Body may be called by or at the request of the Chairman of the Deacon Body (“Chairman”), the Senior Pastor, or a majority of the Deacon Body. The place and time of the meeting shall be specified in the notice of such meeting.
- b. Notice of any meeting of the Deacon Body shall be given at least one day prior thereto by oral or written notice to each Deacon except for regular meetings held without notice at the time and place for such regular meeting as is from time to time designated by the Deacon Body.

Duties – The Deacon Body of Glen Meadows Baptist Church, Inc., shall:

1. Organize themselves by electing a chairman, a vice chairman, and a recorder and divide into teams as deemed necessary. The recorder shall prepare and publish committee minutes for each meeting of the committee. These minutes will be reviewed by the chairman and signed by both the chairman and recorder. The original copy of the minutes will be provided to the Senior Pastor’s Ministry Assistant for proper retention.
2. Establish and maintain spiritual, fraternal, and personal relations with the membership of the church emphasizing a concern for spiritual growth;
3. Serve as counsel to assist the Senior Pastor, with the leading of the Holy Spirit, concerning the progress and welfare of the church;
4. Seek to resolve any fellowship, doctrinal or procedural issues within the church, and discipline problems; and,
5. Assist the Senior Pastor in administering the church ordinances.

d. Moderator

The Senior Pastor shall serve as moderator at church meetings. As moderator he will preside at all regular and special called business meetings of the church. In the absence of the Senior Pastor, the Chairman of the Deacons shall preside, or in the absence of both, the Vice Chairman of the Deacons shall call the church to order and preside over the election of an acting moderator for the meeting. If the Vice Chairman of the Deacons is also unavailable, the church clerk shall call the meeting to order and preside over the election of a moderator.

e. Trustees

Church trustees shall serve as legal representatives of the church as a corporate body. Three active church members shall be elected to serve as Trustees. Nominations shall be made by the Deacon Body and Oversight Committee and reviewed by the Nominating Committee, Senior Pastor, and church staff. The candidates receiving the most nominations shall be submitted to the church at the end of the year business meeting for approval.

Trustees will serve three year terms. Terms of each Trustee shall be staggered in one year increments. Rotation off after a three year time frame is required for at least one year. Vacancies may be filled at a quarterly business meeting with the newly elected church member completing the unexpired term of the vacant Trustee office.

The Trustee functions relate to the legal status of the church as a corporate body. These duties include:

1. The execution of all legal documents transactions of the church (two signatures are required);
2. Serve as legal representatives of the church in all lawsuits; and,
3. Handle all legal matters involved in the owning, disposal, and protection of church property.

The Trustees shall have no power to buy, sell, mortgage, lease, or have control over use or transfer of any property of the church without a specific vote by the church membership authorizing such action. Such vote requires an affirmative two-thirds majority of those active church members attending and voting in a duly called, with proper notice, and held special or regular business meeting. Trustees also do not have control over the use of church property except as voted by the church.

f. Clerk

A clerk and alternate clerk shall be elected for a term of three years. Nominations shall come from the Nominating Committee.

Both the clerk and alternate clerk can serve consecutive terms of office if desired by either the holder of the position and the Nominating Committee subject to final approval by the church. The terms of the clerk and alternate clerk shall be staggered by a period of one year.

It shall be the clerk's duty to:

1. Attend or to be represented at all church business meetings;
2. Ensure that required notice of all meetings is accomplished when such notice is required; and,
3. Keep an accurate record of church business meetings by the taking and publishing of the minutes. The minutes will be signed by the clerk and the original provided to the Senior Pastor's Ministry Assistant for retention.

The alternate clerk shall act in the absence or inability of the clerk to perform all duties of the office. In the event the clerk or the alternate clerk is not available, the moderator shall

designate a temporary clerk for that meeting. Upon approval by the members present at the meeting, this individual will act as clerk.

Article III – Church Ordinances

Section 1 – Baptism

Glen Meadows Baptist Church, Inc., shall receive for baptism any person who has received Jesus Christ as Savior by personal faith and who indicates a commitment to follow Jesus Christ as Lord.

Baptism shall be:

- a. By immersion in water; (Mark 1:9-11)
- b. Performed by the Senior Pastor or whomever he authorizes;
- c. Assisted by the Baptismal Team (includes preparation and observance of baptism); and,
- d. Administered as an act of worship during any worship service of the church.

In a case of extreme circumstance in which an individual desiring baptism is physically, due to medical reasons, incapable of taking part in a baptism as previously described above, the Senior Pastor shall have the authority to proceed with a baptism, including witnesses, as he deems appropriate.

Section 2 – The Lord’s Supper

All who have made a profession of faith in Jesus Christ as Lord and Savior shall examine themselves in order to determine whether or not they can participate in a worthy manner in the Lord’s Supper. (1 Corinthians 11:27-32) Those who have done so may share in the observance of the Lord’s Supper.

Glen Meadows Baptist Church, Inc., shall observe the Lord’s Supper several times each year as scheduled by the Senior Pastor. The Senior Pastor or his designee, together with the Deacon Body, shall administer the Lord’s Supper. The Deacon Body is responsible for the physical preparations.

Article IV – Licensing and Ordination

Section 1 – Licensing

Glen Meadows Baptist Church, Inc., shall consider a request for license to the Gospel ministry from any member or former member of the church who demonstrates Christian maturity, zeal, faithfulness. The candidate must also give evidence of a personal call to a vocation or avocation in ministry and exhibit the scriptural qualifications required for licensing to the Gospel ministry.

After prayer and discussion, an affirmative vote of two-thirds majority of those church members attending and voting in a duly called, with proper notice, and held special or regular business meeting, shall be required in order to license such candidates.

Said license shall be presented to the individual in a Sunday worship service. This license to the Gospel ministry is issued by the church in recognition of the individual's call to the Gospel ministry and may be periodically reviewed for either affirmation or recall of the license by the church.

This license could be recalled if the licensee fails to:

- a. Display Christian maturity, zeal, and faithfulness;
- b. Give evidence of a personal call by God to a vocation or avocation in ministry; and,
- c. Exhibit the scriptural qualifications for licensing to the Gospel ministry.

The church may then revoke the license after prayer and discussion and an affirmative vote of two-thirds majority of those members attending and voting in a duly called, with proper notice, and held special or regular business meeting.

Section 2 – Ordination

Glen Meadows Baptist Church, Inc., shall consider a request for ordination to the Gospel ministry received from any member or former member of this church. The candidate must demonstrate the following:

- a. Christian maturity, zeal, and faithfulness;
- b. Evidence of a personal call by God to a vocation in ministry;
- c. Scriptural qualification for ordination to the Gospel ministry; and,
- d. A call by this church or a church of like faith as its Senior Pastor or one of its ministerial staff members.

After prayer and discussion in a duly called, with proper notice, and held special or regular business meeting, an affirmative vote of two-thirds majority of those members attending and voting is required in order for the church to consider such a request.

Upon completion of said voting process, the Senior Pastor shall assemble an ordination council composed of ordained ministers and members of the Deacon Body. This council will interview the candidate for ordination in order to determine his qualifications, beliefs, and call to the Gospel ministry.

Upon recommendation by the ordination council, the candidate will be presented during a Sunday worship service to the church for approval. After prayer and discussion, an affirmative

vote of two-thirds majority of those church members attending and voting in a duly called, with proper notice, and held special or regular business meeting, the approved candidate shall be ordained to the Gospel ministry with prayer and the “laying on of hands”.

This ordination can be revoked due to:

- a. Individual’s noncompliance with the church Constitution and Bylaws;
- b. Failure to display Christian maturity, zeal, and faithfulness;
- c. Failure to provide evidence of a personal call by God to vocation in ministry; and,
- d. Failure to exhibit the scriptural qualifications for ordination to the Gospel ministry.

The church may then revoke the ordination after prayer and discussion and an affirmative vote of two-thirds majority of those church members attending and voting in a duly called, with proper notice, and held special or regular business meeting.

Article V – Church Meetings

Section 1 – Services

Worship Services – Glen Meadows Baptist Church, Inc., shall meet regularly for the worship of Almighty God. Prayer, preaching, evangelism, Bible study, and discipleship shall be among the parts of these services.

The Senior Pastor or his designee shall direct the services for all who attend. The Senior Pastor may authorize special meeting places other than the church property as official worship services for purposes of baptism, fellowship, or other spiritual endeavor related to the church.

Special Services – Revival services, Bible conferences, weddings, funerals, and any other church meeting essential to the advancement of the church’s objectives shall be placed on the church calendar after review and approval by the appropriate staff member.

All services must be in keeping with the entirety of the church Constitution and Bylaws.

Section 2 – Business Meetings

Regular Business Meetings – Glen Meadows Baptist Church, Inc., shall conduct regular business meetings at the beginning of each quarter, i.e., January, April, July, and October. Voting at a regular meeting is by voice vote unless otherwise directed by the moderator. Proper notice when required for some agenda items must be given in writing and/or verbally at a Sunday worship service and will include the specified issue and individuals involved, the date or day of the meeting, and the time and location if different from the regular meeting time and location.

Annual Business Meeting – Each year in the month of September Glen Meadows Baptist Church, Inc., will conduct an annual business meeting prior to the start of the fiscal year which begins in October.

Special Called Meetings – Glen Meadows Baptist Church, Inc., may conduct called special meetings to consider matters of special interest and significance. A called special meeting is defined as a meeting for the purpose of discussing a specific issue and taking action on said issue. The action taken by the church could either be voting or referring the matter to a standing or special committee/team of the church.

Prior notice of such a meeting and any others that follow on the specific issue to be discussed must be given one week in advance, either in writing or verbally at a Sunday worship service unless extreme urgency renders such notice impractical. Said notice should include the issue, day/date of the meeting, and time and location if different from a regular meeting.

Unless otherwise specified by the moderator, the voting process for a called special meeting shall be by secret ballot. Voting choices will be “in favor”, “opposed”, and “abstaining”. Only those votes “in favor” and “opposed” categories will be considered as voting. “Abstaining” votes will be tallied and reported. However, if more than twenty percent of the ballots are “abstaining”, a second vote will be required if approved by a majority of the church members in attendance. Ballot counting will be overseen by the Deacon Body who will report the results to the church.

Note: If there is no second vote taken during this meeting, the moderator may call for a second vote at another business meeting no later than the second Sunday following the initial vote. A third vote will not be required because of “abstaining”.

Section 3 - Quorum

A quorum is the members in attendance at a business meeting that is necessary to conduct business. For the call or dismissal of the Senior Pastor, other ministerial staff, or a Deacon, the quorum shall consist of the members in attendance at the Sunday morning services.

For the purchase, sale, or disposal of real property or the incurring of a mortgage the quorum shall consist of the members in attendance at the Sunday morning services.

For any other votes and for the annual business meeting and regular business meetings, the quorum shall be the members in attendance at the meeting.

For votes by a committee, the quorum shall be a majority of the members of the committee/team unless otherwise specified in committee/team guidelines. (Refer to church “Operations Manual”)

Section 4 – Parliamentary Rules

Unless otherwise defined in this document, parliamentary rules of procedures for all business or called special meetings of the church shall follow the latest edition of “Standard Code of Parliamentary Practice” by Alice Sturgis.

Section 5 – Facilities Use Policy

The church’s facilities were provided through God’s benevolence and by the sacrificial generosity of church members. The church intends for its facilities to be used for the fellowship of the Body of Christ and to bring God glory.

Although the facilities are generally not open for use by the public, we make our facilities available to approved nonmembers 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.

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 the church Constitution and Bylaws. More details can be found in the church “Operations Manual”. Church facilities will not be used for activities that contradict or are deemed inconsistent with the church’s faith or moral teachings.

The Senior 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 cooperation with that activity, and would be a grave violation of the church’s faith and religious practice. (2 Corinthians 6:14; 1 Thessalonians 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 or not 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. (Colossians 3:17)

The Senior Pastor or official designee must approve all uses of church facilities. Generally, priority shall be given to church members, their immediate families, and organized groups that are part of the ministry, organization, or sponsored activities of the church. Church facilities and equipment will be made available to nonmembers or outside groups meeting the following qualifications.

- a. Groups or persons requesting facility use must affirm that their beliefs and practices and planned uses of the facilities are consistent with the church's faith and practice.
- b. The group or person seeking facility use must submit a signed "Church Facility Reservation Request and Agreement Form".
- c. The group or person seeking facility use must be willing to take responsibility for the facilities and equipment used and must agree to abide by the church's rules of conduct for facility use as stated in the church's Operations Manual and as described in any additional instructions by church staff.
- d. The group or person seeking facility use must pay a damage and cleanup deposit prior to approval of the request and the event being placed on the church calendar.

Article VI - Church Committees

All church committee members shall be elected by the church consisting of active members of Glen Meadows Baptist Church, Inc., from nominations presented by the Nominating Committee and/or nominations from the floor. Committees shall have a maximum of seven members on each committee with the exception of the Oversight Committee.

Each committee member is elected for a three year term. Terms of each member shall be staggered in increments of two members in year one; two members in year two; and three members in year three. It is preferred that one not serve on more than one committee at a time.

Members must rotate off committees at the end of the three year term and cannot serve on another committee for a period of one year unless the Nominating Committee determines that is necessary for an individual to be nominated again without the one year off requirement.

Vacancies on committees may be filled at any quarterly business meeting with the newly elected committee member completing the unexpired term.

Each committee will elect a chairman, vice chairman, and a recorder. Minutes of each meeting will be taken and published by the recorder. These minutes will be signed by both the chairman and recorder of the committee and the original copy provided to the Senior Pastor's Ministry Assistant for proper retention.

It is the prerogative of any committee to seek expertise outside the committee's cumulative experience in the form of an outside subject matter expert (SME) if and when circumstances require. Every committee shall have at least one Deacon member at all times. The Nominating Committee shall present its nominations to the church at the annual business meeting in September so committees may have time to organize and begin operation in October with the new fiscal year.

Section 1 - Nominating Committee – The Nominating Committee, which consists of seven members, shall be responsible throughout the year for identifying, nominating, and presenting to the church individuals selected to serve in various positions on church committees as vacancies occur. *Note: The Senior Pastor and Deacon Body chairman are nonvoting members of this committee.*

Nominations for membership on the Nominating Committee shall be made during the annual business meeting. Members will be asked to indicate three individuals as potential candidates for membership on the Nominating Committee. The Deacon Body will tabulate the nominations and prepare a list of candidates.

The list will be compiled in the order of number of votes received; i.e., the name of the individual receiving the most nominations will be listed at the top of the list with the next highest listed in second position, and so forth. This list will be forwarded to the existing Nominating Committee membership for their consideration.

The Nominating Committee will review the list which includes a vetting process (with assistance of church staff) and an individual's willingness to serve. Once the individuals nominated agree to serve, their names will be presented to the congregation at the annual business meeting for approval.

If the congregation does not approve the individuals presented by the Nominating Committee and Deacon Body, the entire process begins again until candidates are accepted by the Deacon Body, Nominating Committee, and the church congregation. Once the Nominating Committee is fully populated, it will be responsible for filling any vacancies that exist on all church committees.

New appointments are for a period of three years unless filling an unexpired term of office which has been vacated.

Duly elected members of the Nominating Committee shall elect a chairman, vice chairman, and a recorder. The recorder shall prepare and publish committee minutes for each meeting of the committee. These minutes will be reviewed by the chairman and signed by both the chairman and recorder. The original copy of the minutes will be provided to the Senior Pastor's Ministry Assistant for proper retention.

Membership on the committee, terms of membership, rotation requirements vacancy replacements, committee leadership, and required committee meeting minutes are all addressed in the introductory paragraph to Article VI.

Working with the Senior Pastor and the Deacon Body Chairman, the Nominating Committee will:

1. Secure prospective committee candidates by soliciting names from sources such as church membership;
2. Forward list of likely candidates to Deacon Body for evaluation and review;
3. Forward list of likely candidates to staff for evaluation and review;
4. Ensure that all committee vacancies are filled in a timely manner;
5. Assist all members of church committee nominees both before and after election to ensure that responsibilities are understood, documented, and followed;
6. Determine a nominated candidate's willingness to serve;
7. Present list of selected individuals to church for final approval; and,
8. Notify candidates of their selection to serve on a committee.

Section 2 - Finance Committee – The Finance Committee shall have the responsibility to:

1. Ensure that the adopted budget of the church is followed;
2. Recommend financial policies to the church;
3. Foster and promote programs of responsible stewardship;
4. Report financial status of the church to the congregation at business meetings;
5. Authorize church expenditures by signing checks issued by the church;
6. Work closely with the Finance Ministry Assistant on finance/budget issues;
7. Work with the Oversight Committee and staff and prepare an annual budget projecting the church's anticipated revenue and expenditures including personnel costs, reimbursements for monies expended on the church's behalf, travel, missions, normal operating expenses, property, leases, transportation, equipment purchases, etc.;
8. Assist Finance Ministry Assistant in assessing and approval of major expenditures for unplanned and unexpected expenses;
9. Work with the Personnel Committee to establish financial compensation for staff whenever necessary;

10. Ensure that potential personnel offer packages are complete by identifying salary, vacation, medical coverage, work space, equipment, and any other related costs before package is presented to the Personnel Committee for approval and extending an offer to any potential new hire; and,
11. Ensure that outside “Agreed Upon Procedures” of the church’s books are conducted when required; i.e., at least every three years or when requested by a majority of the church congregation.

Qualifications required for service on the Finance Committee will be reviewed by the Nominating Committee in order to ensure that there is at least one member serving at all times who has either a certification in finance or accounting, a degree in accounting, on the job experience in finance or accounting, or significant prior service on a like committee at another church.

***Note:** In order to comply with the above requirement for service on the Finance Committee, the Nominating Committee may authorize another consecutive three year term for that member of the committee.*

The Finance Committee will elect a chairman, vice chairman, and recorder. The recorder will be responsible for taking and publishing minutes for each committee meeting. These minutes will be reviewed and signed by the chairman and recorder. The original copy of the minutes will be provided to the Senior Pastor’s Ministry Assistant for proper retention.

***Note:** Discretion will be used regarding content in order to protect staff privacy when discussions pertain to personal matters.*

Section 3 - Personnel Committee - The Personnel Committee shall be responsible to:

1. Ensure that job descriptions for staff positions are reviewed at least quarterly or as needed to ensure they are accurate and current;
2. Ensure that candidates for positions are qualified through a vetting interview process;
3. Approve new positions;
4. Prepare complete offer packages for potential new hires; i.e. packages are to include salary, vacation, medical coverage, appropriate work space, equipment, and special requirements with estimated costs for Finance Committee review and concurrence;
5. Present offer packages to Finance Committee for concurrence; and,
6. Present candidate and offer package to church for approval.

The Personnel Committee will elect a chairman, vice chairman, and recorder. The recorder will prepare and publish minutes for each committee meeting. The minutes will be reviewed and

signed by the chairman and recorder. The original copy of the minutes will be provided to the Senior Pastor's Ministry Assistant for proper retention.

Qualifications required for service on the Personnel Committee will be reviewed by the Nominating Committee in order to ensure that there is at least one member serving at all times who has either a certification in human resources, a degree in human resources, on the job experience in human resources, significant prior service on a like committee at another church, or significant personnel management experience.

***Note:** In order to comply with the above requirement for service on the Personnel Committee, the Nominating Committee may authorize another consecutive three year term for that member of the committee.*

***Note:** Discretion will be used with regard to content in matters regarding personnel privacy issues.*

Section 4 - Long Range Planning Committee – The Long Range Planning Committee is responsible for the vision of Glen Meadows Baptist Church Inc. and the church's adherence to that vision. In order to accomplish this responsibility, the Long Range Planning Committee will meet at least quarterly and:

1. Periodically review attendance figures and related graphics;
2. Ensure that church's facilities are adequate for its programs;
3. Collaborate with the Senior Pastor on all matters related to the church's vision and programs;
4. Work with other church committees as required; and,
5. Be represented on special teams or committees such as building whenever such team or committee is created.

The committee will elect a chairman, vice chairman, and recorder. The recorder will prepare and publish minutes for committee meetings. These minutes will be reviewed and signed by the chairman and recorder. The original copy of the minutes will be provided to the Senior Pastor's Ministry Assistant for proper retention.

Section 5 - Oversight Committee - Regular members of the Oversight Committee are:

1. Senior Pastor,
2. Chairman of the Deacon Body,
3. Committee Chairmen,
4. Team Leaders, and
5. Any other church member when designated by the Senior Pastor.

The Oversight Committee shall view the “Operations Manual” and related church functions annually in order to ensure that the church is operating and functioning in accordance with its Constitution and Bylaws. When deemed necessary by the Senior Pastor or his authorized designee to revise the Constitution and Bylaws, the Oversight Committee will ensure that a Constitution and Bylaws Committee is created by the Nominating Committee following established procedures outlined elsewhere in this document.

The Oversight Committee will evaluate all church programs to ensure that the goals and objectives of the church are being met.

The chairman of this committee is the Senior Pastor but the committee will elect a vice chairman and recorder. The recorder will prepare and publish minutes for each committee meeting. These minutes will be reviewed and signed by the chairman and recorder. The original copy of the minutes will be provided to the Senior Pastor’s Ministry Assistant for proper retention.

Section 6 - Joy School Steering Committee –Candidates for membership on this committee will come from the Nominating Committee.

The Joy School Steering Committee shall:

1. Provide direction for Joy School administration,
2. Oversee spiritual development for students,
3. Provide accountability for Joy School operations,
4. Work with the Joy School Director to ensure proper administration and operation of the school, and
5. Hold regularly scheduled meetings.

The committee will elect a chairman, vice chairman, and recorder. The recorder will prepare and publish minutes for each committee meeting. The minutes will be reviewed and signed by the chairman and recorder. The original copy of the minutes will be provided to the Senior Pastor’s Ministry Assistant for proper retention.

Article VII – Messengers and Representation

Section 1 – Election of Messengers to Annual Meetings

Glen Meadows Baptist Church, Inc., has the option when needed to elect any member from Glen Meadows Baptist Church, Inc., who has committed to attend annual meetings of the Concho Valley Baptist Association, the Southern Baptists of Texas Convention, and the Southern Baptist Convention.

In keeping with the practices of these associations and conventions, the messengers are to vote according to their spiritual and scriptural values and teaching of the church. Information and guidelines concerning anticipated issues will be provided to those messengers prior to the conventions or meetings.

Section 2 – Representation at Other Meetings

Glen Meadows Baptist Church, Inc., may participate in meetings with other churches, groups, and organizations that allow or require representation from Glen Meadows Baptist Church, Inc.

Unless otherwise specified by the church in a business meeting, the Senior Pastor or any member designated by the Senior Pastor and/or Deacon Body may represent and/or vote for the interest of the church. An example of such representation would be to Concho Valley Baptist Association Executive Board or the San Angelo City Council.

Without a vote of approval by the church, the representative shall not authorize any conditions which would deter the church from its biblical purpose or have a financial impact greater than \$200.00.

Section 3 – Specialized Representation

From time to time, there might be a situation when professional assistance might be necessary for the church. Such representation will be engaged only after the church has voted to do so.

An affirmative vote of two thirds majority of those members attending and voting in a duly called, with proper notice, and held business meeting will be required to hire professional representation.

Section 4 – Reporting by Messengers and Representatives

Those members who serve as messengers and/or representatives of Glen Meadows Baptist Church, Inc., shall report to the church the events and proceedings including their participation and voting at any meetings they attend on behalf of the church.

The Senior Pastor will report on these meetings and the results of any votes cast at the next regularly scheduled business meeting after the meeting(s) attended.

Article VIII – Church Operations Manual

Glen Meadows Baptist Church, Inc., shall generate and amend as necessary a church “Operations Manual”. This manual is to include but is not limited to:

1. Policies,

2. Operating procedures,
3. Church Covenant,
4. Church Constitution and Bylaws,
5. Program descriptions and descriptions of other church functions,
6. Church committee descriptions/functions, and,
7. Staff job descriptions including ministerial staff positions.

This manual shall be located in the Senior Pastor's Ministry Assistant's office and made available to any church member for use. It is subject to revision when deemed necessary with changes requiring approval by the Oversight Committee. Any and all changes will be presented to the church membership for final approval.

Article IX – Amendments to Constitution and Bylaws

Changes and/or additions to the Constitution and Bylaws of Glen Meadows Baptist Church, Inc., may be addressed at any regularly scheduled business meeting.

Copies of the proposed changes must be provided to church members for review prior to the business meeting in which such changes are to be discussed. An additional copy is also to be distributed to attendees of the business meeting in which it is to be voted upon.

Any amendment to the Constitution and Bylaws requires an affirmative vote by two-thirds majority of those members attending and voting in a business meeting.

Note: When considered necessary by the Senior Pastor or an authorized designee from the church staff to revise the Constitution and Bylaws, a special committee will be created. Nominations for membership on this committee will be handled by the Nominating Committee utilizing established procedures for staffing committees.

Article X – Dissolution of Church

Upon the dissolution of the corporation known as Glen Meadows Baptist Church, Inc., the corporation shall, after paying or making provision for payment of any liabilities of the corporation, distribute all the remaining assets of the corporation to the Southern Baptists of Texas Convention or to another church or other organization of like faith and order.

Such organization must meet the criteria for a charitable organization qualified under Section 501(c) (3) of the Internal Revenue Code of 1986 as amended or corresponding section of any future federal code.

All such disposition of assets must be approved by the church and requires an affirmative vote of at least two thirds majority of the members present and voting at a regular or special called meeting.

Article XI – Church Membership/Covenant Agreement

WHAT IS EXPECTED OF ME AS A MEMBER?

At Glen Meadows we never ask our members to do more than the Bible clearly teaches. We only expect our members to do what the Bible expects every Christian to do. These responsibilities are spelled out in the *Membership Covenant*.

The Glen Meadows Membership Covenant

This covenant is to be signed with the assurance that our leadership will encourage you, teach you and lead you in your “walk with Christ”. Our members stand ready to love you, help bear your burdens and foster a true sense of belonging. No one at Glen Meadows Baptist Church is perfect, however we all desire to grow together day by day in our obedience to Christ.

“Having received Christ as my Lord and Savior and having been baptized, and being in agreement with Glen Meadows’ statements, strategy, and structure, I now feel led by the Holy Spirit to unite with the Glen Meadows church family. In doing so, I commit myself to God and the other members to do the following:

1. I WILL PROTECT THE UNITY OF MY CHURCH BY:

- refusing to gossip,
- following its leaders,
- walking in agreement with the Baptist Faith & Message 2000 (See Appendix), and
- offering restoration & redemption to any and all who seek it.

“So let us concentrate on the things which make for harmony, and on the growth of our fellowship together.” Romans 15:19 (Ph)

“Live in complete harmony with each other – each with the attitude of Christ toward each other.” Romans 15:5 (LB)

“Have a sincere love for your fellow believers, love one another earnestly with all your hearts.” 1 Peter 1:22 (GN)

“Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according, to their needs...” Ephesians 4:29

“Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be no advantage to you.” Hebrews 13:17

2. I WILL SHARE THE RESPONSIBILITY OF MY CHURCH BY:

- praying for its growth,
- inviting the unchurched to attend,
- warmly welcoming those who visit,
- participating in baptism after my conversion, and
- participating in the Lord's Supper consistently

*"To the church...we always thank God for you and pray for you constantly."
1 Thessalonians 1:2*

*"Go out into the country...and urge anyone you find to come in, so that my house will be full."
Luke 14:23 (LB)*

"So, warmly welcome each other into the church, just as Christ has warmly welcomed you; then God will be glorified." Romans 15:7 (LB)

3. I WILL SERVE THE MINISTRY OF MY CHURCH BY:

- joining a Life Group, Sunday School class, or both,
- discovering my gifts and talents,
- being equipped to serve by my pastors and teachers, and
- developing a servant's heart through a consistent devotional life.

*"Serve one another with the particular gifts God has given each of you..."
1 Peter 4:10 (Ph)*

*"God gave...some to be pastors and teachers to prepare God's people for works of ministry, so thus the body of Christ may be built up..."
Ephesians 4:11-12*

*"Each of you should look not only to your own interests, but also to the interests of others. Your attitude should be the same as that of Jesus Christ...who took on the very nature of a servant..."
Philippians 2:3-4, 7*

4. I WILL SUPPORT THE TESTIMONY OF MY CHURCH BY:

- attending faithfully,
- giving regularly,
- living a Godly life as seen in Article XV of the BF&M 2000* (see Appendix), and
- willing to be lovingly restored if I drift from my commitment as a Disciple of Christ.
(according to article 1 section 7 - GMBC Constitution and Bylaws)

*"Let us not give up the habit of meeting together...but let us encourage one another."
Hebrews 10:25*

*But whatever happens, make sure that your everyday life is worthy of the gospel of Christ."
Philippians 1:27 (Ph)*

“Each one of you, on the first day of each week, should set aside a specific sum of money in proportion to what you have earned and use it for the offering.”

1 Corinthians 16:2

“You must each make up your own mind as you should give. Don’t give reluctantly or in response to pressure. For God loves the person who gives cheerfully.”

2 Corinthians 9:7

**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.

I have reviewed the statements shown in this Church Membership/Covenant Agreement and agree to be governed by all the provisions stated therein.

Name: _____ Date: _____

APPENDIX

2000 Baptist Faith & Message
Scripture References
and
Clarifying Explanations

1. 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; Joshua 8:34; Psalm 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, 17:16; Acts 2:16; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:19-21)

2. 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; 15:11; 20:1; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3, 15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9; 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 1:2; Judges 14:6; Job 26:13; Psalm 51:11; 139:7; 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)

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 Savior, 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.)

3. 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 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; Psalm 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18, 23; 5:6, 12, 19; 6:6; 7:14-25; 8:14-18, 29; 1 Corinthians 1:21-31; 15:19, 21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11)

4. 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 Savior.

- 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; 4:3; 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; 3:1; 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)

5. Gods 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 grace 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 31:31; 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, 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 1:2-15, 13, 2:4-10; 1 John 1:7-9, 2:19, 3:2)

6. 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 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, people, and nation.

(Matthew 16:15-19, 18:15-20; Acts 2:41-42, 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)

7. 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 Holy Spirit. It is an act of obedience symbolizing:

- a. The believer's faith in a crucified, buried, and risen Savior,
- b. The believer's death to sin, and the burial of the old life, and
- c. 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)

8. 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, 28:1; 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)

9. 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 9:607; 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)

10. 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 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, 5:1; 2 Thessalonians 1:7, 2; 1 Timothy 6:14; 2 Timothy 4:1, 8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7; 1 John 2:28, 3:2; Jude 14; Revelation 1:18; 3:11, 20:1-22:13)

11. 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 efforts 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 reaching 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)

12. 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 coordinate with the causes of missions and general benevolence, and should receive, along with these, the liberal support of the churches. An adequate system of Christian 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 preeminence 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; Psalm 19:7, 119:11; Proverbs 3:13, 4:1-10, 8:1-7, 11, 15:14; Ecclesiastes 7:19; Matthew 5:2, 7:24, 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)

13. 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, 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, 1:19-20, 12, 16:1-4; 2 Corinthians 8-9, 12:15; Philippians 4:10-19; 1 Peter 1:18-19)

14. Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objectives of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner.

Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom.

Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations when the end to be attained is itself justified and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

(Exodus 17:12, 18:17; Judges 7:21; Ezra 1:3-4, 4:68-69, 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 10:1; Acts 1:13-14, 2:1, 4:31-37, 13:2-3, 15:1-35; I Corinthians 1:10-17, 3:5-15, 12: 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18)

15. 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 content 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, 2:3, 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)

16. 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 for 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)

17. 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)

18. 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 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; Psalm 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, 8:9; 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)